



EXECUTIVE ORDER

May 1, 2024

The Honorable Michelle Wu
Mayor of Boston
Boston City Hall

Dear Mayor Wu,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, for members of the Boston Police Detective Benevolent Society, Police (BPDBS) **The effective dates of the new salary schedules and the rates of increase will be as follows:**

Base Wage:

2% effective 7/4/2020
1.5% effective 7/3/2021
2% effective 7/2/2022
1% effective 7/1/2023
2.5% effective 7/6/2024

Implement the Transitional Career Awards Program (TCAP) weekly flat amounts effective 7/1/2023:

Five (5) Years: \$388.04
Ten (10) Years: \$393.78
Fifteen (15) Years: \$397.62
Twenty (20) Years: \$401.45
Twenty-Five (25) Years: \$405.28

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and the members of Police Detectives BPDBS.

Respectfully,

Alex Lawrence
Chief People Officer

Approved:

Ashley Groffenger
Chief of Finance, Collector-Treasurer

Approved:

Michelle Wu, Mayor

Detectives Salary Scales
July 4, 2020

											Education Incentives		
Grade/Step		Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1,671.17	104.45	1,775.62	44.39	62.67	443.91	800.00	99,346.98	177.56	355.12	443.91
1	4	Longevity 5 Yrs of Service	1,744.36	109.02	1,853.38	46.33	65.41	463.35	800.00	103,662.66	-	-	-
1	5	Longevity 10 Yrs of Service	1,817.54	113.60	1,931.14	48.28	68.16	482.79	800.00	107,978.34	-	-	-
1	6	Longevity 15 Yrs of Service	1,925.45	120.34	2,045.79	51.14	72.20	511.45	800.00	114,341.38	-	-	-
1	7	Longevity 20 Yrs of Service	1,963.92	122.75	2,086.67	52.17	73.65	521.67	800.00	116,610.22	-	-	-
1	9	Education 5 Yrs of Service	1,705.90	106.62	1,812.52	45.31	63.97	453.13	800.00	101,394.86	181.25	362.50	453.13
1	10	Education 10 Yrs of Service	1,740.62	108.79	1,849.41	46.24	65.27	462.35	800.00	103,442.22	184.94	369.88	462.35
1	11	Education 15 Yrs of Service	1,810.07	113.13	1,923.20	48.08	67.88	480.80	800.00	107,537.60	192.32	384.64	480.80

											Education Incentives		
Grade/Step		Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1,671.17	150.41	1,821.58	45.54	62.67	455.40	800.00	101,897.76	182.16	364.32	455.40
1	4	Longevity 5 Yrs of Service	1,744.36	153.53	1,897.89	47.45	65.41	474.47	800.00	106,132.86	-	-	-
1	5	Longevity 10 Yrs of Service	1,817.54	156.66	1,974.20	49.36	68.16	493.55	800.00	110,368.10	-	-	-
1	6	Longevity 15 Yrs of Service	1,925.45	162.91	2,088.36	52.21	72.20	522.09	800.00	116,703.98	-	-	-
1	7	Longevity 20 Yrs of Service	1,963.92	162.91	2,126.83	53.17	73.65	531.71	800.00	118,839.10	-	-	-
1	9	Education 5 Yrs of Service	1,705.90	153.53	1,859.43	46.49	63.97	464.86	800.00	103,998.40	185.94	371.89	464.86
1	10	Education 10 Yrs of Service	1,740.62	156.66	1,897.28	47.43	65.27	474.32	800.00	106,099.04	189.73	379.46	474.32
1	11	Education 15 Yrs of Service	1,810.07	162.91	1,972.98	49.32	67.88	493.25	800.00	110,300.46	197.30	394.60	493.25

**Detectives Salary Scales
July 3,2021**

											Education Incentives		
Grade/Step		Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1,696.24	106	1,802.26	45.06	63.61	450.57	800	100,825.50	180.23	360.45	450.57
1	4	Longevity 5 Yrs of Service	1,769.95	110.6	1,880.57	47.01	66.37	470.14	800	105,171.60	-	-	-
1	5	Longevity 10 Yrs of Service	1,843.65	115.2	1,958.88	48.97	69.14	489.72	800	109,517.84	-	-	-
1	6	Longevity 15 Yrs of Service	1,952.60	122	2,074.64	51.87	73.22	518.66	800	115,942.52	-	-	-
1	7	Longevity 20 Yrs of Service	1,991.07	124.4	2,115.51	52.89	74.67	528.88	800	118,210.84	-	-	-
1	9	Education 5 Yrs of Service	1,731.49	108.2	1,839.71	45.99	64.93	459.93	800	102,903.94	183.97	367.94	459.93
1	10	Education 10 Yrs of Service	1,766.73	110.4	1,877.15	46.93	66.25	469.29	800	104,981.86	187.72	375.43	469.29
1	11	Education 15 Yrs of Service	1,837.22	114.8	1,952.05	48.8	68.9	488.01	800	109,138.74	195.21	390.41	488.01

