



# BOSTON CITY COUNCIL

Committee on Ways and Means  
Brian J. Worrell, Chair

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One City Hall Square 5<sup>th</sup> Floor, Boston, MA 02201 ♦ Phone: (617) 635-3040 ♦ [city.council@boston.gov](mailto:city.council@boston.gov)

## REPORT OF COMMITTEE CHAIR

December 3, 2025

Dear Councilors,

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

*Docket #1967, Message and order for your approval an order to reduce the FY26 appropriation for the Reserve for Collective Bargaining by Six Million Seven Hundred Thirty-Three Thousand One Hundred Ninety-Six Dollars (\$6,733,196.00) to provide funding for the Police Department for FY26 increases contained within the collective bargaining agreement between the City of Boston and the Boston Police Patrolman's Association (BPPA).*

*Docket #1968, Message and order for a supplemental appropriation order for the Boston Police Department for FY26 in the amount Six Million Seven Hundred Thirty-Three Thousand One Hundred Ninety-Six Dollars (\$6,733,196.00) to cover the FY26 cost items contained within the collective bargaining agreement between the City of Boston and the Boston Police Patrolmen's Association (BPPA). The terms of the contract are July 1, 2025 through June 30, 2026. The major provisions of the contract include a base wage increase of 2% and a 1% increase to hazardous duty differential. The contract also contains reforms relating to police performance evaluations and will require officers to wear nametags.*

*Docket #1969, Message and order for your approval an order to reduce the FY26 appropriation for the Reserve for Collective Bargaining by Five Hundred Six Thousand Four Hundred Fifty-Two Dollars (\$506,452.00) to provide funding for the Boston Public Health Commission for the FY26 increases contained within the collective bargaining agreement between the Boston Public Health Commission and SEIU Local 888, Program collective bargaining unit.*

*Docket #1970, Message and order for a supplemental appropriation order for the Boston Public Health Commission for the FY26 in the amount of Five Hundred Six Thousand Four Hundred Fifty-Two Dollars (\$506,452.00) to cover the FY26 cost items contained within the collective bargaining agreements between the Public Health Commission and SEIU, Local 888, Programs collective bargaining unit. The term of the contract covers October 1, 2023 through September 30, 2027. The major provisions contract include base wage increases of 2% along with flat dollar weekly increases totaling to an annual increase of \$500, \$200, \$550, then \$500 to be given in January of each year of the contract term. The agreement also includes amendments to the longevity/career awards and reclassifications on lowest paid employees.*



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These matters were sponsored by Mayor Michelle Wu and were referred to the Committee on November 19, 2025.

## *Summary of Legislation*

**Dockets #1967-1968** reduce the Reserve for Collective Bargaining by six million seven hundred thirty three thousand one hundred ninety-six dollars (\$6,733,196) to provide funding for the Boston Police Department (BPD) to fund the FY26 cost items contained within the collective bargaining agreement between the City of Boston and the Boston Patrolmen's Police Association (BPPA). The term of the contract is July 1, 2025 through June 30, 2026.

The major provisions of the contract include a base wage increase of 2% and a 1% increase to hazardous duty differential. The contract also contains reforms relating to police performance evaluations and will require officers to wear nametags.

Other provisions include the following:

- Civilian personnel may now perform all tasks and responsibilities of Area Detail Clerks and sworn officers in the Paid Details Unit for both the distribution of paid details (as negotiated in the previous contract negotiations) and for **clerical overtime distribution functions**
- Details will now conform to contractual shifts: Day (7:30 AM - 4 PM), First Half (4 PM - 11:45 PM), and Last Half (11:45 PM - 7:30 AM)
- Details may overlap with regular shift pay for the maximum of two hours and detail pay shall not overlap with other detail pay
- Type 1 Details will now include details at the following garages: Clarendon Street Garage, North Station Garage, Garden (Alcott) Garage, International Place Garage, 125 High Street Garage
- A longer Summer Vacation period that now starts the first Saturday in June of each calendar year and runs for 16 consecutive weeks (previously, it started the second Saturday of June and lasted 14 consecutive weeks)
- An additional \$40 per week for Field Training Officers in addition to their regular compensation
- City will provide funding for all Department gyms in order to provide maintenance and free membership access to Patrol Officers covered by this agreement
- Sick Day Redemption at Retirement will remain at 40% of accumulated sick days but with an increase from maximum of 200 days to 250 days

This contract will cover approximately 1,470 members who work at the Boston Police Department.

**Dockets #1969-1970** reduce the Reserve for Collective Bargaining by five hundred six thousand, four hundred fifty-two dollars (\$506,452) to provide funding for the Boston Public Health Commission (BPHC) to fund the FY26 cost items contained within the collective bargaining agreement between the Boston Public Health Commission and the SEIU Local 888, Programs collective bargaining unit. The term of the contract is October 1, 2023 through September 30, 2027.

The major provisions of the contract include base wage increases of 2% along with flat dollar weekly increases totaling to an annual increase of \$500, \$200, \$550, then \$500 to be given in January of each fiscal year of the contract term.



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Other provisions include the following:

- Reclassifications focused on lowest paid employees, including all employees in the lowest two pay grades
- Amended longevity/career award program to increase awards for the higher service intervals
- Allowal of a new digital performance evaluation system without further bargaining to replace the former system
- Annual influenza vaccination requirement to all members of the unit
- A new legal services plan will be implemented that is comparable to the plan in place for various City employees represented by SEIU
- New hires in probationary period can accrue sick and vacation leave subject to existing notice and approval rules and can receive paid bereavement leave under the same terms as employees who have completed their probationary periods

This contract will cover approximately 175 employees who work primarily in the Boston Public Health Commission's (BPHC) Bureaus of Recovery Services, Community Initiatives, Infectious Disease, and Child, Adolescent, and Family Health.

