



City of Boston, Massachusetts
Office of the Mayor
MICHELLE WU

January 14, 2025

Dear Councilors,

Thank you for your continued partnership in addressing the needs of Boston residents through excellent City services and investing in our City workforce to make these services and programming possible across our neighborhoods. I write in response to Docket #1565, the 17F request passed by your Honorable Body on October 23, 2024 regarding new City workforce headcount and funding.

This document outlines all net new headcount and investment in permanent positions funded by the general fund for all City Departments through the annual operating budget process. This does not include staffing covered by separate personnel management systems, such as Boston Public Schools and quasi agencies, and it also does not include formerly BPDA or EDIC positions shifted to the City budget, as these were not net new spending.

From 2022 to 2024, 301 new positions were filled in City departments, with an average salary of \$84,781. The total salary cost of these new positions is approximately 0.6% of the Fiscal Year 2025 Operating Budget. Many of these roles were specifically requested or designated by the Council through budget amendments or created through ordinance, and all of these positions were affirmatively voted on by the Council through the annual budget process. In 2022 and 2023, 112 and 135 of those positions were created each year, which represents annual growth of approximately 1.4% and 1.7%, respectively. In 2024 (January - November), 54 new positions were filled, which is approximately 0.7% growth. Out of the total new filled positions from 2022 to 2024, the largest categories were: 67 jobs in basic city services, 40 in human services (including community centers and libraries), and 39 positions in public safety.

Boston's staffing trends are consistent with national municipal employment numbers. [According to the US Census bureau](#), the total number of full-time local government employees increased by 1.5% between 2022 and 2023 nationwide. Part-time local government employment increased 3.2%.



Funding for these positions was appropriated during the regular budgetary process, and vetted and voted on by the City Council. These positions represent important investments that have been carefully analyzed through the City's budget process and deliver key improvements in core city operations and services that our constituents depend on. Particularly in 2022 and 2023, the administration and Council invested in the staffing necessary to actively recover from both the COVID-19 pandemic and multiple mayoral administration changes which led to significant understaffing and the expiration of all municipal collective bargaining contracts.

Please see below for a summary grouping of workforce investments in the largest categories, with key highlights by department. Several smaller departmental investments have been directed by ordinances passed by the Council, such as the Office of Language and Communications Access and the Office of Black Male Advancement, or even by ballot initiative, such as the Office of Participatory Budgeting. The detailed breakdown of each new funded position from December 2021–November 2024 is presented in the appendix.

Basic City Services (67 employees, 22% of total new filled roles)

- Expanded capacity in our constituent services hotline and response platform through additional 311 call takers to keep response times low as call volume and requests have increased.
- Added 14 public works hokeys who work to keep our neighborhood streets and sidewalks clean and well maintained. As a result of this additional capacity, street cleaning cases reported through 311 now take less than a half day to close.
- Addressed understaffing in the Inspectional Services Department's Building Division to enable implementation of the rental registration program and building permitting, and filled the role of FEMA floodplain administrator as flooding-related inspection issues become more frequent.
- Created an Urban Forestry Division within the Boston Parks and Recreation Department to respond to a backlog of constituent service requests, maintain existing street trees and parkland, and grow our urban tree canopy in line with the City's heat resilience plan. As a result, the response time to close 311 cases for tree maintenance and planting has been reduced by over 60%, the City can address emergency work with a rotation of crew members that are on call 24/7, and the Parks Department can complete in-house preventative pruning for young trees so they are less problematic and hazardous as they grow larger, avoiding greater costs.
- Built the Transportation and Traffic workforce to make possible the Safety Surge program that installed over 800 speed humps and 1,600 curb ramps throughout the City in 2023 and 2024. This has significantly accelerated the pace and capacity to install safety protections on residential streets in response to citywide constituent requests.

Human Services (40 employees, 13% of total)

- Added staffing in Age Strong, Boston Center for Youth and Families, and Office of Human Services to support Community centers across the city and to expand services from early childhood to youth and constituent services for Seniors.
- Expanded branch library capacity by adding new librarians and support staff to make expanded library hours possible across City neighborhoods, especially at smaller neighborhood branches—including delivering citywide Saturday library hours for the first time.
- Created one additional staff position at Veterans Services to liaise with active military and returning veterans to connect them with City and non-profit resources.

