



Memorandum of Agreement  
By and Between  
Town of Lakeville  
and

New England Police Benevolent Association, Local 185

This Memorandum of Agreement is entered into by and between the Town of Lakeville ("Town") and the New England Police Benevolent Association, Local 185 ("Union"), by and through their authorized representatives. All terms and conditions of the parties' Collective Bargaining Agreement effective from July 1, 2020 through June 30, 2023 shall remain in effect except as modified by the following:

1. Article V (Wages)

- a. Amend wage scale in Section A by awarding a 3-6% COLA on July 1, 2023, a 3% across-the-board COLA on July 1, 2024, and a 3% across-the-board COLA on July 1, 2025, resulting in the following:

FY24 Hourly	FY 24 Weekly	FY 25 Hourly	FY 25 Weekly	FY 26 Hourly	FY 26 Weekly
\$25.69	\$1027.56	\$26.46	\$1,058.39	\$27.25	\$1,090.14
\$26.95	\$1077.91	\$27.76	\$1,110.25	\$28.59	\$1,143.55
\$28.54	\$1,141.51	\$29.39	\$1,175.75	\$30.28	\$1,211.02
\$30.51	\$1,220.27	\$31.42	\$1,256.88	\$32.36	\$1,294.58
\$33.00	\$1,319.84	\$33.99	\$1,359.44	\$35.01	\$1,400.22

- b. Amend the paragraphs after the wage scale in Section A to read as follows:

"An officer in his first year of service shall be paid at the step 1 rate. On the anniversary date of his appointment the officer shall proceed to the next step increment, based on years of service. At the discretion of the Chief and with the approval of the Town Administrator, previously trained and experienced officers hired from another municipality may be paid at a higher step that is commensurate with his or her experience provided that funds are available in the budget to do so.

The pay differential for Sergeants shall be at ~~15%~~16% per year above the base pay of the highest paid Patrolman.

Effective May 1, 2020, the pay differential for Lieutenants shall be at ~~\$5,000 per year~~ 8% above the base pay of the highest paid Sergeant."

- c. Add a new section after Section C to read as follows:

"(D) All employees must enroll in direct deposit."

2. Article VIII (Death Leave)

Amend name of article to "Bereavement Leave".

3. Article XII (Sick Leave)

Delete Section L (Sick Time Bonus) in its entirety:

"any officer who does not use any of his/her sick time for a six (6) month period beginning July 1 and ending December 31, and the period beginning January 1 and ending June 30, shall be entitled to a bonus of four hundred (\$400.00) dollars at the discretion of the chief. Officers shall be eligible to said bonus during both time periods"

4. Article XV (Holidays)

Amend Section A by adding Juneteenth to the list of paid holidays.

5. Article XIX (Insurance)

Amend third paragraph of Section A to read as follows:

"Effective July 1, 2017 for new employees, the Town shall contribute ~~fifty-sixty-five percent~~ (5065%) of the employee's HMO or PPO. The employee shall contribute the remaining ~~thirty-five percent~~ (5035%)."

6. Article XXII (In-Service Training Session)

Delete article in its entirety:

"All full-time officers shall attend the one training session each year without compensation. Scheduling of this training session will be at the discretion of the Police Chief.

July 2001      1 training session"

7. New Article (POST Certification Requirement)

Add new article to read as follows:

“Article XXII (POST Certification Requirement)

An officer must maintain his or her Peace Officer Standards and Training (POST) Commission certification. Any officer who loses their certification permanently shall be terminated.

All employees covered under this Agreement who maintain their certification with the POST Commission shall receive a 2% incentive added to their base pay annually. This incentive will be implemented as follows: 1% on January 1, 2026, and an additional 1% on June 30, 2026.”

8. Article XXVIII (Commitment for Police Officers)

a. Amend Section D to read as follows:

“At no time will a civilian be allowed to do the duties of a police officer outlined in this agreement. It is agreed that sworn police officers will be given first preference to perform the duties outlined in the agreement. In instances where there are no sworn officers who are willing or able to perform such duties the Chief of Police shall have discretion to employ reserve officers or properly trained civilians for traffic details.”

9. Side Letter A (Paid Details)

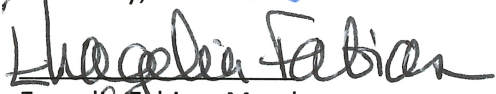
Amend Section A to reflect a detail rate of \$62.00 per hour.


IN WITNESS WHEREOFF, the parties hereto have executed this agreement this \_\_\_ day of March 2024.

TOWN OF LAKEVILLE

By its Select Board

  
\_\_\_\_\_  
Brian Day, Chairman

  
\_\_\_\_\_  
Evagelia Fabian, Member

  
\_\_\_\_\_  
Lorraine Carboni, Vice Chair

NEW ENGLAND POLICE BENEVOLENT  
ASSOCIATION, LOCAL 185

  
\_\_\_\_\_  
Ryan Maltais, President