

AGREEMENT BETWEEN
THE TOWN OF BROOKLINE
AND

Local 3657 of the American Federation of State, County, and Municipal
Employees, AFL-CIO

APRIL 1, 2024

to

MARCH 31, 2027

TABLE OF CONTENTS

ARTICLE	TITLE	PAGE
1	Preamble	3
2	Recognition.....	3
3	Union Security	3
4	Management Rights.....	3
5	Union Business	4
6	Bulletin Boards.....	5
7	Employee Rights	5
8	Discipline and Discharge.....	6
9	Hours of Work	7
10	Meal Periods.....	7
11	Overtime	7
12	Court Appearances and Callbacks.....	8
13	Compensatory Time Off	8
14	Clothing and Equipment.....	8
15	Vacations	9
16	Holidays.....	10
17	Personal Leave	10
17A	Time Off Requests.....	11
18	Sick Leave	11
19	Bereavement Leave.....	12
20	Rate of Pay	12
21	Health, Dental, Disability and Life Insurance.....	13
21A	Affordable Care Act	15
22	Parental Leave.....	15
23	Personnel Files	15
24	Grievance Procedure.....	16
25	Tuition Reimbursement	16
25A	Education Incentive.....	17
26	Travel Expenses	17
27	Probation Period and Seniority.....	18
28	Expenditure of Public Funds	18
29	Savings Clause.....	19
30	Duration	20

ARTICLE 1
PREAMBLE

1.1 This Agreement is between the Town of Brookline, New Hampshire (hereinafter referred to as “Employer”) and Local 3657 of the American Federation of State, County, and Municipal Employees, AFL-CIO (hereinafter referred to as the “Union”) for the purpose of setting forth the mutual understanding of the parties as to terms and conditions of employment of those employees for whom the employer has recognized the Union as the Exclusive Bargaining representative certified by the Public Employee Labor Relations.

ARTICLE 2
RECOGNITION

2.1 The Employer recognizes the Union as the sole and exclusive bargaining representative for all permanent full time and part time police officers employed by the Town of Brookline Police Department for the purpose of representation and collective bargaining with regard to terms and conditions of employment.

ARTICLE 3
UNION SECURITY

3.1 The Employer agrees to deduct from the paycheck of each employee within the bargaining unit who has signed an authorized payroll deduction card such amount as has been designed by the Union as Union dues and is so certified by the Treasurer of the Union. The Union will certify to the Employer, in writing, the current rate of membership dues. The Employer will be notified of any change in the rate of membership dues thirty (30) days prior to the effective date of such change. The Employer may require the submission of new deduction authorization forms when the Union increases its membership dues.

3.2 Such funds shall be remitted by the Employer to the Treasurer of the Union within one (1) month after such deductions. The Employee’s authorization for such deductions is revocable at the will of the employee.

3.3 The Employer will not be required to honor any deduction authorizations that are delivered to the Employer after the beginning of the pay period during which the deductions should start.

ARTICLE 4
MANAGEMENT RIGHTS

4.1 Except as specifically limited or abridged by the terms of this agreement the management of the town in all its phases and details shall remain vested exclusively in the town and its designated agents.

4.2 The town and its agents shall have jurisdiction over all matters concerning the management of town departments, including, but not limited to: the exercise of all of the rights, responsibilities and prerogatives that are inherent in the employer or its agents by virtue of any

statutes, ordinances or rules, as well as rights, responsibilities and prerogatives relating to, including, but not limited to, the direction of the work force, the establishment of rules and regulations, the establishment of qualifications for employment, the establishment of work and productivity standards, the right to hire, supervise, discipline or discharge, transfer, and relieve employees from duty, the right to decide job classifications, the right to abolish and create positions, the right to determine the methods, processes and manner of performing work and the general control of all the operation of town departments in all its phases and details as well as all rights retained by virtue of, including but not limited to New Hampshire RSA Chapter 273-A, and any other provision(s) of the Revised Statutes Annotated or other laws. Management has the right to establish, implement and/or amend the promotional process with the exception of the years' experience requirements listed in Article 20.2.1 as it relates to service with the Brookline Police Department. Management has the right to set and offer starting pay to any certified new hire, based on experience, provided the starting pay is not less than "Full-Time Certified" pay and it is at least 5% below "Full-Time MPO – Grade 1" pay.

