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**CITY OF BOSTON**  
OFFICE OF HUMAN RESOURCES  
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VIVIAN LEONARD  
Director

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September 20, 2007

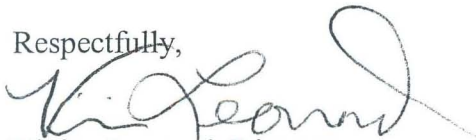
The Honorable Thomas M. Menino  
Mayor of Boston  
Boston City Hall

Dear Mr. Mayor:

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plan, Schedule A, for the International Brotherhood of Electrical Workers Local Union 103. The effective dates of new salary schedules and the rates of increase are 7/1/2006 2% increase, 7/7/2007 2.5% increase, 7/5/2008 3% increase, and 7/4/2009 2.5% increase.

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and for the International Brotherhood of Electrical Workers Local Union 103.

Respectfully,

  
Vivian Leonard, Director

Approved:   
Lisa Signori, Director of Administrative  
Services/Finances

Approved:

  
Thomas M. Menino, Mayor

Thomas M. Menino, Mayor  
AN EQUAL OPPORTUNITY / AFFIRMATIVE ACTION EMPLOYER  
AFFIRMATIVE ACTION • PERSONNEL MANAGEMENT • EMPLOYEE ASSISTANCE • HEALTH BENEFITS / INSURANCE  
“DEDICATED TO SERVE, GUIDE, AND SUPPORT”

**Salary Schedule A**  
**Effective 7/1/2006**  
**2% Increase**

Salary Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EI	13	hourly	\$ 22.87	\$ 23.78	\$ 24.73	\$ 25.72	\$ 26.75	\$ 27.82	\$ 28.93	\$ 30.09
		weekly	\$ 800.34	\$ 832.37	\$ 865.67	\$ 900.28	\$ 936.30	\$ 973.75	\$ 1,012.69	\$ 1,053.21
		annually	\$41,617.90	\$43,282.99	\$45,014.83	\$46,814.65	\$48,687.42	\$50,634.96	\$52,659.77	\$54,766.78
EI	14	hourly	\$ 24.73	\$ 25.72	\$ 26.75	\$ 27.82	\$ 28.93	\$ 30.09	\$ 31.30	\$ 32.55
		weekly	\$ 865.67	\$ 900.28	\$ 936.30	\$ 973.75	\$ 1,012.69	\$ 1,053.21	\$ 1,095.33	\$ 1,139.15
		annually	\$45,014.83	\$46,814.65	\$48,687.42	\$50,634.96	\$52,659.77	\$54,766.78	\$56,957.23	\$59,236.06
EI	17	hourly	\$ 27.82	\$ 28.93	\$ 30.09	\$ 31.30	\$ 32.55	\$ 33.85	\$ 35.20	\$ 36.61
		weekly	\$ 973.75	\$ 1,012.69	\$ 1,053.21	\$ 1,095.33	\$ 1,139.14	\$ 1,184.71	\$ 1,232.09	\$ 1,281.39
		annually	\$50,634.96	\$52,659.77	\$54,766.78	\$56,957.23	\$59,235.44	\$61,605.13	\$64,068.77	\$66,632.53

**Salary Schedule A**  
**Effective 7/7/2007**  
**2.5% Increase**

Salary Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EI	13	hourly	\$ 23.44	\$ 24.38	\$ 25.35	\$ 26.37	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.84
		weekly	\$ 820.35	\$ 853.17	\$ 887.31	\$ 922.79	\$ 959.70	\$ 998.09	\$ 1,038.01	\$ 1,079.54
		annually	\$42,658.35	\$44,365.07	\$46,140.20	\$47,985.02	\$49,904.60	\$51,900.83	\$53,976.26	\$56,135.95
EI	14	hourly	\$ 25.35	\$ 26.37	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.84	\$ 32.08	\$ 33.36
		weekly	\$ 887.31	\$ 922.79	\$ 959.70	\$ 998.09	\$ 1,038.01	\$ 1,079.54	\$ 1,122.71	\$ 1,167.63
		annually	\$46,140.20	\$47,985.02	\$49,904.60	\$51,900.83	\$53,976.26	\$56,135.95	\$58,381.16	\$60,716.96
EI	17	hourly	\$ 28.52	\$ 29.66	\$ 30.84	\$ 32.08	\$ 33.36	\$ 34.70	\$ 36.08	\$ 37.53
		weekly	\$ 998.09	\$ 1,038.01	\$ 1,079.54	\$ 1,122.71	\$ 1,167.62	\$ 1,214.33	\$ 1,262.89	\$ 1,313.43
		annually	\$51,900.83	\$53,976.26	\$56,135.95	\$58,381.16	\$60,716.33	\$63,145.26	\$65,670.48	\$68,298.35

