

**MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF TRURO
AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, COUNCIL 93, LOCAL 1462
JULY 10, 2025**

Now comes the Town of Truro (“the Town”) acting by and through its Town Manager and the American Federation of State, County and Municipal Employees, Council 93, Local 1462, (“the Union”) and agree as follows:

WHEREAS, the Town and the Union are parties to a Collective Bargaining Agreement that expires on June 30, 2025;

WHEREAS, the Town and the Union have reached a successor collective bargaining agreement subject to ratification by the Union and the Select Board and funding at Town Meeting;

NOW THEREFORE, the parties agree as follows:

1. The existing contract shall continue in force and effect and its terms, except to the extent specifically amended as below, and shall be incorporated with the successor agreement. The collective bargaining agreement represents the entire written agreement between the parties.
2. Article XII: Sick Leave, paragraph 2 be amended to state “Employees absent due to illness or injury (whether work-related or not) shall be entitled to convert any unused vacation or personal time to sick leave.”
3. Article XIX: Health and Welfare be amended to include a paragraph at the end of the section that states “All non-CDL staff members shall be subject to drug and alcohol

testing (excluding cannabis and prescriptions prescribed to the employee) based on reasonable suspicion.

4. Article XVIII: Uniforms and Protective Clothing be amended to increase the annual allowance from \$599.00 to \$800.00.
5. Subject to agreement by all town and school unions, and the union will participate in the Insurance Advisory Committee (MGL c 32B section 3) to add a Health Saving Account (HSA) Qualified High-Deductible Plan to the current health care plan offerings of the Town effective July 1, 2026.
6. Subject to agreement by all town and school unions, and the union will participate in the Insurance Advisory Committee (MGL c 32B section 3) to increase the Town's share of health insurance to 70% (employee share to 30%) and to increase the opt-out to \$2,500 for single plans and \$5,000 for family plans effective July 1, 2026, and will adjust Article XIX: Health and Welfare to reflect this change.
7. The process of placement and offer of housing to employees by the Town is not subject to any further negotiation or grievance and arbitration as noted in Article 36: Grievance Procedure of the Collective Bargaining Agreement. The parties agree that all members in housing units provided by the Town are subject to the terms and conditions of a license agreement and will not be a part of collective bargaining.
8. A cost-of-living adjustment will be applied to the current wage scales in the amount of 3% in FY2026 (July 1, 2025- June 30, 2026), 2% in FY2027 (July 1, 2026- June 30, 2027), and 2% in FY2028 (July 1, 2027- June 30, 2028) and a new step will be added for each of the three years of this agreement that adds steps 11 (on July 1, 2025), 12 (on July 1, 2026), and 13 (on July 1, 2027) with 3% between each of these steps, as shown below:

<<INSERT TABLES HERE>>

9. Article XXII: Longevity be amended to increase longevity to \$400 upon completion of the 5th year of service, and \$100 for each yearly increment after. After 20 years of service, the yearly increments increase to \$140 and after 25 years of service, the yearly increments increase to \$175.
10. Article XXIX: Miscellaneous be amended to increase the cell phone stipend to \$400.
11. Article VI: Hours of Work, Section C. Transfer Station Employees be amended to state “The Transfer Station will be closed on the day before New Year’s Day, New Year’s Day, Easter Sunday, Thanksgiving Day, Day before Christmas Day, Christmas Day, Martin Luther King Day, President’s Day, Patriot’s Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, and Veteran’s Day, provided that the Transfer Station is not closed more than two consecutive days.”
12. Article VI, Section C: Hours of Work be amended to change all instances of “November 1 through April 30” to “September 11 to June 9” and all references of “May 1 through October 31” to “June 10 to September 10”.
13. Article XXIX: Miscellaneous, Probationary Status be amended to state “Despite any provision of this Agreement to the contrary, any employee hired by the Town on or after July 1, 2014 shall be deemed probationary for the first six (6) months of their employment, while actively performing the duties of their position. During this probationary period, the probationary employee shall be deemed an employee “at will”; shall be subject to discharge with or without cause; and shall not be entitled to avail themselves of the grievance provisions of this Agreement. Probationary employees shall accrue no seniority, but shall accrue sick leave, personal leave, and vacation time. During

the initial six-month probationary period, only sick and leave and bereavement leave may be used, if needed.

At the Director's discretion, probationary employees who have not achieved the licenses required for the position will continue to have probationary status until the licenses are achieved. For employees who have completed six-months of probation but whose probationary status is extended until the licenses are achieved, sick, bereavement, personal or vacation time, may be used if needed.

For employees who separate from the town in their initial six-month probationary period or in a probationary period extended to achieve licenses, there shall be no buyback of any accrued, unused benefits, other than vacation.

14. Article IV: Licenses be amended to add a sentence after the second sentence that states, "All licensing testing shall occur on Town time, and scheduling for such testing shall be at the discretion of the Director."

