



Office of Human Resources

Martin J. Walsh, Mayor

February 27, 2019

The Honorable Martin J. Walsh
Mayor of Boston
Boston City Hall

Dear Mayor Walsh,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A, for members of the International Brotherhood of Teamsters, Local 25(TLU) for Property Management. The effective dates of the new salary schedules and the rates of increase will be 2% increase on 10-1-2016, 2% increase on 10-07-2017, 2% increase on 10-06-2018, and 2% increase on 10-05-2019.

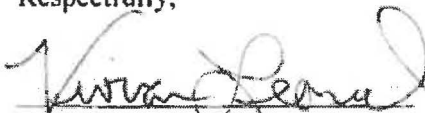
Effective 6-2-2018, Step 7 will be created to include a 2% increase from then existing Step 6.

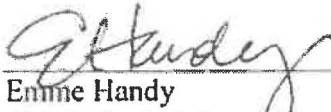
To advance to the next step on the new salary schedule, the employee must have been in the prior step for a full year.

Effective 10-1-2016, a new Grade 12 will be added to the salary schedules.

This agreement to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and the International Brotherhood of Teamsters, Local 25.

Respectfully,


Vivian Leonard, Director
Office of Human Resources

Approved: 
Enme Handy
Chief of Administration and Finance

Approved: 
Martin J. Walsh
Mayor

Salary Schedule A
Effective 10/01/2016
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
SF	11						
	hourly	\$ 19.958050	\$ 20.789428	\$ 21.742357	\$ 22.738105	\$ 23.804560	\$ 24.280837
	weekly	\$ 798.32	\$ 831.58	\$ 869.69	\$ 909.52	\$ 952.18	\$ 971.23
	annually	\$ 41,512.74	\$ 43,242.01	\$ 45,224.10	\$ 47,295.26	\$ 49,513.49	\$ 50,504.14
SF	12						
	hourly	\$ 21.899400	\$ 22.807200	\$ 23.857800	\$ 24.939000	\$ 26.122200	\$ 26.632200
	weekly	\$ 875.98	\$ 912.29	\$ 954.31	\$ 997.56	\$ 1,044.89	\$ 1,065.29
	annually	\$ 45,550.75	\$ 47,438.98	\$ 49,624.22	\$ 51,873.12	\$ 54,334.18	\$ 55,394.98
SF	13						
	hourly	\$ 22.738105	\$ 23.804560	\$ 24.908096	\$ 26.076995	\$ 27.289090	\$ 27.834931
	weekly	\$ 909.52	\$ 952.18	\$ 996.32	\$ 1,043.08	\$ 1,091.56	\$ 1,113.40
	annually	\$ 47,295.26	\$ 49,513.49	\$ 51,808.84	\$ 54,240.15	\$ 56,761.31	\$ 57,896.66
SF	14						
	hourly	\$ 24.908096	\$ 26.076614	\$ 27.289090	\$ 28.698038	\$ 30.077551	\$ 30.679204
	weekly	\$ 996.32	\$ 1,043.06	\$ 1,091.56	\$ 1,147.92	\$ 1,203.10	\$ 1,227.17
	annually	\$ 51,808.84	\$ 54,239.36	\$ 56,761.31	\$ 59,691.92	\$ 62,561.31	\$ 63,812.74
SF	17						
	hourly	\$ 32.958133	\$ 34.361349	\$ 35.935430	\$ 37.652081	\$ 39.341980	\$ 40.128633
	weekly	\$ 1,318.33	\$ 1,374.45	\$ 1,437.42	\$ 1,506.08	\$ 1,573.68	\$ 1,605.15
	annually	\$ 68,552.92	\$ 71,471.61	\$ 74,745.69	\$ 78,316.33	\$ 81,831.32	\$ 83,467.56