**Salary Schedule A**  
**Effective 7/5/2008**  
**3% Increase**

Salary Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EI	13	hourly	\$ 24.14	\$ 25.11	\$ 26.11	\$ 27.16	\$ 28.24	\$ 29.37	\$ 30.55	\$ 31.77
		weekly	\$ 844.96	\$ 878.77	\$ 913.93	\$ 950.47	\$ 988.50	\$ 1,028.04	\$ 1,069.15	\$ 1,111.92
		annually	\$43,938.10	\$45,696.02	\$47,524.40	\$49,424.57	\$51,401.74	\$53,457.86	\$55,595.55	\$57,820.02
EI	14	hourly	\$ 26.11	\$ 27.16	\$ 28.24	\$ 29.37	\$ 30.55	\$ 31.77	\$ 33.04	\$ 34.36
		weekly	\$ 913.93	\$ 950.47	\$ 988.50	\$ 1,028.04	\$ 1,069.15	\$ 1,111.92	\$ 1,156.40	\$ 1,202.66
		annually	\$47,524.40	\$49,424.57	\$51,401.74	\$53,457.86	\$55,595.55	\$57,820.02	\$60,132.59	\$62,538.47
EI	17	hourly	\$ 29.37	\$ 30.55	\$ 31.77	\$ 33.04	\$ 34.36	\$ 35.74	\$ 37.17	\$ 38.65
		weekly	\$ 1,028.04	\$ 1,069.15	\$ 1,111.92	\$ 1,156.40	\$ 1,202.65	\$ 1,250.76	\$ 1,300.78	\$ 1,352.83
		annually	\$53,457.86	\$55,595.55	\$57,820.02	\$60,132.59	\$62,537.82	\$65,039.62	\$67,640.60	\$70,347.30

**Salary Schedule A**  
**Effective 7/4/2009**

2.5% Increase

Salary Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EI	13	hourly	\$ 24.75	\$ 25.74	\$ 26.77	\$ 27.84	\$ 28.95	\$ 30.11	\$ 31.31	\$ 32.56
		weekly	\$ 866.09	\$ 900.74	\$ 936.78	\$ 974.23	\$ 1,013.21	\$ 1,053.74	\$ 1,095.87	\$ 1,139.72
		annually	\$45,036.55	\$46,838.42	\$48,712.51	\$50,660.19	\$52,686.78	\$54,794.31	\$56,985.44	\$59,265.52
EI	14	hourly	\$ 26.77	\$ 27.84	\$ 28.95	\$ 30.11	\$ 31.31	\$ 32.56	\$ 33.87	\$ 35.22
		weekly	\$ 936.78	\$ 974.23	\$ 1,013.21	\$ 1,053.74	\$ 1,095.87	\$ 1,139.72	\$ 1,185.31	\$ 1,232.73
		annually	\$48,712.51	\$50,660.19	\$52,686.78	\$54,794.31	\$56,985.44	\$59,265.52	\$61,635.91	\$64,101.93
EI	17	hourly	\$ 30.11	\$ 31.31	\$ 32.56	\$ 33.87	\$ 35.22	\$ 36.63	\$ 38.09	\$ 39.62
		weekly	\$ 1,053.74	\$ 1,095.87	\$ 1,139.72	\$ 1,185.31	\$ 1,232.72	\$ 1,282.03	\$ 1,333.30	\$ 1,386.65
		annually	\$54,794.31	\$56,985.44	\$59,265.52	\$61,635.91	\$64,101.26	\$66,665.61	\$69,331.61	\$72,105.98