



**Town of Reading**  
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TOWN MANAGER  
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### AGREEMENT

Agreement entered this 3rd day of April, 2012, between the Town of Reading (the "Town") and the Reading Police Patrolman's Association, Mass Cop Local #191, AFL-CIO (the "Association").

WHEREAS, the Town and Association are parties to a collective bargaining agreement recently agreed upon and due to expire on June 30, 2014; and

WHEREAS, as part of this recent agreement, the Town and the Association have agreed to a new promotions process, Section 1.10 of the new collective bargaining agreement, which, among other things, provides for a new promotional exam administered by the Town; and

WHEREAS, a number of patrol officers took and passed the October, 2011 promotional exam administered by the Department of Personnel Administration; and

WHEREAS, the Town and Association are desirous of having a fair and smooth transition to the new promotional process contemplated by Section 1.10 of the collective bargaining agreement;

THEREFORE, the Town and Association agree as follows:

1. The four (4) patrol officers who passed the October, 2011 promotional exam will not be required to take the first promotional exam administered by the Town and will be considered to have passed the Town administered promotional exam.

2. The four (4) patrol officers referenced above will be required to execute the attached agreement in order for paragraph 1 to take effect.

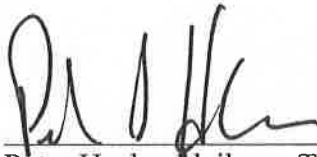
3. This Agreement will be of full force and effect for as long as the list of patrol officers who pass the Town's first promotional exam is utilized for the promotion of patrol officers. As soon as that list is of no further force and effect, then this Agreement will no longer be applicable. This is a one-time agreement for purposes of fairly administering the transition from the civil service promotional process to the new promotional process set forth in Section 1.10 of the collective bargaining agreement.

4. The Association confirms that this Agreement has been ratified by the membership of the Association. The Town confirms that this Agreement has been ratified by the Board of Selectmen.

5. This Agreement is subject to the vote of Town Meeting to remove patrol officers from Chapter 31 of the General Laws of the Commonwealth of Massachusetts.

TOWN OF READING

READING POLICE PATROLMAN'S  
ASSOCIATION, MASS COP  
LOCAL #191, AFL-CIO



Peter Hechenbleikner, Town Manager



Chris Picco, President

Dated: 4-2-12

Dated: 4/3/12