

MEMORANDUM OF AGREEMENT
Between the City of Boston and the
Municipal Police Patrolmens' Association
(2003-2006)

This Agreement is made pursuant to Chapter 150E of the General Laws by and between the City of Boston, hereinafter the City, or the Municipal Employer, and the Municipal Police Patrolmen's Association ("MPPA" or "the Union").

This Memorandum of Agreement supplements and amends the Collective Bargaining Agreement effective July 1, 2002 to June 30, 2003. Except as expressly provided below, the parties agree that the terms and provisions of their collective bargaining agreement effective July 1, 2002 through June 30, 2003 shall be extended without modification for the period commencing on July 1, 2003 and ending on June 30, 2006.

Article XXIX (Duration)

The parties' collective bargaining agreement shall be extended for three (3) years, commencing on July 1, 2003 and ending on June 30, 2006

Article XV (Compensation)

Section 1 (Salary Schedule)

- | | |
|------|---|
| FY04 | Effective the first pay period in July 2003 —
2 % base wage increase |
| FY05 | Effective the first pay period in October 2004 —
2.5 % base wage increase |
| FY06 | Effective the first pay period in October 2005 —
2.5 % base wage increase.
Effective June 30, 2006 –
1 % base wage increase. |

Delete second paragraph. Add, "No retroactive payments shall be made to retirees or others who left the payroll before January 1, 2004"

Section 4a, Specialty / Education Pay Incentive

Effective the first pay period after the execution of this Agreement by the Mayor of Boston, increase Academy Pay by \$ 10 (from \$ 50.00 weekly to \$ 60.00 weekly).

Article VI (Probationary Period)

Add the following at the end of Section 1:

“Nothing in this Agreement shall be construed to prevent or limit the ability of the parties to this Agreement to agree in writing that an employee may serve a probationary period of any duration in lieu of discipline or as part of discipline”

Article XVIII, Grievance and Arbitration

In Section 10, after “G.L. c. 151B” add “a civil service appeal or any other statutory appeal procedure”.

Article XII, Vacation Leave

In Section 10 add, “Employees shall not take individual vacation days on holidays”.

Article XVII, Paying Details

Substitute the following in Section 2, Detail Rate:

Effective the first pay period after the execution of this Agreement by the Mayor of Boston, increase the paid detail rate to \$ 29.00 per hour. The MPPA by action of its Board of Officers shall have the option to increase the detail rate on June 30, 2006 by an amount not to exceed \$ 1.00 by delivering written notice to such effect to the Department at least two weeks in advance of June 30, 2006. MPPA officers performing details for an outside entity shall be paid at the rate of the outside entity

Add new Section 7 as follows:

“The Department will make best efforts to pay officers detail money owned within thirty (30) days from the pay period in which such details were worked”.

Article XXVIII, Miscellaneous

Add new Section 9 as follows:

The MPPA agrees that the lawsuit filed on behalf of Christopher Adams seeking Quinn Bill eligibility shall be withdrawn without prejudice and that no such lawsuits seeking Quinn Bill eligibility shall be filed by or on behalf of MPPA members before January 1,

2005. The MPPA shall withdraw with prejudice grievances numbered 23-179 and 23-183.

In witness hereof, the City of Boston and the MPPA have caused the Agreement to be signed, executed and delivered on the 2nd day of August, 2004

The City of Boston,

Municipal Police Patrolmen's Assoc.

Thomas M. Menino
Thomas M. Menino, Mayor

Ed A. Hurler, union President

Dennis A. DiMarzio
Dennis A. DiMarzio
Chief Operating Officer 7/28/04

Lisa C. Signori 7/27/04
Lisa C. Signori,
Chief Financial Officer

Michael Galvin
Michael Galvin, Chief, Basic City
Services

Joseph Sarno 7/26/04
Joseph Sarno, Acting Director
Office of Labor Relations

Vivian Leonard 7-20-04
Vivian Leonard, Director
Office of Human Resources

Approved as to form:

Mark Sweeney 7-20-04
for Merita A. Hopkins, Corporation Counsel