

AGREEMENT

BETWEEN THE TOWN OF EAST BRIDGEWATER

AND

MASSACHUSETTS COALITION OF POLICE
(MassCOP) Local 500, Dispatchers Unit

JULY 1, 2023 – January 1, 2025

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PREAMBLE

The following contract, effective from July 1, 2023, to and including January 1, 2025 by and between, the Town of East Bridgewater (hereafter "Town" and/or "Employer") and Massachusetts Coalition of Police, Local 500 (hereinafter the "Union") is the product of collective bargaining conducted pursuant to Massachusetts General Laws Chapter 150E for the purpose of promoting harmonious relations and peaceful procedures to resolve differences and establish rates of pay, hours of work and other conditions of employment.

ARTICLE 1 – RECOGNITION

The Town recognizes the Union as the exclusive representative for the purposes of collective bargaining relative to wages, hours and other conditions of employment for all full-time and regular part-time Public Safety Dispatchers but excluding all other employees of the Town of East Bridgewater.

ARTICLE 2 – MANAGEMENT’S RIGHTS

Except as otherwise noted in this Agreement, the Town retains all rights of management, including the right to direct employees, to hire, classify, promote, train, transfer, assign and retain employees and to suspend, demote, discharge or take other disciplinary action against employees for just cause, to relieve employees from duty because of lack of work, lack of funds, or for causes beyond the Town's control, to determine organization and budget, to maintain the efficiency of the operations entrusted to the Town and to determine the methods, technology, means and personnel by which such operations are to be conducted, including contracting and sub-contracting; similarly, to take whatever action may be necessary regardless of prior commitments to carry out the responsibilities of the Town in any emergency.

The Town retains all powers and authority not abridged, modified or articulated by this Agreement, the practice of the parties, and the bargaining obligations conferred by MGL 150E. By way of example, but not limitation, the Employer’s retains the following rights:

1. To determine mission, budget, and policy;
2. To determine organization of its departments, the number of employees, and their work functions;
3. To determine the numbers, types and grades of positions or employees assigned to an organizational unit, work project, or tour of duty;
4. To supervise, manage, direct and assign employees;
5. To establish, abolish, divide or combine classes of positions after bargaining with the Union as required by law;
6. The right to hire or promote employees;
7. To set expectations of employees in their work performance;
8. To determine the equipment to be used, subject to any and all bargaining obligations required under the law;
9. To establish qualifications for the ability to perform work in classes or ratings;

10. To establish or modify work schedules and shift schedules after bargaining with the Union as required by law;
11. To take whatever actions may be necessary to carry out its responsibilities in situations of emergency;
12. To enforce existing rules and regulations for the governance of the various Town functions and to add to or modify such regulations after consultation with the Union;
13. To alter or amend job descriptions and assignments from time to time as operational efficiency may require after notice to and an opportunity to bargain proposed changes with the Union as required by law;
14. To lay off due to lack of funds or for any other legitimate or lawful reason, subject to notice and an opportunity to bargain over the method and means of any reduction with the Union as required by law;
15. To temporarily relieve employees due to incapacity to perform duties or for any other legitimate or lawful reason subject to the terms of this Agreement;
16. To assign or transfer work performed by members of the bargaining units outside of the bargaining unit, including to subcontract any work to an outside contractor as long as it does not result in the reduction of the normal work week or hours of a bargaining unit member. The Town shall provide the Union with notice and an opportunity to bargain over the impact that an assignment or transfer of work may create as required by law; and
17. To determine the Town's internal security practices employed to ensure the safe and efficient operation of the Town operations including, but not limited to, building security (locks, access to the premises, audio/video recording), data security (electronic data management, protective computer software, privacy policy) and all other security measures that may be addressed. The Town shall provide the Union with notice of materially new or changing security measures and an opportunity to bargain over the impact of the same as required by law.

The failure of either party to enforce, or insist upon, the performance of any term, condition or provision of this Agreement in any one or more instances shall not be deemed a waiver of such term, condition, or provision.

ARTICLE 3 – PROBATIONARY PERIOD

New employees will serve a probationary period for initial hires and promotions for a minimum of six (6) months of active service. During the probationary period the, the probationary employee will be evaluated for proficiency and suitability to remain in the new position.

The probationary period for employees is an important part of the selection process. The probationary period allows the new member or newly promoted member to become proficient in their new role and allows the observation of the probationary member's leadership and skills by management. The probationary period will be used to determine fitness for retention.

