



## EXECUTIVE ORDER

September 24, 2025

The Honorable Michelle Wu  
Mayor of Boston  
Boston City Hall

Dear Mayor Wu,

We respectfully request your approval to amend the City of Boston's Classification and Compensation Plans, Schedule A, for members of Boston Park Rangers' Association (BPRA). **The effective date of the new salary schedule and the rates of increase will be as follows:**

- **2% increase** effective 10/7/2023, 10/5/2024, 10/4/2025, and 10/3/2026
- **Flat dollar increases added to the hourly base wage**
  - \$500.00/\$.240384 effective 1/6/2024
  - \$250.00/\$.120192 effective 1/4/2025
  - \$900.00/\$.432692 effective 1/3/2026
  - \$800.00/\$.384615 effective 1/2/2027

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the city of Boston and BPRA.

Respectfully,

Alex Lawrence  
Chief People Officer

Approved:

Ashley Groffenberger  
Chief Financial Officer, Collector-Treasurer

Approved:

Michelle Wu, Mayor

**Salary Schedule A**  
**Effective 10/7/2023**  
**2% Increase**

| Salary Plan | Grade    | Step 3       | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10       | Step 11       |               |
|-------------|----------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| PR1         | 1        | hourly       | \$ 20,054,621 | \$ 20,856,005 | \$ 21,689,785 | \$ 22,557,666 | \$ 23,459,652 | \$ 24,398,720 | \$ 25,384,534 | \$ 25,638,380 | \$ 25,894,763 |
|             | biweekly | \$ 3,476.13  | \$ 3,615.04   | \$ 3,759.56   | \$ 3,910.00   | \$ 4,066.34   | \$ 4,229.11   | \$ 4,399.99   | \$ 4,443.99   | \$ 4,488.43   |               |
|             | annually | \$ 41,713.61 | \$ 43,380.49  | \$ 45,114.75  | \$ 46,919.95  | \$ 48,796.08  | \$ 50,749.34  | \$ 52,799.83  | \$ 53,327.83  | \$ 53,861.11  |               |
| PR1         | 2        | hourly       | \$ 23,459,652 | \$ 24,398,720 | \$ 25,374,874 | \$ 26,389,393 | \$ 27,445,260 | \$ 28,542,897 | \$ 29,695,949 | \$ 29,992,908 | \$ 30,292,837 |
|             | biweekly | \$ 4,066.34  | \$ 4,229.11   | \$ 4,398.31   | \$ 4,574.16   | \$ 4,757.18   | \$ 4,947.44   | \$ 5,147.30   | \$ 5,198.77   | \$ 5,250.76   |               |
|             | annually | \$ 48,796.08 | \$ 50,749.34  | \$ 52,779.74  | \$ 54,889.94  | \$ 57,086.14  | \$ 59,369.23  | \$ 61,767.57  | \$ 62,385.25  | \$ 63,009.10  |               |
| PR1         | 3        | hourly       | \$ 28,542,897 | \$ 29,684,018 | \$ 30,862,653 | \$ 32,107,353 | \$ 33,391,273 | \$ 34,726,347 | \$ 36,129,148 | \$ 36,490,438 | \$ 36,855,342 |
|             | biweekly | \$ 4,947.44  | \$ 5,145.23   | \$ 5,349.53   | \$ 5,565.28   | \$ 5,787.82   | \$ 6,019.23   | \$ 6,262.39   | \$ 6,325.01   | \$ 6,388.26   |               |
|             | annually | \$ 59,369.23 | \$ 61,742.76  | \$ 64,194.32  | \$ 66,783.29  | \$ 69,453.85  | \$ 72,230.80  | \$ 75,148.63  | \$ 75,900.11  | \$ 76,659.11  |               |

