

TOWN OF TEMPLETON, MASSACHUSETTS
and
AFL – CIO MASSACHUSETTS COALITION – POLICE LOCAL 155
April 2, 2018
Tentative Agreement

This tentative agreement contains the complete and total understanding of the parties relative to amending the current Collective Bargaining Agreement (CBA) which expires on June 30, 2018. No other understanding, be it oral or written, shall be superior to this agreement.

1.) The term of the current CBA shall be extended to June 30, 2019.

2.) Article 18.01 C. shall be amended as follows:

All of those officers who have at least two (2) weeks of earned vacation time in their accrued leave bank as of May 1 of any fiscal year may request to carry over up to one week of such leave time into the next fiscal year. All requests for such carry-overs must be received by the Chief of Police, in writing, by May 15 of each fiscal year. All such requests will be arranged in order of seniority by the Chief of Police and approved in descending order until a collective total of four (4) weeks of vacation time has been approved. Should the collective total of four (4) weeks of vacation not be allocated in the first round of approvals, the Chief of Police shall carry out a second round of allocations, following the seniority rankings used above, until the maximum total of four (4) weeks of vacation shall have been allocated. There shall not be any further rounds of allocations if such a second round of allocations has not reached a total of four (4) week of vacation time between the two rounds of allocation. Should any requesting officer use any of the requested carry-over time between the date of submission and the first of the following fiscal year, the maximum collective total shall be reduced by such used time. Any time carried over must be used in the fiscal year into which it was carried over.

3.) Article 26.02 shall be amended by striking the period and adding the following:

“provided, however, that the Town share of any Indemnity or PPO plan that it offers shall not exceed that which it makes toward its HMO offering.”

4.) Article 27.05 shall be amended by inserting the word “... be...” between the words “... will...” and “... given...”

5.) Article 29.05 shall be amended such that the rate for all outside, third party details will be \$46.00 per hour

6.) Article 33.01 shall be amended by adding a Paragraph as below:+

FY 2019: FY 2018 hourly wages shall be increased by 2%.

7.) Article 33.02 shall be amended by adding the following:

For all new hires after July 1, 2018, all payments will be made by an electronic transfer commonly known as "direct deposit" to a financial institution of the employee's choosing. As an alternative to printed statements, the Town may provide access to the employees pay statement electronically provided it shall allow access from a Town work station, on the employee's time, and the printing of one copy of the pay statement if the employee shall so desire.

- 8.) The Union shall submit this tentative Agreement to its body for ratification within ten days of this agreement. Upon being notified of its ratification by the Union, The Town Administrator shall forthwith call for a Special Meeting of the SelectBoard for their ratification.
- 9.) Upon the concluding the Town Meeting of May of 2018, the parties shall promptly schedule sessions to negotiate a three-year successor pact with the intent being to submit the for ratification by its respective bodies and action by the Annual Town Meeting of May of 2019.

Carter Terenzi
For the Town of Templeton*

04/02/2018
Date

[Signature]
For the Union

4.9.18
Date

*Proffered by the Town Administrator with recognition that it is not within his full settlement authority but that he will present and support the same to the SelectBoard prior to a vote by the Union and advise them forthwith if he is not successful in obtaining such settlement authority.

Released to the Public

*Ratified by BoS & Union (4/9/2018)
Funded by 2018 ATM Article #22*

CONFIDENTIAL