4.3 It is agreed that these enumerations of management rights shall not be deemed to exclude other proper management rights not specifically enumerated. The town shall retain all rights and authority exercised prior to the execution of this agreement, except as modified by this agreement. The town not exercising any function hereby reserved to it, or its exercising of such function in a particular way, shall not be deemed to be waiving its right to exercise such function nor preclude the town from exercising the same in some other way not in conflict with the express provisions of this agreement. It is further specifically agreed that this Article and the exercise of any management right herein shall not be subject to any grievance proceeding.

ARTICLE 5 UNION BUSINESS

5.1 Members of the bargaining unit selected to serve as authorized representatives of the Union shall be certified in writing to the Employer. Each representative will be expected to perform his or her duties as a representative of the Union on his or her own time. It is recognized that there are reasonable limited deviations from this policy. Where activities are necessarily or reasonably to be performed during working hours, may be done without loss of pay to the representative involved, provided the representative obtains the assent of his or her on duty supervisor whenever possible prior to taking time from duty to engage in Union business. The supervisor's decision whether to permit time for this purpose is final and not subject to any grievance proceeding.

Such time is limited to one employee for no more than 30 minutes on any shift. All Union activity will be reported on an appropriate time reporting form provided by Management.

The Employer recognizes the right of the Union to govern its internal affairs.

ARTICLE 6
BULLETIN BOARDS

6.1 The Employer agrees that the Union shall have adequate space made available in a conspicuous location in the police station for the purpose of posting bargaining agent notices to members of the Bargaining Unit.

ARTICLE 7
EMPLOYEE RIGHTS

7.1 The Employer will provide any affected member of the collective bargaining unit with copies of all personnel orders as soon as the personnel orders are issued. As used in this section, "personnel orders" shall be defined as all written notices of actual disciplinary actions, notices of intent to take disciplinary actions, transfer notices, promotion notices and termination notices.

7.2 Any employee who will be interviewed concerning an act, which, if proven, could reasonably result in disciplinary action against him or her will be afforded the following safeguards:

7.2.1 The employee will be informed prior to the interview if the Employer believes the employee is a suspect in the investigation.

7.2.2 The employee will be informed of the nature of the investigation and allegations and afforded the opportunity to consult with a Union representative prior to the interview. The employee shall be allowed the right to have a Union representative present during the interview. The opportunity to consult with the Union representative or to have the Union representative present at the interview shall not delay the interview unreasonably except for minor complaints (incidents for which discipline no greater than an oral reprimand may result) which may be handled immediately when a representative is not readily available. However, if in the course of the interview, it appears as if a more serious disciplinary problem has developed, the employee will be allowed a reasonable time to obtain a representative to assist him or her in the interview.

7.2.3 With the exception of telephone inquiries, interviews shall take place at Employer facilities, or elsewhere if mutually agreed, unless an emergency exists which requires the interview to be conducted elsewhere.

7.2.4 The Employer shall make a reasonable good faith effort to conduct these interviews during the employee's regular working hours, except for emergencies or telephone inquiries.

7.2.5 The employee will be required to answer any questions involving non-criminal matters under investigation and will be afforded all rights and privileges to which he or she is entitled under the laws of the State or the United States.

7.2.6 Interviews shall be done under circumstances devoid of intimidation, abuse, or coercion.

7.2.7 The employee shall be entitled to such reasonable intermissions as he or she shall request for personal necessities.

7.2.8 All interviews shall be limited in scope to activities, circumstances, events, conduct or act which pertain to the incident which is the subject of the investigation. Nothing in this section shall prohibit the Employer from questioning the employee about information which is developed during the course of the interview.

7.2.9 If the Employer records the interview, a copy of the complete interview of the employee, noting all recess periods, shall be furnished, upon request, to the employee. If the interviewed employee is subsequently charged and any part of any recording is transcribed by the Employer, the employee shall be given a complimentary copy thereof.

7.2.10 Interviews and investigations shall be concluded with no unreasonable delay.

7.2.11 The employee shall be advised of the results of the investigation and any future action to be taken on the incident.

7.2.12 When the investigation results in Departmental charges being filed against the employee, the employee, upon request, will be furnished with a copy of the reports of the investigation which will contain all known material facts of the matter, to include any recordings, at no cost. The employee will also be furnished with the names of all witnesses and complainants who will appear against him or her and/or whose statements will be used against him or her.

7.2.13 The Union shall provide every employee covered by this contract an electronic copy of the contract within one (1) week from the date the Town files the fully executed contract with the NH PELRB or admission into the Union.

ARTICLE 8 DISCIPLINE AND DISCHARGE

8.1 All discipline will comply with the appropriate provisions of the Brookline Police Department Policies and Procedures Manual. Disciplinary action shall be for just cause and subject to the grievance procedure.

