

# PLANNING

1. Cabinet Summary
2. Planning Department

# Planning

**Kairos Shen, Chief of Planning**

## **CABINET MISSION**

The Planning Cabinet’s mission is to address our City’s greatest challenges: resilience, affordability, and equity. The Cabinet takes real estate actions and prioritizes planning, development, and urban design solutions that further these priorities. We seek to build trust with communities through transparent processes that embrace predictable growth.

## **OPERATING BUDGET**

<b>Department Name</b>	<b>Total Actual '24</b>	<b>Total Actual '25</b>	<b>Total Approp '26</b>	<b>Total Budget '27</b>
Planning Department	588,739	21,498,095	29,990,019	29,474,943
<b>Total</b>	<b>588,739</b>	<b>21,498,095</b>	<b>29,990,019</b>	<b>29,474,943</b>

## **CAPITAL BUDGET EXPENDITURES**

<b>Capital Department</b>	<b>Total Actual '24</b>	<b>Total Actual '25</b>	<b>Estimated '26</b>	<b>Total Budget '27</b>
Planning Department	158,508	0	10,900,000	3,700,000
<b>Total</b>	<b>158,508</b>	<b>0</b>	<b>10,900,000</b>	<b>3,700,000</b>

# Planning Department Operating Budget

**Kairos Shen, Chief of Planning Appropriation 175000**

## DEPARTMENT MISSION

The City of Boston's Planning Department develops comprehensive short and long term plans for Boston's built environment, establishes a consistent and predictable zoning code for the city, advances exceptional and inclusive design standards, provides predictability to guide development that is responsive to community needs, and plans for the effective use of public real estate.

## SELECTED PERFORMANCE GOALS

*Administration Division*

Increase Diversity in COB Workforce

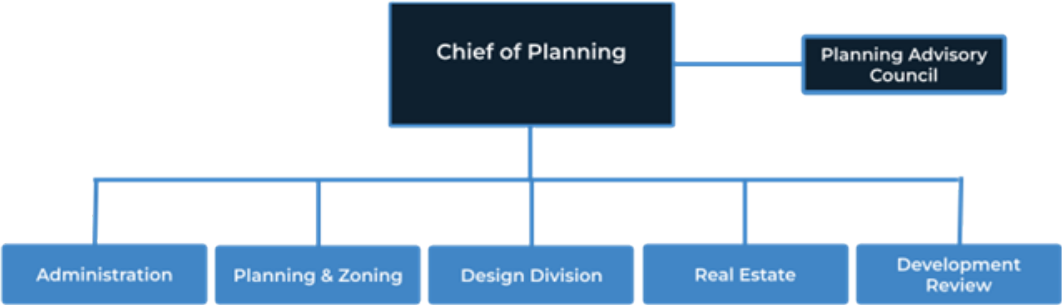
## OPERATING BUDGET

Program Name	Total Actual '24	Total Actual '25	Total Approp '26	Total Budget '27
Administration Division	0	10,471,753	12,050,533	12,495,778
Design Division	0	2,547,738	5,047,166	4,956,476
Development Review	0	1,709,437	2,865,758	2,388,122
Planning & Zoning	0	3,386,351	5,512,933	5,227,434
Planning Coordination	588,739	828,582	844,315	523,074
Real Estate	0	2,554,235	3,669,315	3,884,060
<b>Total</b>	<b>588,739</b>	<b>21,498,095</b>	<b>29,990,019</b>	<b>29,474,943</b>

## OPERATING BUDGET

Category	Total Actual '24	Total Actual '25	Total Approp '26	Total Budget '27
Personnel Services	565,118	19,558,857	24,080,810	24,693,705
Non-Personnel	23,621	1,939,239	5,909,209	4,781,238
<b>Total</b>	<b>588,739</b>	<b>21,498,095</b>	<b>29,990,019</b>	<b>29,474,943</b>

# Planning Department Operating Budget



## DESCRIPTION OF SERVICES

The Planning Department will affect a robust, coordinated central city planning function. It will ensure that all planning efforts incorporate the findings of previous planning effort to prevent redundancy, align community objectives, and drive toward a comprehensive citywide vision that ensures planning led development in Boston.

