

Memorandum of Agreement (Successor Agreement)

**City of Revere
&
THE REVERE POLICE PATROL OFFICERS ASSOCIATION,
MASSACHUSETTS COALITION OF POLICE, LOCAL 472**

April 2, 2025

1) HOURS OF WORK [ART. 7]¹

Delete to adopt “4&4” schedule, pursuant to Attachment A, and adopt the following:

In order to ensure the needs of the community are best met, the Mayor (or the Mayor's designee) reserves the right to temporarily rescind the "4x4" schedule based on the department's operational, financial or staffing needs of the Department. The City shall provide the union, absent exigent circumstances, with at least thirty (30) days' notice to bargain an alternative schedule. If the “4x4” schedule is rescinded for more than one hundred and twenty (120) calendar days, officers will receive a temporary base wage increase of 1.5% retroactive to the first day of new schedule, until such time as the “4x4” schedule is reinstituted by the Department. Once the “4x4” schedule is reinstituted, base wages shall be reduced by 1.5%.

Recognizing the need for stability around work schedules, the parties agree to form the Police Advisory Committee (PAC). The PAC shall meet monthly in order to review staffing, time and attendance, and budgeting/performance objectives. The PAC shall adopt its specific goals and objectives at its initial meeting. The goals and objectives are subject to change from time to time in response to the needs of the Department. The PAC's eight (8) members shall be as follows: 1 representative from Mayor's Office, the Chief (or designee), the CFO (or designee), 1 representative from either the City Solicitor's office or Human Resources, and two representatives from each union.

The City's right to opt out expires upon ratification of the next successor collective bargaining agreement.

¹ Migration to “4x4” schedule is contingent upon ratification of both police bargaining units prior to impasse and mediation. City reserves its right to object to appropriateness of the “4x4” schedule at the JLMC.

2) COMPENSATORY TIME OFF [ART. 7]

- a) Compensatory time to be earned at time-and-one-half.
- b) Compensatory time can be accrued up to a maximum of 150 hours.
- c) Officers shall be allowed to use compensatory time with 24 hours' notice before tour of duty.
- d) If compensatory time is requested less than 24 hours before tour of duty, it will cause overtime, subject to approval at the discretion of the executive officer.

3) POLICE DETAILS [ART. 9]

Officers shall be compensated within fifteen (15) business days (M-F, excluding weekends and City holidays) of the detail performed.

4) COMPENSATION [ART. 10]

See City's financial package as proposed in Attachment B (CFO's worksheet).

5) CLOTHING ALLOWANCE [ART. 11]

Raise to \$1600, effective 7/1/24.

6) COMPENSATION [ART. 10]

"Consistent with payroll upgrades and improvements for all City departments and employees, the Revere Police Department will implement a digitized time and attendance program for processing payroll."

7) OTHER LEAVES OF ABSENCE [ART. 14]

- a) Replace "reasonable notice" with 48 hours' notice.
- b) Revise to reflect that employees may use the first personal day in a personal emergency, but the second personal day cannot cause overtime, call backs, extra hires, or any other form of expense to the City.

8) MISCELLANEOUS [ART. 17]

- a) Revise to reflect implementation of body cameras to be worn by all officers within six (6) months of ratification of the successor agreement. Parties agree to work collaboratively

towards a BWC policy.

b) Delete subsection 17.17 (Legal Defense Fund) in its entirety.

9) PAYING POLICE DETAILS [ART. 9]

Revise to reflect detail rates will be set at no greater than 5% above the highest contiguous municipality, excluding the City of Boston.

10) PAYROLL DEDUCTION [ART. 19]

Review and amend to comply with the *Janus* decision.

11) HOLIDAYS [ART. 18]

Memorialize current practice of officers on the administrative schedule receiving four (4) hours of compensatory time per month.

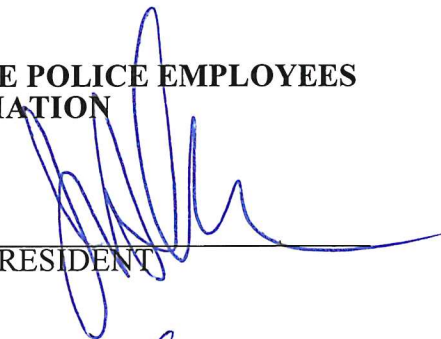
12) Duration: Three-year successor agreement from effective July 1, 2024, through June 30, 2027.

