

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the 12th day of September, 2024 by and between the City of Westfield, hereinafter "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employee Association, hereinafter "WPMEA," through its duly authorized President, for the purpose of entering into an agreement to the below named employee as follows:

1. Noel Lioce has been appointed as Stormwater Coordinator, compensation shall start at Grade DIR, Step 3 effective October 7, 2024. Step increases will fall in line with the current negotiated bargaining agreement.

These Parties agree that this Memorandum of Agreement shall not constitute a "past practice" between the Union and City. The Parties agree that this Agreement shall not be precedent setting and will not be raised or cited by either Party or used involving labor dispute, and / or in any grievance or arbitration involving union employees. This agreement is for the benefit of the above named position(s) and no other employee in the WPMEA or any other City employee. The Union agrees that it will not grieve nor shall it seek Arbitration of this Agreement except as to disputes arising out of the subject matter of this Agreement.

FOR THE CITY OF WESTFIELD

Michael McCabe
Michael McCabe, Mayor
Date: 9-12-24

Approved as to form
Shannon Reed
Law Department
Date: 9-11-24

FOR THE WPMEA

ABM
WPMEA
Date: 9-11-24

Ricci
WPMEA

Date: 9-11-2024

Jenny #
WPMEA

Date: 9-11-24

MEMORANDUM OF AGREEMENT

This Memorandum of agreement is entered into this the 27th day of August 2024, by and between the City of Westfield, hereinafter the "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employees Association Union, hereinafter the "Union," through its duly authorized President, for the purpose of entering into an agreement to the below named employee, collectively hereinafter the "Parties".

Pursuant to the passed Special Legislation, Chapter 16 of the Acts of 2020, passed February 6, 2020, for the City of Westfield, as follows:

AN ACT ALLOWING THE CITY OF WESTFIELD TO SET THE SALARY OF THE CITY CLERK AS THE CLERK OF THE CITY COUNCIL THROUGH LOCAL PROCESS

WHEREAS, the parties acknowledge that in addition to the normal duties of the City Clerk there are additional work duties related to serving as the Clerk of the City Council. In consideration of the additional duties, the Clerk of the City Council, Kaitlyn Bruce, shall have a salary stipend of twelve thousand dollars (\$12,000), annually, effective retroactively to July 1, 2024, in addition to the normal wages received as City Clerk. The stipend shall be paid in equal monthly amounts (excluding any amount due retroactively). The payment of the stipend shall cease if the employee separates from the employment of the City for any reason and no balance of the stipend will be due or payable after said separation.

The parties expressly state that this agreement will be non-precedent setting. This agreement shall not be used in any grievance, arbitration, or any litigation of any kind, specifically excluding any litigation to enforce this agreement. Additionally, the parties state that this agreement is for the sole benefit of Kaitlyn Bruce and does not entitle any other person, including those who may hold her current position in the future, to any benefit contained in this memorandum. The parties acknowledge that the WPMEA did not negotiate the stipend or the compensation derived therefrom and execute this agreement as the City Clerk's union representation.

THE CITY OF WESTFIELD:

WPMEA:

By: 
Michael McCabe, Mayor

By: 
Ashlie Brown, Union President

Dated: 8.27.24

Dated: 8-20-24

By: *Chie*
WPMEA

Dated: 8-20-2024

By: *Jim Kim*
WPMEA

Dated: 9-21-2024

Approved as to Form:

 Shama Reed

Law Department

Dated: 8-22-24

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the ___ day of _____, 2024 by and between the City of Westfield, hereinafter "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employee Association, hereinafter "WPMEA," through its duly authorized President, for the purpose of entering into an agreement to the below named employee as follows:

1. Debra Mulvenna has been appointed as Director of Health, compensation shall start at Grade DH, Tier 1, Step 4 effective August 12, 2024. Step increases will fall in line with the current negotiated bargaining agreement.

