

Memorandum of Agreement

By and between the

Marlborough Police Command Officers Local 366, MASSCOP, IUPA, AFL-CIO

And

The City of Marlborough, Massachusetts

WHEREAS, the City of Marlborough (the "City") and the Marlborough Police Command Officers, Local 366, MASSCOP, AFL-CIO (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 366'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 terms 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 XIX (Salaries)**

The Parties agree to amend this Article as follows:

a) The Parties agree to increase base wages as follows:

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 XVI, Section V (Bereavement Leave)

The Parties agree to engage in mid-contract negotiations relative to this clause.

5. Article XXVII (Duration of Agreement)

Amend the term dates of the Agreement to run for the three (3) year period from July 1, 2021 through June 30, 2024.

This Agreement has been duly executed by authorized representatives of the City of Marlborough and by Marlborough Police Command Officers, Local 366.

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

Memorandum of Agreement on this ____th day of _____ 2021

CITY OF MARLBOROUGH,
By its Bargaining Team, duly authorized

MARLBOROUGH POLICE COMMAND
OFFICERS, LOCAL 366
By its Bargaining Team, duly authorized