**Salary Schedule A**  
**Effective 1/6/2024**  
**\$500.00 Annual / \$.240384 Hourly**

| Salary Plan | Grade    | Step 3       | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10       | Step 11       |               |
|-------------|----------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| PR1         | 1        | hourly       | \$ 20,295.005 | \$ 21,096.389 | \$ 21,930.169 | \$ 22,798.050 | \$ 23,700.036 | \$ 24,639.104 | \$ 25,624.918 | \$ 25,878.764 | \$ 26,135.147 |
|             | biweekly | \$ 3,517.80  | \$ 3,656.71   | \$ 3,801.23   | \$ 3,951.66   | \$ 4,108.01   | \$ 4,270.78   | \$ 4,441.65   | \$ 4,485.65   | \$ 4,530.09   |               |
|             | annually | \$ 42,213.61 | \$ 43,880.49  | \$ 45,614.75  | \$ 47,419.94  | \$ 49,296.08  | \$ 51,249.34  | \$ 53,299.83  | \$ 53,827.83  | \$ 54,361.11  |               |
| PR1         | 2        | hourly       | \$ 23,700.036 | \$ 24,639.104 | \$ 25,615.258 | \$ 26,629.777 | \$ 27,685.644 | \$ 28,783.281 | \$ 29,936.333 | \$ 30,233.292 | \$ 30,533.221 |
|             | biweekly | \$ 4,108.01  | \$ 4,270.78   | \$ 4,439.98   | \$ 4,615.83   | \$ 4,798.85   | \$ 4,989.10   | \$ 5,188.96   | \$ 5,240.44   | \$ 5,292.43   |               |
|             | annually | \$ 49,296.08 | \$ 51,249.34  | \$ 53,279.74  | \$ 55,389.94  | \$ 57,586.14  | \$ 59,869.22  | \$ 62,267.57  | \$ 62,885.25  | \$ 63,509.10  |               |
| PR1         | 3        | hourly       | \$ 28,783.281 | \$ 29,924.402 | \$ 31,103.037 | \$ 32,347.737 | \$ 33,631.657 | \$ 34,966.731 | \$ 36,369.532 | \$ 36,730.822 | \$ 37,095.726 |
|             | biweekly | \$ 4,989.10  | \$ 5,186.90   | \$ 5,391.19   | \$ 5,606.94   | \$ 5,829.49   | \$ 6,060.90   | \$ 6,304.05   | \$ 6,366.68   | \$ 6,429.93   |               |
|             | annually | \$ 59,869.22 | \$ 62,242.76  | \$ 64,694.32  | \$ 67,283.29  | \$ 69,953.85  | \$ 72,730.80  | \$ 75,648.63  | \$ 76,400.11  | \$ 77,159.11  |               |

**Salary Schedule A**  
**Effective 10/5/2024**  
**2% Increase**

| Salary Plan | Grade | Step 3   | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10       | Step 11       |
|-------------|-------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| PR1         | 1     | hourly   | \$ 20,700.905 | \$ 21,518.316 | \$ 22,368.772 | \$ 23,254.011 | \$ 24,174.036 | \$ 25,131.886 | \$ 26,137.416 | \$ 26,657.849 |
|             |       | biweekly | \$ 3,588.16   | \$ 3,729.84   | \$ 3,877.25   | \$ 4,030.70   | \$ 4,190.17   | \$ 4,356.19   | \$ 4,530.49   | \$ 4,620.69   |
|             |       | annually | \$ 43,057.88  | \$ 44,758.10  | \$ 46,527.05  | \$ 48,368.34  | \$ 50,282.00  | \$ 52,274.32  | \$ 54,365.83  | \$ 55,448.33  |
| PR1         | 2     | hourly   | \$ 24,174.036 | \$ 25,131.886 | \$ 26,127.563 | \$ 27,162.372 | \$ 28,239.356 | \$ 29,358.946 | \$ 30,535.059 | \$ 31,143.885 |
|             |       | biweekly | \$ 4,190.17   | \$ 4,356.19   | \$ 4,528.78   | \$ 4,708.15   | \$ 4,894.82   | \$ 5,088.88   | \$ 5,292.74   | \$ 5,398.27   |
|             |       | annually | \$ 50,282.00  | \$ 52,274.32  | \$ 54,345.33  | \$ 56,497.73  | \$ 58,737.86  | \$ 61,066.61  | \$ 63,512.92  | \$ 64,779.28  |
| PR1         | 3     | hourly   | \$ 29,358.946 | \$ 30,522.890 | \$ 31,725.097 | \$ 32,994.691 | \$ 34,304.290 | \$ 35,666.065 | \$ 37,096.922 | \$ 37,837.640 |
|             |       | biweekly | \$ 5,088.88   | \$ 5,290.63   | \$ 5,499.02   | \$ 5,719.08   | \$ 5,946.08   | \$ 6,182.12   | \$ 6,430.13   | \$ 6,558.52   |
|             |       | annually | \$ 61,066.61  | \$ 63,487.61  | \$ 65,988.20  | \$ 68,628.96  | \$ 71,352.92  | \$ 74,185.42  | \$ 77,161.60  | \$ 78,702.29  |

