



MEMORANDUM OF UNDERSTANDING

BY AND BETWEEN

THE CITY OF MONTPELIER, VERMONT

-And-

MONTPELIER SUPERIOR and POLICE OFFICERS ASSOCIATION

FRATERNAL ORDER OF POLICE, LODGE 003

“Article 20 (and other relevant Articles/Sections)

WHEREAS, the City of MONTPELIER , Vermont (“City”) and the MONTPELIER Superior and Police Officers Association, Fraternal Order of Police, Lodge 003 (“FOP”), are parties to collective bargaining agreement(s) (“CBA”) dated July 1, 2021 in accordance with the Vermont Municipal Labor Relations Act (Title 21, Chapter 22, 21 VSA §(s) 1725), et seq. (the “Act”)

WHEREAS, the parties (City and FOP) mutually wish to make a change to the current CBA, specifically and exclusively the October 1, 2022-June 30, 2025 FOP Wage schedule which upon execution of this agreement will now read as attached:

WHEREAS, the parties wish to make the following change to Article 20 § 1 : and other relevant sections of the current CBA.

NOW, THEREFORE, in exchange for good a valuable consideration, including, without limitation, the covenants expressed herein, the CBA is amended by this Memorandum of Understanding (“MOU”) as follows:

- 1.** The City of Montpelier and the FOP agree to the attached salary schedule effective October 1, 2022 with no retroactive pay.
- 2.** Effective July 1, 2023 the City of Montpelier and the FOP agree continue the 2% COLA as previously agreed upon.
- 3.** The City of Montpelier and the FOP agree that the Police Department will be authorized to hire up to 16 police officers until June 30, 2023. Effective July 1, 2023, the Police Department will be authorized to return to full staffing levels which are 17 police officers.
- 4.** This MOU is not intended to be nor shall it be construed as a substitute for or waiver of bargaining for a successor CBA .
- 5.** All other provisions, terms, and conditions of the CBA not changed by this MOU shall remain in full force and effect as written.
- 6.** All parties to this Agreement have read this Agreement and understand it is a legally binding contract requiring each of the undersigned parties to undertake obligations to the other parties to this Agreement. All parties to this Agreement have had the opportunity to review this Agreement with legal counsel of its choice and have had the opportunity to contribute to the creation and language of this Agreement. All parties waive the presumption that this Agreement should be construed in favor of one party over the others due to authorship. All parties have entered into to this Agreement freely and voluntarily for their benefit.
- 7.** This MOU shall be effective on the date is fully signed and dated by both the City and the Union. This Agreement may be executed in any number of counterparts, each of which shall be deemed an original but all of which together shall constitute one and the same instrument. Facsimile copies, photocopies, and pdf copies may serve as an original if unaltered and authenticated.



Effective 10/1/22	FY'24 Step	Hourly rate	
Officers/Corp.			
1 Year to 5 Years	X	34.88	
	X	34.88	
	X	34.88	
6 Year to 10 Year			
	XI	38.43	
	XI	38.43	
11 Years to end			
	XII	40.35	
	XII	40.35	
SGT			
5 to year 10	IX	42.35	VMERS C
11 Years to End	X	45.23	
	X	45.23	
	X	45.23	
Dispatch			
1 Year to 5 Years		30.41	
		30.41	
		30.41	
		30.41	
6 years to 10 years			
		35.22	SR Dispatcher
		37.47	Supervisor
11 years until end		33.52	

Agreed to and signed:

City of MONTPELIER

**MONTPELIER Superior Officers and Police Officers
Association, Fraternal Order of Police, Lodge No. 003**

By: _____

By: _____

Printed Name

Printed Name

Title

Title

Date: _____

Date: _____

-End of Document-