



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 the Teamsters, Local 25. **The effective date of the new salary schedules and the rate of increases 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 Schedules is necessary to implement the collective bargaining agreement between the City of Boston and the Teamsters, Local 25.

Respectfully,

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

Alex Lawrence
Chief of People

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 10/03/2020
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
SF	11							
	hourly	\$ 21.60	\$ 22.50	\$ 23.53	\$ 24.61	\$ 25.77	\$ 26.28	\$ 26.81
	biwkly	\$ 1,728.26	\$ 1,800.25	\$ 1,882.77	\$ 1,969.00	\$ 2,061.35	\$ 2,102.59	\$ 2,144.64
	annually	\$ 44,934.73	\$ 46,806.54	\$ 48,952.02	\$ 51,193.91	\$ 53,594.99	\$ 54,667.30	\$ 55,760.65
SF	12							
	hourly	\$ 24.18	\$ 25.18	\$ 26.34	\$ 27.53	\$ 28.84	\$ 29.40	\$ 29.99
	biwkly	\$ 1,934.30	\$ 2,014.48	\$ 2,107.27	\$ 2,202.77	\$ 2,307.28	\$ 2,352.33	\$ 2,399.37
	annually	\$ 50,291.71	\$ 52,376.46	\$ 54,789.15	\$ 57,272.11	\$ 59,989.32	\$ 61,160.52	\$ 62,383.73
SF	13							
	hourly	\$ 24.61	\$ 25.77	\$ 26.96	\$ 28.23	\$ 29.54	\$ 30.13	\$ 30.73
	biwkly	\$ 1,969.00	\$ 2,061.35	\$ 2,156.91	\$ 2,258.13	\$ 2,363.09	\$ 2,410.35	\$ 2,458.56
	annually	\$ 51,193.91	\$ 53,594.99	\$ 56,079.55	\$ 58,711.28	\$ 61,440.26	\$ 62,669.20	\$ 63,922.58
SF	14							
	hourly	\$ 26.96	\$ 28.23	\$ 29.54	\$ 31.06	\$ 32.56	\$ 33.21	\$ 33.87
	biwkly	\$ 2,156.91	\$ 2,258.09	\$ 2,363.09	\$ 2,485.09	\$ 2,604.55	\$ 2,656.65	\$ 2,709.79
	annually	\$ 56,079.55	\$ 58,710.42	\$ 61,440.26	\$ 64,612.45	\$ 67,718.37	\$ 69,072.96	\$ 70,454.42
SF	17							
	hourly	\$ 35.67	\$ 37.19	\$ 38.90	\$ 40.76	\$ 42.59	\$ 43.44	\$ 44.31
	biwkly	\$ 2,854.00	\$ 2,975.51	\$ 3,111.81	\$ 3,260.47	\$ 3,406.80	\$ 3,474.92	\$ 3,544.42
	annually	\$ 74,203.88	\$ 77,363.16	\$ 80,907.14	\$ 84,772.11	\$ 88,576.85	\$ 90,347.96	\$ 92,154.92

Salary Schedule A
Effective 10/02/2021
1.5% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 21.93	\$ 22.84	\$ 23.89	\$ 24.98	\$ 26.15	\$ 26.68	\$ 27.21	\$ 27.75	\$ 28.31
	biwkly	\$ 1,754.18	\$ 1,827.26	\$ 1,911.01	\$ 1,998.53	\$ 2,092.27	\$ 2,134.13	\$ 2,176.81	\$ 2,220.35	\$ 2,264.75
	annually	\$ 45,608.75	\$ 47,508.64	\$ 49,686.30	\$ 51,961.81	\$ 54,398.91	\$ 55,487.31	\$ 56,597.06	\$ 57,729.00	\$ 58,883.58
SF	12									
	hourly	\$ 24.54	\$ 25.56	\$ 26.74	\$ 27.95	\$ 29.27	\$ 29.85	\$ 30.44	\$ 31.05	\$ 31.67
	biwkly	\$ 1,963.31	\$ 2,044.70	\$ 2,138.88	\$ 2,235.82	\$ 2,341.89	\$ 2,387.61	\$ 2,435.36	\$ 2,484.07	\$ 2,533.75
	annually	\$ 51,046.08	\$ 53,162.10	\$ 55,610.99	\$ 58,131.19	\$ 60,889.16	\$ 62,077.93	\$ 63,319.49	\$ 64,585.89	\$ 65,877.60
SF	13									
	hourly	\$ 24.98	\$ 26.15	\$ 27.37	\$ 28.65	\$ 29.98	\$ 30.58	\$ 31.19	\$ 31.82	\$ 32.45
	biwkly	\$ 1,998.53	\$ 2,092.27	\$ 2,189.26	\$ 2,292.00	\$ 2,398.53	\$ 2,446.51	\$ 2,495.44	\$ 2,545.35	\$ 2,596.26
	annually	\$ 51,961.81	\$ 54,398.91	\$ 56,920.74	\$ 59,591.95	\$ 62,361.86	\$ 63,609.24	\$ 64,881.42	\$ 66,179.05	\$ 67,502.63
SF	14									
	hourly	\$ 27.37	\$ 28.65	\$ 29.98	\$ 31.53	\$ 33.05	\$ 33.71	\$ 34.38	\$ 35.07	\$ 35.77
	biwkly	\$ 2,189.26	\$ 2,291.96	\$ 2,398.53	\$ 2,522.37	\$ 2,643.62	\$ 2,696.50	\$ 2,750.43	\$ 2,805.44	\$ 2,861.55
	annually	\$ 56,920.74	\$ 59,591.08	\$ 62,361.86	\$ 65,581.63	\$ 68,734.14	\$ 70,109.06	\$ 71,511.24	\$ 72,941.46	\$ 74,400.29
SF	15									
	hourly	\$ 29.98	\$ 31.39	\$ 32.85	\$ 34.54	\$ 36.20	\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.19
	biwkly	\$ 2,398.53	\$ 2,511.02	\$ 2,627.79	\$ 2,763.38	\$ 2,896.30	\$ 2,954.23	\$ 3,013.31	\$ 3,073.58	\$ 3,135.05
	annually	\$ 62,361.86	\$ 65,286.64	\$ 68,322.46	\$ 71,847.90	\$ 75,303.79	\$ 76,809.86	\$ 78,346.06	\$ 79,912.98	\$ 81,511.24
SF	17									
	hourly	\$ 36.21	\$ 37.75	\$ 39.48	\$ 41.37	\$ 43.22	\$ 44.09	\$ 44.97	\$ 45.87	\$ 46.79
	biwkly	\$ 2,896.81	\$ 3,020.14	\$ 3,158.49	\$ 3,309.37	\$ 3,457.90	\$ 3,527.05	\$ 3,597.59	\$ 3,669.54	\$ 3,742.93
	annually	\$ 75,316.93	\$ 78,523.61	\$ 82,120.74	\$ 86,043.69	\$ 89,905.50	\$ 91,703.18	\$ 93,537.24	\$ 95,407.99	\$ 97,316.15