8.2 Disciplinary action will normally be taken in the following order:

- (1) Verbal warning
- (2) Written warning
- (3) Suspension without pay
- (4) Discharge

However, the above sequence need not be followed if an infraction is sufficiently severe to merit immediate suspension or discharge. Additionally, the Employer reserves the right to take disciplinary action in a manner consistent with the efficiency of operations and appropriate to the infraction involved.

ARTICLE 9
HOURS OF WORK

9.1 The normal workday shall be eight (8) or twelve (12) consecutive hours of work according to the officer's assigned shift. The normal workweek, regardless of shift arrangements, shall be eighty (80) hours in a bi-weekly pay period. Normal work shifts shall be a.m., Sunday swing, and p.m. shift. The schedule shall be as follows for the a.m. and p.m. shifts: two (2) days on, two (2) days off, three (3) days on, two (2) days off, two (2) days on, three (3) days off. Officers will work eight (8) hours on the final day of the (3) three days in a row rotation ensuring an eighty (80) hour bi-weekly pay period. Coverage for un-covered third-day hours only, shall be offered to part-time officers first before an overtime rate to full time officers. Each full-time employee who works eighty (80) hours in a bi-weekly pay period shall be paid eighty (80) hours of work at a rate of regular pay.

The monthly schedule will be posted on the first day of the prior month. Except in case of emergency (including sick time), the Employer may only alter an Employee's schedule, once it is established, to ensure minimum shift coverage.

9.2 Officers may swap shifts, with approval from the Department. All swaps must be completed within the same pay period, unless approved by the Department.

9.3 The specifics of Article 9.1 may change upon mutual agreement between the Chief of Police and the bargaining unit, provided that at no time would the schedule produce a pay period where any full-time employee would have more or less than 80 hours of regularly scheduled shifts. Any change to Article 9.1 would additionally be dependent upon mutual agreement between the Chief of Police and the bargaining unit that the new schedule would not be subject to arbitration. This section may be implemented on a trial basis for a pre-determined amount of time upon mutual agreement between the Chief of Police and the bargaining unit.

ARTICLE 10
MEAL PERIODS

10.1 Each employee covered by this agreement will be given a meal period each shift worked. This period will be free of duty calls except in cases of emergency or calls for service. When multiple officers are on duty, only one officer at a time shall take a 30 minute meal break.

ARTICLE 11
OVERTIME

11.1 All non-exempt employees who are paid on an hourly basis will be paid at a rate of one and one half (1 ½) times their hourly rate of pay for work actually performed in excess of eighty (80) hours in a bi-weekly pay period. The workweek will begin on Sunday and end on Saturday. The department will arrange work schedules to minimize overtime whenever possible. For purposes of this section, sick days, military leave, jury duty and hours taken from the comp bank shall not count as actual work hours.

11.2 Overtime shall be assigned according to policies adopted by the employer. All overtime must be approved by the Department.

ARTICLE 12
COURT APPEARANCES AND CALLBACKS

12.1 When an employee has completed his or her regularly scheduled shift and is called back to perform work of any nature after his or her regular shift, he or she shall receive a guaranteed minimum of four (4) hours pay, unless the individual is called back to rectify the employee's own error.

12.2 If an employee is called in any other time, he or she shall be guaranteed a minimum of four (4) hours pay.

12.3 When an employee is on Court duty outside of his or her regularly scheduled shift, he or she shall receive court duty compensation at a guaranteed minimum of four (4) hours. In the event that more hours are required, said employee shall receive pay for hours worked.

ARTICLE 13
COMPENSATORY TIME OFF

13.1 An employee may elect to receive compensatory time in place of overtime. The employee must make that election at the time earned. Compensatory time shall be earned and accumulated at the rate of one and one-half hours for each overtime hour worked.

13.2 An employee may only accrue a maximum of 40 hours of compensatory time off. If an employee has already accrued 40 hours of compensatory time off, then the employee may not elect to receive any additional compensatory time off.

13.3 Employees may utilize compensatory time upon approval by their supervisor. The Department will respond to all compensatory time off requests according to the procedures outlined in Article 17A.

ARTICLE 14
CLOTHING AND EQUIPMENT

14.1 Each full-time employee shall receive a uniform allowance of \$1,000 per year, and each part-time employee shall receive a uniform allowance of \$700 per year. This uniform allowance may be used for cleaning expenses. These allowances represent the minimum allowance for each year of the Agreement. The allowance may increase in any year of the Agreement, for that year only, based on the approved department budget for that allowance.

