

In The Matter Of
The Arbitration Between:

Boston Police Detectives Benevolent Society, Detectives Unit
And
City of Boston

Direct Appointment by the Parties
Date of Award: July 23, 2004

Award

After having considered the evidence and arguments of the parties, I award as follows:

1. Contract Duration

The duration of the contract shall be from (A) July 1, 2002 through June 30, 2003 and (B) July 1, 2003 through June 30, 2006.

2. Wages

- Effective July 1, 2002 - a 4% base wage increase
- Effective July 1, 2003 - a 2.5% base wage increase
- Effective July 1, 2004 - a 2.5% base wage increase
- Effective July 1, 2005 - a 3.5% base wage increase
- Effective January 1, 2006 - a 2% base wage increase

3. Longevity

Effective July 1, 2002, increase existing longevity payments by \$500 with no change in eligibility.

4. Paid Details

The paid detail rate shall be increased by \$4. There is no retroactivity. Details shall be for a four (4) hour minimum and paid hour for hour to six (6) hours. Details that exceed six (6) hours shall be paid as eight (8) hours to the 8th hour. Time worked beyond eight (8) hours shall be paid at the straight time rate. With respect to outside construction details only, any time worked beyond four (4) hours up to the 8th hour shall be paid as eight (8) hours. Time in

excess of eight (8) hours shall be paid at the straight time detail rate.

5. Seniority Shift Bid

District Detectives shall be permitted to bid their shift utilizing seniority. For the purposes of this section, seniority shall be determined by a one time vote of the BPDSS. Shift bidding shall take place once annually during the month of November. Shift selection shall be effective on the following January 1st. A District Detective may not exercise bidding rights to bump another officer during the calendar year except during the annual bid process.

Lawrence T. Holden, Jr.

Lawrence T. Holden, Jr.
Arbitrator