



BOSTON CITY COUNCIL

Committee on Ways and Means
Brian J. Worrell, Chair

One City Hall Square 5th Floor, Boston, MA 02201 ♦ Phone: (617) 635-3040 ♦ city.council@boston.gov

REPORT OF COMMITTEE CHAIR

February 24, 2025

Dear Councilors,

The Committee on Ways and Means was referred the following dockets for consideration:

Docket #0237, Message and order for your approval an Order to reduce the FY25 appropriation for the Reserve for Collective Bargaining by One Hundred Twenty-Eight Thousand Seven Hundred Dollars (\$128,700.00) to provide funding for the Boston Police Department for the FY25 increases contained within the collective bargaining agreement between the City of Boston and the Boston Police Detective Benevolent Society (BPDBS)-Forensic Group.

Docket #0238, Message and order for a supplemental appropriation Order for the FY25 appropriation for the Reserve for Collective Bargaining by One Hundred Twenty-Eight Thousand Seven Hundred Dollars (\$128,700.00) to cover the FY25 cost items contained within the collective bargaining agreements between the City of Boston and the Boston Police Detective Benevolent Society (BPDBS)-Forensic Group. The terms of the contracts are October 1, 2023 through September 30, 2027. The major provisions of the contract include a market adjustment to base wages in FY25, as well as base wage increase of 2% to be given in January 2026 and 2027 and flat amounts of \$900 and \$800 to be added to annual salaries in January 2026 and 2027, after the percent increases. Filed in the Office of the City Clerk on January 13, 2025.

These matters were sponsored by Mayor Michelle Wu and were referred to the Committee on January 15, 2025.

Summary of Legislation

Dockets #0237-0238 reduce the Reserve for Collective Bargaining by one hundred twenty-eight thousand seven hundred dollars (\$128,700) to provide funding for the Boston Police Department (BPD) to fund the FY25 cost items contained within the collective bargaining agreements between the City of Boston and the Boston Police Detective Benevolent Society (BPDBS) - Forensic Group. The terms of the contracts are October 1, 2023 through September 30, 2027. The major provisions of the contracts include a market adjustment to base wages in FY25, as well as a base wage increase of 2% to be given in January 2026 and 2027 and flat amounts of \$900 and \$800 to be added to annual salaries in January 2026 and 2027, after the percent increase. Other provisions include new language clarifying the notification periods for performance evaluation and technology changes, modified language for use of sick and bereavement leave, updates to the Compensation Grade Appeals Process, and updates to the Sick Leave policy, allowing newer employees to use the City's Sick Leave benefit.

Effective thirty (30) days after Council passage all employees will be placed on updated compensation grades, based on a market rate analysis, and all bargaining unit members will receive a one-time flat



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dollar amount of \$750. Said new compensation grades will increase the minimum salary at each Grade and Step and increase the upper limit of Grades to create a new Grade (5); employees will be eligible for this new Grade after a departmental promotion process that follows the standard City process. The new salary ranges are as follows: Grade 1 (\$76,579.21 - \$92,881.31), Grade 2 (\$89,592.35 - \$108,664.96), Grade 3 (\$100,560.76 - \$122,012.14), Grade 4 (\$108,605.62 - \$131,773.11), Grade 5 (new grade) (\$112,949.84 - \$137,044.03).

Listed below are the current grades and steps of employees (alongside number of employees at each grade and step), their corresponding new grades and steps under the new contract, and their percentage and dollar increase in pay. Employees in the same Grade and Step currently may not move into the same new Grade and Step (evidenced in rows 1-4). Employees will receive the aforementioned 2% increase and flat amount increases based on the new rates.

Grade - Step (# employees)	Annual Rate (Currently)	New Grade - Step (# employees)	New Rate	Increase (\$) and (%)
1 - 3 (1)	\$68,244	1 - 1 (2)	\$76,579	\$8,335 (12%)
1 - 4 (3)	\$70,913	1 - 2 (2)	\$79,582	\$8,669 (12%)
2 - 2 (1)	\$79,582	2 - 1 (4)	\$89,592	\$10,010 (13%)
2 - 3 (3)	\$82,705	2 - 1 (4)	\$89,592	\$6,887 (8%)
2 - 5 (2)	\$89,366	2 - 2 (2)	\$93,106	\$3,740 (4%)
2 - 6 (1)	\$92,881	2 - 3 (1)	\$96,760	\$3,879 (4%)
3 - 5 (1)	\$104,553	3 - 3 (1)	\$108,624	\$4,071 (4%)
3 - 6 (10)	\$108,665	3 - 4 (10)	\$112,898	\$4,233 (4%)
4 - 6 (10)	\$122,012	4 - 5 (10)	\$126,731	\$4,719 (4%)

During this round of bargaining the parties reached a three-year agreement (October 1, 2023 - September 30, 2026) and a 1-year agreement (October 1, 2026 - September 30, 2027) with an estimated cost of \$742,000 over four (4) years. These agreements cover approximately 33 members who work in the Police Department in the City of Boston.

Over the course of the contract, employees will see an average increase of \$11,301.95 (12%) with the lowest-wage employees seeing an increase of 19% and the highest-wage employees seeing an increase of 9%.



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Information Received at Hearing

The Committee held a hearing on Monday, February 24, 2025 to discuss Dockets #0237-0238. James Williamson, Director, Office of Budget Management, Renee Bushey, Director of Labor Relations, Office of Labor Relations, John Wilton, Assistant Corporation Counsel, BPD Office of Labor Relations, and Richard Dahill, Deputy Superintendent for the Office of Labor Relations, BPD Office of Labor Relations testified on behalf of the administration.

Director Williamson gave an overview of the contract's impact on the City's budget. The dockets move approximately \$129,000 (\$128,700) from the Reserve for Collective Bargaining to the Boston Police Department. In the FY25 budget passed in June 2024, the Reserve for Collective Bargaining totaled \$96.8M; since then there have been 15 CBAs presented to the Council totaling \$13.7M – with this reduction of \$128,700 the new balance of the Reserve will be \$83M.

Director Bushey stated this contract will cover approximately 33 positions and is slightly different from other contracts that have been presented to the Council. In this contract, parties engaged in new benchmarking and agreed to new salary scales which will be effective 30 days after the contract is funded. She stated the average increase in step placement will be \$4,700 and there will be an increase in the scales at each Grade and Step as well. She stated these are highly skilled employees with scientific degrees; these new pay scales are meant to reflect their expertise and are meant to help fill empty positions. Similar to other contracts that have come through the Council this contract provides sick and bereavement leave to probationary employees (which was lengthened to 12 months in this contract to reflect the highly skilled nature of these positions). Other changes include changes to the management rights clause and adjustments to the on call system to make it more flexible for the department.

Mr. Wilton stated these employees are very important to the department and the department is very happy with this contract.

Councilors and representatives discussed the technology changes aspects of the contract, with representatives stating the language is meant to streamline the acceptance of minor technological changes that may change in the course of negotiations if they were to be negotiated. They also discussed percentage and dollar increases for all employees under the contract; lower-waged workers will receive a higher percentage increase as compared to higher waged workers. Representatives stated all employees in this Memorandum of Agreement are part of the forensic unit, which is broken down into four subgroups: latent print division (which analyzes unseen evidence such as thumbprints), the crime lab unit (which deals with serology and testing Deoxyribonucleic acid (DNA), the firearms analysis unit (which tests firearms and bullets), and the quality assurance unit (which ensures all scientific means and methods are proper and up to par). He stated for the crime lab unit, he has heard the process has been lengthened because of increased checks on how much the unit has to report. He stated this team is not responsible for pulling information from cellular devices; this team is not made up of sworn officers and do not carry firearms.



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Committee Chair Recommended Action

As Chair of the Committee on Ways and Means I recommend moving the listed docket from the Committee to the full Council for discussion and formal action. At this time, my recommendation to the full Council will be that this matter **OUGHT TO PASS**.

Brian J. Worrell, Chair
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