Public Safety (39 employees, 13% of total)

- Implemented a new Fire Department cadet program for the very first time after many years of advocacy and legislative action that made this program possible years ago but was never followed through on previously; also expanded the Boston Police cadet program—both representing the Mayor's commitment to building a solid pipeline to maintain first responder staffing levels with a workforce that represents the neighborhoods and communities the City serves.
- Added an Emergency Management logistics coordinator to help ensure citywide preparedness. The Office also added a staff member to focus on climate resilience preparedness, especially for flooding as we experience greater frequency and intensity of major storms and flash floods.

Facilities (35 employees, 12% of total)

- Expanded internal capacity within the Property Management Department to address long-deferred repairs and maintenance needs that have led to emergency closures of City buildings and pools as assets have deteriorated over decades. In bringing much more of this work in-house, the City has reduced reliance on costly outside contractors, improved the pace and scope of facilities improvements at BCYF Community Centers and Pools, and shifted to a more proactive approach to maintenance that will finally bring City facilities into a state of good repair. Before these investments were made, simple repairs such as a broken door lock, stuck window, or peeling paint would usually require contractors charging upwards of \$150/hr plus materials and travel costs, or the repair would remain incomplete. Having a more substantial and better-equipped workforce enables Property Management to respond to issues in real-time, reducing unplanned closures or interruptions in services at critical City facilities and ensuring every constituent and City employee has access to safe, healthy, and welcoming buildings.

- Note: several of the new roles in the Mayor's Office are not included in these Property Management and Public Facilities employee counts due to budget coming from the Mayor's office, but these Operations roles also focus on delivering facilities maintenance and renovations throughout the municipal building portfolio.
- Expanded the "Graffiti Busters" crew, ensuring the capacity to keep Boston beautiful and deliver timely and effective services for constituents, small businesses, public property, and charitable organizations to remove vandalism and unsightly graffiti from their properties and neighborhoods.
- Relieved understaffing in custodial staff and municipal protective services at City buildings.

Administration & Finance (27 employees, 9% of total new headcount)

- Revamped Human Resources and People Operations for internal accountability and capacity to carry out professional development support, recruiting, class and compensation analysis, operational improvements, labor and employment support, and policy compliance. The previous administration had outsourced much of this work through a \$7 million HR transformation contract. This work is now being done in house more efficiently through these new employees.
- Professionalized procurement functions and added a grantmaking position to provide technical assistance to City departments in procuring services and issuing grants. This ensures that procurements and grantmaking are done efficiently and comply with all legal requirements. A training specialist position also supports this work by providing rigorous training to City employees, ensuring procurements are done correctly and preventing time-consuming rework. Lastly, data analyst positions develop and maintain data dashboards to track progress toward the city's equitable procurement and supplier diversity goals. Taken together, these positions provide critical technical assistance to City departments and reduce barriers to doing business with the City.

Technology (15 employees, 5% of total)

- Added new positions for the Department of Information Technology (DoIT) to address deferred technology needs for business critical systems and operations, including five employees dedicated to improvements to 311 and basic City services and one additional engineer to provide in-house development capacity. The core applications for operations were no longer supported by external vendors and had critical security vulnerabilities that could not be remediated. After the implementation of the new system, the City will save between \$200,000 and \$500,000 a year from less reliance on external contracts. In-house technical and design capabilities will reduce the cost from \$4 million to \$1.1 million compared to the previous attempt to upgrade the 311 system, and accomplish improvements on a

significantly faster timeline. As one other example, the team was able to internally develop a mattress pick up app to meet new state legislative requirements for mattress recycling, saving at least \$130,000 per year that external contracts would have cost.

- Created a dedicated PC Team of three employees and one additional Service Desk Technician, enabling DoIT to create a centralized PC management solution for over 3,500 devices across multiple departments: this internal management capacity leads to reducing about 800 redundant PCs, which will save about \$1,000,000 over the next 4 years. These devices can then be redeployed for low-income families without a PC at home, pending Council approval.
- Streamlined DoIT's departmental support through the creation of Business Relationship Managers, making policy and programmatic initiatives accessible to constituents through necessary technology platforms. For example, this team has taken over implementation of the Technology Surveillance Ordinance passed by the City Council which requires departmental coordination to accurately inventory the use of over 100 technologies at the City.

