

**City of Boston's off the Record Proposals for the
Boston Police Detective Benevolent Society
April 6, 2026**

The City reserves the right to modify, add to, and withdraw these proposals in whole or in part.

1. Sick Time Redemption at Retirement

Amend Article XVIII Section 2 as follows:

Section 2. Retirement Redemption.

Upon retiring from service in classification covered by this Agreement, a detective shall receive a cash payment equivalent to forty-percent (40 %) of the accrued but unused sick leave balance credited to the member on the date of retirement. The two hundred and fifty (250) day cap shall continue to apply to such members for purposes of calculation of this payment.

Sick leave buy back or redemption payments shall be paid to the employee no later than December 1st of each year.

2. Paid Detail Amendments

Amend Article XV 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 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. A Detective 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 Detectives 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. Detectives 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 Detectives assigned in the Area where the detail is located. Offers shall be made in order of detail hours worked, beginning with the employee holding the civil service rank of 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 civil service 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 those holding the civil service rank of patrol officer 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 Detectives holding the civil service rank of patrol officer 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.

Detectives who accept a detail but later reject it ("Kick In") because they become unavailable must advise the Paid Details Unit as soon as practicable. Detectives 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 7 AM, then the Detective cannot work a detail until Saturday morning 7 AM). Detectives 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.

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Type 1 Details shall be compensated at the "strike rate" currently calculated as the overtime rate of a patrol officer with 25 years of service, or whichever officer has the highest overtime rate, exclusive of specialty differentials). All other Details shall be compensated at a rate of \$60. Detectives 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, Detectives cannot take another detail assignment during the period for which they are already being compensated. This supersedes Art. XII(h)(2).

The City / Department will increase the Type 1 detail rate to the recalculated strike rate as soon as possible after ratification.

If, during the term of the next contractual round (2026-20xx), the Boston Police Patrolmen's Association obtains compensation increases that results in a higher Type 1 detail rate than those applied to this bargaining unit, the Parties agree to meet and discuss detail rates outside of the main table. But the City / Department will be under no obligation to agree at said meeting to increase the detail rate. If the Parties come to an agreement to adjust the detail rate, any such adjustment will be prospective only.

The BPDDBS reserves its right to pursue its claim in MUP-26-11941. The City reserves its right pursue MUP 26-11959. The Parties agree to mediate these charges prior to a hearing. The parties agree to hold the grievance 22-0383 in abeyance pending resolution of the issue by the DLR. Anything not covered by this agreement will follow already existing procedures and the current practice for assignment of overtime and details.

3. Incorporate Summer Vacation Schedule into CBA and Set Number of Summer Vacation Periods to Eight

Add new Section 5 to Article XX:

Section 5. Summer Vacation Schedule

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).

4. Nametags

The Department has fulfilled Chapter 150E bargaining obligations to issue nametags to be worn while on uniformed duty.

5. Department Gyms

The City will provide funding for Department gyms (i.e., gyms within any BPD facility) in order to provide maintenance (i.e., fix/replace broken machines and keep area clean) and free membership access to Detectives covered by this agreement.

6. Workout / Meditation Time

Add new Section 23 to Article XXIII.

Section 23

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 23, such release time shall be four (4) segments, each of thirty (30) minute duration. Each such thirty (30) minute segment shall be taken during a Detective'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 Unit Commander shall be required where a Detective 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 a Detective's tour.
- C. The intent of the Section 23A 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 unit commander or supervisor on duty.

It is understood that operational needs may prevent a Detective 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 a superior 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.

7. Evaluations

The Parties agree to continue negotiations related to implementing the new annual evaluation program until May 15, 2026. The Department may implement the program beginning May 31, 2026. If any impact bargaining remains following implementation, the parties may continue to bargain as necessary.

8. Promotional Criteria

If the Commonwealth's Human Resources Division ("HRD") delegates the education and experience portion of the promotional Civil Service Exam to the Department, no points shall be awarded for external supervisory experience outside of experience gained in another law enforcement agency or the military. This provision shall only be effective if HRD does not object.

9. Miscellaneous

The City will not argue that BPDDBS waived its right to bargain compensation for POST requirements. The Parties reserve all other rights and arguments.

10. WO Days

With the Commander's prior written approval, bargaining unit members may take up to ten 4-hour WO days per year, after the WI time is earned. A 4-hour WO shall not lead to replacement overtime and shall not lead to backfilling the vacancy. Commanding Officers shall deny 4-hour WO time if it would lead to operational complications or inefficiency.

11. Compensation

Amend Article XXIII (Compensation) Section 1 as follows:

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

Amend Section 7 as follows:

Effective the first pay period in July 2025, there will be hazardous duty pay of 5.65% of the strip base for all Detectives.

Hazardous duty pay payments made under this section shall be made weekly and shall be included in base pay for the purpose of computing overtime, court time, sick pay, injured pay, holiday pay, vacation pay, paid lunch time, and night differential and shall be considered regular compensation for pension/retirement purposes to the extent permitted by law.

12. Duration

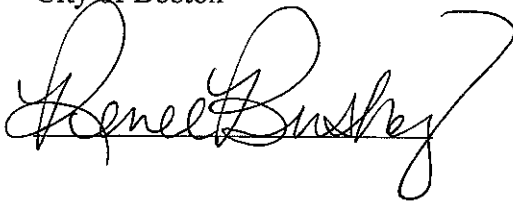
Amend Article XXVII to reflect the one (1) year term of this Agreement, from July 1, 2025 through June 30, 2026.

Clarifying Proposal:

13. Agree to an Integrated Contract

The Parties agree to endeavor to create a mutually agreeable integrated collective bargaining agreement by June 30, 2026.

City of Boston



Boston Police Detective Benevolent Society

