

EXHIBIT 1 – HARVARD/HUPA JANUARY 2015 MOA ON SHIFT BIDS & DETAILS

Effective January 15, 2015, delete the current Article 7, section 7 of the Collective Bargaining Agreement between Harvard University and the Harvard University Police Association and replace with the following in its entirety:

ARTICLE 7 PREMIUM PAY RATES

- 7.7 Paid details, for the purposes of this Agreement, are work assignments which are outside departmental overtime requirements and which are generally scheduled in advance and usually involve such assignments as extra traffic duty, construction oversight, pre-arranged escort, and pre-arranged University functions as requested by local management and as assigned by the Chief of Police where appropriate. Effective January 15, 2015, such detail rate shall be paid at the rate of \$46.00 per hour. Effective January 1, 2016, such detail rate shall be paid at the rate of \$47.00 per hour. The detail rate for details which are considered party details shall be paid at the rate of \$60.00 per hour. Officers shall be paid a minimum of four hours' pay at the detail rate for any detail that lasts four hours or fewer.

Paid details shall be distributed as equitably as practicable.

If a paid detail cannot be filled through the normal volunteer process, the Chief of Police or his/her designee shall have the sole discretion to assign an officer working a regularly assigned work shift/tour of duty to an unfilled paid detail assignment should significant public safety or operational needs require coverage. The Chief of Police or his/her designee shall seek volunteers for this purpose. If there are no volunteers, then the Chief of Police or his/her designee shall assign the least senior officer on the applicable work shift/tour of duty whenever practicable. An officer assigned to work a detail shift during his/her regularly assigned work shift/tour of duty under the circumstances described in this paragraph shall not be entitled to additional compensation above the regular hourly rate of pay.