

MEMORANDUM OF AGREEMENT

FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT (2013-2016)

BETWEEN THE

CITY OF BOSTON

AND

BOSTON POLICE DETECTIVES BENEVOLENT SOCIETY, SUPERIOR OFFICERS

April 4, 2014

This Memorandum of Agreement ("Agreement") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston, Boston Police Department ("City" and/or "Department") and the Boston Police Detectives Benevolent Society, Superior Officers ("BPDBS, SO" and/or Union"), collectively referred to as the "parties".

This Agreement is subject to ratification by BPDBS, SO of both the July 1, 2010 through June 30, 2013 Memorandum of Agreement and this Agreement covering the period from July 1, 2013 through June 30, 2016, and approval by the Mayor and the Boston City Council. This Agreement shall not take effect unless and until BPDBS, SO has ratified and the Mayor and Boston City Council have approved the 2010-2013 Memorandum of Agreement and this Agreement. This Agreement is effective July 1, 2013 through June 30, 2016.

Except as expressly provided below and in the attached exhibits, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective July 1, 2002 through June 30, 2006, their Memorandum of Agreement effective July 1, 2006 through June 30, 2007, and their Memorandum of Agreement effective July 1, 2007 through June 30, 2010 shall be extended without modification for the period commencing July 1, 2013 and ending June 30, 2016.

ARTICLE XVII- COMPENSATION

Amend Section 1 to read as follows:

Section 1. The compensation provisions of this agreement are as follows:

Effective October 1, 2013 (FY 14): 3.0%
Effective October 1, 2014 (FY 15): 3.0%
Effective October 1, 2015 (FY 16): 3.0%

Add a new Section 8 entitled "Cumulative Risk Enhancement Adjustment" to read as follows:

Section 8. Cumulative Risk Enhancement Adjustment: After the 3% base wage increase on October 1, 2013, a new twenty (20) year Strip Base, equal to the 3rd year Annual Strip Base Wage plus \$3,000, will exist effective July 2014 (FY 15). This new twenty (20) year Strip Base Wage will be the new Strip Base for all BPDBS, SO members with twenty (20) to twenty-four (24) years of service, regardless of eligibility to receive other career or education payments.

After the 3% base wage increase on October 1, 2013, a new twenty-five (25) year Strip Base, equal to the 3rd year Annual Strip Base Wage plus \$6,000, will exist effective July 2014 (FY 15). This new twenty-five (25) year Strip Base will be the new strip base for all BPDBS, SO members with twenty-five (25) or more years of service, regardless of eligibility to receive other career or education payments. This adjustment does not impact the 3rd Annual Strip Base.

Amend Section 1A to be entitled “Educational Incentive Plan and Longevity Benefits Program”

Delete existing Section 1A language regarding “Transitional Career Awards Program” and amend Section 1A to read as follows:

Section 1A. Longevity Benefits Program: Longevity benefits will replace the Transitional Career Awards Program. Longevity benefits shall be only be available to those members not receiving educational incentives. Starting in July 2013 (FY 14), the Longevity benefits will be as follows:

5 Years of service: \$2,000
10 Years of service: \$4,000
15 Years of service: \$6,000
20 Years of service: \$8,000

Add a new Subsection 10 under “Educational Incentive Plan” in Section 1A to read as follows:

10. Quinn incentives will remain at fifty percent (50%) through FY 13. Incentives will increase starting on July 1, 2013 as follows:

FY 14 to 65%
FY 15 to 70%
FY 16 to 75%

Add a new Subsection 11 under “Educational Incentive Plan” in Section 1A to read as follows:

11. Starting in July 2013 (FY 14), post-Quinn hires with equivalent education will receive a New Education Incentive equal to the benefits described in Section 10 of this Article, ~~except there will be no program incentive for post-BA degrees.~~*

*Officers hired prior to July 1, 2009 and eligible to receive Quinn Bill benefits pursuant to M.G.L. c. 41 Sec. 108L as amended in 2009, will continue to be eligible to accumulate the maximum number of credit hours and can earn sufficient credit hours to receive payment at the Master's degree rate.

*Officers hired prior to July 1, 2009 but not eligible to receive Quinn Bill benefits as a result of the 2009 amendments to the statute, will be eligible for the new educational incentive upon attainment of a Quinn qualifying degree as determined by the Massachusetts Board of Higher Education list of qualifying degrees and certified institutions, up to the payment of a Master's degree rate.

ARTICLE -XIX- DURATION OF AGREEMENT

Amend Article XIX to read as follows:

Section 1. This agreement shall take effect July 1, 2013, and shall continue in force and effect until superseded by a new collective bargaining agreement; however, nothing in this Agreement shall be construed to provide for increases in wages or benefits as a result of settlements with other City of Boston employee groups.

Section 2. On or after March 1, 2016, either party may submit its proposals for a new Agreement to be effective on the termination of this Agreement, and the parties shall proceed forthwith to bargain collectively with respect thereto.

In witness hereof, the City of Boston and the Boston Police Detectives Benevolent Society ("BPDBS SO"), have caused the Agreement to be signed on the 4th day of April, 2014.

CITY OF BOSTON

BOSTON POLICE DETECTIVES
BENEVOLENT SOCIETY, SUPERIOR
OFFICERS