											Education Incentives		
Grade/Step		Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1,696.24	152.7	1,848.90	46.22	63.61	462.23	800	103,414.02	184.89	369.78	462.23
1	4	Longevity 5 Yrs of Service	1,769.95	155.8	1,925.78	48.14	66.37	481.45	800	107,680.86	-	-	-
1	5	Longevity 10 Yrs of Service	1,843.65	159	2,002.66	50.07	69.14	500.67	800	111,947.70	-	-	-
1	6	Longevity 15 Yrs of Service	1,952.60	165.4	2,117.95	52.95	73.22	529.49	800	118,346.26	-	-	-
1	7	Longevity 20 Yrs of Service	1,991.07	165.4	2,156.42	53.91	74.67	539.11	800	120,481.38	-	-	-
1	9	Education 5 Yrs of Service	1,731.49	155.8	1,887.32	47.18	64.93	471.83	800	105,546.26	188.73	377.46	471.83
1	10	Education 10 Yrs of Service	1,766.73	159	1,925.74	48.14	66.25	481.44	800	107,678.64	192.57	385.15	481.44
1	11	Education 15 Yrs of Service	1,837.22	165.4	2,002.57	50.06	68.9	500.64	800	111,942.60	200.26	400.51	500.64

Detectives Salary Scales
July 2, 2022

											Education Incentives		
Grade/Step		Days	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1,730.17	108.14	1,838.31	45.96	64.88	459.58	800.00	102,826.24	183.83	367.66	459.58
1	4	Longevity 5 Yrs of Service	1,804.58	112.79	1,917.37	47.93	67.67	479.34	800.00	107,214.00	-	-	-
1	5	Longevity 10 Yrs of Service	1,878.98	117.44	1,996.42	49.91	70.46	499.11	800.00	111,601.38	-	-	-
1	6	Longevity 15 Yrs of Service	1,989.34	124.33	2,113.67	52.84	74.60	528.42	800.00	118,108.72	-	-	-
1	7	Longevity 20 Yrs of Service	2,027.81	126.74	2,154.55	53.86	76.04	538.64	800.00	120,377.56	-	-	-
1	9	Education 5 Yrs of Service	1,766.12	110.38	1,876.50	46.91	66.23	469.13	800.00	104,945.82	187.65	375.30	469.13
1	10	Education 10 Yrs of Service	1,802.06	112.63	1,914.69	47.87	67.58	478.67	800.00	107,065.26	191.47	382.94	478.67
1	11	Education 15 Yrs of Service	1,873.96	117.12	1,991.08	49.78	70.27	497.77	800.00	111,304.94	199.11	398.22	497.77

											Education Incentives		
Grade/Step		Nights	Base	Shift	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1,730.17	155.72	1,885.89	47.15	64.88	471.47	800.00	105,466.86	188.59	377.18	471.47
1	4	Longevity 5 Yrs of Service	1,804.58	158.95	1,963.53	49.09	67.67	490.88	800.00	109,775.88	-	-	-
1	5	Longevity 10 Yrs of Service	1,878.98	162.19	2,041.17	51.03	70.46	510.29	800.00	114,084.90	-	-	-
1	6	Longevity 15 Yrs of Service	1,989.34	168.66	2,158.00	53.95	74.60	539.50	800.00	120,569.00	-	-	-
1	7	Longevity 20 Yrs of Service	2,027.81	168.66	2,196.47	54.91	76.04	549.12	800.00	122,704.12	-	-	-
1	9	Education 5 Yrs of Service	1,766.12	158.95	1,925.07	48.13	66.23	481.27	800.00	107,641.42	192.51	385.01	481.27
1	10	Education 10 Yrs of Service	1,802.06	162.19	1,964.25	49.11	67.58	491.06	800.00	109,815.84	196.43	392.85	491.06
1	11	Education 15 Yrs of Service	1,873.96	168.66	2,042.62	51.07	70.27	510.66	800.00	114,165.48	204.26	408.52	510.66

