



Office of Human Resources

Martin J. Walsh, Mayor

EXECUTIVE ORDER

April 5, 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 Patrolmen's Association. 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 New 5 Year Strip Base – Equal to 3rd year Annual Strip Base plus \$1,500.00
- Add New 10 Year Strip Base – Equal to 3rd Year Annual Strip Base plus \$3,000.00
- Add New 15 Year Strip Base – Equal to 3rd Year Annual Strip Base plus \$6,000.00 (Replaces the current 20 Year Strip Base)

Educational Incentives will increase as follows:

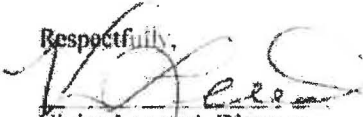
- Effective 7-2-2016 – Change existing 50% + Flat Amount to 75%
- Effective 7-1-2017 – Increase from 75% to 85%
- Effective 7-7-2018 – Increase from 85% to 100%

Hazardous Duty Compensation: Effective 7-1-2017 - Increase from 4.75% to 5.75%

- Effective 7-7-2018 - Increase from 5.75% to 6.75%
- Effective 7-6-2019 - Increase from 6.75% to 7.75%

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and the Boston Police Patrolmen's Association.

Respectfully,


Vivian Leonard, Director
Office of Human Resources

Approved:


Emme Handy
Chief of Administration and Finance

Approved:


Martin J. Walsh
Mayor

JULY 2016
POLICE OFFICER SALARY CHARTS

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>
1st Year	1,137.40	71.09	1,208.49	30.21	42.65	302.12	800.00	67,569.04
2nd Year	1,268.76	79.30	1,348.06	33.70	47.58	337.02	800.00	75,280.38
3rd Year	1,400.25	87.52	1,487.77	37.19	52.51	371.94	800.00	82,999.26
Longevity 5 Yrs of Service	1,471.07	91.94	1,563.01	39.08	55.17	390.75	800.00	87,156.27
Longevity 10 Yrs of Service	1,541.87	96.37	1,638.24	40.96	57.82	409.56	800.00	91,312.76
Longevity 15 Yrs of Service	1,645.04	102.82	1,747.86	43.70	61.69	436.97	800.00	97,369.33
Longevity 20 Yrs of Service	1,683.51	105.22	1,788.73	44.72	63.13	447.18	800.00	99,627.30
Longevity 25 Yrs of Service	1,694.13	105.88	1,800.01	45.00	63.53	450.00	800.00	100,250.52
Education 5 Yrs of Service	1,432.61	89.54	1,522.15	38.05	53.72	380.54	800.00	84,898.82
Education 10 Yrs of Service	1,464.95	91.56	1,556.51	38.91	54.94	389.13	800.00	86,797.21
Education 15 Yrs of Service	1,529.66	95.60	1,625.26	40.63	57.36	406.32	800.00	90,595.68
Education 25 Yrs of Service	1,540.28	96.27	1,636.55	40.91	57.76	409.14	800.00	91,219.42

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>
1st Year	1,137.40	98.03	1,235.43	30.89	42.65	308.86	800.00	69,057.54
2nd Year	1,268.76	109.35	1,378.11	34.45	47.58	344.53	800.00	76,940.61
3rd Year	1,400.25	120.69	1,520.94	38.02	52.51	380.24	800.00	84,832.00
Longevity 5 Yrs of Service	1,471.07	123.47	1,594.54	39.86	55.17	398.64	800.00	88,898.40
Longevity 10 Yrs of Service	1,541.87	126.26	1,668.13	41.70	57.82	417.03	800.00	92,964.15
Longevity 15 Yrs of Service	1,645.04	131.84	1,776.88	44.42	61.69	444.22	800.00	98,972.62
Longevity 20 Yrs of Service	1,683.51	131.84	1,815.35	45.38	63.13	453.84	800.00	101,098.12
Longevity 25 Yrs of Service	1,694.13	132.75	1,826.88	45.67	63.53	456.72	800.00	101,735.12
Education 5 Yrs of Service	1,432.61	123.47	1,556.08	38.90	53.72	389.02	800.00	86,773.42
Education 10 Yrs of Service	1,464.95	126.26	1,591.21	39.78	54.94	397.80	800.00	88,714.32
Education 15 Yrs of Service	1,529.66	131.84	1,661.50	41.54	57.36	415.38	800.00	92,597.94
Education 25 Yrs of Service	1,540.28	132.75	1,673.03	41.83	57.76	418.26	800.00	93,234.94