Probationary employees may fill regular shift and integrate into the schedule as a regular employee upon authorization from the Chief of Police the Chief of Police's designee.

ARTICLE 4

EMPLOYEE RIGHTS AND REPRESENTATION/UNION DUES

Section 1

Employees have, and shall be protected in the exercise of, the right, freely and without fear of penalty or reprisal, to join and assist the Union.

The freedom of employees to assist the Union shall be recognized as extending to participation in the management of the Union in the capacity of a Union officer or representative or otherwise, and including the right to present Union views and positions to the public and the Town.

Without limiting the foregoing, the Employer agrees that it will not aid, promote, or finance any labor group or organization purporting to engage in collective bargaining or make any arrangement with any such group or organization which would violate any rights of the Union under this Agreement on condition the Union shall at all times be the duly recognized and legal representative of the Town's personnel described in Article 1 of this Agreement.

Further, no official, representative, agent or employee of the Employer shall: (a) Interfere with, restrain, or coerce any employees in the exercise of their right to join or refrain from joining the Union; (b) Interfere with the formation, existence, operations, administration or negotiations of the Union; (c) Discriminate in regard to employment or conditions of employment or otherwise act to the disadvantage of work opportunities or earning power of the employees covered by this Agreement; (d) Discriminate against any employee because the employee has given testimony or take part in any grievance procedures or other hearings, negotiations or conferences as part of the Union, or on the employee's own behalf; (e) Refuse to meet, negotiate or confer on matters with officers or representatives of the Union.

Union officers, representatives, or grievance committee members, not to exceed three (3), shall be granted leave of absence without loss of pay or benefits for time required to conduct collective bargaining, discuss and prove grievances, investigate unfair labor practices, or incidents which could lead to grievances, with the employee or others involved, and to participate in any grievances steps as described in Article 5 hereof, or in arbitration procedures consequent thereupon, or proceedings at the Department of Labor Relations. Such officers, representatives or grievance committee members who work with any overnight shift, shall have their hours and schedule of work adjusted accordingly to effectuate the purposes of this Sections.

Union officers, representatives or grievance committee members shall be permitted to discuss official Union business with employees during work hours provided such discussion does not interfere with work. Employees may also request leave without loss of pay to attend to Union matters at the discretion of the Chief of Police or their designee.

Section 2

The Town agrees to deduct monthly dues from each weekly paycheck for any employee covered by this contract who individually authorizes the Town, and promptly remit the same to the Union.

ARTICLE 5 – GRIEVANCE AND ARBITRATION PROCEDURE

To promote efficiency, a grievance should contain the name(s) of the aggrieved employee(s) (although a designation of a grievance as a “class action” grievance on behalf of multiple employees shall suffice), date of alleged violation, section(s) of Agreement allegedly violated, facts upon which the grievance is based and remedy sought. The failure to strictly comply with this provision shall not be an independent basis to deny the grievance.

Step 1

Grievances must start at the Step 1 process within ten (10) calendar days of notice of the occurrence or non-occurrence of the Union’s knowledge of the act or condition upon which they are based. The employee and or the Union Representative shall first present grievance to the Chief of Police and an earnest effort shall be made to adjust the grievance in an informal manner.

The Chief of Police shall have ten (10) calendar days after receipt of the grievance to answer the grievance. The Chief of Police’s failure to respond constitutes a denial of the grievance.

Step 2

To file a Step 2 grievance the written grievance, along with the Step 1 answer, if any, must be submitted to the Town Administrator within ten (10) calendar days of receipt of the Step 2 denial or failure of Chief of Police to respond.

The Town Administrator and the Union shall meet within fourteen (14) calendar days after the submission of the Step 2 grievance and shall attempt to settle the grievance. The Town Administrator shall answer the grievance in writing within ten (10) calendar days of the conclusion of the meeting.

Step 3

If the grievance is not adjusted to the satisfaction of the Union at Step 2, the Union may elect to submit the grievance to arbitration.

To submit the grievance to arbitration, the Union must notify the Employer of its desire to arbitrate the dispute in writing within ten (10) days of receipt of the Step 2 denial. The dispute shall be submitted to arbitration by single arbitrator either selected by mutual agreement of the parties or, if the parties are unable to agree on an arbitrator, through the American Arbitration Association’s arbitrator selection process.

