

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"), bargained collectively for a new collective bargaining agreement (the "New Agreement") for the period July 1, 2022 through June 30, 2025;

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:

1. ARTICLE 17 – WAGES

July 1, 2022	2%	(FY 23)
July 1, 2023	2%	(FY 24)
July 1, 2024	2%	(FY 25)

- Adjust current wage steps -- See appendix A
- Add Part Time wage steps – See appendix A

2. ARTICLE 9 - FILLING VACANT SHIFT

- a. Delete the following – *“Vacant shifts will be filled on the third Wednesday of the month for all shift vacancies approved occurring the following month. If a sudden shift vacancy occurs after this day, the shift will be filled as soon as the vacancy has been approved or the vacancy occurs.”*

Replace with “Vacant shifts will be filled on a monthly basis. All shifts entered for bid shall have a 6PM bid close time. Bids will close on the first of the month for all accrued time that has been submitted for the following month. All dispatchers requesting accrued time off shall fill out a Leave Request in DTS. All dispatchers, for planning purposes, should make every effort to submit accrued time off prior to 12PM on the last day of the month. The Lead Dispatcher or designee will post shifts in DTS at least 24 hours prior to the 6PM closing time.

3. **ARTICLE 13 - VACATION LEAVE**

Revise Section 1:

1. Completion of probation period (6 months) – two (2) weeks (80 hours) vacation
2. Completion of four (4) year of service – three (3) weeks (120 hours) vacation
3. Completion of seven (7) year of service – four (4) weeks (160 hours) vacation
4. Completion of twenty (20) year of service – five (5) weeks (200 hours) vacation.

Delete Section 2:

SECTION 2:

~~Employees hired on or after July 1, 2016 shall receive the following vacation:~~

- ~~1. Completion of probationary period 10 days (80 hours) vacation~~
- ~~2. Completion of seven (7) years of service — 15 days (120 hours) vacation~~
- ~~3. Completion of fifteen (15) years of service — 20 days (160 hours) vacation~~

4. **ARTICLE 14 - SICK LEAVE**

Change to read

Section A

2. There may be up to one hundred and fifty (~~150~~) (200) sick days accumulation.

Section B. *Add the following:*

1. *Each Part Time employee shall be credited with 6 sick days (48 hours), per year. Sick time will be credited 1 day (8 hours), every two (2) months.*

5. **ARTICLE 15 – HOLIDAYS**

- a. Add Holiday – *Juneteenth*

6. **ARTICLE: 16 - HEALTH AND WELFARE**

Change to read

Section 1: The Employer agrees to supply employees through group insurance health and life insurance plans currently available to municipal employees, and further agrees to assume seventy-five percent (75%) of the cost of the plans. This section only applies to employees hired prior to ~~July 1, 2016~~ *June 30, 2023*.

Section 2: The Employer agrees to supply the Employee through group insurance health and life insurance plans currently available to municipal employees, and further agrees to assume ~~fifty percent (50%)~~ sixty five percent (65%) of the cost of the plans. This section shall apply to all employees hired after ~~July 1, 2016~~ *July 1, 2023*.

Add the following:

NEW Section 3: Any employee who chooses not to participate in the Employer's group health insurance benefit, shall receive an annual stipend of two-thousand dollars (\$2,000.00) at the conclusion of the fiscal year, not to be included in the officer's base pay. (This is the language out of the Police CBA)

7. **ARTICLE 42 - DURATION**

This agreement between the Employer and the Union will be in effect July 1, 2022, and shall continue in full force and effect to and including Midnight June 30, 2025. During the negotiations, the terms of this agreement shall remain in full force and effect. Unless explicitly stated otherwise, all provisions of this agreement shall be effective upon the date of execution.

8. **ARTICLE 43 (New) – Uniform Allowance**

Effective July 1, 2022, Each employee in the bargaining unit shall receive an annual uniform and clothing replacement allowance (which may also be used to purchase shoes) in the amount of five hundred dollars (\$500.00).

A. Each employee shall submit to the chief of police for payment, vouchers for uniforms and clothing purchased in an amount not to exceed five hundred dollars (\$500.00) and such vouchers shall be paid by the Town of Carver forthwith upon presentation.

B. Uniforms and clothing so purchased must conform to department specifications.

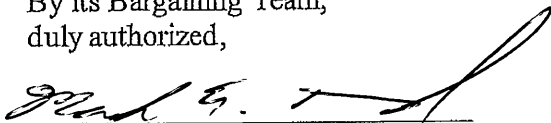
C. A newly hired communication officer shall, during the first year, be issued adequate uniforms by the Chief at no cost to the officer until the beginning of the next fiscal year

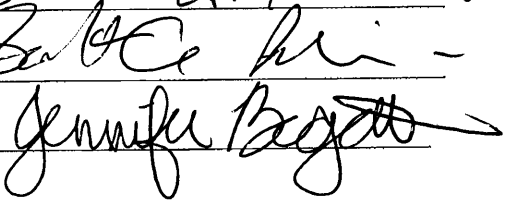
This Agreement shall not be implemented unless the parties have ratified and fully executed the Agreement.

