

**Council Order: 2023-030**

**Introduced by: Town Manager Brian Howard  
June 5, 2023**

**Authorization and Approval for**  
**Addendum to Collective Bargaining Agreement Between the Town of Randolph and the**  
**New England Police Benevolent Association Local #34 (“Superior Officers’ Union”) and**  
**Addendum to Collective Bargaining Agreement Between the Town of Randolph and the**  
**New England Police Benevolent Association Local #18 (“Patrol Officers’ Union”)**

The Town Council hereby authorizes and approves the Addendum to Collective Bargaining Agreement Between the Town of Randolph and the New England Police Benevolent Association Local #34 (“Superior Officers’ Union”) and the Addendum to Collective Bargaining Agreement Between the Town of Randolph and the New England Police Benevolent Association Local #18 (“Patrol Officers’ Union”), and hereby authorizes the Town Manager to take any actions necessary to execute those Addenda, in substantially the forms attached hereto, and any related documents.

**Addendum to Collective Bargaining Agreement Between the Town of Randolph and the New England Police Benevolent Association Local #34 (“Superior Officers’ Union”)**

This is an addendum to the Collective Bargaining Agreement Between the Town of Randolph (the “Town”) and the New England Police Benevolent Association Local #34 (“Superior Officers’ Union”) that is in effect from July 1, 2020 to June 30, 2023 (the “FY21-23 CBA”) and to the Collective Bargaining Agreement between the Town of Randolph and the New England Police Benevolent Association Local #34 that is in effect from July 1, 2023 to June 30, 2026 (the “FY24-26 CBA”).

Upon ratification, the Town and the Superior Officers’ Union agree that the payment described in Article XIII of the FY24-26 CBA as “Bonus Pay” (a one-time payment in the amount of \$3,000) may be paid out during the term of the FY21-23 CBA, at the sole discretion of the Town. In such an event, the obligations described in Article XIII of the FY24-26 CBA concerning “Bonus Pay” will be deemed to be fulfilled by the payment made during the term of the FY21-23 CBA, and no additional payments will be due under that provision of the FY24-26 CBA.

The Town and the Superior Officers’ Union agree that the payment described in Article XIII of the FY24-26 CBA as “Bonus Pay” shall be due, as a one-time payment, to the following individuals: Full-time members of the bargaining unit (who are still employed with the Town of Randolph as police supervisors at the time of payment) and former members of the bargaining unit who were employed as full-time Randolph police supervisors at any time between March 10, 2020 and May 11, 2023. Payments due to former employees who are deceased shall be made to their estates or as otherwise required by law. Nothing in this Addendum shall be read to entitle any current or former employee to received two “Bonus Pay” payments under Article XIII of the FY24-26 CBA, even if said employee was a member of more than one bargaining unit between March 10, 2020 and the date that the Bonus Pay is paid.

**The parties hereto execute this Addendum subject to the terms and conditions stated above, and subject to ratification and funding as outlined by M.G.L. c. 150E.**

NEPBA, Local 34

Town of Randolph

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Date: \_\_\_\_\_

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Date: \_\_\_\_\_

**Addendum to Collective Bargaining Agreement Between the Town of Randolph and the New England Police Benevolent Association Local #18 (“Patrol Officers’ Union”)**

This is an addendum to the Collective Bargaining Agreement Between the Town of Randolph (the “Town”) and the New England Police Benevolent Association Local #18 (“Patrol Officers’ Union”) that is in effect from July 1, 2020 to June 30, 2023 (the “FY21-23 CBA”) and to the Collective Bargaining Agreement between the Town of Randolph and the New England Police Benevolent Association Local #18 that is in effect from July 1, 2023 to June 30, 2026 (the “FY24-26 CBA”).

Upon ratification, the Town and the Patrol Officers’ Union agree that the payment described in Article XIII of the FY24-26 CBA as “Bonus Pay” (a one-time payment in the amount of \$3,000) may be paid out during the term of the FY21-23 CBA, at the sole discretion of the Town. In such an event, the obligations described in Article XIII of the FY24-26 CBA concerning “Bonus Pay” will be deemed to be fulfilled by the payment made during the term of the FY21-23 CBA, and no additional payments will be due under that provision of the FY24-26 CBA.

The Town and the Patrol Officers’ Union agree that the payment described in Article XIII of the FY24-26 CBA as “Bonus Pay” shall be due, as a one-time payment, to the following individuals: Full-time members of the bargaining unit (who are still employed with the Town of Randolph as police officers at the time of payment) and former members of the bargaining unit who were employed as full-time Randolph police officers at any time between March 10, 2020 and May 11, 2023. Payments due to former employees who are deceased shall be made to their estates or as otherwise required by law. Nothing in this Addendum shall be read to entitle any current or former employee to received two “Bonus Pay” payments under Article XIII of the FY24-26 CBA, even if said employee was a member of more than one bargaining unit between March 10, 2020 and the date that the Bonus Pay is paid.

**The parties hereto execute this Addendum subject to the terms and conditions stated above, and subject to ratification and funding as outlined by M.G.L. c. 150E.**

NEPBA, Local 18

Town of Randolph

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Date: \_\_\_\_\_