

Randolph Police negotiations
EXHIBIT A: Paid Details Language

Note: The following is the revised language developed by Locals 34 and 18, and shared with the Chief for review. Proposed revisions/additions are made in track changes for easier review.

Article VIII – Paid Details – Replace the existing language in Article VIII with the following:

Section 1:

- a. The Town agrees that the following provisions shall govern the assignment of extra paid details to employee(s) where the detail is to be paid for by a Town department or by a governmental body or by an outside individual, group or corporation or organization. A paid detail is work performed in addition to the regular tour of duty, for which additional compensation is received.
- b. A paid detail for a Town Department is a detail which is paid out of the Town Department budget without any payment, contribution or reimbursement to the Town Department or to the Town of Randolph.
- c. Since the Town has accepted the provisions of M.G.L. Ch. 44 Section 53C, the rate of details shall be increased by 10% and the 10% shall be retained by the Town for defraying the cost of administering the payment of details. The Town will retain the full amount of the administrative fee, and all details will be paid out of the dedicated detail account.
- d. All School Department details shall be paid at the overtime rate or one and one-half the officer's regular hourly rate of pay.

Section 2: Distribution/Procedure:

- a. A Randolph police officer who wishes to work a paid detail as described in Section 1, above, must do so during his/her off-duty time, meaning a time he or she is not scheduled to work for the Randolph Police Department or appear as a witness or complainant in the Courts.
 - 1. The assignment of officers to any paid details shall be administered by the current system of Detail Tracking System ("DTS") and/or as designated by the Chief of Police.
 - 2. Details performed between Sunday and Saturday of each week will be paid the following Thursday. Officers' detail weekly hours will be reset on Saturday in the afternoon and added to the yearly hours.
 - 3. Details scheduled for 6am to 4pm the following day will be filled the night before with overtime, Randolph details, and out-of-town details in that order. Details scheduled for 4pm will be filled that day at a reasonable time.
 - 4. Officers who are not available to work the full eight hours will be allowed to work hour for hour after four hours provided no one else is available to work the detail.

This will not change anything in the contract with regards to the automatic eight (8) hours of pay after four (4) hours as set forth above.

5. As of January 1st of any year, assignments of details and overtime work will be assigned as of the respective standing at the end of the last week of December of the previous year.
6. Permanent full-time officers are prohibited from working more than twenty (20) consecutive hours including paid details. Officers who work up to twenty (20) consecutive hours in any twenty-four (24) hour period must follow those hours with a minimum of eight (8) hours off. Permanent full-time officers may not accept a detail that would result in them working more than twenty (20) consecutive hours or taking less than eight (8) hours off after working twenty (20) consecutive hours.
7. Any permanent full-time officer who accepts any detail or overtime work after calling in sick within the period prescribed in the contract shall be assessed an additional (7) days penalty and shall not be assigned any details or overtime work until twenty-four (24) hours after the seventh day.
8. Any officer who cancels or calls out sick from a detail will be assessed those hours if less than twenty-four-hour notice.
9. Any permanent full-time officer who fails to show up for a paid detail or overtime work assigned to him shall be penalized by being removed from the detail and overtime work for a period of seven (7) days for first offense, fifteen (15) days for second offense, and thirty (30) days for the third and subsequent offense. This period of penalization will be one year from the date of the first infraction. This penalty is separate and apart from any discipline imposed by the Town upon a finding that the police officer engaged in any misconduct or violation of Town/Department rules and procedures.
10. We will go by a 2-hour rule for everything, for a contractor cancelling a detail, overtime assignment being cancelled, member to come out of a detail, to bump a special from a detail, and to call in for time off (i.e., vacation, personal day, off/owed, and off/owed sick). This does not apply to an officer calling out sick; however members should give as much notice as possible.
11. If an overtime shift becomes available and is unfilled, an officer in that rank or another officer may elect to swap from a detail to the shift. Officers assigned to a detail will be offered an opportunity to opt out of their assigned detail and work the vacant overtime shift instead. Officers in the rank of the available overtime shift will be contacted first according to hours. Once the shift has been refused by the officers of that rank, it will be offered to the next rank and so on until the shift is filled.
12. All detail and overtime hours will be included in weekly and total hours (except court hours). Total weekly hours will be recorded as soon as possible to establish the accurate number of hours worked each week.

