

**MEMORANDUM OF AGREEMENT
BETWEEN**

**TOWN OF GROVELAND
AND
NEW ENGLAND POLICE BENEVOLENT ASSOCIATION, LOCAL #113
GROVELAND FIRE AND POLICE SIGNAL OPERATORS' ASSOCIATION
(2020-2021)**

The Town of Groveland (the "Town") and the Groveland Fire and Police Signal Operators' Association, New England Police Benevolent Association, Local #113 (the "Union") hereby agree to the following terms, conditions, and understandings for a successor labor agreement. This Agreement is subject to ratification by the parties, and funding at Town Meeting.

WHEREAS, the Town and the Union were subject to a collective bargaining agreement set to expire on June 30, 2020; and

WHEREAS, the Town and the Union have come to terms relative to a successor contract between the parties; and

WHEREAS, the Town and the Union have agreed to execute a Memorandum of Agreement pending the drafting of a new contract;

NOW, THEREFORE, the Town and the Union agree that the 2017-2020 contract shall be continued in full force and effect, except as modified herein, pending the drafting of a successor contract document.

1. Article 22: WAGES-COMPENSATION-PAY RATES:

The parties agree to make the following changes to Article 22:

Section 1 – Base Salary. Base salary shall be increased by the following amounts.

Effective July 1, 2020 – Two (2%) percent to base rate.

FISCAL 2021


New Hires to 3 years	\$22.03/hour
3 – 5 Years	\$23.31/hour
5+ Years	\$23.89/hour

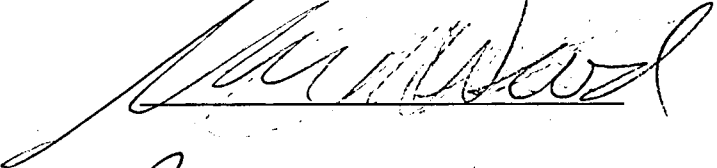
2. Duration:

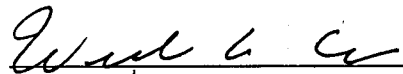
Modify Article 23 to reflect a new one (1) year contract term from July 1, 2020 – through June 30, 2021.

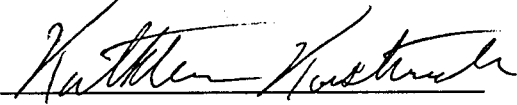
Groveland Fire and Police Signal Operators' Association

Town of Groveland Board of Selectmen









This agreement has been executed by the duly authorized representatives of the Union and the Town of Groveland on this 26th day of May, 2020.