The Arbitrator shall have no power to add to, subtract from, alter or modify this Agreement, nor to grant to either party, matters which were not obtained in the bargaining process, nor to impose any remedy or right of relief for any period of time prior to the effective date of this Agreement. In addition, the Arbitrator shall have no power to decide matters not submitted, nor to fail to decide matters jointly submitted.

Notwithstanding any contrary provision of this Agreement, the discipline of a probationary employee shall not be subject to the grievance arbitration.

The Arbitrator shall render a decision in writing no later than sixty (60) days after the conclusion of the hearing or the filing of briefs, whichever is later, unless the parties jointly agree otherwise.

The decision of the Arbitrator shall be final and binding upon the parties to this Agreement. Each party thereto shall bear the expense of preparing and presenting its own case. The expense and fees of the Arbitrator and the arbitration shall be shared equally by the parties.

The Town may also use the grievance procedure to bring a grievance against the Union. When so employed, the procedure shall start with Step 2 within fourteen (14) calendar days of notice of occurrence. The meeting contemplated by the procedure shall take place within fourteen (14) days of submission of its grievance by the Town.

ARTICLE 6 – DISCIPLINE

Section 1

The Town shall not discipline any unit member without just cause. Any such action shall be subject to the grievance and arbitration procedure as detailed in Article 5.

Section 2

In the event that the Town disciplines a unit member, the Town shall provide the unit member and the Union with a written statement specifying the reason or reasons for the disciplinary action.

ARTICLE 7 – HOURS OF WORK

Section 1

Employees shall regularly work in eight (8) hour shifts. Shift schedules shall be four (4) consecutive days on followed by two (2) consecutive days off.

Section 2

There shall be three (3) work shifts as follows:

Shift A: 12:00 A.M. to 8:00 A.M.

Shift B: 8:00 A.M. to 4:00 P.M.

Shift C: 4:00 P.M. to 12:00 A.M.

Section 3

Work shifts shall be assigned by the Chief of Police and/or their designee.

ARTICLE 8 – OVERTIME

Section 1 – Overtime Generally

- a. Overtime shall be calculated and paid in accordance with the Fair Labor Standards Act (FLSA) and any applicable Massachusetts statutes. As such, an overtime rate shall only be paid for hours actually worked beyond forty (40) hours in a given work week, except where specifically exempt.
- b. Compensatory time in lieu of the payment of overtime compensation is not permitted.
- c. All overtime work requires pre-approval by the Chief of Police or Chief of Police's designee. Failure to seek overtime pre-approval may result in disciplinary action.
- d. The overtime rate of pay, unless otherwise specified in this Agreement, is equal to time and one half (1 ½) the employee's regular rate of pay.

Section 2 - Voluntary Overtime

- a. Overtime shift(s) shall be offered first to those full-time employees whose names are on the overtime list in the order as they appear.
- b. The names of employees on the overtime list shall be maintained on a rotating basis based upon acceptance of previously available overtime shifts.
- c. An employee who utilizes sick leave shall be ineligible for voluntary overtime until such time when they work one (1) full regular shift, unless authorized by the Chief of Police or his/her designee.

Section 3 - Mandatory Overtime

- a. If an available overtime shift is not voluntarily filled by the employees as detailed in Section 2, the Chief of Police may order employee(s) to fill the vacant shifts.
- b. Full and part-time employees may be required to work extra shifts or beyond regular working hours under exigent circumstances at the discretion of the Chief of Police.

ARTICLE 9 – WAGES

Section 1

All employees will be paid on an hourly basis. The rate of pay for each employee shall be based upon the following steps¹:

Step	1	2	3	4
Hourly Rate	\$23.00	\$23.69	\$24.40	\$25.13

Each step (1- 4) shall represent one (1) year of Credible Service such that upon completing two (2) years of Credible Service an employee shall be placed on Step 2 and so forth. Credible Service, for the purposes of this Agreement, shall mean time employed as a full-time and/or part-time dispatcher with the Town of East Bridgewater. The Chief of Police and/or their designee shall have discretion to credit time employed as a full-time and/or part-time dispatcher with another municipality or comparable employer as Credible Service for newly hired or transferred employees.

Section 2

All employees shall be paid weekly and by direct deposit.

