

4/1/23 – 3/31/26
Summary of Agreement – Changes made to Contract
AFSCME and Town of Milford
Effective Date 4/1/2023

Contract Page	Article	Header	Section	Description
Dates of Contract				
Cover				Lines 1-5 - updated dates
Contents				Line 4 – updated dates
In Reference to Wages				
9	VI	Wages	C.	Line 6 – updated effective date
9	VI	Wages	C.	Line 7 - updated Wage chart
9	VI	Wages	C.	Lines 14-15 – removed reference to Policy Academy increase
9	VI	Wages	C.	Lines 13-15 – added adjusting the Probationary Patrol Officer starting salary by \$2,000
				Lines 17-18 – added SRO \$1,000/year stipend – removed SRO having first choice of school details
				Lines 20 –25 – added choice of Military Service annual aware OR Education award (but not both)
				Lines 27 – added FTO reference – see page 30
10	VI	Wages	C.	Lines 1-3 – added – Afternoon shift differential
				Lines 5-7 – added – Midnight shift differential
				Lines 9-16 – added – referral incentive
				Lines 18-20 – added – On role retention bonus – one year (2023) only
15	IX	Insurance	A	Lines 22-24 – changed – Opt Out rate went from % of plan (single, 2 person, family) to set rate for each plan.
20	Xi	Holidays	B	Lines 19-29 – change from 20 personal hours to 20 personal hours
29	XVII	Military Svc...	B	Lines 17-26 – updated Education Award OR Military service award (one, not both).
30			D	Lines 26-27 – remove per hour stipend and replace with annual stipend.
38-39	XXIII	Duration/Signature Page		Both pages – updated dates

Note: The contract was initially sent to Bobby Jones with **2019-2023 POLICE UNION CONTRACT** in the header. I made the correction to the header (**2023-2023 POLICE UNION CONTRACT**) and placed a notation in the footer. The Milford Board of Selectmen had already signed page 39, their signature sheet, on 4.24.2023 prior to the error being caught.
/kmb 4.26.23