

**Memorandum of Agreement
Fiscal Year 2026**

Agreement is hereby made this 3rd day of September, 2025 by and between the Town of Needham (hereinafter the "Town") and the Needham Police Union (hereinafter the "Union"). Except as expressly set forth herein, all provisions of the collective bargaining agreement between the Town and the Association, which by its terms is in effect through June 30, 2025, shall remain in full force and effect.

1. The term of the Agreement shall be July 1, 2025 through June 30, 2026.
2. Amend Article 17, Special Departmental Assignments and Other Details, Section 6. Private Detail Rates, as follows:

Section 6. Private Detail Rates

Basic Rate — \$57 effective July 1, 2022

Basic Rate — \$60 effective July 1, 2023

Basic Rate \$68 effective upon execution of this agreement [insert date]

3. All Base Wages contained in Article 23, Wages, Section 1 shall be adjusted as follow:

FY2026 (July 1, 2025)

3% increase in base wages

Town of Needham

[Handwritten signatures of Town representatives]

Date: 9/09/2025

[Handwritten signature]
Town Manager/Date 9/10/2025

Needham Police Union

[Handwritten signatures of Union representatives]

Date: 9/3/2025

This agreement shall be executed in one or more counterparts, each of which when so executed shall constitute but one and the same instrument.