ARTICLE 15
VACATIONS

15.1 All full time employees are entitled to paid vacations during the year, the duration of which is based upon the employee's date of employment. An employee starting employment during the period of January 1 to August 31 may accrue vacation time at the rate of one day per month of employment. There will be no accrual of vacation for employees terminating before ninety (90) days of employment. Vacations must be taken before December 31st of the year in which vacation is earned. If, however, due to extenuating circumstances, all vacation time cannot be taken during the year it is earned, the employee may apply to the Chief of Police to carry that unused vacation into the following year. For the purposes of this section, the definition of "day" will reflect 12 hours. The town will recognize a full time officer's service with another police department as a lateral transfer and provide the officer with up to eight (8) years' service credit toward vacation, provided that officer was of full time status with that agency and the Chief of Police approves. Vacation time shall be recognized as earned time.

Employees having completed ten (10) months of service in one year will be eligible for 84 hours of vacation. Employees who have completed three (3) years of service will be eligible for 96 hours of vacation. Employees who have completed five (5) years of service will be eligible for 120 hours of vacation. Employees who have completed six (6) years of service will be eligible for 144 hours of vacation. Employees who have completed eight (8) years of service will be eligible for 156 hours of vacation. Employees having completed ten (10) or more years of service will be eligible for 168 hours of vacation.

The vacation schedule will be determined by the Department. The Department will respond to all vacation time off requests according to the procedures outlined in Article 17A. No salaries will be paid for vacation not taken. A paid holiday falling within a vacation is not counted as a vacation day. There will be no accrual of vacation time from one year to another except as mentioned above without the express written permission of the Chief of Police.

DATE OF HIRE

VACATION DUE CURRENT YEAR*

February 29	84 hours
March 1	72 hours
April 1	60 hours
May 1	60 hours
June 1	48 hours
July 1	36 hours
August 1	36 hours

*Due only after three months of employment.

15.2 When a unit employee is temporarily recalled to duty from out-of-state while on an authorized vacation by order of the Chief of Police, he or she shall be reimbursed for necessary and provable expenses as determined by the Police Chief.

15.3 In the event that an employee is required by subpoena or specifically assigned by supervisory or command personnel to appear to testify in court during an authorized vacation period, he or she shall be paid a minimum equivalent of twelve (12) hours at his or her straight time hourly rate, depending on his or her regular work hours, for every day that an appearance is required and shall have the vacation days restored which are lost due to said appearance.

ARTICLE 16 HOLIDAYS

16.1 The following holidays are observed under the contract:

New Year's Day, January 1st
Martin Luther King Day, third Monday in January
President's Day, usually the third Monday in February
Memorial Day, last Monday in May
Independence Day, July 4th
Labor Day, first Monday in September
Columbus Day, second Monday in October
Veterans Day, November 11th
Thanksgiving Day, last Thursday in November
Day after Thanksgiving
Christmas Day, December 25th

Full time employees who do not work on holidays shall be paid for the holidays at the regular straight time rate for eight (8) hours. Employees who work on holidays will be paid at the rate of double time and one half (2.5X) of the straight rate, for the actual hours worked on the holiday. Employees who work overtime on a holiday shall be paid for the holidays at the rate of triple time (3X) of the straight time rate, for the actual hours worked on the holiday.

Full time and part time employees become eligible for paid holiday benefits after being employed for a period of ninety (90) consecutive days from their date of hire or date of promotion to eligible status.

ARTICLE 17 PERSONAL LEAVE

17.1 In addition to the official holidays recognized by the Town each year, each full time employee is entitled to two (2) personal days (24 hours) which may be taken at any time during the year at a time pre-approved by the Department. The Department will attempt to accommodate all requests for Personal Leave. However, the Chief of Police will have the final decision on all requests. Personal days may be taken in hourly increments at the discretion of the Department. Personal time will be recognized as earned time.

17.2 The Department will respond to all personal time off requests according to the procedures outlined in Article 17A.

ARTICLE 17A
TIME OFF REQUESTS

17A.1 The department will respond to all time off requests (compensatory, personal or vacation time) within 10 calendar days of the date of receipt.

17A.2 Requests made less than ten (10) calendar days in advance of the first day of a requested vacation shall be granted if an officer finds his or her own coverage that will not be paid at an overtime rate unless otherwise approved by the employer.

17A.3 Employer may fill shifts left open by officers' use of vacation, compensatory, sick, or personal time, at their sole discretion.

