

AGREEMENT BETWEEN THE
CITY OF BOSTON
AND THE
BOSTON POLICE DETECTIVES BENEVOLENT SOCIETY,
SUPERIOR OFFICERS UNIT

Whereas the Joint Labor-Management Committee issued an interest arbitration award dated March 4, 1999 relative to a case involving the City of Boston and Boston Police Detectives Benevolent Society, Superior Officers Unit (Case JLMC-97-47P) covering July 1, 1996 – June 30, 2002;

Whereas the City Council is to be voting whether or not to approve funding for such award;

Whereas the City and Union, consistent with good faith labor relations and collective bargaining, seek to reach mutual agreement relative to the effective dates of various provisions of the award as well as modify one aspect of the award regarding Shift Flexibility;

The parties hereby agree as follows:

1. The award shall be modified relative to the Shift Flexibility issue by eliminating the eight (8) hour overtime opportunity within the area for non-drug control officers and increasing from two (2) hours of pay at the overtime rate to four (4) hours of pay at the overtime rate for each altered shift that a drug control officer actually works outside his/her regular shift under this provision. As such, the following new paragraph shall be inserted into Section 1 of Article VII (Hours of Work and Overtime):

“The Department shall give seventy-two (72) hours notice prior to changing the shift of a squad(s) of those officers assigned to the drug control unit including drug control officers detailed to the districts. The Department may change the shifts of such officers no more than five (5) tours per calendar month. The purpose for changing such shifts is to address issues related to drug investigations. The Department shall not change the shifts of such officers in order to avoid the court time provisions of this agreement. Such officers shall receive four (4) hours of pay at the overtime rate for each such shift that the officer works outside his/her regular shift.”

The remainder of the modification relative to the Shift Flexibility issue remains in effect in its entirety and is not modified by this change.

2. Language modifications relative to the issues indicated below in bold are effective on the dates indicated:

Shift Flexibility effective upon the date the award’s funding is approved by the City Council.

Overtime for Certain Overnight Stays effective upon the date the award's funding is approved by the City Council.

Vacation Leave effective upon the date the award's funding is approved by the City Council.

Temporary Service in a Higher Rank effective upon the date the award's funding is approved by the City Council.

Bullet Proof Vests effective upon the date the award's funding is approved by the City Council.

Extended Sick Leave Bank effective upon the date the award's funding is approved by the City Council.

Department Communication and Development Systems effective upon the date the award's funding is approved by the City Council.

Cap on Hours effective upon the date the award's funding is approved by the City Council.

Annual Vacation Leave Buyback effective upon the date the award's funding is approved by the City Council.

Annual Drug Testing effective July 1, 1999. The parties further agree that pursuant to this provision, if the Department so desires it may drug test bargaining unit members with birthdays from April 1 through June 30 at any time from July 1, 1999 through September 1, 1999 upon funding of the award by the City Council.

Paid Detail Rate and Time for Payment effective April 5, 1999.

Sick Leave Buyback at Retirement effective March 30, 1999.

3. Any other modifications not listed in paragraph 2 above (if any) and any other economic improvements in the award are effective on the date(s) indicated in the award.
4. This agreement is subject to and contingent upon the City Council's approval of the funding the arbitration award.
5. This agreement is without prejudice to either party and is without precedent to any pending or future matters.

6. The signatories below are authorized to bind their principals.

CITY OF BOSTON

DETECTIVES BENEVOLENT SOCIETY

Thomas P. Rice
Michael Reay
John Ferguson

[Signature]
William Sullivan
Kevin J. Muller
[Signature]

Dated: 4/1/99