Salary Schedule A
Effective 10/01/2022
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 22.37	\$ 23.30	\$ 24.37	\$ 25.48	\$ 26.68	\$ 27.21	\$ 27.75	\$ 28.31	\$ 28.88
	biwkly	\$ 1,789.27	\$ 1,863.80	\$ 1,949.23	\$ 2,038.50	\$ 2,134.11	\$ 2,176.81	\$ 2,220.35	\$ 2,264.75	\$ 2,310.05
	annually	\$ 46,520.92	\$ 48,458.81	\$ 50,680.02	\$ 53,001.05	\$ 55,486.89	\$ 56,597.06	\$ 57,729.00	\$ 58,883.58	\$ 60,061.25
SF	12									
	hourly	\$ 25.03	\$ 26.07	\$ 27.27	\$ 28.51	\$ 29.86	\$ 30.44	\$ 31.05	\$ 31.67	\$ 32.31
	biwkly	\$ 2,002.58	\$ 2,085.59	\$ 2,181.66	\$ 2,280.53	\$ 2,388.73	\$ 2,435.36	\$ 2,484.07	\$ 2,533.75	\$ 2,584.43
	annually	\$ 52,067.00	\$ 54,225.34	\$ 56,723.21	\$ 59,293.82	\$ 62,106.94	\$ 63,319.49	\$ 64,585.88	\$ 65,877.60	\$ 67,195.16
SF	13									
	hourly	\$ 25.48	\$ 26.68	\$ 27.91	\$ 29.22	\$ 30.58	\$ 31.19	\$ 31.82	\$ 32.45	\$ 33.10
	biwkly	\$ 2,038.50	\$ 2,134.11	\$ 2,233.04	\$ 2,337.84	\$ 2,446.50	\$ 2,495.44	\$ 2,545.35	\$ 2,596.26	\$ 2,648.18
	annually	\$ 53,001.05	\$ 55,486.89	\$ 58,059.15	\$ 60,783.78	\$ 63,609.10	\$ 64,881.42	\$ 66,179.05	\$ 67,502.63	\$ 68,852.68
SF	14									
	hourly	\$ 27.91	\$ 29.22	\$ 30.58	\$ 32.16	\$ 33.71	\$ 34.38	\$ 35.07	\$ 35.77	\$ 36.48
	biwkly	\$ 2,233.04	\$ 2,337.80	\$ 2,446.50	\$ 2,572.82	\$ 2,696.49	\$ 2,750.43	\$ 2,805.44	\$ 2,861.55	\$ 2,918.78
	annually	\$ 58,059.15	\$ 60,782.90	\$ 63,609.10	\$ 66,893.26	\$ 70,108.82	\$ 71,511.24	\$ 72,941.46	\$ 74,400.29	\$ 75,888.30
SF	15									
	hourly	\$ 30.58	\$ 32.02	\$ 33.50	\$ 35.23	\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.19	\$ 39.97
	biwkly	\$ 2,446.50	\$ 2,561.25	\$ 2,680.34	\$ 2,818.65	\$ 2,954.23	\$ 3,013.31	\$ 3,073.58	\$ 3,135.05	\$ 3,197.75
	annually	\$ 63,609.10	\$ 66,592.37	\$ 69,688.91	\$ 73,284.86	\$ 76,809.86	\$ 78,346.06	\$ 79,912.98	\$ 81,511.24	\$ 83,141.47
SF	17									
	hourly	\$ 36.93	\$ 38.51	\$ 40.27	\$ 42.19	\$ 44.09	\$ 44.97	\$ 45.87	\$ 46.79	\$ 47.72
	biwkly	\$ 2,954.74	\$ 3,080.54	\$ 3,221.66	\$ 3,375.56	\$ 3,527.06	\$ 3,597.59	\$ 3,669.54	\$ 3,742.93	\$ 3,817.79
	annually	\$ 76,823.27	\$ 80,094.08	\$ 83,763.16	\$ 87,764.56	\$ 91,703.61	\$ 93,537.24	\$ 95,407.99	\$ 97,316.15	\$ 99,262.47