



**CITY OF BOSTON**

OFFICE OF HUMAN RESOURCES  
One City Hall Square • Boston, Massachusetts 02201

VIVIAN LEONARD  
Director

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October 11, 2012

The Honorable Thomas M. Menino  
Mayor of Boston  
Boston City Hall

Dear Mr. Mayor,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plan, Schedule A, for SEIU thereby creating a new Salary Plan (CRM) for BPDBS-Forensic Group. The effective date of rates of increase will be 1% increase on 1-7-2012, 1% increase on 1-4-2014, 3% increase on 1-3-2015, and 3% increase on 1-2-2016.

This amendment to the Salary Schedules is necessary to implement the collective bargaining agreement between the City of Boston and BPDBS- Forensic Group.

Respectfully,

Vivian Leonard, Director  
Office of Human Resources

Approved:

John Dunlap, Chief of Personnel  
& Labor Relations

Approved:

Thomas M. Menino, Mayor

Thomas M. Menino, Mayor

**AN EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER**

**AFFIRMATIVE ACTION • PERSONNEL MANAGEMENT • EMPLOYEE ASSISTANCE • HEALTH BENEFITS / INSURANCE**

***"DEDICATED TO SERVE, GUIDE, AND SUPPORT"***

*Schedule A*  
Effective 1/7/2012  
1% Wage Increase

| Sal P Grade |    |          | Step 2       | Step 3       | Step 4       | Step 5       | Step 6       | Step 7       | Step 8       | Step 9       | Step 10      |
|-------------|----|----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| RL          | 16 | hourly   | \$ 24.95     | \$ 25.94     | \$ 26.97     | \$ 28.05     | \$ 29.17     | \$ 30.33     | \$ 31.54     | \$ 32.81     | \$ 34.12     |
|             |    | weekly   | \$ 873.11    | \$ 907.90    | \$ 944.10    | \$ 981.75    | \$ 1,020.90  | \$ 1,061.62  | \$ 1,103.94  | \$ 1,148.42  | \$ 1,194.23  |
|             |    | annually | \$ 45,401.80 | \$ 47,210.91 | \$ 49,093.12 | \$ 51,051.24 | \$ 53,086.66 | \$ 55,204.32 | \$ 57,404.92 | \$ 59,717.59 | \$ 62,099.90 |
| RL          | 18 | hourly   | \$ 30.33     | \$ 31.54     | \$ 32.80     | \$ 34.11     | \$ 35.47     | \$ 36.88     | \$ 38.36     | \$ 39.90     | \$ 41.49     |
|             |    | weekly   | \$ 1,061.62  | \$ 1,103.94  | \$ 1,148.00  | \$ 1,193.80  | \$ 1,241.41  | \$ 1,290.94  | \$ 1,342.46  | \$ 1,396.58  | \$ 1,452.32  |
|             |    | annually | \$ 55,204.32 | \$ 57,404.92 | \$ 59,696.18 | \$ 62,077.40 | \$ 64,553.51 | \$ 67,128.72 | \$ 69,807.95 | \$ 72,622.09 | \$ 75,520.58 |
| RL          | 20 | hourly   | \$ 35.47     | \$ 36.88     | \$ 38.36     | \$ 39.89     | \$ 41.48     | \$ 43.13     | \$ 44.86     | \$ 46.67     | \$ 48.53     |
|             |    | weekly   | \$ 1,241.41  | \$ 1,290.94  | \$ 1,342.46  | \$ 1,396.04  | \$ 1,451.77  | \$ 1,509.71  | \$ 1,569.98  | \$ 1,633.29  | \$ 1,698.50  |
|             |    | annually | \$ 64,553.51 | \$ 67,128.72 | \$ 69,807.95 | \$ 72,594.01 | \$ 75,491.82 | \$ 78,504.91 | \$ 81,638.87 | \$ 84,930.99 | \$ 88,321.83 |