17.A.4 Time off requests may not be made more than one calendar year in advance of the first day of such time off unless otherwise approved by the employer.

ARTICLE 18
SICK LEAVE

18.1 All full time employees shall be allowed eighty-four (84) hours of sick time in each calendar year. Sick time will be computed by the number of regular hours the employee was absent. Sick days may be taken in hourly increments at the discretion of the Chief of Police or his or her designee. An employee is eligible for sick days after employment of sixty (60) calendar days.

18.2 An employee starting employment after January 1 will have sick time pro-rated based on the number of months remaining in the calendar year as per the following schedule:

<u>Date of Hire</u>	<u>Sick days pro-rated*</u>
February 29	84 hours
March 1	72 hours
April 1	64 hours
May 1	56 hours
June 1	48 hours
July 1	40 hours
August 1	32 hours
September 1	24 hours
October 1	16 hours
November 1	12 hours

*to be taken only after 60 calendar days of employment

18.3 Whenever an employee is without enough sick leave to cover an absence, vacation time will be deducted, then leave without pay will be charged. At no point may an employee have accrued more than eighty-four (84) hours of sick time. In order to receive pay for sick days, an employee must notify the Chief of Police, or his/her designee, prior to the normal start of the employee's

work day, unless unable to do so. The Employer reserves the right to require a doctor’s statement for three or more consecutive sick days taken, or in cases involving chronic health conditions with less than three consecutive days of absence. Provided, however, that if the Employer believes that the Employee may be abusing the sick leave privilege, the Employer may require a doctor’s statement at any time. Employees will not be paid for sick days involving work-related injuries or disabilities covered by Worker’s Compensation.

18.4 Any unused sick days will be paid to the employee at the rate of 100%, up to 80 hours, of the employee’s normal rate of pay. This unused sick time will be paid out at the last Selectboard meeting where the pay can be charged to the year in which it was earned.

**ARTICLE 19
BEREAVEMENT LEAVE**

19.1 In the event of death in his or her immediate family, an Employee shall be granted emergency leave, with pay, not to exceed five (5) work days per occurrence without loss of annual or sick leave. This provision shall apply only once to the relatives identified below.

19.2 For the purpose of this section, immediate family shall be considered normally to include husband, wife, mother, father, mother-in-law, father-in-law, son, daughter, brother, sister, grandparents, guardian and immediate step relatives.

19.3 At the discretion of the Chief of Police an employee may take personal, vacation or compensatory time for bereavement leave for any other person.

**ARTICLE 20
RATE OF PAY**

20.1 All new hires are probationary employees for the first 12 months. Probationary employees will be paid at a rate determined by the Employer. Upon completion of the 12 month probationary period the Employer shall pay Patrol officers at the following rates:

Job Classification	4/1/2024	4/1/2025	4/1/2026
Part Time Uncertified	\$20.74	\$21.77	\$22.43
Part Time Certified	\$24.56	\$25.78	\$26.56
Part Time MPO	\$25.78	\$27.07	\$27.88
Full Time Uncertified	\$25.79	\$27.08	\$27.89
Full Time Certified	\$31.55	\$33.13	\$34.13
Full Time MPO – Grade 1	\$36.93	\$38.77	\$39.94
Full Time MPO – Grade 2	\$37.82	\$39.72	\$40.91
Full Time MPO – Grade 3	\$39.55	\$41.52	\$42.77
Full Time MPO – Grade 4	\$41.53	\$43.61	\$44.91
Detail Rate	\$62.50	\$62.50	\$62.50

The “Full Time MPO – Grade 2” level is for an officer that has reached the 6th year in Master Patrolman rank. The “Full Time MPO – Grade 3” level is for an officer that has reached the 12th

year in Master Patrolman rank. The “Full Time MPO – Grade 4” level is for an officer that has reached the 15th year in Master Patrolman rank.

Each member shall commence that rate of pay on the later date of the first day of the new pay period on or after April 1st or after completion of the probationary period.

20.2 Employees shall become eligible for the rank of Master Patrolman after 5 years of continuous full time service as a certified police officer and upon completion of the probationary period. The Chief of Police will establish a job description designating the required proficiencies for a Master Patrolman and the responsibility to maintain those proficiencies. The Chief of Police will designate a standard job proficiency examination, which the employee must pass in order to obtain the rank of Master Patrolman. Upon certification as a Master Patrolman, the Employee shall be paid at the designated rate.

20.2.1 When a vacancy occurs for any promotion to any position existing at the time of this contract, or position that may be created thereafter, employees shall become eligible for the promotional process after 3 full years of service within the Brookline Police Department.

