

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
COMMONWEALTH OF MASSACHUSETTS
AND THE
STATE POLICE ASSOCIATION OF MASSACHUSETTS
UNIT 5A
FOR A
SUCCESSOR AGREEMENT**

January 1, 2024 through December 31, 2024

Except as specifically modified by the provisions of this MOU, all terms and provisions of the Association - Commonwealth January 1, 2021 – December 31, 2023 Collective Bargaining Agreement, including all side letters of agreement, shall be incorporated into and shall be made part of the successor Collective Bargaining Agreement.

**ARTICLE 16
SALARY RATES**

Section 1. *(Replace the current A, B, & C with the following)*

The following shall apply to all full-time employees:

- A. Effective the first full pay period in January of 2024, employees shall receive a four percent (4%) salary increase.**
- B. Effective the first full pay period in July of 2024, employees shall receive a four percent (4%) salary increase.**

Section 5. *(Add \$500 to the \$700 Hazardous Duty Bonus for a total of \$1,200. Replace Sections 5A and 5B with the following:)*

- A. Effective the first full pay period in January of 2024, all employees shall receive an annual bonus in the amount of \$1,200.00. This \$1,200.00 bonus shall be paid on a yearly basis effective the first full pay period in January.**

Contract Term

January 1, 2024 - December 31, 2024


Reopener

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.

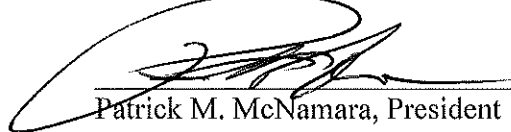
Agreed to on this 20th day of April, 2023:

For the Commonwealth:



John B. Langan, Director
Human Resources Division/
Office of Employee Relations

For the Association:



Patrick M. McNamara, President
State Police Association of Massachusetts

