



CITY OF BOSTON

OFFICE OF HUMAN RESOURCES
One City Hall Square • Boston, Massachusetts 02201

VIVIAN LEONARD
Director July 31, 2012

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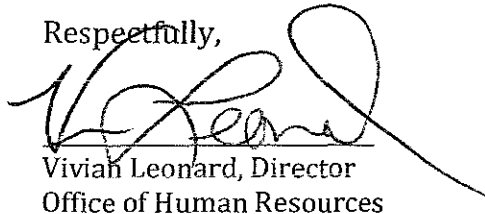
The Honorable Thomas M. Menino
Mayor of Boston
Boston City Hall

Dear Mr. Mayor,

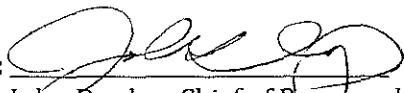
Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plan, Schedule A, for National Conference of Firemen and Oilers, Local 3, AFL-CIO. The effective dates of the new salary schedules and the rates of increase will be 10-1-2011 1% increase, 10-6-2012 2% increase, 10-5-2013 3% increase, 10-4-2014 3% increase, and 10-3-2015 3% increase.

This amendment to the Salary Schedules is necessary to implement the collective bargaining agreement between the City of Boston and National Conference of Firemen and Oilers, Local 3, AFL-CIO.

Respectfully,


Vivian Leonard, Director
Office of Human Resources

Approved:


John Dunlap, Chief of Personnel

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"

Schedule A
Effective 10/01/2011
1% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
SF	11						
	hourly	\$ 17.56	\$ 18.29	\$ 19.12	\$ 20.00	\$ 20.94	\$ 21.36
	weekly	\$ 702.21	\$ 731.46	\$ 764.99	\$ 800.02	\$ 837.55	\$ 854.30
	annual	\$ 36,514.85	\$ 38,035.92	\$ 39,779.38	\$ 41,601.18	\$ 43,552.34	\$ 44,423.73
SF	13						
	hourly	\$ 20.00	\$ 20.94	\$ 21.91	\$ 22.94	\$ 24.00	\$ 24.48
	weekly	\$ 800.02	\$ 837.55	\$ 876.37	\$ 917.50	\$ 960.15	\$ 979.35
	annual	\$ 41,601.18	\$ 43,552.34	\$ 45,571.35	\$ 47,709.95	\$ 49,927.57	\$ 50,926.23
SF	14						
	hourly	\$ 21.91	\$ 22.94	\$ 24.00	\$ 25.24	\$ 26.46	\$ 26.99
	weekly	\$ 876.37	\$ 917.49	\$ 960.15	\$ 1,009.72	\$ 1,058.26	\$ 1,079.42
	annual	\$ 45,571.35	\$ 47,709.25	\$ 49,927.57	\$ 52,505.35	\$ 55,029.28	\$ 56,130.05
SF	17						
	hourly	\$ 28.99	\$ 30.22	\$ 31.61	\$ 33.12	\$ 34.61	\$ 35.30
	weekly	\$ 1,159.61	\$ 1,208.98	\$ 1,264.36	\$ 1,324.76	\$ 1,384.22	\$ 1,411.89
	annual	\$ 60,299.54	\$ 62,866.83	\$ 65,746.74	\$ 68,887.49	\$ 71,979.29	\$ 73,418.54

Effective 10/06/2012**2% Increase**

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
SF	11						
	hourly	\$ 17.91	\$ 18.65	\$ 19.51	\$ 20.40	\$ 21.36	\$ 21.78
	weekly	\$ 716.25	\$ 746.09	\$ 780.29	\$ 816.02	\$ 854.30	\$ 871.39
	annual	\$ 37,245.14	\$ 38,796.64	\$ 40,574.97	\$ 42,433.20	\$ 44,423.39	\$ 45,312.20
SF	13						
	hourly	\$ 20.40	\$ 21.36	\$ 22.35	\$ 23.40	\$ 24.48	\$ 24.97
	weekly	\$ 816.02	\$ 854.30	\$ 893.90	\$ 935.85	\$ 979.35	\$ 998.94
	annual	\$ 42,433.20	\$ 44,423.39	\$ 46,482.78	\$ 48,664.14	\$ 50,926.12	\$ 51,944.75
SF	14						
	hourly	\$ 22.35	\$ 23.40	\$ 24.48	\$ 25.75	\$ 26.99	\$ 27.53
	weekly	\$ 893.90	\$ 935.84	\$ 979.35	\$ 1,029.91	\$ 1,079.42	\$ 1,101.01
	annual	\$ 46,482.78	\$ 48,663.43	\$ 50,926.12	\$ 53,555.46	\$ 56,129.87	\$ 57,252.65
SF	17						
	hourly	\$ 29.57	\$ 30.83	\$ 32.24	\$ 33.78	\$ 35.30	\$ 36.00
	weekly	\$ 1,182.80	\$ 1,233.16	\$ 1,289.65	\$ 1,351.25	\$ 1,411.90	\$ 1,440.13
	annual	\$ 61,505.53	\$ 64,124.17	\$ 67,061.67	\$ 70,265.24	\$ 73,418.88	\$ 74,886.91

