



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

VIVIAN LEONARD  
Director

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August 29, 2012

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

Dear Mr. Mayor,

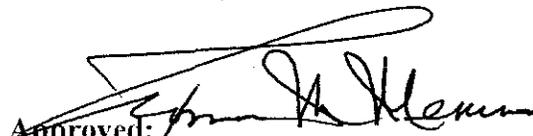
Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plan, Schedule A, Boston Park Rangers' Association (BPRA). The effective dates of the new salary schedules and the rates of increase will be 1% on 10-1-2011, 2% increase on 10-6-2012, 3% increase on 10-5-2013, 3% increase on 10-4-2014, and 3% increase on 10-3-2015.

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

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"

**Salary Schedule A**  
**Effective October 1, 2011**  
**1% 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	\$14.27	\$14.84	\$15.43	\$16.05	\$16.69	\$17.36	\$18.05	\$18.78	\$19.53
		weekly	\$570.71	\$593.54	\$617.30	\$641.97	\$667.63	\$694.34	\$722.11	\$751.01	\$781.36
		annually	\$29,676.75	\$30,863.92	\$32,099.55	\$33,382.24	\$34,716.80	\$36,105.93	\$37,549.65	\$39,052.73	\$40,630.63
PR1	2	hourly	\$16.69	\$17.36	\$18.05	\$18.78	\$19.53	\$20.31	\$21.12	\$21.96	\$22.85
		weekly	\$667.63	\$694.34	\$722.11	\$751.01	\$781.06	\$812.29	\$844.79	\$878.58	\$914.07
		annually	\$34,716.80	\$36,105.93	\$37,549.65	\$39,052.73	\$40,615.17	\$42,239.01	\$43,929.04	\$45,685.93	\$47,531.50
PR1	3	hourly	\$20.31	\$21.12	\$21.96	\$22.84	\$23.75	\$24.71	\$25.70	\$26.72	\$27.80
		weekly	\$812.29	\$844.79	\$878.58	\$913.70	\$949.98	\$988.29	\$1,027.81	\$1,068.91	\$1,112.09
		annually	\$42,239.01	\$43,929.04	\$45,685.93	\$47,512.41	\$49,398.93	\$51,391.21	\$53,446.26	\$55,583.18	\$57,828.52

**Salary Schedule A**  
**Effective October 6, 2012**  
**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	\$14.55	\$15.14	\$15.74	\$16.37	\$17.02	\$17.71	\$18.41	\$19.15	\$19.92
		weekly	\$582.12	\$605.41	\$629.64	\$654.81	\$680.98	\$708.23	\$736.55	\$766.03	\$796.99
		annually	\$30,270.28	\$31,481.20	\$32,741.54	\$34,049.89	\$35,411.13	\$36,828.05	\$38,300.65	\$39,833.79	\$41,443.24
PR1	2	hourly	\$17.02	\$17.71	\$18.41	\$19.15	\$19.92	\$20.71	\$21.54	\$22.40	\$23.31
		weekly	\$680.98	\$708.23	\$736.55	\$766.03	\$796.68	\$828.53	\$861.68	\$896.15	\$932.35
		annually	\$35,411.13	\$36,828.05	\$38,300.65	\$39,833.79	\$41,427.47	\$43,083.79	\$44,807.62	\$46,599.64	\$48,482.13
PR1	3	hourly	\$20.71	\$21.54	\$22.40	\$23.30	\$24.22	\$25.20	\$26.21	\$27.26	\$28.36
		weekly	\$828.53	\$861.68	\$896.15	\$931.97	\$968.98	\$1,008.06	\$1,048.37	\$1,090.29	\$1,134.33
		annually	\$43,083.79	\$44,807.62	\$46,599.64	\$48,462.66	\$50,386.91	\$52,419.03	\$54,515.18	\$56,694.85	\$58,985.09