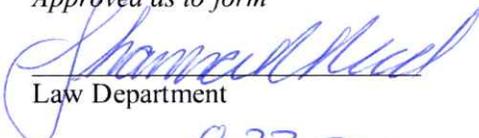
These Parties agree that this Memorandum of Agreement shall not constitute a "past practice" between the Union and City. The Parties agree that this Agreement shall not be precedent setting and will not be raised or cited by either Party or used involving labor dispute, and / or in any grievance or arbitration involving union employees. This agreement is for the benefit of the above named position(s) and no other employee in the WPMEA or any other City employee. The Union agrees that it will not grieve nor shall it seek Arbitration of this Agreement except as to disputes arising out of the subject matter of this Agreement.

FOR THE CITY OF WESTFIELD



Michael McCabe, Mayor
Date: 8-27-24

Approved as to form



Law Department
Date: 8-27-24

FOR THE WPMEA



WPMEA
Date: 8-20-24



WPMEA
Date: 8-20-2024



WPMEA
Date: 8-21-2024

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the 20th day of April, 2024 by and between the City of Westfield, hereinafter "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employee Association, hereinafter "WPMEA," through its duly authorized President, for the purpose of entering into an agreement to the below named employee as follows:

1. Larry Darling has been appointed as Water Engineering Aide, compensation shall start at Grade PF2, Step 2 effective April 22, 2024. Step increases will fall in line with the current negotiated bargaining agreement.

These Parties agree that this Memorandum of Agreement shall not constitute a "past practice" between the Union and City. The Parties agree that this Agreement shall not be precedent setting and will not be raised or cited by either Party or used involving labor dispute, and / or in any grievance or arbitration involving union employees. This agreement is for the benefit of the above named position(s) and no other employee in the WPMEA or any other City employee. The Union agrees that it will not grieve nor shall it seek Arbitration of this Agreement except as to disputes arising out of the subject matter of this Agreement.

FOR THE CITY OF WESTFIELD

Michael McCabe
Michael McCabe, Mayor
Date: 4-25-24

Approved as to form

James [Signature]
Law Department
Date: 4-23-24

FOR THE WPMEA

[Signature]
WPMEA
Date: 4-22-24

[Signature]
WPMEA

Date: 4-23-24

[Signature]
WPMEA

Date: 4-23-24

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the 18th day of February, 2024 by and between the City of Westfield, hereinafter "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employee Association, hereinafter "WPMEA," through its duly authorized President, for the purpose of entering into an agreement to the below named employee as follows:

1. Hannah Larkham has been appointed as Budget Analyst, compensation shall start at Grade DIR, Step 2 effective February 12, 2024. Step increases will fall in line with the current negotiated bargaining agreement.

These Parties agree that this Memorandum of Agreement shall not constitute a "past practice" between the Union and City. The Parties agree that this Agreement shall not be precedent setting and will not be raised or cited by either Party or used involving labor dispute, and / or in any grievance or arbitration involving union employees. This agreement is for the benefit of the above named position(s) and no other employee in the WPMEA or any other City employee. The Union agrees that it will not grieve nor shall it seek Arbitration of this Agreement except as to disputes arising out of the subject matter of this Agreement.

FOR THE CITY OF WESTFIELD


Michael McCabe, Mayor

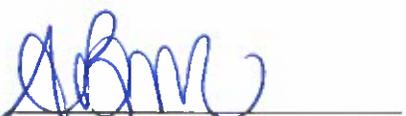
Date: 2-18-24

Approved as to form

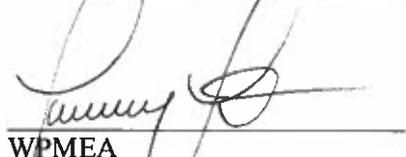
Law Department

Date: 2/15/24

FOR THE WPMEA


WPMEA

Date: 2-9-24


WPMEA

Date: 2-12-24


WPMEA

Date: 2-12-24

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the 7th day of February, 2024, by and between the City of Westfield, hereinafter the "City," as the employer by and through its duly authorized Mayor, and the Westfield Professional Municipal Employees Association Union, hereinafter the "Union," through its duly authorized President.