13. Hospital watches will be filled from the overtime list.

14. Officers who are on bereavement will not be allowed to work details or overtime for the day(s) he/she is on bereavement unless authorized by the Chief of Police or his/her designee. Officers on bereavement do not have to return for a shift prior to working a detail or overtime.

Section 3: Detail Rates:

Assignments to a paid detail described in Section 1 above shall be made only when the person, firm, corporation, group, government agency or Town department requesting such a detail has agreed to pay the following rates of pay and to abide by the following conditions:

15. A minimum of four (4) hours of pay for all details. If the detail goes beyond four (4) hours, the minimum will be eight (8) hours of pay except for Town and School Department details which shall have a 4-hour minimum and be paid in hour increments for time after four (4) hours). If the detail (other than Town and School Department details) goes beyond eight (8) hours, the minimum will be increased in 2-hour blocks (i.e., 10, 12, 14, etc.), with each 2-hour block being paid at a rate of one and one-half the detail rate.

For all private and construction road and utilities details, except for Town department payroll details, the rate of pay for paid details will be seventy-five dollars (\$75.00) per hour effective July 1, 2026; seventy-eight (\$78.00) effective July 1, 2027; and eighty (\$80.00) effective July 1, 2028 for all officers. If there are three officers on a detail or hired by the contractor/private vendor, the senior officer will receive a rate of pay five dollars (\$5.00) more than the current detail rate. If six officers are required on a detail or hire by a contractor/private vendor, the senior officer/sixth officer would receive ten dollars (\$10.00) more than the current detail rate.

- a. The rate of pay for all Town Department payroll paid details (e.g., Department of Public Works and School Department) shall be time and one-half the regular rate of pay of the officer working.
- b. Except for Town Department payroll paid details, the rate of pay for any work performed for a private contractor/vendor after eight (8) hours, from 7pm-7am, Friday at 7pm to Monday at 7am, and holidays will be paid at time and one-half of the current detail rate.
- c. The rate of pay shall be determined based on the start time of the detail and remain consistent throughout the detail.

Section 4: Sick Leave

An employee who has taken between one (1) and three (3) sick leave days must wait twenty-four (24) hours after calling out sick before being eligible for overtime/details.

An employee who has taken between four (4) and seven (7) sick leave days must work two (2) consecutive shifts on their assigned shift before being eligible for overtime/details.

Any employee who has used more than seven (7) sick leave days in a fiscal year shall not be eligible for paid details or overtime work for thirty (30) days from the date of the employee's return to duty following his or her use of additional sick days. Employees shall incur a thirty (30) period of ineligibility for each sick day used over seven (7) days. An employee who exhausts his or her sick time shall be ineligible to work details or overtime for the remainder of the year. Sick leave usage amounts shall reset every fiscal year. The Chief may grant exceptions to this section on a case-by-case basis. Family sick days and sick leave used as part of an approved FMLA Leave shall not count towards an employee's total usage for purposes of limiting detail and overtime eligibility.

Section 5:

Only a permanent, full-time police officer of the Randolph Police Department or special officers shall be assigned a detail to ensure the safety of the public when work is being performed on a public way that affects the normal flow of traffic or where work could be considered hazardous to the safety of the public. The determination of the need will be made by the Police Chief or his designee.

Section 6:

All Holiday rates will begin at 6pm the evening before all holidays listed in Article VII, section 1.

Section 7: OUT OF TOWN DETAIL

Out of town details are allowed in this section for outdoor road details, subject to the following conditions:

1. Department overtime must be filled first.
2. Randolph details take precedence.
3. If the Town requesting the detail does not handle billing for out-of-town officers, the billing will be handled by the Town of Randolph. Any administrative fees collected shall be retained by the Town of Randolph.
4. Randolph Police Officers may not work out of town details at liquor establishments such as bars, nightclubs, and lounges without written approval from the Chief of Police except that officers may be permitted to work details at Gillette Stadium.

Section 8: STRIKE DETAILS

A minimum of two police officers shall be assigned to any dispute when, in the judgement of the Chief of Police, the dispute is likely to be confrontational. A police officer working a strike or picket detail shall be compensated at two and one-half (2 ½) times the detail rate.