

Tentative Agreement between the City of Northampton and Local 187

May 13, 2025

The following is a tentative agreement between the City and Local 187. Once signed, it is subject to and contingent on the ratification by the Union, approval of the Mayor and appropriation by City Council.

1. Duration of 3 years—Agreed
2. \$79/hr for detail rate for all three years, with supervisor detail \$95/hr.

Supervisor detail will be granted to members of Local 187 first, through the existing bid process based on seniority and detail hours worked. Administrative supervisors may work the detail if no member of local signs to work it.
3. Personal Days (24.02)—Agree to delete, but add sentence to 24.01: *Use of personal days will not be unreasonably denied.*
4. Emergency Days (37.01)—Increase emergency leave from 4 to 5 days.
5. Comp time earnings and carry over—Agree to increase to 160 hours. See attached language.
4. Detective Stipend (43.02)—Agreed to pay Detective supervisors a stipend equal to \$150 per month above the top patrol detective stipend, meaning that it's \$150 per month above the highest patrol tier, e.g., if 10+ years patrol detective gets \$280 per month, any detective supervisor (regardless of years) gets \$430 per month.
5. Add back 16.04—Agreed to Local 187's initial proposal.
6. 13.02.a.—Agreed to Local 187's initial proposal.
7. New Admin duties outside of work hours language (new 16.04.i.):

Unit members will be paid overtime (time and ½) for all hours actually worked outside of their regularly scheduled shifts performing administrative duties that are not otherwise covered in the overtime provisions of this CBA (hereinafter referred to as Off Duty Administrative Time). Unit members are required to record all time actually worked performing Off Duty Administrative Time with a description of the work performed on the detail tracking software.

For purposes of this provision, the City will use the FLSA's 7-minute rule, meaning that any time between 1-7 minutes will be rounded down and any time between 8-14 minutes will be rounded to 15 minutes of time. However, if a unit member engages in a number of short administrative tasks, it will be the total number of Off Duty Administrative Time hours that is subject to the 7-minute rule not each task separately. If a unit member's time under this provision exceeds 31 minutes in a non-scheduled workday, they will get the payment under 16.03.

The intent of this article is to ensure that all non de-minimus administrative work in an 24 hour workday that is not already compensated under this agreement is recorded so it can be compensated.

Add Cruiser Maintenance Stipend: The City shall pay a Cruiser Maintenance Officer Stipend of **\$2400.00** annually to the member holding that assignment, to be paid in July, in recognition of the volume of administrative work unique to that position that is performed during the regular business day. If an assignment is made during the course of a fiscal year, then the payment will be paid within 30 days of taking on this role and pro-rated for the full months remaining in the fiscal year that they will be in that position.

8. Wages, POST cert stipend and Ed incentive:

- COLA: 2.5%-2.5%-2.5%
- Professional Standard: Add a new professional standards stipend equal to 1% of base wages for FY26, 1.5% of base in FY27 and FY28. Promotional hires made after July 1st will be eligible for this stipend the next July 1st.
- Increase existing educational incentive as follows:

BA: FY26 +900, FY27 +2000, FY28 +\$2000

MA: FY26 +1200, FY27 +2150, FY28 +\$2150

Any officer that is legaced in an EIP stipend that is different than the set stipend amounts shall also receive the FY26-FY28 increases.

9. Personal Days

(24.01)—Increase from 2 to 3 days.

10. **Article 35.** —Military Leave: Modify the language in the CBA to add the following prepositional phrase to the start of the Article:

Provided that City Policy, Federal or State law (if a local option statute, it must be adopted to apply) do not provide a higher benefit, then

11. **Add new article—Parental Leave**

Employees will be eligible for Parental leave in accordance with the provisions of City Policy, Federal and State law.

For the Union:



President

[Handwritten signatures]

For the City:

[Signature]
[Signature] Labor Counsel
[Signature] HR Director
[Signature] Police Chief

Attachment A:

Edit first paragraph of 16.07 as follows:

An Employee may request compensatory time off in lieu of overtime pay or sick leave incentive, and such compensatory time will be computed at the same rate of one and one-half times for each full hour of overtime worked. No more than one-hundred and sixty (160) hours of compensatory time may be carried by the employee during the contract year and an employee may carry over, into the next calendar year, up to 160 hours of earned compensatory time. Once an employee hits the 160 hour cap, no more compensatory time can be accumulated (i.e. time will be paid out at time and 1/2) until their compensatory time bank goes below 160. ~~Supervisors currently assigned to the Field Training and Evaluation Programs, are permitted to carry over a maximum of 160 hours into the new fiscal year. Compensatory time held on May 30th will be paid in a lump sum payment by the close of the fiscal year if so requested in writing by the employee.~~

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Add new last paragraph to 16.07: Any employee leaving the unit shall be paid out their compensatory time at the then hourly rate (i.e., before any promotion out of the unit or upon termination or retirement). However, nothing in this provision prevents a member who is promoted to a non-unit position from negotiating with the City the ability to retain that compensatory time balance.