These headcount investments are part of our administration's focus on implementing reforms and resources needed for a professional, supported, and accountable municipal workforce to serve our residents with the highest standards for constituent services. Amid a changing economic and labor landscape across the country, we have worked creatively and urgently to fill necessary roles to improve quality of life, public safety and core City services while adapting new approaches related to our City workforce.

- *Filling existing roles that had high vacancy rates impacting service delivery:* We achieved needed hiring progress in many departments with a multipronged strategy of creatively settling collective bargaining contracts, providing competitive benefits for our workers, and becoming a more-well managed and responsible employer. In August 2022, the City only had 45 lifeguards, which restricted pool hours; by August 2024, through intentional recruitment and hiring reforms, the City had 106 lifeguards on staff, which allowed the City to open additional community pools throughout Boston neighborhoods. In early 2022, BPD 911 operations staff included only 59 employees; by the end of 2024, there were 76 call-takers and dispatchers providing critical services and relaying important information to first responders during emergencies. In the 311 constituent services call center, we have gone from 18 call takers in early 2022 up to 26 today, ensuring all calls and cases from constituents are answered quickly and responsively.
- *Creating new pathways for recruitment and training to connect more neighborhood residents to needed City roles:* at the Boston Police Department, after several years of declining interest in taking the civil service exam and applying for open roles, our

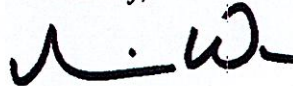
administration has focused on new recruitment strategies targeting neighborhood networks and supports for recruits such as providing childcare at the Police Academy for the first time; over the last two years, Boston has graduated the largest and most diverse BPD Academy classes to fill needed roles. Similarly, we expanded the BPD cadet program, created a Boston Fire Department cadet program for the first time, and brought back the EMS cadet program for the first time in twenty years. Our administration also created City Academy training programs to provide in-house pathways for applicants to obtain their commercial driver's licenses and apply for important roles in Public Works or other departments.

- *Building infrastructure for efficient and effective workplace accountability:* We moved from having only one contract role doing investigations and employee relations to a fully-staffed employee relations team of three who respond to all employee cases of workplace misconduct in a timely and appropriate manner. This team has trained over 700 employees in how to maintain a respectful workplace, which has enabled us to hold employees and managers alike accountable and led to a more productive, functional working environment.
- *Effectively settling collective bargaining contracts:* When our administration began, all municipal labor contracts in the City were expired—a condition no other mayoral administration in Boston has ever faced. Within 18 months, all but one contract had been closed, including agreements for police, fire, and EMS settled over the table rather than through arbitration. This work included: enacting reforms through collective bargaining to direct larger wage increases to City workers at the lower end of the wage scale; improving and expanding paid family leave, including allowing for intermittent leave and including adoption and pregnancy loss as eligible reasons for leave; shifting previous policy to provide sick and bereavement benefits during an employee's probationary period; and launching public transit commuter benefits for all employees citywide and expanded fitness reimbursements.
- *Streamlining hiring processes to fill roles more quickly:* our focus on professional workforce management has also included improving organizational efficiency by improving and accelerating the hiring processes that every department must access, from posting to approving positions, so that qualified new hires can be on-boarded much more quickly.
- *Bringing functions in-house to reduce reliance on expensive external contracts where possible:* as mentioned above, understaffing across departments can actually lead to greater costs as needed services still must be provided through expensive or one-off contracts. By identifying areas where City staff can effectively and efficiently perform this work, we are delivering greater cost savings, consistency, and reliability for our residents.

We are proud of our City workforce who keep Boston running and deliver excellent municipal services each and every day, and have worked diligently throughout our administration to support our workforce.

Thank you for your partnership in ensuring sound fiscal management as the foundation for the highest standards of constituent services across our neighborhoods, as we continue striving to be the safest, greenest, and most family-friendly city for all who call Boston home.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Wu', with a stylized flourish at the end.

