

**Memorandum of Agreement Between the
City of Boston and the Boston Police Patrolmen's Association
October 24, 2025**

This Memorandum of Agreement sets forth the material terms of a one year Agreement between the City of Boston ("City") and the Boston Police Patrolmen's Association ("BPPA") covering the period from July 1, 2025 through June 30, 2026. This offer and any Agreement shall be considered off the record until it is ratified by BPPA membership and signed by the Mayor. The bargaining teams shall sponsor and support ratification, approval, and funding of this agreement before all relevant bodies. Except as expressly provided below, the parties agree that the terms and provisions of the Collective Bargaining Agreement, effective through June 30, 2025, inclusive of MOAs, shall be extended without modification.

Failing the required ratification by both the Union and the Mayor, along with funding by City Council, this offer and Agreement shall be deemed void and both parties will be free to return to their prior on the record bargaining positions, and this Agreement shall not be admissible in any matter or proceeding.

The City of Boston and the Union agree that all compensation in this MOA is explicitly tied to the negotiated reforms in this MOA.

1. Schedule Details to conform to the Contractual Shifts

Amend Article XII Section 2 as follows:

Section 2.

The Department may use civilian personnel to perform all of the tasks and responsibilities that sworn Area Detail Clerks and sworn officers assigned to the Paid Details Unit currently perform in relation to the distribution of paid details and clerical overtime distribution functions. This may include implementation of a technology based platform (i.e., electronic, web based or app based programs) for the administration, management and assignment of paid details and overtime. Hardships related to reassignment of sworn detail clerks with 25 or more years of service will be handled on a case-by-case basis consistent with the Department's operational needs.

All paid details shall be assigned as either Type 1 or Type 2 paid details effective as soon as practicable, but no later than 90 days after the date of funding of

this agreement. All Type 1 or Type 2 paid details will be scheduled as a four (4) or 8 (eight) hour detail and paid 4 or 8 hours regardless of hours worked. Details will be scheduled to conform to

the contractual shifts (Day (7:30AM-4PM), First Half (4PM-11:45PM), and Last Half (11:45PM-7:30AM)).

Detail pay may overlap with regular shift pay by a maximum of two hours. An Officer may accept a detail scheduled to begin up to two hours prior to the end of his or her regular shift or end within two 2 hours after the start of his or her regular shift. Detail pay shall not overlap with other detail pay.

Type 1 Details shall include those events and activities that pose a substantial risk to public safety and are defined as:

- a) Major events with anticipated attendance greater than 5,000 people;
- b) Utility or Construction Details at major arteries, in busy intersections, in areas with heavy traffic, on "red line" streets as determined exclusively by the Boston Transportation Department, or Details due to an emergency (i.e., water main break, line explosion, crane collapse).
- c) The following parking garages: Clarendon Street Garage, North Station Garage, Garden (Alcott) Garage, International Place Garage, 125 High Street Garage.

Type 2 details are any details not covered above in Type 1.

- a) Type 1 details will be filled first. All patrol officers who want to perform a detail must inform the Paid Detail Unit/System via the method directed by the Department at least five (5) days in advance of when they wish to be assigned a detail. Officers must be available to work the entire duration of the Type 1 Detail in order to sign up or accept an assignment.
- b) Four (4) days in advance of the detail, the job will be offered to patrol officers assigned in the Area where the detail is located. Offers shall be made in order of detail hours worked, beginning with the patrol officer with the lowest number of detail hours, until the detail is accepted (referred to as the Low Man/High Priority Level Detail Process or the "Process"). This process will continue until all Type 1 Details are filled or the Area Detail List is exhausted. The same Process will be used for Type 2 Details until the list is exhausted.
- c) In the event that the Area Detail List is exhausted before all Type 1 Details are filled, the Type 1 Details shall be offered using the Process to patrol officers assigned to "Area F" until all Type 1 Details are filled or the "Area F" Detail List is exhausted.
- d) A supervisor shall not be offered any Detail until all patrol officers are offered the opportunity first.
- e) If a Type 1 or Type 2 Detail remains unfilled after the aforementioned process, the Detail can be offered to the following Post Certified Officers, in the order listed:

