

**MEMORANDUM OF AGREEMENT
BETWEEN
CITY OF NORTHAMPTON AND THE
NEW ENGLAND POLICE BENEVOLENT ASSOCIATION, LOCAL 186
(PATROL OFFICERS)**

This Memorandum of Agreement (hereinafter "Agreement") is entered into by and between the City of Northampton (hereinafter "City") and the New England Police Benevolent Association, Local 186 (hereinafter "Union"). This Agreement will modify the Collective Bargaining Agreement between the City and the Union effective from July 1, 2019 through June 30, 2022 (hereinafter "CBA") and all future collective bargaining agreements entered into between the City and the Union, unless otherwise agreed on in writing. Any CBA terms not expressly addressed herein remain unchanged and shall remain in full force and effect.

Whereas, the City and the Union mutually agree that this Agreement is for the purpose of modifying Article 22, Vacations, in the CBA with respect to the vacation benefit to new lateral patrol officer hires.

Whereas, the City and the Union have negotiated in good faith in reaching this Agreement.

Upon mutual execution of this Agreement, the City and the Union agree to add the following language to Article 22, Vacations, in the CBA:

22
VACATIONS

22.01. Vacation leave shall be granted according to an employee's years of service within the City, whether or not his service has been entirely within the Department, as follows:

- **New Non-Lateral Hires:**
One (1) year but less than five (5) years: Fourteen (14) working days.
- **New Lateral Hires*:**
Upon day of hire, one (1) vacation day will be credited for each full month remaining in the calendar year of hire (e.g., if hired on February 10th, the New Lateral Hire will receive a credit of ten (10) vacation days; if hired on November 15th, the New Lateral Hire will receive a credit of one (1) vacation day). Thereinafter, fourteen (14) working days will be credited each January 1st if less than five (5) years.
- **Five (5) years but less than ten (10) years:**
Twenty-one (21) working days
- **Ten (10) years and over:**
Twenty-eight (28) working days

* A New Lateral Hire is a newly hired patrol officer who has successfully completed the full-time police academy training and does not have an appeal pending prior to their hire date with the City of Northampton.

On the January 1st crediting date, an employee who has been on leave without pay for any full week period during the previous calendar year shall be entitled to a proportionate share of his vacation leave, to be computed by taking the amount of vacation leave he would have been entitled to if he had worked, and subtracting the time the employee was in non-pay status. For New Lateral Hires, this proportionate share shall not be applied for their first calendar year of employment with the City of Northampton.

22.02. Any employee who on January 1st of the current year has had less than one (1) years' service shall be granted 1.2 working days of paid vacation for every full month of actual service with the Department. Fractions of days will be rounded off to the nearest day. New Lateral Hires shall be treated as if they had one (1) year of service on January 1st regardless of their hire date.

22.03. In the event an employee terminates before having taken all of his vacation, he shall be paid for whatever vacation is unused. In the event of death, this amount will be paid to his estate.

22.04. Vacation time shall be bid for on a Police Department seniority basis.


22.05. Vacation pay shall be paid to employees in advance on the last regular day prior to the commencement of the employee's vacation if requested in writing.

22.06. An employee on vacation will not be restricted in travel or held on a standby basis, except in a case of a declared emergency; and, in such an event, his vacation shall be extended accordingly.

22.10. No employee shall be entitled to be paid for or to carry forward any unused vacation time from one calendar year to the next.

22.13. Because New Lateral Hires do not have the benefit of bidding for vacation in the calendar year they are hired, the scheduling and use of vacation time in the calendar year of hire will be at the discretion of the Chief of Police or his/her designee. Further, New Lateral Hires hired on or between January 1st and September 30th will be able to bid their vacation time for subsequent calendar years pursuant to the regular bidding process as stated in Article 22.04. New Lateral Hires hired on or between October 1st and December 31st shall not be included in the regular bidding process as stated in the relevant provisions of the CBA. Such employees will be entitled to use their vacation time for any open shifts for that year after the regular bidding process is complete. Such employees shall be included in the regular bidding process as stated in the relevant provisions of the CBA for every year of employment thereafter.

FOR THE UNION:



Joshua Wallace

Print Name

Date: 2/5/20

Print Name

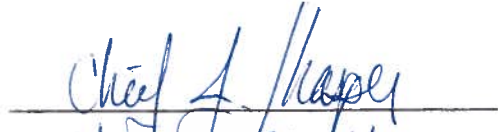
Date: _____

FOR THE CITY:



David J. Narkewicz, Mayor
City of Northampton

Date: 2/5/2020



Chief Jody Kasper
2/5/2020