

SETTLEMENT AGREEMENT
BY AND BETWEEN
THE CITY OF HOLYOKE
AND THE
THE INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS,
LOCAL #409

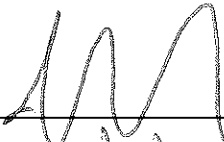
The City of Holyoke and the International Brotherhood of Police Officers, Local #409 hereby agree to the following terms, conditions, and understandings to be incorporated into the successor collective bargaining agreement. This Settlement Agreement is subject to ratification by the respective constituent bodies.

1. Article VII – Hours and Overtime: In paragraph 7.4A, change “offer” to “employee”
2. Article XIV – Holidays: Add Juneteenth. 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.
3. Article XVI – Sick Leave:
 - a. In paragraph 16.5, reduce the maximum number of sick days that can be bought back upon retirement for any employee hired by the City on or after July 1, 2022 to two hundred days maximum. The buyout upon retirement is sixty percent (60%) of the number of days accumulated bought out one for one (i.e., a maximum possible payout of one hundred twenty (120) days).
 - b. Add the following to section 16.12: “Effective January 1, 2023, there shall be four (4) sick leave bonus periods during each calendar year, the first being January 1 to March 31, the second being April 1 to June 30, and the third being July 1 to September 30, and October 1 to December 31. Any employee who uses no sick leave during a sick leave bonus period will receive a bonus of one (1) day pay to be paid no later than the end of the month following the sick leave bonus period. Or, in the alternative, a member may choose to take a day off in lieu of the bonus pay. In no event may the use of this bonus day trigger the use of overtime by other officers.”
4. Article XVIII – Adjustment of Grievances:
 - a. In paragraph 18.4, delete sections (d) and (e).
 - b. In paragraph 18.4, section g, second sentence, change “an” to “and”
5. Article XX – Employee Files: In Paragraph 20.3, last item in the list, change “b” to “by”
6. Article XXIV – Duration: Change the dates to reflect a three year contract duration.

7. Appendix B – Compensation:

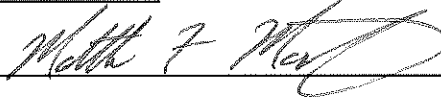
- a. Effective July 1, 2022, 2.0% wage increase.
- b. Effective July 1, 2023, 2.0% wage increase.
- c. Effective July 1, 2024, 2.0% wage increase.
- d. Effective at the end of the workday on June 30, 2025:
 - i. Add a new second step to be 1.5% greater than the current step. The second step will be achieved upon completion of three (3) years of service in grade.
 - ii. Add a new third step to be 1.5% greater than the second step. The third step will be achieved upon completion of five (5) years of service in grade.
- e. Effective July 1, 2022, Associates Degree – \$4,000, Bachelor’s Degree – \$7,000, and Master’s Degree – \$9,000.

FOR THE CITY OF HOLYOKE



Dated: 1/3/2023

FOR THE INTERNATIONAL BROTHERHOOD
OF POLICE OFFICERS,
LOCAL #409



Dated: 1-3-23