



**SCHOOL COMMITTEE PRESENTATION:  
BSC—BOSTON POLICE SUPERIOR OFFICERS' TENTATIVE  
AGREEMENT**

*May 23, 2018*

*Lisa Maki, Director of Labor Relations*

## Timeline of BSC/Superior Officers' Tentative Agreement

- Tentative Agreement reached on May 2, 2018
- Members of the Boston Police Superior Officers Federation ratified this agreement on May 2, 2018
- BSC vote and request to the Mayor for Supplemental Funding on May 23, 2018.

## Basic Information

- **Bargaining Unit:** Twenty (20) Members
- **Contract Period:** Four-year duration – July 1, 2016 to June 30, 2020 (one year and three years)
- **Wages:**
  - 2% in October 2016 (FY17)
  - 2% in October 2017 (FY18)
  - 2% in October 2018 (FY19)
  - 2% in October 2019 (FY20)
- **Total Cost:** \$274,465

## Highlights

- **This is a contract that is working well:** We have a good relationship with this bargaining unit, and a contract that gives management flexibility in making assignments.
- **Employee Retention:** Our students benefit from the consistent presence of a school police officer whom they know and trust. Career awards help us to retain officers in this role.
- **Work Preservation (Details):** Language in the new agreement establishes a consistent practice for the assignment of school police when third parties use our buildings, ensuring the safety of BPS facilities and community members.