WHEREAS, as members of the Union have been and will continue to be accepting additional duties beyond the scope of their current governing collective bargaining agreement in relation to servicing the Public Safety Communication Center, the parties wish to amend the collective bargaining agreement in the following manner:

Parties agree that the personnel in the Technology Center Network Technician positions (primary) and Network Administrator positions (secondary) will receive per diem payment in the amount of thirty-five dollars (\$35.00) for each day the employee is assigned and provides 24/7 on-call coverage for Public Safety Departments. Coverage will be assigned by management on a rotating schedule. This per diem payment shall only be paid to the employee who provides the contemplated coverage for the day assigned. The language of this paragraph shall not be interpreted to provide a stipend for those days not assigned on-call coverage.

The period of the issuance of per diem which began pursuant to an MOA dated March 7, 2022, and became effective March 26, 2022, will continue through June 30, 2025.

This agreement shall modify the current agreement between the parties to the extent noted above and all remaining provisions shall stay in full force and effect. The Parties acknowledge that this Agreement shall not be precedent setting and will not be raised nor be cited by it or used involving any labor dispute, and / or for any grievance, or arbitration. This agreement is for the benefit of the above-named position(s) / employee (s) and no other employee in the Union or any other City employee excepting those referenced above. Further the Union agrees that it will not grieve nor seek Arbitration except as to disputes arising out of the subject matter of this Agreement.

THE CITY OF WESTFIELD:

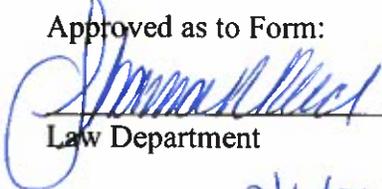
THE WPMEA:

By: 
Michael McCabe, Mayor

By: 
Ashlie Brown, Union President

Dated: 2-7-24

Dated: 2-5-24

Approved as to Form:

Law Department

By: 

Dated: 2-5-24

Dated: 2/6/24

By: 

Dated: 2-5-24

MEMORANDUM OF AGREEMENT

This Agreement is entered into this 29th day of January, 2024, by and between the City of Westfield (hereinafter referred to as the "City") acting by and through the Mayor of the City of Westfield and the Westfield Professional Municipal Employees Association (WPMEA) (hereinafter referred to as the "Union") acting through their duly authorized President, the collective bargaining agent through its duly authorized President, agree as follows:

1. The parties agree that the position of Accountant has been removed from the AFSCME 35 Clerical Collective Bargaining Agreement. The parties further agree that the position and job responsibilities as defined in the attached job description would be better suited in the WPMEA Collective Bargaining Agreement.
2. Therefore, the City and the WPMEA, in consideration of the mutual covenants contained herein, agree that the position of Accountant shall be added to the membership of the WPMEA at the Director (DIR) grade.
3. Ewa Zalinski currently holds the position of Accountant. Compensation will start at Grade DIR, Step 1 effective as of the date this agreement is fully executed. Future step increases will fall in line with the current negotiated bargaining agreement.
4. The Parties agree that this agreement shall not serve as precedent for any other case pending or for any subsequent claims made in the future. This agreement is specifically intended to not constitute past practice in any way.
5. This agreement shall modify the current agreement between the parties to the extent noted above and all remaining provisions shall stay in full force and effect.

Signed and executed on this the 29th day of January, 2024.

FOR THE CITY OF WESTFIELD



Michael A. McCabe, Mayor

Date: 1-29-24

FOR WPMEA



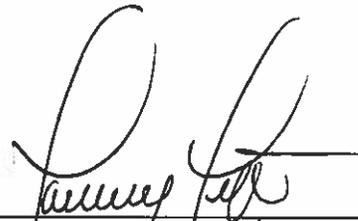
Ashlie Brown, President

Date: 1-24-24

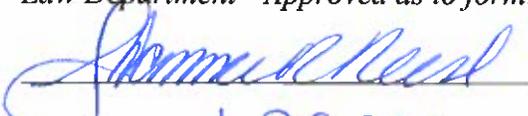


WPMEA

Date: 01-24-2024


WFMEA
Date: 1/24/24


Ewa Zalinski, Employee
Date: 1/24/24

Law Department - Approved as to form:

Date: 1-25-24

MEMORANDUM OF AGREEMENT

This Agreement is entered into this 1st day of February, 2024, by and between the City of Westfield (hereinafter referred to as the "City") acting by and through the Mayor of the City of Westfield and the Westfield Professional Municipal Employees Association (WPMEA) (hereinafter referred to as the "Union") acting through their duly authorized President, the collective bargaining agent through its duly authorized President, agree as follows:

1. Debra Mulvenna (hereinafter "Employee") has been and continues to work out of classification temporarily and perform the duties of the Director of Public Health in the absence of said Director.
2. Notwithstanding the time limitation in Article XIII of the collective bargaining agreement, the Parties agree that the City shall pay the Employee at a Grade DH, Step 2 retroactively back to September 1, 2023.
3. The Parties agree that this agreement shall not serve as precedent for any other case pending or for any subsequent claims made in the future. This agreement is specifically intended to not constitute past practice in any way.
4. This agreement shall modify the current agreement between the parties to the extent noted above and all remaining provisions shall stay in full force and effect.

Signed and executed on this the 1st day of February, 2024.

FOR THE CITY OF WESTFIELD



Michael A. McCabe, Mayor
Date:

FOR WPMEA



Ashlie Brown, President
Date: 1-26-24

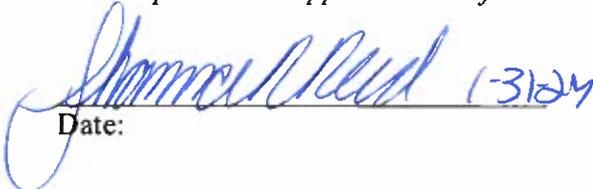


WPMEA
Date: 1-29-24



WPMEA
Date: 1-29-24

Law Department - Approved as to form:



Date: 1-31-24



Deborah Mulvenna, Employee
Date: 1/29/2024

MEMORANDUM OF AGREEMENT

This Agreement is entered into this 12th day of October 2023, by and between the City of Westfield, hereinafter the “City,” as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employees Association Union, hereinafter the “WPMEA,” through its duly authorized President, collectively hereinafter the “Parties,” for the purpose of revising Article XIV – Vacation:

1. Effective July 1, 2022, the parties agree to revise Article XIV – Vacation as follows:

Paragraph 2 – revise as follows:

Upon hire, new non-department head unit members will receive two (2) weeks’ vacation prorated at six (6) hours for each full month from their initial date of hire through June 30, to a maximum of seventy (70) hours. Beginning July 1 following their hire date and each July 1 thereafter, new non-department head unit members shall receive two (2) weeks vacation. The employee shall be eligible to use this vacation after successfully completing ninety (90) calendar days of employment.

Paragraph 8 – revise as follows:

Upon separation of employment, the employee shall receive payment equal to an amount of vacation prorated based on full months of employment from July 1 through their date of separation. If separation is caused by death, such payment shall be made to the employee’s surviving spouse, if any, and if none, to their estate.

Paragraph 9 – revise as follows:

Upon hire, new department head unit members will receive four (4) weeks’ vacation prorated at twelve (12) hours for each full month from their initial date of hire through June 30, to a maximum of one hundred forty (140) hours. Beginning July 1 following their hire date and each July 1 thereafter, new department head unit members shall receive four (4) weeks vacation. The employee shall be eligible to use this vacation after successfully completing ninety (90) calendar days of employment.

2. This agreement will not be deemed a course of dealing between the parties nor shall it be considered precedent setting or held out as such in any future grievance, arbitration, or any legal proceeding of any kind. Additionally, each party reserves and retains any all legal rights that either party may have prior to this agreement. 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, 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 OF WESTFIELD



Michael A. McCabe, Mayor

Date: 10-12-23

Approved as to Form:



Law Department

Date: 10-11-23

FOR WBMEA



President

Date: 10-5-23

By: [Signature]

Date: 10-5-23

By: [Signature]

Date: 10-5-23

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the 20th day of September, 2023 by and between the City of Westfield, hereinafter "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employee Association, hereinafter "WPMEA," through its duly authorized President, for the purpose of entering into an agreement to the below named employee as follows:

1. Michael Squindo has been appointed as COA Executive Director, compensation shall start at Grade DH-1, Step 3 effective October 10, 2023. Step increases will fall in line with the current negotiated bargaining agreement.

