

**MEMORANDUM OF AGREEMENT
BETWEEN**

**TOWN OF GROVELAND
AND**

**Groveland Police Patrolmen's Association, MassCOP Local 420
(2020-2021)**

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

¹ Superior Officers' rates of pay would also increase by 2% effective July 1, 2020 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 2021

Step 1	\$1,1104.46/week \$1,104.46
Step 2	\$1,195.05/week
Step 3	\$1,344.32/week

2. Duration:

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

Groveland Police Patrolmen's Association

Eric B. Gough

Town of Groveland Board of Selectmen

[Signature]

[Signature]

Kathleen Kastmiller

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