

FLB

In The Matter Of  
The Arbitration Between:

Boston Police Superior Officers Federation  
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 8<sup>th</sup> 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 8<sup>th</sup> 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

Patrol supervisors, duty supervisors, and superior officers in operations shall be permitted to bid their shift utilizing seniority. For the purposes of this section, seniority shall be determined by time in rank. Shift bidding shall take place once annually during the month of November. Shift selection shall be effective on the following January 1<sup>st</sup>. A superior officer may not exercise bidding rights to bump another officer during the calendar year except during the annual bid process.



Lawrence T. Holden, Jr.  
Arbitrator