Michelle Wu
Mayor of Boston

FULL TABLE - POSITIONS BY EFFECTIVE DATE

Effective Date	Department	Position Title	Annual Salary
1/3/2022	Office of Language and Communications Access	Exec Asst(Office Manager)	\$76,219.95
1/29/2022	Mayor's Office, Operations Cabinet	Deputy Chief of Operations	\$133,326.76
1/29/2022	Mayor's Office, Operations Cabinet	Deputy Chief of Operations	\$124,102.83
2/3/2022	Off of Eco Opp & Incl	Advisor	\$132,570.28
3/17/2022	Public Facilities Department	Clerk of Works II (PFD)	\$109,246.72
3/18/2022	Public Facilities Department	Clerk of Works II (PFD)	\$106,594.61
4/7/2022	Public Facilities Department	Asst Dir	\$140,672.60
4/7/2022	Public Facilities Department	Project Manager II (PFD)	\$128,154.55
4/7/2022	Public Facilities Department	Project Manager II (PFD)	\$125,041.27
5/21/2022	Planning	Chief Of Planning	\$183,184.00
5/25/2022	ASD Human Resources	Prin Admin Asst	\$118,349.14
5/31/2022	Assessing Department	Asst Assessor (Trainee II)	\$47,677.48
6/1/2022	ASD Human Resources	Asst. Payroll & Vendor Clerk	\$66,593.10
6/1/2022	Property Management	Jr Building Custodian	\$52,994.79
6/1/2022	Property Management	Jr Building Custodian	\$47,173.46
6/1/2022	Property Management	Jr Building Custodian	\$45,385.13
6/1/2022	Property Management	Jr Building Custodian	\$45,385.13
6/1/2022	Property Management	Jr Building Custodian	\$45,385.13
6/2/2022	Inspectional Services Dept	Management Analyst(Insp Srvc)	\$84,707.63
6/6/2022	Property Management	Security Offc (Prot Ser)	\$48,379.00
6/6/2022	Property Management	Security Offc (Prot Ser)	\$48,379.00
6/6/2022	Property Management	Security Offc (Prot Ser)	\$42,831.00

Effective Date	Department	Position Title	Annual Salary
6/6/2022	Property Management	Security Offc (Prot Ser)	\$42,831.00
6/10/2022	Public Facilities Department	Sr Project Manager (PFD)	\$138,589.19
6/13/2022	Youth Employment & Opportunity	Dir	\$101,749.58
6/13/2022	Youth Employment & Opportunity	Grants Administrator	\$72,612.06
6/13/2022	Youth Employment & Opportunity	Staff Asst II	\$76,219.95
6/22/2022	Traffic Division	Asst Traffic Engineer	\$76,027.30
6/22/2022	Traffic Division	Trans Program Planner III	\$69,829.83
6/23/2022	Traffic Division	Trans Program Planner III	\$92,428.27
6/23/2022	Traffic Division	Trans Program Planner III	\$76,886.37
6/23/2022	Traffic Division	Trans Program Planner III	\$69,829.83
6/30/2022	Office of Language and Communications Access	Admin Asst	\$79,560.31
6/30/2022	Office of Language and Communications Access	Admin Asst	\$79,560.31
7/1/2022	Human Services	Office Manager II	\$103,921.76
7/1/2022	Human Services	Special Assistant	\$86,331.37
7/1/2022	Inspectional Services Dept	Admin Asst	\$76,886.37
7/1/2022	Off of Historic Preservation	Preservation Planner	\$79,897.69
7/1/2022	Office of Arts & Culture	Project Mngr	\$91,772.38
7/1/2022	Office of Housing	Housing Development Officer	\$93,169.92
7/1/2022	Office of Housing	Program Asst	\$74,535.19
7/2/2022	Black Male Advancement	Exec Dir	\$128,000.00
7/2/2022	Black Male Advancement	Policy Analyst&Project Manager	\$99,306.60
7/2/2022	Black Male Advancement	Sr Admin Anl	\$86,331.37
7/2/2022	Black Male Advancement	Sr Project Coordinator	\$86,331.37

