BOSTON CITY COUNCIL

Committee on Ways and Means
Benjamin J. Weber, Chair

One City Hall Square 5th Floor, Boston, MA 02201 ◊ Phone: (617) 635-3040 ◊ city.council@boston.gov

REPORT OF COMMITTEE CHAIR

May 13, 2026

Dear Councilors,

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

Docket #0909, Message and order for your approval an Order to reduce the FY26 appropriation for the Reserve for Collective Bargaining by One Million Nine Hundred Fifty-One Thousand Eight Hundred Ninety-Four Dollars ($1,951,894.00) to provide funding for the Boston Police Department for the FY26 increases contained within the collective bargaining agreements between the City of Boston and the Boston Police Detectives Benevolent Society (BPDBS).

Docket #0910, Message and order for a supplemental appropriation Order for the Boston Police Department for FY26 in the amount of One Million Nine Hundred Fifty-One Thousand Eight Hundred Ninety-Four Dollars ($1,951,894.00) to cover the FY26 cost items contained within the collective bargaining agreement between the City of Boston and the Boston Police Detectives Benevolent Society (BPDBS). 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% in July of 2025. The contract also contains an update to hazardous duty pay and amended language around sick time buyback at retirement.

Docket #0911, Message and order for your approval an Order to reduce the FY26 appropriation for the Reserve for Collective Bargaining by One Million Three Hundred Sixty-Six Thousand Ninety-Three Dollars ($1,366,093.00) to provide funding for the Boston Police Department for the FY26 increases contained within the collective bargaining agreements between the City of Boston and the Boston Police Detective Benevolent Society - Superior Officers Unit (BPDBS-SO).

Docket #0912, Message and order for a supplemental appropriation Order for the Boston Police Department for FY26 in the amount of One Million Three Hundred Sixty-Six Thousand, Ninety-Three Dollars ($1,366,093.00) to cover the FY26 cost items contained within the collective bargaining agreements between the City of Boston and the Boston Police Detectives Benevolent Society - Superior Officers Unit (BPDBS - SO). 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% in July of 2025. The contract also contains an update to hazardous duty pay and amended language around paid details and summer vacation schedules.

These matters were sponsored by Mayor Michelle Wu, and were referred to the Committee on May 6, 2026.

Summary of Legislation
Dockets #0909-0910 reduce the Reserve for Collective Bargaining (CBR) by One Million Nine Hundred Fifty-One Thousand Eight Hundred Ninety-Four Dollars ($1,951,894) to cover the FY26 cost items contained within the collective bargaining agreement (CBA) between the City of Boston and the Boston

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Police Detectives Benevolent Society (BPDBS). 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% in July of 2025. The contract also contains an update to hazardous duty pay and amended language around sick time buyback at retirement.

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
- 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)
- City will provide funding for all Department gyms in order to provide maintenance and free membership access to Detectives covered by this agreement
- Hazardous duty pay will be calculated as 5.65% of strip base pay for all Detectives.
- City will not argue that BPDBS has waived its right to bargain compensation for POST requirements
- Inclusion of 4 half hour fully compensated blocks of workout/meditation time per week, spread out over four shifts.
- Nametags will be worn by Detectives on while on uniformed duty

The contract will cover approximately 278 members who work at the Boston Police Department. During this round of bargaining the parties reached a one-year agreement (July 1, 2025 - June 30, 2026) with an estimated $1.95M cost.

Dockets #0911-0912 reduce the Reserve for Collective Bargaining (CBR) by One Million Three Hundred Sixty-Six Thousand Ninety-Three Dollars ($1,366,093) to cover the FY26 cost items contained within the collective bargaining agreement (CBA) between the City of Boston and the Boston Police Detectives Benevolent Society - Superior Officers Unit (BPDBS - SO). 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% in July of 2025. The contract also contains an update to hazardous duty pay and amended language around paid details and summer vacation schedules.

Other provisions are similar to those in the BPDBS contract, with the additional provision of new language around assignment differentials and on calls. Hazardous duty pay will be calculated as 4.90% of strip base pay for all Superior Officer Detectives.

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The contract will cover approximately 127 members who work at the Boston Police Department. During this round of bargaining the parties reached a one-year agreement (July 1, 2025 - June 30, 2026) with an estimated $1.4M cost.

Information Received at Hearing

The Committee held a hearing on Wednesday, May 13, 2026 to discuss Dockets #0909-0912. James Williamson, Budget Director, City of Boston, Renee Bushey, Director of Labor Relations, City of Boston, John Wilton, Labor Counsel, Boston Police Department, and James Miller, Deputy Superintendent, Boston Police Department - Office of Labor Relations testified on behalf of the Administration.

Director Williamson stated these appropriations will appropriate an additional $3.3M from the Reserve for Collective Bargaining (CBR), thereby increasing the total appropriations from the FY26 CBR to $89.6M. Director Bushey stated these contracts are meant to be catch up contracts to align these officers with the officers in the Boston Police Patrolmen's Association (BPPA). Representatives stated these contracts are similar to the BPPA contract passed last year, with an additional allowance of allowing officers to use half days and compensation time to cover partial vacation days, hopefully reducing the number of overtime hours needed by the department.

Representatives stated the BPDBS contract increases the total number of days that officers can buy back at retirement to 250 (the BPDBS-SO contract already has 260 days). They stated they are hopeful that the inclusion of an additional vacation period will reduce the number of overtime hours needed, by reducing the number of officers out at any one time, and thereby reducing the number of replacement overtime hours needed.

Representatives stated the name tag provision is both to align with a practice superior officers have had for ten years, which is having a name tag while on uniformed duty, and to connect faces to names for the public. They stated the department is currently short-staffed approximately 45 detectives.

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.**

Benjamin J. Weber, Chair
Committee on Ways and Means