



BOSTON CITY COUNCIL

Committee on City Services & Innovation Technology
Kenzie Bok, Chair

One City Hall Square ♦ 5th Floor ♦ Boston, MA 02201 ♦ Phone: (617) 635-3040 ♦ Fax: (617) 635-4203

REPORT OF COMMITTEE CHAIR

August 10, 2022

Dear Councilors,

The Committee on City Services and Innovation Technology was referred the following dockets:

Docket #0862, Message and order for your approval an Order to reduce the FY22 appropriation for the Reserve for Collective Bargaining by One Hundred Forty-Five Thousand One Hundred Fifteen Dollars (\$145,115.00) to provide funding for the Boston Police Department for the FY22 increases contained within the collective bargaining agreements between the City of Boston and the Boston Police School Traffic Supervisors Association, Inc. (BPSTSA),

Docket #0863, Message and order for a supplemental appropriation Order for the Boston Police Department for FY22 in the amount of One Hundred Forty-Five Thousand One Hundred Fifteen Dollars (\$145,115.00) to cover the FY22 cost contained within the collective bargaining agreements between the City of Boston and the Boston Police School Traffic Supervisors Association, Inc. (BPSTSA). The terms of the contracts are September 1, 2020 through August 31, 2023. The major provisions of the contract includes base wage increases of 2%, 1.5% and 2%, to be given in September of each fiscal year of the contract term,

Docket #0864, Message and order for your approval an Order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by One Hundred Eight Thousand One Hundred Fifty-Eight Dollars (\$108,158.00) to provide funding for the Property Management Department for the FY23 increases contained within the collective bargaining agreement between the City of Boston and the Municipal Police Patrolmen's Association (MPPA), and

Docket #0865, Message and order for a supplemental appropriation Order for the Property Management Department for FY23 in the amount of One Hundred Eight Thousand One Hundred Fifty-Eight Dollars (\$108,158.00) to cover the FY23 cost contained within the collective bargaining agreements between the City of Boston and the Municipal Police Patrolmen's Association (MPPA). The terms of the contract include base wage increases of 2%, 1.5% and 2%, to be given in October of each Fiscal year of the contract term. Filed in the Office of the City Clerk on July 11, 2022.

These dockets were sponsored by the Administration and referred to the Committee on July 13, 2022. The Committee held a public hearing on July 18, 2022.

Summary of Legislation:

Docket #0862 reduces funds from the Collective Bargaining Reserve to cover the cost of the FY22 increases contained within the collective bargaining agreements between the City of Boston and the Boston Police School Traffic Supervisors Association, Inc. (BPSTSA) and *Docket #0863* appropriates the funds to the Boston Police Department. The parties reached an agreement that covers three years, from September 1, 2020 through August 31, 2023, with an estimated cost of \$325,000 over the three years.

The annual wage increase pattern of this agreement is as follows, to be applied the first pay period:

- Effective September 2020 2%
- Effective September 2021 1.5%
- Effective September 2022 2%

The agreement provides a one time only, non-precedent setting lump sum payment to BPSTSA members employed on the date the agreement is funded by the City Council in the amount of:

- \$375 minus standard deductions

The agreement also contains the following language changes/policy implementations:

- Military Leave
- COVID Vaccine Policy

Docket # 0864 reduces funds from the Collective Bargaining Reserve to cover the cost of the FY23 increases contained within the collective bargaining agreement between the City of Boston and the Municipal Police Patrolmen's Association (MPPA) and *Docket #0865* appropriates the funds to the Property Management Department. The parties reached an agreement that covers three years, from July 1, 2020 through June 30, 2023, with an estimated cost of \$278,000 over the three years.

The annual wage increase pattern of this agreement is as follows, to be applied the first pay period:

- Effective October 2020 2%
- Effective October 2021 1.5%
- Effective October 2022 2%

The agreement increases the paid detail rate, effective the first pay period of October 2022, by \$3.

