



EXECUTIVE ORDER

September 14, 2023

The Honorable Michelle Wu
Mayor of Boston
Boston City Hall

Dear Mayor Wu,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A for members of the Professional Staff Association, (PSA) of the Boston Public Library, (PSA). **The effective dates of the new salary schedules and the rates of increase will be 2% increase eff. 10-3-2020, 1.5% increase eff. 10-2-2021, and 2% increase eff. 10-1-2022.**

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and the Professional Staff Association.

Respectfully,

A handwritten signature in black ink, appearing to read "Alex Lawrence", written over a horizontal line.

Alex Lawrence
Chief People Officer

Approved: A handwritten signature in blue ink, appearing to read "Ashley Groffenberger", written over a horizontal line.
Ashley Groffenberger
Chief Financial Officer

Approved: A handwritten signature in black ink, appearing to read "Michelle Wu", written over a horizontal line.
Michelle Wu, Mayor

Salary Schedule A
Effective 10/3/2020
2% Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P							
	hourly	\$ 22.503379	\$ 23.740806	\$ 24.974427	\$ 26.206621	\$ 27.449269	\$ 28.681942	\$ 29.398989
	biweekly	\$ 787.62	\$ 830.93	\$ 874.10	\$ 917.23	\$ 960.72	\$ 1,003.87	\$ 1,028.96
	annually	\$ 40,956.15	\$ 43,208.27	\$ 45,453.46	\$ 47,696.05	\$ 49,957.67	\$ 52,201.13	\$ 53,506.16
P	1							
	hourly	\$ 30.347993	\$ 32.013098	\$ 33.682477	\$ 35.346630	\$ 37.013632	\$ 38.678735	\$ 39.645703
	biweekly	\$ 1,062.18	\$ 1,120.46	\$ 1,178.89	\$ 1,237.13	\$ 1,295.48	\$ 1,353.76	\$ 1,387.60
	annually	\$ 55,233.35	\$ 58,263.84	\$ 61,302.11	\$ 64,330.87	\$ 67,364.81	\$ 70,395.30	\$ 72,155.18
P	2							
	hourly	\$ 33.439650	\$ 35.273922	\$ 37.114376	\$ 38.954353	\$ 40.787674	\$ 42.626701	\$ 43.692368
	biweekly	\$ 1,170.39	\$ 1,234.59	\$ 1,299.00	\$ 1,363.40	\$ 1,427.57	\$ 1,491.93	\$ 1,529.23
	annually	\$ 60,860.16	\$ 64,198.54	\$ 67,548.16	\$ 70,896.92	\$ 74,233.57	\$ 77,580.60	\$ 79,520.11
P	3							
	hourly	\$ 36.853490	\$ 38.880697	\$ 40.901723	\$ 42.926081	\$ 44.953760	\$ 46.974785	\$ 48.149155
	biweekly	\$ 1,289.87	\$ 1,360.82	\$ 1,431.56	\$ 1,502.41	\$ 1,573.38	\$ 1,644.12	\$ 1,685.22
	annually	\$ 67,073.35	\$ 70,762.87	\$ 74,441.14	\$ 78,125.47	\$ 81,815.84	\$ 85,494.11	\$ 87,631.46
P	4							
	hourly	\$ 40.607574	\$ 42.839592	\$ 45.074460	\$ 47.306954	\$ 49.541822	\$ 51.775738	\$ 53.070131
	biweekly	\$ 1,421.27	\$ 1,499.39	\$ 1,577.61	\$ 1,655.74	\$ 1,733.96	\$ 1,812.15	\$ 1,857.45
	annually	\$ 73,905.79	\$ 77,968.06	\$ 82,035.52	\$ 86,098.66	\$ 90,166.12	\$ 94,231.84	\$ 96,587.64
P	5							
	hourly	\$ 44.849065	\$ 47.320570	\$ 49.793206	\$ 52.263095	\$ 54.737351	\$ 57.206679	\$ 58.636846
	biweekly	\$ 1,569.72	\$ 1,656.22	\$ 1,742.76	\$ 1,829.21	\$ 1,915.81	\$ 2,002.23	\$ 2,052.29
	annually	\$ 81,625.30	\$ 86,123.44	\$ 90,623.64	\$ 95,118.83	\$ 99,621.98	\$ 104,116.16	\$ 106,719.06
P	6							
	hourly	\$ 49.438898	\$ 52.163654	\$ 54.888317	\$ 57.617418	\$ 60.342134	\$ 63.068722	\$ 64.645440
	biweekly	\$ 1,730.36	\$ 1,825.73	\$ 1,921.09	\$ 2,016.61	\$ 2,111.97	\$ 2,207.41	\$ 2,262.59
	annually	\$ 89,978.79	\$ 94,937.85	\$ 99,896.74	\$ 104,863.70	\$ 109,822.68	\$ 114,785.07	\$ 117,654.70

