

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
TOWN OF CARLISLE
AND
MASSACHUSETTS COALITION OF POLICE, LOCAL 201A
Effective July 1, 2024 – June 30, 2025.

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This Agreement is made and entered into by and between the Town of Carlisle (the “Town”) and Carlisle Public Safety Dispatchers, Massachusetts Coalition of Police Local 201A, (the “Union”).

ARTICLE 1

RECOGNITION

The Town recognizes the Union as the sole and exclusive bargaining agent with respect to wages, hours and other terms and conditions of employment for the full-time dispatchers employed by the Town of Carlisle, but excluding all police officers, sergeants, lieutenants, and the Chief of Police, and all other employees.

ARTICLE 2

DEFINITIONS

“Town” – means the Town of Carlisle acting through its Select Board.

“Department Heads” – means the Chief of Police and Fire Chief.

“Communication Manager (*Head Dispatcher*)” – means the individual chosen by the Department Heads to implement policies and procedures of the Department Heads and oversee the general day to day operation of the Communications Department.

“Full-Time Employee” – means an employee retained in a position consisting of an average of 40 hours per week.

ARTICLE 3

DUES DEDUCTION

Section 1.

Subject to applicable law, the Town shall deduct Union dues (as certified by the Union to the Town in writing) for each of its Employees within the unit covered by this Agreement who, individually, in writing on a form substantially identical to the one set forth in Section 5 of this Article, authorizes such deductions.

Section 2.

By the fifteenth (15th) day of the succeeding month, the Town shall remit such deductions to the Secretary-Treasurer of the Union, P.O. Box 768, Millbury, MA 01527, together with a list of Employees who have had said dues deducted.

Section 3.

The Union shall indemnify and save the Town harmless against any claim, demand, suit, or other form of liability that may arise out of, or by reason of, action taken by the Employer for the purpose of complying with the Article.

Section 4.

The Town shall incur no liability for the loss of dues money after remittance to the Secretary-Treasurer of the Union in accordance with Section 2 of this Article.

Section 5.

The form for Employee Authorization of payroll deductions shall be substantially as follows:

EMPLOYEE AUTHORIZATION OF PAYROLL DEDUCTIONS

NAME: _____
Please Print: Last First Middle Initial

LOCATION: _____

I hereby authorize the Town to deduct from my wages an amount equal to the regular monthly dues as certified to the Town by the Secretary-Treasurer of the Massachusetts Coalition of Police or his duly authorized agent. This authorization may be revoked by me at any time by written request delivered or mailed by certified mail to the Town, or by written request by the Secretary-Treasurer of the Union to the Town's appropriate representative.

Signature of Employee: _____

Resident Address: _____

City or Town: _____ State: _____ Zip Code: _____

Social Security Number, if any: _____

Date Received by Town: _____

Date Effective: _____

ARTICLE 4

MANAGEMENT RIGHTS

Section 1

The Town is a public body established under and with powers provided by the General Laws of the Commonwealth of Massachusetts, and nothing in this Agreement shall derogate from the powers and responsibilities of the Town under the General Laws or rules and regulations of the Commonwealth. The Town, its Select Board, Department Heads (Chief of Police and Fire Chief) reserve and retain the rights, powers, and duties it now has, may be granted, or have conferred upon it by the General Laws of the Commonwealth. Except as specifically modified by a term of this Agreement, the exercise of the aforesaid Town's rights shall be final and binding and not subject to the grievance-arbitration provisions of this Agreement.

Section 2

The Union agrees that the Town has complete authority over the policies and administration of all departments in the Town, and that it shall continue to take any action it deems appropriate in the management of said departments, including but not necessarily limited to the right to direct Employees; to hire, promote, transfer, assign, and to evaluate performance and determine the appropriate compensation of, Employees; and to suspend, demote, discharge, or take other disciplinary action against Employees for just cause (other than probationary employees – see Article 19); to relieve Employees from duties because of lack of work or other legitimate reason; to maintain the efficiency of the operations entrusted to them; to determine the method, means, and personnel by which such operations are to be conducted, including contracting out, provided that such rights shall not be exercised in violation of other sections of this Agreement.

Section 3.

The parties hereto recognize the exclusive right of the Department Heads (Chief of Police and Fire Chief) and the Select Board, acting individually or jointly, to issue reasonable rules and regulations governing the conduct of the Communications Department provided however that such rules and regulations may not be inconsistent with the express provisions of this Agreement.