- i) Boston Police Department Retirees
 - ii) Boston Housing Authority Police Officers,
 - iii) Boston-based college/university Police Officers as determined by the Police Commissioner and specifically including Northeastern, Boston University, Tufts, Boston College, MIT and Harvard.
- f) No other details shall be filled until all Type 1 Details have been assigned. If a Type 1 Detail is called in on the same day, it will not impact any previously scheduled details that have already been filled; however, it will be filled before any other unfilled details.
- g) All other Details shall be filled using the Process once all Type 1 Details have been assigned. The following personnel are eligible to perform Type 1 or Type 2 details for outside traffic control once the foregoing hierarchy of officers has had the opportunity to accept the detail:
- i) Boston Municipal Protective Services Police Officers and Sergeants.
 - ii) Contract personnel as needed.

The City of Boston may contract for additional personnel with a private entity provided the following conditions are met: 1.) the entity is insured and can indemnify the City of Boston; 2.) the entity is a Massachusetts business organization with law enforcement experience that has knowledge of how the paid detail system operates in the City of Boston; 3.) the entity only hires employees to perform all work and eschews the use of independent contractors; 4.) the entity has extensive experience in recruiting employees who are reliable, punctual, and have a minimum of 3 years experience providing staffing for outside traffic control augmenting public safety personnel; 5.) the entity has extensive experience training individuals in traffic control, suspicious indicators, basic First Aid/CPR, and soft skills like de-escalation, professionalism, and problem solving; 6.) the entity has thorough familiarity with Boston's neighborhoods, cultures, and languages; and 7.) the entity has no violations of any federal or state wage and hour laws within the preceding five years.

- h) Concerning day-of details, Boston patrol officers who are available will get offered the jobs prior to anybody else in the hierarchy, including any supervisor. No other individuals will be eligible to perform Paid Details in the City of Boston.

Officers who accept a detail but later reject it ("Kick In") because they become unavailable must advise the Paid Details Unit as soon as practicable. Officers that kick in details will not be allowed to take any details for 24 hours on the day of the kicked in detail (e.g., kicked in detail scheduled for Friday morning at 7AM, then the officer cannot work a detail until Saturday

morning 7 AM). Officers with excessive or unreasonable kicked in details will be disciplined as defined in the 2006 Guidelines.

A rejected detail may be reassigned in accordance with the Process.

Type 1 Details shall be compensated at a rate of the highest overtime rate of the most senior officer (currently the strike rate, which is the longevity officer with 25 years of service, or whichever officer has the highest overtime rate). All other Details shall be compensated at a rate of \$60. Officers shall be compensated for the duration of the assigned details (4 or 8 hours) regardless of the actual hours worked. If the detail ends early, officers cannot take another detail assignment during the period for which they are already being compensated. This supersedes Art. XII(h)(2).

Anything not covered by this agreement will follow already existing procedures and the current practice for assignment of overtime and details.

2. Add one Summer Vacation Period.

Beginning in the 2026 calendar year, the parties agree Article XVI, Section 15 shall be amended as follows:

Section 15. Vacation Starting Time

Vacations for employees under this Agreement will start at 7:30 A.M. on Saturday and shall run to 7:30 A.M. on the following Saturday or a subsequent Saturday, depending upon the length of vacation.

The summer vacation period shall commence the first Saturday in June of each calendar year. The summer vacation period shall run for sixteen (16) consecutive weeks (eight (8) two (2) week periods).

Upon receiving a written request signed by the requesting officer, that officer's commanding officer may allow that officer to take winter vacation on a one (1) day at a time basis. Such decision is at the sole discretion of the commanding officer. The commanding officer's discretion is paramount in such a case and his/her decision regarding any issue in this paragraph is not subject to the grievance procedure of this agreement.

If an officer voluntarily accepts a transfer, or requests a transfer, from one District/Unit to another, and that transfer is granted, or an officer voluntarily changes his/her shift assignment pursuant to Article IX, Section 1 (b) of this agreement, the officer's commanding officer may change that officer's vacation squad to better reflect the needs of the Department. If an officer is involuntarily transferred or has his/her shift assignment changed, the commanding officer shall not, without the approval of the affected officer, change his/her vacation squad until the January 1 following such involuntary transfer or shift change.

