

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
COMMONWEALTH OF MASSACHUSETTS
AND THE
NEW ENGLAND POLICE BENEVOLENT ASSOCIATION, INC.
BARGAINING UNIT 4A
FOR A
SUCCESSOR AGREEMENT
July 1, 2023 through June 30, 2024**

The parties agree to the following modifications to the Commonwealth of Massachusetts ("Commonwealth") and The New England Police Benevolent Association, Inc. ("Union") Collective Bargaining Agreement for Unit 4A for July 1, 2023 through June 30, 2024:

**ARTICLE 12
SALARY RATES**

Section 1

- A. Effective the first full pay period in July 2023, 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 2024, 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

The parties agree that the classification adjustment equal to \$500.00 per FTE shall be distributed as follows: effective the first full pay period in July 2023, an amount sufficient to increase Grade 01, Step 5 by 0.6% shall be applied simultaneously with the salary rate increase stated in Section 1 A above.

**ARTICLE 25
RE-OPENER**

In the event that, during the term of this Agreement and relevant bargaining cycle, a Collective Bargaining Agreement is submitted by either the Governor, or the Secretary for Administration and Finance, and 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, 2023** to **June 30, 2024** and terms contained herein shall become effective the first pay period of **July 2023** unless otherwise specified. It is expressly understood and agreed that subject to ratification by the UNIT 4A 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 before **January 1, 2024**, or as otherwise agreed to in writing by the parties.

Agreed to as of November 3, 2023

For the Commonwealth

Joel Boone

For the Union

President

Shawn Dewey NEPBA

Buff

Thompson

Paul M. McKinney