Section 3

On July 1, 2024, there shall be a one percent (1%) increase to the base hourly wages as detailed in Section 1 so as to reflect the following rates:

Step	1	2	3	4
Hourly Rate	\$23.23	\$23.93	\$24.64	\$25.38

ARTICLE 10 – HOLIDAYS

Section 1

The following days shall be considered and recognized as paid holidays by the Town:

Half Day before New Year's Day
New Year's Day
Martin Luther King Day

Labor Day
Columbus Day
Veterans Day

¹ The increased wage rates included in this section shall be fully retroactive to July 1, 2023 for all unit members employed by the Town on the date this agreement is executed by the parties.

Presidents' Day
Patriots' Day
Memorial Day
Independence Day

Thanksgiving Day
Day After Thanksgiving
Day Before Christmas (except the day after
when Christmas falls on a Thursday)
Christmas Day

Employees shall receive eight (8) hours of straight pay for each holiday, except for the Day before New Year's day, which shall be a half day.

Section 2

Employees required to work on any of the listed holidays in Section 1 shall be paid on the basis of straight time in addition to the regular holiday pay for that day.

ARTICLE 11 – VACATION LEAVE

Section 1

All permanent full-time employees shall accrue vacation leave on a monthly basis based on the following schedule:

0 to 6 months	No Accrual
6 months but less than 1 year	40 Hours
1 year but less than 5 years	80 Hours
5 years but less than 10 years	120 Hours
10 years but less than 15 years	160 Hours

Vacation leave shall not be cumulative from year to year except that an employee may, upon written approval of the Chief of Police, be permitted to carry over up to forty (40) hours of accrued vacation leave.

Section 2 – Notice

Vacation leave must be requested four (4) calendar days in advance. Vacation leave requests are subject to supervisory approval, department staffing needs, and established departmental procedures.

Vacation leave requests shall be authorized on a "first come, first served" basis.

Section 3 – Staffing Levels

No more than twenty percent (20%) of a shift's normal duty staff, rounded up to the closest whole number, shall be authorized to utilize vacation leave during each regular shift. At their discretion, the Chief of Police, or his/her designee, may approve vacation leave beyond twenty percent (20%) of a shift's normal duty staff. In cases where the Chief of Police does approve vacation leave beyond twenty percent (20%), no more than fifty percent (50%) of the specific shift's normal duty staff shall be authorized to utilize vacation leave.

Section 4 – Vacation Blackouts

All paid holidays shall be "blackened out" and members may not utilize vacation leave on these days.

At the discretion of the Chief of Police or his/her designee, the Town shall declare certain events as "major events." If the Town does declare a "major event," then said days shall be considered "blackened out" and vacation leave cannot be utilized.

The Town shall post notice of major events on the schedule at least one (1) month before its occurrence. If one (1) months' notice is not possible, then the Town shall provide as much notice as is practicable.

Blackouts may be lifted by the Chief of Police as appropriate and at his or her discretion.

Previously approved leave will not be canceled for a vacation blackout.

ARTICLE 12 – SICK LEAVE

Section 1

Upon completion of thirty (30) days of full-time employment or six (6) consecutive months of temporary employment at a minimum of twenty (20) hours of scheduled work per week, employees shall be allowed to accrue sick leave with pay at a rate of ten (10 hours) for each month of employment completed.

Section 2

Employees shall be permitted to use Sick Leave accrued pursuant to Section 1 shall only condition that said employee used sick leave for sickness or injury, or by exposure to a contagious disease, but not injury sustained in other employment.

Employees seeking to use sick leave must notify the Chief of Police or his/her designee prior to using their sick leave.

Section 3

A physician's certificate of health may be required by the Chief of Police or the Chief of Police's designee after three (3) days of absence or after a series of repeated absences during the year.

ARTICLE 13 – PERSONAL LEAVE

Section 1

Full-time and Part-time Employees who are regularly scheduled to and work a minimum of twenty (20) hours per week shall accrue personal days at the following increments:

Upon completion of 1 year of employment with the Town - 2 personal days per year

Upon completion of 3 years of employment with the Town - 3 personal days per year

Upon completion of 5 years of employment with the Town - 5 personal days per year

Section 2

Personal Days should be requested at least eight (8) hours in advance and require the approval of the Chief of Police or the Chief of Police's designee.

Personal Days may be taken in increments of half (½) days, but not less.

