

Memorandum of Agreement
By and Between the
New England Police Benevolent Association Local 34,
And
The Town of Randolph, Massachusetts

The Town of Randolph (“the Town”) and the New England Police Benevolent Association, Inc, Randolph Police Superior Officers Association (“Local 34”) hereby agree that the collective bargaining agreement between the Town and Local 34 will be extended for three years, through June 30, 2029, with the changes agreed to by the parties’ negotiating teams as set forth below. This offer and Agreement shall be considered ***off-the-record*** until ratified by Local 34’s membership and the Town. The bargaining teams shall sponsor and support such ratification.

WHEREAS, the Town and Local 34, have bargained collectively for a new collective bargaining agreement (the "New Agreements") for the period July 1, 2026 through June 30, 2029.

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

NOW THEREFORE, in consideration of the mutual promises herein, Local 34 and the Town agree that the following changes will be incorporated into the Parties’ current collective bargaining agreement, subject to the required ratifications.

1. **Article V – Vacation**: Add the following sentence to Article V, Section 10 for clarification purposes:

“Any vacation time that is not carried over into the following fiscal year will be forfeited.”

2. **Article VIII – Paid Details**: Replace current article with cleaned up language as agreed to by the parties in Exhibit A. The paid detail rates shall be:

July 1, 2026	\$75 per hour
July 1, 2027	\$78 per hour
July 1, 2028	\$80 per hour

New language will include: Detail rates cannot decrease after the officer starts the detail.

3. **Article X – Clothing Allowance**: Replace current language of Article X with the following:

Section 1. The Union agrees that all clothing and equipment shall be the property of the Town and that upon discharge, retirement or death, shall be returned to the Town, but that during the interim of employment shall be in the custody of the employee(s).

Section 2. Effective July 1, 2025, the annual clothing allowance for permanent uniformed members of the Union will be two thousand four hundred and fifty dollars (\$2,450.00). Each employee will be required to maintain his or her clothing and equipment to standards established by the Chief of Police and purchase their clothing and equipment only at vendors approved by the

Chief of Police. The Chief of Police may require employees of the bargaining unit to purchase a Class A uniform with their clothing allowance.

Section 3. Employees required to ride motorcycles shall be provided with helmets, leather jackets, beeches, boots and gloves, all items subject to the approval of the Chief of Police.

4. **Article XI – Leave:** Replace current language in Article XI, Section 9 with the following:

“Employees shall be entitled to bereavement leave as follows:

- (a) In the event of a death in the immediate family of an employee (spouse, child, father, mother, sister, brother, or step-child, step-father, step-mother, step-sister, step-brother, father-in-law, mother-in-law) the employee shall be granted an absence of five (5) scheduled work days without loss of pay.
- (b) An absence of three (3) scheduled work days shall be granted without loss of pay in the event of the death of the employee’s grandparents, brother-in-law, sister-in-law, or grandparents of his/her spouse, grandchildren, aunts, uncles or a relative of the employee’s or his/her spouse who is actually living in the immediate household of the employee at the time of death or at the commencement of final illness or accident. In the event the death occurs on Friday or Saturday, this leave shall be extended for four (4) scheduled workdays without loss of pay.

The Chief may require documentation, such as an obituary or death certificate, and/or evidence of relationship/household status to verify eligibility for leave under this Section.”

5. **Article XI – Leave, Section 13: Other Leave**

Effective July 1, 2026, revise subsection c regarding personal leave to provide the same personal leave benefit as Patrol:

Years of Service	Days of Personal leave
1 to 5 years	4 days
6 to 10 years	5 days
10 to 15 years	6 days
15 to 20 year	7 days
20 to 25 years	8 days
25 + years	9 days

Any superior officer receiving more than nine (9) personal days as of July 1, 2026 shall remain at that level and shall continue to receive that same number of personal days annually.

Personal leave may not be carried over from one fiscal year to the next, and, except as stated above, no employee shall be granted more than nine (9) days of personal leave per fiscal year.

6. **Article XII – Salaries:** Apply the following cost of living adjustments to the salary scales at Section 1(a):

Fiscal Year	Cost of Living Adjustment
FY27	0%
FY28	2.5%
FY29	2.5%

7. **Article XII -Salaries:** Effective July 1, 2027, revise section 5, Senior officer / E.L.C.P. to start at twenty (20) years rather than twenty-five (25) years. No change to other criteria or qualifications.

- a) Effective July 1, 2027, provide a 2.5% base salary increase at 20 years
- b) Effective July 1, 2027, provide a 2.5% base salary increase at 25 years (will be a total of 5%)

8. **Article XV – Advance Training:** Revise Article XV to clean up outdated/unnecessary language and eliminate the current two-tiered incentive system for all members who have or who achieve a degree in the field of police work from a fully accredited college or university. Replace current language and two-tiered system with the following:

Section 1: The Town shall establish a career incentive program for all regular full-time members of the Police Department. This program shall provide for base salary increases as a reward for personnel who further their education in the field of police work.

