

**MEMORANDUM OF AGREEMENT
BETWEEN
TOWN OF ABINGTON
AND
INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS, LOCAL 393**

The Town of Abington (Town) and the International Brotherhood of Police Officers, Local 393, having engaged in negotiations for a successor collective bargaining agreement and having now reached an agreement on same, hereby agree on a successor collective bargaining agreement which shall be effective from July 1, 2008 through June 30, 2011 and shall carry forward all of the written provisions of the parties' most recently expired agreement except as modified by the following:

1. Replace Article XVI (Educational Compensation) as follows:

"The Town agrees to incentive pay in accordance with the provisions of M.G.L. c.41, §108L. Officers shall receive compensation upon completion of necessary courses and upon certification from the Board of Higher Education. Those entitled to the above incentive pay shall be paid twice yearly, June 1 and December 1 of each year. The compensation shall not affect the hourly or overtime rate of those officers eligible.

It is understood that in the event the Commonwealth fails to fund or fully fund its obligation under §108L, the Town of Abington will make the officer whole so that in no way shall the officer receive less than 100% of his or her incentive."

2. Base Wages

- FY09 – No increase.
- FY10 – Effective June 30, 2010, increase base wages by 2.0%.

Please note that Local 393 understands and agrees that it will forgo any and all retroactive pay for all past or present members.

- FY11 – Effective July 1, 2010, increase base wages by 2.0%.

3. Add Article XXXVI Civilian Dispatchers as follows:

It is understood that members of Local 393 accept and agree that full or part time Civilian Dispatchers may be utilized at the police station at the sole discretion of the Chief of Police. It is also understood that the duties assigned to the civilians are at the sole discretion of the Chief and may include duties or functions previously performed by members of Local 393. Furthermore, Local 393 understands and accepts that this can be done at any time without notice or bargaining and shall not be subject to the grievance and arbitration procedure provided that the station is also staffed with a member of Local 393 during these same periods.

Note: It is understood and agreed that the terms of this memorandum of agreement are subject to ratification by the members of the bargaining unit and the Board of Selectmen and is subject to funding at the Annual Town Meeting.


Agreed to this 14th day of December, 2009.

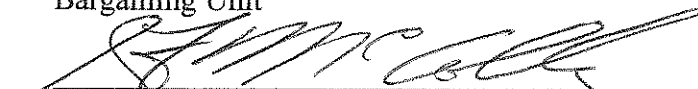
TOWN OF ABINGTON

I.B.P.O. LOCAL 393


Board of Selectmen


Bargaining Unit



Thomas J. Corbett, Chair



Shawn F. McCollem



Richard Cunningham, Vice Chair


Richard Gambino


Gerald Corcoran


Todd Cantalupo


Christopher Aiello


R. Andrew Burbine

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