These Parties agree that this Memorandum of Agreement shall not constitute a "past practice" between the Union and City. The Parties agree that this Agreement shall not be precedent setting and will not be raised or cited by either Party or used involving labor dispute, and / or in any grievance or arbitration involving union employees. This agreement is for the benefit of the above named position(s) and no other employee in the WPMEA or any other City employee. The Union agrees that it will not grieve nor shall it seek Arbitration of this Agreement except as to disputes arising out of the subject matter of this Agreement.

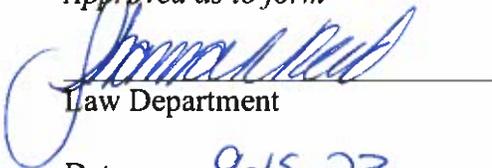
FOR THE CITY OF WESTFIELD



Michael McCabe, Mayor

Date: _____

Approved as to form



Law Department

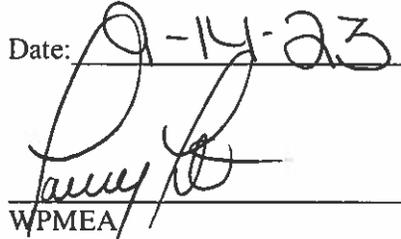
Date: 9-15-23

FOR THE WPMEA



WPMEA

Date: 9-14-23



WPMEA

Date: 9-14-23



WPMEA

Date: 9-14-23

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the ____ day of August 2023, by and between the City of Westfield, hereinafter the “City,” as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employees Association Union, hereinafter the “WPMEA,” through its duly authorized President, collectively hereinafter the “Parties”, for the purpose of outlining terms assigning the American Rescue Plan Act (ARPA) stipend for administration services as follows:

WHEREAS, Director of Purchasing Tammy Tefft has been appointed as the ARPA Administrator for the City of Westfield with an effective date of January 3, 2022.

WHEREAS, the Parties agree that the ARPA Administrator shall receive an annual stipend of twenty-five thousand dollars (\$25,000).

NOW THEREFORE, the Parties agree to the following:

1. The stipend shall be paid for services performed on a bi-weekly basis over the course of the program lifecycle.
2. Director of Purchasing, Tammy Tefft shall receive the ARPA Administrator stipend effective August 3, 2023.
3. The stipend will be prorated should Director of Purchasing Tammy Tefft cease work as the ARPA Administrator or no later than the end date of December 31, 2026, coinciding with the spending period termination of ARPA funding.
4. This stipend is contingent upon funds from the American Rescue Plan Act (ARPA).

This agreement shall modify the current agreement between the parties to the extent noted above and all remaining provisions shall stay in full force and effect. The Parties acknowledge that this Agreement shall not be precedent setting and will not be raised nor be cited by it or used involving any labor dispute, and / or for any grievance, or arbitration. This agreement is for the benefit of the above-named position(s) / employee (s) and no

other employee in the Union or any other City employee excepting those referenced above. Further the WPMEA agrees that it will not grieve nor seek Arbitration except as to disputes arising out of the subject matter of this Agreement.

THE CITY OF WESTFIELD:

By: 
Michael McCabe, Mayor

Dated: 8-23-23

WPMEA:

By: 
Tammy Tefft, Director of Purchasing

Dated: 8/18/23

By: 
Ashlie Brown, Union President

Dated: 8-15-23

By: 

Dated: 8-21-2023

By: 

Dated: 8-21-23

Approved as to Form:


Law Department

Dated: 8-22-23

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the ___ day of July, 2023 by and between the City of Westfield, hereinafter "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employee Association, hereinafter "WPMEA," through its duly authorized President, for the purpose of appointment of an acting executive director for the Westfield Council on Aging as follows:

WHEREAS, due to the expiring appointment of the incumbent Executive Director, it is acknowledged that the City has a need to continue to provide for services for the elder community of the City and the parties agree to the following terms to provide a temporary solution by appointing a temporary Acting Council on Aging Executive Director, effective July 7, 2023; and

WHEREAS, the Mayor wishes to exercise his prerogative under the City Code of Ordinances to appoint an Acting Council on Aging Executive Director for a period not to exceed sixty (60) days; and

WHEREAS, the Mayor seeks to appoint and Christine Gorman wishes to accept appointment as Acting Council on Aging Executive Director.