Effective Date	Department	Position Title	Annual Salary
7/2/2022	Office of People Operations	Chief	\$194,300.00
7/8/2022	Boston Public Library	Generalist II	\$86,682.49
7/8/2022	Boston Public Library	Generalist II	\$80,989.11
7/8/2022	Boston Public Library	Sr Library Asst (Branch)	\$47,457.80
7/8/2022	Boston Public Library	Sr Library Asst (Branch)	\$47,457.80
7/8/2022	Boston Public Library	Sr Library Asst (Branch)	\$47,457.80
7/16/2022	LGBTQ+ Advancement	Special Assistant	\$114,171.42
7/18/2022	Dpt of Innovation & Technology	Data Proc Equip Tech	\$55,064.79
7/18/2022	Public Works Department	Chief Highway Const: Inspector	\$60,193.55
7/18/2022	Public Works Department	Public Works Hokey	\$40,829.88
7/18/2022	Public Works Department	Public Works Hokey	\$40,829.88
7/18/2022	Public Works Department	Public Works Hokey	\$40,829.88
7/18/2022	Public Works Department	Public Works Hokey	\$39,279.03
7/18/2022	Public Works Department	Public Works Hokey	\$39,279.03
7/18/2022	Public Works Department	Public Works Hokey	\$39,279.03
7/18/2022	Public Works Department	Public Works Hokey	\$37,788.45
7/18/2022	Public Works Department	Public Works Hokey	\$37,788.45
7/18/2022	Public Works Department	Public Works Hokey	\$37,788.45
7/18/2022	Public Works Department	Public Works Hokey	\$37,788.45
7/18/2022	Public Works Department	Public Works Hokey	\$37,788.45
7/18/2022	Public Works Department	Public Works Hokey	\$37,788.45
7/18/2022	Public Works Department	Public Works Hokey	\$37,788.45
7/18/2022	Public Works Department	Public Works Hokey	\$37,788.45
7/29/2022	Office of Language and Communications Access	Spec Asst	\$104,504.40
7/30/2022	Office of Equity	Program Manager (temporary)	\$99,696.52
7/31/2022	LGBTQ+ Advancement	Director	\$128,000.00
8/1/2022	Age Strong	Director	\$111,703.80

Effective Date	Department	Position Title	Annual Salary
8/1/2022	Environment Department	Admin Manager	\$93,978.35
8/1/2022	Environment Department	Admin Manager	\$87,423.62
8/15/2022	Office of Housing	Housing Development Officer	\$89,042.92
8/15/2022	Office of Housing	Senior Product Manager	\$95,115.02
8/15/2022	Office of Streets	Prin Admin Asst	\$83,649.51
8/17/2022	Mayor's Office, Communications	Director	\$122,589.23
8/20/2022	Boston VETS	Transition Integration Advocate	\$69,486.54
8/20/2022	Parks Department	Arborist	\$88,057.98
8/20/2022	Parks Department	Arborist	\$88,057.98
8/20/2022	Parks Department	Arborist	\$88,057.98
8/20/2022	Parks Department	Exec Asst (Parks & Rec)	\$63,065.75
8/22/2022	Age Strong	Behavioral Health Manager	\$95,151.52
8/27/2022	Human Services	Operations Director	\$104,504.40
8/27/2022	Parks Department	Director of Urban Forestry	\$124,102.83
8/31/2022	Office of Housing	Architect	\$86,200.47
9/12/2022	Human Services	Staff Asst IV	\$98,653.07
9/12/2022	Human Services	Staff Asst IV	\$87,423.62
9/12/2022	Human Services	Staff Asst IV	\$79,897.69
9/20/2022	Off of Participatory Budgeting	DirOfficeofPaticipatoryBudget	\$128,000.00
10/1/2022	LGBTQ+ Advancement	Community Relations Specialist	\$83,046.69
10/1/2022	LGBTQ+ Advancement	Community Relations Specialist	\$83,046.69
10/13/2022	Traffic Division	Trans Program Planner III	\$83,649.51
10/19/2022	ASD Human Resources	Deputy Director, People & Cult	\$154,459.35

