

**MEMORANDUM OF AGREEMENT
BETWEEN THE TOWN OF NORTHBOROUGH AND
THE NORTHBOROUGH DISPATCHERS UNION, LOCAL 165B**

The Town of Northborough (Town) and the Northborough Dispatchers Union, Local 165B, of the Mass. Coalition of Police, AFL-CIO (Union), hereby agree to a successor to the current collective bargaining agreement dated July 1, 2016 to June 30, 2019. Unless specifically modified herein, the terms and conditions of the collective bargaining agreement dated July 1, 2016 to June 30, 2019 shall remain in effect with the following amendments:

ARTICLE II - RECOGNITION AND UNION SECURITY

- (C) An employee may, in lieu of joining the union, agree to the voluntary payment of a service fee to the union. The service fee shall be equal to the amount required to become a member and remain a member in good standing of the union.

Employees must satisfactorily and successfully complete their probationary period in order to be recognized as permanent employees of the town. In the event probationary employees do not satisfactorily and successfully complete their probationary period, such probationary employees shall have no redress and/or appeal of the termination of their probationary period under this Collective Bargaining Agreement.

ARTICLE VII - COMPENSATION

- (A) Steps 1, 2, 3, 4, 5 and 6 shall be granted at twelve-month intervals. Steps shall be granted based on satisfactory performance evaluations.

- (B) The compensation plan shall be as follows:

Effective 7/1/19: Base pay increase of 2%

Effective 7/1/20: Base pay increase of 2%

Effective 7/1/21: Base pay increase of 2%

Effective 7/1/19: Additional Step 6 added @ 5% above Step 5

	7/1/2019	7/1/2020	7/1/2021
Communications Supervisor	33.21	33.88	34.56
Dispatch-Step 1	21.76	22.20	22.64
Dispatch-Step 2	22.74	23.19	23.65
Dispatch-Step 3	24.30	24.79	25.29
Dispatch-Step 4	25.57	26.08	26.60
Dispatch-Step 5	26.99	27.53	28.08
Dispatch-Step 6	28.34	28.91	29.49

- (G) **SPECIALTY PAY:** An employee assigned by the Chief to serve in the capacity of Assistant Computer Systems Manager shall receive a stipend equivalent to 3% of base pay added to base pay for the applicable period of time the employee is assigned to serve in this capacity.

Assignment to Assistant Computer Systems Manager shall include serving as Assistant LEAPS Representative, NIBRS Reporting Official and Report Maintenance Official, as well as any other related capacities.

- (H) **EMERGENCY MEDICAL DISPATCH (EMD) STIPEND**
The Town will maintain the \$1,000 annual EMD stipend. The EMD stipend shall be paid in lump sum once a year after May 1st, and prior to June 30th, and shall be based upon satisfactory performance evaluations. Probationary employees are ineligible for the EMD Stipend, and the EMD Stipend will be pro-rated on a monthly basis for new hires (post-probation) and upon a member's separation from employment.

ARTICLE XI - HEALTH AND WELFARE *(language below represents Article XI in its entirety)*

The town agrees to offer a health care plan to the members of the union pursuant to MGL Chapter 32B. The plan's monthly premium shall be split 70%/30% whereby the Town contributes 70% of the monthly premium cost and the employee contributes 30% of the monthly premium cost.

Union agrees to reopen negotiations during the duration of the contract at the Town's request to discuss health insurance including cost sharing of premiums and health insurance plans.

Effective July 1, 2019 through June 30, 2022, the Town will fully reimburse employees, without limitation, for all deductible payments made to health care plans for in-patient and out-patient hospital visits. This reimbursement shall be in effect only for


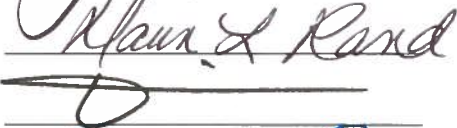


the duration of the contract. At the end of the contract (June 30, 2022) continuation of these changes will be subject to negotiations for a new contract.

ARTICLE XXI - DURATION OF AGREEMENT *(language below represents Article XXI in its entirety)*

This agreement shall become effective July 1, 2019 through June 30, 2022 and shall remain in force and effect until a new contract is agreed upon, from year to year thereafter unless terminated or modified as hereinafter set forth, provided that any portion hereof which by law requires town meeting action shall not become effective until such action.

TOWN OF NORTHBOROUGH

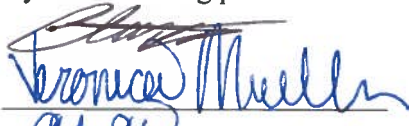
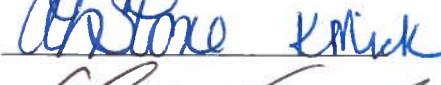


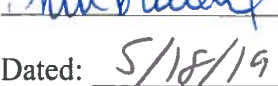
By its Board of Selectmen:





Dated: 5/20/2019

NORTHBOROUGH DISPATCHERS

MCOP, LOCAL 165B

By the following persons:






Dated: 5/18/19