**Detectives Salary Scales
July 1, 2023**

													Education Incentives		
Grade/Step		Days	Base	Shift	TCAP	Base & TCAP	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1747.47	109.22		1747.47	1856.69	46.42	65.53	464.17	800.00	103846.26	185.67	371.34	464.17
1	4	Longevity 5 Yrs of Service	1785.93	111.62	388.04	2173.97	2285.59	57.14	81.52	571.40	800.00	127650.28	-	-	-
1	5	Longevity 10 Yrs of Service	1824.39	114.02	393.78	2218.17	2332.19	58.30	83.18	583.05	800.00	130236.58	-	-	-
1	6	Longevity 15 Yrs of Service	1862.85	116.43	397.62	2260.47	2376.90	59.42	84.77	594.23	800.00	132718.02	-	-	-
1	7	Longevity 20 Yrs of Service	1901.32	118.83	401.45	2302.77	2421.60	60.54	86.35	605.40	800.00	135198.80	-	-	-
1	8	Longevity 25 Yrs of Service	1901.32	118.83	405.28	2306.60	2425.43	60.64	86.50	606.36	800.00	135411.40	-	-	-
1	9	Education 5 Yrs of Service	1747.47	109.22	388.04	2135.51	2244.73	56.12	80.08	561.18	800.00	125382.48	224.47	448.95	561.18
1	10	Education 10 Yrs of Service	1747.47	109.22	393.78	2141.25	2250.47	56.26	80.30	562.62	800.00	125701.12	225.05	450.09	562.62
1	11	Education 15 Yrs of Service	1747.47	109.22	397.62	2145.09	2254.31	56.36	80.44	563.58	800.00	125914.24	225.43	450.86	563.58
1	12	Education 20 Yrs of Service	1747.47	109.22	401.45	2148.92	2258.14	56.45	80.58	564.54	800.00	126126.84	225.81	451.63	564.54
1	13	Education 25 Yrs of Service	1747.47	109.22	405.28	2152.75	2261.97	56.55	80.73	565.49	800.00	126339.30	226.20	452.39	565.49

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													Education Incentives		
Grade/Step		Nights	Base	Shift	TCAP	Base & TCAP	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1747.47	157.27		1747.47	1904.74	47.62	65.53	476.19	800.00	106513.14	190.47	380.95	476.19
1	4	Longevity 5 Yrs of Service	1785.93	157.27	388.04	2173.97	2331.24	58.28	81.52	582.81	800.00	130183.82	-	-	-
1	5	Longevity 10 Yrs of Service	1824.39	157.27	393.78	2218.17	2375.44	59.39	83.18	593.86	800.00	132636.92	-	-	-
1	6	Longevity 15 Yrs of Service	1862.85	157.27	397.62	2260.47	2417.74	60.44	84.77	604.44	800.00	134984.64	-	-	-
1	7	Longevity 20 Yrs of Service	1901.32	157.27	401.45	2302.77	2460.04	61.50	86.35	615.01	800.00	137332.22	-	-	-
1	8	Longevity 25 Yrs of Service	1901.32	157.27	405.28	2306.60	2463.87	61.60	86.50	615.97	800.00	137544.82			
1	9	Education 5 Yrs of Service	1747.47	157.27	388.04	2135.51	2292.78	57.32	80.08	573.20	800.00	128049.36	229.28	458.56	573.20
1	10	Education 10 Yrs of Service	1747.47	157.27	393.78	2141.25	2298.52	57.46	80.30	574.63	800.00	128367.86	229.85	459.70	574.63
1	11	Education 15 Yrs of Service	1747.47	157.27	397.62	2145.09	2302.36	57.56	80.44	575.59	800.00	128580.98	230.24	460.47	575.59
1	12	Education 20 Yrs of Service	1747.47	157.27	401.45	2148.92	2306.19	57.65	80.58	576.55	800.00	128793.58	230.62	461.24	576.55
1	13	Education 25 Yrs of Service	1747.47	157.27	405.28	2152.75	2310.02	57.75	80.73	577.51	800.00	129006.18	231.00	462.00	577.51