## ***Information Received at Hearing***

The Committee held a hearing on Monday, November 24, 2025 to discuss Dockets #1967-1970. Jim Williamson, Budget Director, City of Boston, Lou Mandarin, Senior Labor Advisor, City of Boston, Renee Bushey, Director, Office of Labor Relations, David Susich, Chief Labor and Employment Counsel, Boston Public Health Commission (BPHC), John Wilton, Counsel, Boston Police Department (BPD), and John Brown, Deputy Superintendent, Boston Police Department testified on behalf of the Administration.

Director Williamson stated Dockets #1967-1968 move \$6.7M from the Collective Bargaining Reserve (CBR) to the Boston Police Department (BPD) budget; Dockets #1969-1970 move \$506K from the CBR to the Boston Public Health Commission (BPHC) budget. The FY26 CBR contained \$102.7M upon approval of the budget; since the beginning of the fiscal year, there have been five collective bargaining agreements approved by the City Council totalling \$58.5M. With these additional dockets, the City Council will have approved \$65.8M in collective bargaining agreements.

Senior Advisor Mandarin stated the BPPA agreement is a one-year agreement, which has been completed to ensure the largest police unit remains under contract as future negotiations are being conducted. This is in an effort to ensure that the past history of completing retroactive agreements, thereby delaying payment to employees, is changed in favor of keeping city employees in up to date contracts.

Representatives stated the BPPA negotiation schedule for their next three-year contract will be dependent on when the one-year contracts with the other three police unions are completed and whether police unions in general are waiting to see the results of the City's arbitration process with Local 718 (Boston Fire Department). The Administration's goal is to take the holidays off and start as soon as possible in the new year, in an effort to have at the very least a good foundation for the next contract come June 2026 (when this new one-year contract will expire).

Councilors expressed concern that a one-year contract followed closely by a three-year contract—as is being envisioned by the Administration—will create a sharp increase in costs on the City. Representatives



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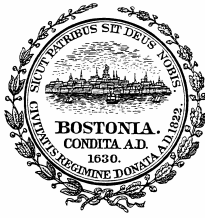
stated they are confident in City staff's financial acumen and insights, and will always endeavor to ensure contract negotiations are fiscally responsible and feasible.

Representatives stated the change in the BPPA contract that now stipulates detail pay may not overlap with regular pay for more than two hours is estimated to have only a minor effect and only on people who work off-shift, as another part of this contract stipulates all detail shifts will follow regular contractual shifts. The increase in the maximum number of days that can be redeemed for sick pay redemption is in order to realign the BPPA sick pay redemption limits with those of other Boston police unions. Representatives stated this contract also includes 30 minutes of workout and meditation time on a regular shift (up to four times a week) accessible based on operational need, which is meant to address mental health and wellness. All police stations, the police academy, and the headquarters have a gym; this new contract waives gym membership costs for officers and puts the maintenance of the gyms under City responsibility. SEIU represented 911 call-takers do not have this no-cost gym usage provision in their collective bargaining agreement.

Representatives stated the expansion of the summer vacation periods is meant to reduce overtime usage by spreading summer vacation across more days, thereby reducing the number of people that are off at any one time. Additionally, increasing the maximum number of days that can be redeemed for sick pay redemption should also reduce overtime, as officers toward the end of their career will max out on sick pay redemption and then use the rest of the sick pay, creating a gap in staffing; by increasing the number of days that can be redeemed, the length of that gap should be shortened. Representatives stated minimum staffing levels are not subject to collective bargaining contracts and cannot be changed through contract negotiations. Representatives stated vacation time is allocated to patrol officers depending on seniority; more junior officers begin with 15 vacation days and the maximum can be 25 vacation days. Officers also receive sick time; both the base vacation and base sick time for police officers is derived from statute, and then augmented by the contracts. A new patrol officer is allocated approximately 15 sick days and 15 vacation days per year; all sick days carry over every year, but vacation days over 70 hours will expire at the end of the year. The department does deny vacation time in specific circumstances, depending on operational needs, but endeavors to ensure all officers are able to use vacation time before it expires at the end of the year.

Representatives stated Type 1 and Type 2 details were enshrined in the last BPPA contract passed in December 2023; the change in this contract is the addition of garages near sporting facilities to Type 1 details. When the civilian flagger system is stood up, civilian flaggers will be able to do civilian flagger details, regardless of type. The technical aspect of the system is currently being created by a North Carolina based company—Extra Duty Solutions—which will create the app that will filter and sort details. The personnel side of the system is currently being ironed out with the Edward Davis Company, which as per the previous contract will be required to hire civilian flaggers as employees rather than independent contractors, thereby ensuring they have access to all rights provided to employees.

Representatives stated when the City's pension and Other Post Employment Benefits (OPEB) obligations are re-evaluated, the wage growth in all City contracts—including the ones being discussed in this hearing—is considered in the valuation process.



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Representatives stated the BPHC contract includes general wage increases, reclassification of lowest-paid positions, an employer-funded legal services plan, and adjustments to the longevity award program to bring it in line with other City contracts. The reclassification process includes changing the staffing mix at some of the larger BPHC programs, including Healthy Baby, Healthy Child, which will include reclassifying public health advocates II to program coordinators, thereby allowing for a larger range of services provided by employees in the program.

Representatives stated that although veterans do not have specific provisions in this new contract, the City has rolled out a new Citywide policy increasing the amount of hours provided to veterans on Veterans Day. Councilors raised concerns about police overtime and the need for more police officers in the City.

Representatives highlighted the new provision in the BPPA contracts which requires officers to wear nametags during duty.

***Committee Chair Recommended Action***

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

Brian J. Worrell, Chair  
Committee on Ways and Means