

**AGREEMENT
BY AND BETWEEN
THE TOWN OF CARVER, MA
AND THE**



**NEW ENGLAND POLICE BENEVOLENT
ASSOCIATION, LOCAL 189
AFL – CIO**

Effective July 1, 2025

Expires June 30, 2028

Incorporates the 2025-2028 MOA

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AGREEMENT

This Agreement made and entered into between the Town of Carver, Massachusetts, HEREINAFTER referred to as the ("Town") and Local 189 of the New England Police Benevolent Association, Inc, AFL-CIO HEREINAFTER referred to as the ("NEW ENGLAND PBA or the UNION"), and has its purposes the promotion of harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of disputes, and the establishment of rates of pay, hours of work, and those conditions of employment expressly set forth herein.

If any of the provisions of this Agreement shall in any manner conflict with or contravene any Federal or Massachusetts Law or Statute such provision shall be considered null and void and shall not be binding on the parties hereto; in such event, the remaining provisions of this Agreement shall remain in full force and effect.

ARTICLE 1 – RECOGNITION

Section 1: The TOWN and the Chief of Police recognize the New England Police Benevolent Association, Inc., AFL-CIO ("UNION") as the exclusive bargaining agent for the purpose of collective bargaining relative to wages, hours, and other conditions of employment. The bargaining unit shall consist of all full-time and regular scheduled part-time Public Safety Signal Operator positions, hereinafter sometimes referred to as "Operators" employed by the Employer in its police department, but excluding the Chief, the Lieutenant, Sergeants, Patrol Officers, part-time reserve police officers and all other employees of the Employer. As used in this Agreement, the words "employee" and "employees" mean a member or members of the bargaining unit, and the word "Department" means the police department of the Employer.

Section 2: The EMPLOYER will not aid, promote, or finance any other dispatchers' group or organization which purports to engage in collective bargaining, or make any agreement with such group concerning wages, hours, or conditions of employment for the employees in this unit and anything that concerns the Carver Public Safety Signal Operator.

ARTICLE 2 – MANAGEMENT RIGHTS

Subject to applicable law and the express provisions of this agreement, the Town and its Selectmen, Town Administrator and Police Chief shall not be deemed to be limited in any way in the exercise of the regular and customary functions of municipal management

ARTICLE 3 PART — TIME OPERATORS

Part-time operators covered by this contract are those who work a scheduled sixteen (16) hours or more per week, but less than forty (40) hours per week.

The Town reserves the right to utilize part-time operators who work less than sixteen (16) hours per week. These operators shall have no affiliation with the Union.

ARTICLE 4 — DISCRIMINATION

There shall be no discrimination against any employee because of union membership or activity, nor because of race, creed, color, sex, age, mental or physical handicap, national origin, or sexual orientation

and that each employee shall receive the full protection of this agreement. The parties agree to recognize and abide the guidelines set forth in the Americans with Disabilities Act. The parties agree that any claims of discrimination under this Article may be adjudicated in a more appropriate forum. (MOA 25-28).

ARTICLE 5 — SENIORITY

Seniority shall be defined as employee's length of continuous service with the Employer since the earliest date of continuous full-time employment. Seniority shall govern vacation, retirement eligibility, and bidding on vacant shift assignments.

A seniority list shall be established and post in a conspicuous place within the Operators workstation. The list shall be posted annually as of July 1 and not later than July 15th by the Employee and updated upon written request by the Union.

Seniority shall not be affected by vacations, sick leave, military leave, injury time sustained in the line of duty, unlawful suspensions or any other leave of absence agreed upon between the Employer and the Union.

ARTICLE 6 — DISCIPLINE AND DISCHARGE

The Employer shall not discipline or discharge any employee without just cause. Suspensions imposed with loss of pay will not be considered a break in continuous service. Unpaid suspensions shall be deducted from an employee's start date to determine seniority. The Union shall have the right to take up the suspension and/or discharge as a grievance. The provisions of this article shall not apply to disciplinary action, including suspensions and/or discharge involving new employees during a six (6) month probationary period as a dispatcher. (MOA 25-28).

ARTICLE 7 — HOURS OF WORK

The work week for full-time Carver Public Safety Signal Operator shall consist of a four (4) and two (2) work schedule, to be implemented within the Carver Police Department, and will not be deviated from except in dire emergency determined by the Chief with an average of thirty-seven and one-half (37 ½) hours a week over a six (6) week period. Any work performed beyond eight (8) hours in a day shall be paid at one and one-half (1 ½) the hourly rate and in excess of the average thirty-seven and one-half (37 ½) at time and one-half. (MOA 25-28).

Hours of work are as follows:

7:30 am — 3:30 pm

3:30 pm — 11:30 pm

11:30 pm — 7:30 am

In his/her discretion, the Chief of Police may implement a split shift schedule. In the event no dispatchers bid for a split shift, assignment thereto shall be by inverse seniority. In the event a split shift schedule is to be implemented, its commencement shall correspond with the start of the next scheduled seniority shift bid. (MOA 25-28).

If after completing a schedule tour of duty, an employee is called back to work, they shall receive time and one half (1 1/2) the hourly rate for the work performed, but in no event less than four (4) hours pay at the overtime rate front the time of arrival at the place of work.

The Town of Carver agrees to compensate operators of New England PBA local 189 Twenty (20) minutes overtime pay in lieu of a meal break on any given shift actually worked. The dispatcher must work six (6) hours or more to receive compensation

ARTICLE 8 — OVERTIME

Overtime shall be equally and impartially distributed among the permanent employees of the bargaining unit and a list shall be established showing such overtime distributed. Pursuant to the parties' practice, responsibility for maintenance of the list shall remain with Union Personnel. This list shall be furnished to the Employer and posted within the Police Station and remain the property of the employer.

Full-time Signal Operators will have first refusal on all overtime. On duty union personnel will be responsible for calling in replacements for vacant shifts, except in emergency situations, at which time union personnel off duty may call.

No Signal Operators can be ordered to work overtime unless the overtime list is called first, except during an emergency situation. If the overtime list is exhausted, then the Chief or his/her designee can order a Signal Operator in to work overtime by inverse seniority. An order in list shall be established and posted by the union in the station and the least senior member next on the list shall be ordered in, except members on *who have previously scheduled* Vacation, Personal, Funeral, Sick, Military leave, or Swap days.

Any member is considered to be on vacation, personal, funeral, sick leave from a time starting eight (8) hours prior to his/her scheduled shift, to eight (8) hours after the end of their scheduled shift off and will also include consecutive scheduled time off with regularly scheduled days off in between. For example, dispatchers who have scheduled time off on Wednesday and Saturday, with Thursday/Friday off, shall not be ordered in.

