

In The Matter Of  
The Arbitration Between:

**Boston Police Detectives Benevolent Society  
And  
City of Boston**

JLMC Case No. 12-2078  
Contract Impasse Arbitration Issue by Issue  
Date of Award: December 21, 2015

After having considered the evidence and arguments of the parties including the pertinent statutory factors set forth in Ch. 589 of the Acts of 1987, the tri-partite Arbitration Panel awards as follows:

Duration: The duration period shall be for two separate collective bargaining agreements with one running from July 1, 2010 through June 30, 2013, and the other running from July 1, 2013 through June 30, 2016.

Wages: There shall be the following wage increases:

FY11: 2.5% First Pay Period (FPP) January 2011

FY12: 1% FPP July 2011

FY13: 1% FPP July 2012

FY14: 3% FPP October 2013

FY15: 3% FPP October 2014

FY16: 3% FPP October 2015

Detectives shall not receive accumulated retroactive overtime pay for fiscal years 2011 through 2013 but shall receive accumulated retroactive overtime pay for fiscal years 2014 through 2016.

Parity Adjustment: \$2,000 shall be added to the strip base effective January 1, 2014.

Educational Incentive: Quinn payments to increase as follows:

FY14: 65%

FY15: 70%

FY16: 75% with the last 25% being converted to a flat dollar sum based upon the salary of a given detective.

Post-Quinn Bill degree holders shall be eligible for this benefit if they have obtained an associate's or bachelor's degree at an institution accredited in accordance with the requirements of the Quinn Bill.

Longevity: Effective July 1, 2013 non-Quinn employees shall receive the following longevity benefits:

5 years: \$2,000

10 years: \$4,000

15 years: \$6,000

20 years: \$8,000

Cumulative Risk Enhancement Adjustment: Effective the first pay period of July 2014, employees with 20 years of service shall receive \$3,000 per annum and employees with 25 years of service shall receive \$6,000 per annum.

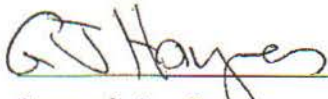
Hazardous Duty Pay: There shall be no change in the current benefit.

Union Release Time: Union Release Time shall be modified consistent with the language appearing in the BPPA arbitration award.

Compensatory Time: The City's proposal shall be adopted with the modification that the words "called in" shall be substituted for the word "ordered" in the first sentence of Sec. 1.C.

Detectives Exam: The Panel grants the parties 30 days from the date of this award to resolve this issue between themselves. If either party informs the Chairman of the Panel in writing on or before January 22, 2016 that this issue remains unresolved, then the Panel will issue its award on this subject. In the absence of notification to the Chairman of the Panel in writing on or before January 22, 2016 that the issue remains unresolved, the Panel will conclusively presume that the matter has been resolved by the parties.

GPS/AVL: The proposals of both parties are rejected. The Panel makes no award on this topic for the reasons expressed in the accompanying Opinion.



Gerard J. Hayes

Management Representative

Concur/Dissent

Raymond McGrath

Union Representative

Concur/Dissent

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Lawrence T. Holden, Jr.

Impartial Chairman

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