



EXECUTIVE ORDER

September 14, 2023

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 Boston Park Rangers Association. **The effective date of the new salary schedules and the rate of increases will be 2% increase eff. 10-3-2020, 1.5% increase eff. 10/2/2021, and 2% increase eff. 10/1/2022.**

The parties agree that the City will remove the bottom two steps (Steps 1 and 2) for Park Rangers Grades, 1, 2, and 3.

This amendment to the Salary Schedules is necessary to implement the collective bargaining agreement between the City of Boston and Boston Park Rangers' Association.

Respectfully,

A handwritten signature in black ink, appearing to read "Alex Lawrence".

Alex Lawrence
Chief of People

Approved:

A handwritten signature in blue ink, appearing to read "Ashley Groffenberger".

Ashley Groffenberger
Chief Financial Officer

Approved:

A handwritten signature in black ink, appearing to read "Michelle Wu".

Michelle Wu, Mayor

Salary Schedule A
Effective 10/3/2020
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 | \$ 18,991,012 | \$ 19,749,894 | \$ 20,539,455 | \$ 21,361,306 | \$ 22,215,455 | \$ 23,104,719 | \$ 24,038,250 | \$ 24,278,632 | \$ 24,521,418 |
| | biweekly | \$ 1,519,28 | \$ 1,579,99 | \$ 1,643,16 | \$ 1,708,90 | \$ 1,777,24 | \$ 1,848,38 | \$ 1,923,06 | \$ 1,942,29 | \$ 1,961,71 |
| | annually | \$ 39,501.31 | \$ 41,079.78 | \$ 42,722.07 | \$ 44,431.52 | \$ 46,208.15 | \$ 48,057.82 | \$ 49,999.56 | \$ 50,499.56 | \$ 51,004.55 |
| PR1 | 2 hourly | \$ 22,215,455 | \$ 23,104,719 | \$ 24,029,102 | \$ 24,989,814 | \$ 25,989,683 | \$ 27,029,107 | \$ 28,121,005 | \$ 28,402,215 | \$ 28,686,237 |
| | biweekly | \$ 1,777.24 | \$ 1,848.38 | \$ 1,922.33 | \$ 1,999.19 | \$ 2,079.17 | \$ 2,162.33 | \$ 2,249.68 | \$ 2,272.18 | \$ 2,294.90 |
| | annually | \$ 46,208.15 | \$ 48,057.82 | \$ 49,980.53 | \$ 51,978.81 | \$ 54,058.54 | \$ 56,220.54 | \$ 58,491.69 | \$ 59,076.61 | \$ 59,667.37 |
| PR1 | 3 hourly | \$ 27,029,107 | \$ 28,109,707 | \$ 29,225,832 | \$ 30,404,520 | \$ 31,620,345 | \$ 32,884,613 | \$ 34,213,015 | \$ 34,555,144 | \$ 34,900,695 |
| | biweekly | \$ 2,162.33 | \$ 2,248.78 | \$ 2,338.07 | \$ 2,432.36 | \$ 2,529.63 | \$ 2,630.77 | \$ 2,737.04 | \$ 2,764.41 | \$ 2,792.06 |
| | annually | \$ 56,220.54 | \$ 58,468.19 | \$ 60,789.73 | \$ 63,241.40 | \$ 65,770.32 | \$ 68,400.00 | \$ 71,163.07 | \$ 71,874.70 | \$ 72,593.45 |