# Department History

<b>Personnel Services</b>	<b>FY24 Expenditure</b>	<b>FY25 Expenditure</b>	<b>FY26 Appropriation</b>	<b>FY27 Recommended</b>	<b>Inc/Dec 26 vs 27</b>
51000 Total Permanent Employees	565,118	19,526,368	24,005,310	24,665,670	660,359
51100 Total Emergency Employees	0	20,320	13,000	13,036	36
51200 Total Overtime	0	2,487	0	0	0
51300 Tot Part-Time Employee	0	0	0	0	0
51400 Tot Health Insurance	0	0	0	0	0
51500 Tot Pension & Annuity	0	0	0	0	0
51600 Tot Unemployment Compensation	0	1,500	25,000	5,000	-20,000
51700 Tot Workers' Compensation	0	8,182	37,500	10,000	-27,500
51900 Total Medicare	0	0	0	0	0
<b>Total Personnel Services</b>	<b>565,118</b>	<b>19,558,857</b>	<b>24,080,810</b>	<b>24,693,705</b>	<b>612,895</b>
<b>Contractual Services</b>	<b>FY24 Expenditure</b>	<b>FY25 Expenditure</b>	<b>FY26 Appropriation</b>	<b>FY27 Recommended</b>	<b>Inc/Dec 26 vs 27</b>
52100 Communications	0	46,089	80,000	80,000	0
52200 Utilities	0	0	0	147,633	147,633
52300 Contracted Educational Services	0	0	0	0	0
52400 Tot Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service To Equipment	0	0	0	0	0
52800 Transportation of Persons	3,387	123,254	126,509	125,605	-904
52900 Contracted Services	20,000	1,224,076	4,987,500	3,863,000	-1,124,500
<b>Total Contractual Services</b>	<b>23,387</b>	<b>1,393,419</b>	<b>5,194,009</b>	<b>4,216,238</b>	<b>-977,771</b>
<b>Supplies &amp; Materials</b>	<b>FY24 Expenditure</b>	<b>FY25 Expenditure</b>	<b>FY26 Appropriation</b>	<b>FY27 Recommended</b>	<b>Inc/Dec 26 vs 27</b>
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	15,574	17,500	17,500	0
53400 Custodial Supplies	0	0	0	0	0
53500 Medical, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	0	140,954	125,000	105,000	-20,000
53700 Tot Clothing Allowance	0	0	0	0	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	151	4,000	4,000	0
<b>Total Supplies &amp; Materials</b>	<b>0</b>	<b>156,678</b>	<b>146,500</b>	<b>126,500</b>	<b>-20,000</b>
<b>Current Charges &amp; Obligations</b>	<b>FY24 Expenditure</b>	<b>FY25 Expenditure</b>	<b>FY26 Appropriation</b>	<b>FY27 Recommended</b>	<b>Inc/Dec 26 vs 27</b>
54300 Workers' Comp Medical	0	0	0	0	0
54400 Tot Legal Liability Premium	0	0	0	0	0
54500 Tot Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Current Charges	234	166,309	502,300	423,500	-78,800
<b>Total Current Charges &amp; Obligations</b>	<b>234</b>	<b>166,309</b>	<b>502,300</b>	<b>423,500</b>	<b>-78,800</b>
<b>Equipment</b>	<b>FY24 Expenditure</b>	<b>FY25 Expenditure</b>	<b>FY26 Appropriation</b>	<b>FY27 Recommended</b>	<b>Inc/Dec 26 vs 27</b>
55000 Automotive Equipment	0	0	0	0	0
55400 Lease Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	2,400	0	-2,400
55900 Misc Equipment	0	222,832	64,000	15,000	-49,000
<b>Total Equipment</b>	<b>0</b>	<b>222,832</b>	<b>66,400</b>	<b>15,000</b>	<b>-51,400</b>
<b>Other Expenses</b>	<b>FY24 Expenditure</b>	<b>FY25 Expenditure</b>	<b>FY26 Appropriation</b>	<b>FY27 Recommended</b>	<b>Inc/Dec 26 vs 27</b>
56200 Tot Special Appropriations	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Tot Land & Non-Structural	0	0	0	0	0
<b>Total Other Expenses</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Grand Total</b>	<b>588,739</b>	<b>21,498,095</b>	<b>29,990,019</b>	<b>29,474,943</b>	<b>-515,076</b>

