

**MEMORANDUM OF AGREEMENT
BETWEEN
CITY OF WESTFIELD
AND
WESTFIELD POLICE COALITION**

This Agreement is entered into this _____ day of March, 2024, by and between the Westfield Patrol Officers Coalition acting through their duly authorized President (hereinafter "Union"), and the City of Westfield, a municipal corporation, by the Mayor of the City of Westfield or his designee ("Employer"). The terms of this agreement are as follows:

Whereas, Article 1, Section 1.1 of the Collective Bargaining Agreement between the Union and the Employer, valid through June 30, 2025, states that the union does not represent reserve police officers or student police officers; and,

Whereas, Appendix A of the Collective Bargaining Agreement contains the wage scale for the bargaining unit as well as the rates of pay for reserve officers, pre-academy officers, academy (student) officers and probationary officers; and,

The Parties agree to remove from Appendix A of the Collective Bargaining Agreement the rates of pay for reserve, pre-academy officers and academy/student officers and agree that reserve officer, pre-academy officer and academy/student officer rates are not affected by any rate increases received by the Westfield Patrol Officers Coalition.

The parties agree that all other provisions contained in the collective bargaining agreement shall remain in full force and effect. There are no other understandings beyond this agreement, either verbal or written, between the parties. The Agreement shall become effective immediately upon the execution of and by both the Union and City.

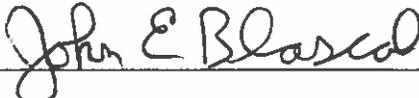
FOR THE CITY:



Mayor

Date: 3-28-24

FOR THE UNION:



President

Date: 3-21-24

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This Agreement is entered into this _____ day of March, 2024, by and between the Westfield Patrol Officers Coalition acting through their duly authorized President (hereinafter “Union”), and the City of Westfield, a municipal corporation, by the Mayor of the City of Westfield or his designee (“Employer”). The terms of this agreement are as follows:

WHEREAS, Appendix A of the Collective Bargaining Agreement contains the wage scale for the bargaining unit as well as the definition of Reserve Police Officer which states that the “reserve date of hire used for calculating step increase at steps 6-9 and for retirement date”; and,

WHEREAS, there are discrepancies between the information received by the Human Resources Division of Civil Service and the information recorded in the City’s database regarding the reserve dates for certain officers.

NOW THEREFORE, the Parties agree to the following:

1. If any employee believes there was a discrepancy in step movement which should have occurred during the period from January 1, 2023 through June 30, 2023, said Employee must file a grievance within fourteen (14) calendar days from the execution of this Memorandum of Agreement. Included with the grievance will be any and all documentation to substantiate the claim for any date adjustment.
2. If any employee believes there is a discrepancy in step movement which will occur from July 1, 2023 and going forward, said Employee must notify the City’s Personnel Department no later than April 30, 2024. Said notification to include any and all documentation to substantiate the claim for any date adjustment.
3. The Union agrees to not grieve any Step 6-9 movement dates that do not comport with the procedure outlined above.
4. The Parties understand and agree that this is the sole opportunity to correct the Step 6-9 dates and that no future adjustments to said dates will be made.
5. The Parties agree that effective upon the signing of this Agreement, and subject to any adjustments as detailed above, Appendix A will be modified as follows:
 - a. For officers hired under the Reserve Program and who have a Reserve date, Step 1 is effective (7) seven months after graduating from the academy; Steps one (1) through five (5) are not based on the date of hire as a reserve police officer; Steps six (6) through nine (9) will use the reserve date of hire on file with the Personnel Office.
 - b. For officers hired after the conclusion of the Reserve Program, Step 1 is effective (7) months after graduating from the academy and all remaining steps shall occur using said date.

The parties agree that all other provisions contained in the collective bargaining agreement shall

remain in full force and effect. There are no other understandings beyond this agreement, either verbal or written, between the parties. The Agreement shall become effective immediately upon the execution of and by both the Union and City.

FOR THE CITY:



Mayor

Date: 3-28-24

FOR THE UNION:



President

Date: 3-21-24