Salary Schedule A
Effective 10/07/2017
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
SF	11						
	hourly	\$ 20.357211	\$ 21.205216	\$ 22.177204	\$ 23.192867	\$ 24.280651	\$ 24.766453
	weekly	\$ 814.29	\$ 848.21	\$ 887.09	\$ 927.71	\$ 971.23	\$ 990.66
	annually	\$ 42,343.00	\$ 44,106.85	\$ 46,128.58	\$ 48,241.16	\$ 50,503.75	\$ 51,514.22
SF	12						
	hourly	\$ 22.337388	\$ 23.263344	\$ 24.334956	\$ 25.437780	\$ 26.644644	\$ 27.164844
	weekly	\$ 893.50	\$ 930.53	\$ 973.40	\$ 1,017.51	\$ 1,065.79	\$ 1,086.59
	annually	\$ 46,461.77	\$ 48,387.76	\$ 50,616.71	\$ 52,910.58	\$ 55,420.86	\$ 56,502.88
SF	13						
	hourly	\$ 23.192867	\$ 24.280651	\$ 25.406257	\$ 26.598534	\$ 27.834871	\$ 28.391629
	weekly	\$ 927.71	\$ 971.23	\$ 1,016.25	\$ 1,063.94	\$ 1,113.39	\$ 1,135.67
	annually	\$ 48,241.16	\$ 50,503.75	\$ 52,845.02	\$ 55,324.95	\$ 57,896.53	\$ 59,054.59
SF	14						
	hourly	\$ 25.406257	\$ 26.598146	\$ 27.834871	\$ 29.271998	\$ 30.679102	\$ 31.292788
	weekly	\$ 1,016.25	\$ 1,063.93	\$ 1,113.39	\$ 1,170.88	\$ 1,227.16	\$ 1,251.71
	annually	\$ 52,845.02	\$ 55,324.14	\$ 57,896.53	\$ 60,885.76	\$ 63,812.53	\$ 65,089.00
SF	17						
	hourly	\$ 33.617295	\$ 35.048575	\$ 36.654138	\$ 38.405122	\$ 40.128819	\$ 40.931205
	weekly	\$ 1,344.69	\$ 1,401.94	\$ 1,466.17	\$ 1,536.20	\$ 1,605.15	\$ 1,637.25
	annually	\$ 69,923.97	\$ 72,901.04	\$ 76,240.61	\$ 79,882.65	\$ 83,467.94	\$ 85,136.91

Salary Schedule A
Effective 06/02/2018
New Step 7 2% from existing Step 6

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
SF	11							
	hourly	\$ 20.357211	\$ 21.205216	\$ 22.177204	\$ 23.192867	\$ 24.280651	\$ 24.766453	\$ 25.261782
	weekly	\$ 814.29	\$ 848.21	\$ 887.09	\$ 927.71	\$ 971.23	\$ 990.66	\$ 1,010.47
	annually	\$ 42,343.00	\$ 44,106.85	\$ 46,128.58	\$ 48,241.16	\$ 50,503.75	\$ 51,514.22	\$ 52,544.51
SF	12							
	hourly	\$ 22.337388	\$ 23.263344	\$ 24.334956	\$ 25.437780	\$ 26.644644	\$ 27.164844	\$ 27.708140
	weekly	\$ 893.50	\$ 930.53	\$ 973.40	\$ 1,017.51	\$ 1,065.79	\$ 1,086.59	\$ 1,108.33
	annually	\$ 46,461.77	\$ 48,387.76	\$ 50,616.71	\$ 52,910.58	\$ 55,420.86	\$ 56,502.88	\$ 57,632.93
SF	13							
	hourly	\$ 23.192867	\$ 24.280651	\$ 25.406257	\$ 26.598534	\$ 27.834871	\$ 28.391629	\$ 28.959461
	weekly	\$ 927.71	\$ 971.23	\$ 1,016.25	\$ 1,063.94	\$ 1,113.39	\$ 1,135.67	\$ 1,158.38
	annually	\$ 48,241.16	\$ 50,503.75	\$ 52,845.02	\$ 55,324.95	\$ 57,896.53	\$ 59,054.59	\$ 60,235.68
SF	14							
	hourly	\$ 25.406257	\$ 26.598146	\$ 27.834871	\$ 29.271998	\$ 30.679102	\$ 31.292788	\$ 31.918643
	weekly	\$ 1,016.25	\$ 1,063.93	\$ 1,113.39	\$ 1,170.88	\$ 1,227.16	\$ 1,251.71	\$ 1,276.75
	annually	\$ 52,845.02	\$ 55,324.14	\$ 57,896.53	\$ 60,885.76	\$ 63,812.53	\$ 65,089.00	\$ 66,390.78
SF	17							
	hourly	\$ 33.617295	\$ 35.048575	\$ 36.654138	\$ 38.405122	\$ 40.128819	\$ 40.931205	\$ 41.749829
	weekly	\$ 1,344.69	\$ 1,401.94	\$ 1,466.17	\$ 1,536.20	\$ 1,605.15	\$ 1,637.25	\$ 1,669.99
	annually	\$ 69,923.97	\$ 72,901.04	\$ 76,240.61	\$ 79,882.65	\$ 83,467.94	\$ 85,136.91	\$ 86,839.64

