

MEMORANDUM OF AGREEMENT
BETWEEN THE TOWN OF NANTUCKET AND
LABORERS LOCAL 1249

July 16, 2026

WHEREAS, the Town of Nantucket ("Town") and the Laborers Local 1249 ("Union") have agreed to a collective bargaining agreement covering the period from July 1, 2026, to June 30, 2028; and

NOW THEREFORE, the parties agree to the following terms subject to ratification by the Select Board and the Union.

1. The current collective bargaining agreement shall remain in full force and effect except to the extent modified by this Memorandum of Agreement;
2. The parties agree to amend Article 26 "Wages" to provide for the following base wage increases:

7/1/2026 3.5%

7/1/2027 4.0%

3. The parties agree to amend Article 14.2 "Longevity" by adding a 22-year longevity step at 7%.

14.2.1 Longevity will be paid with each biweekly pay check ~~in December of each year.~~

14.3 ~~There will be no pro-rating of longevity compensation in the year in which an Employee first becomes eligible for such compensation, or in those years in which an Employee becomes eligible for additional compensation, and there will be no pro-rating longevity compensation upon retirement.~~ **In the event of an Employee's retirement, longevity will be prorated based upon the portion of the fiscal year worked.** In the event of an Employee's death, payment of longevity compensation due shall be made to his/her beneficiary designated in writing, on file with the Retirement Board or, in the absence thereof, to his/her estate. In the event of termination of employment by retirement or death the amount of longevity compensation due will be paid at the time of retirement or death.

4. Article 16 – Holidays

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16.1 Employees shall receive one day at straight time pay for the following legal holidays:

New Year's Day	Martin Luther King Day
President's Day	Patriots' Day
Memorial Day	Independence Day
Labor Day	Columbus Day
Veteran's Day	Thanksgiving Day
Christmas Day	Juneteenth

~~Either day after Thanksgiving or day before/after Christmas subject to approval by Chief.~~ In addition, to the above holidays, the employee shall be granted two (2) additional holidays as floating holidays that must be used between November 1st and the following April 1st of each year. ~~Two days between September 1 and April 1.~~

5. The parties agree to amend Article 27.8 "Tuition Reimbursement" as follows:

27.8 The Town shall provide educational incentive payments by an accredited institution based upon annual wages earned by the employee as follows:

For a Doctorate or Juris Doctorate	July 1, 2025 \$52,488	July 1, 2026 \$57,488 \$59,988	July 1, 2027 \$57,488 \$59,988
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27.9 Employees covered by this agreement shall maintain ~~Post~~ Peace Officer Standards and Training (POST) certification as required by State law, subject to any appeal rights that may exist.

6. The parties agree to amend Article 17 'Vacations' as follows:

17.2 Employees shall be entitled to vacation each year on the following basis:

Length of Service	Vacation Allowance
After 15 years	28 work days at 19.83 20.00 hours per month (240 hours annually) with a maximum accrual of four hundred and eighty (480) hours.

17.3 Vacations shall be granted by the Chief of Police at such time as in his/her opinion will cause the least interference with the performance of his/her regular work of the Department. ~~Beginning January 1, 2023, vacation time cannot accumulate beyond one and one-half (1.5) times the employees yearly vacation allowance. When the amount of vacation time accumulated is one and one-half (1.5) times the employee's yearly vacation allowance (the cap is reached), additional vacation accruals will cease until the~~

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~~employee's accrued vacation time is below the established cap.~~ No Employee shall accrue vacation leave in excess of the applicable maximum accrual cap set forth above. Any vacation hours exceeding the allowable accrual cap shall be forfeited and not compensable.

~~As of November 17, 2021, Deputy Gibson holds 1,176 hours of accrued vacation. Both parties agree that commencing on December 1, 2021 the balance of accrued vacation over three hundred (300) hours (as of November 17, 2021) will be paid to Deputy Gibson as follows less appropriate and usual deductions:~~

~~12/1/2021 292 hours~~

~~1/1/2022 292 hours~~

~~1/1/2023 292 hours~~

7. The parties agree to amend Article 18 "Sick Leave" as follows:

18.1 Employees shall accumulate sick leave entitlement at the rate of ~~one and one-quarter days~~ twelve (12) hours for each month worked.

18.2 In the event the earned sick leave is not used in any particular year, the unused portion shall be allowed to accumulate up to a maximum of ~~one hundred fifty (150) days~~ one thousand six hundred hours (1,600). Only regular working days of the Employee shall be counted in computing sick leave.

