

**Memorandum of Agreement
Fiscal Year 2026**

Agreement is hereby made this 9th day of September, 2025 by and between the Town of Needham (hereinafter the "Town") and the Needham Police Superior Officers Association (hereinafter the "Association"). 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. All Base Wages contained in Article 16, Salary, Section 1 shall be adjusted as follow:

FY2026 (July 1, 2025)

3% increase in base wages

3. Amend Article 17, Paid Details as follows:

Section 1. 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

Town of Needham

[Signature]
[Signature]
[Signature]
[Signature]
[Signature]

Date: 9/09/2025

Kathleen King

Town Manager/Date 9/10/2025

Police Superior Officers Association

[Signature]
[Signature]
John M. Gault

Date: 8/25/2025

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