



Office of Human Resources

Martin J. Walsh, Mayor

EXECUTIVE ORDER

October 3, 2018

The Honorable Martin Walsh
Mayor of Boston
Boston City Hall

Dear Mayor Walsh,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, for Boston Park Ranger Association. The effective date of the new salary schedules and the rates of increases will be **2% increase 10-1-2016, 2% increase 10-7-2017, 2% increase 10-6-2018, and 2% increase 10-5-2019.**

Effective 10-6-2018, Step 10 will be created to include a 1% increase from then existing Step 9.

Effective 10-5-2019, Step 11 will be created to include a 1% increase from then existing Step 10.

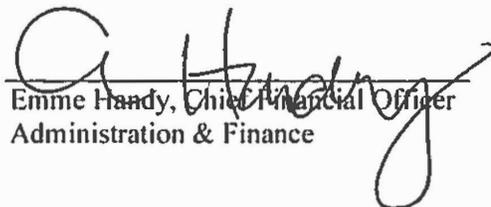
To advance to the next step on the new salary schedule, the employee must have been in the prior step for a full year.

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,


Vivian Leonard, Director
Office of Human Resources

Approved:


Emme Handy, Chief Financial Officer
Administration & Finance

Approved:


Martin J. Walsh, Mayor

Salary Schedule A
Effective 10/1/2016
2% Increase

| Sal Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|----------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PR1 | 1 | Hourly | \$ 16.22 | \$ 16.87 | \$ 17.54 | \$ 18.25 | \$ 18.98 | \$ 19.73 | \$ 20.52 | \$ 21.35 | \$ 22.21 |
| | | Weekly | \$ 648.82 | \$ 674.78 | \$ 701.79 | \$ 729.83 | \$ 759.01 | \$ 789.38 | \$ 820.95 | \$ 853.81 | \$ 888.31 |
| | | Annually | \$ 33,738.69 | \$ 35,088.36 | \$ 36,493.10 | \$ 37,951.37 | \$ 39,468.59 | \$ 41,047.86 | \$ 42,689.19 | \$ 44,398.00 | \$ 46,191.87 |
| PR1 | 2 | Hourly | \$ 18.98 | \$ 19.73 | \$ 20.52 | \$ 21.35 | \$ 22.20 | \$ 23.09 | \$ 24.01 | \$ 24.97 | \$ 25.98 |
| | | Biweekly | \$ 759.01 | \$ 789.38 | \$ 820.95 | \$ 853.81 | \$ 887.97 | \$ 923.47 | \$ 960.42 | \$ 998.83 | \$ 1,039.18 |
| | | Annually | \$ 39,468.59 | \$ 41,047.86 | \$ 42,689.19 | \$ 44,398.00 | \$ 46,174.29 | \$ 48,020.39 | \$ 49,941.74 | \$ 51,939.10 | \$ 54,037.28 |
| PR1 | 3 | Hourly | \$ 23.09 | \$ 24.01 | \$ 24.97 | \$ 25.97 | \$ 27.00 | \$ 28.09 | \$ 29.21 | \$ 30.38 | \$ 31.61 |
| | | Biweekly | \$ 923.47 | \$ 960.42 | \$ 998.83 | \$ 1,038.76 | \$ 1,080.01 | \$ 1,123.56 | \$ 1,168.49 | \$ 1,215.21 | \$ 1,264.30 |
| | | Annually | \$ 48,020.39 | \$ 49,941.74 | \$ 51,939.10 | \$ 54,015.57 | \$ 56,160.32 | \$ 58,425.28 | \$ 60,761.61 | \$ 63,191.02 | \$ 65,743.68 |

Salary Schedule A
Effective 10/7/2017
2% Increase

| Sal Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 |
|----------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PR1 | 1 | Hourly | \$ 16.54 | \$ 17.21 | \$ 17.90 | \$ 18.61 | \$ 19.35 | \$ 20.13 | \$ 20.93 | \$ 21.77 | \$ 22.65 |
| | | Biweekly | \$ 661.80 | \$ 688.27 | \$ 715.83 | \$ 744.43 | \$ 774.19 | \$ 805.17 | \$ 837.36 | \$ 870.88 | \$ 906.07 |
| | | Annually | \$ 34,413.46 | \$ 35,790.13 | \$ 37,222.96 | \$ 38,710.40 | \$ 40,257.96 | \$ 41,868.81 | \$ 43,542.97 | \$ 45,285.96 | \$ 47,115.70 |
| PR1 | 2 | Hourly | \$ 19.35 | \$ 20.13 | \$ 20.93 | \$ 21.77 | \$ 22.64 | \$ 23.55 | \$ 24.49 | \$ 25.47 | \$ 26.50 |
| | | Biweekly | \$ 774.19 | \$ 805.17 | \$ 837.36 | \$ 870.88 | \$ 905.73 | \$ 941.94 | \$ 979.63 | \$ 1,018.81 | \$ 1,059.96 |
| | | Annually | \$ 40,257.96 | \$ 41,868.81 | \$ 43,542.97 | \$ 45,285.96 | \$ 47,097.78 | \$ 48,980.80 | \$ 50,940.57 | \$ 52,977.88 | \$ 55,118.03 |
| PR1 | 3 | Hourly | \$ 23.55 | \$ 24.49 | \$ 25.47 | \$ 26.49 | \$ 27.54 | \$ 28.65 | \$ 29.80 | \$ 30.99 | \$ 32.24 |
| | | Biweekly | \$ 941.94 | \$ 979.63 | \$ 1,018.81 | \$ 1,059.54 | \$ 1,101.61 | \$ 1,146.03 | \$ 1,191.86 | \$ 1,239.52 | \$ 1,289.59 |
| | | Annually | \$ 48,980.80 | \$ 50,940.57 | \$ 52,977.88 | \$ 55,095.88 | \$ 57,283.52 | \$ 59,593.79 | \$ 61,976.84 | \$ 64,454.84 | \$ 67,058.56 |