JULY 2017
POLICE OFFICER SALARY CHARTS

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>
1st Year	1,170.49	73.16	1,243.65	31.09	43.89	310.91	800.00	69,511.63
2nd Year	1,305.66	81.60	1,387.26	34.68	48.96	346.82	800.00	77,446.18
3rd Year	1,440.99	90.06	1,531.05	38.28	54.04	382.76	800.00	85,390.48
Longevity 5 Yrs of Service	1,512.75	94.55	1,607.30	40.18	56.73	401.83	800.00	89,603.39
Longevity 10 Yrs of Service	1,584.49	99.03	1,683.52	42.09	59.42	420.88	800.00	93,814.48
Longevity 15 Yrs of Service	1,689.55	105.60	1,795.15	44.88	63.36	448.79	800.00	99,982.07
Longevity 20 Yrs of Service	1,728.02	108.00	1,836.02	45.90	64.80	459.01	800.00	102,240.17
Longevity 25 Yrs of Service	1,738.95	108.68	1,847.63	46.19	65.21	461.91	800.00	102,881.59
Education 5 Yrs of Service	1,474.29	92.14	1,566.43	39.16	55.29	391.61	800.00	87,345.29
Education 10 Yrs of Service	1,507.57	94.22	1,601.79	40.04	56.53	400.45	800.00	89,298.93
Education 15 Yrs of Service	1,574.17	98.39	1,672.56	41.81	59.03	418.14	800.00	93,208.94
Education 25 Yrs of Service	1,585.10	99.07	1,684.17	42.10	59.44	421.04	800.00	93,850.36

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>
1st Year	1,170.49	99.99	1,270.48	31.76	43.89	317.62	800.00	70,994.02
2nd Year	1,305.66	111.54	1,417.20	35.43	48.96	354.30	800.00	79,100.30
3rd Year	1,440.99	123.10	1,564.09	39.10	54.04	391.02	800.00	87,215.94
Longevity 5 Yrs of Service	1,512.75	125.94	1,638.69	40.97	56.73	409.67	800.00	91,337.59
Longevity 10 Yrs of Service	1,584.49	128.79	1,713.28	42.83	59.42	428.32	800.00	95,458.72
Longevity 15 Yrs of Service	1,689.55	134.48	1,824.03	45.60	63.36	456.01	800.00	101,577.69
Longevity 20 Yrs of Service	1,728.02	134.48	1,862.50	46.56	64.80	465.63	800.00	103,703.19
Longevity 25 Yrs of Service	1,738.95	135.41	1,874.36	46.86	65.21	468.59	800.00	104,358.39
Education 5 Yrs of Service	1,474.29	125.94	1,600.23	40.01	55.29	400.06	800.00	89,212.74
Education 10 Yrs of Service	1,507.57	128.79	1,636.36	40.91	56.53	409.09	800.00	91,208.89
Education 15 Yrs of Service	1,574.17	134.48	1,708.65	42.72	59.03	427.16	800.00	95,202.88
Education 25 Yrs of Service	1,585.10	135.41	1,720.51	43.01	59.44	430.13	800.00	95,858.21

JULY 2018
POLICE OFFICER SALARY CHARTS

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>
1st Year	1,204.46	75.28	1,279.74	31.99	45.17	319.94	800.00	71,505.70
2nd Year	1,343.54	83.97	1,427.51	35.69	50.38	356.88	800.00	79,669.96
3rd Year	1,482.80	92.68	1,575.48	39.39	55.61	393.87	800.00	87,845.27
Longevity 5 Yrs of Service	1,555.54	97.22	1,652.76	41.32	58.33	413.19	800.00	92,114.99
Longevity 10 Yrs of Service	1,628.24	101.77	1,730.01	43.25	61.06	432.50	800.00	96,383.02
Longevity 15 Yrs of Service	1,735.22	108.45	1,843.67	46.09	65.07	460.92	800.00	102,662.80
Longevity 20 Yrs of Service	1,773.69	110.86	1,884.55	47.11	66.51	471.14	800.00	104,921.42
Longevity 25 Yrs of Service	1,784.94	111.56	1,896.50	47.41	66.94	474.13	800.00	105,581.69
Education 5 Yrs of Service	1,517.08	94.82	1,611.90	40.30	56.89	402.98	800.00	89,857.54
Education 10 Yrs of Service	1,551.32	96.96	1,648.28	41.21	58.17	412.07	800.00	91,867.47
Education 15 Yrs of Service	1,619.84	101.24	1,721.08	43.03	60.74	430.27	800.00	95,889.67
Education 25 Yrs of Service	1,631.09	101.94	1,733.03	43.33	61.17	433.26	800.00	96,549.94

