

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

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, 2020 to June 30, 2023. 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, 2017 to June 30, 2020 shall remain in effect, except as modified below:

Item 1. Increase wage/salary schedule as follows: July 1, 2020, 2.5%; July 1, 2021, 2.5%; July 1, 2022, 2.5%

Item 2. Detail Rate increase to \$60 hour for all details upon signing of the contract and notification of rate change to vendors. (Union understands that 30 day notice to vendors needs to be given before implementation or rate increase).

Item 3. \$100 pager allowance language/reference to be removed from CBA and \$100 added to the current training stipend.

Item 4. In Article XXVI, Permanent Intermittent Police Officers, Delete "E and F" and in "H", delete "[t]his rate of pay will be established by the Chief of Police and Town Manager and replace with "The pay rate for scheduled training shifts, prisoner watch or other assignments will be paid at the Step 1 Police Officer Rate."

Item 5. In Police Education Incentive, Section A, Delete "\$800 per year."

Item 6. Divisor to be used for number of hours worked annually for the purpose of calculating hourly overtime rate shall be 1952. (Has already been implemented).

Item 7. Implement Direct Deposit for all employees after 30 days for employees to complete required paperwork.

Item 8. Revise the wage scale to show the annual, weekly and hourly wages.

For the Town:

*John C. Kirk*

*WAD*

Date: 4-August-2021

For the Union's Negotiating Team:

*David Kenworthy*

*Steph J. Moore*

Date: 08/06/2021

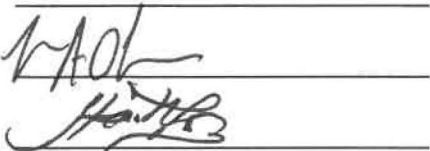
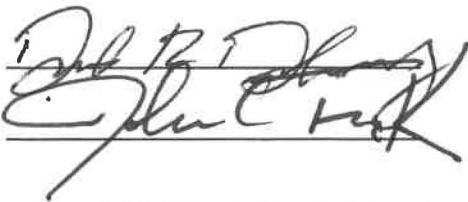
Memorandum of Agreement  
Between the Town of Hanover and  
The Hanover Police Union  
Agreement B  
In exchange for adoption of Body Camera Policy

The Town of Hanover (Town) and the Hanover Police Union (Union), represented by its duly authorized Negotiating Team, hereby agree to the following with the understanding that each of the items included in this Agreement B are specifically contingent on the adoption of a so-called Body Camera Policy on or before August 20, 2021. The parties further agree that once the policy is adopted the Chief of Police may implement the policy at his discretion though the terms of this Agreement are only contingent upon the agreement/adoption of the policy and not on the actual implementation date. Accordingly, when the policy is adopted, the Union's negotiating team, on behalf of the Union, agrees that all of the Town's bargaining obligations related in any way to said policy have been fully satisfied.

- The current Step 24 becomes Step 15. (Effective when the policy is adopted; not implemented)
- The current Step 29 becomes Step 24. (Effective when the policy is adopted; not implemented).
- Add 1% to anyone Step 3 and above for body cameras. (Effective July 1, 2022 provided the Body Camera Policy is adopted on or before August 20, 2021).

This agreement is subject to funding and ratification by the Town and ratification by the Union's negotiating team.

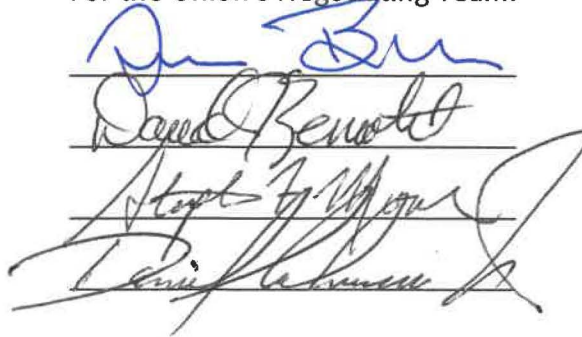
For the Town:



Date:

4-AUGUST-2021

For the Union's Negotiating Team:



Date:

08/06/2021