Salary Schedule A
Effective 10/06/2018
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
SF	11							
	hourly	\$20.764355	\$21.629320	\$22.620748	\$23.656724	\$24.766264	\$25.261782	\$25.767017
	weekly	\$ 830.57	\$ 865.17	\$ 904.83	\$ 946.27	\$ 990.65	\$ 1,010.47	\$ 1,030.68
	annually	\$ 43,189.86	\$ 44,988.99	\$ 47,051.16	\$ 49,205.99	\$ 51,513.83	\$ 52,544.51	\$ 53,595.40
SF	12							
	hourly	\$23.239817	\$24.203182	\$25.318088	\$26.465465	\$27.721086	\$28.262302	\$28.827548
	weekly	\$ 929.59	\$ 968.13	\$ 1,012.72	\$ 1,058.62	\$ 1,108.84	\$ 1,130.49	\$ 1,153.10
	annually	\$ 48,338.82	\$ 50,342.62	\$ 52,661.62	\$ 55,048.17	\$ 57,659.86	\$ 58,785.59	\$ 59,961.30
SF	13							
	hourly	\$23.656724	\$24.766264	\$25.914382	\$27.130504	\$28.391568	\$28.959461	\$29.538650
	weekly	\$ 946.27	\$ 990.65	\$ 1,036.58	\$ 1,085.22	\$ 1,135.66	\$ 1,158.38	\$ 1,181.55
	annually	\$ 49,205.99	\$ 51,513.83	\$ 53,901.92	\$ 56,431.45	\$ 59,054.46	\$ 60,235.68	\$ 61,440.39
SF	14							
	hourly	\$25.914382	\$27.130108	\$28.391568	\$29.857437	\$31.292684	\$31.918643	\$32.557015
	weekly	\$ 1,036.58	\$ 1,085.20	\$ 1,135.66	\$ 1,194.30	\$ 1,251.71	\$ 1,276.75	\$ 1,302.28
	annually	\$ 53,901.92	\$ 56,430.63	\$ 59,054.46	\$ 62,103.47	\$ 65,088.78	\$ 66,390.78	\$ 67,718.59
SF	17							
	hourly	\$34.289640	\$35.749546	\$37.387220	\$39.173224	\$40.931395	\$41.749829	\$42.584825
	weekly	\$ 1,371.59	\$ 1,429.98	\$ 1,495.49	\$ 1,566.93	\$ 1,637.26	\$ 1,669.99	\$ 1,703.39
	annually	\$ 71,322.45	\$ 74,359.06	\$ 77,765.42	\$ 81,480.31	\$ 85,137.30	\$ 86,839.64	\$ 88,576.44

