



**MEDFORD, MASSACHUSETTS
MAYOR BREANNA LUNGO-KOEHN**

November 12, 2025

Via Electronic Delivery

To the Honorable President and
Members of the Medford City Council
Medford City Hall
Medford, MA 02155

Re: Proposed Wage Adjustment for Patrol and Superiors Unions

Dear President Bears and City Councilors:

I respectfully request and recommend that the City Council approve the following amendments to the Revised Ordinances Chapter 66, Article II.

**CITY OF MEDFORD
AMENDMENT TO REVISED ORDINANCES
CHAPTER 66, ARTICLE II**

BE IT ORDAINED by the City Council of the City of Medford in Chapter 66 entitled "Personnel," Article II entitled "Reserved" the city's classification and compensation plan, formerly included as Art. II, §§ 66-31—66-40, amend the figures as they presently appear next to the following title by adjusting each to reflect the following percentage wage increases and effective dates:

Police Patrol and Police Superiors:

- Effective July 1, 2022:
 - 2.5% increase the base salary of all Patrol and all Superiors union titles for a Cost of Living Adjustment (COLA).
- Effective July 1, 2023:
 - 3% increase the base salary of all Patrol and all Superiors union titles for a COLA; and
 - 1.5% for implementation of Body Worn Cameras (BWC) and the requirements placed on the members of the Association due to police reform legislation and the implementation of the Peace Officer Standards and Training (POST) Commission.
- Effective July 1, 2024:
 - 3% increase the base salary of all Patrol and all Superiors union titles for a COLA; and
 - 1.5% for implementation of BWC and the requirements placed on the members of the Association due to police reform legislation and the implementation of the POST Commission.
- Effective July 1, 2025:
 - 2.75% increase the base salary of all Patrol and all Superiors union titles for a COLA; and



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- 1% for the Associations agreement allowing the City to petition the legislature to remove the positions of Chief and Deputy Chief from Civil Service.
- Effective July 1, 2026:
 - 2.5% increase the base salary of all Patrol and all Superiors union titles for a COLA.
- Effective July 1, 2027:
 - 2.5% increase the base salary of all Patrol and all Superiors union titles for a COLA.

Human Resources Director Lisa Crowley will be available to answer any questions.

Thank you for your kind attention to this matter.

Respectfully submitted,


Breanna Lungo-Koehn
Mayor