Effective Date	Department	Position Title	Annual Salary
10/24/2022	Public Works Department	Principal Engineer (Telecom)	\$103,861.71
10/26/2022	Public Works Department	Admin Asst	\$63,065.75
10/26/2022	Public Works Department	Prin Admin Asst	\$96,882.39
10/29/2022	Law Department	Asst Corp Counsel I (Law)	\$103,921.76
11/9/2022	Traffic Division	Trans Program Planner III	\$69,829.83
11/14/2022	Traffic Division	Asst Traffic Engineer	\$85,457.47
11/19/2022	Black Male Advancement	Program/Development MGR	\$90,615.96
11/19/2022	Black Male Advancement	Program/Development MGR	\$90,615.96
11/28/2022	Boston Police Department	Cadet (Police)	\$31,205.39
11/28/2022	Boston Police Department	Cadet (Police)	\$31,205.39
11/28/2022	Boston Police Department	Cadet (Police)	\$31,205.39
11/28/2022	Boston Police Department	Cadet (Police)	\$31,205.39
12/9/2022	Office of Food Justice	Project Mngr	\$83,538.01
12/20/2022	Dpt of Innovation & Technology	Senior Endpoint Administrator	\$111,263.73
12/21/2022	Office of Streets	Prin Admin Asst	\$123,350.94
12/23/2022	Public Facilities Department	Deputy Director	\$145,709.35
12/31/2022	Inspectional Services Dept	Floodplain Administrator	\$111,703.80
1/4/2023	Dpt of Innovation & Technology	Designer (Dolt)	\$83,649.51
1/7/2023	Environment Department	Spec Asst IV	\$112,190.76
1/10/2023	Office of Language and Communications Access	Special Assistant	\$83,046.69
1/20/2023	Traffic Division	Trans Program Planner IV	\$116,455.11
1/23/2023	Dpt of Innovation & Technology	Endpoint Administrator	\$99,468.24
1/23/2023	Dpt of Innovation & Technology	Endpoint Administrator	\$69,829.83

Effective Date	Department	Position Title	Annual Salary
1/23/2023	Mayor's Office, Operations Cabinet	Special Projects Manager	\$103,921.76
2/13/2023	Traffic Division	Trans Program Planner IV	\$116,455.11
2/16/2023	Office of Tourism	Coordinator (Special Events)	\$95,151.52
2/18/2023	Off of Eco Opp & Incl	Manager - Strategy	\$99,696.52
2/24/2023	Black Male Advancement	Chief of Staff	\$114,171.42
3/2/2023	Inspectional Services Dept	Admin Secretary (Isd)	\$60,123.35
3/20/2023	Office of Arts & Culture	Staff Asst III	\$83,867.28
3/21/2023	Black Male Advancement	Sr Admin Asst	\$95,151.52
4/13/2023	Office of Tourism	Deputy Director of A & F	\$109,082.09
4/15/2023	ASD Human Resources	Senior Class & Comp Analyst	\$103,921.76
4/15/2023	Office of People Operations	Policy Advisor	\$156,560.00
5/5/2023	Boston Public Library	Special Lib Asst IV	\$74,741.46
5/12/2023	Office of Housing	Housing Crisis Case Coord	\$82,339.67
5/30/2023	Planning	Executive Director	\$153,500.00
5/31/2023	Immigrant Advancement	Project Mngr	\$79,897.69
6/17/2023	ASD Office of Budget Management	Prin Admin Asst	\$101,292.74
6/17/2023	Human Services	Dir	\$156,560.00
6/17/2023	Human Services	Dir	\$156,560.00
6/17/2023	Property Management	Prin Admin Asst	\$128,154.55
6/20/2023	Boston Public Library	Librarian II	\$66,584.27
6/24/2023	Boston Public Library	Young Adults Librarian II	\$86,682.49
6/26/2023	Boston Public Library	Generalist II	\$86,682.49
6/26/2023	Boston Public Library	Generalist II	\$86,682.49
6/26/2023	Boston Public Library	Generalist II	\$86,682.49
6/26/2023	Boston Public Library	Generalist II	\$84,594.28