Detectives Salary Scales
July 5, 2024

													Education Incentives		
Grade/Step		Days	Base	Shift	TCAP	Base & TCAP	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1,791.15	111.95		1,791.15	1,903.10	47.58	67.17	475.78	800.00	106,422.12	190.31	380.62	475.78
1	4	Longevity 5 Yrs of Service	1,829.61	114.35	409.10	2,238.71	2,353.06	58.83	83.95	588.27	800.00	131,394.90	-	-	-
1	5	Longevity 10 Yrs of Service	1,868.07	116.75	414.84	2,282.91	2,399.66	59.99	85.61	599.92	800.00	133,981.20	-	-	-
1	6	Longevity 15 Yrs of Service	1,906.53	119.16	418.68	2,325.21	2,444.37	61.11	87.20	611.09	800.00	136,462.50	-	-	-
1	7	Longevity 20 Yrs of Service	1,945.00	121.56	422.51	2,367.51	2,489.07	62.23	88.78	622.27	800.00	138,943.42	-	-	-
1	8	Longevity 25 Yrs of Service	1,945.00	121.56	426.34	2,371.34	2,492.90	62.32	88.93	623.23	800.00	139,156.02	-	-	-
1	9	Education 5 Yrs of Service	1,791.15	111.95	409.10	2,200.25	2,312.20	57.81	82.51	578.05	800.00	129,127.10	231.22	462.44	578.05
1	10	Education 10 Yrs of Service	1,791.15	111.95	414.84	2,205.99	2,317.94	57.95	82.72	579.49	800.00	129,445.74	231.79	463.59	579.49
1	11	Education 15 Yrs of Service	1,791.15	111.95	418.68	2,209.83	2,321.78	58.04	82.87	580.45	800.00	129,658.86	232.18	464.36	580.45
1	12	Education 20 Yrs of Service	1,791.15	111.95	422.51	2,213.66	2,325.61	58.14	83.01	581.40	800.00	129,871.32	232.56	465.12	581.40
1	13	Education 25 Yrs of Service	1,791.15	111.95	426.34	2,217.49	2,329.44	58.24	83.16	582.36	800.00	130,083.92	232.94	465.89	582.36

													Education Incentives		
Grade/Step		Nights	Base	Shift	TCAP	Base & TCAP	Gross	Hrly Gross	Overtime	Holiday	Uniform	Annual	Associates 10.00%	Bachelors 20.00%	Masters 25.00%
1	3	3rd Year	1,791.15	161.20		1,791.15	1,952.35	48.81	67.17	488.09	800.00	109,155.46	195.24	390.47	488.09
1	4	Longevity 5 Yrs of Service	1,829.61	161.20	409.10	2,238.71	2,399.91	60.00	83.95	599.98	800.00	133,995.04	-	-	-
1	5	Longevity 10 Yrs of Service	1,868.07	161.20	414.84	2,282.91	2,444.11	61.10	85.61	611.03	800.00	136,448.14	-	-	-
1	6	Longevity 15 Yrs of Service	1,906.53	161.20	418.68	2,325.21	2,486.41	62.16	87.20	621.60	800.00	138,795.72	-	-	-
1	7	Longevity 20 Yrs of Service	1,945.00	161.20	422.51	2,367.51	2,528.71	63.22	88.78	632.18	800.00	141,143.44	-	-	-
1	8	Longevity 25 Yrs of Service	1,945.00	161.20	426.34	2,371.34	2,532.54	63.31	88.93	633.14	800.00	141,356.04			
1	9	Education 5 Yrs of Service	1,791.15	161.20	409.10	2,200.25	2,361.45	59.04	82.51	590.36	800.00	131,860.44	236.15	472.29	590.36
1	10	Education 10 Yrs of Service	1,791.15	161.20	414.84	2,205.99	2,367.19	59.18	82.72	591.80	800.00	132,179.08	236.72	473.44	591.80
1	11	Education 15 Yrs of Service	1,791.15	161.20	418.68	2,209.83	2,371.03	59.28	82.87	592.76	800.00	132,392.20	237.10	474.21	592.76
1	12	Education 20 Yrs of Service	1,791.15	161.20	422.51	2,213.66	2,374.86	59.37	83.01	593.72	800.00	132,604.80	237.49	474.97	593.72
1	13	Education 25 Yrs of Service	1,791.15	161.20	426.34	2,217.49	2,378.69	59.47	83.16	594.67	800.00	132,817.26	237.87	475.74	594.67