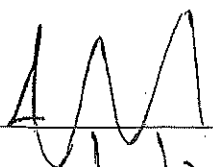


SETTLEMENT AGREEMENT
BY AND BETWEEN
THE CITY OF HOLYOKE
AND THE
INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS,
LOCAL #388

The City of Holyoke and the International Brotherhood of Police Officers, Local #388 hereby agree to the following terms, conditions, and understandings to be incorporated into the successor collective bargaining agreement. This Settlement Agreement is subject to ratification by the respective constituent bodies.

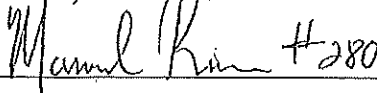
1. Article Eight – Hours and Overtime: Paragraph 8.9, change “effect” to “affect”
2. Article Nine-C – Records Bureau: Paragraph 9C.11, change “Partrol” to “Patrol”
3. Article Fifteen – Holidays: Add Juneteenth to Paragraph 15.1. Note: The City agrees to make a one-time bonus payment for Juneteenth (i.e., 6/20/2022) at the applicable per diem rate that was effective on 6/20/2022 to any bargaining unit member who is still employed by the City at the time of ratification by both constituent bodies.
4. Article Seventeen – Sick Leave: In paragraph 17.5, reduce the maximum number of sick days that can be bought back upon retirement for any employee hired on or after January 1, 2023 to one hundred and fifty (150) days maximum.
5. Article Twenty-Six – Non-Discrimination: In Section 1(a), add “sexual orientation, gender identity, pregnancy, pregnancy-related condition” to both sentences.
6. Article Twenty-Seven – Duration: Change the dates to reflect a three year duration.
7. Appendix B – Wage Schedule:
 - a. Effective July 1, 2022, 3.0% wage increase.
 - b. Effective July 1, 2023, 2.5% wage increase.
 - c. Effective July 1, 2023, add a new step 6 at 1.5% above the current step 5.
 - d. Effective July 1, 2024, 2.5% wage increase.
8. Time Off/Owed – A total of three (3) officers may be off on time owed at any one time. Additional officers may be granted time off so long as the Department can fill the additional spots with overtime or special officers.

FOR THE CITY OF HOLYOKE



Dated: 3/7/2023

FOR THE INTERNATIONAL
BROTHERHOOD OF POLICE
OFFICERS, LOCAL #388



Dated: 3/7/23