

OFF THE RECORD PACKAGE PROPOSAL

The City presents two (2) draft Memoranda of Agreement for the period of 2016 to 2020 as an Off-the-Record Package 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 Aug 23 [date], the parties reached a tentative agreement subject to ratification by the MPSOA and approval by the Mayor and Boston City Council of the July 1, 2016 through June 30, 2017 agreement. This one (1) year agreement is the product of successor collective bargaining to the July 1, 2013 to June 30, 2016 agreement between the City and MPSOA. This MOA shall be effective for the period from July 1, 2016 through June 30, 2017.

This one (1) year agreement shall not take effect unless and until the Union has ratified, the mayor has approved, and the City council has funded, the subsequent three (3) year agreement covering the period from July 1, 2017 through June 30, 2020.

Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement effective July 1, 2013 through June 30, 2016 shall be extended without modification for the period commencing on July 1, 2016 and ending on June 30, 2017.

1. Article XXVI ("Compensation") –

Section 1A. Provide base wage increases as follows:

Effective FPP October 2016 → 2 % base wage increase.

Delete Section 1B.

2. Article XXVIII ("Duration of Agreement")

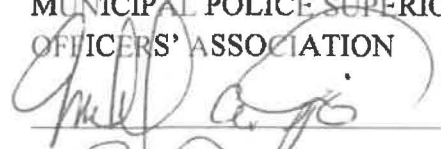
Amend the dates contained in Article XXVIII to reflect a one (1) year contract with a duration from July 1, 2016 through June 30, 2017.

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 23 day of Apr, 2018

CITY OF BOSTON

MUNICIPAL POLICE SUPERIOR OFFICERS' ASSOCIATION

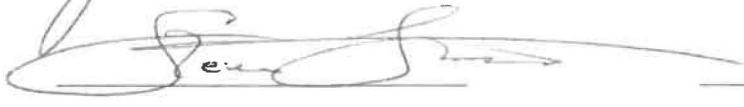












Carol Donovan
