

MEMORANDUM OF AGREEMENT
BETWEEN THE
TOWN OF SUDBURY
AND THE
SUDBURY SUPERVISORY ASSOCIATION
July 2024

Item A: Article XXII Salary Schedule shall be amended to reflect the following changes:

Effective 7/1/24, all steps on the salary schedule shall be increased by three percent (3%);
Effective 7/1/25, all steps on the salary schedule shall be increased by two percent (2%);
Effective 7/1/26, all steps on the salary schedule shall be increased by two percent (2%);

Item B: Article XXII Salary Schedule shall be amended as follows:

As a market adjustment and in exchange for a normal 40-hour work week, each position will be moved up one (1) grade and back two (2) steps, or to the next closest step above their current rate, so that each member is at the same or higher pay as they would be on the FY25 grid if their position didn't change by a grade. No one will be lower than where they would be without this change.

Item C: Appendix A Salary Schedules, Footnote 1 shall be amended to reflect the following changes:

Supervisor of Buildings annual stipend of \$13,050 as Wiring Inspector shall be increased;

Effective 7/1/2024 add \$3,000 to the \$13,050 annual stipend;

Effective 7/1/2025 add \$2,000 to the \$16,050 annual stipend;

Effective 7/1/2026 add \$2,000 to the \$18,050 annual stipend.

Item D: Article XIX: Meal Periods shall be amended to reflect the following change:

The employer will furnish a meal to any employee who is requested to and does work for four hours beyond their regular shift, or called in beyond normal work hours. In the event, the employer does not provide the meal, the employer will compensate the employee twenty dollars (\$20) per meal effective upon execution of memorandum. Receipts shall be provided for reimbursement.

Item E: Housekeeping

Change:

She/he/his/her to they/them/theirs.

Change references to Personnel Board to Town Manager/Asst. Town Manager

Remove Reference to Lieutenants

Article XXV. Duration of Agreement

The duration of this Agreement shall be from July 1, 2024 through June 30, 2027.

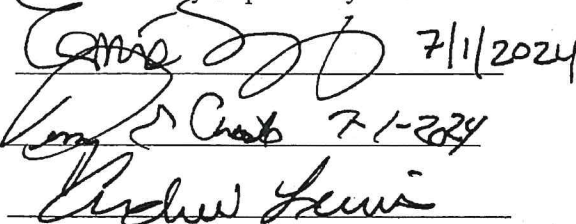
This Agreement is subject to funding and ratification by the Town and ratification by the Union.

Signed this 16TH day of July 2024.

For the Town of Sudbury


Town Manager

For the Sudbury Supervisory Association


7/1/2024
7-1-2024
Richard Lewis

SUPERVISORY FY25 All steps increased by 3%							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SA-1	70,766	73,538	76,423	79,418	82,533	85,769	89,599
SA-2 Supv. Of Buildings ¹	77,143	80,167	83,311	86,577	89,968	93,498	97,672
SA-3 Town Clerk ² Conservation Coord.	84,080	87,378	90,803	94,363	98,062	101,906	106,460
SA-4 Head of Operations Director of Assessing Senior Center Director	91,647	95,241	98,973	102,854	106,882	111,073	116,038
SA-5 Health Director Technology Admin Building Inspector Treasurer/Collector Pk. and Rec. Director Town Planner	99,898	103,813	107,881	112,114	116,508	121,074	126,483
SA-6 Assistant Fire Chief Library Director	108,890	113,154	117,591	122,200	126,993	131,970	137,868
SA-7 Town Engineer	118,714	123,368	128,208	133,232	138,455	143,881	150,309

*Note all positions in each level have the same step compensation unless otherwise indicated

1 This position also receives an annual stipend of \$16,050 as Wiring Inspector

2 This position also receives an annual stipend of \$782 as Registrar of Voters

SUPERVISORY							
FY26							
All steps increased by 2%							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SA-1	72,181	75,009	77,951	81,006	84,184	87,484	91,391
SA-2	78,686	81,770	84,977	88,309	91,767	95,368	99,625
Supv. Of Buildings ¹							
SA-3	85,762	89,126	92,619	96,250	100,023	103,944	108,589
Town Clerk ²							
Conservation Coord.							
SA-4	93,480	97,146	100,952	104,911	109,020	113,294	118,359
Head of Operations							
Director of Assessing							
Senior Center Director							
SA-5	101,896	105,889	110,039	114,356	118,838	123,495	129,013
Health Director							
Technology Admin							
Building Inspector							
Treasurer/Collector							
Pk. and Rec. Director							
Town Planner							
SA-6	111,068	115,417	119,943	124,644	129,533	134,609	140,625
Assistant Fire Chief							
Library Director							
SA-7	121,088	125,835	130,772	135,897	141,224	146,759	153,315
Town Engineer							

*Note all positions in each level have the same step compensation unless otherwise indicated

1 This position also receives an annual stipend of \$18,050 as Wiring Inspector

2 This position also receives an annual stipend of \$782 as Registrar of Voters

SUPERVISORY							
FY27							
All steps increased by 2%							
Level/Position*	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SA-1	73,625	76,509	79,510	82,626	85,868	89,234	93,219
SA-2 Supv. Of Buildings1	80,260	83,405	86,677	90,075	93,602	97,275	101,618
SA-3 Town Clerk2 Conservation Coord.	87,477	90,909	94,471	98,175	102,023	106,023	110,761
SA-4 Head of Operations Director of Assessing Senior Center Director	95,350	99,089	102,971	107,009	111,200	115,559	120,726
SA-5 Health Director Technology Admin Building Inspector Treasurer/Collector Pk. and Rec. Director Town Planner	103,934	108,007	112,240	116,643	121,215	125,965	131,593
SA-6 Assistant Fire Chief Library Director	113,290	117,725	122,342	127,137	132,124	137,301	143,438
SA-7 Town Engineer	123,510	128,352	133,387	138,615	144,048	149,694	156,381

*Note all positions in each level have the same step compensation unless otherwise indicated

1 This position also receives an annual stipend of \$20,050 as Wiring Inspector

2 This position also receives an annual stipend of \$782 as Registrar of Voters