Effective Date	Department	Position Title	Annual Salary
6/26/2023	Boston Public Library	Generalist II	\$84,594.28
6/26/2023	Boston Public Library	Generalist II	\$84,594.28
6/26/2023	Boston Public Library	Generalist II	\$77,395.12
6/26/2023	Boston Public Library	Sr Library Asst (Branch)	\$47,457.80
7/1/2023	ASD Human Resources	Special Assistant	\$86,331.37
7/1/2023	Human Services	Staff Asst III	\$79,897.69
7/1/2023	Labor Compliance & Worker Protection	Dir, Administration & Finance	\$124,102.83
7/1/2023	Off of Participatory Budgeting	Chief Of Staff	\$122,589.23
7/1/2023	Off of Participatory Budgeting	Sr Management Analyst	\$114,171.42
7/1/2023	Procurement	Sr. Procurement Analyst	\$111,263.73
7/1/2023	Procurement	Sr. Procurement Analyst	\$96,882.39
7/1/2023	Property Management	Mech Equip Repairperson	\$76,886.37
7/1/2023	Property Management	Mech Equip Repairperson	\$69,829.83
7/1/2023	Property Management	Mech Equip Repairperson	\$69,829.83
7/1/2023	Property Management	Mech Equip Repairperson	\$63,065.75
7/1/2023	Property Management	Prin Admin Asst	\$111,263.73
7/1/2023	Property Management	Prin Admin Asst	\$109,233.20
7/1/2023	Property Management	Prin Admin Asst	\$101,292.74
7/1/2023	Property Management	Prin Admin Asst	\$101,292.74
7/1/2023	Property Management	Prin Admin Asst	\$96,882.39
7/1/2023	Property Management	Prin Admin Asst	\$92,473.91
7/1/2023	Property Management	Real Property Agent	\$92,473.91
7/1/2023	Public Facilities Department	Asst Dir	\$140,672.61
7/1/2023	Public Facilities Department	Sr Project Mangr (PFD)	\$135,221.41

Effective Date	Department	Position Title	Annual Salary
7/1/2023	Traffic Division	Trans Program Planner III	\$80,709.91
7/8/2023	Office of Streets	Prin Civil Engineer	\$116,810.93
7/14/2023	Planning	Strategic Manager	\$111,703.80
7/17/2023	Dpt of Innovation & Technology	Manager	\$122,589.23
7/17/2023	Dpt of Innovation & Technology	Manager	\$117,254.05
7/17/2023	Dpt of Innovation & Technology	Manager	\$111,703.80
7/17/2023	Dpt of Innovation & Technology	Manager	\$111,703.80
7/17/2023	Dpt of Innovation & Technology	Manager	\$103,921.76
7/17/2023	Public Facilities Department	Manager	\$117,254.05
7/19/2023	Inspectional Services Dept	Admin Secretary (Isd)	\$56,890.36
7/19/2023	Inspectional Services Dept	Wire Inspector	\$86,325.77
7/19/2023	Inspectional Services Dept	Wire Inspector	\$86,325.77
7/21/2023	Office of Housing	Sr Program Manager	\$101,714.32
7/24/2023	Human Services	Program Coordinator	\$61,829.17
7/25/2023	Off of Eco Opp & Incl	Manager - Strategy	\$94,982.74
8/3/2023	Black Male Advancement	Office Manager II	\$99,306.60
8/3/2023	Boston Public Library	ESL Instructor	\$78,750.42
8/3/2023	Boston Public Library	ESL Instructor	\$76,854.81
8/4/2023	Office of Streets	Program Manager	\$88,057.99
8/5/2023	Human Services	Deputy Director	\$97,622.00
8/7/2023	LGBTQ+ Advancement	Policy Advisor	\$103,921.76
8/10/2023	Law Department	Asst Corp Counsel III (LAW)	\$145,709.35
8/22/2023	Treasury	Senior Analyst	\$107,091.38
8/31/2023	Dpt of Innovation & Technology	Platform Administrator	\$119,353.73

Effective Date	Department	Position Title	Annual Salary
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
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12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Boston Fire Department	Cadet (Fire)	\$32,337.26
12/4/2023	Environment Department	Program Manager	\$93,978.35
12/4/2023	Immigrant Advancement	Program Coordinator	\$68,971.74
12/5/2023	Neighborhood Services	311 Call Takers	\$57,897.43
12/5/2023	Neighborhood Services	311 Call Takers	\$55,691.23
12/5/2023	Neighborhood Services	311 Call Takers	\$53,568.43
12/5/2023	Neighborhood Services	311 Call Takers	\$53,568.43
12/6/2023	Immigrant Advancement	Program Coordinator	\$68,971.74
12/9/2023	Parks Department	Prin Admin Asst (P&R)	\$73,356.23
12/12/2023	Dpt of Innovation & Technology	Sr Data Proc Sys Anl	\$116,455.11
12/16/2023	Comm. for Persons with Disabilities	Training Specialist	\$72,612.06
12/27/2023	Environment Department	Program Manager	\$101,749.58
12/28/2023	Immigrant Advancement	Project Mngr	\$83,538.01
12/28/2023	Mayor's Office, Communications	Photographer	\$86,331.37
12/29/2023	Office of Equity	Division Director	\$124,102.83

