

MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF BOSTON
AND
MUNICIPAL POLICE PATROLMEN'S ASSOCIATION

Effective July 1, 1996
Expiring June 30, 1999

The City of Boston and the Municipal Police Patrolmen's association, IBPO, hereby agree to the following modifications to the 1987-1990 collective bargaining agreement as modified by the June 12, 1996 - June 30, 1996 Amendment thereto. Except as amended herein, this memorandum of Agreement carries forward and preserves the terms of conditions of the Agreements noted above and except as otherwise stated herein, these amendments shall be effective as of the date of execution of this memorandum of Agreement by the Mayor of the City of Boston.

1. ARTICLE 1-A: Add at the end of the first sentence "as amended".
2. Compensation: Increase base wages as follows
 - 1st Wednesday in July 1996 3%
 - 1st Wednesday in July 1997 3%
 - 1st Wednesday in July 1998 3%
3. New ARTICLE: "Performance Evaluations"

The Department and the Union agree to create a performance evaluation committee that will seek a means to impartially evaluate job performance. There will be an initial meeting of the committee within sixty (60) days after execution of the contract. The committee shall be comprised of three (3) representatives of the Department and three (3) Union representatives and will meet quarterly or as determined by the committee. The performance evaluation system shall be implemented no later than one (1) year from the initial committee meeting. Performance evaluations may be used for any purpose except that they shall not constitute discipline. At the conclusion of the one (1) year period, should the parties be unable to agree to a system of evaluation, either party may move the matter to expedited arbitration for the sole purpose of determining whether the Department's proposed system is fair and reasonable.

4. New ARTICLE: "Substance Abuse"

After the probationary period, all employees covered by this Agreement shall be subject to the provisions of Rule 111, Substance Abuse Policy, S.O. # 95-2 of the Boston Police Department attached hereto.

5. ARTICLE XVIII, Section 1: Increase the clothing allowance as follows

1st Wednesday July 1997 from \$300 to \$400.

1st Wednesday July 1998 from \$400 to \$550.

6. ARTICLE XXVII, Section 1: Modify to state as follows

Except as otherwise provided herein, this Agreement shall take effect as of the date of execution and remain in effect until June 30, 1999. On or after November 1, 1998, the Association or the City may notify the other of its desire to open negotiations for a successor contract and the parties shall proceed to bargain collectively with respect thereto. Notification under this section shall be accomplished by the Association's delivery of a copy of its proposals to the Mayor and two (2) additional copies to the Office of Labor Relations.

In witness whereof, the parties hereto have caused their names to be subscribed as the duly authorized officers and representatives on the 16 day of March 1998.

CITY OF BOSTON

MPPA

Thomas M. Menino
Thomas M. Menino, Mayor

John A. Wilmot 3/6/98
John A. Wilmot, President

Date: 1/16/98

Dennis A. DiMarzio
Dennis A. DiMarzio
Chief Operating Officer

Edward J. Collins
Edward J. Collins
Chief Financial Officer

Michael Galvin
Michael Galvin
Chief of Basic Services

Virginia M. Tisei
Virginia M. Tisei, Director
Office of Labor Relations

Vivian Leonard
Vivian Leonard, Director
Office of Human Resources

APPROVED AS TO FORM:

Mark Sweeney
for Merita A. Hopkins
Corporation Counsel

Date: 3/6/98