



BOSTON CITY COUNCIL

Committee on Ways and Means
Brian Worrell, Chair

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REPORT OF COMMITTEE CHAIR

November 27, 2024

Dear Councilors,

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

Docket #1761, An order reducing the FY25 appropriation for the reserve for collective bargaining by one hundred seventy thousand, one hundred eighteen dollars (\$170,118).

Docket #1760, An order appropriating one hundred seventy thousand, one hundred eighteen dollars (\$170,118) to cover the FY25 cost items contained within the collective bargaining agreement between the City of Boston and NEPBA Patrol Officers.

These matters were sponsored by Mayor Michelle Wu and were referred to the Committee on November 20, 2024.

Summary of Legislation

Dockets #1760 and #1761 reduce the Reserve for Collective Bargaining by one hundred seventy thousand, one hundred eighteen dollars (\$170,118) to provide funding to the Property Management Department, to fund the FY25 increases contained within the collective bargaining agreement between the City of Boston and the New England Police Benevolent Association, Local 173 (NEPBA Patrol Officers). The expected term of the contract is July 1, 2023 - June 30, 2027. The major provisions of the contract include base wage increases of 2% to be given in October of each fiscal year of the contract term and flat amounts of \$500, \$250, \$900, and \$800 to be added to annual salaries in January of each fiscal year, as well as increases to the uniform allowance, weekend differential, and an increase to the detail rate of \$3. This contract will cover approximately 54 members of the Property Management Department. Non-compensatory changes include an acceptance of the City's Bereavement Policy and changes to how Personal Leave may be used, an acceptance of how new technology will be noticed to the union, and clarification of the Compensation Grade Appeal process.

During this round of bargaining, the parties reached a four year agreement (July 1, 2023 - June 30, 2027) with an estimated \$926,000 cost over four (4) years.

Information Received at Hearing

The Committee held a hearing on Wednesday, November 27, 2024 to discuss Dockets #1760 and #1761. James Williamson, Budget Director, and Bridget Connelly, Labor Counsel, Office of Labor Relations testified on behalf of the Administration.

Representatives stated there are currently 56 officers for 67 positions. They explained the relationship between the base wage increase and the flat amount increase, stating over the four year course of the contract officers will see a 13% increase in their salaries. They stated once the contract is implemented, officers will receive retroactive compensation to the beginning of the contract term, and will receive the



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first lump sum in January. Officers will be available as a resource for some element of the detail work at Boston Police Department; they will receive a detail rate, which in this contract has increased \$3 (from \$37/hr to \$40/hr). The weekend differential has increased from \$1.25/hr to \$1.50/hr. They stated this contract is a 3-year contract with an additional one-year contract attached. They stated statutorily contracts are capped at 3 years; the typical length of a contract – 3 years vs 3 years plus one year – depends on the previous contract negotiations.

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 Worrell

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