**Criminalist Pay Scale**  
Effective 1/5/2013

|          | Step 1           | Step 2           | Step 3           | Step 4           | Step 5           | Step 6           |
|----------|------------------|------------------|------------------|------------------|------------------|------------------|
| Crim I   | \$ 27.772407     | \$ 28.879698     | \$ 30.031731     | \$ 31.228879     | \$ 32.486995     | \$ 33.783000     |
|          | \$ 972.034231    | \$ 1,010.789423  | \$ 1,051.110577  | \$ 1,093.010769  | \$ 1,137.044808  | \$ 1,182.405000  |
|          | \$ 50,545.780000 | \$ 52,561.050000 | \$ 54,657.750000 | \$ 56,836.560000 | \$ 59,126.330000 | \$ 61,485.060000 |
| Crim II  | \$ 33.770758     | \$ 35.117786     | \$ 36.518725     | \$ 37.976258     | \$ 39.507176     | \$ 41.083989     |
|          | \$ 1,181.976538  | \$ 1,229.122500  | \$ 1,278.155385  | \$ 1,329.169038  | \$ 1,382.751154  | \$ 1,437.939615  |
|          | \$ 61,462.780000 | \$ 63,914.370000 | \$ 66,464.080000 | \$ 69,116.790000 | \$ 71,903.060000 | \$ 74,772.860000 |
| Crim III | \$ 39.491901     | \$ 41.068346     | \$ 42.707495     | \$ 44.412401     | \$ 46.203352     | \$ 48.048000     |
|          | \$ 1,382.216538  | \$ 1,437.392115  | \$ 1,494.762308  | \$ 1,554.434038  | \$ 1,617.117308  | \$ 1,681.680000  |
|          | \$ 71,875.260000 | \$ 74,744.390000 | \$ 77,727.640000 | \$ 80,830.570000 | \$ 84,090.100000 | \$ 87,447.360000 |
| Crim IV  | \$ 44.412401     | \$ 46.184989     | \$ 48.029462     | \$ 49.946956     | \$ 51.941313     | \$ 54.035632     |
|          | \$ 1,554.434038  | \$ 1,616.474615  | \$ 1,681.031154  | \$ 1,748.143462  | \$ 1,817.945962  | \$ 1,891.247115  |
|          | \$ 80,830.570000 | \$ 84,056.680000 | \$ 87,413.620000 | \$ 90,903.460000 | \$ 94,533.190000 | \$ 98,344.850000 |

**Criminalist Pay Scale**  
Effective 1/4/2014 1%

|          | Step 1           | Step 2           | Step 3           | Step 4           | Step 5           | Step 6           |
|----------|------------------|------------------|------------------|------------------|------------------|------------------|
| Crim I   | \$ 28.050131     | \$ 29.168495     | \$ 30.332048     | \$ 31.541168     | \$ 32.811864     | \$ 34.120830     |
|          | \$ 981.754573    | \$ 1,020.897317  | \$ 1,061.621683  | \$ 1,103.940877  | \$ 1,148.415256  | \$ 1,194.229050  |
|          | \$ 51,051.237800 | \$ 53,086.660500 | \$ 55,204.327500 | \$ 57,404.925600 | \$ 59,717.593300 | \$ 62,099.910600 |
| Crim II  | \$ 34.108466     | \$ 35.468964     | \$ 36.883913     | \$ 38.356021     | \$ 39.902248     | \$ 41.494829     |
|          | \$ 1,193.796304  | \$ 1,241.413725  | \$ 1,290.936938  | \$ 1,342.460729  | \$ 1,396.578665  | \$ 1,452.319012  |
|          | \$ 62,077.407800 | \$ 64,553.513700 | \$ 67,128.720800 | \$ 69,807.957900 | \$ 72,622.090600 | \$ 75,520.588600 |
| Crim III | \$ 39.886820     | \$ 41.479030     | \$ 43.134569     | \$ 44.856525     | \$ 46.665385     | \$ 48.528480     |
|          | \$ 1,396.038704  | \$ 1,451.766037  | \$ 1,509.709931  | \$ 1,569.978379  | \$ 1,633.288481  | \$ 1,698.496800  |
|          | \$ 72,594.012600 | \$ 75,491.833900 | \$ 78,504.916400 | \$ 81,638.875700 | \$ 84,931.001000 | \$ 88,321.833600 |
| Crim IV  | \$ 44.856525     | \$ 46.646839     | \$ 48.509756     | \$ 50.446426     | \$ 52.460726     | \$ 54.575988     |
|          | \$ 1,569.978379  | \$ 1,632.639362  | \$ 1,697.841465  | \$ 1,765.624896  | \$ 1,836.125421  | \$ 1,910.159587  |
|          | \$ 81,638.875700 | \$ 84,897.246800 | \$ 88,287.756200 | \$ 91,812.494600 | \$ 95,478.521900 | \$ 99,328.298500 |

