

**SIDE LETTER OF AGREEMENT
BETWEEN THE TOWN OF WARREN
AND THE
WARREN PATROLMEN'S ASSOCIATION**

Whereas, the Town of Warren ("Town") and the Warren Patrolmen's Association ("Association") are parties to a collective bargaining agreement covering police officers holding the ranks of Sergeant and Patrolman, both full-time and intermittent; and,

Whereas, the above parties agree that continued harmonious labor relations are of mutual goal and benefit to the parties and citizens of the Town; and,

Whereas, delayed resolution of the subject matter contained herein would be in contradiction with the parties above referenced goals;

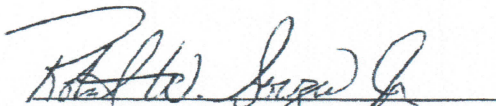
IT IS AGREED:


Notwithstanding any language to the contrary, Article XIII of the Collective Bargaining Agreement shall be amended as follows:


Members of the Warren Patrolmen's Association as of the date of this agreement who receive Career Incentive Pay in accordance with M.G.L. ch. 41, § 108L, and Article XIII of the Collective Bargaining Agreement, shall receive such payments in full, retroactive to July 1, 2009, and continuing prospectively, notwithstanding any funding reduction to the Commonwealth's fifty percent (50%) portion and/or other legislative amendment.

The parties agree to incorporate this Agreement into the Collective Bargaining Agreement upon execution.

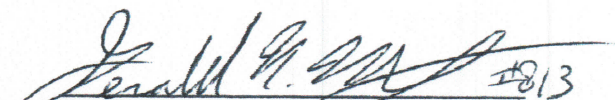
For the Town of Warren:
Board of Selectmen:


Robert Souza, Chairman


Robert Downing, Vice Chairman


David Delanski, Clerk

For the Warren Patrolmen's Association:

 #813
Gerry Millette, President

Dated: January 26, 2010