**Salary Schedule A**  
**Effective October 5, 2013**  
**3% 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	\$14.99	\$15.59	\$16.21	\$16.86	\$17.54	\$18.24	\$18.97	\$19.73	\$20.52
		weekly	\$599.58	\$623.57	\$648.53	\$674.45	\$701.41	\$729.48	\$758.65	\$789.02	\$820.89
		annually	\$31,178.39	\$32,425.64	\$33,723.78	\$35,071.38	\$36,473.47	\$37,932.89	\$39,449.67	\$41,028.80	\$42,686.54
PR1	2	hourly	\$17.54	\$18.24	\$18.97	\$19.73	\$20.51	\$21.33	\$22.19	\$23.08	\$24.01
		weekly	\$701.41	\$729.48	\$758.65	\$789.02	\$820.58	\$853.39	\$887.54	\$923.03	\$960.32
		annually	\$36,473.47	\$37,932.89	\$39,449.67	\$41,028.80	\$42,670.30	\$44,376.31	\$46,151.85	\$47,997.63	\$49,936.60
PR1	3	hourly	\$21.33	\$22.19	\$23.08	\$24.00	\$24.95	\$25.96	\$27.00	\$28.07	\$29.21
		weekly	\$853.39	\$887.54	\$923.03	\$959.93	\$998.05	\$1,038.30	\$1,079.82	\$1,122.99	\$1,168.36
		annually	\$44,376.31	\$46,151.85	\$47,997.63	\$49,916.53	\$51,898.52	\$53,991.61	\$56,150.64	\$58,395.69	\$60,754.64

**Salary Schedule A**  
**Effective October 4, 2014**  
**3% Increase**

Sai Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PR1	1	hourly	\$15.44	\$16.06	\$16.70	\$17.37	\$18.06	\$18.78	\$19.54	\$20.32	\$21.14
		weekly	\$617.57	\$642.28	\$667.99	\$694.68	\$722.46	\$751.36	\$781.41	\$812.69	\$845.52
		annually	\$32,113.74	\$33,398.41	\$34,735.50	\$36,123.52	\$37,567.67	\$39,070.88	\$40,633.16	\$42,259.67	\$43,967.14
PR1	2	hourly	\$18.06	\$18.78	\$19.54	\$20.32	\$21.13	\$21.97	\$22.85	\$23.77	\$24.73
		weekly	\$722.46	\$751.36	\$781.41	\$812.69	\$845.20	\$878.99	\$914.16	\$950.72	\$989.13
		annually	\$37,567.67	\$39,070.88	\$40,633.16	\$42,259.67	\$43,950.41	\$45,707.60	\$47,536.40	\$49,437.56	\$51,434.69
PR1	3	hourly	\$21.97	\$22.85	\$23.77	\$24.72	\$25.70	\$26.74	\$27.81	\$28.92	\$30.09
		weekly	\$878.99	\$914.16	\$950.72	\$988.73	\$1,027.99	\$1,069.45	\$1,112.21	\$1,156.68	\$1,203.41
		annually	\$45,707.60	\$47,536.40	\$49,437.56	\$51,414.03	\$53,455.48	\$55,611.35	\$57,835.16	\$60,147.56	\$62,577.28

**Salary Schedule A**  
**Effective October 3, 2015**  
**3% 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	\$15.90	\$16.54	\$17.20	\$17.89	\$18.60	\$19.35	\$20.12	\$20.93	\$21.77
		weekly	\$636.10	\$661.55	\$688.03	\$715.52	\$744.13	\$773.90	\$804.85	\$837.07	\$870.89
		annually	\$33,077.15	\$34,400.36	\$35,777.56	\$37,207.23	\$38,694.70	\$40,243.01	\$41,852.15	\$43,527.46	\$45,286.15
PR1	2	hourly	\$18.60	\$19.35	\$20.12	\$20.93	\$21.76	\$22.63	\$23.54	\$24.48	\$25.47
		weekly	\$744.13	\$773.90	\$804.85	\$837.07	\$870.56	\$905.36	\$941.59	\$979.24	\$1,018.80
		annually	\$38,694.70	\$40,243.01	\$41,852.15	\$43,527.46	\$45,268.92	\$47,078.82	\$48,962.49	\$50,920.69	\$52,977.73
PR1	3	hourly	\$22.63	\$23.54	\$24.48	\$25.46	\$26.47	\$27.54	\$28.64	\$29.78	\$30.99
		weekly	\$905.36	\$941.59	\$979.24	\$1,018.39	\$1,058.83	\$1,101.53	\$1,145.58	\$1,191.38	\$1,239.51
		annually	\$47,078.82	\$48,962.49	\$50,920.69	\$52,956.45	\$55,059.14	\$57,279.69	\$59,570.21	\$61,951.99	\$64,454.60