**Criminalist Pay Scale**  
Effective 1/3/2015 3%

|          | Step 1           | Step 2           | Step 3           | Step 4           | Step 5           | Step 6           |
|----------|------------------|------------------|------------------|------------------|------------------|------------------|
| Crim I   | \$ 28.891635     | \$ 30.043550     | \$ 31.242010     | \$ 32.487403     | \$ 33.796220     | \$ 35.144455     |
|          | \$ 1,011.207210  | \$ 1,051.524237  | \$ 1,093.470333  | \$ 1,137.059103  | \$ 1,182.867713  | \$ 1,230.055922  |
|          | \$ 52,582.774934 | \$ 54,679.260315 | \$ 56,860.457325 | \$ 59,127.073368 | \$ 61,509.121099 | \$ 63,962.907918 |
| Crim II  | \$ 35.131720     | \$ 36.533032     | \$ 37.990430     | \$ 39.506701     | \$ 41.099315     | \$ 42.739674     |
|          | \$ 1,229.610193  | \$ 1,278.656137  | \$ 1,329.665047  | \$ 1,382.734551  | \$ 1,438.476025  | \$ 1,495.888582  |
|          | \$ 63,939.730034 | \$ 66,490.119111 | \$ 69,142.582424 | \$ 71,902.196637 | \$ 74,800.753318 | \$ 77,786.206258 |
| Crim III | \$ 41.083425     | \$ 42.723401     | \$ 44.428607     | \$ 46.202221     | \$ 48.065347     | \$ 49.984334     |
|          | \$ 1,437.919865  | \$ 1,495.319018  | \$ 1,555.001229  | \$ 1,617.077730  | \$ 1,682.287135  | \$ 1,749.451704  |

|                |                  |                  |                  |                  |                  |                   |
|----------------|------------------|------------------|------------------|------------------|------------------|-------------------|
|                | \$ 74,771.832978 | \$ 77,756.588917 | \$ 80,860.063892 | \$ 84,088.041971 | \$ 87,478.931030 | \$ 90,971.488608  |
| <b>Crim IV</b> | \$ 46.202221     | \$ 48.046244     | \$ 49.965049     | \$ 51.959818     | \$ 54.034548     | \$ 56.213268      |
|                | \$ 1,617.077730  | \$ 1,681.618542  | \$ 1,748.776709  | \$ 1,818.593643  | \$ 1,891.209184  | \$ 1,967.464374   |
|                | \$ 84,088.041971 | \$ 87,444.164204 | \$ 90,936.388886 | \$ 94,566.869438 | \$ 98,342.877557 | \$ 102,308.147455 |

**Criminalist Pay Scale**  
Effective 1/2/2016 3%

|                 | Step 1           | Step 2           | Step 3           | Step 4           | Step 5            | Step 6            |
|-----------------|------------------|------------------|------------------|------------------|-------------------|-------------------|
| <b>Crim I</b>   | \$ 29.758384     | \$ 30.944856     | \$ 32.179270     | \$ 33.462025     | \$ 34.810107      | \$ 36.198789      |
|                 | \$ 1,041.543427  | \$ 1,083.069964  | \$ 1,126.274443  | \$ 1,171.170876  | \$ 1,218.353745   | \$ 1,266.957599   |
|                 | \$ 54,160.258182 | \$ 56,319.638124 | \$ 58,566.271045 | \$ 60,900.885569 | \$ 63,354.394732  | \$ 65,881.795156  |
| <b>Crim II</b>  | \$ 36.185671     | \$ 37.629023     | \$ 39.130143     | \$ 40.691902     | \$ 42.332294      | \$ 44.021864      |
|                 | \$ 1,266.498499  | \$ 1,317.015821  | \$ 1,369.554998  | \$ 1,424.216587  | \$ 1,481.630306   | \$ 1,540.765239   |
|                 | \$ 65,857.921935 | \$ 68,484.822684 | \$ 71,216.859897 | \$ 74,059.262536 | \$ 77,044.775918  | \$ 80,119.792446  |
| <b>Crim III</b> | \$ 42.315927     | \$ 44.005103     | \$ 45.761465     | \$ 47.588287     | \$ 49.507307      | \$ 51.483864      |
|                 | \$ 1,481.057461  | \$ 1,540.178588  | \$ 1,601.651266  | \$ 1,665.590062  | \$ 1,732.755749   | \$ 1,801.935255   |
|                 | \$ 77,014.987967 | \$ 80,089.286585 | \$ 83,285.865809 | \$ 86,610.683230 | \$ 90,103.298961  | \$ 93,700.633266  |
| <b>Crim IV</b>  | \$ 47.588287     | \$ 49.487631     | \$ 51.464000     | \$ 53.518613     | \$ 55.655585      | \$ 57.899666      |
|                 | \$ 1,665.590062  | \$ 1,732.067099  | \$ 1,801.240011  | \$ 1,873.151452  | \$ 1,947.945459   | \$ 2,026.488305   |
|                 | \$ 86,610.683230 | \$ 90,067.489130 | \$ 93,664.480553 | \$ 97,403.875521 | \$ 101,293.163884 | \$ 105,377.391879 |