

Memorandum of Agreement  
between the  
CITY OF WORCESTER  
And  
Local 911, New England Police Benevolent Association  
(Collective Bargaining Agreement July 1, 2021-June 30, 2022)

This Memorandum of Agreement sets forth the terms of a one year Collective Bargaining Agreement--July 1, 2021 to June 30, 2022 ("One Year CBA")-- between the City of Worcester ("City") and Local 911, New England Police Benevolent Association ("Union"). The One Year CBA will not take effect unless there is successful completion of all of the following approval steps:

- Approval by the City Manager;
- Ratification by the Union membership;
- Funding by the Worcester City Council; and,
- The same approval steps take place for a separate MOA setting forth the terms of a subsequent three (3) year Collective Bargaining Agreement (July 1, 2022 through June 30, 2025) ("Three Year CBA").

Except for the changes indicated below, the terms of the parties' current CBA shall remain in effect for the term of the One Year CBA.

Failing the successful completion of all of the approval steps for the One-Year CBA and a Three-Year CBA, both parties will be free to revert to their bargaining positions prior to the negotiations which produced this MOA.

**1. Duration**

July 1, 2021 through June 30, 2022.

**2. Wages**

Effective July 1, 2021, the base salary schedule will be increased by 2.5% (two and a half percent). Retroactive pay will be provided to those employed for all or part of the CBA year who continue to be employed by the City or whose separation from employment was due to retirement or death. Employees who have been discharged by the City or who resigned for any other reason will not receive the retroactive pay.

**3. OPEB Contributions**

Employees hired on or after July 1, 2023, will contribute one percent (1%) through payroll deduction of the employee's base wage per pay period to the OPEB Trust Fund for retiree health insurance costs.

This agreement has been duly executed by the authorized representatives of the City of Worcester and Local 911, N.E.P.B.A.

LOCAL 911, N.E.P.B.A.,

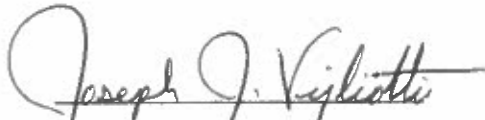
CITY OF WORCESTER,  
By its City Manager


  
Daniel Gilbert, President

  
Eric D. Batista

  
Michael Prizio, Vice President

Date: 6/20/23

  
Joseph Vigliotti, Secretary

  
Timothy Reynolds, Treasurer

Date: 06/30/23