**Salary Schedule A**  
**Effective 1/4/2025**  
**\$250.00 Annual / \$.120192 Hourly**

| Salary Plan | Grade    | Step 3       | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10       | Step 11       |               |
|-------------|----------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| PR1         | 1        | hourly       | \$ 20,821,097 | \$ 21,638,508 | \$ 22,488,964 | \$ 23,374,203 | \$ 24,294,228 | \$ 25,252,078 | \$ 26,257,608 | \$ 26,516,531 | \$ 26,778,041 |
|             | biweekly | \$ 3,608.99  | \$ 3,750.68   | \$ 3,898.09   | \$ 4,051.53   | \$ 4,211.00   | \$ 4,377.03   | \$ 4,551.32   | \$ 4,596.20   | \$ 4,641.53   |               |
|             | annually | \$ 43,307.88 | \$ 45,008.10  | \$ 46,777.05  | \$ 48,618.34  | \$ 50,531.99  | \$ 52,524.32  | \$ 54,615.83  | \$ 55,154.38  | \$ 55,698.33  |               |
| PR1         | 2        | hourly       | \$ 24,294,228 | \$ 25,252,078 | \$ 26,247,755 | \$ 27,282,564 | \$ 28,359,548 | \$ 29,479,138 | \$ 30,655,251 | \$ 30,958,149 | \$ 31,264,077 |
|             | biweekly | \$ 4,211.00  | \$ 4,377.03   | \$ 4,549.61   | \$ 4,728.98   | \$ 4,915.66   | \$ 5,109.72   | \$ 5,313.58   | \$ 5,366.08   | \$ 5,419.11   |               |
|             | annually | \$ 50,531.99 | \$ 52,524.32  | \$ 54,595.33  | \$ 56,747.73  | \$ 58,987.86  | \$ 61,316.61  | \$ 63,762.92  | \$ 64,392.95  | \$ 65,029.28  |               |
| PR1         | 3        | hourly       | \$ 29,479,138 | \$ 30,643,082 | \$ 31,845,289 | \$ 33,114,883 | \$ 34,424,482 | \$ 35,786,257 | \$ 37,217,114 | \$ 37,585,630 | \$ 37,957,832 |
|             | biweekly | \$ 5,109.72  | \$ 5,311.47   | \$ 5,519.85   | \$ 5,739.91   | \$ 5,966.91   | \$ 6,202.95   | \$ 6,450.97   | \$ 6,514.84   | \$ 6,579.36   |               |
|             | annually | \$ 61,316.61 | \$ 63,737.61  | \$ 66,238.20  | \$ 68,878.96  | \$ 71,602.92  | \$ 74,435.42  | \$ 77,411.60  | \$ 78,178.11  | \$ 78,952.29  |               |

**Salary Schedule A**  
**Effective 10/4/2025**  
**2% Increase**

| Salary Plan | Grade    | Step 3       | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10       | Step 11       |               |
|-------------|----------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| PR1         | 1        | hourly       | \$ 21,237.518 | \$ 22,071.278 | \$ 22,938.743 | \$ 23,841.687 | \$ 24,780.112 | \$ 25,757.119 | \$ 26,782.760 | \$ 27,046.861 | \$ 27,313.601 |
|             | biweekly | \$ 3,681.17  | \$ 3,825.69   | \$ 3,976.05   | \$ 4,132.56   | \$ 4,295.22   | \$ 4,464.57   | \$ 4,642.35   | \$ 4,688.12   | \$ 4,734.36   |               |
|             | annually | \$ 44,174.04 | \$ 45,908.26  | \$ 47,712.59  | \$ 49,590.71  | \$ 51,542.63  | \$ 53,574.81  | \$ 55,708.14  | \$ 56,257.47  | \$ 56,812.29  |               |
| PR1         | 2        | hourly       | \$ 24,780.112 | \$ 25,757.119 | \$ 26,772.710 | \$ 27,828.215 | \$ 28,926.738 | \$ 30,068.720 | \$ 31,268.356 | \$ 31,577.311 | \$ 31,889.358 |
|             | biweekly | \$ 4,295.22  | \$ 4,464.57   | \$ 4,640.60   | \$ 4,823.56   | \$ 5,013.97   | \$ 5,211.91   | \$ 5,419.85   | \$ 5,473.40   | \$ 5,527.49   |               |
|             | annually | \$ 51,542.63 | \$ 53,574.81  | \$ 55,687.24  | \$ 57,882.69  | \$ 60,167.62  | \$ 62,542.94  | \$ 65,038.18  | \$ 65,680.81  | \$ 66,329.87  |               |
| PR1         | 3        | hourly       | \$ 30,068.720 | \$ 31,255.943 | \$ 32,482.194 | \$ 33,777.180 | \$ 35,112.971 | \$ 36,501.982 | \$ 37,961.456 | \$ 38,337.342 | \$ 38,716.988 |
|             | biweekly | \$ 5,211.91  | \$ 5,417.70   | \$ 5,630.25   | \$ 5,854.71   | \$ 6,086.25   | \$ 6,327.01   | \$ 6,579.99   | \$ 6,645.14   | \$ 6,710.95   |               |
|             | annually | \$ 62,542.94 | \$ 65,012.36  | \$ 67,562.96  | \$ 70,256.53  | \$ 73,034.98  | \$ 75,924.12  | \$ 78,959.83  | \$ 79,741.67  | \$ 80,531.34  |               |

