

Memorandum of Agreement

This Memorandum of Agreement (MOA) is entered into by and between the authorized representatives of the Salem Police Patrolmen's Association (Union) and the City of Salem (City) and it reflects the agreement of the Union and the City to amend and extend the existing collective bargaining agreement (CBA) for one-year, effective July 1, 2020 through June 30, 2021, with the following new terms to be incorporated therein:

- 1) **Wages.** Amend Appendix A: Salary Schedule and any other necessary portion of the CBA such that the annual base pay for patrol officers reflects an annual retroactive increase of 2% on July 1, 2020.


- 2) **Professional Development.**
 - a. Effective June 30, 2021, increase patrol officers' base pay by adding \$1,000 to the amount included in section 1 of Article 5. This increase shall be reflected in patrol officers' pay for shifts worked after June 30, 2021.

- 3) **Body Worn Cameras.**
 - a. Create a new Article in the CBA stating that the parties agree to the implementation of a Body Worn Cameras (BWC) Program within the Police Department.

The parties agree that this amendment to the CBA is subject to the City and the Union reaching final agreement as to the terms of the Police Department's policy concerning the BWC Program. Should the parties fail to reach a final agreement on the terms of the policy, the parties agree to return to the bargaining table and each reserve the right to return to the on-the-record bargaining positions held prior to reaching agreement on this MOA.

Agreed upon this — day of September, 2021.

Salem Police Patrolmen's Union:




William Riley, President

- City of Salem:



Kimberley L. Driscoll, Mayor



Lucas J. Miller, Chief of Police