20.3 The private detail rate patrol officers receive will be subject to the rates in Article 20.1 with a 4-hour minimum and then go to one (1) hour blocks and shall apply to all private detail work. Patrol officers shall be paid a 4-hour minimum when private details are cancelled less than 2 hours prior to the requested time and date of the private detail, by the business or entity that initially requested the private detail.

20.3.1 Outside details shall be offered to available full-time qualified sworn personnel of the Brookline Police department on a rotating basis, based on seniority, before such duty is offered to other full time and part time qualified sworn personnel of the Brookline Police Department. If no full time or part time employee of the Brookline Police department has accepted the duty three (3) full days prior to the day of the detail, the duty may be offered to other personnel. When working a detail for another town, that Agency’s policy supersedes this agreement with the exception of pay rate.

20.4 In the event there is a general annual wage increase for non-union employees of the Town of Brookline that exceeds the annual wage increase agreed upon in section 20.1 of this contract by 3% or more, the members of this Union reserve the right to call the Town of Brookline to the table to negotiate wages increases for that year.

ARTICLE 21
HEALTH, DENTAL, DISABILITY AND LIFE INSURANCE

21.1 Health Insurance

Each full time employee shall be entitled to single, two, or multi-person coverage (as appropriate to his/her family status), hospitalization and medical insurance on a group policy. The coverage and type of policy shall be as approved by the Selectboard. The Employer will pay 80% (and the employee 20%) of the premium for the lowest plan available to employees and will pay the same

dollar amount to any other offered plan. Any replacement health insurance plan that is adopted shall have comparable levels of coverage and benefits, if available, as the plan in place on April 1, 2024.

Full time employees may elect to drop or decline health coverage with the Town. In this circumstance, the employee will receive an additional taxable payment in each pay period, the amount of which shall be as approved by the Selectboard. In the event that an employee and the employee's spouse are both town employees eligible for coverage, neither will be eligible for the additional taxable payment unless both choose not to be covered and then only one will receive this payment.

21.2 Dental Insurance

Each full time employee shall be entitled to single, two or multi-person coverage as appropriate to his/her family status. The Town shall contribute an amount equal to the single person rate for all eligible employees who elect to join. The coverage and type of policy shall be as approved by the Selectboard.

21.3 Short Term Disability Insurance

Each full time employee shall be entitled to Group Short Term Disability insurance entirely paid for by the Employer. The benefit provided in the event of a short-term disability will be 70% of weekly earnings to a maximum of \$950 per week.

21.4 Long Term Disability Insurance

Each full time employee shall be entitled to Group Long Term Disability insurance entirely paid for by the Employer. The coverage shall be as approved by the Selectboard.

21.5 Disability Supplement

An employee may use sick days, vacation days, compensatory time and personal days to supplement short term or long term disability benefits. The total supplement is intended to provide the employee with a compensation that is no greater than the employee's normal salary based on a regular pay period.

21.6 Life Insurance

Each full time employee shall be entitled to Group Life Insurance in the amount of \$50,000 per employee. Said amount of insurance will be paid entirely by the Employer. The coverage shall be approved by the Selectboard.

ARTICLE 21A
AFFORDABLE CARE ACT

21A.1 It is agreed that nothing herein shall limit the right of the Employer to make any and all changes it deems necessary in its sole discretion to insure the insurance it provides pursuant to this Agreement complies with the Affordable Care Act, and other state, federal or local insurance and/or health care reform legislation, to avoid being subject to fees (including, but not limited to the employer shared responsibility assessable payment) fines, taxes, or penalties, including, but not limited to, taxes/fees because employees are eligible to obtain subsidized or discounted insurance through an insurance exchange; or to avoid the coverage being subject to the "Cadillac" taxes (the excise tax on high cost employer-sponsored health coverage). The employer will provide notice to the Union of any such changes and, if the change has a negative impact on the employees, the Employer will bargain with the Union over the effects of the change prior to any change taking place.

ARTICLE 22
PARENTAL LEAVE

22.1 As outlined in Article 5 of this Agreement, Parental Leave is available to Union members as outlined in the Town Personnel Plan. This Article does not modify, diminish or extend the intent or meaning of Article 5.

ARTICLE 23
PERSONNEL FILES

23.1 Each employee shall, during normal business hours, have the right to access his/her own personnel file.

23.2 The contents of personnel records shall be made available to the employee for inspection and review at any reasonable time during the regular business hours of Employer. Upon request, an employee shall be provided one copy of any document placed in the employee's file.

