

Off-The-Record

MEMORANDUM OF AGREEMENT
between
CITY OF WORCESTER
and
LOCAL 504 I.B.P.O.
[FY 2021]

This Memorandum of Agreement sets forth the agreements of the parties for a new agreement, to supplement or supersede inconsistent terms of prior agreements in effect through June 30, 2020. This Memorandum is considered off the record and shall not be binding until approved by the City Manager and ratified by the membership of the Union. Failing such approval or ratification, this Memorandum shall not be admissible in any proceeding between the parties, and both parties will be free to revert to bargaining positions prior to the negotiations which produced this agreement. The ratified agreement shall be subject to funding in accordance with G.L. c. 150E.

1. Duration. This Agreement covers a one year period from July 1, 2020 through June 30, 2021.
2. Wages. 2% base wage increase effective July 1, 2020.
3. Direct Deposit. Effective July 1, 2021, or on such later date as may be determined by the City, all employee wage payments shall be electronically forwarded by the City directly to a bank account or financial institution designated by the employee for receipt and employees will no longer receive wage payments by check, and payroll statements will be available on-line or by request.
4. Bi-Weekly Payroll. Effective January 1, 2022 or on such later date as may be determined by the City, the City may convert the existing weekly payroll system to a bi-weekly payroll system provided, however, that the City gives a 60-day notice to the Union and employees of such change. Prior to such 60-day notice, the City and Union agree to meet to discuss the Pay Detail payroll process to allow for prompt payment.

When the biweekly payroll is implemented, the City shall convert any other weekly payroll withdrawals, deductions or payments to biweekly from weekly.

Dated this 20 day of September, 2021.

CITY OF WORCESTER

By:


Edward M. Augustus, Jr., City Manager

LOCAL 504, I.B.P.O.

By:


Richard C. ...
President - Local 504

OFF THE RECORD SIDE LETTER

BETWEEN

CITY OF WORCESTER

AND

LOCAL 504 I.B.P.O.

WHEREAS, the City of Worcester (the "City") and Local 504, I.B.P.O. (the "Union") desire to resolve the remaining issues listed in the recent Arbitration Award dated July 30, 2021.

WHEREAS, the City and the Union will enter into a Memorandum of Agreement (the "MOA") for FY21 (covering July 1, 2020 to June 30, 2021).

NOW THEREFORE, in consideration of the premises set forth above, and upon ratification of the MOA, and intending to be legally bound, the parties agree as follows:

1. Post-Quinn Longevity Salary. Effective March 1, 2020, the attached salary schedule shall apply to Police Officials who do not qualify for the so-call "Quinn Bill".
2. Upon promotion to Sergeant, Lieutenant or Captain, if pay step 1 on the salary schedule for the new rank is lower than the candidate's current pay, they will move to the pay rate that is higher than their current pay rate.


This Side Letter is considered off-the-record and shall not be binding until approved by the City Manager and the FY21 MOA between the parties is ratified by the membership of the Union. Failing such approval or ratification, this Side Letter shall not be admissible in any proceeding between the parties, and both parties will be free to revert to bargaining positions prior to the negotiations which produced this agreement.

Dated this 20 day of September, 2021.

CITY OF WORCESTER

By: 
Edward M. Augustus, Jr., City Manager

LOCAL 504, I.B.P.O.

By: 
PRESIDENT -
Richard Cipra Local 504