



Effective the FPP in October, 2018, a new Step 10 will be created, which will be 1% greater than the then existing Step 9.

Effective the FPP in October, 2019, a new Step 11 will be created, which will be 1% greater than the then existing Step 10. (To advance a step an employee must have been in the prior step for a full year).

Effective the FPP in October, 2018, a new Step 10 will be created, which will be 1% greater than the then existing Step 9.

Effective the FPP in October, 2019, a new Step 11 will be created, which will be 1% greater than the then existing Step 10. (To advance a step an employee must have been in the prior step for a full year).

~~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 shall not be eligible for retroactive pay. The City will compensate employees within ninety (90) calendar days from the date the City Council approves the funding of this agreement.~~

Retroactive pay, if any, shall be limited to employees of the City on the date of City Council funding. Employees who separated from employment for any reason prior to City Council funding shall not be eligible for retroactive pay, except for employees who retired after, but not including on, June 30, 2026.

~~Section 1A. In recognition for the hard work during the COVID-19 pandemic, bargaining unit members employed on the date this Memorandum of Agreement is funded by the City Council 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 21 - DURATION OF AGREEMENT

Except as otherwise provided herein, this Agreement shall take effect as of the date of execution and shall continue in full force and effect until superseded by a new Collective Bargaining Agreement. After January 1, 2027, but prior to March 15, 2027, the Union or the City may notify the other of the terms and provisions it desires in a successor Agreement. Notification under this Section shall be accomplished by the Union delivering a copy of its proposals to the Office of Labor Relations or vice versa.

In witness hereof, the City of Boston and American Federation of State, County & Municipal Employees, AFL-CIO Council 93, have caused the Agreement to be signed, executed and delivered on the 17 day of January, 2024.

For the City of Boston:

Renee B. [Signature]  
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For American Federation of State, County & Municipal Employees, AFL-CIO, Council 93:

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CS [Signature]  
Elis [Signature]  
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Debra [Signature]  
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