

# Memorandum of Agreement

by and between the  
New England Police Benevolent Association, Inc., Local 175,  
and  
The Town of Rockland, Massachusetts

The Town of Rockland (“the Town”) and the New England Police Benevolent Association, Inc., (“Local 175”) hereby agree to modify the collective bargaining agreement between the Town and Local 175, with the changes agreed to by the parties’ negotiating teams and set forth below. This offer and Agreement shall be considered *off-the-record* until ratified by Local 175’s membership and the Town. The bargaining teams shall sponsor and support such ratification

WHEREAS, the Town and the Union have reached an agreement;

NOW THEREFORE, in consideration of the mutual promises herein, the Union and the Town agree that the following changes will be incorporated into the collective bargaining agreement, subject to the required ratifications:

1. **Article XIII** Base Pay Rates

Effective July 1, 2021          2% FY22

*The Parties agree to reopen this article of the agreement during FY 22 for the limited purpose of negotiation wage or detail rate increase, should any union and/or non-union employees receive a total base salary increase greater than reflected above or a Detail Rate higher than the rates reflected in Section 2 below..*

2. **ARTICLE IX** EXTRA PAID DETAILS, Revise Section 9.0 (B)  
*Change to read as follows (new language in bold):*

No such assignment shall be made until the person or organization requesting same has agreed to pay the following rates: All outside private **details shall be \$55.00 per hour** and Town paid details shall be \$50.00 per hour, with a minimum of four (4) hours. All details that exceed four (4) hours shall be paid eight (8) hours. All paid details that exceed eight (8) hours shall be paid on one-hour increments. All private and Town paid details which exceed eight (8) hours and are for road jobs shall be paid for those hours in excess of eight (8) at time and one-half (1 ½) the detail rate specified here-in-above. All private and Town paid details that occur on Saturdays, Sundays and Holidays and are for road jobs shall be paid at time and one half (1 ½) the detail rate specified here-in-above, with a minimums of four (4) hours and eight (8) hours. All paid details that exceed eight (8) hours shall be paid on one-hour increments.

**Any Road Job that is performed for a Town Department (Highway Department, Tree Department Park Department, or Sewer Department) that requires the Officer to control or direct traffic shall be paid at the rate of \$50.00 per hour, with a minimum of four (4) hours. This rate shall only apply if the detail officer is working alongside or with a member of the departments listed herein. If the Officer is working alongside or for a subcontractor for any of the departments, he/she shall be paid at the current detail rate for outside contractors.**

**Any Road Job that is paid for by an individual, group, corporation or organization that is not part of the Town of Rockland (an outside contractor) shall be paid at the rate of \$55.00 per hour, with a minimum of four (4) hours. A "Road Job" shall be considered any detail on which the Detail Officer(s) must control or direct traffic for road repairs or excavation, including work by utility companies above-the-ground or on sidewalks. Cable companies shall be considered to be utility companies for the purpose of this section.**

All outside private paid details which are paid for by an outside individual, group, corporation or organization and are specifically for the purpose of providing assistance in connection with a strike or similar labor action, shall be paid at time and one half (1 ½) the detail rate specified here-in-above, with a minimums of four (4) hours and eight (8) hours. All paid details that exceed eight (8) hours shall be paid on one-hour increments.

Also, for the purposes of this paragraph, Holidays are considered to be those days listed in ARTICLE XII HOLIDAYS plus Christmas Eve and New Years Eve, which shall begin at 6 P.M.

Any person, organization or Town Department canceling a detail with less than one (1) hour notice to the officer(s) assigned to the detail shall be required to pay to each such assigned officer four (4) hours of the appropriate detail rate. Notice of cancellation must be given to the desk officer at tile Police Department with sufficient time to notify the assigned officer(s) one (1) hour in advance of the scheduled starting time of the detail.

**3. Article XXII Health Insurance-**

*Change to read as follows:*

22.5 This article shall be effective for the period of July 1, ~~2018~~ 2021 through June 30, ~~2021~~ 2022 and shall cease to be in effect after June 30, 2022 unless extended by written agreement of the Townand the Union.

**4. ARTICLE XXIII DURATION OF AGREEMENT revise to reflect date change**

*Change to read as follows:*

This contract shall extend from July 1, 2021 to June 30, 2022 and shall continue in force and effect thereafter while the parties are negotiating toward a new Agreement. Either party wishing to modify, amend or terminate the contract must notify the other party in writing not more than one hundred eighty (180) days or less than ninety (90) days prior to the expiration date as set forth above. After receipt of notice by either party, a conference will be held between the Town and the Police Association Negotiation Committee for the purpose of negotiating such amendments, modifications or termination.

**5. HOUSEKEEPING**

- A. Article IV: Remove language regarding Agency Fee
- B. Integrate previous MOU and Side Letters

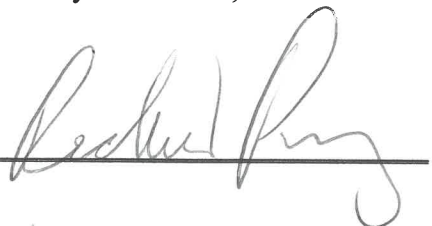
**This** Agreement is subject to ratification by the Town of Rockland and by New England Police Benevolent Association, Inc., Local 175 and to appropriation. This Agreement shall not be implemented unless the parties have ratified and fully executed the Agreement.

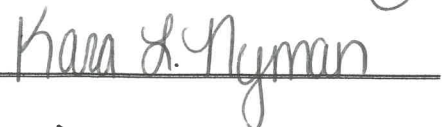
This Agreement has been duly executed by authorized representatives of the Town of Rockland and by New England Police Benevolent Association, Inc., Local 175.

IN WITNESS WHEREOF, the Union and the Town, by their authorized representatives, have set their hands to this Memorandum of Agreement on this      day of April, 2021,

TOWN OF ROCKLAND,  
BENEVOLENT

By its Bargaining Team,  
duly authorized,

  
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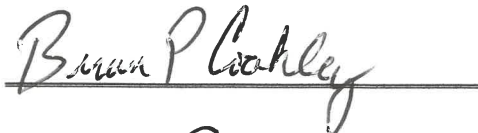
  
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NEW ENGLAND POLICE

ASSOCIATION, LOCAL 175,

By its Bargaining Team, duly authorized,

  
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Michael Jughlin

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Jan 7

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Print Name

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