NOW THEREFORE, the parties do hereby agree as follows:

1. Employee shall be paid at the rate of department head, tier 1, step 6, \$102,967 annually.
2. The parties agree that the duration of Christine Gorman's service as Acting Council on Aging Executive Director cannot exceed sixty (60) days from the date of the initial appointment and that the appointment shall end upon the appointment of a new Council on Aging Executive Director, or at the end of sixty (60) days from the initial date of appointment, whichever is sooner.

These Parties agree that this Memorandum of Agreement shall not constitute a "past practice between the Union and City. The Parties agree that this Agreement shall not be precedent setting and will not be raised or cited by either Party or used involving labor dispute, and / or in any grievance or arbitration involving union employees. This agreement is for the benefit of the above named position(s) and no other employee in the WPMEA or any other City employee. The Union agrees that it will not grieve nor shall it seek Arbitration of this Agreement except as to disputes arising out of the subject matter of this Agreement.

FOR THE CITY OF WESTFIELD

FOR THE WPMEA

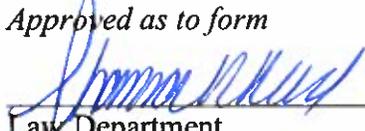

Michael McCabe, Mayor


WPMEA

Date: 8-11-23

Date: 7-19-23

Approved as to form

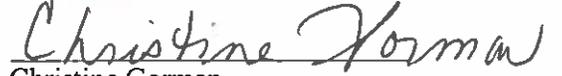

Law Department

Date: 7-18-23


WPMEA

Date: 7.24.23

 7/24/23


Christine Gorman

Date: 8-10-2023

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the 26 day of June, 2023 by and between the City of Westfield, hereinafter "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employee Association, hereinafter "WPMEA," through its duly authorized President, for the purpose of entering into an agreement to the below named employee as follows:

1. Tessa Sweeney has been appointed as Public Health Nurse, compensation shall start at Grade PF-1, Step 3 effective July 31, 2023. Step increases will fall in line with the current negotiated bargaining agreement.

These Parties agree that this Memorandum of Agreement shall not constitute a "past practice" between the Union and City. The Parties agree that this Agreement shall not be precedent setting and will not be raised or cited by either Party or used involving labor dispute, and / or in any grievance or arbitration involving union employees. This agreement is for the benefit of the above named position(s) and no other employee in the WPMEA or any other City employee. The Union agrees that it will not grieve nor shall it seek Arbitration of this Agreement except as to disputes arising out of the subject matter of this Agreement.

FOR THE CITY OF WESTFIELD



Michael McCabe, Mayor

Date: 6-26-23

Approved as to form



Shannon Reed
Law Department

Date: 6-21-23

FOR THE WPMEA



WPMEA

Date: 6-26-23



WPMEA

Date: 6-27-23



WPMEA

Date: 6-26-2023

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the ___ day of _____, 2023 by and between the City of Westfield, hereinafter "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employee Association, hereinafter "WPMEA," through its duly authorized President, for the purpose of entering into an agreement to the below named employee as follows:

1. Ned Saviski has been appointed as Public Health Inspector, compensation shall start at Grade PF-1, Step 3 effective June 5, 2023. Step increases will fall in line with the current negotiated bargaining agreement.

These Parties agree that this Memorandum of Agreement shall not constitute a "past practice" between the Union and City. The Parties agree that this Agreement shall not be precedent setting and will not be raised or cited by either Party or used involving labor dispute, and / or in any grievance or arbitration involving union employees. This agreement is for the benefit of the above named position(s) and no other employee in the WPMEA or any other City employee. The Union agrees that it will not grieve nor shall it seek Arbitration of this Agreement except as to disputes arising out of the subject matter of this Agreement.

