

TENTATIVE AGREEMENT

City of Springfield

And

IBPO Local 364

March 27, 2025

1. Increase wages by 3.5% 7-1-24, 3.5% 7-1-25, 3.5% 7-1-26 and 3.5% 7-1-27. Retroactive pay is limited to employees who were employed for all or part of the collective bargaining year who continue to be employed by the City as of date of ratification by the City Council, or whose separation was due to retirement or death. Employees who were discharged by the City or resigned for any other reason will not receive retroactive pay. This includes compensation for any changes necessitated by POST.
2. Duration 1 year contract 7-1-24 to 6-30-25 and 3 year contract 7-1-25 to 6-30-28
3. All tentative agreements in draft form from 2-7-25.
4. Art. 10.01 The City will endeavor to develop an App based system for the distribution of outside details.
5. Employees who volunteer for, are selected, trained and actually perform the duties of a FTO will be paid \$85.00 per week for each week they are actually training a trainee. For each regular scheduled work day that they are absent from training (sick, vacation, IOD, etc. \$20.00 per day will be deducted from this weekly stipend. Compensation for FTO's will conclude at the end of the FTO training program which is expected to last 12 weeks, and sooner if a FTO ceases to participate as a Trainer for any reason during the 12 week FTO program. The FTO policy will be removed from the contract and the Department's new FTO policy TRN-2 will be in effect. Should the Department make any subsequent changes to General Order TRN-2 which necessitates a bargaining obligation under MGL Ch. 150E, the City agrees to negotiate same with the Union.
6. Eliminate Recruit pay effective and retroactive to 7-1-24 and move all recruit employees to Step 1.
7. Bereavement leave-add an additional 2 days off for loss of a spouse or child of the employee.

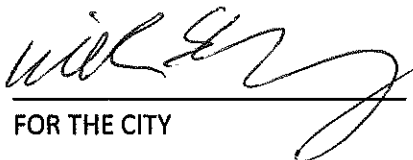
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City of Springfield and

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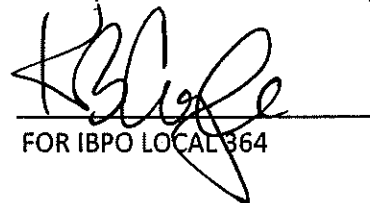
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By the signatures below the parties acknowledge this is a Tentative Agreement and completes collective bargaining for successor agreements for the periods of July 1, 2024-June 30, 2025 and July 1, 2025-June 30, 2028, subject to ratification votes by the Union and the City.



FOR THE CITY

3-27-25
DATE



FOR IBPO LOCAL 364

3.27.25
DATE

Tentative Agreement

Between

The City of Springfield

And

IBPO, Local 364

February 7, 2025

The parties agree that the below are tentative agreements and these tentative agreements are subject to a complete agreement.

Art. 3 delete "And Agency Service Fee" from title of article

Art. 3.03 delete

Art. 16.07 amend as follows "16.07 Lost or Stolen Equipment

- A) Should an issued piece of equipment be lost or stolen, an officer may request the department to issue a replacement item. Except for good reason the officer's request will be honored as soon as practical.
- B) In case of a gun, the officer may be required to meet with the Superintendent or his/her designee and explain the circumstances of the loss or theft.
- C) If the loss or theft is not the result of negligence by the officer, normally the Department will replace the item of equipment without charge to the officer: except for caps, gloves, badges, shirts, trousers, belts, holders, flashlights and manuals, which officers will replace themselves.
- D) If an item of equipment is lost or stolen as a result of an officer's negligence, the officer will be obligated to pay the fair market value of the item. Payments can be made at the option of the officer in whole, or by weekly payments of twenty-five (\$25.00) dollars per week.

Art. 25.12 delete

Art. 27.03 add . "The employer reserves the right to pay all members of the bargaining unit through direct deposit. If the employer exercises this right the employer will give the affected employees and the

Union two (2) weeks notice. Employees will be required to complete documentation and provide the employer with necessary account information to arrange for direct deposit. In the event that an employee does not have a bank account the employer reserves the right to pay the employee by crediting a debit card with the employees pay earned during the pay period."

Art. 27.05 add "The employer may elect to provide payroll advices to employees, on a voluntary basis, through email. The employer shall provide the Union with 30 days notice prior to making this change. All employees voluntarily opting for electronic payroll advices shall provide the Payroll Department with an email address to arrange for the transmission of this information."

Art.27.06 add "The FLSA 207(k) work period shall be a 28 day work period."

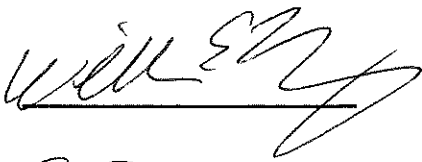
Art. 30.03 change "a" to "at" in second sentence, fifth instance

Art. 30.04 change "M.G.J.T.C." to "M.P.T.C."

Art. 32.03 delete "during"

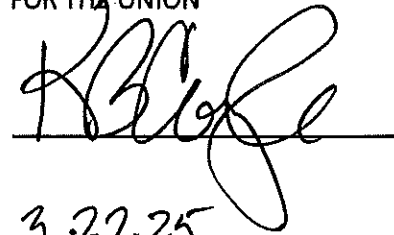
Art. 32.04 amend to read "The laboratory shall perform a split urine sample drug test. In the event of an initial positive drug test the remaining split sample can be tested at a certified laboratory. Drug testing to be performed is to be of the more expensive and accurate nature, so as not to subject the employee to the stress and embarrassment of a possible false positive result from the less expensive test."

FOR THE CITY


3-27-25

DATE

FOR THE UNION


3-27-25

DATE