

## Memorandum of Understanding

This memorandum of understanding is entered into between the Town of Winslow (Town) and the Maine Association of Police (MAP), dated 9/20/23

Whereas, the Town Manager with the approval of the Town Council agreed to negotiate an Employee Retention Bonus with MAP to reward members who remain employed for the next three (3) years between May 1, 2023, and May 1, 2026; and

Whereas, as the MAP representatives and the Town Manager have agreed to a total bonus of \$20,000 to be paid over three years for employees hired prior to May 1, 2023 who remain employed for the stated retention period; and

Whereas, the parties agreed to prorate bonus installments during each year of the agreement, with payouts of six thousand dollars (\$6,000) paid after years one and two, and a final installment of eight thousand dollars (\$8,000) paid after year 3; and

Whereas, MAP has requested and the Town has agreed that the yearly bonus installments may be split into two equal payouts on December 1 and June 1, or paid in a single payout on June 1 at the employee's option, but in no case will be paid in advance of the employee achieving the time requirement which would then result in the employee having to reimburse the Town for any remaining unearned time should they separate early from Town employment; now therefore

The parties have agreed to an Employee Retention Bonus of \$20,000 total for each employee hired prior to May 1, 2023, who remain employed in their full-time capacity through May 1, 2026, and have further agreed that employees may choose from one of two payout options:

**Option 1.** One lump sum payment on June 1 of each year of retention completed.

June 1, 2024 - \$6,000 for members employed through May 1, 2024

June 1, 2025 - \$6,000 for members employed through May 1, 2025

June 1, 2026 - \$8,000 for members employed through May 1, 2026

**Option 2.** Two payments per year paid on December 1 and June 1 for each six months of retention completed.

December 1, 2023 - \$3,000 for members employed through November 1, 2023

June 1, 2024 - \$3,000 for members employed through May 1, 2024

December 1, 2024 - \$3,000 for members employed through November 1, 2024

June 1, 2025 - \$3,000 for members employed through May 1, 2025

December 1, 2025 - \$4,000 for members employed through November 1, 2025

June 1, 2026 - \$4,000 for members employed through May 1, 2026

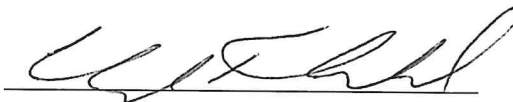
Employees who qualify for the Employee Retention Bonus must submit the attached Election Form by October 1, 2023. Failure to return the form will result in the employee defaulting to payout Option 1 above.

A handwritten signature in blue ink, reading "Erica LaCroix", written over a horizontal line.

Erica LaCroix, Town Manager

A handwritten signature in black ink, appearing to read "AJones", written over a horizontal line.

Sgt. Alexander Jones, MAP Steward

A handwritten signature in black ink, appearing to read "CTheobald", written over a horizontal line.

Ofc. Charles Theobald, MAP Steward