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 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

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 1st. 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