Effective Date	Department	Position Title	Annual Salary
12/30/2023	Office of Streets	Superintendent of City Svcs.	\$158,797.96
1/6/2024	Mayor's Office, Engagement	Manager	\$94,982.74
1/10/2024	Traffic Division	Asst Supv Traffic Eng	\$125,041.27
1/22/2024	Public Facilities Department	Special Assistant	\$168,800.00
1/23/2024	Public Works Department	Prin Civil Engineer	\$112,294.46
1/23/2024	Public Works Department	Prin Civil Engineer	\$112,294.46
2/7/2024	Boston Fire Department	Chaplain (Fire Dept)	\$42,442.82
2/9/2024	Office of Equity	Office Manager	\$95,151.52
2/14/2024	Planning	Implementation Mgr.	\$95,151.52
2/23/2024	Procurement	Special Projects Manager	\$109,082.09
2/23/2024	Public Works Department	Trans Program Planner IV	\$111,263.73
2/28/2024	Office of Equity	Special Assistant	\$99,306.60
2/28/2024	Office of Equity	Special Assistant	\$90,660.70
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Boston Fire Department	Cadet (Fire)	\$32,337.26
3/4/2024	Treasury	Prin Admin Asst	\$128,154.55
3/12/2024	Procurement	Junior Analyst	\$80,709.91
3/12/2024	Traffic Division	Prin Admin Asst	\$111,263.73

Effective Date	Department	Position Title	Annual Salary
4/1/2024	Office of Arts & Culture	Director	\$113,439.69
4/2/2024	Boston Cntr - Youth & Families	Deputy Director-HR	\$114,171.42
4/4/2024	Traffic Division	Prin Traffic Engr	\$96,064.89
5/2/2024	Human Services	Program Director	\$99,696.52
5/14/2024	Registry Division	Chief of Staff	\$126,944.61
5/18/2024	Office of Streets	Exec Asst	\$152,601.66
5/24/2024	Mayor's Office	Advisor	\$111,703.80
6/4/2024	Office of Equity	Coord	\$76,255.70
6/5/2024	Office of Finance	Deputy Director	\$126,944.61
6/11/2024	Procurement	Training & Dev Specialist	\$91,216.01
6/12/2024	Dpt of Innovation & Technology	Senior Director	\$116,028.57
6/13/2024	Office of People Operations	Division Director	\$124,102.83
7/1/2024	Boston Police Department	Senior Director	\$116,028.57
7/1/2024	Property Management	MaintMechPaint(PMDGraffRemoval	\$45,385.13
7/1/2024	Property Management	MaintMechPaint(PMDGraffRemoval	\$45,385.13
7/5/2024	Office of Streets	Coordinator	\$63,065.75
7/13/2024	Mayor's Office, Engagement	Special Assistant	\$150,000.00
7/15/2024	Office of People Operations	Special Assistant	\$109,082.09
7/25/2024	Human Services	Program Coordinator	\$61,829.17
7/27/2024	Emergency Management	Project Dir	\$83,538.01
7/27/2024	Parks Department	Park Keeper	\$45,864.30
7/27/2024	Parks Department	Park Keeper	\$44,121.58
7/27/2024	Parks Department	Park Maint Foreprs	\$47,677.47
7/29/2024	Environment Department	Exec Asst	\$76,255.70
8/1/2024	Boston Cntr - Youth & Families	Staff Asst	\$62,878.71

Effective Date	Department	Position Title	Annual Salary
8/9/2024	Dpt of Innovation & Technology	Jr. Software Engineer	\$73,356.23
8/30/2024	Office of Equity	Deputy Director	\$103,921.76
9/7/2024	Parks Department	Sr. Animal Room Attendant	\$51,526.30