ARTICLE 5

NON-DISCRIMINATION

Section 1 The parties to this Agreement agree that they will not discriminate against members of the bargaining unit because of sex, sexual orientation as defined by law, age as defined by law, race, color, religion, handicap, national origin, genetic information or, as defined by state law, military status.

Section 2 If the Town accommodates an employee in accordance with the Americans with Disabilities Act (“ADA”) or state anti-discrimination laws, that accommodation shall not be the subject of a grievance or arbitration.

ARTICLE 6
WORK SCHEDULE

Employees shall be scheduled for forty (40) hours per week. The actual time and specific days shall be scheduled so as to ensure the most appropriate coverage as determined by the Department Heads for the efficient operation of the Communications Department.

In recognition of the current work schedule (5 days on, 2 days off), employees shall be granted twenty-four hours of personal leave each fiscal year to be used consistent with the provisions of ARTICLE 14, PERSONAL LEAVE.

If an employee is called to duty outside of their regularly scheduled shift, the employee shall be compensated for a minimum of four (4) hours' pay.

ARTICLE 7
SHIFT DIFFERENTIAL

Employees shall be paid a shift differential, which is a percentage of their regular base pay. The shift differential for all hours worked between 1600 and 0800 shall be as follows:

The shift differential percentage, as described above, will be 7.0%.

Shift differential shall also be applicable to holidays, sick, personal, and vacation leave.

ARTICLE 8

HOLIDAYS

Recognized Holidays. The following holidays shall be recognized by the Town on the day on which they are legally observed by the Commonwealth of Massachusetts, and on these days employees, without loss of pay, shall be excused from all duty except in cases where the appointing authority determines that the employee is required to maintain essential Town services:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Birthday	Veteran's Day
Patriot's Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Day after Thanksgiving
Juneteenth	

As is customary for municipal offices in the Commonwealth of Massachusetts, holidays falling on Sunday are legally observed on the following Monday. Holidays falling on a Saturday are legally observed on the preceding Friday. Some departments may differ due to public service requirements.

Basic Terms of all Holiday Pay.

Employees who are scheduled to work on a holiday shall receive 20 hours pay, (24 hours for a regular holiday overtime), at their straight time rate including shift differential if applicable, for their 8 hour shift in addition to 4 hours (add-on) plus 8 hours Holiday pay.

Super Holidays

Employees who are scheduled to work the New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, and Christmas Day holidays shall receive 24 hours pay at their straight time rate including shift differential if applicable, for their 8 hour shift in addition to 8 hours (add-on) plus 8 hours Holiday pay.

Super Holidays - Overtime

Employees who are scheduled to work the New Year's Day, Memorial Day, Independence Day, Thanksgiving Day, and Christmas Day holidays shall receive 28 hours pay at their straight time rate including shift differential if applicable, for their 8 hour shift in addition to 12 hours (add-on) plus 8 hours Holiday pay.

All compensation will be at the straight time rate plus shift differential if applicable.

HOLIDAY	SHIFT HOURS	Section 3 ADD-ON	HOLIDAY	TOTAL
Regular	8	4	8	20
Regular Overtime	12	4	8	24
Super	12	4	8	24
Super – Overtime	12	8	8	28

Communications Department employees who are scheduled or requested to work on a holiday shall receive an additional four hours pay at their regular hourly rate.

Holiday pay shall be granted provided the employee was in full pay status on the regularly scheduled working day preceding and following the holiday in accordance with other provisions of these policies or was officially and appropriately absent.

ARTICLE 9

VACATION

Coverage. Vacation pay is granted to all full-time employees.

Vacation Policy. Vacation pay is granted to all full-time employees for each vacation year (calendar year) completed in accordance with the following plan:

- (a) During the first four (4) years of service— an employee will have 10 vacation days accrued proportionally throughout the year.
- (b) During the fifth (5) through nine (9) years – an employee will have 15 vacation days accrued proportionally throughout the year.
- (c) During the tenth (10) and all following years – an employee will have 20 vacation days accrued proportionally throughout the year.

Scheduling and Accrual. Vacations may be taken only with prior approval of the Department Head. After July 1, 2003 all vacation will be accrued beginning on anniversary date. Two weeks accrued vacation may be carried forward into the following year. Total accrued vacation shall not be in excess of the employee's annual accrual rate plus two weeks. At the discretion of the Police and Fire Chiefs, during an employee's first year of employment, he/she may use vacation leave that they have not yet accrued consistent with the terms of the vacation leave policy as further described in this Article..

