

OFF THE RECORD PACKAGE PROPOSAL

The City presents the two accompanying draft Memoranda of Agreement for the period of 2016 to 2020 as an Off-the-Record Proposal without prejudice to its position during on-the-record bargaining. These two draft MOA's constitute one comprehensive package that must be accepted in its entirety.

**MEMORANDUM OF AGREEMENT
by and between the
MUNICIPAL POLICE SUPERIOR OFFICERS' ASSOCIATION
AND THE CITY OF BOSTON
in successor contract negotiations**

This Memorandum of Agreement ("MOA") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston ("City") and the Municipal Police Superior Officers' Association ("MPSOA" or "the Union").

On 8/23/18 [date], the parties reached a tentative agreement subject to ratification by MPSOA and approval by the Mayor and Boston City Council of the July 1, 2017 through June 30, 2020 agreement. This three (3) year agreement is the product of successor collective bargaining to the July 1, 2016 to June 30, 2017 agreement between the City and the MPPA. This MOA shall be effective for the period from July 1, 2017 through June 30, 2020.

This three (3) year agreement shall not take effect unless and until the union has ratified, the mayor has approved, and the City council has funded, the prior one (1) year agreement covering the period from July 1, 2016 through June 30, 2017.

Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective July 1, 2016 through June 30, 2017 shall be extended without modification for the period commencing on July 1, 2017 and ending on June 30, 2020.

1. Article XXVII, "Compensation –

Section 1A. Provide base wage increases as follows:

Effective FPP October 2017 → 2 % base wage increase.

Effective FPP October 2018 → 2 % base wage increase.

Effective FPP October 2019 → 2 % base wage increase.

Effective the FPP in October 2018, a new Step 2 will be created, which will be 1% greater than the then existing Step 1.

Effective the FPP in October 2019, a new Step 3 will be created, which will be 1% greater than the then existing Step 2.

(To advance a step an employee must have been in the prior step for a full year).

Delete Section 1B.

Section 2 (“Weekend Differential”) –

Effective the first pay period in October 2018, increase the hourly weekend differential in Section 2, from one dollar (\$1.00) to one dollar and twenty five cents (\$1.25).

At the end of Section 7, add the following provision:

“Employees will receive electronic pay stubs in lieu of paper paystubs, but will have the option to elect to receive a paper copy.”

3. Article XII (“Sick Leave and Personal Days”).

Amend the first paragraph of Section 11 as follows:

Section 11. Sick Leave Buyback at Retirement. Upon the retirement of an employee pursuant to the regulations of the State-Boston Retirement Board, the City shall redeem a percentage of the employee’s accrued but unused sick leave payable to the employee.

Effective the first pay period after the date of the ratification of this agreement, the City shall redeem no more than thirty (30 %) of the total accumulated sick leave at the employee’s rate of pay at the time of retirement. In no event shall an employee receive more than fifteen thousand dollars (\$15,000) of the total accumulative sick leave at the employee’s final rate of pay.

Effective the first pay period after the date of the ratification of this agreement, new employees hired after the date of ratification shall not be eligible for sick leave redemption upon retirement.

4. Article XIX ("Paying Details").

In Section 2, increase the paid detail rate by one dollar (\$1.00) effective the first pay period of October 2018 and increase the paid detail rate by two dollars (\$2.00) effective the first pay period of October 2019.

5. Article XXI ("Uniforms and Equipment").

Amend the first paragraph of Section 1 as follows:

Section 1. Uniforms / Clothing. Effective January 1, 2018, each employee shall receive an annual uniform/clothing allowance of Eight Seven Hundred and Fifty (\$ 850750) Dollars, in two (2) equal cash installments of \$ 425375.00 each, the first such installment to be paid to each employee prior to the second payday in July of each year and the second such installment to be paid to each employee prior to the second pay day in December of each year.

6. Article XXVI ("Miscellaneous")

Delete Section 4 ("Health Insurance").

Keep Section 5A ("Health Insurance Opt-Out").

7. Article XXVIII, ("Duration of Agreement")

Amend the dates contained in Article XXVIII to reflect a three (3) year contract with a duration from July 1, 2017 through June 30, 2020.

In witness hereof, the City of Boston and the Municipal Police Superior Officers' Association have caused the Agreement to be signed, executed and delivered on the 13 day of Aug, 2018

CITY OF BOSTON

MUNICIPAL POLICE SUPERIOR
OFFICERS' ASSOCIATION