# Department Personnel

Title	Union	Grade	Position	FY27 Salary
3D Data Analyst (D)	BXM	NG	1.00	92,766
Accountant I (C)	BXM	NG	1.00	78,126
Accounting Assistant (A)	BXM	NG	1.00	72,436
Admin Asst II (D)	BXM	NG	1.00	97,417
Administrative Assistant (B)	BXM	NG	2.00	131,984
Administrative Assistant (C)	BXM	NG	3.00	269,965
Administrative Assistant (C).	EXM	NG	1.00	85,000
Assistant Deputy Director (J)	EXM	NG	1.00	116,530
Assistant Manager (G).	BXM	NG	1.00	100,275
Assistant Records Specialist B	EXM	NG	1.00	72,500
Associate Counsel (G)	EXM	NG	1.00	102,000
Asst Controller (I)	BXM	NG	1.00	108,353
Asst Dep Dir/Cap Const (J)	BXM	NG	1.00	144,926
Asst Dep Dir (F)	BXM	NG	1.00	112,208
Asst Dep Dir (J)	BXM	NG	2.00	301,338
Asst to Chief (C)	BXM	NG	1.00	80,697
Asst to Dir of Plng & Zng (B)	EXM	NG	1.00	69,212
Board Member (Stipend)	EXO	NG	11.00	19,800
Chief (M)	BXM	NG	2.00	391,510
Chief of Planning	CDH	NG	1.00	234,452
Com Engment Mgr (F)	BXM	NG	3.00	318,172
Community Engagement Mgr (F)	EXM	NG	3.00	309,005
Compliance Monitor (F)	EXM	NG	1.00	124,196
Construction Project Coord (B)	EXM	NG	1.00	71,140
Contract Administrator (B)	EXM	NG	1.00	59,410
Controller(M)	BXM	NG	1.00	170,857
Counsel (H)	BXM	NG	3.00	390,664
Counsel (H).	EXM	NG	2.00	233,059
Data Operations Associate (C)	BXM	NG	1.00	78,258
Data Operations Manager (G)	BXM	NG	1.00	129,042
Dep. Dir of Administration (I)	BXM	NG	1.00	108,353
Dep. Director Disposition (I)	BXM	NG	1.00	108,353
Dep Dir of Geographic Info (I)	BXM	NG	1.00	135,577
Deputy Chief (M)	BXM	NG	2.00	421,484
Deputy Controller (J)	BXM	NG	1.00	148,637
Deputy Director, Enterprise(K)	BXM	NG	1.00	158,716
Deputy Director (M)	BXM	NG	2.00	352,516
Deputy Director (M).	BXM	NG	3.00	499,400

