

MOA # 2

**MEMORANDUM OF AGREEMENT
between
CITY OF BOSTON
and
BOSTON POLICE CADETS ASSOCIATION**

This Memorandum of Agreement (MOA) is made pursuant to Chapter 150E of the Massachusetts General Laws by and between City of Boston (City) and the Boston Police Cadets Association (Union);

WHEREAS, the Union and the City are parties to a Collective Bargaining Agreement (CBA) whose expiration date is September 30, 2026; and

WHEREAS, in light of the good faith relations that have characterized the bargaining relationship, the parties have reached a tentative agreement subject to ratification by the Union and approval by the Mayor and Boston City Council of the October 1, 2026 to September 30, 2027 CBA. This MOA is expressly conditioned upon the Union's acceptance of the October 1, 2023 to September 30, 2026 MOA;

and

NOW THEREFORE, the parties agree as follows:

This MOA amends the Collective Bargaining Agreement effective October 30, 2023, through September 30, 2026. Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement, effective through September 30, 2026, shall be extended without modification.

1. Article XVIII (Compensation) – Amend Section 1 as follows:

Effective the start of First Pay Period (FPP) following the below dates, increase the salary as follows:

January 2027 → 2%

Effective the start of FPP following the below dates, add to annual base wages as follows:

January 2027 → \$800.00

The above flat dollar amount increases to the wages will be added after the percentage increases each year and are increases to the annual salary.

Retroactive pay shall be limited to employees of the city on the date of City Council funding of this Memorandum of Agreement. Employees who separated from employment

for any reason prior to the date of City Council funding shall not be eligible for retroactive pay, except for employees who retired after, but not including on September 30, 2023.

If state aid revenue decreases compared to the prior fiscal year at any point during a fiscal year covered by this MOA, then the next scheduled base wage increase and base dollar amount increase will be delayed up to one year from the scheduled date. However, all base wage increases and base dollar amount increases due under this agreement will have an effective date prior to the expiration of the agreement.


2. Article XX (Duration) –

Amend Article XX to reflect a three year CBA extending from October 1, 2026 through September 30, 2027.

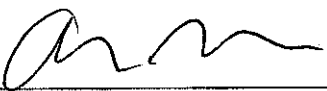
This agreement is subject to union ratification and funding by the Boston City Council.

In witness hereof, the City of Boston and Boston Police Cadets Association have caused the Agreement to be signed, executed and delivered on the ___ day of _____, 2024.

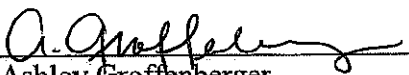
For the City of Boston



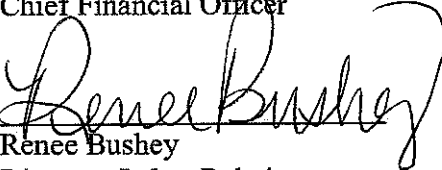
Mayor Michelle Wu



Alex Lawrence
Chief People Officer

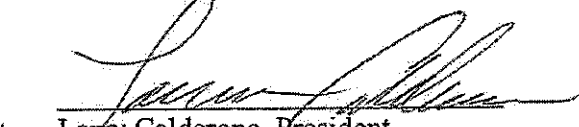


Ashley Groffenberger
Chief Financial Officer




Renee Bushey
Director, Labor Relations

Boston Police Cadets Association



Larry Calderone, President

Approved as to form:

A handwritten signature in cursive script, appearing to read 'A C', is written above a horizontal line.

Adam Cederbaum, Esq.
Corporation Counsel