

OFFERED BY COUNCILORS TANIA FERNANDES ANDERSON, MICHAEL FLAHERTY, ED FLYNN, BAKER, BOK, LARA, ARROYO, BREADON, LOUIJEUNE AND MURPHY



CITY OF BOSTON IN CITY COUNCIL

ORDER FOR A HEARING TO INCREASE THE PAY FOR BOSTON MUNICIPAL OFFICERS

- WHEREAS,** The City of Boston recently became the second most expensive city in the United States to live in, with 98 percent of all apartments in the city at \$2000 or above in rent; *and*
- WHEREAS,** The Federal Reserve states that in order to have financial security, households should not spend more than 28 percent of their income on housing; *and*
- WHEREAS,** In Boston, residents would need to earn around \$80,000 in order to spend at most 28 percent of their income on housing; *and*
- WHEREAS,** A Harvard University study has found that a salary of \$181,000 is needed to own a home in Boston; *and*
- WHEREAS,** The U.S Bureau of Labor Statistics has recorded that Boston's Consumer Price Index has risen by 7 percent from 2021 to 2022, with energy prices increasing by 29.5 percent and food prices increasing by 10.8 percent; *and*
- WHEREAS,** In accordance to Chapter V, Section 5-5.3 of the Boston Municipal Code, every employee of the City of Boston, must be a resident of Boston; *and*
- WHEREAS,** Boston Municipal Protective Services (BMPS), who are charged with protecting City employees and property; *and*
- WHEREAS,** BMPS salary starts at \$35,987.70 which is less than 200 percent above the poverty level, and \$14,012.30 less than Boston's average per-capita income; *and*
- WHEREAS,** BMPS maximum salary is \$51,200.06, which is obtained after working for four consecutive years for the BMPS; *and*
- WHEREAS,** BMPS plays an integral role in protecting and preserving our publicly owned spaces while allowing the overstretched Boston Police Department to focus on other areas; *and*

WHEREAS, City Code Enforcement Officer's (CEO) have similar responsibilities as BMPS Officers, with a salary which starts at \$39,815.82 and goes up to \$63,159.82; *and*

WHEREAS, The 11 percent to 23 percent pay difference between CEO's and BMPS Officer's have resulted in a high turnover rate for BMPS and a relatively low turnover rate for CEO's; *and*

WHEREAS, Competitive salary and the ability to earn significantly more in the future help retain good, dedicated employees; *and*

WHEREAS, The City of Boston should support all of its employees and ensure that employees can afford to live comfortably within the city and provide the citizens of Boston with opportunities to achieve a better quality of life; *and*

WHEREAS, The City of Boston should use its power and resources to serve as an example of how Boston employers should pay and treat their employees; *and*

WHEREAS, The City Council should raise the hourly pay and salary for Municipal Protective Services to livable and competitive wages; ***NOW, THEREFORE BE IT***

ORDERED: That the appropriate committee of the Boston City Council holds a hearing regarding increasing the pay and salary of the Boston Municipal Protective Services, and invite a representative of the Office of Workforce Development, head of the Boston Municipal Protective Services, and

Filed on: February 8th, 2023