Effective 10/05/2013**3% Increase**

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
SF	11						
	hourly	\$ 18.44	\$ 19.21	\$ 20.09	\$ 21.01	\$ 22.00	\$ 22.44
	weekly	\$ 737.74	\$ 768.47	\$ 803.70	\$ 840.50	\$ 879.92	\$ 897.53
	annual	\$ 38,362.50	\$ 39,960.54	\$ 41,792.22	\$ 43,706.20	\$ 45,756.09	\$ 46,671.57
SF	13						
	hourly	\$ 21.01	\$ 22.00	\$ 23.02	\$ 24.10	\$ 25.22	\$ 25.72
	weekly	\$ 840.50	\$ 879.92	\$ 920.72	\$ 963.92	\$ 1,008.73	\$ 1,028.91
	annual	\$ 43,706.20	\$ 45,756.09	\$ 47,877.26	\$ 50,124.07	\$ 52,453.90	\$ 53,503.10
SF	14						
	hourly	\$ 23.02	\$ 24.10	\$ 25.22	\$ 26.52	\$ 27.80	\$ 28.35
	weekly	\$ 920.72	\$ 963.91	\$ 1,008.73	\$ 1,060.81	\$ 1,111.80	\$ 1,134.04
	annual	\$ 47,877.26	\$ 50,123.34	\$ 52,453.90	\$ 55,162.12	\$ 57,813.76	\$ 58,970.23
SF	17						
	hourly	\$ 30.46	\$ 31.75	\$ 33.21	\$ 34.79	\$ 36.36	\$ 37.08
	weekly	\$ 1,218.28	\$ 1,270.15	\$ 1,328.34	\$ 1,391.79	\$ 1,454.26	\$ 1,483.34
	annual	\$ 63,350.69	\$ 66,047.89	\$ 69,073.52	\$ 72,373.19	\$ 75,621.44	\$ 77,133.52

Effective 10/04/2014**3% Increase**

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
SF	11						
	hourly	\$ 19.00	\$ 19.79	\$ 20.70	\$ 21.64	\$ 22.66	\$ 23.11
	weekly	\$ 759.87	\$ 791.53	\$ 827.81	\$ 865.72	\$ 906.32	\$ 924.46
	annual	\$ 39,513.37	\$ 41,159.35	\$ 43,045.98	\$ 45,017.38	\$ 47,128.78	\$ 48,071.72
SF	13						
	hourly	\$ 21.64	\$ 22.66	\$ 23.71	\$ 24.82	\$ 25.97	\$ 26.49
	weekly	\$ 865.72	\$ 906.32	\$ 948.34	\$ 992.84	\$ 1,038.99	\$ 1,059.77
	annual	\$ 45,017.38	\$ 47,128.78	\$ 49,313.58	\$ 51,627.79	\$ 54,027.52	\$ 55,108.19
SF	14						
	hourly	\$ 23.71	\$ 24.82	\$ 25.97	\$ 27.32	\$ 28.63	\$ 29.20
	weekly	\$ 948.34	\$ 992.83	\$ 1,038.99	\$ 1,092.63	\$ 1,145.16	\$ 1,168.06
	annual	\$ 49,313.58	\$ 51,627.04	\$ 54,027.52	\$ 56,816.99	\$ 59,548.18	\$ 60,739.34
SF	17						
	hourly	\$ 31.37	\$ 32.71	\$ 34.20	\$ 35.84	\$ 37.45	\$ 38.20
	weekly	\$ 1,254.83	\$ 1,308.26	\$ 1,368.19	\$ 1,433.55	\$ 1,497.89	\$ 1,527.84
	annual	\$ 65,251.21	\$ 68,029.33	\$ 71,145.73	\$ 74,544.39	\$ 77,890.09	\$ 79,447.52

Effective 10/03/2015**3% Increase**

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
SF	11						
	hourly	\$ 19.57	\$ 20.38	\$ 21.32	\$ 22.29	\$ 23.34	\$ 23.80
	weekly	\$ 782.67	\$ 815.27	\$ 852.64	\$ 891.69	\$ 933.51	\$ 952.19
	annual	\$ 40,698.77	\$ 42,394.14	\$ 44,337.36	\$ 46,367.91	\$ 48,542.64	\$ 49,513.87
SF	13						
	hourly	\$ 22.29	\$ 23.34	\$ 24.42	\$ 25.57	\$ 26.75	\$ 27.29
	weekly	\$ 891.69	\$ 933.51	\$ 976.79	\$ 1,022.63	\$ 1,070.16	\$ 1,091.57
	annual	\$ 46,367.91	\$ 48,542.64	\$ 50,792.99	\$ 53,176.62	\$ 55,648.35	\$ 56,761.43
SF	14						
	hourly	\$ 24.42	\$ 25.57	\$ 26.75	\$ 28.14	\$ 29.49	\$ 30.08
	weekly	\$ 976.79	\$ 1,022.61	\$ 1,070.16	\$ 1,125.41	\$ 1,179.51	\$ 1,203.11
	annual	\$ 50,792.99	\$ 53,175.85	\$ 55,648.35	\$ 58,521.50	\$ 61,334.62	\$ 62,561.52
SF	17						
	hourly	\$ 32.31	\$ 33.69	\$ 35.23	\$ 36.91	\$ 38.57	\$ 39.34
	weekly	\$ 1,292.48	\$ 1,347.50	\$ 1,409.23	\$ 1,476.55	\$ 1,542.82	\$ 1,573.67
	annual	\$ 67,208.75	\$ 70,070.21	\$ 73,280.10	\$ 76,780.72	\$ 80,226.79	\$ 81,830.95