



Office of Human Resources

Martin J. Walsh, Mayor

EXECUTIVE ORDER

October 26, 2017

The Honorable Martin Walsh
Mayor of Boston
Boston City Hall

Dear Mayor Walsh,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, for Boston Police Detective Benevolent Society. The effective date of the new base salary schedules and the rates of increases will be **2% increase 7-2-2016, 2% increase 7-1-2017, 2% increase 7-7-2018, and 2% increase 7-6-2019.**

Cumulative Risk Enhancement Adjustment effective 7/2/16:

- Add a new 5 Year Strip Base - Equal to 3rd Year Annual Strip Base plus \$1,500.00
- Add a new 10 Year Strip Base - Equal to 3rd Year Annual Strip Base plus \$3,000.00
- Add a new 15 Year Strip Base - Equal to 3rd Year Annual Strip Base plus \$6,000.00 (Replaces the current 20 & 25 year Strip Base)

Educational Incentives will increase as follows:

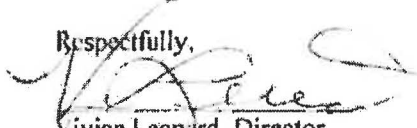
- Effective 7-2-2016 - Change existing 50% + Flat Amount to 75%
- Effective 7-1-2017 - Increase to 85%
- Effective 7-7-2018 - Increase to 100%

Hazardous Duty Compensation:

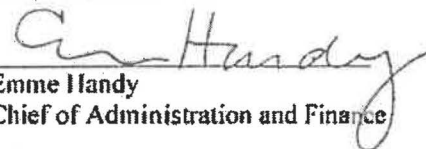
- Effective 7-1-2017 - Increase to 2.65%
- Effective 7-7-2018 - Increase to 3.65%
- Effective 7-6-2019 - Increase to 4.65%

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and the Boston Police Detective Benevolent Society.

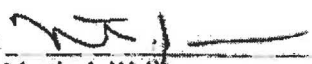
Respectfully,


Vivian Leonard, Director
Office of Human Resources

Approved:


Emme Handy
Chief of Administration and Finance

Approved:


Martin J. Walsh
Mayor

**Detectives Salary Scales
July 2, 2016**

Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,502.26	93.89	1,596.15	39.90	56.33	399.04	800.00	88,987.32
Longevity 5 Yrs of Service	1,571.93	98.25	1,670.18	41.75	58.95	417.55	800.00	93,077.51
Longevity 10 Yrs of Service	1,641.61	102.60	1,744.21	43.61	61.56	436.05	800.00	97,167.57
Longevity 15 Yrs of Service	1,742.49	108.91	1,851.40	46.29	65.34	462.85	800.00	103,089.85
Longevity 20 Yrs of Service	1,780.96	111.31	1,892.27	47.31	66.79	473.07	800.00	105,347.95
Education 5 Yrs of Service	1,533.47	95.84	1,629.31	40.73	57.51	407.33	800.00	90,819.41
Education 10 Yrs of Service	1,564.69	97.79	1,662.48	41.56	58.68	415.62	800.00	92,652.02
Education 15 Yrs of Service	1,627.11	101.69	1,728.80	43.22	61.02	432.20	800.00	96,316.20

Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,502.26	135.20	1,637.46	40.94	56.33	409.37	800.00	91,269.73
Longevity 5 Yrs of Service	1,571.93	138.01	1,709.94	42.75	58.95	427.49	800.00	95,274.25
Longevity 10 Yrs of Service	1,641.61	140.82	1,782.43	44.56	61.56	445.61	800.00	99,279.29
Longevity 15 Yrs of Service	1,742.49	146.44	1,888.93	47.22	65.34	472.23	800.00	105,163.35
Longevity 20 Yrs of Service	1,780.96	146.44	1,927.40	48.19	66.79	481.85	800.00	107,288.85
Education 5 Yrs of Service	1,533.47	138.01	1,671.48	41.79	57.51	417.87	800.00	93,149.27
Education 10 Yrs of Service	1,564.69	140.82	1,705.51	42.64	58.68	426.38	800.00	95,029.46
Education 15 Yrs of Service	1,627.11	146.44	1,773.55	44.34	61.02	443.39	800.00	98,788.67

**Detectives Salary Scales
July 01, 2017**

Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,546.47	96.65	1,643.12	41.08	57.99	410.78	800.00	91,582.38
Longevity 5 Yrs of Service	1,617.05	101.07	1,718.12	42.95	60.64	429.53	800.00	95,726.13
Longevity 10 Yrs of Service	1,687.64	105.48	1,793.12	44.83	63.29	448.28	800.00	99,869.88
Longevity 15 Yrs of Service	1,790.36	111.90	1,902.26	47.56	67.14	475.57	800.00	105,899.93
Longevity 20 Yrs of Service	1,828.83	114.30	1,943.13	48.58	68.58	485.78	800.00	108,157.90
Education 5 Yrs of Service	1,578.59	98.66	1,677.25	41.93	59.20	419.31	800.00	93,468.03
Education 10 Yrs of Service	1,610.72	100.67	1,711.39	42.78	60.40	427.85	800.00	95,354.33
Education 15 Yrs of Service	1,674.98	104.69	1,779.67	44.49	62.81	444.92	800.00	99,126.80

Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,546.47	139.18	1,685.65	42.14	57.99	421.41	800.00	93,932.13
Longevity 5 Yrs of Service	1,617.05	142.07	1,759.12	43.98	60.64	439.78	800.00	97,991.38
Longevity 10 Yrs of Service	1,687.64	144.96	1,832.60	45.82	63.29	458.15	800.00	102,051.15
Longevity 15 Yrs of Service	1,790.36	150.75	1,941.11	48.53	67.14	485.28	800.00	108,046.36
Longevity 20 Yrs of Service	1,828.83	150.75	1,979.58	49.49	68.58	494.90	800.00	110,171.86
Education 5 Yrs of Service	1,578.59	142.07	1,720.66	43.02	59.20	430.17	800.00	95,866.53
Education 10 Yrs of Service	1,610.72	144.96	1,755.68	43.89	60.40	438.92	800.00	97,801.32
Education 15 Yrs of Service	1,674.98	150.75	1,825.73	45.64	62.81	456.43	800.00	101,671.55

* These are draft salary scales and rounding may occur.

**Detectives Salary Scales
July 7, 2018**

Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,591.84	99.49	1,691.33	42.28	59.69	422.83	800.00	94,245.95
Longevity 5 Yrs of Service	1,663.37	103.96	1,767.33	44.18	62.38	441.83	800.00	98,444.95
Longevity 10 Yrs of Service	1,734.91	108.43	1,843.34	46.08	65.06	460.84	800.00	102,644.60
Longevity 15 Yrs of Service	1,839.50	114.97	1,954.47	48.86	68.98	488.62	800.00	108,784.50
Longevity 20 Yrs of Service	1,877.97	117.37	1,995.34	49.88	70.42	498.84	800.00	111,042.60
Education 5 Yrs of Service	1,624.91	101.56	1,726.47	43.16	60.93	431.62	800.00	96,187.50
Education 10 Yrs of Service	1,657.99	103.62	1,761.61	44.04	62.17	440.40	800.00	98,128.92
Education 15 Yrs of Service	1,724.12	107.76	1,831.88	45.80	64.65	457.97	800.00	102,011.37

Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,591.84	143.27	1,735.11	43.38	59.69	433.78	800.00	96,664.86
Longevity 5 Yrs of Service	1,663.37	146.24	1,809.61	45.24	62.38	452.40	800.00	100,780.92
Longevity 10 Yrs of Service	1,734.91	149.22	1,884.13	47.10	65.06	471.03	800.00	104,898.15
Longevity 15 Yrs of Service	1,839.50	155.17	1,994.67	49.87	68.98	498.67	800.00	111,005.55
Longevity 20 Yrs of Service	1,877.97	155.17	2,033.14	50.83	70.42	508.29	800.00	113,131.05
Education 5 Yrs of Service	1,624.91	146.24	1,771.15	44.28	60.93	442.79	800.00	98,656.07
Education 10 Yrs of Service	1,657.99	149.22	1,807.21	45.18	62.17	451.80	800.00	100,648.32
Education 15 Yrs of Service	1,724.12	155.17	1,879.29	46.98	64.65	469.82	800.00	104,630.74

**Detectives Salary Scales
July 6, 2019**

Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,638.42	102.40	1,740.82	43.52	61.44	435.21	800.00	96,980.37
Longevity 5 Yrs of Service	1,710.91	106.93	1,817.84	45.45	64.16	454.46	800.00	101,235.66
Longevity 10 Yrs of Service	1,783.41	111.46	1,894.87	47.37	66.88	473.72	800.00	105,491.60
Longevity 15 Yrs of Service	1,889.95	118.12	2,008.07	50.20	70.87	502.02	800.00	111,745.90
Longevity 20 Yrs of Service	1,928.42	120.53	2,048.95	51.22	72.32	512.24	800.00	114,004.52
Education 5 Yrs of Service	1,672.45	104.53	1,776.98	44.42	62.72	444.25	800.00	98,978.21
Education 10 Yrs of Service	1,706.49	106.66	1,813.15	45.33	63.99	453.29	800.00	100,976.57
Education 15 Yrs of Service	1,774.57	110.91	1,885.48	47.14	66.55	471.37	800.00	104,972.77

Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual
3rd Year	1,638.42	147.46	1,785.88	44.65	61.44	446.47	800.00	99,469.87
Longevity 5 Yrs of Service	1,710.91	150.52	1,861.43	46.54	64.16	465.36	800.00	103,644.04
Longevity 10 Yrs of Service	1,783.41	153.58	1,936.99	48.42	66.88	484.25	800.00	107,818.73
Longevity 15 Yrs of Service	1,889.95	159.71	2,049.66	51.24	70.87	512.42	800.00	114,043.78
Longevity 20 Yrs of Service	1,928.42	159.71	2,088.13	52.20	72.32	522.03	800.00	116,169.15
Education 5 Yrs of Service	1,672.45	150.52	1,822.97	45.57	62.72	455.74	800.00	101,519.06
Education 10 Yrs of Service	1,706.49	153.58	1,860.07	46.50	63.99	465.02	800.00	103,568.90
Education 15 Yrs of Service	1,774.57	159.71	1,934.28	48.36	66.55	483.57	800.00	107,668.97

* These are draft salary scales and rounding may occur.