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## Still No Contract Agreement with City and Police Detectives

*All other contracts that expired in 2010 and 2011 have been settled.*

The City of Boston has settled employee contracts with 31 of 32 bargaining units representing 17,620 employees or 98.5% of city employees covered by city union contracts. The Boston Police Detectives Benevolent Society is the only union that has yet to finalize a contract. The City and union met 27 times and are now engaged in mediation under the direction of the state Joint Labor Management Committee (JLMC). The Detectives could not come to agreement even though the Superior Detectives negotiated a contract with a salary increase of 26.1% over six years.

If agreement cannot be reached in mediation, the next step is a 3A hearing by the JLMC scheduled for April 21 which could lead to the start of arbitration between the City and Detectives union.

### General Settlement

Each of the civilian unions agreed to approximately a 12.6% salary increase over six years (0% in FY11, 1% in FY12, 2% in FY13, 3% in FY14, 3% in FY15 and 3% in FY16). The City did achieve agreement with its unions on a uniform set of personnel policies in areas of attendance, light duty, and holidays. A stricter drug/alcohol testing procedure was negotiated for certain positions. The Boston Teachers Union agreed to the City's standard wage package along with incremental, reform measures regarding teacher evaluations and assignments.

### Public Safety Contracts

Of the four uniformed Boston police unions, the Boston Police Patrolmen's Association (BPPA) took the lead in negotiations which finally led to arbitration under the JLMC and a generous arbitration award in September 2013 with a salary increase of 25.4% over six years. Following that award, the Police Superior Officers and Superior Detectives negotiated new six-year contracts with the Walsh Administration for comparable salary increases. Local 718, the firefighters union, negotiated its contract for a salary increase of 18.8% from FY12 to FY17. The four settled public safety contracts are estimated to cost \$217.9M over six years.

### Public Safety Contract Costs

\$ in Millions over 6 Years

Union	No. Mem. 1/1/15	Est. Cost	Salary %
Patrolmen	1,510	\$87.2	25.4%
Superior Officers	244	\$22.9	24.3%
Superior Detectives	136	\$13.3	26.1%
Detectives	277	NA	--
Police Total	2,167	\$123.4	--
Firefighters	1,533	\$95.7	18.8%
Grand Total	3,700	\$219.1	--

The contracts with the Public Health Commission's employee unions, which are all settled, and Veolia's negotiations with the school bus drivers' union, which are still ongoing and funded by the City, are not covered in this article.