**Salary Schedule A**  
**Effective 1/3/2026**  
**\$900.00 Annual / \$.432692 Hourly**

| Salary Plan | Grade    | Step 3       | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10       | Step 11       |               |
|-------------|----------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| PR1         | 1        | hourly       | \$ 21,6702.10 | \$ 22,5039.70 | \$ 23,3714.35 | \$ 24,2743.79 | \$ 25,2128.04 | \$ 26,1898.11 | \$ 27,2154.52 | \$ 27,4795.53 | \$ 27,7462.93 |
|             | biweekly | \$ 3,756.17  | \$ 3,900.69   | \$ 4,051.05   | \$ 4,207.56   | \$ 4,370.22   | \$ 4,539.57   | \$ 4,717.35   | \$ 4,763.12   | \$ 4,809.36   |               |
|             | annually | \$ 45,074.04 | \$ 46,808.26  | \$ 48,612.59  | \$ 50,490.71  | \$ 52,442.63  | \$ 54,474.81  | \$ 56,608.14  | \$ 57,157.47  | \$ 57,712.29  |               |
| PR1         | 2        | hourly       | \$ 25,2128.04 | \$ 26,1898.11 | \$ 27,2054.02 | \$ 28,2609.07 | \$ 29,3594.30 | \$ 30,5014.12 | \$ 31,7010.48 | \$ 32,0100.03 | \$ 32,3220.50 |
|             | biweekly | \$ 4,370.22  | \$ 4,539.57   | \$ 4,715.60   | \$ 4,898.56   | \$ 5,088.97   | \$ 5,286.91   | \$ 5,494.85   | \$ 5,548.40   | \$ 5,602.49   |               |
|             | annually | \$ 52,442.63 | \$ 54,474.81  | \$ 56,587.24  | \$ 58,782.69  | \$ 61,067.61  | \$ 63,442.94  | \$ 65,938.18  | \$ 66,580.81  | \$ 67,229.86  |               |
| PR1         | 3        | hourly       | \$ 30,5014.12 | \$ 31,6886.35 | \$ 32,9148.86 | \$ 34,2098.72 | \$ 35,5456.63 | \$ 36,9346.74 | \$ 38,3941.48 | \$ 38,7700.34 | \$ 39,1496.80 |
|             | biweekly | \$ 5,286.91  | \$ 5,492.70   | \$ 5,705.25   | \$ 5,929.71   | \$ 6,161.25   | \$ 6,402.01   | \$ 6,654.99   | \$ 6,720.14   | \$ 6,785.95   |               |
|             | annually | \$ 63,442.94 | \$ 65,912.36  | \$ 68,462.96  | \$ 71,156.53  | \$ 73,934.98  | \$ 76,824.12  | \$ 79,859.83  | \$ 80,641.67  | \$ 81,431.33  |               |