# Department Personnel

Deputy Director Comm. Eng (I)	BXM	NG	2.00	283,654
Deputy Director Finance (I)	EXM	NG	1.00	108,370
Design Strat Researcher (E)	EXM	NG	1.00	76,750
Dev Review Eng't Mgr/Stra (E)	EXM	NG	1.00	76,750
Development Portfolio (G)	BXM	NG	2.00	230,290
Development Review Ombu (G)	BXM	NG	1.00	125,956
Digital Communications Spe (B)	BXM	NG	1.00	82,905
Director (M)	BXM	NG	6.00	1,106,257
Director'	EXM	NG	1.00	170,000
Exec. Director	EXM	NG	1.00	161,296
Executive Director (I)	BXM	NG	1.00	120,330
Facilities Coordinator (G).	EXM	NG	1.00	114,550
Fellow (ben/retir)	MYN	NG	1.00	87,500
Finance Assistant (A)	EXM	NG	1.00	69,212
Graphic Designer (C)	BXM	NG	1.00	67,577
Human Resources Gener (F)	BXM	NG	1.00	103,512
Human Resources Specialist (E)	BXM	NG	1.00	92,289
Implementation Mgr.	EXM	06	1.00	100,423
Landscape Architect II (E)	EXM	NG	1.00	90,010
Language Access Coordinator(C)	BXM	NG	1.00	81,239
Lease/Contr Admin Spec (C)	EXM	NG	1.00	67,570
Manager, Developer Comp (I)	BXM	NG	1.00	139,832
Manager (D)	EXM	NG	1.00	83,000
Manager (E).	EXM	NG	1.00	90,000
Manager (F).	BXM	NG	1.00	102,288
Model Maker (F)	BXM	NG	1.00	101,665
Office Services Assistant (A)	EXM	NG	1.00	60,000
Operations Ass- Exec sec (C)	BXM	NG	1.00	80,571
Operations Manager(D)	BXM	NG	2.00	140,663
Planner I ( D )	EXM	NG	3.00	235,052
Planner I (D)	BXM	NG	2.00	159,705
Planner I (D).	BXM	NG	2.00	165,402
Planner II ( E )	EXM	NG	6.00	528,661
Planner II (E)	BXM	NG	1.00	76,754
Planning Assis Compre (B)	BXM	NG	1.00	69,453
Planning Assistant (B).	EXM	NG	1.00	63,000
Planning Dev Rev Co Mgr (F)	BXM	NG	1.00	87,970
Policy Specialist (E)	EXM	NG	1.00	91,080
Prgm Mgr (D)	BXM	NG	1.00	96,317
Procurement Manager(H)	BXM	NG	1.00	102,252

# Department Personnel

Procurement Spec (C)	BXM	NG	2.00	150,215
Program Manager (F).	EXM	NG	1.00	117,040
Proj Asst (B)	BXM	NG	2.00	118,781
Project Assistant (B)	EXM	NG	3.00	210,374
Project Engineer (H)	BXM	NG	1.00	102,250
Project Manager (E)	BXM	NG	4.00	330,001
Project Manager (H)	EXM	NG	1.00	102,528
Prop Mgr (H)	BXM	NG	1.00	117,690
Property Specialist (F)	BXM	NG	1.00	106,757
Public Records Specialist (G)	BXM	NG	1.00	107,084
Real Estate Dev Office (E)	BXM	NG	2.00	186,677
Receptionist (B)	BXM	NG	1.00	83,075
Records Specialist (D)	BXM	NG	1.00	78,661
Research Assist/Data Analy (B)	EXM	NG	2.00	139,023
Research Associate (D)	BXM	NG	3.00	220,716
Research Associate (D).	BXM	NG	1.00	69,611
Sen Landscp Arc II (I)	BXM	NG	2.00	268,739
Senior Accountant (E)	BXM	NG	3.00	293,699
Senior Advisor to Director(M)	BXM	NG	1.00	203,248
Senior Architect (I)	BXM	NG	2.00	294,950
Senior Architect I (I)	EXM	NG	1.00	121,000
Senior Architect II (I)	BXM	NG	1.00	140,372
Senior Budget Manager (I)	BXM	NG	1.00	132,375
Senior Deputy Director,Dev (M)	BXM	NG	1.00	171,059
Senior Graphic Designer (D)	BXM	NG	1.00	90,757
Senior Policy Adviser (J)	BXM	NG	1.00	153,670
Senior Project Engineer (I)	BXM	NG	2.00	267,048
Senior Project Manager (F)	BXM	NG	6.00	643,148
Senior Project Mgr (F)	EXM	NG	2.00	175,940
Senior Urban Designer I (G)	BXM	NG	3.00	365,681
Senior Urban Designer II (I)	EXM	NG	1.00	133,000
Senior Urban Designer II (I).	BXM	NG	1.00	138,544
Smart Utilities Planner II (E)	BXM	NG	1.00	88,144
Special Asst. to the Dir (G)	BXM	NG	1.00	113,720
Sr. Comp. Planner II (G)	BXM	NG	1.00	120,753
Sr. Comprehensive Plnr II (G)	EXM	NG	1.00	96,130
Sr. Development Officer (G)	BXM	NG	1.00	98,764
Sr. Graphic Designer (D)	BXM	NG	1.00	83,331
Sr. Planner I (G)	BXM	NG	2.00	204,899
Sr. Plnr & Exe. Sec Zning (J)	BXM	NG	1.00	151,851

