

Memorandum of Agreement  
Between the Town of Hanover and  
The Hanover Police Union

The Town of Hanover (Town) and the Hanover Police Union (Union), represented by its duly authorized Negotiating Team, hereby agree to a new three-year collective bargaining agreement to be effective from July 1, 2023 to June 30, 2026. To the extent necessary this Agreement is subject to ratification by the Town, ratification by the Union's negotiating team, on behalf of the Union, and funding by Town Meeting. The terms and conditions of the parties' collective bargaining agreement dated July 1, 2020 to June 30, 2023 shall remain in effect, except as modified below:

1. **Increases to annual COLA:**

- A. Effective July 1, 2023: increase 3%
- B. Effective July 1, 2024: increase 2%
- C. Effective July 1, 2025: increase 3%

2. **Addition of Step 5:**

- A. Effective July 1, 2023: Step 5 added at 1.33% higher than Step 3
- B. Effective July 1, 2024: Step 5 2.66% higher than Step 3
- C. Effective July 1, 2025: Step 5 4% higher than Step 3

3. **Training Stipend:**

- A. Effective July 1, 2023: add \$100 to training stipend
- B. Effective July 1, 2024: add \$100 to training stipend
- C. Effective July 1, 2025: add \$100 to training stipend

- **These increases are due to state mandated firearms training. Add language stating "up to 16 hours of firearms training"**

4. **Detail Rates:**

- A. Effective July 1, 2023: add \$2 to detail rate
- B. Effective July 1, 2024: add \$2 to detail rate
- C. Effective July 1, 2025: no change

- Detail Rate increase for all details upon signing of this Memorandum and notification of rate change to vendors. (Union understands that 30-day notice to vendors needs to be given before implementation or rate increase).

5. **Night Time Utility Work Details:**

- Wording for emergency or scheduled night time utility work details from 10pm through 6am is 1.5x detail rate, not to include details The Town of Hanover pays, i.e., Hanover DPW/H2O, Hanover Schools, Hanover Town Meeting/Elections, or fireworks site cleanup.

6. Specialty Positions:

- Wording to allow the Chief to decide where any newly (2022 on) created specialty position group classification should be upon meaningful consultation with the Union. An officer's removal from a specialty position is not grievable.

7. Cleaning and Clothing Allowance:

- A. Effective July 1, 2023: add \$50 to cleaning allowance
- B. Effective July 1, 2023: add \$100 to clothing allowance

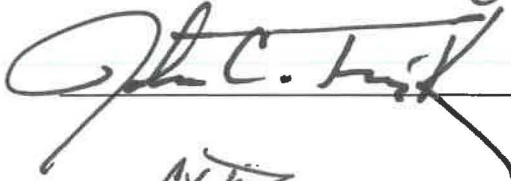
8. Article 8 Section B:

- Change wording, not to include Christmas Eve or Christmas Day.

For the Town:



Rhonda L. Lynn



For the Union's Negotiating Team:



Grant Dye

Matthew Smith



Date: 6-20-23

Date: 6-21-23