Section 3

Personal Days shall be accrued upon the anniversary of an employee's date of hire. Personal Days may only be used within one (1) year of being accrued. Personal Days shall not carry over from year to year.

ARTICLE 14 – BEREAVEMENT LEAVE

Section 1

In the case of death in an eligible employee's immediate family member, that employee may request bereavement leave with pay of up to a maximum of thirty-two (32) consecutive working days calculated at straight time.

"Immediate family" shall be defined by the Federal Family and Medical Leave Act (FMLA), including an employee's: Parent, Spouse, Child, Grandparent, Sibling, and Grandchild.

Section 2

In the case of death of one of the following persons in an employee's extended family stated in this section, that employee may request bereavement leave with pay of up to a maximum of

sixteen (16) consecutive working hours, calculated at straight time, to attend a funeral, celebration of life or other service.

Father-in-law, Mother-in-law, Sister-in-law, Brother-in-law (mother, father, brother or sister of employee's spouse), Aunt or Uncle (brother or sister of employee's mother or father, Niece or nephew (son or daughter of employee's sibling).

Section 3

Additional bereavement leave may be authorized by the Chief of Police on a case by case basis, but shall not exceed sixteen (16) consecutive working hours.

Available vacation or personal leave may be used following the use of an employee's bereavement leave. Use of said accrued leave shall be at the discretion of the employee's department head based upon the operational needs of the department.

Bereavement leave shall not be used for the purposes of calculating of overtime.

Section 4 - Notice

An employee shall notify the Chief of Police, or the Chief of Police's designee, of a bereavement leave request forthwith and with minimum delay.

ARTICLE 15 – MILITARY LEAVE

Any employee covered by this agreement who is a member of any United States Reserve Unit or the military forces of the Commonwealth, shall be paid the difference, if any, between their regular pay, calculated at the employee's base hourly rate multiplied by their regular work week hours, not to exceed seventeen (17) days in any one (1) year. Proof of service and pay rate, shall be submitted to the Chief of Police.

ARTICLE 16 – COURT LEAVE

Section 1

When an employee is summonsed or ordered to appear at court in relation to the duties and employment with the Town, written notice shall be given to the Chief of Police or his/her designee by the employee within five (5) business days of receiving notice or summons to appear from the court, detailing the date and times ordered.

Time spent working for the court shall be considered "hours worked" for the purposes of computing fatigue limits, but shall not be used to calculate overtime pay.

The employee shall not receive "top off pay" until documentation from the court detailing the hours, days, and pay rate has been submitted to the Town. Upon receipt, the Town shall process payment forthwith and without unreasonable delay.

Section 2

"Regular pay" for the purposes of this Article shall be equal to the amount of regular hours an employee could not report for their shift at straight time.

"Compensation received" for the purposes of this Article shall be equal to the amount of pay paid by the court before taxes and deductions.

ARTICLE 17 – PARENTAL LEAVE

An employee who has completed three (3) consecutive months of full-time employment may be entitled to eight (8) weeks of parental leave for the purpose of giving birth or for the placement of a child under the age of 18, or under the age of 23 if the child is mentally or physically disabled, for adoption with the employee who is adopting or intending to adopt the child or for the placement of a child with an employee pursuant to a court order. An employee who either has multiple births or adopts more than one (1) child at the same time is entitled to eight (8) weeks of leave for each child. If two (2) employees seek to take parental leave in connection with the same child, then they are entitled to a total of eight (8) weeks of parental leave in the aggregate for the birth or adoption of that child.

In order to be eligible for this leave, an employee must give notice of the anticipated date of departure and intention to return to work to the Chief of Police at least two (2) weeks in advance, or as soon as practicable if the delay is for reasons beyond the employee's control.

Parental leave will be without pay, but an employee may use accrued paid time off for the period of leave covered by this policy if available. Employees giving birth to a child may also use accrued sick time for the period deemed by the physician as unable to work. Parental leave runs concurrently with FMLA leave when an employee is eligible for both.

ARTICLE 18 – LEAVES OF ABSENCE

Section 1

Generally, employees may utilize accrued and/or granted leave in increments as small as four (4) hours.

Section 2

Any leave of absence not covered by this Agreement may be granted at the discretion of the Chief of Police or his/her designee at their complete discretion.

