

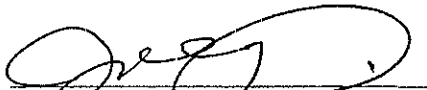
MEMORANDUM OF AGREEMENT  
BETWEEN THE CITY OF BOSTON  
AND THE BOSTON POLICE SUPERIOR OFFICERS FEDERATION

This Memorandum of Agreement replaces the Side Letter of Agreement between the parties dated February 6, 2009 ("Side Letter")

The City will provide to employees who have reached mandatory retirement age or otherwise qualify for the maximum pension benefit based on age and years of service, and who elect to retire based on superannuation after the date of execution of this Amended Memorandum of Agreement and before June 29, 2010, a one-time lump sum payment of 8% (less appropriate deductions) of the average regular compensation component of the employee's salary for the twelve months prior to the date of retirement. Regular compensation shall be deemed to include those types of earnings that are considered pension eligible under Massachusetts retirement law, but shall not be deemed to include amounts paid resulting from vacation buy backs. This one time payment is designated to mitigate the reduction in value of individual retirement allowances resulting from the one-year wage freeze deferral commencing on July 1, 2009.

In witness hereof, the City of Boston and the Boston Police Superior Officers Federation have caused this Amended Memorandum of Agreement to be signed, executed and delivered on the 13th day of January, 2010

For and on behalf of the City:

  
John Dunlap, Director  
Office of Labor Relations

Date: 01-13-10

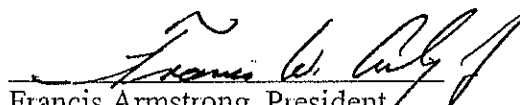
  
Deputy Kelley McCormick  
BPD Labor Relations

Date: 01-13-10

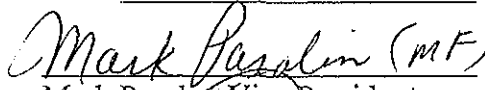
  
Steve Sutliff  
BPD Labor Relations

Date: 01-13-10

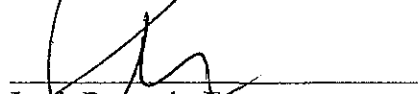
For and on behalf of Union:

  
Francis Armstrong, President  
Boston Police Superior Officers

Date: 01-13-10

  
Mark Parolin, Vice President  
Boston Police Superior Officers

Date: 01-13-10

  
Leah Barrault, Esq

Date: 01-13-10