

MEMORANDUM OF AGREEMENT
Between the
CITY OF BOSTON
and
BOSTON PARK RANGERS' ASSOCIATION

Dated: August 1, 2025

In Successor Contract Negotiations

This Memorandum of Agreement was reached in off-the-record negotiations and shall remain off the record for all purposes including bargaining history until it is ratified by the Union membership, approved by the Mayor, and funded by the City Council. The City of Boston (City) and Boston Park Rangers' Association (BPRA or Union), agree to a collective bargaining agreement (CBA) from July 1, 2026 through June 30, 2027, with the following terms.

All existing provisions in the parties July 1, 2023 through June 30, 2026 CBA not expressly amended or deleted by this Memorandum of Agreement shall be included in the July 1, 2026 through June 30, 2027 CBA.

1. ARTICLE 20 - COMPENSATION

Amend Section 1A, as follows:

Effective the start of First Pay Period (FPP) following the below dates, increase the salary as follows:

October 2026	2%
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Effective the start of FPP following the below dates, add to annual base wages as follows:

January 2027	\$800.00
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The above flat dollar increases to the wages will be added after the percentage increases each year and are increases to the annual salary.

2. ARTICLE 21 - DURATION OF AGREEMENT

Except as otherwise provided herein, this Agreement shall take effect as of the date of execution and shall continue in full force and effect until superseded by a new Collective Bargaining Agreement. After January 1, 2027, but prior to March 15, 2027, the Union or the City may notify the other of the terms and provisions it desires in a successor Agreement. Notification


under this Section shall be accomplished by the Union delivering a copy of its proposals to the Office of Labor Relations or vice versa.

This one-year agreement is subject to the following:

1. The Union has ratified this Agreement covering the period from July 1, 2026 through June 30, 2027; and
2. The Mayor has approved this Agreement covering the period from July 1, 2026 through June 30, 2027; and; and
3. The Boston City Council has voted to fund this Agreement covering the period from July 1, 2026 through June 30, 2027.

In witness hereof, the City of Boston and the Boston Park Rangers Association, have caused the Agreement to be signed, executed and delivered on the 14 day of October, 2025.

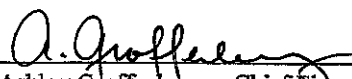
CITY OF BOSTON




Mayor Michelle Wu



Alex Lawrence, Chief People Officer

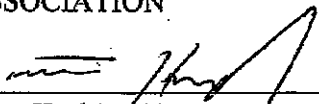


Ashley Groffenberger, Chief Financial Officer



Renee Bushey, Director, Labor Relations

BOSTON PARK RANGERS'
ASSOCIATION



Albert Hurd, President B.P.R.A.

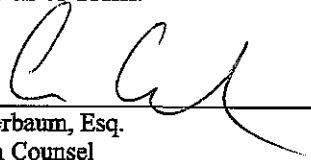


Jennifer McNeil, Treasurer B.P.R.A.



Hodari Keels, Secretary B.P.R.A.

Approved as to form:



Adam Cederbaum, Esq.
Corporation Counsel