



## Office of Human Resources

Martin J. Walsh, Mayor

### EXECUTIVE ORDER

July 25, 2018

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 the International Brotherhood of Electrical Workers, Local 103, (IBEW) employees. The effective dates of the new salary schedules and the rates of increase will be **2% increase 10-1-2016, 2% increase 10-7-2017, 2% increase 10-6-2018, and 2% increase 10-5-2019.**

The following Steps are to be added to existing Salary Plans Schedules. To advance a Step an employee must have been in the current Step for one full year.

**Effective 10-7-2017, Step 9 will be created to include a 2% increase from then existing Step 8**  
**Effective 10-6-2018, Step 10 will be created to include a 2% increase from then existing Step 9**  
**Effective 10-5-2019, Step 11 will be created to include a 1% increase from then existing Step 10**

This amendment to the Salary Schedules is necessary to implement the collective bargaining agreement between the City of Boston and the International Brotherhood of Electrical Workers, IBEW.

Respectfully,

Vivian Leonard, Director  
Office of Human Resources

Approved

Emme Handy  
Chief Financial Officer

Approved

Martin J. Walsh, Mayor

**Salary Schedule A**  
**Effective 10/1/2016**  
**2% Increase**

Sal Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EI	17	Hourly	\$ 34.57	\$ 35.95	\$ 37.39	\$ 38.89	\$ 40.44	\$ 42.06	\$ 43.74	\$ 45.49
		Weekly	\$ 1,209.94	\$ 1,258.33	\$ 1,308.68	\$ 1,361.02	\$ 1,415.46	\$ 1,472.08	\$ 1,530.95	\$ 1,592.21
		Annually	\$ 62,917.11	\$ 65,433.06	\$ 68,051.15	\$ 70,772.92	\$ 73,603.74	\$ 76,548.23	\$ 79,609.46	\$ 82,795.10
EI	18	Hourly	\$ 37.38	\$ 38.88	\$ 40.45	\$ 42.06	\$ 43.74	\$ 45.49	\$ 47.30	\$ 49.20
		Weekly	\$ 1,308.45	\$ 1,360.94	\$ 1,415.62	\$ 1,472.08	\$ 1,531.04	\$ 1,592.22	\$ 1,655.45	\$ 1,722.08
		Annually	\$ 68,039.50	\$ 70,768.92	\$ 73,612.11	\$ 76,548.31	\$ 79,614.01	\$ 82,795.32	\$ 86,083.54	\$ 89,548.26

**Salary Schedule A**  
**Effective 10/7/2017**  
**2% Increase/2% New Step 9**

Sal Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
EI	17	Hourly	\$ 35.26	\$ 36.67	\$ 38.14	\$ 39.66	\$ 41.25	\$ 42.90	\$ 44.62	\$ 46.40	\$ 47.33
		Weekly	\$ 1,234.14	\$ 1,283.49	\$ 1,334.85	\$ 1,388.24	\$ 1,443.77	\$ 1,501.52	\$ 1,561.57	\$ 1,624.06	\$ 1,656.54
		Annually	\$ 64,175.45	\$ 66,741.72	\$ 69,412.17	\$ 72,188.37	\$ 75,075.82	\$ 78,079.20	\$ 81,201.64	\$ 84,451.00	\$ 86,140.02
EI	18	Hourly	\$ 38.13	\$ 39.66	\$ 41.26	\$ 42.90	\$ 44.62	\$ 46.40	\$ 48.24	\$ 50.19	\$ 51.19
		Weekly	\$ 1,334.62	\$ 1,388.16	\$ 1,443.93	\$ 1,501.52	\$ 1,561.66	\$ 1,624.06	\$ 1,688.56	\$ 1,756.52	\$ 1,791.65
		Annually	\$ 69,400.29	\$ 72,184.30	\$ 75,084.35	\$ 78,079.28	\$ 81,206.29	\$ 84,451.22	\$ 87,805.21	\$ 91,339.22	\$ 93,166.01

**Salary Schedule A**  
**Effective 10/6/2018**  
**2% Increase/2% New Step 10**

Sal Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
EI	17	Hourly	\$ 35.97	\$ 37.40	\$ 38.90	\$ 40.46	\$ 42.08	\$ 43.76	\$ 45.51	\$ 47.33	\$ 48.28	\$ 49.24
		Weekly	\$ 1,258.83	\$ 1,309.16	\$ 1,361.55	\$ 1,416.00	\$ 1,472.64	\$ 1,531.55	\$ 1,592.80	\$ 1,656.54	\$ 1,689.67	\$ 1,723.46
		Annually	\$ 65,458.96	\$ 68,076.55	\$ 70,800.41	\$ 73,632.14	\$ 76,577.33	\$ 79,640.78	\$ 82,825.68	\$ 86,140.02	\$ 87,862.82	\$ 89,620.07
EI	18	Hourly	\$ 38.89	\$ 40.45	\$ 42.08	\$ 43.76	\$ 45.51	\$ 47.33	\$ 49.21	\$ 51.19	\$ 52.21	\$ 53.26
		Weekly	\$ 1,361.31	\$ 1,415.92	\$ 1,472.81	\$ 1,531.56	\$ 1,592.89	\$ 1,656.54	\$ 1,722.33	\$ 1,791.65	\$ 1,827.49	\$ 1,864.04
		Annually	\$ 70,788.30	\$ 73,627.98	\$ 76,586.04	\$ 79,640.86	\$ 82,830.42	\$ 86,140.25	\$ 89,561.31	\$ 93,166.01	\$ 95,029.33	\$ 96,929.91

**Salary Schedule A**  
**Effective 10/1/2019**  
**2% Increase/1% New Step 11**

Sal Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
EI	17	Hourly	\$ 36.69	\$ 38.15	\$ 39.68	\$ 41.27	\$ 42.92	\$ 44.63	\$ 46.42	\$ 48.28	\$ 49.24	\$ 50.23	\$ 50.73
		Weekly	\$ 1,284.00	\$ 1,335.35	\$ 1,388.78	\$ 1,444.32	\$ 1,502.09	\$ 1,562.18	\$ 1,624.66	\$ 1,689.67	\$ 1,723.46	\$ 1,757.93	\$ 1,775.51
		Annually	\$ 66,768.14	\$ 69,438.08	\$ 72,216.42	\$ 75,104.78	\$ 78,108.88	\$ 81,233.60	\$ 84,482.19	\$ 87,862.82	\$ 89,620.07	\$ 91,412.47	\$ 92,326.60
EI	18	Hourly	\$ 39.67	\$ 41.26	\$ 42.92	\$ 44.63	\$ 46.42	\$ 48.28	\$ 50.19	\$ 52.21	\$ 53.26	\$ 54.32	\$ 54.87
		Weekly	\$ 1,388.54	\$ 1,444.24	\$ 1,502.26	\$ 1,562.19	\$ 1,624.75	\$ 1,689.67	\$ 1,756.78	\$ 1,827.49	\$ 1,864.04	\$ 1,901.32	\$ 1,920.33
		Annually	\$ 72,204.06	\$ 75,100.54	\$ 78,117.75	\$ 81,233.68	\$ 84,487.02	\$ 87,863.05	\$ 91,352.54	\$ 95,029.33	\$ 96,929.91	\$ 98,868.51	\$ 99,857.19