Those employees who are eligible for more than two weeks' vacation may receive payment in lieu of vacation leave for any vacation time exceeding ten (10) days. Such vacation pay will be paid as stated in Article 7, "Shift differential shall also be applicable to holidays, sick, personal and vacation leave" as well as longevity and stipends. Employees who leave the Town's employ for military service and return to the Town's employ at the completion of such service shall be given credit towards vacation for the time in service.

ARTICLE 10

SICK LEAVE

Coverage. Full-time employees are eligible for sick leave. At the discretion of the Police and Fire Chiefs, during an employee's first year of employment, he/she may use sick leave that they have not yet accumulated consistent with the terms of the sick leave policy as further described in this Article.

Policy. Under no circumstances is sick leave to be construed as a vested right. The intent of the sick leave policy is to provide salary continuation during an employee's reasonable period of absence due to bona fide illness or injury. An employee shall be entitled to sick leave when the employee is incapable of performing duties due to personal sickness, injury or quarantine by public health authorities.

Full-time employees. Each full-time employee shall receive twelve (12) sick leave days at the beginning of the fiscal year. Full-time employees can carry over sick leave days into the next fiscal year, not to exceed a total accumulation of 120 (one hundred and twenty) days. Upon retirement only, an employee shall receive a payment equal to 25 % of his/her accumulated sick days at his/her then current rate of pay.

Starting July 1, 2020, for every four (4) months an Employee does not use sick leave, he/she will be awarded one (1) comp day. The four (4) month period restarts the day following a sick leave. The Employee shall be solely responsible for submitting a request for the comp day with documentation in order to be awarded the comp day. Comp days do not carry over to the next fiscal year and cannot be converted to pay.

Extension of Sick Leave. Extended sick leave may, upon the recommendation of the Personnel Board, be granted to an employee after all of an employee's sick leave and vacation leave has been used. Employees can voluntarily contribute up to three (3) sick leave days per fiscal year to a Sick Leave Bank that can be used by eligible employees who have experienced a catastrophic medical event or emergency. Eligibility for this benefit shall be determined by a committee of the employee's peers who will monitor the use of the benefit. Sick Bank Leave will be granted in no less than five day increments. An employee must contribute to the Sick Leave Bank to be considered eligible.

Notification. Employees. Sick leave will commence on the date that notification of the employee's sickness, injury or quarantining is given to the department head by the employee or the employee's family or physician.

Certification of Illness. After four consecutive day's absence or after a series of repeated absences during the years of employment, a department head may request a physician's statement, which certifies the employee's inability to perform normal work duties. Additionally, the department head may arrange for a Town-retained physician to examine an employee and submit a medical evaluation.

ARTICLE 11

BEREAVEMENT LEAVE

Policy. Full-time employees shall be entitled to be excused from duty with pay for not more than three days to attend a funeral and for other personal business caused by death in the immediate family. The members of the immediate family shall include the following: parent, child, spouse, brother, sister, grandparent, grandchild, parent-in-law, son-in-law, daughter-in-law, sister/brother-in-law, or other person residing in the same household as the employee.

ARTICLE 12

MILITARY LEAVE

Policy. Employees in the Federal or State military reserve forces shall be granted a military leave of absence, for a period not to exceed two (2) weeks for each calendar year. Such employees shall be paid in an amount equal to their normal pay (less the amount paid for military service by the Federal or State government).

ARTICLE 13

JURY LEAVE

Policy. Employees called for jury duty shall be paid for the amount equal to the difference between the compensation paid for the normal working period and the amount paid by the court excluding allowance for travel. The amount due the employee shall be certified by the Town Accountant upon presentation of proper evidence for monies received for jury duty.

ARTICLE 14

PERSONAL LEAVE

Coverage. Permanent full-time employees are eligible.

Policy. Full-time employees, who have completed the probationary period, shall receive three (3) personal days with pay at the start of each fiscal year. Beginning July 1, 2011, any employee who has used no more than four (4) days of sick leave including sick leave for family illnesses for a period of one calendar year shall be granted one (1) day of personal leave.

Use of Personal Leave.

- (1) Use of personal leave must be approved in advance by the employee's department heads.
- (2) Personal leave may be taken in no less than half-hour increments provided that the personal leave is taken at the beginning or end of a scheduled work shift.

An Employee may request to receive pay in lieu of personal time off for any unused personal days at the end of the fiscal year. The Employee is solely responsible for requesting pay for any unused personal days at the end of the fiscal year. Personal leave does not carry over to the next fiscal year and is not paid out if unused upon termination of employment.