15. Article XIV: Personal Leave be amended to replace the second paragraph with the following:

Upon hire, in their first year, Truro DPW employees earn personal time in accordance with the following schedule that may be used as prescribed in Article XXIX:

Miscellaneous, Probationary Status:

Start Date	Amount of Personal Leave Earned in Year 1
January 1- March 31	24 hours
April 1- June 30	16 hours
July 1- September 30	8 hours
October 1- December 31	0 hours

16. Article XXI: Classification Plan and Pay Rates be amended to add a new paragraph at the end of the section that states,

“All current employees hired or reclassified before January 1, 2025, provided that they are not on probation, will be eligible for a step increase on July 1, 2025, and their anniversary date for step advancement shall be July 1 of each year moving forward. For employees hired or reclassified after January 1, 2025, the employee is eligible for their first step increase on the first July 1st that occurs after 12 months of employment and after completion of the probationary period described in Article XXIX: Miscellaneous, Probationary Status, and July 1st shall remain their anniversary date for step advancement purposes.

All new hires after execution of this contract will advance for step increases as follows:

Date of Hire	Next Eligible Step Increase
July 1-December 31	advance to the next step on the next July 1
January 1-June 30	advance to the next column on July 1 in the year following the date of hire (not the next July1)

“
Steps may not be awarded to employees on probation on July 1, 2025. Upon successful completion of the six-month probationary period, those employees will receive their step retroactively to July 1, 2025.

17. A one-time signing bonus of \$500.00 will be paid to each member on a payroll within (3) weeks of complete execution of the agreement.
18. The parties agree to amend Duration to stipulate that the term of the contract will be July 1, 2025 to June 30, 2028.

For the Town:

Kelly Clark

Acting Town Manager, on behalf of the Truro Select Board

For the Union:

Ally

Comp Scales FY2026 - 3%												
Title	Administrative and Technical 5% Between Each Grade and a 30% Range Spread											
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Assistant Custodian	1 - Hourly	26.53	27.32	28.14	28.99	29.85	30.75	31.67	32.62	33.60	34.61	35.65
Assistant Transfer Station Attendant/ Assistant Custodian												
Assistant Transfer Station Attendant												
Truck Driver	2 - Hourly	27.85	28.69	29.55	30.43	31.35	32.29	33.26	34.25	35.28	36.34	37.43
Building Maintenance Lead	3 - Hourly	29.24	30.12	31.03	31.96	32.91	33.90	34.92	35.97	37.05	38.16	39.30
Machine Operator												

Supervisors and Advanced Technical 10% Between Each Grade and a 30% Range Spread												
Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Building Maintenance Supervisor	4 - Hourly	30.81	31.74	32.69	33.67	34.68	35.72	36.79	37.90	39.03	40.20	41.41
Lead Transfer Station Attendant												
Foreman-Mechanic	5 - Hourly	33.89	34.91	35.96	37.04	38.15	39.29	40.47	41.69	42.94	44.22	45.55

Comp Scales FY2027 - 2%													
Title	Administrative and Technical 5% Between Each Grade and a 30% Range Spread												
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Assistant Custodian	1 - Hourly	27.06	27.87	28.70	29.56	30.45	31.37	32.31	33.28	34.27	35.30	36.36	37.45
Assistant Transfer Station Attendant/ Assistant Custodian													
Assistant Transfer Station Attendant													
Truck Driver	2 - Hourly	28.41	29.26	30.14	31.04	31.97	32.93	33.92	34.94	35.99	37.07	38.18	39.32
Building Maintenance Lead	3 - Hourly	29.83	30.72	31.65	32.60	33.57	34.58	35.62	36.69	37.79	38.92	40.08	41.29
Machine Operator													

Supervisors and Advanced Technical 10% Between Each Grade and a 30% Range Spread													
Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Building Maintenance Supervisor	4 - Hourly	31.43	32.37	33.34	34.34	35.37	36.43	37.53	38.65	39.81	41.01	42.24	43.50
Lead Transfer Station Attendant													
Foreman-Mechanic	5 - Hourly	34.57	35.61	36.68	37.78	38.91	40.08	41.28	42.52	43.79	45.11	46.46	47.86

Comp Scales FY2028 - 2%														
Title	Administrative and Technical 5% Between Each Grade and a 30% Range Spread													
	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Assistant Custodian	1 - Hourly	27.60	28.43	29.28	30.16	31.06	31.99	32.95	33.94	34.96	36.01	37.09	38.20	39.35
Assistant Transfer Station Attendant/ Assistant Custodian														
Assistant Transfer Station Attendant														
Truck Driver	2 - Hourly	28.98	29.85	30.74	31.66	32.61	33.59	34.60	35.64	36.71	37.81	38.94	40.11	41.31
Building Maintenance Lead	3 - Hourly	30.43	31.34	32.28	33.25	34.24	35.27	36.33	37.42	38.54	39.70	40.88	42.12	43.38
Machine Operator														

Supervisors and Advanced Technical 10% Between Each Grade and a 30% Range Spread														
Title	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Building Maintenance Supervisor	4 - Hourly	32.06	33.02	34.01	35.03	36.08	37.16	38.28	39.43	40.61	41.83	43.08	44.37	45.71
Lead Transfer Station Attendant														
Foreman-Mechanic	5 - Hourly	35.26	36.32	37.41	38.53	39.69	40.88	42.11	43.37	44.67	46.01	47.39	48.81	50.28