Section 2: Effective July 1, 2026, all current and future eligible employees covered by this Agreement, shall be entitled to the following Career Incentive base salary increases for credit hours and degrees earned in the field of police work (criminal justice/criminal law) from fully accredited colleges or universities. All semester credits and degrees shall be earned in an educational institution accredited by the New England Association of Colleges or Secondary Schools or by the Board of Higher Education. Other degrees may be accepted, on a case-by-case basis, if deemed related by the Town Manager and Chief of Police. Employees who would like to receive the career incentive for a non-criminal justice degree must obtain approval of their job-related degree prior to starting the program. The Town's decision on whether to approve an employee's request to recognize a degree in a related field shall be final. Examples of degree programs that may be deemed job related include: Sociology, Psychology, Homeland Security, Communications, Counseling, Legal Studies, Masters of Business Administration (MBA), Masters of Public Administration (MPA), and Forensic Science. Employees of the Town as of July 1, 2026, who have already obtained one of the above degrees, and new employees who are hired with one of the above degrees, shall be eligible to receive a career incentive base salary increase.

Career incentive base salary increases shall be predicated on the accumulation of points earned in the following manner: one point for each semester hours credit earned toward a Bachelors or an Associate Degree (only available to individuals enrolled in or credits earned towards a criminal justice or criminal law degree); sixty points (60) for an Associates Degree; one hundred and twenty points (120) for a Bachelors Degree; and one hundred fifty (150) points for a Masters or Law Degree.

- Employees with 10 credit hours/points accumulated from an accredited educational institution towards a degree in criminal law/criminal justice will be paid an amount equivalent to three percent (3%) the employee's base pay.

- Employees with 25 credit hours/points accumulated from an accredited educational institution towards a degree in criminal law/criminal justice will be paid an amount equivalent to six percent (6%) the employee's base pay.
- Employees with 40 credit hours/points accumulated from an accredited educational institution towards a degree in criminal law/criminal justice will be paid an amount equivalent to ten percent (10%) the employee's base pay.
- Employees with an "Associate's Degree" (60 credits) from an accredited educational institution will be paid an amount equivalent to fifteen percent (15%) of the employee's base pay.
- Employees with a "Bachelor's Degree" (120 credits) from an accredited educational institution will be paid an amount equivalent to twenty percent (20%) of the employee's base pay.
- Employees with a "Master's Degree" or a "Juris Doctor" (150+ credits) from an accredited educational institution will be paid an amount equivalent to thirty percent (30%) of the employee's base pay.

Section 3: On or before May 15 of each year, each eligible employee desiring to receive Educational Benefits shall provide the Town with satisfactory proof in writing of the total courses completed or scheduled to be completed and applicable grades earned for courses taken since May 15 the year before. Credits shall only be earned and compensable on the condition that each employee maintain a grade of "C" or better in each course taken and earned in an educational institution accredited by the New England Association of Colleges or Secondary Schools or by the Board of Higher Education.

Section 4: no change

Section 5: All payments for Career Incentive Program shall be made weekly

9. **Article XXXIV – Civil Service** – Amend Article XXXIV to state that effective upon the expiration or exhaustion of the current promotional list, the Town/Department will have the discretion to utilize a sole assessment center and/or the current civil service promotional exam for promotions for all employees.
10. **New Article – Drug and Alcohol Policy:** Replace current article with proposed language in Exhibit B, attached.
11. **New Article – Police Officer Standards and Training (POST) Stipend:** Create a new article that provides as follows:

“Recognizing the increased responsibilities created by the Police Reform Act of 2020, effective July 1, 2027, all bargaining unit members who are certified by the Massachusetts POST Commission and maintain a valid, active POST certification, shall receive the following:

Effective July 1, 2027, provide a .5% base salary increase.

Effective July 1, 2028, provide a .5% base salary increase (for a total of 1%)

~~Said stipend shall be paid weekly provided the officer maintains a valid, active POST certification.~~

The aforementioned stipend shall be in consideration of the Union’s express acknowledgment and agreement that the Town has, as of the date of execution of this Agreement, satisfied its bargaining obligations with respect to any potential impacts on members of the Union resulting from the enactment and implementation of the Police Reform Act of 2020 and any regulations promulgated thereunder by the Police Officer Standards and Training (POST) Commission resulting Department policies and procedures. The parties agree that decertification by POST constitutes just cause for termination.
~~The above stipend does not apply to the calculation of contractual overtime.”~~

12. **Article XXIII – Duration:** Update Article number and revise language to reflect three year contract for the period July 1, 2026 through June 30, 2029.

Housekeeping (i.e., dates, integrate interim agreements, remove any reference to the Town’s personnel bylaw, personnel board and Select Board as the appointing authority, and delete other moot language, etc. will be made in the process of finalizing an integrated CBA.)

- Delete reference to Town Personnel Bylaw under Article XII, Section 2 (longevity).
- Delete reference to Personnel Bylaw under Article XXVII, Section 1 on page 33.
- Article IX – Union Dues: Remove reference to Sean R. McArdle

IN WITNESS WHEREOF, Local 34 and the Town, by their authorized representatives, have set their hands to this Memorandum of Agreement on this _____ day of April 2026,

TOWN OF RANDOLPH,
By its Bargaining Team,
duly authorized,

NEW ENGLAND POLICE BENEVOLENT
ASSOCIATION, LOCAL 34,
By its Bargaining Team, duly authorized,

