

In The Matter Of  
The Arbitration Between:

**Local 504, NAGE/IBPO  
And  
City of Worcester**

JLMC Case No. 19-7332  
Contract Impasse Arbitration Issue by Issue  
Date of Award: July 30, 2021

After having considered the evidence and arguments of the parties including the pertinent statutory factors set forth in Ch. 589 of the Acts of 1987, the tri-partite Arbitration Panel awards as follows:

**Contract Duration:** There shall be a three year contract running from July 1, 2017 through June 30, 2020.

**Wages:**

Effective 12-01-17 increase all wages by 2%

Effective 07-01-18 increase all wages by 2%

Effective 07-01-19 increase all wages by 2%

Effective 03-01-20 increase the rank differentials for Quinn sergeants, Quinn lieutenants, and Quinn captains in accordance with the percentages specified on the chart contained on p. 6 of the decision.

**Longevity:** The parties are directed to use the following schedule and to negotiate an appropriate adjustment to the proposed longevity increases recited below for post-Quinn officers taking into account the increase in rank differentials received by the Quinn officers and to agree upon an effective date:

- 1.96% for officers with 5 years of service
- 2.72% for officers with 10 years of service
- 2.81% for officers with 15 years of service
- 2.88% for officers with 20 years of service
- 3.43% for officers with 25 years of service

3.68% for officers with 30 years of service

The Panel shall retain jurisdiction for a period of 60 days in the event that the parties are unable to reach agreement upon an appropriate longevity increase and/or effective date for the post-Quinn officers.

**Contractual Education Incentive:** Effective July 1, 2018 for post-Quinn officers only wages shall be increased as follows:

\$4000 for officers with an Associate's degree

\$7000 for officers with a Bachelor's degree

\$8000 for officers with a Master's or JD degree

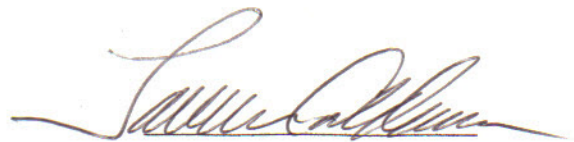
**Sick Leave Buyback:** No change

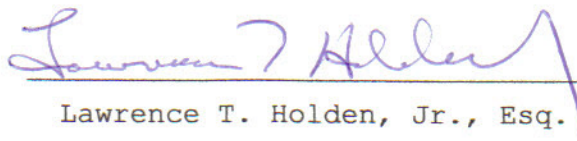
**Residency:** No change

**OPEB:** No change

**Comprehensive Agreement:** As set forth in the Comprehensive Agreement Section of the decision.

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Dean Mazzarella  
Concur/Dissent

  
Larry Calderone  
~~Concur~~/Dissent

  
Lawrence T. Holden, Jr., Esq.  
Impartial Chairman