3. Field Training Officer Differential

The Department has fulfilled Chapter 150E bargaining obligations as it pertains to the reformation of the Field Training Officer program. Beginning August 1, 2025, designated Field Training Officers ("FTOs") will receive \$40.00 per week in addition to their regular compensation for the duration of each Field Training Officer program. The new Field Training Officer program will run for a minimum of 12 weeks per class, during which time Officers will be paid. The program and eligibility for pay may be extended at the discretion of the Police Commissioner. No current benefits given for being an FTO will be taken away and will continue to be given along with the aforementioned.

4. Nametags

The Department has fulfilled Chapter 150E bargaining obligations to issue nametags to be worn on the outer most garment of Patrol Officer uniforms.

5. Department Gyms

The City will provide funding for Department gyms (i.e., gyms in any station, HQ, and the Academy) in order to provide maintenance (i.e., fix/replace broken machines and keep area clean) and free membership access to Patrol Officers covered by this agreement.

6. Increase Sick Time Redemption at Retirement

Amend Article XIII A Section 2 as follows:

Section 2.

Upon retiring from service in a classification covered by this Agreement, an employee shall be paid for 40 percent of the accumulated unused sick days credited to such employee at the time of retirement up to a maximum of 250 days, at the daily rate in effect as of the employee's retirement date.

7. Workout / Meditation Time

Add new Section 8 to Article IX

Section 8

In furtherance of the purpose of a new physical fitness and mental health program, each member covered by this agreement shall be provided with health maintenance release time, with full compensation, pursuant to the following:

- A. Subject to the following portions of Section 8, such release time shall be four (4) segments, each of thirty (30) minute duration. Each such thirty (30) minute segment shall be taken during an Officer's regular work shifts so that such release time shall occur on four (4) such regular shifts each week. Such release time segments shall be not be cumulative from one work shift to another. Approval by the District or Unit Commander shall be required where an Officer wishes to use such release time at a location other than a Boston Police Department facility (i.e., gyms in any station or BPD occupied facility such as HQ, Academy, etc.).
- B. Release time for physical fitness / mental health shall not be approved for the immediate beginning or end of an Officer's tour.
- C. The intent of the Section 8A provision is to allow employees the opportunity, under usual operational circumstances, to engage in activity related to physical fitness or mental health during four (4) regular work shifts during each work week; provided, however, that that the time at which such physical fitness or mental health takes place shall be subject to the approval of the district / unit commander or supervisor on duty.

It is understood that operational needs may prevent an officer from the opportunity for a physical fitness / mental health release time segment on any given work shift. Pursuant to such standard, a district / unit commander or supervisor on duty may disallow an officer such release time opportunity on any given shift. The denial of any such opportunity shall not be the subject of a grievance.

It is further understood that the allowed timing of any such release opportunity during a shift or the denial of any such opportunity shall not be for purposes of punishment or harassment, and shall not be unreasonably denied.

- D. In the event of multiple requests for a given release time segment during a given work shift, seniority shall govern the allocation of opportunity if all requests cannot be accommodated.

8. Compensation

Amend Article XVII (Compensation) Section 1 as follows:

Effective First Pay Period (FPP) July 2025 – 2.0%

Amend Section 2 as follows:

Effective First Pay Period July 2025, increase Hazardous Duty to 8.75%

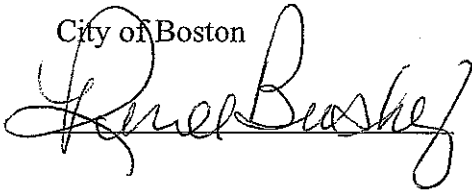
9. Duration

Amend Article XVIII Section 1 as follows:

Section 1.

This agreement is effective from July 1, 2025 until June 30, 2026 and shall continue in force and effect until superseded by a new Collective Bargaining Agreement.

City of Boston



Boston Police Patrolmen's Association

