



New England Police Benevolent Association, Inc.

7 Technology Drive - Suite 102 | SILVCO Building | Chelmsford, Massachusetts 01863

Representing New England's Finest

www.nepba.org



Memorandum of Agreement

By and between the

New England Police Benevolent Association, Inc., Local 189,

And

The Town of Carver, Massachusetts

WHEREAS, the Town of Carver (the "Town") and New England Police Benevolent Association, Inc., Local 189 (the "Union"), having re-opened negotiations for wages for FY20 and FY21, have bargained collectively for the period July 1, 2019 through June 30, 2021;

WHEREAS, the Town and the Union have reached an agreement;

NOW THEREFORE, in consideration of the mutual promises herein, the Union and the Town agree that the following changes will be incorporated into the collective bargaining agreement, subject to the required ratifications:

Proposal for Wage Re-opener

June 20, 2019

1. Appendix "A"

The Parties agree to reopen this article of the agreement during FY 20 & FY 21 of this contract for the limited purpose of negotiation wages increase should any employees on the non-union pay scale receives a total greater base salary increase than what is set forth in Appendix A.

The town has acknowledged that the Town of Carver non-union employees have and will receive a wage increase of 2% in FY20.

The union will propose a wage increase of 2% for FY20;

- 1% increase already agreed upon in the current Collective Bargaining Agreement;
- 1% to reflect the scheduled increase of the non-union personnel in FY20

The proposed wage increase will maintain uniformity among the members of local 189 and their non-union counterparts.

Step	FY19	FY20	FY20 (Proposed)		FY21 (Proposed)	
1	\$20.33	\$20.53	\$20.74		\$20.94	
2	\$20.74	\$20.95	\$21.16	<-Anctil	\$21.37	
3	\$21.15	\$21.36	\$21.57		\$21.79	<-Anctil
4	\$21.57	\$21.79	\$22.01		\$22.23	
5	\$22.01	\$22.23	\$22.45		\$22.68	
6	\$22.44	\$22.66	\$22.89		\$23.12	
7	\$22.89	\$23.12	\$23.35	<-Leopardi	\$23.58	
8	\$23.34	\$23.58	\$23.82		\$24.05	<-Leopardi
9	\$23.82	\$24.06	\$24.30	<-Shaw	\$24.54	
10	\$24.29	\$24.54	\$24.79	<-Clancy	\$25.03	<-Shaw
11	\$24.78	\$25.02	\$25.27		\$25.52	<-Clancy
12	\$25.27	\$25.52	\$25.78		\$26.03	

FY20 and FY 21 (Proposed) reflects one percent raise approved by Select Board on 7/2/19

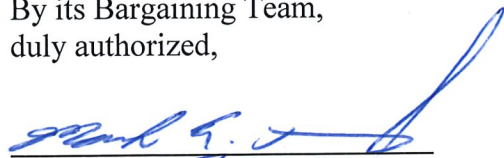
This Agreement shall not be implemented unless the parties have ratified and fully executed the Agreement.

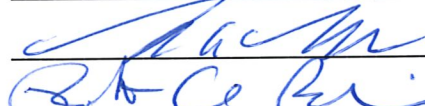
This Agreement has been duly executed by authorized representatives of the Town of Carver and by New England Police Benevolent Association, Inc, Local 189

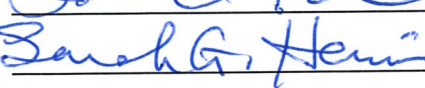
IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this


Memorandum of Agreement on this 16th day of July 2019,

TOWN OF CARVER,
By its Bargaining Team,
duly authorized,









NEW ENGLAND POLICE BENEVOLENT
ASSOCIATION, LOCAL 189,
By its Bargaining Team, duly authorized,