Salary Schedule A
Effective 10/6/2018
2% Increase/ 1% New Step 10

| Sal Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|----------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PR1 | 1 | Hourly | \$ 16.88 | \$ 17.55 | \$ 18.25 | \$ 18.98 | \$ 19.74 | \$ 20.53 | \$ 21.35 | \$ 22.21 | \$ 23.10 | \$ 23.34 |
| | | Biweekly | \$ 675.03 | \$ 702.04 | \$ 730.14 | \$ 759.32 | \$ 789.68 | \$ 821.27 | \$ 854.11 | \$ 888.30 | \$ 924.19 | \$ 933.43 |
| | | Annually | \$ 35,101.73 | \$ 36,505.93 | \$ 37,967.42 | \$ 39,484.61 | \$ 41,063.12 | \$ 42,706.19 | \$ 44,413.83 | \$ 46,191.68 | \$ 48,058.02 | \$ 48,538.60 |
| PR1 | 2 | Hourly | \$ 19.74 | \$ 20.53 | \$ 21.35 | \$ 22.21 | \$ 23.10 | \$ 24.02 | \$ 24.98 | \$ 25.98 | \$ 27.03 | \$ 27.30 |
| | | Biweekly | \$ 789.68 | \$ 821.27 | \$ 854.11 | \$ 888.30 | \$ 923.84 | \$ 960.78 | \$ 999.22 | \$ 1,039.18 | \$ 1,081.16 | \$ 1,091.97 |
| | | Annually | \$ 41,063.12 | \$ 42,706.19 | \$ 44,413.83 | \$ 46,191.68 | \$ 48,039.73 | \$ 49,960.41 | \$ 51,959.38 | \$ 54,037.43 | \$ 56,220.39 | \$ 56,782.59 |
| PR1 | 3 | Hourly | \$ 24.02 | \$ 24.98 | \$ 25.98 | \$ 27.02 | \$ 28.09 | \$ 29.22 | \$ 30.39 | \$ 31.61 | \$ 32.88 | \$ 33.21 |
| | | Biweekly | \$ 960.78 | \$ 999.22 | \$ 1,039.18 | \$ 1,080.73 | \$ 1,123.64 | \$ 1,168.96 | \$ 1,215.70 | \$ 1,264.31 | \$ 1,315.38 | \$ 1,328.53 |
| | | Annually | \$ 49,960.41 | \$ 51,959.38 | \$ 54,037.43 | \$ 56,197.80 | \$ 58,429.19 | \$ 60,785.66 | \$ 63,216.38 | \$ 65,743.94 | \$ 68,399.73 | \$ 69,083.72 |

Salary Schedule A
Effective 10/5/2019
2% Increase/1 % New Step 11

| Sal Plan | Grade | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 |
|----------|-------|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PR1 | 1 | Hourly | \$ 17.21 | \$ 17.90 | \$ 18.62 | \$ 19.36 | \$ 20.14 | \$ 20.94 | \$ 21.78 | \$ 22.65 | \$ 23.57 | \$ 23.80 | \$ 24.04 |
| | | Biweekly | \$ 688.53 | \$ 716.08 | \$ 744.75 | \$ 774.51 | \$ 805.47 | \$ 837.70 | \$ 871.19 | \$ 906.07 | \$ 942.68 | \$ 952.10 | \$ 961.62 |
| | | Annually | \$ 35,803.76 | \$ 37,236.05 | \$ 38,726.77 | \$ 40,274.30 | \$ 41,884.38 | \$ 43,560.31 | \$ 45,302.11 | \$ 47,115.51 | \$ 49,019.18 | \$ 49,509.37 | \$ 50,004.46 |
| PR1 | 2 | Hourly | \$ 20.14 | \$ 20.94 | \$ 21.78 | \$ 22.65 | \$ 23.56 | \$ 24.50 | \$ 25.48 | \$ 26.50 | \$ 27.57 | \$ 27.85 | \$ 28.12 |
| | | Biweekly | \$ 805.47 | \$ 837.70 | \$ 871.19 | \$ 906.07 | \$ 942.32 | \$ 979.99 | \$ 1,019.20 | \$ 1,059.97 | \$ 1,102.78 | \$ 1,113.81 | \$ 1,124.95 |
| | | Annually | \$ 41,884.38 | \$ 43,560.31 | \$ 45,302.11 | \$ 47,115.51 | \$ 49,000.52 | \$ 50,959.62 | \$ 52,998.57 | \$ 55,118.18 | \$ 57,344.80 | \$ 57,918.24 | \$ 58,497.43 |
| PR1 | 3 | Hourly | \$ 24.50 | \$ 25.48 | \$ 26.50 | \$ 27.56 | \$ 28.65 | \$ 29.81 | \$ 31.00 | \$ 32.24 | \$ 33.54 | \$ 33.88 | \$ 34.22 |
| | | Biweekly | \$ 979.99 | \$ 1,019.20 | \$ 1,059.97 | \$ 1,102.34 | \$ 1,146.11 | \$ 1,192.33 | \$ 1,240.01 | \$ 1,289.59 | \$ 1,341.69 | \$ 1,355.10 | \$ 1,368.65 |
| | | Annually | \$ 50,959.62 | \$ 52,998.57 | \$ 55,118.18 | \$ 57,321.76 | \$ 59,597.78 | \$ 62,001.37 | \$ 64,480.71 | \$ 67,058.82 | \$ 69,767.72 | \$ 70,465.39 | \$ 71,170.05 |