# Department Personnel

Sr. Program Mgr (H)	BXM	NG	1.00	120,330
Sr. Real Estate Dev Ofcr (G)	EXM	NG	1.00	96,130
Sr. Trans. Planner II (G)	EXM	NG	1.00	108,000
Sr. Urban Designer I (G)	EXM	NG	2.00	237,629
Sr. Web Specialist (E)	BXM	NG	1.00	95,534
Sr Accounts Payable Mgr (G)	BXM	NG	1.00	124,460
Sr Adv Strtg/Chg Mgr (J)	BXM	NG	1.00	153,670
Sr Advisor Real Est & Spec.(H)	EXM	NG	1.00	125,710
Sr Arch/Urban Desiner III (I)	EXM	NG	1.00	108,370
Sr Clim & Coast Res Infra(F)	EXM	NG	1.00	87,970
Sr Clim & Coast Res PM (F)	EXM	NG	1.00	97,383
Sr Cmrc'l Leasg Mgr (G)	BXM	NG	2.00	223,535
Sr Cmty Dev Gnt Mgr €	BXM	NG	1.00	76,754
Sr Financial Anlyst (E)	BXM	NG	1.00	92,281
Sr Geospatial Data Anlyst (E)	BXM	NG	2.00	196,245
Sr GIS FullStack S/W Egnr (G)	BXM	NG	1.00	121,410
Sr INFRA & Energy Planner (G)	BXM	NG	1.00	122,850
Sr Landscape Architect I (H)	EXM	NG	2.00	222,249
Sr Mgr, Records Mgt (G)	BXM	NG	1.00	107,937
Sr Mgr Sm Bus. & Corp Fin (F)	BXM	NG	1.00	87,965
Sr Planner II (G)	EXM	NG	1.00	96,130
Sr Researcher (I)	BXM	NG	3.00	376,114
Sr Resilience Plnr/Revr (F)	BXM	NG	2.00	206,395
Sr Systems Support Splclst (C)	BXM	NG	1.00	91,726
Sr Trans Planner II (G)	BXM	NG	1.00	119,585
Sr Urban Designer/Design (G)	BXM	NG	1.00	123,596
Sr Zning Reform Planner II (G)	BXM	NG	1.00	124,296
Sr Zoning Reform Planner II	EXM	NG	1.00	120,000
Strategic Manager	EXM	10	1.00	127,319
Sup of Admin Serv (E)	BXM	NG	1.00	103,949
Supp Diversity Data Ana(B)	BXM	NG	1.00	75,193
Sustainable Enviro Revier (D)	EXM	NG	1.00	75,000
System Support Specialist(C)	BXM	NG	2.00	177,608
Title Counsel (H)	BXM	NG	1.00	136,741
Transportation Planner II (E)	EXM	NG	3.00	253,216
Urban Design Assistant(B)	BXM	NG	1.00	70,619
Urban Designer I (D )	BXM	NG	1.00	93,257
Urban Designer I (D)	EXM	NG	2.00	155,047
Urban Designer II (E).	EXM	NG	3.00	264,805
Zoning Assistant (A)	BXM	NG	1.00	72,826

# Department Personnel

Zoning Comp Planner I (D)	BXM	NG	2.00	162,105
Zoning Compliance Plnr II (E)	BXM	NG	1.00	92,740
Zoning Reform Planner I(D)	BXM	NG	1.00	86,965
Zoning Reform Planner II(E)	BXM	NG	1.00	93,611
<b>Total</b>			244.00	25,084,990

## Adjustments

Differential Payments	0
Other	1,646,127
Chargebacks	284,552
Salary Savings	-2,349,999
<b>FY27 Total Request</b>	<b>24,665,670</b>

# Program 1. Planning Coordination

**Katharine Lusk, Executive Director, Organization 175100**

## PROGRAM DESCRIPTION

The Planning Coordination Division is responsible for working across cabinets in City Hall to guide a shared vision for a green, growing, family-friendly Boston and coordinates investments in the built environment to realize that vision.