ARTICLE 19 – NO STRIKE

No public employee or employee organization covered by this Agreement shall engage in a strike, and no public employee or employee organization covered by this Agreement shall induce, encourage, or condone any strike, work stoppage, slowdown, or withholding of services in accordance with MGL c. 150E §9A.

ARTICLE 20 – SENIORITY

Section 1

The Union shall create a list of all current employees and it determine the seniority of the same. Following that, all new employees shall be added to the list and their start date for the purposes of seniority shall be the date they complete training.

Section 2

Seniority shall be measured by years of Credible Service.

ARTICLE 21 – REDUCTION IN FORCE

In the event that, for any reason, including but not limited to financial reasons or issues of economy, it becomes necessary for the Employer to reduce the number of employees in the bargaining unit, or reduce the hours of any member of the bargaining unit, employees shall be reduced in the order of reverse seniority (continuous service with the Employer).

Employees, whose employment is so reduced will be eligible for reemployment for any position for which the employee is qualified, including, but not limited to, the position previously held, by the inverse order of their layoff for a period of one (1) year from the effective date of their separation.

An employee who is reemployed by the Employer within said one (1) year period after being reduced under the provisions of this Article, shall have restored the unused sick leave accumulated at the time of the reduction. Years of service shall remain uninterrupted for purposes of seniority.

The Employer shall furnish the Union with sixty (60) days' notice of any contemplated reduction in force to allow the parties to bargain over the impact of a reduction. All impacted employees shall receive notice of thirty (30) days' notice of an anticipated reduction in force prior to the effective date of the reduction. In the event that notice, as described above in either instance, is impossible given the circumstances, the Town shall provide as much notice as practicable.

ARTICLE 22 – HEALTH INSURANCE

Section 1

Employees eligible for health benefits pursuant to Chapter 32B of Massachusetts General Laws and properly enrolled in a health insurance plan offered by the Town shall contribute 50%, 40%, or 30% of the monthly premium for a health insurance plan, dependent upon the plan chosen by the employee amongst the plans offered by the Town.

ARTICLE 23 – LONGEVITY

Employees shall receive an annual longevity stipend in relation to their continuous, full-time service with the Town as follows:

At least Five (5) years but less than Ten (10) years.....	\$275
At least Ten (10) years but less than Fifteen (15) years.....	\$625
At least Fifteen (15) years but less than Twenty (20) years.....	\$675
Twenty (20) years or more.....	\$725

ARTICLE 24 – SIGNING BONUS

All Unit members who were employed as a full time or part-time dispatcher with the Town on January 1, 2024, shall receive a one-time payment of two thousand five hundred dollars (\$2,500) less all applicable withholdings. This one-time payment shall be issued in addition to the employee's regularly issued wages at the close of the first full pay period in January of 2024, or the first full pay period after this Agreement has been signed and ratified by all Parties, whichever is later.

ARTICLE 25 – REGIONALIZATION

Section 1: starting January 1, 2025, the Town shall be able to transfer all 911 emergency dispatch services to a regional communications center.

Section 2: The Union expressly agrees to waive any and all rights that it currently has and/or may have pursuant to G.L. c. 150E and/or the parties' collective bargaining agreement related to the regionalization of emergency dispatch services effective January 1, 2025. Further, the Union hereby releases and forever discharges the Town, its agents, servants, and employees,

individually or in their official capacities (collectively, the "Releasees") for all claims or causes of action regarding the transfer of 911 emergency dispatch services from the beginning of time up until the date of this Agreement.

Section 3: In consideration of the waiver in Section 2, each member of the Union who was hired by the Town as a part-time or full-time dispatcher on or before January 1, 2024, shall receive a one-time retention payment of two-thousand five hundred dollars (\$2,500), less all applicable withholdings, so long as they remain in the employ of the Town through January 1, 2025. Said payment shall be made in the payroll period following January 1, 2025.

ARTICLE 26 – MERGER

This instrument constitutes the entire agreement between the Town and the Union, which was made as a result of collective bargaining negotiations. The Parties acknowledge that during said negotiations, each had the unlimited right and opportunity to make demands with respect to any subject matter that is a mandatory subject of bargaining designated as such under the law. The Parties also acknowledge that no agreements made prior to this agreement shall remain in effect and that no past practices shall carry forward that existed prior to this agreement.

This Agreement entered into this 30 day of April 2024:

For the Town:

Carole Bulius
[Signature]
[Signature]

For the Union:

[Signature]
[Signature]
[Signature]