8. The parties agree to amend Article 30 "Duration" to provide for a two (2) year agreement running from July 1, 2026 to June 30, 2028.

9. On Friday, March 6, 2026, the parties became aware of a payroll error in which pension contributions were not withheld from applicable pensionable wages. In order to resolve this matter, the parties agree that the Town of Nantucket shall remit payment in the amount of \$1,221.82 to the Barnstable County Retirement System within ten (10) days of the execution of this Memorandum of Agreement. The Town agrees to contribute \$574.79, equivalent to 60% of the calendar year 2024 & 2025 total remittance, and the Union agrees that members are responsible for 40% of their remaining contribution balance of calendar year 2024 & 2025, payable through automatic payroll deductions. The parties further agree that automatic payroll deductions shall be implemented for members in accordance with the schedule set forth below. The parties agree that this resolution is non-precedential and shall not be cited as precedent in any future matter.

			2026	2024/2025	2024/2025
Employee #	Last Name	First Name	4/30/2026	5/14/2026	5/28/2026

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51	Gibson	Charles	\$263.84	\$191.60	\$191.60
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FOR THE TOWN OF NANTUCKET:

Dawn E. Hill

08/06/2026

FOR LABORERS LOCAL 1249:

Chad

08/06/2026

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LABORERS LOCAL 1249

July 16, 2026

SIGNATURE CERTIFICATE



REFERENCE NUMBER

2A800FE2-E53F-41AA-96D5-512405CB3F75

TRANSACTION DETAILS

Reference Number

2A800FE2-E53F-41AA-96D5-512405CB3F75

Transaction Type

Signature Request

Sent At

08/06/2026 12:03:32 PM EDT

Executed At

08/06/2026 01:14:54 PM EDT

Identity Method

email

Distribution Method

email

Signed Checksum

403f79f3d889ab59babdbff9dda47b413eaf18ebffe0df78b6053c78fee7e7d1

Signer Sequencing

Disabled

Document Passcode

Disabled

eIDAS Authentication

Disabled

DOCUMENT DETAILS

Document Name

LiUNA_Union_Local 1249_Contract_07/01/26-06/30/28

Filename

Deputy_Chief_LiUNA_Local1249_package_proposal_07-16-26.pdf

Pages

4 pages

Content Type

application/pdf

File Size

227 KB

Original Checksum

ba9e9d9b42d567037ec9f88b4db18ae8b42055245a8a551d07ee3836b3fb101a

SIGNERS

SIGNER	E-SIGNATURE	EVENTS
Name Charles Gibson	Status signed	Viewed At 08/06/2026 01:08:37 PM EDT
Email cgibson@police.nantucket-ma.gov	Multi-factor Digital Fingerprint Checksum 4f53cda18c2baa0c0354bb5f9a3ecbe5ed12ab4d8e11ba873c2f11161202b945	Identity Authenticated At 08/06/2026 01:14:54 PM EDT
Components 2	IP Address 50.79.189.241	Signed At 08/06/2026 01:14:54 PM EDT
	Device Chrome via Windows	
	Uploaded Signature 	
	Signature Reference ID EAB96007	
Name Dawn E. Hill	Status signed	Viewed At 08/06/2026 12:10:57 PM EDT
Email dhillholdgate@nantucket-ma.gov	Multi-factor Digital Fingerprint Checksum 4f53cda18c2baa0c0354bb5f9a3ecbe5ed12ab4d8e11ba873c2f11161202b945	Identity Authenticated At 08/06/2026 12:11:12 PM EDT
Components 2	IP Address 73.16.239.117	Signed At 08/06/2026 12:11:13 PM EDT
	Device Microsoft Edge via iOS	
	Typed Signature 	
	Signature Reference ID CB52188C	

AUDITS

TIMESTAMP	AUDIT
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08/06/2026 12:03:32 PM EDT	Dawn E. Hill (dhillholdgate@nantucket-ma.gov) was emailed a link to sign.
08/06/2026 12:03:32 PM EDT	Charles Gibson (cgibson@police.nantucket-ma.gov) was emailed a link to sign.

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08/06/2026 12:10:58 PM EDT	Dawn E. Hill (dhillholdgate@nantucket-ma.gov) viewed the document on Microsoft Edge via iOS from 73.16.239.117.
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