## OPERATING BUDGET

Category	Actual '24	Actual '25	Approp '26	Budget '27
Personnel Services	565,118	807,935	813,815	494,574
Non-Personnel	23,621	20,647	30,500	28,500
<b>Total</b>	<b>588,739</b>	<b>828,582</b>	<b>844,315</b>	<b>523,074</b>

## Program 2. Administration Division

**Devin Quirk, Deputy Chief, Organization 175200**

### PROGRAM DESCRIPTION

The Administration Division consists in support services to ensure the smooth functioning of agency operations, including Finance, Human Resources, Legal, IT, Communications, and Other Functions.

### OPERATING BUDGET

Category	Actual '24	Actual '25	Approp '26	Budget '27
Personnel Services	0	9,357,369	10,302,372	11,173,398
Non-Personnel	0	1,114,384	1,748,161	1,322,380
<b>Total</b>	<b>0</b>	<b>10,471,753</b>	<b>12,050,533</b>	<b>12,495,778</b>

### PERFORMANCE

Goal: Increase Diversity in COB Workforce

Performance Measures	Actual '24	Actual '25	Projected '26	Target '27
% of employees who self-identify as a Person of Color	27.2%	31.0%	32.7%	
% of employees who self-identify as female	54.3	52.4%	51.4%	

# Program 3. Planning & Zoning

**Vacant, Director, Organization 175300**

## PROGRAM DESCRIPTION

The Planning & Zoning Division conducts comprehensive and strategic planning analyses on a citywide and neighborhood basis to manage the city's growth. The division works in tandem with other city departments to ensure all aspects of the built environment are considered through the planning process including issues of land use, housing needs, open space, sustainable transportation and infrastructure systems and multimodal networks, and economic development. The envisioned plans, informed by community input, provide sector groups, and other agencies, guide future development scenarios and may result in: urban design guidelines, master plans, zoning recommendations, and/or other policy changes.

## OPERATING BUDGET

Category	Actual '24	Actual '25	Approp '26	Budget '27
Personnel Services	0	2,961,055	4,011,601	4,030,851
Non-Personnel	0	425,296	1,501,332	1,196,583
<b>Total</b>	<b>0</b>	<b>3,386,351</b>	<b>5,512,933</b>	<b>5,227,434</b>

# Program 4. Design Division

**Diana Fernandez Bibeau, Manager, Organization 175400**

## PROGRAM DESCRIPTION

The Design Division sets standards and guidelines for urban design citywide and evaluates architectural, public realm, and sign design of proposed developments and policies.

## OPERATING BUDGET

Category	Actual '24	Actual '25	Approp '26	Budget '27
Personnel Services	0	2,457,347	3,452,283	3,673,409
Non-Personnel	0	90,391	1,594,883	1,283,067
<b>Total</b>	<b>0</b>	<b>2,547,738</b>	<b>5,047,166</b>	<b>4,956,476</b>

# Program 5. Real Estate

Rebecca Tomasovic, Director of Real Estate, Organization 175500

## PROGRAM DESCRIPTION

The Real Estate Division manages the planning and implementation process for acquisition and disposition of real estate; oversees public-private partnerships to create public value on public land; directs construction, maintenance, coastal protection, leasing, and licensing of public assets.

## OPERATING BUDGET

Category	Actual '24	Actual '25	Approp '26	Budget '27
Personnel Services	0	2,528,469	3,395,000	3,340,798
Non-Personnel	0	25,766	274,315	543,262
<b>Total</b>	<b>0</b>	<b>2,554,235</b>	<b>3,669,315</b>	<b>3,884,060</b>

# Program 6. Development Review

Casey Hines, Manager, Organization 175600

## PROGRAM DESCRIPTION

The Development Review Division evaluates proposed development projects to ensure coordination with zoning, land use planning, and other relevant policies related to the built environment.

## OPERATING BUDGET

Category	Actual '24	Actual '25	Approp '26	Budget '27
Personnel Services	0	1,446,682	2,105,740	1,980,676
Non-Personnel	0	262,755	760,018	407,446
<b>Total</b>	<b>0</b>	<b>1,709,437</b>	<b>2,865,758</b>	<b>2,388,122</b>