

**SIDE LETTER OF AGREEMENT BETWEEN
TOWN OF CARVER
AND
CARVER PUBLIC SAFETY DISPATCH UNION
NEPBA, LOCAL 189**

This Side Letter of Agreement is entered into by and between the Town of Carver (“Town”) and the Carver Public Safety Dispatch Association, New England Police Benevolent Association (“Union”).

Whereas, the Town and the Union are parties to a collective bargaining agreement for the period July 1, 2022 through June 30, 2025;

Whereas, the Town and Union have, pursuant to M.G.L. Chapter 150E, commenced in “Mid-term” bargaining to resolve matters requiring mandatory bargaining.

Now, therefore, in consideration of mutual promises, the parties agree as follows:

Article 17 – Wages

February 1, 2024 – one time increase of 10%

Article 5 – Seniority

Seniority will be used to determine shift assignments three (3) times per year, which shall be effective the first week of January, May and September. Shift bids will be conspicuously posted one (1) month in advance, and shall include the projected staffing levels for each shift. Dispatchers will be given one (1) week to submit a bid request, indicating their choices. Any dispatcher failing to submit a bid request by midnight on the closing date of the selection period shall be assigned, at the sole discretion of the Chief, to whatever vacancy remains. Shift assignments shall be posted two (2) weeks prior to the first week of implementation.

Article 7 – Hours of Work

The union and the Chief of Police, or his or her designee, agree to work together in good faith to test, evaluate, and implement an alternate “Hours of Work” dispatcher schedule to more effectively provide dispatch coverage in the dispatch center.

Article 9 – Filling a Vacant Shift


Shift vacancies shall be filled by offering the shift vacancy to specific groups in the following order:


- Full-time Public Safety Signal Operator
- Part-time Public Safety Signal Operator
- Per-diem Public Safety Signal Operator
- *State Certified 911 Qualified Police Officers*


Wherefore, the parties have caused this Side Letter of Agreement to be executed this ____ day of January 2024.


For the Town of Carver


For the Carver Public Safety Dispatch Union - NEPBA, Local 189:
















Sarah L. Hennrich











Carver Public Safety Dispatcher Rates

	7/1/2023		7/1/2024	
	Current	Proposed	Current	Proposed
Full-time				
Step 1	\$23.58	\$25.94	\$24.05	\$26.46
Step 2	\$24.04	\$26.44	\$24.52	\$26.97
Step 3	\$24.53	\$26.98	\$25.02	\$27.52
Step 4	\$25.01	\$27.51	\$25.51	\$28.06
Step 5	\$25.51	\$28.06	\$26.02	\$28.62
Step 6	\$26.02	\$28.62	\$26.54	\$29.19
Step 7	\$26.54	\$29.19	\$27.07	\$29.78
Step 8	\$27.08	\$29.79	\$27.62	\$30.38
Step 9	\$27.62	\$30.38	\$28.18	\$31.00
Step 10	\$28.16	\$30.98	\$28.73	\$31.60
Step 11	\$28.73	\$31.60	\$29.30	\$32.23
Step 12	\$29.30	\$32.23	\$29.88	\$32.87
Step 13	\$29.89	\$32.88	\$30.49	\$33.54
Part-time				
Step 1	\$22.54	\$24.79	\$22.99	\$25.29
Step 2	\$23.00	\$25.30	\$23.46	\$25.81
Step 3	\$23.49	\$25.84	\$23.96	\$26.36
Step 4	\$23.97	\$26.37	\$24.45	\$26.90
Step 5	\$24.47	\$26.92	\$24.96	\$27.46
Step 6	\$24.98	\$27.48	\$25.48	\$28.03
Step 7	\$25.50	\$28.05	\$26.01	\$28.61
Step 8	\$26.04	\$28.64	\$26.56	\$29.22
Step 9	\$26.58	\$29.24	\$27.11	\$29.82
Step 10	\$27.11	\$29.82	\$27.66	\$30.43
Step 11	\$27.65	\$30.42	\$28.21	\$31.03
Step 12	\$28.21	\$31.03	\$28.77	\$31.65
Step 13	\$28.77	\$31.65	\$29.34	\$32.27