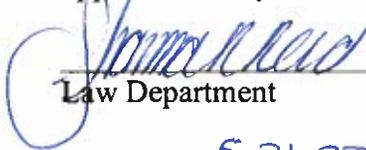
FOR THE CITY OF WESTFIELD



Michael McCabe, Mayor

Date: 6-2-23

Approved as to form



Law Department

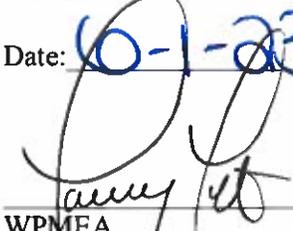
Date: 5-31-23

FOR THE WPMEA



WPMEA

Date: 6-1-23



WPMEA

Date: 6/1/23



WPMEA

Date: 6-2-2023

MEMORANDUM OF AGREEMENT

This Memorandum of agreement is entered into this the ____ day of May 2023, by and between the City of Westfield, hereinafter the "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employees Association Union, hereinafter the "Union," through its duly authorized President, for the purpose of entering into an agreement to the below named employee, collectively hereinafter the "Parties".

Pursuant to the passed Special Legislation, Chapter 16 of the Acts of 2020, passed February 6, 2020, for the City of Westfield, as follows:

AN ACT ALLOWING THE CITY OF WESTFIELD TO SET THE SALARY OF THE CITY CLERK AS THE CLERK OF THE CITY COUNCIL THROUGH LOCAL PROCESS

WHEREAS, the parties acknowledge that in addition to the normal duties of the City Clerk there are additional work duties related to serving as the Clerk of the City Council. In consideration of the additional duties, the Clerk of the City Council, Kaitlyn Bruce, shall have a salary stipend of ten thousand dollars (\$10,000), annually, effective retroactively to September 16, 2022, in addition to her normal wages received as City Clerk. The stipend shall be paid in equal monthly amounts (excluding any amount due retroactively). The payment of the stipend shall cease if the employee separates from the employment of the City for any reason and no balance of the stipend will be due or payable after said separation.

The parties expressly state that this agreement will be non-precedent setting. This agreement shall not be used in any grievance, arbitration, or any litigation of any kind, specifically excluding any litigation to enforce this agreement. Additionally, the parties state that this agreement is for the sole benefit of Kaitlyn Bruce and does not entitle any other person, including those who may hold her current position in the future, to any benefit contained in this memorandum. The parties acknowledge that the WPMEA did not negotiate the stipend or the compensation derived therefrom and execute this agreement as the City Clerk's union representation.

THE CITY OF WESTFIELD:

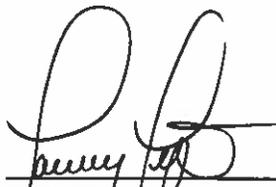
WPMEA:

By: Michael McCabe
Michael McCabe, Mayor

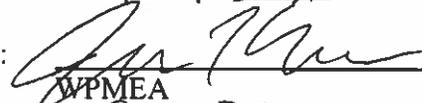
By: Ashlie Brown
Ashlie Brown, Union President

Dated: 5-24-23

Dated: 5-22-23

By: 
WPMEA

Dated: 5/23/23

By: 
WPMEA

Dated: 5-23-23

Approved as to Form:


Law Department

Dated: 5-18-23

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this the 12th day of April 2023, by and between the City of Westfield, hereinafter the "City," as the employer by and through its duly authorized Mayor and the Westfield Professional Municipal Employees Association Union, hereinafter the "WPMEA," through its duly authorized President, collectively hereinafter the "Parties".

WHEREAS, as the Parties had previously agreed to pay the Sealer of Weights and Measures an annual amount for the use of his/her personal vehicle as well as an offset for the increased cost of insurance pursuant to the Memorandum of Understanding dated October of 2021, attached hereto as Exhibit "A".

WHEREAS, the City has subsequently provided a City vehicle for the use by the Sealer of Weights of Measures.