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 14th day of April 2022,

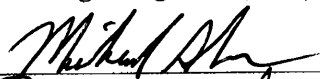
TOWN OF CARVER,
By its Bargaining Team,
duly authorized,




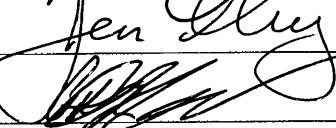
Sarah B. Hewins


Jennifer Baggett

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



Michael Shy


Rebecca Anctil


Jen Shy

Revised 04-01-22

Appendix A

Full-time		Steps Adjusted		2.00%	2.00%	2.00%
Current	FY 22	7/1/2022		7/1/2022	7/1/2023	7/1/2024
Step 1	\$22.21	Step 1	\$22.66	\$23.11	\$23.58	\$24.05
Step 2	\$22.66	Step 2	\$23.11	\$23.57	\$24.04	\$24.52
Step 3	\$23.11	Step 3	\$23.58	\$24.05	\$24.53	\$25.02
Step 4	\$23.58	Step 4	\$24.04	\$24.52	\$25.01	\$25.51
Step 5	\$24.04	Step 5	\$24.52	\$25.01	\$25.51	\$26.02
Step 6	\$24.52	Step 6	\$25.01	\$25.51	\$26.02	\$26.54
Step 7	\$25.01	Step 7	\$25.51	\$26.02	\$26.54	\$27.07
Step 8	\$25.51	Step 8	\$26.03	\$26.55	\$27.08	\$27.62
Step 9	\$26.03	Step 9	\$26.55	\$27.08	\$27.62	\$28.18
Step 10	\$26.55	Step 10	\$27.07	\$27.61	\$28.16	\$28.73
Step 11	\$27.07	Step 11	\$27.61	\$28.16	\$28.73	\$29.30
Step 12	\$27.61	Step 12	\$28.16	\$28.72	\$29.30	\$29.88
		Step 13	\$28.73	\$29.30	\$29.89	\$30.49

Part-Time		Steps Adjusted		2.00%	2.00%	2.00%
Current	FY 22	7/1/2022		7/1/2022	7/1/2023	7/1/2024
Step 1	\$21.21	Step 1	\$21.66	\$22.09	\$22.54	\$22.99
Step 2	\$21.66	Step 2	\$22.11	\$22.55	\$23.00	\$23.46
Step 3	\$22.11	Step 3	\$22.58	\$23.03	\$23.49	\$23.96
Step 4	\$22.58	Step 4	\$23.04	\$23.50	\$23.97	\$24.45
Step 5	\$23.04	Step 5	\$23.52	\$23.99	\$24.47	\$24.96
Step 6	\$23.52	Step 6	\$24.01	\$24.49	\$24.98	\$25.48
Step 7	\$24.01	Step 7	\$24.51	\$25.00	\$25.50	\$26.01
Step 8	\$24.51	Step 8	\$25.03	\$25.53	\$26.04	\$26.56
Step 9	\$25.03	Step 9	\$25.55	\$26.06	\$26.58	\$27.11
Step 10	\$25.55	Step 10	\$26.06	\$26.58	\$27.11	\$27.66
Step 11	\$26.06	Step 11	\$26.58	\$27.11	\$27.65	\$28.21
Step 12	\$26.58	Step 12	\$27.11	\$27.65	\$28.21	\$28.77
		Step 13	\$27.65	\$28.20	\$28.77	\$29.34

Original

Appendix A

Full-time		Steps Adjusted		1.5%	1.5%	1.5%
Current	FY 22	7/1/2022		7/1/2022	7/1/2023	7/1/2024
Step 1	\$22.21	Step 1	\$22.66	\$23.00	\$23.34	\$23.70
Step 2	\$22.66	Step 2	\$23.11	\$23.46	\$23.81	\$24.17
Step 3	\$23.11	Step 3	\$23.58	\$23.93	\$24.29	\$24.66
Step 4	\$23.58	Step 4	\$24.04	\$24.40	\$24.77	\$25.14
Step 5	\$24.04	Step 5	\$24.52	\$24.89	\$25.26	\$25.64
Step 6	\$24.52	Step 6	\$25.01	\$25.39	\$25.77	\$26.15
Step 7	\$25.01	Step 7	\$25.51	\$25.89	\$26.28	\$26.68
Step 8	\$25.51	Step 8	\$26.03	\$26.42	\$26.82	\$27.22
Step 9	\$26.03	Step 9	\$26.55	\$26.95	\$27.35	\$27.76
Step 10	\$26.55	Step 10	\$27.07	\$27.48	\$27.89	\$28.31
Step 11	\$27.07	Step 11	\$27.61	\$28.02	\$28.44	\$28.87
Step 12	\$27.61	Step 12	\$28.16	\$28.58	\$29.01	\$29.45
		Step 13	\$28.73	\$29.16	\$29.60	\$30.04

Part-Time		Steps Adjusted		1.5%	1.5%	1.5%
Current	FY 22	7/1/2022		7/1/2022	7/1/2023	7/1/2024
Step 1	\$21.21	Step 1	\$21.66	\$21.98	\$22.31	\$22.65
Step 2	\$21.66	Step 2	\$22.11	\$22.44	\$22.78	\$23.12
Step 3	\$22.11	Step 3	\$22.58	\$22.92	\$23.26	\$23.61
Step 4	\$22.58	Step 4	\$23.04	\$23.39	\$23.74	\$24.09
Step 5	\$23.04	Step 5	\$23.52	\$23.87	\$24.23	\$24.59
Step 6	\$23.52	Step 6	\$24.01	\$24.37	\$24.74	\$25.11
Step 7	\$24.01	Step 7	\$24.51	\$24.88	\$25.25	\$25.63
Step 8	\$24.51	Step 8	\$25.03	\$25.41	\$25.79	\$26.17
Step 9	\$25.03	Step 9	\$25.55	\$25.93	\$26.32	\$26.72
Step 10	\$25.55	Step 10	\$26.06	\$26.45	\$26.85	\$27.25
Step 11	\$26.06	Step 11	\$26.58	\$26.98	\$27.38	\$27.79
Step 12	\$26.58	Step 12	\$27.11	\$27.52	\$27.93	\$28.35
		Step 13	\$27.65	\$28.06	\$28.49	\$28.91

