Memorandum of Agreement  
between  
Union of Operating Engineers (Campus Public Safety Officers), Local No. 286  
and  
Bates Technical College  

Campus Public Safety Sergeant  

The parties hereby agree to the establishment of a sergeant position in place of the current lead officer position. The parties agree to the following details concerning the sergeant position and further agree that the below language supersedes any of the current CBA language which is in conflict with the language contained in this agreement.  

1. While on call, the sergeant will receive a minimum of two (2) hours callback pay at a minimum rate of 1.5 times the hourly rate of pay.  
2. While on call on a weekend (12:01 a.m. Saturday through 11:59 p.m. Sunday), the sergeant will receive callback pay at 1.5 times the hourly rate of pay for any callback time up to a cumulative of eight (8) hours during a single weekend and two (2) times the hourly rate of pay for hours worked in excess of eight (8) hours.  
3. While on call on a calendar holiday, the sergeant will receive callback pay at 1.5 times the hourly rate of pay up to eight (8) hours and a 2.5 times the hourly rate of pay for hours worked in excess of eight (8) hours.  
4. While on call on a legal holiday, the sergeant will receive callback pay a 2.5 times the hourly rate of pay.  
5. The sergeant shall not consume any alcoholic beverages or take any medication that may impair driving and decision making while on call.  
6. The sergeant’s pay will begin at Step M on Appendix A based on years of service to Bates Technical College. Advancement to Step N and Step O is dependent upon satisfactory completion of a minimum of 50 hours of college-approved supervisory training, and shall not exceed two (2) pay steps in a fiscal year.  

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<tr>
<th>CAMPUS PUBLIC SAFETY SERGEANT SALARY SCHEDULE</th>
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Mile 10/18/2015
The union and the College mutually agree that all other terms and conditions referenced in the contract shall remain unchanged and in full effect.

[Signatures]

Operating Engineers Representative

Date

Bates Technical College Representative

Date

IUOE Representative

Date