CITY OF REVERE,

BY: 

PATRICK M. KEEFE JR, MAYOR

**REVERE POLICE EMPLOYEES
ASSOCIATION**

BY: 

PRESIDENT

BY: 

VICE PRESIDENT

Approved as to form:


City Solicitor

Four and Four

1. **Four and Four (4&4)**

- a. Implementation Timeline: The goal of the parties is to implement the 4&4 schedule by May 2025. The 4&4 schedule will only be implemented upon full implementation of new time and attendance software (Executime or similar software.) Starting in February 2026, new schedules will be implemented pursuant to shift bidding. Officers will be expected to work their Talbot hours in addition to their regularly scheduled shifts in each calendar year. At the end of each calendar year, unused Talbot hours from the previous year shall be reduced hour by hour from an officer's personal time, compensatory time, and/or vacation time.
- b. Staffing Levels: The goal of implementing the 4&4 schedule is to increase attendance across the Department. Administration will make its best efforts to fill vacancies. The parties agree that the ideal number of officers to ensure the success of the 4&4 is 76, with a minimum of 72.
- c. Shifts: The following shifts will be implemented alongside the 4&4 schedule, with the corresponding recommended minimum manning:

Day Shift 7 a.m. – 5 p.m. (13)

Impact Shift 12 p.m. – 10 p.m. (4)

P.M. Shift 4:30 p.m. – 2:30 a.m. (8)

A.M. Shift 9:30 a.m. – 7:30 a.m. (13)

- d. Shift Bidding: Shift bidding will be based on seniority. Article 17.7(C) shall be replaced with the following:

“Notwithstanding the foregoing provision of this Section 17.7, during the first three (3) years of service of a new Patrol Officer, he/she/they may be assigned by the Chief of Police for training purposes to any one or more shifts; provided, however, that upon conclusion of said three (3) years of service a seniority pick shall be made for the opening involved in his/her/their appointment to the Department. The Chief/XO/OXI reserves the right to move officers with under three (3) years of service to a different shift to meet operational needs.”

- e. Vacation Limit: A maximum of three (3) officers will be allowed to utilize vacation time on each shift. At the discretion of the OIC, additional officers may be allowed to utilize vacation time.
- f. Talbot Hours: Officers will be required to serve 120 hours in addition to their regularly-scheduled shifts in each calendar year without additional compensation. These 120 hours will be split between the following functions:
 - i. 80 hours for mandatory training.
 - ii. Twenty (20) hours for special events, and twenty (20) hours used for other activities subject to approval of the Officer-In-Charge. A minimum of

three weeks' advance notice will be provided prior to scheduling shifts under this provision.

- iii. Officers will be provided a minimum of three weeks' advance notice prior to being scheduled for any shifts utilizing Talbot hours.
 - iv. If an officer has any unused Talbot hours remaining at the conclusion of the calendar year, the remaining Talbot hours will be reduced, hour by hour, from the officers personal time, compensatory time, and vacation time.
 - g. Mandatory Overtime: If a patrol officer calls out and overtime is required to fulfill minimum staffing requirements, patrol officers and sergeants will be offered the overtime on a voluntary basis, according to current and past practice. If the shift is not filled voluntarily by a patrol officer or a sergeant, then the Chief/XO/OIC may force a patrol officer in accordance with current and past department policy and practice. See Policy #210. Lieutenants shall not be used to fill patrol duties, including overtime. The parties agree to negotiate permanent language regarding mandatory overtime.
 - h. Administrative Schedule:
 - i. Officers assigned to an administrative schedule shall not receive night differential pay for regularly-scheduled shifts (except for officers receiving the 6% differential by virtue of complete ten years consecutive service with the Revere Police Department).
 - ii. Officers assigned to an administrative schedule may be shifted from a 5&2 schedule with eight-hour days to a 4&3 schedule with ten-hour days.
 - iii. The past practice of providing officers working an administrative schedule an additional 48 hours of personal time and holidays off will be memorialized within the collective bargaining agreement.
2. **Sectors**: The City shall maintain at least seven (7) sectors.
 3. **Maximum Hours**: Officers shall not work more than eighteen (18) hours per calendar day, inclusive of regular hours, details, and overtime.
 4. **Details**: Officers will not be allowed to work a detail for 24 hours after the start of a shift for which the officer called out sick. This policy may be waived according to the needs of the Department, as determined by the Chief or his designee, or if the employee provides documentation.
 5. **Court time**: Officers assigned to the Impact Shift attending court on their scheduled workday will only be paid for 3.5 hours of overtime.
 6. **Leaves of absence**: Officers serving in the United States Armed Forces and officers on injured leave pursuant to Article 15: Injured Leave will be allowed to bid their shifts by seniority. The Chief reserves the right to make necessary changes in regard to placement of such employees to accommodate proper staffing levels within the department. Officers on leave pursuant to deployment or injured leave pursuant to Article 15: Injured Leave for greater than six (6) months may be placed on a 5&2 administrative schedule for the duration of their leave at the sole discretion of management.
 7. **Monthly review**: Operational Effectiveness Reviews will be conducted by the Police Advisory Committee (PAC) on a monthly basis following the implementation of the 4&4 schedule. The Police Advisory Committee will consist of eight members as follows: the Mayor or their designee, the Chief of Police or their designee, the Chief Financial Officer

or their designee, a representative from the City Solicitor's office or the Human Resources Department, two (2) representatives from the Revere Police Patrol Officers Association, and two (2) representatives from the Revere Police Superior Officers Association.

8. Right to opt-out: See Paragraph #7 of Parties' Successor MOA dated April 2, 2025.
9. For those officers working the 4x4 schedule, a personal day shall be 10 hours.