



NEW ENGLAND POLICE BENEVOLENT ASSOCIATION, INC.

CORPORATE HEADQUARTERS

7 Technology Drive, Suite 200 | Chelmsford, Massachusetts 01863 | Phone: (978) 453-2500 | www.NEPBA.org

New England Police Benevolent Association ("NEPBA") Calls for Immediate Settlement on Behalf of Bourne Patrolmen's Association, NEPBA Local 60 Following JLMC Filing

Bourne, Massachusetts

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UPDATE ON BOURNE POLICE PATROL CONTRACT NEGOTIATIONS

Bourne Police Officers are fortunate to live and work in a community where mutual respect between the Police Department and the Town is truly exceptional. Our officers take great pride in serving a community that values their work and, in turn, remain committed to enhancing the quality of life for all residents. While we may not always agree on every issue, the Union respects Chief Esip and his command staff and share a common goal of maintaining the trust and safety that make the Bourne community unique.

The patrol officers Union, NEPBA Local 60, have been negotiating with the Town Manager since late winter attempting to reach agreement on a successor collective bargaining agreement. Unfortunately, despite good faith efforts, the Union and Town managers have been unable to reach a new collective bargaining agreement. Accordingly, a Petition to the Massachusetts Joint Labor Management Committee has been filed by the parties.

NEPBA respectfully calls on Town management to settle this contract now—before the mediation process consumes more time, money, and community trust.

Why settling now is the responsible choice.

1) Public safety and staffing stability.

Bourne's pay scale has fallen behind neighboring Cape towns, and our officers feel the impact every day. When we can't compete to recruit or keep experienced personnel, the burden falls on those who remain — longer shifts, more forced overtime, and growing burnout. The Department is stuck in a constant cycle of hiring and training new officers, only to see many leave for better-paying departments once they gain experience. This isn't sustainable for our members or for the community we serve. A fair settlement now is the responsible step to stabilize staffing and protect the level of service residents expect.



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2) The market is clear—and it's moving without us.

Using current pay schedules from comparable Cape departments of Dennis, Falmouth, Yarmouth, Mashpee and Sandwich reveals the following approximate lags in Bourne salaries:

- **Entry Level Officer:** Bourne, \$64,032 vs peer Step-1 average \$67,082 (–\$3,050) (–4.7%).
- **Officer with approximately 4 years:** Bourne, \$69,241 vs peer Step-4 average \$75,750 (–\$6,509) (–8.6%).
- **Officer with approximately 10 years:** Bourne, \$78,949 vs peers' average at approximately 10 years \$88,555 (–\$9606) (–12%).

Incredibly, it takes Bourne officers 20 years to reach the top of the pay scale compared to an average of about 10 years in other Towns. Even at the top step, Bourne remains significantly behind comparable communities. These gaps translate into lost candidates and experienced officers leaving for neighboring agencies. There is no reason why Dennis, Falmouth, Mashpee, Yarmouth and Sandwich should make exponentially more in base salary than our fine Bourne Police Officers. This problem was not created overnight, and the Union has been told for years that it cannot be overcome in one contract. The problem of pay discrepancy, however, cannot be continually kicked down the road and the Town needs to move our workforce closer to neighboring comparable communities.

3) Fiscal prudence.

Delays are costly. Continuing attrition, overtime to backfill, and repeated training cycles outstrip the cost of bringing pay to competitive levels—especially when a mediated outcome may ultimately mirror the current market. Settling now provides budget predictability for planning and dodges avoidable back-pay liabilities.

4) The JLMC path favors comparable contracts—where Bourne has fallen further and further behind its neighbors.

Once before state JLMC, outcomes typically reference regional comparable contracts and ability to pay. Review of comparable contracts demonstrates a clear conclusion: Bourne sits below market at entry, mid, and top steps. Even at the current pay rates, it takes Bourne officers double the time to reach the top of the pay scale. Proactive settlement lets the Town control terms rather than accept an imposed result after months of legal process.



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In general, the Union seeks to:

- close material, unsustainable gaps over time to bring Bourne *close* to the regional median.
- ensure that Union members will not need to work unending details, often pushing 70 hours a week, in order to earn a living wage.

A constructive path forward:

We stand ready to meet immediately and finalize a fair, data-driven agreement that delivers staffing stability and predictable budgeting for the Town—without further delay. A timely, fair agreement recognizes the professionalism of Bourne’s officers and strengthens the partnership residents rely on. Settlement bolsters morale, reduces forced OT, and supports better community policing.

“The community deserves a fully staffed, well-supported, and fairly-compensated police force. The numbers are clear, the need is urgent, fair pay is not a favor – its recognition. The parties should finish this now.”

A handwritten signature in black ink, reading "Thomas A. Turco III".

Thomas Turco

Executive Director, NEPBA