Employees shall not work more than sixteen (16) hours in a twenty-four (24) hour period. If the employee is ordered to more than sixteen (16) hours straight, he/his shall receive double time and one half (2 1/2) their regular pay for all hours worked over sixteen (16) hours.

Compensatory Time

In lieu of overtime pay, employees may opt to take compensatory time at a rate of one and one-half (1 ½) times each overtime hour worked. Compensatory time off will not be allowed if unable to fill time off without order-in. Compensatory time will be capped at one hundred (100) hours per member at any given time. (MOA 25-28)

ARTICLE 9 — FILLING VACANT SHIFT

Filling of vacant shifts and overtime shall be equally and impartially distributed among the members of the communications section by using a rotation system offering vacant shifts to full time Public Safety Signal Operator first, then to part time Public Safety Signal Operator who are assigned to permanent shifts on a regular basis, then to all other qualified per diem dispatchers. To ensure fair and

equitable distribution of shifts, each group (full-time, part-time and per diem) will have a separate rotation file that will be used when filling shift vacancies. The rotation system shall be established by seniority and will be reset on the first Sunday in the months of January, May and September. Record keeping shall be done by tracking the actual hours worked using DTS (Detail Tracking System).

When an overtime shift is filled the numbers of actual hours worked will be automatically added to the Department Hours List in DTS. - If a full-time Public Safety Signal Operator who refuses a shift will not be charged any hours. The rotation system will consist of all members of each group having been added to the DTS system as Tier 1 – Full Time Public Safety Signal Operators and Tier 2 – Part Time Public Safety Signal Operators and Tier 3 – Per Diem Public Safety Signal Operators.

Full Time Public Safety Signal Operators requesting time off will use the DTS system to “Add Overtime” and shifts will be filled on the third Wednesday of the month at 6PM for all shift vacancies occurring the following month. If a sudden vacancy occurs after this day, the shift will be entered as soon as the vacancy occurs, giving a two-hour window to bid.

Vacant shifts will be filled on a monthly basis. All shifts entered for bid shall have a 6PM bid close time. Bids will close on the first of the month for all accrued time that has been submitted for the following month. All dispatchers requesting accrued time off shall fill out a Leave Request in DTS. All dispatchers, for planning purposes, should make every effort to submit accrued time off prior to 12PM on the last day of the month. The Lead Dispatcher or designee will post shifts in DTS at least 24 hours prior to the 6PM closing time.

When a shift vacancy is to be filled, the *“Add Overtime Assignment”* will be completed by *either the dispatcher on duty or the dispatcher requesting time off and containing all pertinent information, ie: Vacation, SLI, Sick, Personal, Comp or other.*

Shift vacancies shall be filled by offering the shift vacancy to specific groups in following order:

- Full-time Public Safety Signal Operator
- Part-time Public Safety Signal Operator
- Per diem Public Safety Signal Operator
- State certified 911 qualified Police Officers

The exceptions to these are:

- Covering the first two weeks, full-time Public Safety Signal Operator *will* be used to cover vacant shifts, thereafter, part-time dispatchers, and per diem dispatchers *will* be used.
- Any vacancy that occurs if the Public Safety Signal Operator regularly assigned to the 11:30PM to 7:30AM Saturday night — Sunday morning shift takes that shift off.

ARTICLE 10 — ORDER-IN PROCEDURE

Whenever a shift vacancy has been called out to all available dispatchers and the shift has not been accepted, an order-in will occur to fill the shift. All full-time and part-time Public Safety Signal Operator regularly assigned shifts are subject to the order-in process. The department and all dispatchers agree that everyone will make every attempt to avoid an order-in situation. In the event that an order-in is required, an order in will occur based on the following procedure.

- An order-in will only occur after the usual process to fill vacant shifts has been exhausted. An order-in rotation list shall be maintained and will include all full-time and part-time Public Safety Signal Operator regularly assigned shifts. The order-in process will be established by inverse seniority with full-time dispatchers being ordered in first, followed by part-time Public Safety Signal Operator. The order in process will require a rotation system where the Public Safety Signal Operator who was last ordered in will go to the back of the list and the next dispatcher will be the ordered in. The establishment of the order-in list will include any order-ins that have occurred since July 1, 2007.
- If a sudden vacancy occurs and the order-in process has not resulted in assigning a Public Safety Signal Operator to the vacant shift, the dispatcher being relieved will shift the vacant shift with the next scheduled Public Safety Signal Operator. Neither Public Safety Signal Operator splitting the vacant shift shall be charged for the shift coverage. A shift vacancy sheet shall reflect how the shift was filled but the Public Safety Signal Operator covering the shift will not move in the rotation.

All Public Safety Signal Operators are required to leave their contact phone numbers and current address with the department should they need to be contacted in an emergency and for proper, timely communication and correspondences.

Vacant shifts will be filled on the third Wednesday of the month for all shift vacancies approved occurring the following month. If a sudden shift vacancy occurs after this day, the shift will be filled as soon as the vacancy has been approved, or the vacancy occurs.

ARTICLE 11— TIME OFF REQUEST

The process of Public Safety Signal Operator taking accrued time off will normally require prior approval before being granted. This process will require a dispatcher to submit a time off request thirty days prior to the requested time day off. The department will respond to the vacation request by either approving or denying the request within ten days.

A time off request submitted with less than a thirty-day notice will only be granted if the shift can be filled without an order-in. This will allow personnel to plan for time off as well as allow the department to ensure proper staffing of the communications section without requiring personnel holdovers and order-ins, which as we all understand has a negative effect on morale.

All time off requests shall be submitted to the Chief or his designee for review so department needs can be evaluated prior to granting approved time off. Time off shall be picked by seniority and after approval, can only be cancelled by the employee unless an emergency occurs seriously enough to preempt an authorized absence.

If one Public Safety Signal Operator has an approved day off scheduled and another dispatcher would like the same day off, the second dispatcher will only be allowed the day off if the second dispatcher's shift can be filled. The second dispatcher seeking the day off is not authorized to take the day off unless and until the shift is filled and time off is authorized.

ARTICLE 12 – COMMITMENT TO ASSIGNED SHIFT*

Any Public Safety Signal Operator assigned to a regular shift assignment(s) or a Public Safety Signal Operator who accepts a vacant shift is required to work the assigned shift(s). If a Public Safety Signal Operator is assigned to a shift and wishes to take that shift off, they are required to request accrued time off or arrange a shift swap with another Public Safety Signal Operator. If accrued time off is not approved or a shift swap cannot be arranged, the Public Safety Signal Operator must work that shift.

No Public Safety Signal Operator is allowed to bump another dispatcher who has accepted and been assigned to any vacant shift.

