

**MEMORANDUM OF AGREEMENT**  
**CITY OF BOSTON**  
**AND**  
**BOSTON POLICE PATROLMEN'S ASSOCIATION**  
**2017-2020**

*On January 20, 2017, the parties reached a tentative agreement subject to ratification by BPPA of both the July 1, 2016 through June 30, 2017 and the July 1, 2017 through June 30, 2020 agreements, and approval by the Mayor and funding by the Boston City Council. This three (3) year agreement shall not take effect unless and until BPPA has ratified and the Mayor has approved and the Boston City Council has funded the prior one (1) year agreement. This three (3) year agreement is the product of successor collective bargaining to the July 1, 2010 to June 30, 2013 and July 1, 2013 to June 30, 2016 JLMC Arbitration Award (12-32P) between the City of Boston and BPPA. This agreement is effective July 1, 2017 through June 30, 2020.*

This Memorandum of Agreement ("Agreement") is made pursuant to Massachusetts General Laws Chapter 150E between the City of Boston ("City") and the Boston Police Patrolmen's Association ("BPPA").

This Memorandum of Agreement supplements and amends the Collective Bargaining Agreement effective 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 XVII, Compensation, Section 1. (p. 52).**

Delete current language in Section 1, Salary Schedule, and replace with the following:

Salary Schedule:

Effective FPP July 2017 – 2%

Effective FPP July 2018 – 2%

Effective FPP July 2019 – 2%

**2. Article XVII, Compensation, Section 2, Hazardous Duty Compensation. (p. 53).**

Amend Section 2. Hazardous Duty Compensation as follows:

Effective and retroactive to July 1, 1987, in addition to any other regular or premium compensation to which employees are entitled, all members of the bargaining unit shall receive hazardous duty compensation. Such hazardous duty compensation shall be considered as a part of regular weekly compensation for purposes of overtime and holiday pay) and for purposes of sick, injured, vacation, and other authorized leave

compensation computation and for pension contribution computation. Effective the First Pay Period July 2008, increase by 1.5% to 4.75%.

Effective the First Pay Period July 2017 (FY 18) increase to 5.75%.

Effective the First Pay Period July 2018 (FY 19) increase to 6.75%.

Effective First Pay Period July 2019 (FY 20) increase to 7.75%.

**3. Article XVIIA, Educational Incentive Plan/Longevity Plan. (p. 60).**

Amend Paragraph 9, to Section 1, of Article XVIIA, Educational Incentive Plan/Longevity Plan as follows:

Incentives will increase starting with the First Pay Period of July 2017 as follows:

FPP July 17 (FY 18) to 85%

FPP July 18 (FY 19) to 100%

**4. Article XVI, Miscellaneous.**

Add the following new Section twenty-five (25).

Section 25. Body Worn Cameras.

At the request of either party during the term of the contract, the parties will bargain about extending, expanding or in any way continuing the use of body worn cameras beyond the terms of the existing agreement, including beyond the current trial period, in accordance with M.G.L. c. 150E.

**5. Article XVI, Miscellaneous.**

Add the following new Section twenty-six (26).

Section 26. Dashboard Cameras.

At the request of either party during the term of the contract, the parties will bargain about the use of dashboard cameras in accordance with M.G.L. 150E.

**6. Article 21- Duration of Agreement**

Except as otherwise provided herein this Agreement shall take effect as of the date of execution and shall continue in full force and effect until superseded by a new Collective Bargaining Agreement.

In witness whereof, the parties hereto have caused their names to be subscribed as the duly authorized officers and representatives on this 28 day of January, 2017.

For the City of Boston:

Alexis J. Ekachuk  
Am Milla  
Amur H. Loto  
   
   
   
   
   
   
   
   
 

For the Boston Police Patrolmen's Association

Ed J. R... president  
Michael... vice president  
  secretary  
  Bargaining  
  Bargaining