ARTICLE 15

WORKERS' COMPENSATION

Policy. An employee who by reason of an industrial accident receives statutory compensation may receive, in addition, the amount necessary to make up his/her regular weekly compensation to the extent of his/her accumulated sick and vacation time applied on a pro-rated basis.

ARTICLE 16
RETIREMENT

Policy. Employees (as defined by the Middlesex County Retirement System) must join the System, pursuant to Chapter 32, Sections 1-28 and other Special Acts of the General Laws. This is a contributory retirement system. Retirement age is mandated by the System for its member.

ARTICLE 17

NO-STRIKE

Section 1 No employee covered by this Agreement will engage in, induce or encourage any strike, work stoppage, slowdown, sickout, sympathy strike, or other withholding of services from the Town, including so-called work-to-rule, refusal to perform in whole or in part duties of employment, however established, and the withholding of overtime services.

Section 2 The Union agrees that neither the Union nor any of its officers, agents or members, nor any employee covered by this Agreement, will call, institute, authorize, participate in or sanction any strike, work stoppage, slowdown, sickout, sympathy strike or other withholding of services, including so-called work-to-rule, refusal to perform in whole or in part duties of employment, however established, and withholding of overtime services, including upon termination of this Agreement.

Section 3 The Union agrees further that should any employee or group of employees covered by this Agreement engage in any such job action, the Union will forthwith disavow such activity, refuse to recognize any picket line established in connection therewith, and take all reasonable means to induce such employee or group of employees to terminate such job action.

Section 4 Violation of this Article, or refusal to cross any picket line in the performance of duty, will be a violation of this Agreement and will be just cause for disciplinary action, up to and including termination, by the Town against an employee and such other action that the Town may deem appropriate.

Section 5 The Town may, in addition to the remedies under Chapter 150E of the General Laws or this Agreement, file independently an action in a court of appropriate jurisdiction to enforce this Article.

ARTICLE 18

GRIEVANCE PROCEDURES

Section 1 For purposes of this Article, a “grievance” will be defined as an actual dispute arising as a result of the application or interpretation of one or more express terms of this Agreement; provided, however, that any matter arising under the purported exercise of management rights pursuant to Article 1 of this Agreement, or any matter reserved to the discretion of the Town by the terms of this Agreement, or arising before or after the dates of this Agreement, will not be subject to this grievance procedure nor construed as being grievable.

Section 2 The grievance process must be initiated within ten (10) calendar days of the alleged incident, or within ten (10) calendar days of the day an employee could be reasonably expected to have knowledge of the alleged incident. Any grievance not reported or filed within the time limit set forth above shall be invalid, provided, however, the issue of timely initiation shall itself be subject to the grievance procedures set forth herein. When the grievance is reduced to writing it shall state the nature of the complaint, the Article(s) allegedly violated and the remedy being sought.

Section 3 Grievances which may arise shall be processed in the following manner -- if a grievant is not satisfied with the resolution of his grievance in any step, he may continue to the next step, in which case he must act in accordance with the stated step:

STEP 1. Informal Procedure

The aggrieved Employee shall discuss the grievance and attempt to adjust the matter with the Department Chiefs within 10 (ten) calendar days after the event arises upon which the grievance is based, or, in the absence of the Chiefs for that period, such person(s) designated for that purpose by the Select Board.

STEP 2. Formal Procedure

If not settled at Step 1, the grievance shall be reduced to writing, signed by the Employee and/or the Union, and submitted to the Department Chiefs within 10 (ten) calendar days after the informal procedure has been concluded. The grievance shall then be discussed and the Union shall be given an answer by the Chiefs, in writing, within 10 (ten) calendar days of such submittal.

STEP 3. The grievance shall be presented in writing to the Select Board at the next scheduled Select Board meeting. If it is not resolved at this level within thirty (30) calendar days after receipt of the written grievance, the Select Board shall note its decision in writing, which may then be presented to arbitration as outlined in Step 4, subject to the limitations indicated in Section 4 above.

STEP 4. Within ten (10) calendar days of the completion of Step 3, the Union may indicate in writing to the Select Board and the Town Administrator its desire to

have the grievance arbitrated by an arbitrator jointly selected by the Town and the Union. If the parties fail to select an arbitrator within fifteen (15) calendar days, the American Arbitration Association shall be requested by either or both parties to provide a list of arbitrators.