**Assigned a shift shall mean when any Public Safety Signal Operator is scheduled, for a shift either regularly or assigned to an open shift.*

ARTICLE 13 – VACATION LEAVE

SECTION 1

1. Completion of probation period (6 months) — two (2) weeks (80 hours) vacation
2. Completion of four (4) years of service — three (3) weeks (120 hours) vacation
3. Completion of seven (7) years of service — four (4) weeks (160 hours) vacation
4. Completion of twenty (20) years of service — five (5) weeks (200 hours) vacation

SECTION 2: (DELETED) MOA 2021

SECTION 3. On July 1st all members shall be awarded vacation time earned throughout the year.

SECTION 4. First two (2) weeks full-time Operators may be used to cover vacations, thereafter, part-time Operators may be used.

SECTION 5. Operators shall be permitted to carry over one (1) weeks' vacation time into the next fiscal year so long as it is used within sixty (60) days in that next fiscal year and with the permission of the Chief of Police. Said permission will be in writing and will not be unreasonable denied

SECTION 6. A vacation "week" for part-time employees shall be calculated by the average number of hours worked per week the previous year. (for example: a part-time Operator who works an *average* of 16 hours a week for a year shall be eligible for two "weeks" vacation after one year. Each "vacation week" shall be 16 hours.)

SECTION 7. Upon termination of employment the employee shall receive payment equal to the amount of vacation pay he/she would receive had the termination not occurred. If termination is caused by death, such payment shall be made to the employee's spouse or beneficiary or legal representative.

BONUS DAYS:

Bonus days shall only apply to employees hired prior to July 1, 2016. In recognition of their long service to the Town, members with over fifteen (15) years of employment for the Town shall receive one (1) bonus day for each year in excess of fifteen (15) years' service, not to exceed five (5) bonus days.

ARTICLE 14 – SICK LEAVE

Employees shall be granted sick leave under the following schedule:

Section A:

1. Each full-time employee shall be credited with one and a quarter (1 1/4) sick days per month and each part-time employee shall be credited with one (1) day sick leave for every one hundred seventy-five (175) hours of work completed. Sick leave shall be awarded July 1st of each year.
2. There may be up to one hundred and fifty (200) sick days accumulation.
3. Absence due to immediate family illness, as defined in Article 21 Funeral Leave, shall not exceed seven (7) days per fiscal year to be deducted from the employee's accumulated sick leave. The Town agrees to adhere to the provisions of the Family Medical Leave Act (FMLA).
4. Medical evidence shall not be required by the Employer unless an employee is absent more than three (3) consecutive days and the medical reason is not apparent
5. Any full-time employee, after accumulating thirty (30) days of sick leave, may after June 30th in any year elect to surrender to the Town any sick leave accumulated in excess of thirty (30) days and be paid for said surrendered sick leave at one half (1/2) the employee's regular rate of pay.
6. Sick leave incentive: Operators shall earn one (1) personal day for each three (3) months that sick day is not used.
7. In order to be eligible for use of paid sick leave, employees shall be required to call in at least two (2) hours prior to the start their scheduled tour and notify the dispatcher of the reasons for their absence. In the event the employee is unable to call in at least two (2) hours prior to the start of their regularly scheduled tour said notification shall occur as soon as possible thereafter. Except for emergency situations, failure to notify the dispatcher at least one (1) hour prior to the shift start time shall result in the denial of paid sick leave.

Section B: Employees hired after July 1, 2016 shall be granted sick leave under the following schedule:

Each full-time employee shall be credited with 12 sick days per year. Sick leave shall be awarded July of each year.

Each Part Time employee shall be credited with 6 sick days (48 hours), per year. Sick time will be credited 1-day (8 hours), every two (2) months.

New hires shall be credited one (1) sick day per month from the date of hire up until July 1st when the provisions of No. 1 (above) take effect. (MOA 25-28)

1. Absence due to immediate family illness, as defined in Article 21 Funeral Leave, shall not exceed seven (7) days per fiscal year to be deducted from the employee's accumulated sick leave. The Town agrees to adhere to the provisions of the Family Medical Leave Act (FMLA).
2. Medical evidence shall not be required by the Employer unless an employee is absent more than three (3) consecutive days and the medical reason is not apparent.

3. In order to be eligible for use of paid sick leave, employees shall be required to call in at least two (2) hours prior to the start of their scheduled tour, and notify the dispatcher of the reason(s) for their absence. In the event the employee is unable to call in at least two (2) hours prior to the start of their regularly scheduled tour said notification shall occur as soon as possible thereafter. Except for emergency situations, failure to notify the dispatcher at least one (1) hour prior to the shift start time shall result in the denial of paid sick leave.

ARTICLE 15 – HOLIDAYS

Employees shall be granted pay for the following Holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Washington's Birthday	Veterans Day
Patriots Day	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Day after Thanksgiving
Christmas Eve	New Year's Eve
Juneteeth	

Employees who work the holiday, including operators on overtime, shall receive double time, and those who do not work the holiday shall receive an extra days pay. Employees working (including operators on overtime) Memorial Day, July 4th, Thanksgiving, Christmas, New Year's Day, and Labor Day will receive two- and one-half times (2^{1/2}) the regular rate. All members working the holiday on overtime shall be paid that holidays respective rate i.e., 2 or 2 1/2 times the members regular pay rate. Any operator not scheduled to work a holiday and who uses a sick day on the last scheduled workday after the holiday shall not be paid for the holiday.

ARTICLE: 16 - HEALTH AND WELFARE

Section 1: The Employer agrees to supply the Employee through group insurance health and life insurance plans currently available to municipal employees, and further agrees to assume seventy-five percent (75%) of the cost of the plans. This section only applies to employees hired prior to July 1, 2025.

Section 2: Effective July 1, 2025, the Employer agrees to supply the employee through group insurance health and life insurance plans currently available to municipal employees and further agrees to assume seventy-five percent (75%) of the cost of the plans. (MOA 25-28)

Section 3: Any employee who chooses not to participate in the Employer's group health insurance benefit, shall receive an annual stipend of three thousand dollars (\$3,000) (MOA 25-28) at the conclusion of the fiscal year, not to be included in the officer's base pay. (This is the language out of the Police CBA)

ARTICLE 17 - WAGES

Wages during the term of this contract will be according to "Appendix A - Wages", a copy of which is attached and made a part hereof. Compensation levels of jobs within the union are set out in "Appendix A", a copy of which is attached and made a part hereof. Step increases for full-time Operators are due on employee's anniversary date. Part-time Operators shall receive a step increase on either the first anniversary of employment or the completion of 800 hours of work following the date of employment, whichever occurs later, and thereafter on the anniversary of their last step increase, or the completion of 800 hours of work following their last step increase, whichever occurs later, until they reach top step. If a member of the bargaining unit changes in classification (part-time to full-time or full-time to part-time) that member will move to the new grade and to a step where the employee does not lose any compensation.

