

MEMORANDUM OF AGREEMENT
Between the City of Haverhill and
Haverhill Police Patrolmen's Association
July 31, 2018

The terms of the below Memorandum of Agreement will remain off the record until ratified by the union membership. If not ratified, both parties will be free to revert to their on the record positions.

Duration:

Two years – commencing 07.01.2017 through 06.30.2019

Wages

07.01.2017 - 2.0% wage increase
07.01.2018 - 2.0% wage increase

Educational Incentive Pay: Add the following language:

Effective 7/1/18: Those officers not eligible for the above so called Quinn benefits shall be eligible to receive educational incentive benefits as follows: \$1,500 for an associate's degree; \$4,000 for a bachelor's degree; \$6,000 for a master's degree, all for Quinn-qualifying criminal justice degrees or a law degree from an accredited institution.

Payment: Stipend to be calculated in the same manner as Quinn payments under Article 29(d), 2nd sentence.

Civilian Dispatch: Revise Article 34 as follows:

Rename current Article 34 to Article 34 (a). This section shall be in effect through June 30, 2018 and the language referring to the records and clerical positions shall continue in effect thereafter.

(b) Effective July 1, 2018 the City may staff all dispatcher positions with civilians in order that the Police Chief may reassign police officers currently performing the dispatch function to such patrol and other police duties as he may in his discretion determine. The City's right to utilize civilian employees in dispatch positions shall not result in layoffs of any bargaining unit member. Police officers who have the requisite EMD certification to act as dispatchers shall be required to maintain such certification, and the Chief of Police reserves the right to assign such officers to dispatch.

(c) The city's use of civilian dispatchers shall not diminish the minimum staff on patrol as determined by the Chief to cover for an absent dispatcher.

(d) Patrolmen who are full LEAPS certified/NCIC/CJIS and whose full time assignment is as a desk officer shall receive a differential of three percent (3%) on their weekly base pay. The officer assigned to fill in time off or open positions for the current dispatcher positions shall receive a differential of one and one half percent (1.5%). The above 1.5% differential shall not

apply to Patrolmen who remain on a full time assignment until the City employs three (3) or more dispatchers to replace the current full time assigned desk officers as provided for below.

Members working any shift(s) assigned as a certified dispatcher or "desk officer" will receive the differential for the hours worked. This will apply to all overtime and to any temporary filling of these positions with a member holding active desk certifications. The percentage will apply as follows: 0.75% per shift of eight (8) hours or less.

Effective upon the employment of three (3) or more dispatchers over and above the current complement of dispatchers permitted under the expired agreement between the parties, the differential percentage shall be increased to 1.5% per shift of eight (8) hours or less.

Permanent assignment of personnel is at the discretion of the Chief of Police.

Effective 7/1/18 strike current Article 36.

Members shall receive a onetime payment of \$250.00 forty-five (45) days from the date of funding of this agreement by the Haverhill City Council.

Hospitalization Coverage: Delete first three paragraphs and insert:

The City of Haverhill shall provide employees the same health insurance benefits and coverage provided to all other municipal employees pursuant to MGL c. 32B. Employees hired before July 1, 2013 shall pay a twenty-five percent (25%) health insurance contribution for both PPO and HMO products. Employees hired on or after July 1, 2013 shall pay a thirty percent (30%) health insurance contribution for both PPO and HMO products. See additional language attached.

Overtime: Add date that shows agreement has not been reached with Superior Officers at this time.

Special Police Officers: The City agrees not to employ Special Police Officers without further bargaining with the Union, and, the parties shall mutually withdraw all prohibited practice charges pending at the Department of Labor Relations.

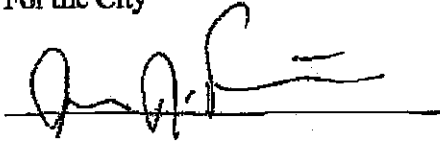
Residency: Delete the current provisions of Section 37 Residency and insert "Any officer appointed to the Haverhill Police Department shall maintain his residence within the City of Haverhill or at any other place that is within 10 miles of the perimeter of said City of Haverhill."

Miscellaneous: Add the following:

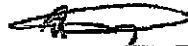
Department approved "Uniform Shorts" can be worn on Private Details during July 1st through August 31st; "Uniform Shorts" may also be worn on Private Details during months outside of those described above at the Chief's discretion and approval.

Short Sleeve Department approved Uniform Shirts can be worn interchangeably for Patrol shifts during both Winter and Summer Uniform Policy; Long Sleeve Shirts may be worn during the Summer Uniform Policy for Midnight Patrol Shift only, Short Sleeve shirts will remain standard for Day and Early Night Patrol shifts during Summer Uniform Policy. Uniforms for Special Events and other assignments remain at the Chief's discretion and approval.

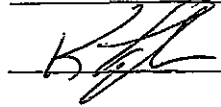
For the City



For the Union

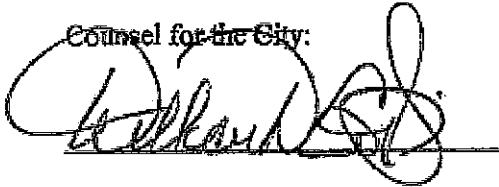


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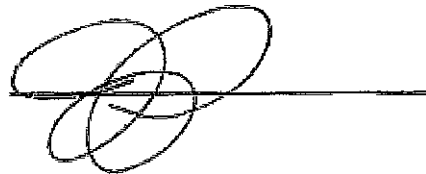


K. L. [unclear]

Counsel for the City:



Counsel for the Union:



Date:
