

OFF-THE-RECORD
Memorandum of Agreement
between
City of Cambridge And
Cambridge Police Patrol Officers Association (CPPOA)

The City of Cambridge and CPPOA hereby agree to the following changes in the collective bargaining agreement between the parties. All changes are intended to be prospective from the time of ratification of the agreement by the parties unless otherwise stated.

Article 6: Management -Labor Meetings

Add new section 3, Committee to Discuss a Work Schedule Change

Section 3. Work Schedule Committee

The parties agree to establish a Committee to discuss a change to the work schedule. This Committee shall consist of up to four Management designees and up to four Association designees. The Committee shall meet on an ongoing basis, not fewer than every six (6) weeks, and shall provide status reports to the Police Commissioner every three (3) months.

Association members of this Committee shall be granted time off without loss of pay or other benefits for all reasonable meetings dealing with the affairs of the Committee.

Article 20: Vacations, Sick Leave and Personal Days

Amend Section 2, Paragraph 7.b. and Section 3 as follows:

Section 2. Sick Leave

7. All personnel are required:

- a. [omitted]
- b. To supply acceptable medical documentation after return to duty within ten (10) calendar days beginning with the day after the first day back to work, or counted as undocumented, no exception. Acceptable documentation to include:
 - (1) appropriate letterhead
 - (2) date of examination
 - (3) diagnosis (**may be set forth either in letter or in attached treatment notes associated with examination**)
 - (4) date of return to work or next scheduled appointment
 - (5) original **or electronic** signature from doctor, nurse practitioner or physician's assistant.

Documentation not meeting these criteria will not be accepted and the time absent will be counted as undocumented sick leave for purposes of this Policy.



Section 3. Sick Committee.

A Sick Leave Committee is hereby established, to consist of **five (5) City representatives to be designated by** the City Manager or **their** his designee (~~Assistant City Manager, Personnel Director~~) and the Department Head, and five (5) Association representatives to be designated by its Executive Board. The Committee shall meet bi-monthly to review sick leave records of employees.

Article 21: Miscellaneous

Add new Section 9, Training Opportunities

Section 9. Training Opportunities

To facilitate equal access to promotional opportunities for bargaining unit employees, the City will provide required time per request in lieu of shift for employees to attend up to two MPTC supervisory training courses every three years subject to operational needs (staffing levels) as determined by the appropriate deputy or designee. Employees must seek and receive approval to attend in advance of the training.

Article 24: Uniform and Equipment

Update sections 2-4 (below) and add new section 5 to address Body Worn Cameras.

Section 2. Equipment

The City shall, at its expense, furnish employees covered by this Agreement with equipment as needed, including badges, numbers, patches and insignia, ~~nightstick, weapons,~~ body worn camera, firearm, ~~garrison~~ **duty** belt(s), holsters, and other equipment as presently furnished employees by and under the practices or Rules and Regulations of the Police Department. Each employee shall be provided with a riot helmet; and such other emergency equipment as shall be **determined** ~~requisitioned~~ by the Department Head **or designee** ~~shall be available and accessible~~. This equipment will be worn and used in the manner and at such times and places as determined by the Department head **Head** or ~~his~~ **their** designee.

Section 3. Firearm Licenses

~~Each~~ **A** Cambridge Police Officer applying for a license to carry a firearm which is approved by the Police Commissioner in the City of Cambridge, shall **not be responsible for** ~~pay not more than half~~ the firearms application fee then in effect.

Section 4. Bullet Proof Vests

The City shall **provide** ~~reimburse~~ newly hired officers **with** ~~up to \$200 for the purchase of~~ a bullet proof vest. **Thereafter vests will be replaced as needed or according to the City's replacement schedule,** ~~provided the officer submits receipt as proof of purchase within six months from the date of hire.~~



Article 27: Compensation

(a) Section 1, Annual Salary

	Base Wage Increase
Retroactive to July 1, 2024	3%
Retroactive to July 1, 2025	3.5%
Effective July 1, 2026	2.5%

(b) ~~Section 8. Weapon Familiarization~~ **Police Equipment and Training Differential**
Rename Section 8 and incorporate Side Table Agreement attached to this Memorandum of Agreement

Article 29: Paying Police Details.

Incorporate Side Table Agreement attached to this Memorandum of Agreement

Article 32, Tuition Reimbursement

Amend first paragraph as follows:

The City shall establish a tuition reimbursement fund annually at the level of \$40,000. **Effective July 1, 2025 the tuition reimbursement fund shall be increased to \$75,000.** The fund shall be used to reimburse the cost of tuition and books which the employee is required to purchase, and registration and/or other fees required for any course work within a ~~criminal~~ ~~justice~~ degree program **listed in Article 27, Section 3** at an accredited college or university; provided that reimbursement shall be allowed for tuition only up to the cost of tuition at a state college (including UMass-Boston) for a particular course. Reimbursement shall apply only for courses successfully completed (i.e., with a passing grade), as certified by the college.

Article 33: Drug and Alcohol Testing

The following policy shall govern the administration of the drug and alcohol screening process by the Cambridge Police Department (Department) among sworn members (employees) of the Department to test for unauthorized use of illicit drugs and alcohol.

Testing will be conducted on those individual employees where the facts are sufficient to constitute reasonable suspicion of unauthorized use of a controlled substance and/or alcohol. The Department, acting through the Commissioner or a ~~Superintendent~~ **their designee**, shall have the right to require that the employee submit without delay to a urinalysis and/or breath alcohol test.

Reasonable suspicion shall be based upon objective facts obtained by the Department and the rational inferences that may be drawn from those facts. The credibility and reliability of information obtained shall be weighed in determining the presence or absence of reasonable suspicion.

The employee to be drug and/or alcohol tested will be notified of the test requirement just prior to obtaining the urine sample or blood alcohol test. Advance notification of the testing will not be given, in any circumstances, to prevent the likelihood of urine and sample tampering.

The ~~testing officer~~ **person administering the test** will maintain the sterility of the sample (split) and the integrity of the sampling process by executing the chain-of-custody process for the sample given and all related documentation. If the test result is positive, a split sample shall be preserved for independent analysis. An alcohol test shall be deemed positive only if it is registered at or above a level of .04.

If an employee refuses to submit to a drug and/or alcohol-screening test, under this Agreement, it shall be **treated the same as a positive test** and considered insubordination warranting discipline under a just cause standard pursuant to this Agreement.

An employee with a positive confirmatory drug and/or alcohol screening result may be suspended or discharged from employment under a just cause standard pursuant to this Agreement.

An employee with two (2) positive confirmatory drug-screening results within a five (5) year period will be discharged from employment. An employee with two (2) positive alcohol screening results within a seven (7) year period ~~shall~~ **may** be placed on unpaid medical leave of absence for six (6) months during which time the City shall continue to pay its share of the premium for the employee's health insurance, and shall continue such insurance in force and effect provided that the employee continues to pay his/her share of the premium for the duration of the leave of absence. An employee with three (3) positive alcohol-screening results within seven (7) years shall be discharged from employment.

Any employee who tests positive for illegal drugs or alcohol ~~abuse~~ shall be medically evaluated, counseled, and treated for rehabilitation as recommended by a **certified substance abuse counselor. The certified substance abuse counselor may be obtained through the City's Employee Assistance Program (EAP) or by referral from the employee's own physician** ~~such employee's personal physician~~. Employees who complete a rehabilitation program will be re-tested randomly once every quarter for the following twenty-four (24) months, **unless otherwise recommended by the substance abuse counselor**. An employee may voluntarily enter rehabilitation without a requirement of prior testing and shall not be subject to re-testing on a random basis. For all employees who enter a rehabilitation program, whether voluntarily or as a result of a positive screening result the cost of such rehabilitation program shall be paid for by the employee's insurance program, with the City paying for any costs of initial treatment and rehabilitation over and above the costs covered by such insurance. Employees will be entitled to use accrued benefit time and/or sick time for the necessary time off involved in the rehabilitation program. If an employee tests positive during the twenty-four (24) month period, they shall be subject to disciplinary action as per the Department's rules and regulations and/or this Agreement.

Nothing in this Article shall preclude the Department from disciplining or discharging an employee under a just cause standard for any misconduct engaged in by him/her collateral to the use of an illegal drug or abuse of alcohol (e.g. assault and battery), provided that the fact of a positive screening result for illegal drugs or alcohol may not be used in any way in proving such misconduct.



Article 34: Field Training Officer.