July 1, 2025	2%	(FY 26)
July 1, 2026	2%	(FY 27)
July 1, 2027	3%	(FY 28)

- Adjust current wage steps -- See appendix A
- Add Part Time wage steps – See appendix A (MOA 25-28)

ARTICLE 18 — LONGEVITY

Section 1: Longevity payments will be made to regular full-time and regular part-time employees. Payment of longevity will be made on the employee's anniversary date. To be eligible, an employee must have completed his/her continuous employment length of service as of the employee's anniversary date. Full-Time Employee Longevity Payment Schedule:

Completion of Five (5) years of service.	\$ 500
Completion of Ten (10) years of service	\$ 1000
Completion of Fifteen (15) years of service	\$ 1500
Completion of Twenty (20) years of service	\$ 2000

Any employee retiring, resigning, fired or, in the case of the employee's death, his/her estate will be entitled to a prorated longevity payment based upon years in service and the payment shall be prorated from anniversary date to termination date. An employee upon his/her reinstatement who pays back his/her contribution in the retirement system in its entirety shall be credited with previous time in - service for the calculation of longevity payments.

Section 2: Part-time Operators averaging 16 or more hours a week during the previous year will receive longevity pay in accordance with the above schedule, pro-rated to the proportion of a full-time work week, the employee worked on average during the previous year.

ARTICLE 19 - NIGHT DIFFERENTIAL

Effective July 1, 2025, all operators who are regularly assigned to night tours of duty between the hours of 3:30 p.m. and 11:30 pm shall receive a night differential of ten dollars (\$10.00) extra per shift. seven (7%)

percent. All operators who are regularly assigned to night tours of duty between the hours of 11:30 pm and 7:30 am shall receive a night differential of eight (8%) percent.

In the event that a split shift is implemented, the operator shall receive the equivalent differential for each shift he/she is assigned. (example: Employee works two shifts 3:30pm to 11:30pm, then 2 shifts from 11:30pm to 7:30am; the night differential shall be 7.5%). (MOA 25-28)

ARTICLE 20 - MATERNITY LEAVE

Every female employee shall be entitled to six (6) months maternity leave and she shall be paid there for to the extent that she has accumulated sick leave, pursuant to M.G.L.A. 149 § 105D Such maternity leave shall not affect the employee's right to receive vacation time, sick leave, bonuses, advancement, seniority, length of service credit, benefits, plans or programs for which she was eligible at the date of her leave, and any other advantages or rights of her employment incident to her employment position; provided, however, that such maternity leave shall not be included, when applicable, in the computation of such benefits, rights, and advantages; and provided, further, that the employer need not provide for the cost of any benefits, plans, or programs during the period of maternity leave unless such employer so provides for all employees on leave of absence.

Nothing in this agreement shall be construed to limit the rights of employees to maternity leave benefits otherwise provided by law.

Accrued sick leave and vacation benefits may be used for maternity leave purposes under the same terms and conditions, which apply to other temporary medical disabilities.

ARTICLE 21 - FUNERAL LEAVE

All regular full and part time employees shall be entitled to four (4) consecutive workdays' leave of absence preceding and including the day of the funeral on the employee's request when a death occurs to a member of an employee's immediate family. The immediate family is to be considered father, mother, child, spouse, brother, sister, grandparent, grandchild, mother-in-law, father-in-law, adopted child and any stepchild. For the death of a brother-in-law, sister-in-law, current son-in-law, current daughter-in-law, (2) days of funeral leave will be granted; and for an aunt, uncle, niece, or nephew (1) day of funeral leave will be granted. However, the Chief may in his reasonable discretion allow time off for the death other relatives or members of an employee's household. No payment shall be made for any day's absence during the bereavement period in which the employee is not regularly scheduled to work. No employee shall lose pay to which he is normally entitled while on leave of absence for death in the family nor will it be charged to sick leave or vacation pay. Unused funeral leave (days falling on Saturday, Sunday, or holidays) may be used for Probate Court Hearings or Will Readings as long as two (2) days advance notice is given to the Police Chief.

ARTICLE 22 - JURY DUTY LEAVE

Members of the Bargaining Unit who are required to appear for jury duty in a state or Federal Court, if they are required to work on that day (whether on a night or day shift), shall, for the duration of said jury duty, be considered temporarily transferred to the day shift. Employees shall not be entitled to overtime

compensation for jury duty regardless of the length of service. No employee shall be entitled to additional compensation in the event jury service falls on the employee's day(s) off. No employee shall lose the night differential as a result of a temporary re-assignment for jury duty.

ARTICLE 23 - OTHER LEAVE

Leaves of absence shall be granted for the following reasons, but not limited to those listed:

- A. Military leave of absence with full pay not to exceed seventeen (17) calendar days per fiscal year.
- B. Leave of absence with full pay for authorized schooling.
- C. Leave of absence, without pay, for personal reason with no break in continuous service up to six (6) months may be granted by the Employer.

ARTICLE 24 - PERSONAL DAYS

The employer agrees to give each member of the bargaining unit on July 1st three (3) personal days per year, none of which will be deducted from sick leave. These three (3) days will be used for personal reasons and cannot be denied. New hires shall earn and may use one (1) personal day for every four (4) months of service up until July 1st. Personal days cannot be carried over to another fiscal year, except one earned from sick leave incentive program.

ARTICLE 25 - CHECKOFF

If, during the term of this agreement, any employee covered by this agreement files with the EMPLOYER an authorization of check-off dues in the form attached hereto and marked "Attachment A, the EMPLOYER agrees to deduct union membership dues levied in accordance with the instruction of the UNION from the compensation of each such employee.

The EMPLOYER further agrees to remit by the 15th day of each month the aggregate amount of such deductions made during the preceding month to the Treasurer of the New England PBA along with a list of the employees from whom said dues have been deducted by mail to:

**New England Police Benevolent Association, Inc.,
Attn: Treasurer
7 Technology Drive
Chelmsford, Massachusetts 01863**

The EMPLOYER agrees to notify the UNION whenever deductions are not made in accordance with an authorization of check-off due to the fact that an employee is not on the payroll during any payroll period.

All persons eligible to join the UNION may do so after thirty (30) days of continuous employment.

ARTICLE 26 - AGENCY SERVICE FEE (Deleted)

ARTICLE 27 - GRIEVANCE PROCEDURE

Any grievance between the parties which involves interpretation or application of the express terms of this agreement, the disposition of which is not provided for in law, rule, or regulations shall be settled in the following manner:

STEP 1

The aggrieved employee, with or without a union steward and/or representative shall present the grievance in writing within three weeks excluding Saturdays, Sundays, and Holidays, of the incident upon which the grievance is based, to the Chief. The Chief shall adjust the grievance at once or within ten (10) days excluding Saturdays, Sundays, or Holidays, schedule a hearing and after said hearing shall respond in writing within ten (10) days of the hearing excluding Saturdays, Sundays, and Holidays. When a grievance is filed by an employee without the Union Steward or representative the local Union Chairperson shall be notified and if a hearing is to be held, he/she may designate a representative who shall be given the opportunity to be present at this step. Whether or not the Union avails itself of this right, the disposition of the grievance shall not be inconsistent with the terms of this agreement.

