

**MEMORANDUM OF AGREEMENT
BETWEEN THE CITY OF BOSTON
AND
THE MUNICIPAL POLICE SUPERIOR OFFICERS ASSOCIATION,
IBPO Local 539**

BEGINNING JULY 1, 2005
EXPIRES JUNE 30, 2007

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 Superior Officers Association, IBPO Local 539, hereinafter the Union.

This Memorandum of Agreement supplements and amends the Collective Bargaining Agreement effective July 1, 2005 to June 30, 2007. Except as otherwise stated herein, these amendments shall be effective as of the execution of this Memorandum of Agreement by the Mayor of Boston.

Article XXVII, Compensation

Modify Section 1 to reflect the following across-the-board increases:

Effective the first pay period in Oct. 2005 provide a 2.5 % base wage increase;

Effective the first pay period after June 30, 2006 provide a 1 % base wage increase;

Effective the first pay period after January 1, 2007 provide a 1.5 % base wage increase;

Effective the first pay period after June 30, 2007 provide a 1.5 % base wage increase.

Effective June 30, 2007, add a new Section entitled "Longevity Bonus" as follows:

Bargaining unit members shall be eligible for a longevity bonus payment on the anniversary date of their employment with the Municipal Police Department as follows: For Sergeants (MPS/8) and Lieutenants (MPS/10) with 10 years of service the longevity bonus shall be \$ 1,000 per year; For Sergeants (MPS/8) and Lieutenants (MPS/10) with 20 years of service the longevity bonus shall be \$ 2,000 per year. These longevity bonuses are non-cumulative. A bargaining unit member's longevity bonus will be considered part of base wages for the purpose of calculating the employee's overtime rate and for retirement purposes.

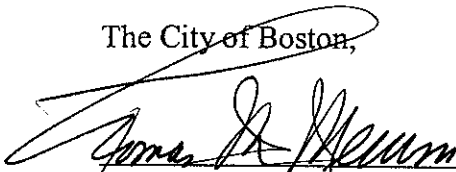
Article XXVIII, Duration of Agreement

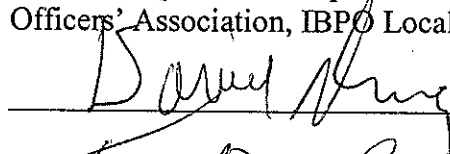
Modify to reflect a successor collective bargaining agreement to cover the period from July 1, 2005 to June 30, 2007.

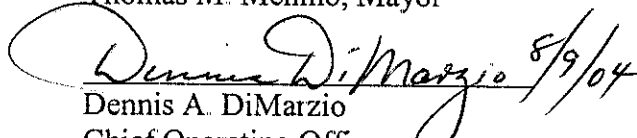
In witness hereof, the City of Boston and the Municipal Police Superior Officers Association, IBPO Local 539, have caused the Agreement to be signed, executed and delivered on the 12th day of August, 2004

The City of Boston,

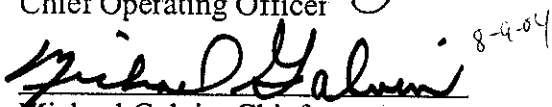
The Municipal Police Superior Officers' Association, IBPO Local 539,

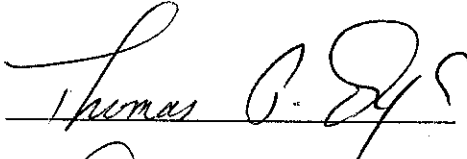
8-17-04

Thomas M. Menino, Mayor

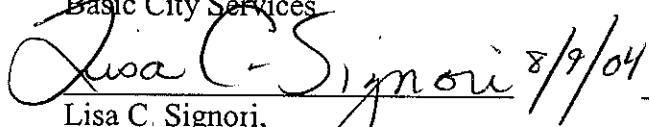


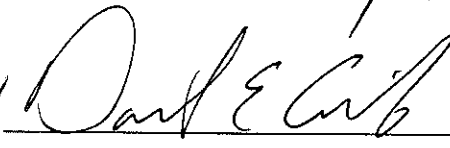
8/9/04

Dennis A. DiMarzio
Chief Operating Officer

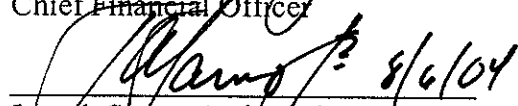


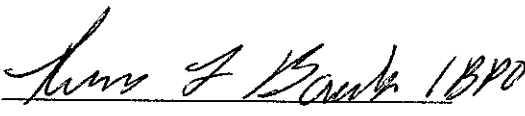
8-9-04

Michael Galvin, Chief
Basic City Services




8/9/04

Lisa C. Signori,
Chief Financial Officer

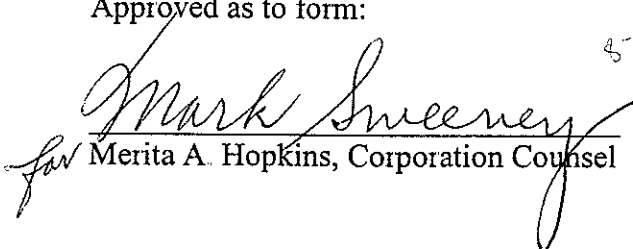


8/6/04

Joseph Samo, Acting Director
Office of Labor Relations


James F. Banks, IBPO

8-6-04

Vivian Leonard, Director
Office of Human Resources

Approved as to form:

8-5-04

Merita A. Hopkins, Corporation Counsel