

Memorandum of Agreement

By and between the

New England Police Benevolent Association, Inc., Local 81

And

The City of Marlborough, Massachusetts

WHEREAS, the City of Marlborough (the "City") and the New England Police Benevolent Association, Inc., Local 81 (the "Union"), have bargained collectively for a new collective bargaining agreement (the "New Agreement") for the period July 1, 2021 through June 30, 2024; this offer and Agreement shall be considered off-the-record until ratified by Local 81's membership and the City. The bargaining teams shall sponsor and support such ratification.

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

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

1. Term of New Agreement

The New Agreement shall be effective for the three (3) year period from July 1, 2021 through June 30, 2024. Applicable date changes shall be made in the cover page, and in other appropriate provisions of the Contract in order to reflect the term of the New Agreement.

2. Provisions of New Agreement

Except as modified by the changes provided in this Memorandum of Agreement, and/or except for such technical matters as date changes, all other provisions of the July 1, 2018 through June 30, 2021 Contract shall be carried over intact into the New Agreement.

3. Article XX (Salaries)

The Parties agree to amend paragraph one of Section 1 of this Article to read as follows:

The base salaries of Patrol Officers shall be increased by the following percentages and amounts on the dates indicated:

Effective July 1, 2021	2% base wage increase
Effective July 1, 2022	2% base wage increase
Effective July 1, 2023	2% base wage increase.

4. **Article XII (Holidays)**

After the first sentence of Section 1, insert the following sentence:

Effective January 1, 2022, the Massachusetts legal holiday of Juneteenth shall also be a paid holiday.

5. **Article XV (Clothing Allowance)**

Amend the first sentence of Section 1(A), to increase the annual uniform and clothing allowance amount by \$250, to read as follows:

Each Police Officer shall receive an annual uniform and clothing allowance (which may also be used to purchase shoes) in the amount of \$1,250.00.

This Agreement is subject to ratification by the City of Marlborough and by the New England Police Benevolent Association, Inc., Local 81 and to appropriation. 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 City of Marlborough and by New England Police Benevolent Association, Inc., Local 81.

IN WITNESS WHEREOF, the Union and the City, by their authorized representatives, have set their hands to this Memorandum of Agreement on this

2nd day of August 2021.

CITY OF MARLBOROUGH,

By its Bargaining Team, duly authorized

NEW ENGLAND POLICE BENEVOLENT
ASSOCIATION, INC., LOCAL 81

By its Bargaining Team, duly authorized