Salary Schedule A
Effective 10/2/2021
1.5% Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P							
	hourly	\$ 22.840929	\$ 24.096918	\$ 25.349043	\$ 26.599720	\$ 27.861008	\$ 29.112171	\$ 29.839973
	biweekly	\$ 1,598.87	\$ 1,686.78	\$ 1,774.43	\$ 1,861.98	\$ 1,950.27	\$ 2,037.85	\$ 2,088.80
	annually	\$ 41,570.49	\$ 43,856.39	\$ 46,135.26	\$ 48,411.49	\$ 50,707.04	\$ 52,984.15	\$ 54,308.75
P	1							
	hourly	\$ 30.803212	\$ 32.493294	\$ 34.187714	\$ 35.876829	\$ 37.568836	\$ 39.258916	\$ 40.240388
	biweekly	\$ 2,156.22	\$ 2,274.53	\$ 2,393.14	\$ 2,511.38	\$ 2,629.82	\$ 2,748.12	\$ 2,816.83
	annually	\$ 56,061.85	\$ 59,137.80	\$ 62,221.64	\$ 65,295.83	\$ 68,375.28	\$ 71,451.23	\$ 73,237.51
P	2							
	hourly	\$ 33.941244	\$ 35.803030	\$ 37.671091	\$ 39.538668	\$ 41.399489	\$ 43.266101	\$ 44.347753
	biweekly	\$ 2,375.89	\$ 2,506.21	\$ 2,636.98	\$ 2,767.71	\$ 2,897.96	\$ 3,028.63	\$ 3,104.34
	annually	\$ 61,773.06	\$ 65,161.52	\$ 68,561.39	\$ 71,960.38	\$ 75,347.07	\$ 78,744.30	\$ 80,712.91
P	3							
	hourly	\$ 37.406292	\$ 39.463907	\$ 41.515248	\$ 43.569972	\$ 45.628066	\$ 47.679406	\$ 48.871392
	biweekly	\$ 2,618.44	\$ 2,762.47	\$ 2,906.07	\$ 3,049.90	\$ 3,193.96	\$ 3,337.56	\$ 3,421.00
	annually	\$ 68,079.45	\$ 71,824.31	\$ 75,557.75	\$ 79,297.35	\$ 83,043.08	\$ 86,776.52	\$ 88,945.93
P	4							
	hourly	\$ 41.216687	\$ 43.482185	\$ 45.750576	\$ 48.016558	\$ 50.284949	\$ 52.552374	\$ 53.866182
	biweekly	\$ 2,885.17	\$ 3,043.75	\$ 3,202.54	\$ 3,361.16	\$ 3,519.95	\$ 3,678.67	\$ 3,770.63
	annually	\$ 75,014.37	\$ 79,137.58	\$ 83,266.05	\$ 87,390.14	\$ 91,518.61	\$ 95,645.32	\$ 98,036.45
P	5							
	hourly	\$ 45.521800	\$ 48.030378	\$ 50.540104	\$ 53.047041	\$ 55.558411	\$ 58.064779	\$ 59.516398
	biweekly	\$ 3,186.53	\$ 3,362.13	\$ 3,537.81	\$ 3,713.29	\$ 3,889.09	\$ 4,064.53	\$ 4,166.15
	annually	\$ 82,849.68	\$ 87,415.29	\$ 91,982.99	\$ 96,545.62	\$ 101,116.31	\$ 105,677.90	\$ 108,319.84
P	6							
	hourly	\$ 50.180481	\$ 52.946108	\$ 55.711641	\$ 58.481679	\$ 61.247266	\$ 64.014752	\$ 65.615121
	biweekly	\$ 3,512.63	\$ 3,706.23	\$ 3,899.81	\$ 4,093.72	\$ 4,287.31	\$ 4,481.03	\$ 4,593.06
	annually	\$ 91,328.48	\$ 96,361.92	\$ 101,395.19	\$ 106,436.66	\$ 111,470.02	\$ 116,506.85	\$ 119,419.52

