

MEMORANDUM OF AGREEMENT
CITY OF BOSTON
AND
BOSTON POLICE SUPERIOR OFFICERS FEDERATION
2017-2020

On 2-15, 2018, the parties reached a tentative agreement subject to ratification by the Boston Police Superior Officers Federation (herein after referred to as "BPSOF") of both the July 1, 2016 through June 30, 2017 and the July 1, 2017 through June 30, 2020 agreements, and approval by the Mayor and funding by the Boston City Council. This three (3) year agreement shall not take effect unless and until BPSOF has ratified and the Mayor has approved and Boston City Council has funded the prior one (1) year agreement. This agreement is effective July 1, 2017 through June 30, 2020.

This Memorandum of Agreement ("Agreement") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston ("City") and the Boston Police Detectives Superior Officers Federation ("BPSOF").

This Memorandum of Agreement supplements and amends the Collective Bargaining Agreement effective July 1, 2016 through June 30, 2017. Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective July 1, 2016 through June 30, 2017, shall be extended without modification for the period commencing on July 1, 2017 through June 30, 2020.

1. Article XVII, Compensation, Section 1

Delete current language in Section 1, Salary Schedule and replace with the following:

Effective the First Pay Period of July 2017 and prior to the application of any other increases taking effect during the life of this agreement, the annual strip base wages shall be increased by \$2,000.

Salary Schedule:

Effective FPP July 2017 – 2%
Effective FPP July 2018 – 2%
Effective FPP July 2019 – 2%

2. Article XVII, Compensation, Section 1B, Hazardous Duty Compensation.

Amend subsection 6, Hazardous Duty Compensation, to Article XVII, Compensation.

Effective the First Pay Period July 2017 (FY 18) increase to 3.15%.
Effective the First Pay Period July 2018 (FY 19) increase to 3.90%.

3. **Article XVII 1A, Educational Incentive Plan/Longevity Plan**

Delete the current language in Section 1A of Article XVII 1A, Educational Incentive Plan and replace with the following:

Incentives will increase starting with the First Pay Period of July 2017 as follows:

FPP July 17 (FY 18) to 85%;

FPP July 18 (FY 19) to 100%.

4. **Article XI, Vacation Leave**

Amend Section 2 as follows:

Section 2. Effective July 1, 1979, vacations for employees under this Agreement will start at 8:00 a.m. on Saturday and shall run to 8:00 a.m. on the following Saturday or a subsequent Saturday, depending upon the length of the vacation. The summer vacation period shall commence the second Saturday in June of each calendar year. The summer vacation period shall run for fourteen (14) consecutive weeks (seven (7) two (2) week periods).

5. **Article V, Section 4 Grievances**

Amend Section 4 to read as follows:

All grievances referred to above must be presented in writing at Step # 2 within thirty (30) calendar days of the occurrence or failure of occurrence upon which the grievance is based.

6. **Article XVIII, Miscellaneous**

Add the following new Section twenty-five (25).

Section 25. Body Worn Cameras.

At the request of either party during the term of the contract, the parties will bargain about extending, expanding or in any way continuing the use of body worn cameras beyond the terms of the existing pilot program in accordance with M.G.L. c. 150E.

7. **Article XVIII, Miscellaneous**

Add the following new Section twenty-six (26).

Section 26. Dashboard Cameras.

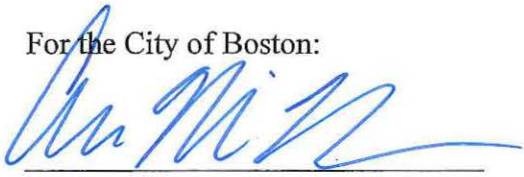
At the request of either party during the term of the contract, the parties will bargain about the use of dashboard cameras in accordance with M.G.L. c. 150E.

8. Article XX- Duration of Agreement (No change)

Except as otherwise provided herein this Agreement shall take effect as of the date of execution and shall continue in full force and effect until superseded by a new Collective Bargaining Agreement.

In witness whereof, the parties hereto have caused their names to be subscribed as the duly authorized officers and representatives on this 15th day of Feb., 2018.

For the City of Boston:





For the Boston Police Superior Officers Federation:



