



BOSTON CITY COUNCIL

Committee on Ways & Means
Brian Worrell, Chair

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REPORT OF COMMITTEE CHAIR

April 9, 2024

Dear Councilors:

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

Docket #0530, Message and order for your approval, an Order to reduce the FY24 appropriation for the Reserve for Collective Bargaining by Seven Million Seven Hundred Sixty-Seven Thousand One Hundred and Ninety-Three Dollars (\$7,767,193.00) to provide funding for the Boston Police Department for the FY24 increases contained within the collective bargaining agreements between the City of Boston and the Boston Police Detectives Benevolent Society.

Docket #0531, Message and order for a supplemental appropriation Order for the Boston Police Department in the amount of Seven Million Seven Hundred Sixty-Seven Thousand One Hundred Ninety-Three Dollars (\$7,767,193.00) to cover the FY24 cost items contained within the collective bargaining agreements between the City of Boston and the Boston Police Detectives Benevolent Society. The terms of the contract are July 1, 2020 through June 30, 2023 and July 1, 2023 through June 30, 2025. The major provisions for the contract include base wage increases of 2%, 2%, 1%, and 2.5% to be given in July of each fiscal year of the contract term as well as the addition of the Transitional Career in July 2023. The contract also contains reforms relating to discipline, officer return to duty, paid detail system, and union release.

Docket #0532, Message and order for your approval, an Order to reduce the FY24 appropriation for the Reserve for Collective Bargaining by Thirty-Four Thousand Two Hundred Ninety-Four Dollars (\$34,294.00) to provide funding for a city department for the FY24 increases contained within the collective bargaining agreements between the City of Boston and the Office and Professional Employees International Union, Local 6.

Docket #0533, Message and order for a supplemental appropriation Order for a city department in the amount of Thirty-Four Thousand Two Hundred Ninety-Four Dollars (\$34,294.00) to cover the FY24 cost items contained within the collective bargaining agreements between the City of Boston and the Office and Professional Employees

International Union, Local 6. The terms of the contract are July 1, 2023 through June 30, 2027. The major provisions for 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.

Docket #0631, Message and order for your approval, an Order to reduce the FY24 appropriation for the Reserve for Collective Bargaining by Four Million Nine Hundred Nine Thousand Eight Hundred Thirty-Eight Dollars (\$4,909,838.00) to provide funding for the Boston Police Department for the FY24 increases contained within the collective bargaining agreements between the City of Boston and the Boston Police Detectives Benevolent Society-Superior Officers Unit.

Docket #0632, Message and order for a supplemental appropriation Order for the Boston Police Department for FY24 in the amount of Four Million Nine Hundred Nine Thousand Eight Hundred Thirty-Eight Dollars (\$4,909,838.00) to cover the FY24 cost contained within the collective bargaining agreements between the City of Boston and the Boston Police Detectives Benevolent Society- Superior Officers Unit. The terms of the contracts are July 1, 2020 through June 30, 2023 and July 1, 2023 through June 30, 2025. The major provisions of the contract include base wage increases of 2%, 1.5%, 2%, 1% and 2.5%, to be given in July of each fiscal year of the contract term, as well as the addition of the Transitional Career Award Program in July 2023. The contract also contains reforms relating to discipline, officer return to duty, paid detail system, and union release.

These matters were sponsored by Mayor Michelle Wu. Dockets #0530-0533 were referred to the Committee on March 20, 2024, and Dockets #0631-0632 were referred to the Committee on April 3, 2024.

Summary of Legislation

Dockets #0530, #0532, and #0631 transfers funds from the Reserve for Collective Bargaining to provide funding for the Boston Police Department and the Inspectional Services Department.

Docket #0531 authorizes the appropriation of \$7,767,193 to fund the costs contained within the collective bargaining agreement between the City of Boston and the Boston Police Detectives Benevolent Society. The terms of the contracts are July 1, 2020 through June 30, 2023 and July 1, 2023 through June 30, 2025. The major provisions of the contract include base wage increases of 2 percent, 1.5 percent, 2 percent, 1 percent, and 2.5 percent to be given in July of each fiscal year of the contract term, as well as the addition of the Transitional Career Award Program in July 2023. The contract also contains reforms relating to discipline, officer return to duty, paid detail system, and union release.

Docket #0533 authorizes the appropriation of \$34,294 to fund the costs contained within the collective bargaining agreement between the City of Boston and the Office and Professional Employees International Union, Local 6. The major provisions of the contract include a base wage increase of 2 percent 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.

Docket #0632 authorizes the appropriation of \$4,909,838 to fund the costs contained within the collective bargaining agreement between the City of Boston and the Boston Police Detectives Benevolent Society - Superior Officers Unit. The terms of the contracts are July 1, 2020 through June 30, 2023 and July 1, 2023 through June 30, 2025. The major provisions of the contract include base wage increase of 2 percent, 1.5 percent, 2 percent, 1 percent, and 2.5 percent to be given in July of each fiscal year of the contract term, as well as the addition of the Transitional Career Award Program in July 2023. The contract also contains reforms relating to discipline, officer return to duty, paid detail system, and union release.

Information Received at Hearing

The Committee held a public hearing on Dockets #0530-0533 and #0631-0632 on Monday, April 8, 2024. The Committee was joined by Jim Williamson, Budget Director for the City of Boston, and Renee Bushey, Director of Labor Relations.

Mr. Williamson stated that Dockets #0530, #0532, and #0631 reduce the Reserve for Collective Bargaining from the FY24 budget and transfers these funds to the various departments stipulated in the contracts in the aggregate amount of about \$12.7 million. At the start of the fiscal year, the Reserve for Collective Bargaining had a total of \$76.2 million. Since July, the City Council has approved ten collective bargaining agreements totaling \$46.8 million. The balance of the Reserve for Collective Bargaining currently stands at \$16.7 million.

Ms. Bushey stated that the two Boston Police Department (BPD) contracts, Boston Police Detectives Benevolent Society, and Boston Police Detectives Benevolent Society - Superior Officers Unit, largely mirror the contract that was approved for the Boston Police Patrolmen's Association (BPPA). Provisions in this contract include reforms to the paid detail system which allows BPD to centralize and prioritize Type 1 details and provides a higher hourly rate for this type of details. It also limits the time when they can be paid for covering two details at the same time. Both of these contracts include limits on court time. Currently, Detectives and Detective Superiors collect a minimum of four hours in overtime pay when they are scheduled to go to court with a 72 hour cancellation policy. Under this new contract, the cancellation policy will be 24 hours, which could decrease paid court time by about 30 percent. These contracts also limit union release time for officers.

Ms. Bushey stated that the Professional Employees International Union, Local 6 represents a small group of Inspectional Services Department employees. This contract is similar to other larger citywide union contracts that have recently been approved including base wage increases and flat payment increases for lower-paid workers. It also includes sick and bereavement leave for employees on probation, and increasing on-call pay.

Councilors discussed various topics including health and wellness support for Boston Police officers, increasing salaries for BPD Crime Lab employees, mental health counseling support for the families of BPD officers, the hiring and retention of new police officers, changes to the paid detail system, higher education benefits for officers and their families, and active duty pay for officers who are in the National Guard and Reserves.

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 that time, my recommendation to the full Council will be that the matters **OUGHT TO PASS**.

Brian Worrell

Brian Worrell, Chair
Committee on Ways & Means