

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
COMMONWEALTH OF MASSACHUSETTS  
AND THE  
COALITION OF PUBLIC SAFETY  
BARGAINING UNIT 5  
FOR A  
SUCCESSOR AGREEMENT  
July 1, 2024 through June 30, 2025**

The parties agree to the following modifications to the Commonwealth of Massachusetts (“Commonwealth”) and the Coalition of Public Safety (“Union”) Collective Bargaining Agreement for Unit 5 for July 1, 2024 through June 30, 2025:

**ARTICLE 12  
SALARY RATES**

**Section 1**

- A. Effective the first full pay period in July 2024, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.
- B. Effective the first full pay period in January 2025, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.

**Classification/Adjustment Pool**

A Classification/Adjustment Pool equal to \$500.00 per FTE as of August 14, 2023 (183 total, 98 Parole and 85 Environmental) shall be distributed as mutually determined by the parties. The parties shall begin meeting immediately upon ratification of this Agreement, and will finalize the distribution plan for economic adjustments within 90 days of the signing of this agreement. Adjustments made pursuant to this Section shall be effective contemporaneously with the initial four percent (4%) increase stated above, but not earlier than the first full pay period in July 2024.

**ARTICLE 25  
RE-OPENER**

In the event that during the term of this Agreement, a Collective Bargaining Agreement is submitted by either the Governor, or the Secretary for Administration and Finance, and said Agreement is funded by the Legislature, and in the event such Agreement contains provisions for across-the-board salary increases in excess of those contained in this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.

**ARTICLE 29  
DURATION**

This Agreement shall be for the one-year period from **July 1, 2024** to **June 30, 2025** and terms contained herein shall become effective the first pay period of **July 2024** unless otherwise specified. It is expressly understood and agreed that subject to ratification by the UNIT 5 membership, the predecessor collective bargaining agreement shall be modified in accordance with this memorandum of understanding. At the written request by either party, negotiations for a subsequent agreement will be commenced on or after January 1, 2025.

For the Commonwealth

For the Union

Joel Boone  
Joel Boone  
10/23/23  
Date

Baron Webster  
Baron Webster  
23 OCT 23  
Date