

MEMORANDUM OF AGREEMENT
CITY OF BOSTON
AND
BOSTON POLICE DETECTIVES BENEVOLENT SOCIETY, SUPERIOR OFFICERS UNIT
2017-2020

December 11

On _____, 2017, the parties reached a tentative agreement subject to ratification by BPDBS Superior Officers Unit (herein after referred to as "BPDBS") 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 BPDBS 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 Benevolent Society, Superior Officers Unit ("BPDBS").

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 2.65%.
Effective the First Pay Period July 2018 (FY 19) increase to 3.65%.

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Effective the First Pay Period July 2019 (FY 20) 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 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 agreement, including beyond the current trial period, in accordance with M.G.L. c. 150E.

5. **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.

6. **Article XIX- 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 ____ day of _____, 2017.

For the City of Boston:

Alexis Kachuk

Steve Whelan

Step B. Sutuff

For the Boston Police Detectives Benevolent Society, Superior Officers Unit:

Bob K Robert Kiersgaard

Paul W Paul Mahoney

Mark Hay

Joseph Sullivan JOSEPH SULLIVAN

Donald DONALD

Michael Talbot PH

