

In The Matter Of
The Arbitration Between:

Dartmouth Police Brotherhood
And
Town of Dartmouth

JLMC Case No. 13-2784
Contract Impasse Arbitration Issue by Issue
Date of Award: April 6, 2015

Award

After having considered the evidence and arguments of the parties, the Arbitration Panel awards as follows:

There shall be a wage increase for all bargaining unit members of .5% effective July 1, 2011.

There shall be a wage increase for all bargaining unit members of 1.5% effective July 1, 2012.

Effective June 30, 2013 eligible officers shall be advanced to a new step 4 with a maximum increase of 5% to their base wage to be accomplished in the manner described in the accompanying opinion. Current longevity provisions in the contract for officers with 7 or more years of service shall be abolished.

Effective June 30, 2013 all bargaining unit members shall receive an \$800 equity wage increase to their base wage.

There shall be a wage increase for all bargaining unit members of 1.5% effective July 1, 2013.

All bargaining unit members shall receive a one-time, \$1000 accreditation bonus whose effective date shall be January 1, 2014.

Evening and night shift differentials shall be raised from 3% to 4% effective July 1, 2013.

Specialist stipends shall be increased by \$500 effective July 1, 2013, and an annual quartermaster stipend of \$1500 shall be granted to the officer designated as quartermaster as of the date of the establishment of a quartermaster system. The present clothing

allowance system shall be changed to one where after an initial uniform outfitting for a new hire, the clothing allowance shall be discontinued in favor of a quartermaster provisioning system for uniforms on an as-needed basis and paid for by the Town.

The work schedule dispute (a 4&2 schedule versus a 5&2 schedule) shall be resolved in accordance with the court's decision.

The 32 hour notice for comp time shall be reduced to 2 hours.

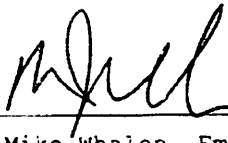
An assessment center shall be established for promotions, and the assessment center shall carry 40% of the weight in the scoring of promotional exams.

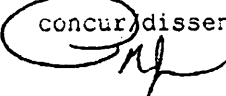
A temporary shift change with 72 hours' advance notice for the purpose of permitting an officer to attend training shall be allowed so long as the temporary shift change is accomplished on a voluntary basis.

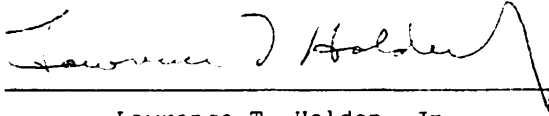
The request for limitation on personal days is denied.

The request to allow additional officers off-duty for the purpose of taking vacation, comp time, etc. is denied.

Alan Andrews, Union-designee
Concur/dissent



Mike Whalen, Employer-designee
concur/dissent




Lawrence T. Holden, Jr.
Impartial Chairman

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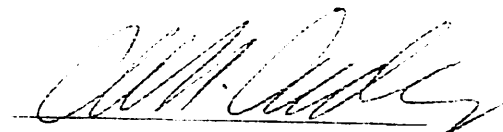
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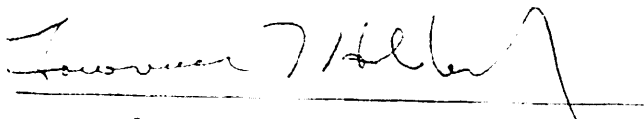
Alan Andrews, Union-designee

Concur/dissent



Mike Whalen, Employer-designee

concur/dissent



Lawrence T. Holden, Jr.

Impartial Chairman