STEP 2

If no satisfactory resolution is forthcoming from the Chief within four (4) weeks after said hearing, excluding Saturdays, Sundays and Holidays, the employee may appeal in writing to the Town Administrator. The Town Administrator shall schedule a hearing with the employee and his/her Union representative, if any, within ten (10) working days of submission of the grievance to step two (2), excluding Saturdays, Sundays, and Holidays. The Town Administrator shall issue a written decision within five (5) working days after the hearing, excluding Saturdays, Sundays, and Holidays.

STEP 3

If no satisfactory resolution is forthcoming from the Town Administrator within four weeks excluding Saturdays, Sundays, and Holidays, after said hearing, the employee may appeal in writing to the Board of Selectmen. The Board of Selectmen shall act as a Grievance Board or shall designate a Grievance Board made up from members of the Board of Selectmen. The Grievance Board shall schedule a hearing with the Employee and his representative, if any, within fifteen (15) working days excluding Saturdays, Sundays, and Holidays. The Grievance Board shall respond in writing within ten (10) working days excluding Saturday, Sundays, and Holidays, after the hearing.

STEP 4

If the grievance has not been settled by Step 3, either the Union or the Town may refer it to arbitration within four weeks of the disposition under Step 3. If an arbitrator cannot be agreed upon, the parties will submit the matter to the American Arbitration Association for selection in accordance with their procedures except where otherwise provided in this agreement. The arbitrator's decision shall be supported by substantial evidence on the record as a whole. The decision shall be in writing with a full statement of findings and reasons. The decision of the arbitrator shall be final and binding on the parties; provided that the arbitrator shall have no power to modify, amend or alter the agreement. The expense of the arbitrator shall be borne equally by the parties. The above procedure shall not apply to temporary employees who have been continuously employed by the Employer in the same position for less than nine (9) months. In the event no hearing is held, the time limits provided at each step for answering the grievance shall commence with submission of the grievance to that particular step. In the event that no written response is provided within the required time limits, it

shall be deemed a denial of the grievance, and the union shall be entitled to move the grievance forward.

When there is an alleged violation of this agreement resulting from the occurrence or non-occurrence of a specific event, incident or action, the union may file a grievance and use the above steps of the grievance procedure, provided, however, that the grievance must be initially filed within thirty (30) calendar days from the day, the employee knew or should have known of the occurrence or non-occurrence of the specific event, incident or action which has resulted in the alleged violation.

The time limits specified in this grievance procedure may be extended by mutual agreement of the parties. Any grievance which is not moved forward to the next step within the time limits specified by this Agreement (or by mutual agreement of the parties) shall be deemed to be waived.

Any grievance filed under the provisions of this Article which is the subject of an appeal before any administrative agency, including the Labor Relations Commission and the Massachusetts Commission Against Discrimination, shall not be entitled to proceed to arbitration (Step 4) hereunder.

By agreement of both parties, a meeting will be held at any step of the grievance procedure. If a meeting is held, the time limit for answering the grievance will be from the date of the meeting.

ARTICLE 28 - NO STRIKE CLAUSE

It shall be a violation of this Agreement for any employee, the Union, or any representatives thereof, to engage in, induce, or encourage any strike, work stoppage, slowing down or withholding of services as provided by General Laws. Chapter 150E, Section 9A.

ARTICLE 29 - UNION BUSINESS

The Union shall furnish the Town with a list of Union Officials and the capacity in which they serve. The Union shall also furnish the Town with a list of elected officials within one (1) week after designation and the Union shall as soon as practicable notify the Town of any changes.

Time off without loss of pay shall be granted to one (1) Union member for the purpose of attending negotiation sessions with the Town, provided no overtime cost to the Town.

The Town agrees to notify the Union President on memos and postings regarding union members and shop stewards.

The Union President shall be granted reasonable time off during working hours to investigate and settle grievances arising under the provisions of this Agreement, and with the permission of the Police Chief, to seek to settle issues of disputes which have not yet been filed as grievances, provided that such time off does not impair the functioning of the dispatch services or cost over-time cost to the Town.

During the term of this Agreement, as many as one employee who is a union official or elected delegate shall be granted up to twelve hours (12) off per year, without loss of pay, at any time for the purpose of attending meetings of state or national bodies with which the union is affiliated. Requests for such leave shall be in writing at least seven days (7) in advance to the respective Chief.

Effective July 1, 2011, No more than one (1) employee from this unit may be permitted to attend the New England PBA convention once every four years. Employee shall be granted a leave without loss of pay. Requests for such leave shall be in writing at least thirty (30) days in advance to the respective Chief.

ARTICLE 30 - BULLETIN BOARDS

Announcements shall be posted in conspicuous places where employees enter or leave the premises or on an agreed upon location in each building. Both parties may use the bulletin boards for notices of routine nature. Both parties agree to use reasonable effort to avoid posting denunciatory or inflammatory written material on such bulletin boards.

ARTICLE 31 -WORKER'S COMPENSATION

All employees covered by this Agreement shall be covered under the Worker's Compensation Law. Each such employee shall be entitled to the benefits and be subject to the provisions of General Laws, Chapter 152.

An employee receiving Worker's Compensation shall be entitled to sick pay only in an amount equal to the deficiency, if any, between the employee's regular weekly pay and the compensation payment. In determining the amount of compensation both individual and dependency payments if any shall be included.

An employee will accumulate sick leave, vacation and longevity while receiving Worker's Compensation.

ARTICLE 32 - NEW ENGLAND PBA TRUST

SECTION 1: The Town agrees to have a voluntary payroll deduction for the New England PBA Health & Welfare Trust Fund, which shall provide additional benefits to those covered under this agreement, including additional dental and vision benefits. The Trust is a fund administered by the New England PBA and is a joint labor and management managed fund. The Board of Trustees shall determine in their discretion and within the terms of the Declaration of Trust such Health & Welfare fund benefits to the employees covered under this agreement and their families. The contributions made by the employee to the New England PBA Health & Welfare Trust Fund shall not be used for any other purpose other than to provide Health & Welfare Benefits.

SECTION 2: The Town of Carver shall not be held liable for any loss as a result of the New England Dental & Vision Trust, and shall be indemnified as a result of any litigation with respect to this section. The Town of Carver does not bear any fiduciary responsibility with respect to this section and the sole burden of responsibility is with the UNION and its exclusive bargaining agent, the New England PBA.