Revise Article 34 as follows and eliminate 2021 FTO Program Agreement:

The Department may, from time to time, designate ~~between four (4) and twelve (12)~~ patrol officers as Field Training Officers (FTOs). The Association and the City agree that this program is an important training opportunity and will strongly encourage volunteers from amongst the bargaining unit. The Department will select FTOs from among those who are **qualified and willing to participate**. Should there be insufficient volunteers to adequately staff the FTO program, the City and the Association agree to meet to devise an alternative plan for fully staffing the program. Once selected, the FTOs will **be required to attend a Department approved certification training or refresher training prior to the commencement of the FTO cycle** ~~undergo a training and certification program~~ and be available to serve as an FTO as needed.

Assignment to service as an FTO will run **for at least twenty-four (24) weeks** ~~from nine to twelve weeks~~ at a time. While serving as an FTO, including during any training or certification/**recertification** program, FTOs shall receive a weekly stipend of \$100, \$250, **for twenty-four (24) weeks. The FTO stipend** which shall be considered base pay for purposes of retirement. **FTOs shall receive this compensation provided they are assigned a Probationary Officer (PO). If an FTO's assignment is extended beyond 24 weeks, they will be eligible to continue receiving the FTO stipend until such time their PO is no longer in the FTO program.**

During the designation period, probationary officers and FTOs assigned to them will be assigned **at the discretion of the Deputy Superintendent** ~~to the day shift and the first half shift working all sectors (including route and sector units)~~. As determined by field training needs, FTOs could remain in bid assignments or be moved throughout the City in various assignments to fulfill the field training requirements of the probationary office as determined by the Department. **Should POs for whatever reason not have their FTO for a shift, they will report for their shift as scheduled and will be assigned at the discretion of the Shift Commander as staffing need require.**

The FTO and probationary officer could be assigned as the regular unit on a shift where no working officer has bid that assignment. Other assignments would be supplementary. The FTO and probationary officer would not assume the call sign of the regularly scheduled assigned unit, but would be designated as an additional unit on the assignment. Calls and other assignments to be issued to the FTO and probationary officer will be as assigned by the dispatcher and/or patrol supervisor, in consultation with the FTO, as training needs and service demands require.

No officer, except FTOs, will be required to waive their shift and/or assignment bidding rights. FTO seniority rights pertaining to shift and assignments are protected after completion of the designation period.

FTOs will be responsible for completing **all necessary documentation related to the FTO program including** performance evaluations of probationary officers to whom that are assigned. **A training officer who fails to adequately fulfill their duties as an FTO or perform all the**



functions required of the position may be separated from the program at the discretion of the Deputy Superintendent or their designee.

Article 35: Duration and Effective Date of Agreement

Revise Article 35 as follows:

This Agreement shall continue in force and effect until and including June 30, ~~2027~~ 2024.

On or after July 1, ~~2026~~2023, either party may notify the other of its desire to commence negotiations for a successor Agreement to be effective on the termination of this Agreement, or the parties shall proceed forthwith to bargain collectively with respect thereto.

During the period of negotiations for a successor Agreement to be effective July 1, ~~2027~~2024, this Agreement shall remain in force and effect after June 30, ~~2027~~2024, until a successor Agreement is executed.

Should during the life of this contract, any City or School unit reach voluntary agreement with the City for a general across the board base wage increase greater in percentage than that provided to this Union, then the City and the Union agree to reopen the contract for the limited purpose of discussing base wages.

The parties agree to continue discussions, **through the Work Schedule Committee** ~~in a labor-management committee format~~, on the matter of shift hours and configuration. But no changes shall be made if such labor-management discussions do not result in an agreement to change shift hours or shift configuration.

HOUSEKEEPING:

- (a) Remove Appendix B
- (b) Find and Replace “quality control” with “professional standards”
- (c) Find and Replace “community relations” with “family social justice section”
- (d) Find and Replace “selective enforcement unit” with “traffic enforcement unit”
- (e) Find and replace gender specific pronouns with “they/their”
- (f) Find and replace “Front Desk” and “Commanding Officer” in Article 20, Section 2 (sick leave) with “Shift Commander”
- (g) Remove reference to Career Awards Pay
 - a. Article 12: Holidays, Section 3:
 - b. Article 27: Compensation, Section 2. Career Award Program



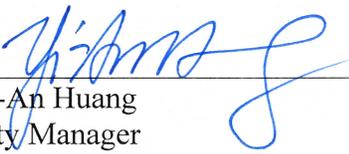
Ratification

This Agreement shall remain OFF-THE-RECORD unless and until approved and ratified by both parties. If not ratified, this Agreement remains OFF-THE-RECORD and both parties are free to revert to their on-the-record positions.

Agreed, this 25th day of January, 2026

The City of Cambridge:

Cambridge Police Patrol Officers Association:



Yi-An Huang
City Manager



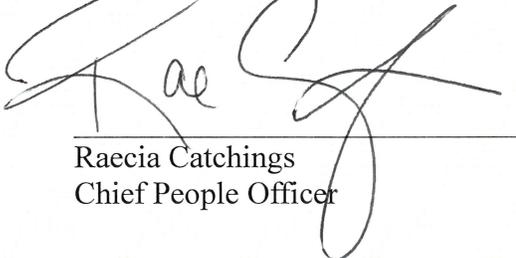
Christopher Sullivan
President, CPPOA



Christine Elow
Police Commissioner



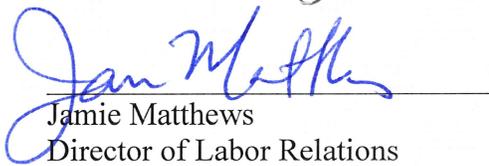
Daniel McNeill
Vice President, CPPOA



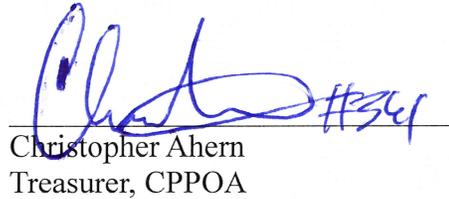
Raecia Catchings
Chief People Officer



Eugene Bustillo
Secretary, CPPOA



Jamie Matthews
Director of Labor Relations



Christopher Ahern
Treasurer, CPPOA



SIDE TABLE AGREEMENT TO THE SUCCESSOR COLLECTIVE BARGAINING
AGREEMENT BETWEEN
CITY OF CAMBRIDGE and
CAMBRIDGE POLICE PATROL OFFICERS ASSOCIATION

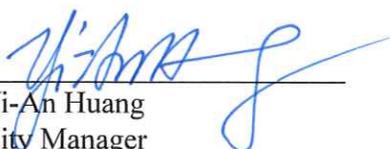
The City of Cambridge (“City”) and the Cambridge Police Patrol Officers Association (“CPPOA”) are parties to a collective bargaining agreement (“CBA”) that expired as of June 30, 2024, and have been engaged in bargaining for a successor CBA. The parties mutually agreed to engage in negotiations specific to the subjects discussed below and enter into this Side Table Agreement (“Agreement”) to come to resolution and implement these specific issues without regard to the resolution of other issues that remain under discussion in successor contract negotiations. The parties agree that this Agreement is the complete and full agreement on the issues of body-worn cameras (“BWCs”), the Police Equipment and Training Differential in Article 27 of the parties’ CBA, and Police Details in Article 29 of the parties’ CBA. The parties reserve all rights as to proposals on all remaining subjects.

The parties agree that this Agreement will be included in the Memorandum of Agreement reached by the parties at the conclusion of successor CBA negotiations for the purposes of including the language described below for Articles 27 and 29 of the parties’ CBA in an integrated CBA.

1. The CPPOA agrees that the City has met all bargaining obligations it may have had under M.G.L. c. 150E and Article 3, Section 1 of the parties’ CBA with respect to the City implementing BWCs.
2. The CPPOA agrees to withdraw any and all litigation in any and all forums related to the implementation of the City’s BWC program, including but not limited to the Body Worn Camera Policy and training of all members on BWCs and the City’s Body Worn Camera Policy. The CPPOA agrees to not pursue any additional charges at the DLR or any grievances under Article 19 of the parties’ CBA relating to the implementation of the BWC program, including but not limited to the Body Worn Camera Policy and training of all members on BWCs and the Body Worn Camera Policy.
3. The parties agree that the Police Equipment and Training Differential (formerly known as Weapon Familiarization Differential) in Article 27, Section 8 of the CPPOA collective bargaining agreement shall be replaced with 4.46% as of July 1, 2025.
4. The parties agree to replace the language in Article 29 with the language in Attachment A. The parties agree that the changes to Police Details, as described in Attachment A, will be implemented as soon as practicable.

5. The parties agree that the City can make changes to the Extra Duty Details Policy to reflect the Article 29 changes in Attachment A. The CPPOA agrees that the City has fulfilled any and all bargaining obligations it may have had under M.G.L. c. 150E and Article 3, Section 1 of the parties' CBA with respect to these changes.

