

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (“Agreement”) is by and between the International Brotherhood of Police Officers Local 399 (“Union”) and the University of Massachusetts Dartmouth (“University”), collectively, “the Parties,” and contains the parties’ agreement for a one (1) year Contract Extension.

WHEREAS, the University and the Union wish to extend the recently ratified contract; and

WHEREAS, the State of Massachusetts has approved economic parameters to do fund such an extension.

NOW THEREFORE, for the mutual promises and considerations contained herein, the University and the Union agree as follows:

Salary Increases and Contract Extension:

- 1) The Parties agree to extend the recently ratified contract for one (1) year effective July 1, 2023, through June 30, 2024.
- 2) Effective the date the parties reach agreement on a one (1) year extension of the contract, but no sooner than the start of the first full pay period in July, 2023 (i.e. July 2, 2023), members of the bargaining unit who meet the eligibility criteria for satisfactory performance shall receive a base salary increase of four percent (4.0%).
- 3) Effective six (6) months after the date the parties reach agreement on a one (1) year contract extension, but no sooner than the start of the first full pay period in January of 2024 (i.e. January 14, 2024) members of the bargaining unit who meet the eligibility criteria for satisfactory performance, shall receive an additional base salary increase of four percent (4.0%).
- 4) To be eligible for the any salary increase contained in paragraphs (2) or (3) above, an employee must be on the payroll, including any furlough, sabbatical, or other authorized leave of absences, on the effective date of such salary increase and either: 1) on the payroll during the pay period during which such salary increase is implemented; or 2) retired and, deceased, or laid off after the effective date of such salary increase. Employees who left/leave the University voluntarily or were discharged for cause after the effective date of the salary increase are not eligible for any increase or any retroactive pay.

Classification/Adjustment Pool:

- 5) A Classification/Adjustment Pool equal to \$500.00 per FTE in the bargaining unit has been established. The calculation of the Classification/Adjustment Pool has been determined to be eleven thousand dollars, (\$11,000) based on bargaining unit average population.

The distribution of the Classification/Adjustment Pool has been mutually determined by the Parties and will address the lowest compensated employees in the bargaining unit as well addressing a stipend for specialized training and an increase contribution to the health and welfare fund.

This proposal is contingent upon further customary approvals and funding. The pool adjustments will be applied prior to the 4% July 2, 2023 increases.

The parties agree that the \$500.00 per FTE pool shall be applied to unit members as follows:

- a). Steps 1 through 6 in grades 13 and 15, (dispatchers and patrol officers), will be increased by .75%. Step 7 in grades 13 and 15 will be increased by 1%.
- b). Six (6) employees who have received specialized supervisory training will receive a three-hundred (\$300.00) per year stipend.
- c). The Health and Welfare contribution described in Article 14, Section 2 of the Collective Bargaining Agreement shall be increased by one dollar (\$1.00) per week for a total of \$1,144 annually.

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For the Union
6/27/2023
Date

DocuSigned by:
Thomas Wallace
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For the University
6/27/2023
Date