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>
1st Year	1,204.46	101.99	1,306.45	32.66	45.17	326.61	800.00	72,981.33
2nd Year	1,343.54	113.77	1,457.31	36.43	50.38	364.33	800.00	81,316.41
3rd Year	1,482.80	125.56	1,608.36	40.21	55.61	402.09	800.00	89,661.89
Longevity 5 Yrs of Service	1,555.54	128.46	1,684.00	42.10	58.33	421.00	800.00	93,841.00
Longevity 10 Yrs of Service	1,628.24	131.36	1,759.60	43.99	61.06	439.90	800.00	98,017.90
Longevity 15 Yrs of Service	1,735.22	137.17	1,872.39	46.81	65.07	468.10	800.00	104,249.58
Longevity 20 Yrs of Service	1,773.69	137.17	1,910.86	47.77	66.51	477.72	800.00	106,375.08
Longevity 25 Yrs of Service	1,784.94	138.12	1,923.06	48.08	66.94	480.77	800.00	107,049.13
Education 5 Yrs of Service	1,517.08	128.46	1,645.54	41.14	56.89	411.39	800.00	91,716.15
Education 10 Yrs of Service	1,551.32	131.36	1,682.68	42.07	58.17	420.67	800.00	93,768.07
Education 15 Yrs of Service	1,619.84	137.17	1,757.01	43.93	60.74	439.25	800.00	97,874.77
Education 25 Yrs of Service	1,631.09	138.12	1,769.21	44.23	61.17	442.30	800.00	98,548.82

JULY 2019
POLICE OFFICER SALARY CHARTS

<u>Days</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>
1st Year	1,239.31	77.46	1,316.77	32.92	46.47	329.19	800.00	73,551.51
2nd Year	1,382.42	86.40	1,468.82	36.72	51.84	367.21	800.00	81,952.37
3rd Year	1,525.71	95.36	1,621.07	40.53	57.21	405.27	800.00	90,364.15
Longevity 5 Yrs of Service	1,599.43	99.96	1,699.39	42.48	59.98	424.85	800.00	94,691.33
Longevity 10 Yrs of Service	1,673.13	104.57	1,777.70	44.44	62.74	444.43	800.00	99,017.99
Longevity 15 Yrs of Service	1,782.09	111.38	1,893.47	47.34	66.83	473.37	800.00	105,414.25
Longevity 20 Yrs of Service	1,820.56	113.79	1,934.35	48.36	68.27	483.59	800.00	107,672.87
Longevity 25 Yrs of Service	1,832.15	114.51	1,946.66	48.67	68.71	486.67	800.00	108,353.03
Education 5 Yrs of Service	1,560.97	97.56	1,658.53	41.46	58.54	414.63	800.00	92,433.75
Education 10 Yrs of Service	1,596.21	99.76	1,695.97	42.40	59.86	423.99	800.00	94,502.31
Education 15 Yrs of Service	1,666.71	104.17	1,770.88	44.27	62.50	442.72	800.00	98,641.12
Education 25 Yrs of Service	1,678.30	104.89	1,783.19	44.58	62.94	445.80	800.00	99,321.28

<u>Nights</u>	<u>Base</u>	<u>Shift Diff.</u>	<u>Gross</u>	<u>Hrly Gross</u>	<u>Overtime</u>	<u>Holiday</u>	<u>Uniform</u>	<u>Annual</u>
1st Year	1,239.31	104.03	1,343.34	33.58	46.47	335.84	800.00	75,019.60
2nd Year	1,382.42	116.05	1,498.47	37.46	51.84	374.62	800.00	83,590.50
3rd Year	1,525.71	128.07	1,653.78	41.34	57.21	413.45	800.00	92,171.41
Longevity 5 Yrs of Service	1,599.43	131.03	1,730.46	43.26	59.98	432.62	800.00	96,407.98
Longevity 10 Yrs of Service	1,673.13	133.99	1,807.12	45.18	62.74	451.78	800.00	100,643.38
Longevity 15 Yrs of Service	1,782.09	139.91	1,922.00	48.05	66.83	480.50	800.00	106,990.50
Longevity 20 Yrs of Service	1,820.56	139.91	1,960.47	49.01	68.27	490.12	800.00	109,116.00
Longevity 25 Yrs of Service	1,832.15	140.88	1,973.03	49.33	68.71	493.26	800.00	109,809.94
Education 5 Yrs of Service	1,560.97	131.03	1,692.00	42.30	58.54	423.00	800.00	94,283.00
Education 10 Yrs of Service	1,596.21	133.99	1,730.20	43.26	59.86	432.55	800.00	96,393.55
Education 15 Yrs of Service	1,666.71	139.91	1,806.62	45.17	62.50	451.66	800.00	100,615.82
Education 25 Yrs of Service	1,678.30	140.88	1,819.18	45.48	62.94	454.80	800.00	101,309.76