ARTICLE 33 - PERSONNEL FILE

The Town shall maintain each employee's personnel file in accordance with General Laws, c. 149, §52C. Pursuant to that statute, the employee shall receive written notice and the opportunity to rebut any disciplinary or adverse material placed in the employee's personnel file. The employee is also guaranteed

the right to review his/her personnel file with written notice to the Town, and to challenge any information the employee believes is improperly included in the personnel file. (MOA 25-28)

ARTICLE 34 - PERSONNEL RECORDS

An employee shall have the right, upon request, to examine and copy all material, including any and all evaluations concerning such employee contained in the employee's departmental personnel folder. The Union shall have access to an employee's record upon written authorization by the employee involved. Whenever any material, including evaluations, is inserted into the employee's department personnel folder, such employee shall be promptly notified in writing and given a copy of said material. The employee shall have the right to answer any material filed in his/her personnel folder and his/her answer shall be attached to the file copy.

ARTICLE 35 — TRAINING / SEMINARS

Section 1: All members receive twenty dollars (\$20.00) a day meal expense while out of town, for training. (MOA 25-28)

Section 2: All employees shall also be eligible to attend non-required job-related training and seminar approved by the department head. The Town shall pay or reimburse the employee for all reasonable expenses. Permission to attend job related training and seminars will not be unreasonable withheld. The employee shall attend said training and seminars on their own time unless otherwise decided in advance by department head.

ARTICLE 36 — MISCELLANEOUS PROVISIONS

CJIS Backup Appointee:

Effective July 1, 2025, There shall be a position within the bargaining unit entitled CJIS Back-up Representative, which shall receive, in addition to the dispatcher's regular compensation, an annual stipend of one thousand dollars (\$1,200.00) which shall be added to the dispatcher's base pay. Assignment to this position shall be at the sole discretion of the Chief. The appointee shall be paid for attendance at required meetings and seminars. (MOA 25-28)

Direct Deposit:

The Parties agree, with at least 21 days' notice before implementation, all members shall participate in Direct Deposit.

Field Training Dispatcher Program

There shall be a position(s) within the collective bargaining unit titled Field Training Dispatcher (FTD). The Union and the Chief of Police, or his designee, agree to work together toward the development and implementation of an FTD program. To be eligible, dispatchers shall be employed with the town for a minimum of two (2) years.

Any dispatcher assigned to FTD shall receive, in addition to the dispatcher's regular compensation, an annual stipend of one thousand two hundred dollars (\$1,200.00), which shall be added to the officer's base pay. (MOA 25-28)

COMPUTER SUPPORT:

Any Full-time Public Safety Signal Operator who is assigned by the Chief of Police to the additional duty of Computer Support shall be paid an additional stipend of twenty-four hundred (\$2400) annually which will be paid bi-weekly.

ARTICLE 37 EMERGENCY MEDICAL DISPATCH

All bargaining unit members shall maintain the following as a condition of employment:

1. Obtain and maintain certification as an enhanced 911 telecommunicator in accordance with 911 regulations.
2. Obtain and maintain CPR certification.
3. Obtain and maintain certification through PowerPhone in EMD in order to maintain certification as an enhanced 911 telecommunicator, personnel must successfully complete a minimum of 16 hours of 911 Department approved continuing education annually.

ARTICLE 38 EMD DISPATCH QA COORDINATOR

Effective July 1, 2017, any employee assigned as the "EMD Dispatch QA Coordinator" shall receive an annual stipend of twelve hundred (\$1200) which shall be added to the operator's weekly/annual base pay (MOA 25-28) and shall be required to perform the following:

1. The "EMD Dispatch QA Coordinator" will be responsible for oversight of the review process.
 2. Reviews of EMD calls shall be conducted by the EMS Director and the Chief of Police (or their designee).
 3. Reviews will be conducted at a minimum of a monthly basis; bi-weekly reviews will be preferred.
 4. The "EMD Dispatch QA Coordinator" will select a pre-determined number of calls to review. The calls to be reviewed shall be selected at random.
 5. The "EMD Dispatch QA Coordinator" will be provided a printout of the daily log call entry and listen to the 911 recording of the telephone call and radio transmissions. The PowerPhone QA Form will be completed.
- (*6 was omitted from MOA 2012-2015)
7. The "EMT Dispatch QA Coordinator" will meet and review calls with the EMD call taker and discuss the results of the call. If meeting face to face is not possible, the EMD call taker will be notified electronically.
 8. The printed daily log entry and the QA will be forwarded to the Chief of Police and EMS Director (or their designee) for review and filing. Only after the call has been reviewed with the EM call taker shall the QA Form be filed by the Chief.

LEAD DISPATCHER STIPEND

Effective July 1, 2025, there shall be a position within the bargaining unit termed "Lead Dispatcher", which shall receive, in addition to the officer's regular compensation, an annual stipend of four thousand dollars (\$4,000.00), which shall be added to the dispatcher's base pay. Assignment to this position shall be at the sole discretion of the Chief, and shall supersede the shift bid provisions of Article V. The Lead Dispatcher shall be assigned to an administrative (five

(5) and two (2) work schedule, Monday through Friday, on the day tour and shall earn one (1) compensatory "administrative" day every three (3) weeks so assigned. (MOA 25-28)

1. Coordinate training for new hires and continuing education for existing employees.
2. IMC site file maintenance. Enter and review business and residential sites as needed.
3. 209A file maintenance. Review and verify BOP info on any expired restraining orders on a bimonthly basis.
4. Review daily logs and correct as necessary.
5. Input daily attendance into IMC as shift bids alternate.
6. Scheduling for dispatchers on a monthly basis. Receive time off requests and follow shift fill procedure per the contract. Coordinate with per diem dispatchers on a rotating basis for Saturday overnight shifts. Maintain order in list.
7. Maintain an inventory of office supplies including but not limited to: Pens, copy paper, sticky notes, paper clips, staples, white out, highlighters, markers, ink, toner and batteries for wireless mice and keyboards
8. Liaison between Fire and EMS, distributing updated procedures to dispatch personnel.
9. Coordinate with Mass State 911 in regard to updated procedures, maintenance, ALI discrepancies and system developments.
10. Print weekly warrant lists or as needed.
11. Ensure that dispatchers are efficiently performing CJIS entries, properly handling telephone calls, radio communications and IMC data entry
12. Arrange for routine maintenance or repair of all equipment in the dispatch room either directly or after consultation with the Chief of Police
13. Act as a liaison with the radio communications repair vendor
14. Participate in recruitment, selections and hiring of dispatch personnel
15. Assist Chief of Police with yearly performance evaluations of Public Safety Dispatchers
16. Maintain and keep current a responsible party and alarm lists for commercial and residential properties
17. Routinely post and distribute Police, Fire and EMS personnel contact information
18. Coordinate with DPW mechanics for repairs to Police vehicles
19. Periodic cleaning and general maintenance of communications equipment of office equipment including phones, printers, computers and monitors.
20. Recommend new policies, changes and additions to existing policies and assure all Fire, Police and EMS policy and procedures stay updated and are easily accessible at all times
21. Issue maps, phone lists and memos pertaining to Police, Fire and EMS are posted and accessible
22. Assure that all Public Safety Dispatchers are current and trained on Emergency Management paging procedures and 24-hour notification system
23. Ensure Booking tape logs are being completed properly and accurately
24. Receive, respond and investigate and attempt to resolve all complaints from police personnel regarding problems or incidents involving the performance of any dispatcher
25. Maintain complete records and report all incidents and action taken to the Chief of Police
26. Receive, respond and investigate and attempt to resolve all complaints from the public regarding problems or incidents involving the performance of any dispatcher. Maintain complete records and report all incidents and action taken to the Chief of Police.

