

## Memorandum of Agreement

This Agreement is between the University of Massachusetts (hereinafter University) and the International Brotherhood of Police, Local Union 432 A & B (hereinafter Union) and contains the following terms and conditions:

- 1) This memorandum amends the collective bargaining between the University of Massachusetts and the International Brotherhood of Police Officers, Local 432 A & B. This amendment shall be effective on the first day of the first full payroll period in April 2006. Thereafter officers shall move to the next step on their next anniversary date of employment.. The Employer shall have no obligation in regards to this agreement prior to that date.
- 2) Article 12, shall be amended by adding a new Section 8 which will provide as follows:

Employees hired into the Department who have completed a certified and recognized police academy reasonably equivalent to the Municipal Police Academies operated within the Commonwealth of Massachusetts shall be placed on a step that recognizes years of service in another police department following successful graduation from a police academy described above. Such service shall be treated in a manner similar to the determination of service under this agreement. The determination of the of the years of service following graduation from a police academy which will be credited for step purposes for all employees hired after the effective date of this agreement shall be made solely by the University and shall not be subject to the grievance and arbitration provisions of this agreement.

- 3) The University and the Employee shall agree on a list of employees currently employed as Police Officers by the University and the step they will be moved to reflect their years of service with a police department following their completion of a certified and recognized police academy reasonably equivalent to the Municipal Police Academies operated within the Commonwealth of Massachusetts. Those employees shall have their wages adjusted to reflect the higher step they will now be placed upon effective with the first full payroll following July 1, 2005.

In witness of these agreements the duly authorized representatives of the parties affix their signatures below;

University of Massachusetts, Amherst

IBPO, Local 432B

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