

MEMORANDUM OF AGREEMENT
Between the
CITY OF BOSTON
and
BOSTON PARK RANGERS' ASSOCIATION
Dated: May 4, 2023

This Memorandum of Agreement (MOA) is made pursuant to Chapter 150E of the General Laws by and between the City of Boston (City), and the Boston Park Rangers' Association (BPRA or Union).

On May 4, 2023, the parties reached a tentative agreement subject to ratification by the Union and approval by the Mayor and Boston City Council from July 1, 2020, through June 30, 2023. This agreement is the product of successor collective bargaining between the City and the Union. This MOA is effective from July 1, 2020, through June 30, 2023.

This agreement shall not take effect unless and until it is ratified by the Union membership, approved by the Mayor, and funded by the City Council.

Except as expressly provided below, the parties agree that the terms and provisions of their Collective Bargaining Agreement shall be extended without modification for the period commencing July 1, 2020, and ending on June 30, 2023.

1. ARTICLE XXII, COMPENSATION

Amend Section 1A. Provide the following base wage increases.

- Effective first pay period (FPP) of October 2020 - Salary increase of 2%
- Effective first pay period (FPP) of October 2021 - Salary increase of 1.5%
- Effective first pay period (FPP) of October 2022 - Salary increase of 2%

Retroactive pay shall be limited to employees of the City on the date that the Union ratifies this Memorandum of Agreement. Employees who separated from employment for any reason prior to the date the Union ratifies this Memorandum of Agreement shall not be eligible for retroactive pay.

Section 1B.

In recognition for the hard work during the COVID-19 pandemic, bargaining unit members employed on June 30, 2022 shall receive a one-time lump sum payment of one thousand dollars (\$1,000.00), minus standard deductions, effectuated within ninety days from City Council funding.

2. ARTICLE XI, HOURS OF WORK AND OVERTIME,

Section 6(e): Paid Details.

Effective upon ratification by Union membership, and funded by the City Council, the detail rate shall increase by five dollars (\$5.00).

3. ARTICLE XIV, HOLIDAYS

Amend Section 1 to include "Juneteenth."

Amend Section 1 to remove "Columbus Day" and replace it with "Indigenous People's Day."

4. ARTICLE XVIII, OTHER LEAVES OF ABSENCE

Add New Section 10 as follows:

Section 10. Wellness Days. On a one-time only, non-precedent setting basis, the City will award two (2) Wellness Days for use during calendar year 2023 to regular full-time active status union members hired before the execution of this Agreement.

This benefit is awarded on a "one-time basis" for calendar year 2023, and will expire on December 31, 2023, and does not establish precedent or practice. This Wellness Day shall not carry over into Calendar Year 2024 under any circumstances; nonuse of any or all of these days shall not entitle an employee to any extra leave or compensation on the basis of nonuse and is not subject to any annual buy back, rollover or severance. Use of these days is subject to approval by an employee's supervisor.

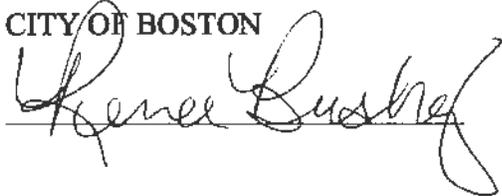
5. ARTICLE XXIV, DURATION OF AGREEMENT

Amend the dates contained in Article XXIV to reflect a three (3) year contract with a duration from July 1, 2020 through June 30, 2023.

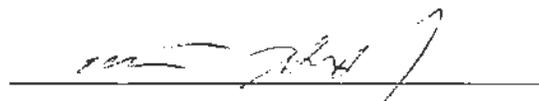
6. The Parties agree that the City will remove the bottom two steps (Steps 1 and 2) of Park Ranger Grades 1, 2, and 3.

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 9th day of May, 2023

CITY OF BOSTON



BOSTON PARK RANGERS' ASSOCIATION



Pa

Scott W. Jones
