

**MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF BROOKLINE ("Town")
AND
THE BROOKLINE POLICE UNION,
MASSACHUSETTS COALITION OF POLICE AFL-CIO ("Union")**

FY 2015 and FY 2016

July 10, 2014

The Town of Brookline ("Town") and the Brookline Police Union, Massachusetts Coalition of Police AFL-CIO ("Union"), collectively referred to as the "Parties", agree to extend their July 1, 2011-June 30, 2014 collective bargaining agreement through June 30, 2016 except as modified by this Memorandum of Agreement ("MOA").

1. Duration

July 1, 2014 – June 30, 2016

2. Compensation

Article XVI Wages

Increase the wages in the Pay schedule in Article XVI as follows:

Effective July 1, 2014	+ 2.0%
Effective July 1, 2015	+ 2.0%

3. Article XVI Educational Incentive and Transitional Career Incentive Pay

Effective July 1, 2014:

- A. Label the current "Educational Incentive Compensation" as "Educational Incentive Compensation for Quinn Eligible Employees"
- B. After the Section on "Educational Incentive Compensation for Quinn Eligible Employees" and before the section titled "Transitional Career Incentive Pay, insert the following new Section: "Educational Incentive Compensation for Non-Quinn Eligible Employees":
 - (i) Employees who are receiving Educational Incentive Compensation for Quinn Eligible Employees shall not be eligible for benefits under this Section. No Employee is eligible for Transitional Career Incentive and Educational Incentive Compensation under this Section or the Section for Quinn Eligible Employees.
 - (ii) Except as otherwise provided herein, only one of the following degrees from a NEASC accredited university or

college shall be considered for the education incentive under this Section:

- Criminal Justice
- Criminal Justice Administration
- Criminology
- Law Enforcement
- Sociology
- Psychology
- Forensic Science
- Public Administration
- Business Administration
- Political Science
- J.D.

The Human Resources Director may, in her/his sole discretion, authorize the payment of an incentive to an eligible employee for one of the above degrees from a college or university outside of New England and therefore not accredited by NEASC. The decision of the Human Resources director shall not be subject to grievance and arbitration.

- (iii) Patrol officers are eligible for one incentive for an Associates degree, Bachelors degree, Masters degree or J.D.

Sergeants are eligible for one incentive for a Bachelors degree, Masters degree or J.D. They are not eligible for an incentive for an Associates degree.

Lieutenants and Captains are eligible for one incentive for a Masters degree or J.D. They are not eligible for an incentive for an Associates Degree or a Bachelors Degree.

- (iv) The incentives shall be as follows:

Associates Degree	\$5,000
Bachelors Degree	\$10,000
Masters Degree or J.D.	\$12,500

Employees who have more than one qualifying degree are only eligible for one incentive. (There is no pyramiding of incentives.)

- (v) The incentive provided by this Section shall be paid out following completion of the fiscal year on or about first pay

period in July for eligible employees. The incentive provided by this Section shall not be included in base wages for contractual overtime or lag time and shall be prorated for eligibility of less than a full fiscal year.

4. Details in City of Newton

Effective January 1, 2015 and subject to the Town having an agreement with the City of Newton that permits Brookline Police Officers to perform paid details in the City of Newton, the Town agrees to permit Brookline Police Officers to perform paid details in the City of Newton provided that such officers comply with all Brookline Police Department Rules and Regulations including but not limited to the Brookline Special Order on details as such order may be modified from time to time by the Chief to address details outside of Brookline and provided further that Brookline Police staffing, over time and details are filled before details in the City of Newton are filled by Brookline Police Officers. The Parties understand and agree that this provision is subject to the Town of Brookline and the City of Newton reaching and maintaining an agreement on Brookline Police Officers performing detail work in the City of Newton.

5. This MOA is subject to agreement on the FY 2012, FY 2013, and FY 2014 Memorandum of Agreement between the Parties.
6. This MOA is subject to union ratification, approval by the Board of Selectmen, and funding of the cost items at Town meeting.

Agreed to on this 10th day of July 2014 by the negotiating teams for:

Town of Brookline

Brookline Police Union, Massachusetts Coalition of Police AFL-CIO

David C. Long
Mark P. Morgan
Sandra DeBorja (ml)

Thomas J. Maguire
Michael J. Gilbert
Joseph J. King
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Michael J. King
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