Section 4 The arbitrator in arriving at his determination shall rule on only matters of application and interpretation of this agreement, and he shall not add to, subtract from, or modify this agreement. The findings of the arbitrator shall be final and binding on both parties. Costs of the arbitrator's services shall be borne equally by both parties. The arbitrator shall not render a decision contrary to state or federal law. The arbitrator shall decide any disciplinary cases based upon the preponderance of the evidence standard of proof.

Section 5 Either party shall have the right to have a transcript made of the proceedings, in which case the transcript shall be designated by the parties as the official record of the proceedings. Both parties shall share the expense of providing a copy of the transcript to the arbitrator. Party requesting shall bear the burden of the expense.

Section 6 Time limits set forth in this grievance procedure may be extended by mutual agreement in writing.

Section 7 Grievances may be settled without precedent at any stage of this procedure until the issuance of a final award by the Arbitrator.

Section 8 Failure of the Department Heads to respond to the grievance in Step 1, or failure of the Town Administrator to respond to the grievance at Step 2, or by the Select Board at Step 3 shall be deemed a denial of the grievance. The Union's failure to initiate any Step within the appropriate time limit shall be a waiver by the Union and shall result in barring the grievance.

Section 9 The Town may also process grievances to arbitration. The parties agree, should a matter actually reach arbitration, said arbitration will take place in Town Hall in order to minimize any potential adverse impact to staffing levels during the arbitration.

Section 10 The parties may by mutual written agreement waive any step and/or time requirement in this procedure.

ARTICLE 19

PROBATIONARY PERIOD

All newly hired employees shall serve a probationary period of one (1) year, following his or her date of hire as a dispatcher. During such period they may be disciplined or discharged by the Town without cause and any such action by the Town shall not be subject to a grievance or arbitration by the employee or the Union.

Any employee who takes leave (other than paid vacation, sick, personal, bereavement or jury duty leave, or military leave) shall have his/her probationary period extended by the duration of his/her leave.

ARTICLE 20

REDUCTION IN FORCE

Section 1 The Town may layoff employees. The determination of the necessity of layoffs, the number of employees to be laid off, the filling of vacancies, and the reassignment of employees as a result of a reduction in force are essential elements of management and as such are non-grievable and are not subject to the grievance process.

In the event layoffs are necessary, those with least seniority and length of service will be laid off first. If within two years of layoff a position becomes available, the position shall be offered to the individuals laid off in order of seniority and length of service.

ARTICLE 21

ALCOHOL AND DRUG TESTING POLICY

Policy. The purpose of this Policy is to outline the responsibilities of employees, supervisors and managers with regard to alcohol and drug testing of employees in safety-sensitive positions.

Applicability. The policy applies to all safety-sensitive employees employed by the Town of Carlisle.

Policy Regarding Alcohol and Drug Testing.

(a) It is the right of the Town to conduct pre-employment (drugs, only), reasonable suspicion and employment related post-incident alcohol and drug testing for safety sensitive positions.

(b) The performance of safety-sensitive functions is prohibited by employees having breath alcohol concentration of 0.02 percent or greater as indicated by an alcohol breath test; by employees using alcohol or within four (4) hours after using alcohol; and by employees in the possession of any medication containing alcohol unless the package seal is unbroken.

(c) Use of controlled substances by dispatchers covered by the policy is prohibited, except when the use is pursuant to the instructions of a physician who has advised the employee that the substance does not adversely affect the employee's ability to perform their duties.

(d) An employee performing a safety-sensitive function at all times on town property and performing duties as a dispatcher.

ARTICLE 22

GROUP INSURANCE

Policy. Pursuant to Chapter 32B, the Town offers a plan of group life/health insurance. Eligible employees and the Town each pay a minimum of 50% of the monthly premium. Retired employees shall pay at the same rate. New employees, who are eligible and opting for coverage, must join this plan within thirty (30) days of their employment date or join on the Town's next anniversary date.

Consolidated Omnibus Budget Reconciliation Act of 1985 or COBRA (Enacted in 1986) On April 7, 1986, a new Federal law was enacted (Public Law 99 - 272, Title X) requiring that most employers sponsoring group health plans offer employees and their families the opportunity for a temporary extension of health coverage (called "continuation coverage") at group rates in certain instances where coverage under the plan would otherwise end. This notice is intended to inform employees, in a summary fashion of certain rights and obligations under the continuation coverage provisions of the new law.