The agreement provides a one time only, non-precedent setting lump sum payment to MPPA members employed on the date the agreement is funded by the City Council in the amount of:

- \$1,000 minus standard deductions

In addition, the agreement provides regular, full-time, active status MPPA members, hired before the agreement was signed, with 2 wellness days that must be used by December 31, 2022

The agreement also contains the following language changes/policy implementations:

- Addition of Juneteenth as a recognized holiday
- Military Leave
- City of Boston Paid Parental Leave Policy

Information Gathered at the Hearing:

Deputy Director of the Office of Labor Relations, Jose Lopez and Director of the Office of Budget Management, James Williamson testified on behalf of the Administration at the hearing. The Chair was joined by Councilor Erin Murphy, At-Large, Councilor Liz Breadon, District 9 and Council President Ed Flynn, District 2. The Councilors emphasized the hiring challenges at the current pay scale and a desire to improve the pay scale to achieve competitiveness for both Traffic Supervisors and Municipal Police.

The panel explained that the first two dockets ask the Council to reduce the FY22 Collective Bargaining Reserve by \$145,115.00 to appropriate \$145,115.00 to The Boston Police Department for the BPSTSA collective bargaining agreement. In addition, the panel explained that the second two dockets ask the

council to reduce the FY23 Collective Bargaining Reserve by \$108,158.00 to appropriate \$108,158.00 to The Property Management Department for the MPPA collective bargaining agreement. The panel noted that generally, both union contracts updated their military leave policy solely to clarify specific excerpts. For example, language changes were made to the five-year leave limit provision to clarify that the limitation may be extended under certain circumstances by request. The panel also noted that the BPSTSA agreement did not include the addition of Juneteenth as a recognized holiday because its members are part-time employees. Further, the MPPA agreement did not include the COVID Vaccine Policy because it has already been implemented. Finally, the panel informed the committee that after the CBR appropriations are reduced, there will be 4.7 million dollars remaining in the FY22 CBR and 75.3 million remaining in FY23 CBR.

Recommended Action:

The Chair of the Committee on City Services and Innovation Technology, to which the following was referred:

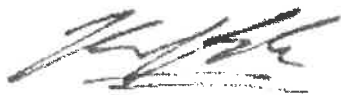
Docket #0862, Message and order for your approval an Order to reduce the FY22 appropriation for the Reserve for Collective Bargaining by One Hundred Forty-Five Thousand One Hundred Fifteen Dollars (\$145,115.00) to provide funding for the Boston Police Department for the FY22 increases contained within the collective bargaining agreements between the City of Boston and the Boston Police School Traffic Supervisors Association, Inc. (BPSTSA),

Docket #0863, Message and order for a supplemental appropriation Order for the Boston Police Department for FY22 in the amount of One Hundred Forty-Five Thousand One Hundred Fifteen Dollars (\$145,115.00) to cover the FY22 cost contained within the collective bargaining agreements between the City of Boston and the Boston Police School Traffic Supervisors Association, Inc. (BPSTSA). The terms of the contracts are September 1, 2020 through August 31, 2023. The major provisions of the contract includes base wage increases of 2%, 1.5% and 2%, to be given in September of each fiscal year of the contract term,

Docket #0864, Message and order for your approval an Order to reduce the FY23 appropriation for the Reserve for Collective Bargaining by One Hundred Eight Thousand One Hundred Fifty-Eight Dollars (\$108,158.00) to provide funding for the Property Management Department for the FY23 increases contained within the collective bargaining agreement between the City of Boston and the Municipal Police Patrolmen's Association (MPPA), and

Docket #0865, Message and order for a supplemental appropriation Order for the Property Management Department for FY23 in the amount of One Hundred Eight Thousand One Hundred Fifty-Eight Dollars (\$108,158.00) to cover the FY23 cost contained within the collective bargaining agreements between the City of Boston and the Municipal Police Patrolmen's Association (MPPA). The terms of the contract include base wage increases of 2%, 1.5% and 2%, to be given in October of each Fiscal year of the contract term. Filed in the Office of the City Clerk on July 11, 2022

submits a report recommending that these dockets **ought to pass**.



Kenzie Bok, Chair
Committee on City Services & Innovation Technology