Salary Schedule A
Effective 10/05/2019
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
SF	11							
	hourly	\$21.179642	\$22.061906	\$23.073162	\$24.129858	\$25.261589	\$25.767017	\$26.282357
	weekly	\$ 1,694.37	\$ 1,764.95	\$ 1,845.85	\$ 1,930.39	\$ 2,020.93	\$ 2,061.36	\$ 2,102.59
	annually	\$ 44,053.66	\$ 45,888.76	\$ 47,992.18	\$ 50,190.11	\$ 52,544.11	\$ 53,595.40	\$ 54,667.30
SF	12							
	hourly	\$23.704613	\$24.687245	\$25.824449	\$26.994774	\$28.275507	\$28.827548	\$29.404098
	weekly	\$ 1,896.37	\$ 1,974.98	\$ 2,065.96	\$ 2,159.58	\$ 2,262.04	\$ 2,306.20	\$ 2,352.33
	annually	\$ 49,305.60	\$ 51,349.47	\$ 53,714.85	\$ 56,149.13	\$ 58,813.06	\$ 59,961.30	\$ 61,160.53
SF	13							
	hourly	\$24.129858	\$25.261589	\$26.432669	\$27.673114	\$28.959399	\$29.538650	\$30.129423
	weekly	\$ 1,930.39	\$ 2,020.93	\$ 2,114.61	\$ 2,213.85	\$ 2,316.75	\$ 2,363.09	\$ 2,410.35
	annually	\$ 50,190.11	\$ 52,544.11	\$ 54,979.95	\$ 57,560.08	\$ 60,235.55	\$ 61,440.39	\$ 62,669.20
SF	14							
	hourly	\$26.432669	\$27.672710	\$28.959399	\$30.454585	\$31.918537	\$32.557015	\$33.208155
	weekly	\$ 2,114.61	\$ 2,213.82	\$ 2,316.75	\$ 2,436.37	\$ 2,553.48	\$ 2,604.56	\$ 2,656.65
	annually	\$ 54,979.95	\$ 57,559.24	\$ 60,235.55	\$ 63,345.54	\$ 66,390.56	\$ 67,718.59	\$ 69,072.96
SF	17							
	hourly	\$34.975432	\$36.464536	\$38.134964	\$39.956688	\$41.750022	\$42.584825	\$43.436521
	weekly	\$ 2,798.03	\$ 2,917.16	\$ 3,050.80	\$ 3,196.54	\$ 3,340.00	\$ 3,406.79	\$ 3,474.92
	annually	\$ 72,748.90	\$ 75,846.24	\$ 79,320.73	\$ 83,109.91	\$ 86,840.05	\$ 88,576.44	\$ 90,347.96

Prop Mgmt rates 10-3-2015

SF12	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly	21.47	22.36	23.39	24.45	25.61	26.11	
Weekly	858.36	894.12	935.1	977.93	1023.8	1044.28	
Annual	44,634.72	46,494.05	48,625.19	50,852.12	53,237.16	54,302.32	

2% 10/1/16

Hourly	21.899400	22.807200	23.857800	24.939000	26.122200	26.632200	
Weekly	875.976	912.288	954.312	997.560	1044.888	1065.288	
Annual	45550.752	47,438.976	49,624.224	51,873.120	54,334.176	55,394.976	

2% 10/7/17

Hourly	22.337388	23.263344	24.334956	25.437780	26.644644	27.164844	
Weekly	893.496	930.534	973.398	1017.511	1065.786	1086.594	
Annual	46,461.767	48,387.756	50,616.708	52,910.582	55,420.860	56,502.876	

New Step 7 Only (2%) 6/2/18

Hourly	22.337388	23.263344	24.334956	25.437780	26.644644	27.164844	28.262302
Weekly	893.496	930.534	973.398	1017.511	1065.786	1086.594	1130.492
Annual	46,461.767	48,387.756	50,616.708	52,910.582	55,420.860	56,502.876	58,785.588

2% 10/6/18

Hourly	23.239817	24.203182	25.318088	26.465465	27.721086	28.262302	28.827548
Weekly	929.593	968.127	1012.724	1058.619	1108.843	1130.492	1153.102
Annual	48,338.819	50,342.619	52,661.623	55,048.167	57,659.859	58,785.588	59,961.300

2% 10/5/19

Hourly	23.704613	24.687245	25.824449	26.994774	28.275507	28.827548	29.404098
Weekly	948.185	987.490	1032.978	1079.791	1131.020	1153.102	1176.164
Annual	49,305.595	51,349.470	53,714.854	56,149.130	58,813.055	59,961.300	61,160.524