

MASSACHUSETTS POLICE ASSOCIATION

Schedule of Compensation and Benefits

Agency: Upton PD **Population:** 8,050 **Total Officers:** 14

Collective Bargaining: **Contract Expires:** 6/30/24 **Work Schedule:** 4/2

RANK	TOTAL	SALARY	Education Benefits
Chief:	<u>170,000</u>		Quinn Bill: <u>No</u>
Deputy:	<u>n/a</u>		
Captain:	<u>n/a</u>		Other: <u>5/10/12.5</u>
Lieutenant:	<u>115,000</u>		
Sergeant:	<u>86,800 - 91,300</u>		

Patrol (Max):	<u>75,450</u>	(Quinn not added)
Patrol (Min):	<u>64,000</u>	Longevity: <u>600-1,000</u>

Rates		Holidays
OT: <u>1.5</u>	Min Hrs (OT): <u>4</u>	Holiday Pay Rate: <u>1.5</u>
Court: <u>1.5</u>	Min Hrs (Ct): <u>4</u>	# Paid Holidays: <u>13</u>

Detail Rate: 51 / 54 **Min Hrs (D):** 4/8
Detail Extras: OT rate

Differentials	Uniforms
Night Diff: <u>12 / 13 per shift</u>	Clothing Allowance: <u>1,250</u>
Duty Diff (Weekends): <u>n/a</u>	Cleaning Allowance: <u>included w/ clothing</u>
Personal Days: <u>3</u>	Bereavement: <u>as needed</u>
Vacation Plan: <u>5 - 30 days DOE</u>	
Health Ins: <u>Blue Cross</u>	Premium Split: <u>75/25</u>

Remarks:

Department also has an Educational Incentive Program. Points are earned for certifications, training, meetings, PT tests, an unused sick time throughout the year. End of year earned points translate to a payment of \$1,500 - \$6,000.

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