23.3 An employee shall have the right to inspect and review any official record relating to his performance as an employee which is kept or maintained by the Employer. The Employer shall provide an opportunity for the employee to respond in writing to any information with which he or she disagrees. Such response shall become a permanent part of the employee's personnel record. The employee shall be responsible for providing the written responses to be included as part of the employee's permanent record.

23.4 Employees shall be simultaneously notified in writing when anything other than of a routine nature is placed in their personnel files. In this same regard, a copy of any disciplinary action or material related to job performance which is placed in an employee's personnel files shall be made available to the officer prior to or at the same time that it is placed in the personnel files.

23.5 Retention and purging of personnel files will occur according to the provisions of the Brookline Police Department Policies and Procedures Manual.

ARTICLE 24
GRIEVANCE PROCEDURE

24.1 For the purposes of this Agreement, the term “grievance” means any dispute between the Employer and the Union concerning an alleged breach or violation of this Agreement.

24.2 All grievances are governed with the appropriate provisions of the Brookline Police Department Policies and Procedures Manual, except as modified by this Article.

24.3 A grievance shall be presented to the Chief of Police within twenty (20) days of its alleged occurrence. The grievance shall be reduced to written form stating the section of the Agreement violated and explaining the grievance and remedy sought. The employee shall present the written grievance to the Chief of Police who shall make a decision on the matter in writing within ten (10) days.

24.4 If dissatisfied with the resolution by the Chief of Police, the employee may appeal to the Selectboard in writing within ten (10) days of the Chief’s decision. The Selectboard shall render a decision within thirty (30) days of the receipt of the written grievance.

24.5 If dissatisfied with the resolution by the Selectboard, either the grievant or the Chief of Police may request arbitration by filing a written request for appointment of an arbitrator with the Federal Mediation and Conciliation Service or, if that service is not available, with the New Hampshire Public Employee Labor Relations Board (“PELRB”) within thirty (30) days of the decision by the Selectboard.

24.6 The arbitrator shall consider only the specific issues presented and shall have no power to add to, subtract from, or modify in any way the terms of this Agreement. The decision of the arbitrator shall be final and binding on the parties. The fees and expenses of the arbitrator shall be paid by the losing party. Each party shall pay the cost of its witnesses, legal fees, and representatives.

24.7 In the event that the Employer fails to answer a grievance within the time required at any step of the grievance procedure, or if the Union fails to appeal the answer given to the next step of the grievance procedure within the time allowed, then the grievance will be considered settled against the side which has defaulted. However, any of the time limits in the grievance procedure may be extended by mutual agreement.

ARTICLE 25
TUITION REIMBURSEMENT

25.1 The following education reimbursement policy will apply to members of the bargaining unit after one (1) year of service. The Town agrees to provide reimbursement for the cost of courses if all of the following are met:

1. Reimbursement does not exceed one thousand dollars (\$1,000.00) per calendar year for any employee, and subject to the limits contained in this article.
2. Courses are related to the employee's job or are part of a career development program which are approved in advance by the Chief of Police. All courses required for completion of a degree related to the employee's job shall be considered eligible. Any other classes/coursework shall be viewed in the broadest possible way.
3. Successful completion of course work with a "C" or the numerical equivalent grade or better and satisfactory proof of attainment. In the event the class is on a pass/fail basis, a pass shall be considered successful completion.
4. Courses and course work will not interfere with the authority of the Department to schedule Employees to work. In the event of a conflict, the decision of the Chief of Police shall be final.

Funds shall be allocated on a first come, first served basis. The Town shall budget two thousand dollars (\$2,000.00) each year. Unexpended funds shall not be carried over into the next budget year.

ARTICLE 25A EDUCATION INCENTIVE

Full time employees shall receive the following additional annual payment based upon the highest education degree earned that relates to criminal justice and law enforcement. Examples include but are not limited to psychology and sociology. Discretion of qualifying degrees lies with the Chief of Police.

Associates	\$1,000.00
Bachelors	\$1,500.00
Masters	\$2,000.00

Employees shall receive the payment as part of the first payroll in December of each year.

ARTICLE 26 TRAVEL EXPENSES

26.1 Necessary and actual expenses incurred by an employee while attending to business of the Employer may be reimbursed with the approval and authorization of the Chief of Police.

26.2 An employee who is authorized to use a personal motor vehicle for travel required in the performance of Town work shall be reimbursed at the current rate established by the Internal Revenue Service.