For the City of Cambridge:



Yi-An Huang
City Manager

For the CPPOA:



Christopher Sullivan
President

As to form:



Megan B. Bayer
City Solicitor

Dated: 3/10/25

ARTICLE 29
POLICE DETAILS

Section 1. Distribution

All police details shall be distributed to employees on a fair and equitable basis, and shall be posted and averaged on a continuous monthly basis.

All assignments to police details shall be made by the Superior Officer responsible for the fair and equitable distribution of such details. A patrol officer chosen in accordance with the provisions of Section 3 shall assist in the detail room.

Details will be classified as either Priority or Non-Priority. Priority details shall include those events and activities that pose a substantial risk to public safety and factors involved in such classification shall include:

- a. The uniqueness of the detail and the circumstances involved;
- b. Location of the detail;
- c. Safety features not common to non-priority details; and
- d. Vehicle traffic flow and pedestrian flow at the detail site.

If the Commissioner and/or their designee classifies a detail as Priority, eligible off-duty employees on the call-in list are required to select the Priority detail first, before any other detail on said list can be chosen.

The former "priority" details will fall under Priority details as described below.

All Priority and Non-Priority paid details will be scheduled as either four (4) or eight (8) hour details, with a minimum guarantee of four (4) hours pay per detail lasting four (4) hours or less and a minimum guarantee of eight (8) hours pay for any outside detail lasting more than four (4) hours.

Priority details will be offered first to current Cambridge Police Department (CPD) sworn officers. Priority details not filled by current CPD sworn officers may then be offered to retired officers of the CPD and then to other sworn officers in communities the Department has MOAs with.

Non-Priority details will be offered to current CPD sworn officers eligible to work a detail. Non-Priority details not filled by current CPD sworn officers may then be offered to retired officers of the CPD, then to officers in communities the Department has MOAs with, and then the Civilian Traffic Control Officers or trained civilians contracted through a private entity.

Section 2a. Priority Details

The City and the Association agree that public safety interests are best served when traffic control on and around certain roads, streets, highways and other passageways for construction, repair and maintenance projects; utility construction, repair and maintenance projects; and other activities requiring traffic control is performed by sworn police officers. Therefore, the City and the Association agree that traffic control on all Priority details will be performed only by sworn police officers pursuant to the current practice under the Department's paid detail system, provided that if there are insufficient sworn police officers within the Department to handle available Priority details on a given tour of duty, sworn police officers from other law enforcement agencies may be used to fill them under terms and conditions approved by the Police Commissioner. Nothing in this section shall alter the Police Commissioner's authority presently existing to determine the appropriate level of traffic control measures on such projects and/or activities.

Notwithstanding the above paragraph, retired officers of the Cambridge Police Department may be assigned to perform Priority details under qualifications established by the City Manager and/or Police Commissioner after being qualified as a special police officer. The use of retired officers shall in no way impair the right of sworn active members of the C.P.S.O.A. and C.P.P.O.A. to have first refusal for all such details.

Section 2b: Non Priority Details

The City and the Association agree that the City may contract with a private entity for trained civilian personnel capable of working details or create a pool of Civilian Traffic Control Officers which would allow the Police Commissioner, at their discretion, to appoint competent individuals to the position of Civilian Traffic Control Officer for the purpose of filling unfilled Non-Priority details in the City.

Individuals appointed as Civilian Traffic Control Officers or contracted individuals must undergo specific training, meet physical fitness requirements, and obtain certification under 701 CMR 7.00.

Nothing in either Section 2a or 2b is intended to deal with traffic control measures undertaken on projects in which a Commonwealth entity is the awarding authority pursuant to St. 2008, c. 86 and pertinent regulations and guidelines promulgated thereunder.

Section 3. Detail Officer

The Association shall submit to the Commissioner the names of not more than three (3) patrol officers for such assignment. The Commissioner shall select one (1) patrol officer from such group and so assign the officer. Such patrol officer shall work days and such hours as the Association and the Police Commissioner shall determine. If the Association is not satisfied with

the performance of the patrol officer so selected, it shall so notify the Police Commissioner and shall thereupon submit to them the names of other patrol officers, not to exceed three (3) in number. The Commissioner will select from the list an officer to replace the patrol officer earlier selected by the Commissioner in such assignment. The Association's right to replace the patrol officer so assigned shall not be limited to only one such replacement but shall be ongoing and continuing.