**Salary Schedule A**  
**Effective 10/3/2026**  
**2% Increase**

| Salary Plan | Grade | Step 3                                                                | Step 4                                       | Step 5                                       | Step 6                                       | Step 7                                       | Step 8                                       | Step 9                                       | Step 10                                      | Step 11                                      |
|-------------|-------|-----------------------------------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------------|
| PR1         | 1     | hourly \$ 22,103.614<br>biweekly \$ 3,831.29<br>annually \$ 45,975.52 | \$ 22,954.049<br>\$ 3,978.70<br>\$ 47,744.42 | \$ 23,838.863<br>\$ 4,132.07<br>\$ 49,584.84 | \$ 24,759.866<br>\$ 4,291.71<br>\$ 51,500.52 | \$ 25,717.060<br>\$ 4,457.62<br>\$ 53,491.49 | \$ 26,713.607<br>\$ 4,630.36<br>\$ 55,564.30 | \$ 27,759.761<br>\$ 4,811.69<br>\$ 57,740.30 | \$ 28,029.144<br>\$ 4,858.39<br>\$ 58,300.62 | \$ 28,301.218<br>\$ 4,905.54<br>\$ 58,866.53 |
| PR1         | 2     | hourly \$ 25,717.060<br>biweekly \$ 4,457.62<br>annually \$ 53,491.49 | \$ 26,713.607<br>\$ 4,630.36<br>\$ 55,564.30 | \$ 27,749.510<br>\$ 4,809.92<br>\$ 57,718.98 | \$ 28,826.125<br>\$ 4,996.53<br>\$ 59,958.34 | \$ 29,946.618<br>\$ 5,190.75<br>\$ 62,288.97 | \$ 31,111.440<br>\$ 5,392.65<br>\$ 64,711.80 | \$ 32,335.068<br>\$ 5,604.75<br>\$ 67,256.94 | \$ 32,650.203<br>\$ 5,659.37<br>\$ 67,912.42 | \$ 32,968.491<br>\$ 5,714.54<br>\$ 68,574.46 |
| PR1         | 3     | hourly \$ 31,111.440<br>biweekly \$ 5,392.65<br>annually \$ 64,711.80 | \$ 32,322.407<br>\$ 5,602.55<br>\$ 67,230.61 | \$ 33,573.183<br>\$ 5,819.35<br>\$ 69,832.22 | \$ 34,894.069<br>\$ 6,048.31<br>\$ 72,579.66 | \$ 36,256.576<br>\$ 6,284.47<br>\$ 75,413.68 | \$ 37,673.367<br>\$ 6,530.05<br>\$ 78,360.60 | \$ 39,162.030<br>\$ 6,788.09<br>\$ 81,457.02 | \$ 39,545.434<br>\$ 6,854.54<br>\$ 82,254.50 | \$ 39,932.673<br>\$ 6,921.66<br>\$ 83,059.96 |

**Salary Schedule A**  
**Effective 1/2/2027**  
**\$800.00 Annual / \$.384615 Hourly**

| Salary Plan | Grade    | Step 3       | Step 4        | Step 5        | Step 6        | Step 7        | Step 8        | Step 9        | Step 10       | Step 11       |               |
|-------------|----------|--------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| PR1         | 1        | hourly       | \$ 22,488.229 | \$ 23,338.664 | \$ 24,223.478 | \$ 25,144.481 | \$ 26,101.675 | \$ 27,098.222 | \$ 28,144.376 | \$ 28,413.759 | \$ 28,685.833 |
|             | biweekly | \$ 3,897.96  | \$ 4,045.37   | \$ 4,198.74   | \$ 4,358.38   | \$ 4,524.29   | \$ 4,697.03   | \$ 4,878.36   | \$ 4,925.05   | \$ 4,972.21   |               |
|             | annually | \$ 46,775.52 | \$ 48,544.42  | \$ 50,384.83  | \$ 52,300.52  | \$ 54,291.48  | \$ 56,364.30  | \$ 58,540.30  | \$ 59,100.62  | \$ 59,666.53  |               |
| PR1         | 2        | hourly       | \$ 26,101.675 | \$ 27,098.222 | \$ 28,134.125 | \$ 29,210.740 | \$ 30,331.233 | \$ 31,496.055 | \$ 32,719.683 | \$ 33,034.818 | \$ 33,353.106 |
|             | biweekly | \$ 4,524.29  | \$ 4,697.03   | \$ 4,876.58   | \$ 5,063.20   | \$ 5,257.41   | \$ 5,459.32   | \$ 5,671.41   | \$ 5,726.04   | \$ 5,781.21   |               |
|             | annually | \$ 54,291.48 | \$ 56,364.30  | \$ 58,518.98  | \$ 60,758.34  | \$ 63,088.97  | \$ 65,511.79  | \$ 68,056.94  | \$ 68,712.42  | \$ 69,374.46  |               |
| PR1         | 3        | hourly       | \$ 31,496.055 | \$ 32,707.022 | \$ 33,957.798 | \$ 35,278.684 | \$ 36,641.191 | \$ 38,057.982 | \$ 39,546.645 | \$ 39,930.049 | \$ 40,317.288 |
|             | biweekly | \$ 5,459.32  | \$ 5,669.22   | \$ 5,886.02   | \$ 6,114.97   | \$ 6,351.14   | \$ 6,596.72   | \$ 6,854.75   | \$ 6,921.21   | \$ 6,988.33   |               |
|             | annually | \$ 65,511.79 | \$ 68,030.61  | \$ 70,632.22  | \$ 73,379.66  | \$ 76,213.68  | \$ 79,160.60  | \$ 82,257.02  | \$ 83,054.50  | \$ 83,859.96  |               |