- (a) Employees covered by one of the Town's health insurance plans have a right to choose continuation coverage for a period not to exceed 18 months (this may be extended under the law in certain limited circumstances), if the employee loses his/her group insurance coverage because of a reduction in hours of employment or the termination of employment, except as provided under the Public Law 99-272, Title X.
- (b) Spouses of an employee covered by the Town's health insurance have a right to choose continuation coverage for any of the following reasons: the death of spouse; a termination of spouse's employment or reduction in spouse's hours of employment; divorce or legal separation from spouse; or, spouse becomes eligible for Medicare.
- (c) Dependent child of an employee covered by the Town's health insurance has the right to continuation coverage if group health coverage under the Town is lost for any of the following reasons: death of parent; termination of parent's employment or reduction in parent's hours of employment; parents' divorce or legal separation; a parent becomes eligible for Medicare; or, the dependent ceases to be a "dependent child" under the Town's insurance.

Under the law, the employee or a family member has the responsibility to inform the Town of Carlisle of a divorce, legal separation, or a child losing dependent status under the Town's health insurance. Department Heads have the responsibility to notify the Town Administrator of the employee's death, termination of employment or reduction in hours, or Medicare eligibility.

ARTICLE 23

SAVINGS CLAUSE

If any Article or section of this Agreement should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or section should be restrained by such tribunal, the remainder of this Agreement will not be affected and will remain in full force and effect.

ARTICLE 24

STABILITY OF AGREEMENT

Section 1 No agreement, understanding, alteration, amendment or variation of the terms of this Agreement will bind the parties to this Agreement unless made and executed in writing by the parties.

Section 2 The failure of the Town or the Union to insist on any one or more incidents, or upon performance of any of the terms or conditions of the Agreement, will not be considered as a waiver or relinquishment of the right of the Town or the Union to future performance of any such terms or conditions (*does not become a past practice nor does it create a past practice*).

ARTICLE 25

WAIVER

The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Town and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agree that the other will not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement.

ARTICLE 26

SALARY RATES SCHEDULE

FY2024 3.0% increase effective July 1, 2023

FY2025 2.25 % increase effective July 1, 2024)

(Rating Scale = Unsatisfactory, Needs Improvement, Satisfactory, Above Standards, Outstanding)

Employees with an “Unsatisfactory” performance evaluation would not be eligible for a wage increase. The Chiefs must concur with a rating of “Unsatisfactory” for any employee. Employees rated “Needs Improvement” would initially not receive an increase and would be given 6 months to improve their performance and if they did so would then be eligible for a retroactive wage increase.

EMT STIPEND: \$250.00 per year for certified Emergency Medical Technicians. Individuals who qualify shall receive an increase of \$0.12019 per hour ($\$0.12019 \times 2080 = \250.00)

ASSISTANT COMMUNICATIONS MANAGER: The position of Assistant Communications Manager will be filled as soon as a new job description has been approved by both Chiefs. The individual who is selected to fill this position will receive an increase of \$0.48 per hour ($\$0.48 \times 2080 = \$1,000.00$).

STEP INCREASES:

- 2.0% increase after year 3
- 2.0% increase after year 5
- 2.0% increase after year 7
- 2.0% increase after year 12

LONGEVITY: Longevity will be based on actual years of service and begin July 1, 2009.

Effective June 30, 2023, all steps on the longevity pay chart will increase on a non-retroactive basis by \$1,000.00 unless there has been an increase in the Town’s percent share of employee group health insurance premiums, in which case their longevity payments will not increase.

5 Years	\$1,800
10 Years	\$2,300
15 Years	\$2,800
20 Years	\$3,300
25 Years	\$3,800

ARTICLE 27.

DURATION

This Agreement will be effective from July 1, 2024, and will remain in full force and effect until June 30, 2025. Unless written notice to terminate agreement is given by either party to the other, not less than sixty (60) days prior to the expiration date set forth above, this agreement shall continue in full force and effect until a successor agreement is executed.

THIS AGREEMENT is subject to ratification by the Town of Carlisle and the Union and is subject to appropriation by Town Meeting.

THIS AGREEMENT has been duly executed by the authorized representatives of the Town and the Union.

RATIFIED BY:

TOWN OF CARLISLE
TOWN ADMINISTRATOR FOR THE SELECT BOARD

MASSACHUSETTS COALITION
OF POLICE, LOCAL 201A

DocuSigned by:
Ryan McLane
By: 4C4579CF4AD54F0...

DocuSigned by:
Shawn Brewer
By: B9852B33D3CC420...

NAME: Ryan McLane

Shawn Brewer

TITLE: Town Administrator

President Masscop Local 201A

DATE: 6/28/2024

6/28/2024