ARTICLE 39 911 Phase 1 calls

On July 1, 2021, the base pay shall be increased by 1.5% for the added responsibilities and increased volume of 911 calls.

- 911 Phase 1 Calls – From 2019 to 2020 Carver Dispatchers experienced an approximately 18.5% increase in 911 calls. In the past, these calls were routed to the State 911 center in Framingham.
- Additionally, in 2020 the Carver Dispatch was tasked with 313 transfer calls that require them to track the source of the call and reroute the call to the appropriate jurisdiction. Up from approximately 60 calls in 2019. These transfer calls are likely to increase over time with more communities opting to accept the phase 1 calls.

NEW STATION – Additional workload

On July 1, 2021, the base pay shall be increased by 1.5% for the added responsibilities and duties associated with the new station and the enhanced technology.

- Dispatch must now monitor 60 cameras, up from 12 in the previous station.
- The dispatch center is now the epicenter of advanced technology and station security. Dispatchers are required to learn and manage the: Avigilon camera and access system, Emergency button activations, Video intercom system, emergency prisoner release system, and the Audio/Video Distribution.

ARTICLE 40 — PERFORMANCE EVALUATION

The evaluation of an employee's daily work activities under the philosophy of Community Oriented Policing is an important means for management to ensure that continued high standards of performance is achieved by all employees. The department is committed to providing feedback to all employees on their level of performance so the employee can know that the department recognizes good and outstanding performance, and works to improve performance, and know that the documentation of actual performance will occur. To achieve this end and to comply with department guidelines, it shall be the policy of the Carver Police Department to adopt a Performance Evaluation Program as follows:

The performance evaluations will not be used for disciplinary purposes but rather as a means to best utilize human resources available to ensure that problems can be identified and dealt with promptly and fairly and to assure optimum job satisfaction on the part of each employee. It provides a way to let employees know how they are doing and what will be expected of them in the future.

PROCEDURES

Evaluations:

Once each year, the performance of each employee shall be evaluated. The evaluation will be conducted by the employee's immediate supervisor (the Rater/Evaluator) and will be based on the positions and assignments of that employee for that one-year period.

The Performance Evaluation Form (Appendix C) will be filled out by the supervisor and shown to the Chief for review. If the Chief does not agree with the evaluation, he may suggest that a change be made but cannot require it. The Chief may attach an addendum to the evaluation which reflects his opinion if he deems appropriate. The form shall then be reviewed by the employee for feedback and counseling and then resubmitted to the employee's supervisor. The supervisor shall review and initial the form and then

submit it to the Chief of Police. The Chief shall also receive input from other Public Safety Department heads, whose department uses the Public Safety Dispatchers.

The Chief of Police will sign the form, and the original will be placed in the employee's personnel file and kept for two years. A copy will be provided to the employee.

Scope of Evaluations:

Prior to the beginning of each evaluation period, each employee will be made aware of the scope of the evaluations by his/her evaluator. This will include expected tasks, levels of performance and the manner in which they will be evaluated. Employees will receive a copy of their job description for their particular job assignment.

Notice of Performance Needing Improvement:

If During the evaluation process, an employee's rating on one or more factors is judged to need improvement, his/her supervisor will notify the employee at the time of the appraisal. The immediate supervisor, with input from the employee, will develop a plan to improve the employees' performance in the areas in question.

Rater / Evaluator Training:

Prior to conducting an evaluation, all supervisory personnel will receive instructions in the performance evaluation process. This instruction will include: methods of evaluation, rate responsibilities, coaching techniques and standard procedures for the completion of the Performance Evaluation Form (Appendix C).

Responsibility of the Rater / Evaluator:

It will be the responsibility of the Rater/Evaluator to conduct each evaluation in an impartial and objective manner. The evaluation should be as complete as possible. Every attempt should be made to ensure that an employee receives recognition for good work performance along with any discussion of areas needing improvement.

Ratings:

Each area of evaluations will be rated as one of the following:

- NOT OBSERVED / APPLICABLE
- NEED IMPROVEMENT
Performance sometimes reaches expected standard but is inconsistent. Performance marginal and need to improve. Plan(s) to enhance performance should be developed.
- EFFECTIVE
Performance meets normal expectations. Overall contribution is good. Achievements on assigned tasks are consistently satisfactory and sometimes exceed expectations.
- OUTSTANDING
Performance is consistently of exceptional quality. Assigned tasks are completed with superior results in all areas. Contributions toward departmental goals are unique, beneficial and noticeably outstanding. A top achiever.

FEEDBACK / COACHING:

A feedback session will be held in private. During the feedback session, the employee will be given

the opportunity to read the completed Performance Evaluation Form (attached) and discuss the results with the Rater/Evaluator. The employee^e will be given the opportunity to comment on the overall evaluation of individual ratings received, either orally or in writing.

APPEAL PROCESS:

The employee will be given the opportunity to disagree with the evaluation. If the resolved to the employee's satisfaction, appeals will be subject to the Grievance Procedure.

UTILIZATION OF PERFORMANCE EVALUATIONS:

The performance evaluation process and form will be used to enhance individual performance and identify specific areas where training might be appropriate. The form will not be used for disciplinary purposes.

REVIEW OF EVALUATION SYSTEM:

Once a year, a committee consisting of the Chief of Police, a Supervisor and two designated members of the two employee representative groups will review how well the system functions and services the department. The designated members of the employee representative groups shall be invited to attend Rater/Evaluation Sessions. The review will also include the Performance Evaluation Form to determine if it meets current department needs and objectives.

AREAS OF EVALUATIONS:

The areas of evaluations are as follows:

- Professional Appearance
- Adaptability
- Initiative
- Use and Care of Equipment
- Working Knowledge of Laws
- Working Knowledge of Rules and Regulations
- Working Knowledge of Completing Forms
- Verbal Communication
- Rapport with Officers and Citizens
- Time Management
- Problem Identification
- Implementation of Plan of Action
- Management of Assignments and Supervision
- Appropriate Follow Up
- Safety Awareness
- Self-Control in Stressful Situations
- Use of Communication Equipment
- Timely Completion of Training

ARTICLE 41 — STABILITY OF AGREEMENT

Section 1: The Town agrees that within 30 days of coming to a new collective bargaining agreement, that it will present a new contract with all the agreed upon changes for the Union to review and sign.