Salary Schedule A
Effective 10/2/2021
1.5% 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 | \$ 19,275,877 | \$ 20,046,142 | \$ 20,847,546 | \$ 21,681,725 | \$ 22,548,686 | \$ 23,451,289 | \$ 24,398,823 | \$ 24,642,811 | \$ 24,889,239 |
| | biweekly | \$ 1,542.07 | \$ 1,603.69 | \$ 1,667.80 | \$ 1,734.54 | \$ 1,803.89 | \$ 1,876.10 | \$ 1,951.91 | \$ 1,971.42 | \$ 1,991.14 |
| | annually | \$ 40,093.82 | \$ 41,695.98 | \$ 43,362.90 | \$ 45,097.99 | \$ 46,901.27 | \$ 48,778.68 | \$ 50,749.55 | \$ 51,257.05 | \$ 51,769.62 |
| PR1 2 | hourly | \$ 22,548,686 | \$ 23,451,289 | \$ 24,389,538 | \$ 25,364,661 | \$ 26,379,528 | \$ 27,434,543 | \$ 28,542,820 | \$ 28,828,248 | \$ 29,116,530 |
| | biweekly | \$ 1,803.89 | \$ 1,876.10 | \$ 1,951.16 | \$ 2,029.17 | \$ 2,110.36 | \$ 2,194.76 | \$ 2,283.43 | \$ 2,306.26 | \$ 2,329.32 |
| | annually | \$ 46,901.27 | \$ 48,778.68 | \$ 50,730.24 | \$ 52,758.50 | \$ 54,869.42 | \$ 57,063.85 | \$ 59,369.07 | \$ 59,962.76 | \$ 60,562.38 |
| PR1 3 | hourly | \$ 27,434,543 | \$ 28,531,352 | \$ 29,664,219 | \$ 30,860,587 | \$ 32,094,650 | \$ 33,377,882 | \$ 34,726,210 | \$ 35,073,471 | \$ 35,424,205 |
| | biweekly | \$ 2,194.76 | \$ 2,282.51 | \$ 2,373.14 | \$ 2,468.85 | \$ 2,567.57 | \$ 2,670.23 | \$ 2,778.10 | \$ 2,805.88 | \$ 2,833.94 |
| | annually | \$ 57,063.85 | \$ 59,345.21 | \$ 61,701.58 | \$ 64,190.02 | \$ 66,756.87 | \$ 69,426.00 | \$ 72,230.52 | \$ 72,952.82 | \$ 73,682.35 |

**Salary Schedule A
Effective 10/1/2022**

| Salary Plan | Grade | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|-------------|----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| PR1 | 1 hourly | \$ 19,661,394 | \$ 20,447,064 | \$ 21,264,496 | \$ 22,115,359 | \$ 22,999,659 | \$ 23,920,314 | \$ 24,886,799 | \$ 25,135,667 | \$ 25,387,023 |
| | biweekly | \$ 1,572,91 | \$ 1,635,77 | \$ 1,701,16 | \$ 1,769,23 | \$ 1,839,97 | \$ 1,913,63 | \$ 1,990,94 | \$ 2,010,85 | \$ 2,030,96 |
| | annually | \$ 40,895,70 | \$ 42,529,89 | \$ 44,230,15 | \$ 45,999,95 | \$ 47,839,29 | \$ 49,754,25 | \$ 51,764,54 | \$ 52,282,19 | \$ 52,805,01 |
| PR1 | 2 hourly | \$ 22,999,659 | \$ 23,920,314 | \$ 24,877,328 | \$ 25,871,954 | \$ 26,907,118 | \$ 27,983,233 | \$ 29,113,676 | \$ 29,404,812 | \$ 29,698,860 |
| | biweekly | \$ 1,839,97 | \$ 1,913,63 | \$ 1,990,19 | \$ 2,069,76 | \$ 2,152,57 | \$ 2,238,66 | \$ 2,329,09 | \$ 2,352,38 | \$ 2,375,91 |
| | annually | \$ 47,839,29 | \$ 49,754,25 | \$ 51,744,84 | \$ 53,813,66 | \$ 55,966,81 | \$ 58,205,13 | \$ 60,556,45 | \$ 61,162,01 | \$ 61,773,63 |
| PR1 | 3 hourly | \$ 27,983,233 | \$ 29,101,979 | \$ 30,257,503 | \$ 31,477,798 | \$ 32,736,543 | \$ 34,045,439 | \$ 35,420,734 | \$ 35,774,940 | \$ 36,132,689 |
| | biweekly | \$ 2,238,66 | \$ 2,328,16 | \$ 2,420,60 | \$ 2,518,22 | \$ 2,618,92 | \$ 2,723,64 | \$ 2,833,66 | \$ 2,862,00 | \$ 2,890,62 |
| | annually | \$ 58,205,13 | \$ 60,532,12 | \$ 62,935,61 | \$ 65,473,82 | \$ 68,092,01 | \$ 70,814,51 | \$ 73,675,13 | \$ 74,411,88 | \$ 75,155,99 |