ARTICLE 27
PROBATIONARY PERIOD AND SENIORITY

27.1 The probationary period shall be one (1) year from the date of hire, and during this period employees shall be classified as probationary employees. Probationary employees are considered at will employees, are not entitled to promotion and may be terminated without cause and shall not be entitled to representation by the Union.

27.2 Seniority shall only be applicable after the completion of the probationary period.

27.3 Where there are two (2) or more employees who are hired on the same date, a flip of a coin shall determine who the senior employee is.

27.4 In the event of a lay-off, employees shall be laid off in the order of their seniority beginning with the least senior in each department. It is understood that an employee retained must be qualified to perform the available work, or the least senior employee in the department shall not be laid off. In the event of recall, employees shall be recalled in reverse order of lay-off in each department, provided the employee is qualified to perform the job available. Recalled employees shall be mailed a recall notice to the last known address on Town records. It shall be the employee's responsibility to update such mailing address as necessary. An employee who fails to return to work within fourteen (14) calendar days of the mailing of the recall notice shall lose all recall rights and seniority. Recall rights shall continue for one (1) year after date of lay-off of the employee.

27.5 An employee shall lose seniority and shall no longer be covered by the provisions of this Agreement for, but not limited to the following reasons:

- (a) Discharge
- (b) Voluntary quit, resignation or retirement
- (c) Failure to respond to a notice of recall as specified above
- (d) Remaining on layoff for more than twelve (12) consecutive months
- (e) Non-job related illness or non-job related injury resulting in inability to work for longer than twelve (12) consecutive months. The definition of seniority and parts thereof shall have force and effect only with respect to provisions of this Agreement specifically requiring the Town to make personnel decisions in whole or in part on the basis of seniority.

ARTICLE 28
EXPENDITURE OF PUBLIC FUNDS

28.1 Any agreement reached which requires the expenditure of public funds for its implementation shall not be binding upon the employer, unless and until the necessary specific appropriations have been made by the Town of Brookline Town Meeting at each of its appropriate annual meetings during the term of this agreement. The Employer shall make a good-faith effort to secure the funds necessary to implement said agreement at each of the appropriate annual meetings. If such funds are not forthcoming, the employer and the Union shall resume negotiations regarding the matters affected.

ARTICLE 29
SAVINGS CLAUSE

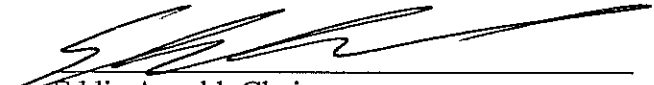
29.1 It is understood and agreed that all provisions of this Agreement are subject to applicable laws, and if any provision of any Article of this Agreement is held or found to be in conflict therewith, said Article shall be void and shall not bind either of the parties hereto. However, such invalidity shall not affect the remaining Articles of this Agreement. In the event that any provision shall be held unlawful and unenforceable by any court of competent jurisdiction, the parties agree to meet forthwith for the purpose of renegotiating such provision in an attempt to reach a valid agreement.

ARTICLE 30
DURATION

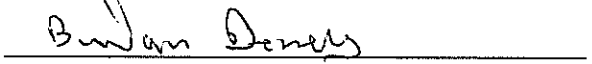
30.1 The term of this Agreement shall commence on April 1, 2024 and shall continue in full force and effect until March 31, 2027.

Executed this 1st day of April, 2024.

FOR THE TOWN OF BROOKLINE:




Eddie Arnold, Chair



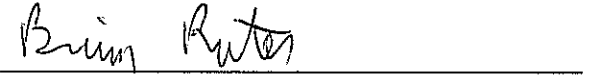
Brendan Denehy, Vice-Chair



Steve Russo, Selectboard

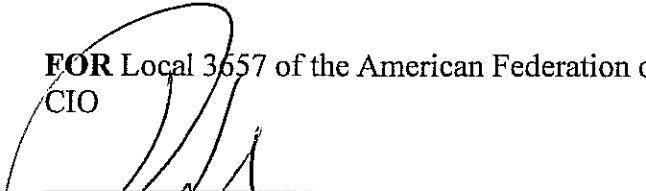


Ed Perry, Selectboard

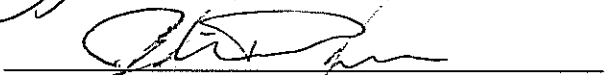


Brian Rater, Selectboard

FOR Local 3657 of the American Federation of State, County, and Municipal Employees, AFL-CIO



Duly Authorized, Michael Richard



Duly Authorized, Julian Dufresne



Gerry Mills, Field Services Director