Section 2: To provide a clear understanding of the contents of the Agreement, the Town agrees to provide sufficient copies of the Agreement to the Union representative for distribution to each member of the local.

Section 3. Should any provision of this Agreement be found to be in violation of any Federal or State Law or Civil Service Rule by a court of competent jurisdiction, all other provisions of this contract shall remain in full force and effect for the duration of this Agreement, and any benefit, privilege or working condition existing prior to this Agreement not specifically covered by this Agreement shall remain in full force and effect. Further, should any negotiated provision required Federal or State legislative amendments, the Union and Town shall fully use "best efforts" to support and modify said changes necessary to meet the intent of the negotiated provisions.

ARTICLE 42 – DURATION

This agreement between the Employer and the Union will be in effect July 1, 2025 and shall continue in full force and effect to and including Midnight June 30, 2028 During the negotiations, the terms of this agreement shall remain in full force and effect. Unless explicitly stated otherwise, all provisions of this agreement shall be effective upon the date of execution.

ARTICLE 43 – Uniform Allowance

Effective July 1, 2022, Each employee in the bargaining unit shall receive an annual uniform and clothing replacement allowance (which may also be used to purchase shoes) in the amount of five hundred dollars (\$500.00).

- A. Each employee shall submit to the chief of police for payment, vouchers for uniforms and clothing purchased in an amount not to exceed five hundred dollars (\$500.00) and such vouchers shall be paid by the Town of Carver forthwith upon presentation.
- B. Uniforms and clothing so purchased must conform to department specifications.
- C. A newly hired communication officer shall, during the first year, be issued adequate uniforms by the Chief at no cost to the officer until the beginning of the next fiscal year


SIGNATURE PAGE

In witness whereof, the Town and the Union have caused this collective bargaining agreement to be executed by their duly authorized representatives on this ____ day of _____, 20__.






TOWN OF CARVER,
By its Bargaining Team,
duly authorized.







NEW ENGLAND POLICE
BENEVOLENT ASSOCIATION
LOCAL 189, By its Bargaining Team,
duly authorized.

Appendix A

Training step and Maintaining 13 steps

	7/1/2025		7/1/2026		7/1/2027	
Cola	2%		2%		3%	
Training	\$29.34	\$57,219.55	\$29.93	\$58,363.94	\$30.83	\$60,114.86
Step 1	\$29.94	\$58,386.43	\$30.54	\$59,554.16	\$31.46	\$61,340.79
Step 2	\$30.53	\$59,532.10	\$31.14	\$60,722.74	\$32.07	\$62,544.42
Step 3	\$31.14	\$60,720.19	\$31.76	\$61,934.60	\$32.71	\$63,792.63
Step 4	\$31.76	\$61,929.50	\$32.39	\$63,168.09	\$33.37	\$65,063.14
Step 5	\$32.40	\$63,181.25	\$33.05	\$64,444.87	\$34.04	\$66,378.22
Step 6	\$33.05	\$64,454.21	\$33.71	\$65,743.29	\$34.73	\$67,715.59
Step 7	\$33.73	\$65,769.60	\$34.40	\$67,084.99	\$35.43	\$69,097.54
Step 8	\$34.38	\$67,042.56	\$35.07	\$68,383.41	\$36.12	\$70,434.91
Step 9	\$35.07	\$68,379.17	\$35.77	\$69,746.75	\$36.84	\$71,839.15
Step 10	\$35.76	\$69,736.99	\$36.48	\$71,131.73	\$37.57	\$73,265.68
Step 11	\$36.49	\$71,158.46	\$37.22	\$72,581.63	\$38.34	\$74,759.08
Step 12	\$37.22	\$72,579.00	\$37.96	\$74,030.58	\$39.10	\$76,251.50
Step 13	\$37.96	\$74,022.00	\$38.72	\$75,502.44	\$39.88	\$77,767.51

APPENDIX B
Additional Duties

APPENDIX C
Performance Evaluation

APPENDIX D. DUES DEDUCTION



FILL IN BOXES MARKED WITH AN (X)

REQUEST AND AUTHORIZATION FOR VOLUNTRY ALLOTMENT OF COMPENSATION FOR PAYMENT OF EMPLOYEE ORGANIZATION DUES AND REQUEST THE NEW ENGLAND POLICE BENEVOLENT ASSOCIATION TO ACT AS MY EXCLUSIVE COLLECTIVE BARGAINING AGENT

(x) _____
NAME OF EMPLOYEE (*Print Last Name, First, Middle*)

(x) _____
IDENTIFICATION NO. (*Soc. Sec. or dept./employee ID*)

(x) _____
HOME ADDRESS (*Street and Number*)

(X) _____
CITY AND STATE

ZIP CODE

(x) PHONE

(x) DEPARTMENT

NAME OF EMPLOYEE ORGANIZATION _____

NEW ENGLAND POLICE BENEVOLENT ASSOCIATION LOCAL 189

[] I hereby certify that the regular dues of New England PBA for the above-named member are currently established at \$ _____ per week. I acknowledge I may withdraw from the Union only during the month of July of each year with written notice to the Union and the City / Town.

[] I hereby certify that the employee listed above wishes not to be a dues paying member of New England PBA and acknowledges any individual need for Union services shall be required to pay an hourly rate which shall be determined by the Executive Committee.

(X) _____
SIGNATURE AND TITLE OF AUTHORIZED OFFICE (*President or Treasurer*)

(X) _____
DATE

I HEREBY AUTHORIZE THE ABOVE NAMED AGENT TO DEDUCT FROM MY PAY EACH PAY PERIOD, OR THE FIRST FULL PAY PERIOD OF EACH MONTH THE AMOUNT CERTIFIED ABOVE AS THE REGULAR DUES AND TO REMIT SUCH AMOUNTS TO THE NEW ENGLAND POLICE BENEVOLENT ASSOCIATION IN ACCORDANCE WITH ITS ARRANGEMENTS WITH MY EMPLOYING AGENCY. I FURTHER AUTHORIZE ANY CHANGE IN THE AMOUNT TO BE DEDUCTED WHICH IS CERTIFIED BY THE ABOVE NAMED EMPLOYEE ORGANIZATION AS A UNIFORM CHANGE IN ITS DUES STRUCTURE

(X) _____
SIGNATURE OF EMPLOYEE

(X) _____
DATE

* COPY SHOULD BE SENT TO: Treasurer, New England PBA, 7 Technology Drive, Suite 200, Chelmsford MA, 01863