NOW THEREFORE, the Parties agree to the following:

1. The Sealer of Weights and Measures agrees to cancel the additional insurance needed on his/her personal vehicle as of February 1, 2023 and provide proof of such cancelation to the City.
2. The Employee and the WPMEA agree that as of February 1, 2023, the Employee shall no longer be eligible to receive the \$1,200.00 per year payment for use of the personal vehicle. The Employee and the WPMEA further agree that the Employee has been paid in full as of January 31, 2023, that no additional monies are owed to the Employee as of the date of the signing of this Agreement, and that the Employee will reimburse the City for the over payment received on March 3, 2023 of \$133.34 for additional insurance and \$66.66 for personal vehicle use. Reimbursement will be made through payroll deduction on the next following pay period after execution of this memorandum.

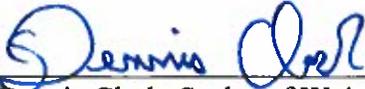
This agreement shall modify the current agreement between the parties to the extent noted above and all remaining provisions shall stay in full force and effect. The Parties acknowledge that this Agreement shall not be precedent setting and will not be raised nor be cited by it or used involving any labor dispute, and / or for any grievance, or arbitration. This agreement is for the benefit of the above-named position(s) / employee (s) and no other employee in the Union or any other City employee excepting those referenced above. Further the WPMEA agrees that it will not grieve nor seek Arbitration except as to disputes arising out of the subject matter of this Agreement.

THE CITY OF WESTFIELD:

WPMEA:

By: 
Michael McCabe, Mayor

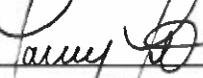
Dated: 4-12-23

By: 
Dennis Clark, Sealer of Weights and Measures

Dated: 4/4/23

By: 
Ashlie Brown, Union President

Dated: 4-4-23

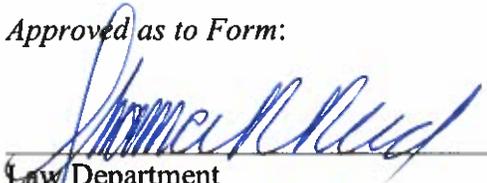
By: 

Dated: 4-4-23

By: 

Dated: 4-4-23

Approved as to Form:


Law Department

Dated: 4/5/23

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into this the day of March, 2023, by and between the City of Westfield, hereinafter the "City," as the employer by and through its duly authorized Mayor, and the Westfield Professional Municipal Employees Association Union, hereinafter the "Union," through its duly authorized President.

WHEREAS, as members of the Union have been and will continue to be accepting additional duties beyond the scope of their current governing collective bargaining agreement in relation to servicing the Public Safety Communication Center, the parties wish to amend the collective bargaining agreement in the following manner:

Parties agree that the personnel in the Technology Center Network Technician positions (primary) and Network Administrator positions (secondary) will receive per diem payment in the amount of thirty-five dollars (\$35.00) for each day the employee is assigned and provides 24/7 on-call coverage for Public Safety Departments. Coverage will be assigned by management on a rotating schedule. This per diem payment shall only be paid to the employee who provides the contemplated coverage for the day assigned. The language of this paragraph shall not be interpreted to provide a stipend for those days not assigned and worked / covered.

The period of the issuance of per diem which began pursuant to an MOA dated March 7, 2022 and became effective March 26, 2022, will continue through June 30, 2024.

This agreement shall modify the current agreement between the parties to the extent noted above and all remaining provisions shall stay in full-force and effect. The Parties acknowledge that this Agreement shall not be precedent setting and will not be raised nor be cited by it or used involving any labor dispute, and / or for any grievance, or arbitration. This agreement is for the benefit of the above-named position(s) / employee (s) and no other employee in the Union or any other City employee excepting those referenced above. Further the Union agrees that it will not grieve nor seek Arbitration except as to disputes arising out of the subject matter of this Agreement.

THE CITY OF WESTFIELD:

THE WMPEA:

By: Michael McCabe
Michael McCabe, Mayor

By: Ashlie Brown
Ashlie Brown, Union President

Dated: 3-23-23

Dated: 3-13-23

Approved as to Form:

James Reid 3-23-23
Law Department

By: James Reid

Dated: 3-13-23

By: James Reid

Dated: 3-15-23