Salary Schedule A
Effective 10/1/2022
2% Increase

Salary Plan	Grade	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P							
	hourly	\$ 23.847197	\$ 25.128306	\$ 26.405473	\$ 27.681164	\$ 28.967678	\$ 30.243864	\$ 30.986222
	biweekly	\$ 1,669.30	\$ 1,758.98	\$ 1,848.38	\$ 1,937.68	\$ 2,027.74	\$ 2,117.07	\$ 2,169.04
	annually	\$ 43,401.90	\$ 45,733.52	\$ 48,057.96	\$ 50,379.72	\$ 52,721.17	\$ 55,043.83	\$ 56,394.92
P	1							
	hourly	\$ 31.694001	\$ 33.417884	\$ 35.146193	\$ 36.869090	\$ 38.594937	\$ 40.318819	\$ 41.319920
	biweekly	\$ 2,218.58	\$ 2,339.25	\$ 2,460.23	\$ 2,580.84	\$ 2,701.65	\$ 2,822.32	\$ 2,892.39
	annually	\$ 57,683.08	\$ 60,820.55	\$ 63,966.07	\$ 67,101.74	\$ 70,242.79	\$ 73,380.25	\$ 75,202.25
P	2							
	hourly	\$ 34.894793	\$ 36.793815	\$ 38.699237	\$ 40.604166	\$ 42.502203	\$ 44.406148	\$ 45.508958
	biweekly	\$ 2,442.64	\$ 2,575.57	\$ 2,708.95	\$ 2,842.29	\$ 2,975.15	\$ 3,108.43	\$ 3,185.63
	annually	\$ 63,508.52	\$ 66,964.74	\$ 70,432.61	\$ 73,899.58	\$ 77,354.01	\$ 80,819.19	\$ 82,826.30
P	3							
	hourly	\$ 38.429142	\$ 40.527910	\$ 42.620277	\$ 44.441371	\$ 46.716096	\$ 48.907719	\$ 50.123544
	biweekly	\$ 2,690.04	\$ 2,836.95	\$ 2,983.42	\$ 3,110.90	\$ 3,270.13	\$ 3,423.54	\$ 3,508.65
	annually	\$ 69,941.04	\$ 73,760.80	\$ 77,568.90	\$ 80,883.30	\$ 85,023.30	\$ 89,012.05	\$ 91,224.85
P	4							
	hourly	\$ 42.315745	\$ 44.626553	\$ 46.940312	\$ 49.251614	\$ 51.565372	\$ 53.878146	\$ 55.218230
	biweekly	\$ 2,962.10	\$ 3,123.86	\$ 3,285.82	\$ 3,447.61	\$ 3,609.58	\$ 3,771.47	\$ 3,865.28
	annually	\$ 77,014.66	\$ 81,220.33	\$ 85,431.37	\$ 89,637.94	\$ 93,848.98	\$ 98,058.23	\$ 100,497.18
P	5							
	hourly	\$ 46.706961	\$ 49.265710	\$ 51.825631	\$ 54.382706	\$ 56.944304	\$ 59.500799	\$ 60.981450
	biweekly	\$ 3,269.49	\$ 3,448.60	\$ 3,627.79	\$ 3,806.79	\$ 3,986.10	\$ 4,165.06	\$ 4,268.70
	annually	\$ 85,006.67	\$ 89,663.59	\$ 94,322.65	\$ 98,976.53	\$ 103,638.63	\$ 108,291.45	\$ 110,986.24
P	6							
	hourly	\$ 51.458815	\$ 54.279755	\$ 57.100598	\$ 59.926037	\$ 62.746936	\$ 65.569772	\$ 67.202148
	biweekly	\$ 3,602.12	\$ 3,799.58	\$ 3,997.04	\$ 4,194.82	\$ 4,392.29	\$ 4,589.88	\$ 4,704.15
	annually	\$ 93,655.04	\$ 98,789.15	\$ 103,923.09	\$ 109,065.39	\$ 114,199.42	\$ 119,336.99	\$ 122,307.91