

MEMORANDUM OF AGREEMENT
CITY OF BOSTON
AND
BOSTON POLICE DETECTIVES BENEVOLENT SOCIETY
2017-2020

On 9/11, 2017, the parties reached a tentative agreement subject to ratification by 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 three (3) year agreement is the product of successor collective bargaining to the July 1, 2010 to June 30, 2013 and July 1, 2013 to June 30, 2016 JLMC Arbitration Award (12-2078) between the City of Boston and BPDBS. 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 (“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 IX, Hours of Work and Overtime, Section 7 (p. 19)

Add a new section 7, Called In, to Article IX, Hours of Work and Overtime

Section 7. Any Detective who is subject to being ordered for last half (uniform) overtime duty, shall not be ordered to perform uniformed overtime duty if they have volunteered and are assigned to be called in. (2 designated to be called in from first half, if available; 2 designated to be called in from the day shift, if available.)

Any Detective who meets this criteria, shall be authorized to have a Department vehicle during this time (if available).

Detectives assigned to the F.D.I.T. team are not exempt from ordered overtime duty under this section. Detectives who volunteer for call-in duty shall not be eligible to perform last half details or overtime. Such scheduled availability shall not be considered work

2. Article XVII, Compensation, Section 1. (p. 41).

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

Salary Schedule:

Effective FPP July 2017 – 2%

Effective FPP July 2018 – 2%

Effective FPP July 2019 – 2%

3. Article XVII, Compensation, Section 10, Hazardous Duty Compensation. (p. 44).

Add a new section 10, 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%.

Effective the First Pay Period July 2019 (FY 20) increase to 4.65%.

4. Article XVIIA, Educational Incentive Plan/Longevity Plan. (p.44).

Delete the current language in Section 1 of Article XVIIA, 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%.

5. Article XVI, Miscellaneous (p. 41)

Add the following new Section twenty-one (21).

Section 21. 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.

6. Article XVI, Miscellaneous (p. 41)

Add the following new Section twenty-two (22).

Section 22. 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.

7. Article XVIII- Duration of Agreement (No change) (p. 46)

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 11th day of September, 2017.

For the City of Boston:

Alexis Kachuk

Steve White

Step B. Sullivan

For the Boston Police Detectives Benevolent Society:

[Signature]

Martin Malley

[Signature]

[Signature]
[Signature]
