

**MEMORANDUM OF AGREEMENT  
BETWEEN  
TOWN OF GROVELAND  
AND  
Groveland Police Patrolmen’s Association, MassCOP Local 420  
(2022-2025)**

The Town of Groveland (the “Town”) and the Groveland Police Patrolmen’s Association, Massachusetts Coalition of Police Local 420 (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, 2022; 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 2020-2021 contract shall be continued in full force and effect, except as modified herein, pending the drafting of a successor contract document.

1. XX: WAGES-COMPENSATION-PAY RATES:

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

Section 1 – Base Salary. Patrol officer’s base salary shall be increased by the following amounts.

**Effective July 1, 2022 – Two (2%) percent to base rate.<sup>1</sup>**

**Effective July 1, 2023 – Two (2%) percent to base rate.**

**Effective July 1, 2024 – Two (2%) percent to base rate.**

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<sup>1</sup> Superior Officers’ rates of pay would also increase by 2% on 7/1/2022, 7/1/2023, and 7/1/2024 because they are based on a percentage above the Patrol Officer rate of pay.

Section 2 – Step Pay. The new steps for patrol officers are as follows:

**FISCAL 2023**

Step 1	\$1,149.08
Step 2	\$1,243.33
Step 3	\$1,398.63

**FISCAL 2024**

Step 1	\$1,172.06
Step 2	\$1,268.20
Step 3	\$1,426.60

**FISCAL 2025**

Step 1	\$1,195.50
Step 2	\$1,293.56
Step 3	\$1,455.13

2. XVII: OUTSIDE DETAILS:

The parties agree to make the following changes to Article XVII as follows:

Section 1. Any member of the bargaining unit who reports for a detail (town and private) shall be paid for a minimum of four (4) hours. If such a detail goes over the ~~four~~ (4) hour minimum, he/she must be paid the equivalent of eight (8) hours pay. The detail rate will be \$60.00 and hour during the term of this contract.

One and one half (1-1/2) times the regular detail rate will be paid on any details that go over eight (8) hours, **any emergency detail where the officer is called to work such detail after 2200 and before 0600**, and for those details worked on Sundays and holidays.

3. XVIII: CLOTHING ALLOWANCE:

The parties agree to make the following changes to Article XVIII as follows:

Each Employees covered by this agreement will be authorized the following amount for a clothing allowance: ~~\$1250.00~~ \$1,200.00 per year.

#### 4. Article XX: WAGES-COMPENSATION-PAY RATES

The parties agree to make the following changes to Article XX, Section 5 "Career Award Program" as follows:

**Section 5 - Career Award Program: All regular full-time patrol officers having reached the following service milestones shall receive the below longevity payments paid annually in the month of the employee's anniversary:**

**10 years - \$600**

**15 years - \$900**

**20 years - \$1,300**

~~in ten (10) consecutive years of full-time service with the department, shall receive a one (1) time career incentive award of two (2%) percent of their current annual base salary.~~

6. Duration:

Modify Article XXXII to reflect a new three (3) year contract term from July 1, 2022 – through June 30, 2025.

Groveland Police Patrolmen's Association

Adam Saban  
Jordan St.  
[Signature]

Town of Groveland Board of Selectmen

[Signature]  
[Signature]  
Mike P...  
Kathleen K...

This agreement has been executed by the duly authorized representatives of the Union and the Town of Groveland on this 5<sup>th</sup> day of ~~June~~ July, 2022.