Section 4. Detail Rates

Paying police detail assignments shall be made only when the person, firm, corporation, entity or governmental agency other than the Employer, requesting or required to have such detail, has agreed to pay the following rates of pay per employee:

(a) All Priority and Non-Priority paid details will be scheduled as either four (4) or eight (8) hour details, with a minimum guarantee of four (4) hours pay per detail lasting four (4) hours or less and a minimum guarantee of eight (8) hours pay for any outside detail lasting more than four (4) hours.

- Priority details shall be compensated at the rate of \$90 per hour.
- Non-Priority details shall be compensated at the rate of \$80 per hour.

Beginning in 2028, on April 30th of any year that this CBA is not expired, the Association, at its option, by written notice to the City, attention to the City Manager, may request an increase in the Priority and Non-Priority detail rate by an amount or amounts not to exceed two dollars per year ("Option to Increase") to be effective July 1.

(b) In addition to the detail rate provided in Section 4(a), an additional rate of \$15.00 per hour shall be paid for each detail worked on a Sunday or on a holiday or between the hours of 12:00 Midnight and 8:00 A.M., an additional rate of \$15.00 per hour shall be paid for any detail worked on premises where liquor is sold or served, and an additional rate of one-half (1/2) the applicable detail rates set forth in Section 4(a) and in the foregoing provisions of this Section 4(b) shall be paid for each detail worked at a strike or a labor disturbance, or in excess of eight (8) hours per detail. Beginning in 2028, on April 30th of any year that this CBA is not expired, the Association, at its option, by written notice to the City, attention to the City Manager, may request an increase in the additional rates set forth in this section 4(b) by an amount or amounts not exceeding \$1.00 per hour per year to be effective July 1.

(c) Notwithstanding the foregoing provisions in Sections 4(a) and 4(b), the Association and the City Manager may mutually agree to increase said detail rates from time to time.

Section 5. Detail Procedure Committee

A Detail Procedure Committee, consisting of up to four members designated by the City and up to four (4) members designated by the Association shall meet on an ongoing monthly basis to establish procedures governing the fair and equitable distribution of paying police details, as provided in Section 1 of this Article, provided, however, the failure of agreement on such procedures shall not affect, in any way or manner, the requirement that all paying police details shall be distributed to employees on a fair and equitable basis, and shall be posted and averaged on a continuing basis, as provided in said Section 1.

Section 6. Loss of Opportunities/Sick Days

An employee who, in any twelve (12) month period commencing July 1 of each year, uses five (5) individual, non-consecutive sick days after having worked a paid detail within the preceding twenty-four (24) hours, shall, on each such occasion during the remainder of such twelve (12) month period, lose the opportunity to work the next succeeding two (2) paid details they would be assigned in the normal course of the fair and equitable distribution of paid details.

As example, if during the twelve (12) month period commencing July 1, 2000, an employee has used five (5) such individual, non-consecutive sick days by November 1, 2000; works a paid detail on November 10, 2000, whose starting time is 8:00 A.M., and then calls in sick for either their regularly scheduled last-half tour of duty that evening (12:00 Midnight tour on November 11, 2000) or day tour of duty the next day (November 11, 2000), the employee shall lose the opportunity to work the next two (2) paid details.

It is understood that no employee shall be discriminated against by being charged with or losing, on any such occasion, only eight (8) hour details if a four (4) hour detail would have been assigned in the normal course of the fair and equitable distribution of details.

Section 7. Resolution of Disputes

Shift representatives and/or Association Officers who are on duty shall have the right to leave their duty assignments with the permission of their commanding officer, which permission shall not unreasonably be withheld, to return to Police Headquarters to resolve any disputes concerning the fair and equitable distribution of paying police details, or to assure that no such disputes arise. Such representatives and/or officers at Police Headquarters when any such dispute occurs may remain there for a reasonable period of time to resolve any such disputes.

Section 8. Labor/Management Meetings (Sick Leave - Details)

The Association and the City will continue to meet to devise mutually acceptable ground rules for preventing excessive sick leave use in conjunction with working details.

Section 9. Paid Detail Fund

The parties will undertake a fiscal analysis of the paid detail fund with the view toward ensuring that under no circumstances shall an officer not receive a regularly due detail payment because of a shortfall in said fund.

Section 10. Payment of Police Details

Employees shall be paid for all details worked no later than five (5) weeks after the detail is worked.