

**Article 4
2021 Special Town Meeting
Needham Police Union Contract Settlement**

		Amount	Percent
Fiscal Year 2021	Base Wage Increase July 1, 2020	\$113,679	2.79%
	Step, Education, & Other Increases	\$48,081	1.18%
	Total	\$161,760	3.97%

Other Key Components

- Increase basic private detail rate to \$55, Town detail rate to \$48
- Incorporate Performance Evaluation Program into Agreement
- The Town and the Union agree to negotiate in good faith over the terms and conditions under which the Town can leave Civil Service.

**Article 5
2021 Special Town Meeting
Needham Police Superior Officers Association Union Contract Settlement**

		Amount	Percent
Fiscal Year 2021	Base Wage Increase July 1, 2020	\$19,105	2.93%
	Step, Education, & Other Increases	(\$8,017)	(1.23%)
	Total	\$11,088	1.70%

Other Key Components

- Increase basic private detail rate to \$55, Town detail rate to \$48
- The Town and the Union agree to negotiate in good faith over the terms and conditions under which the Town can leave Civil Service.

**Memorandum of Agreement
Fiscal Year 2021**

Agreement is hereby made this 9th day of April, 2021 by and between the Town of Needham (hereinafter the "Town") and the Needham Police Superior Officers Association (hereinafter the "Association"). Except as expressly set forth herein, all provisions of the collective bargaining agreement between the Town and the Association, which by its terms is in effect through June 30, 2020, remain in full force and effect.

1. The term of the Agreement shall be July 1, 2020 through June 30, 2021.
2. All Base Wages contained in Article 16 shall be increased by 3% effective July 1, 2020.
3. The Town and the Association agree to begin negotiations in good faith as soon as possible after the Town's approval of this MOA over the terms and conditions under which the Town can leave Civil Service.
4. Article 17 Paid Details shall be amended as follows:

Section 1. Private Detail Rates

Basic Rate	\$51.50	\$55.00
Strike Rate	1.5 times the basic rate	

Section 3. Town Detail Rates Details worked for the Town of Needham shall be paid according to the following schedule:

Basic Rate	\$44.50	\$48.00
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To be effective 30 days after approval of the Select Board.

Town of Needham

VOYLO/SB
via zoom
4.14.2021

Date:

[Signature]
4.14.2021

Town Manager/Date

Police Superior Officers Association

[Signature]
[Signature]
John McGeath

Date:

4/9/21

This agreement shall be executed in one or more counterparts, each of which when so executed shall constitute but one and the same instrument