



CITY OF BOSTON

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

VIVIAN LEONARD  
Director

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June 12, 2008

Thomas M. Menino, Mayor  
Boston City Hall, 5<sup>th</sup> Floor  
Boston, MA 02201

Dear Mr. Mayor:

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plan, Schedule A for employees covered under The Boston Public Library Professional Staff Association, CSW Local 1333 contract. The effective dates of the new salary schedule and rates of increases are 10/7/2006, 2% increase, 10/6/2007, 2.5% increase, 1/5/2008, \$150 added to the Annual Comp Rates and 10/4/2008, 3% increase. Also, on 10/5/2009, a rate increase of 2.5%.

This amendment to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and The Boston Public Library Professional Staff Association CWA Local 1333.

Respectfully,

Vivian Leonard, Director  
Office of Human Resources

Approved:

  
Lisa C. Signori, Director  
Administration & Finance

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 10/7/2006  
2% Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P P	hourly	\$ 15.73	\$ 16.65	\$ 17.57	\$ 18.49	\$ 19.40	\$ 20.33	\$ 21.24
	weekly	\$ 550.62	\$ 582.78	\$ 614.98	\$ 647.08	\$ 679.15	\$ 711.48	\$ 743.56
	annually	\$28,632.06	\$30,304.57	\$31,979.02	\$33,648.31	\$35,315.69	\$36,997.20	\$38,665.21
P 1	hourly	\$ 21.24	\$ 22.48	\$ 23.72	\$ 24.96	\$ 26.20	\$ 27.44	\$ 28.68
	weekly	\$ 743.56	\$ 786.92	\$ 830.25	\$ 873.69	\$ 916.99	\$ 960.37	\$ 1,003.70
	annually	\$38,665.21	\$40,919.67	\$43,172.83	\$45,431.79	\$47,683.67	\$49,939.41	\$52,192.58
P 2	hourly	\$ 23.41	\$ 24.78	\$ 26.15	\$ 27.51	\$ 28.88	\$ 30.25	\$ 31.61
	weekly	\$ 819.51	\$ 867.37	\$ 915.10	\$ 962.99	\$ 1,010.88	\$ 1,058.58	\$ 1,106.44
	annually	\$42,614.69	\$45,103.20	\$47,585.28	\$50,075.73	\$52,565.53	\$55,046.33	\$57,534.85
P 3	hourly	\$ 25.81	\$ 27.32	\$ 28.83	\$ 30.33	\$ 31.84	\$ 33.34	\$ 34.85
	weekly	\$ 903.51	\$ 956.21	\$ 1,008.96	\$ 1,061.55	\$ 1,114.23	\$ 1,167.00	\$ 1,219.59
	annually	\$46,982.77	\$49,722.71	\$52,465.86	\$55,200.66	\$57,939.96	\$60,683.75	\$63,418.54
P 4	hourly	\$ 28.45	\$ 30.11	\$ 31.77	\$ 33.43	\$ 35.09	\$ 36.75	\$ 38.41
	weekly	\$ 995.76	\$ 1,053.90	\$ 1,111.98	\$ 1,170.14	\$ 1,228.23	\$ 1,286.39	\$ 1,344.52
	annually	\$51,779.75	\$54,802.62	\$57,822.92	\$60,847.08	\$63,868.02	\$66,892.18	\$69,915.05

Effective 10/6/2007  
2.5% Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P P	hourly	\$ 16.13	\$ 17.07	\$ 18.01	\$ 18.95	\$ 19.89	\$ 20.84	\$ 21.78
	weekly	\$ 564.38	\$ 597.35	\$ 630.36	\$ 663.26	\$ 696.13	\$ 729.27	\$ 762.15
	annually	\$29,347.87	\$31,062.19	\$32,778.49	\$34,489.52	\$36,198.58	\$37,922.13	\$39,631.84
P 1	hourly	\$ 21.78	\$ 23.05	\$ 24.31	\$ 25.59	\$ 26.85	\$ 28.13	\$ 29.39
	weekly	\$ 762.15	\$ 806.59	\$ 851.00	\$ 895.53	\$ 939.92	\$ 984.38	\$ 1,028.80
	annually	\$39,631.84	\$41,942.66	\$44,252.15	\$46,567.58	\$48,875.76	\$51,187.89	\$53,497.39
P 2	hourly	\$ 24.00	\$ 25.40	\$ 26.80	\$ 28.20	\$ 29.60	\$ 31.00	\$ 32.40
	weekly	\$ 840.00	\$ 889.05	\$ 937.98	\$ 987.07	\$ 1,036.15	\$ 1,085.05	\$ 1,134.10
	annually	\$43,680.05	\$46,230.78	\$48,774.92	\$51,327.63	\$53,879.67	\$56,422.49	\$58,973.22
P 3	hourly	\$ 26.46	\$ 28.00	\$ 29.55	\$ 31.09	\$ 32.63	\$ 34.18	\$ 35.72
	weekly	\$ 926.10	\$ 980.11	\$ 1,034.18	\$ 1,088.09	\$ 1,142.09	\$ 1,196.17	\$ 1,250.08
	annually	\$48,157.34	\$50,965.78	\$53,777.51	\$56,580.67	\$59,388.45	\$62,200.84	\$65,004.01
<del>P 4</del>	<del>hourly</del>	<del>\$ 29.16</del>	<del>\$ 30.86</del>	<del>\$ 32.57</del>	<del>\$ 34.27</del>	<del>\$ 35.97</del>	<del>\$ 37.67</del>	<del>\$ 39.38</del>
	<del>weekly</del>	<del>\$ 1,020.66</del>	<del>\$ 1,080.24</del>	<del>\$ 1,139.78</del>	<del>\$ 1,199.39</del>	<del>\$ 1,258.94</del>	<del>\$ 1,318.55</del>	<del>\$ 1,378.13</del>
	<del>annually</del>	<del>\$53,074.25</del>	<del>\$56,172.69</del>	<del>\$59,268.50</del>	<del>\$62,368.26</del>	<del>\$65,464.72</del>	<del>\$68,564.48</del>	<del>\$71,662.92</del>

Effective 1/5/2008  
\$150.00 added to the annual rate

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P P	hourly	\$ 16.21	\$ 17.15	\$ 18.09	\$ 19.03	\$ 19.97	\$ 20.92	\$ 21.86
	weekly	\$ 567.27	\$ 600.23	\$ 633.24	\$ 666.14	\$ 699.01	\$ 732.16	\$ 765.04
	annually	\$29,497.87	\$31,212.19	\$32,928.49	\$34,639.52	\$36,348.58	\$38,072.13	\$39,781.84
P 1	hourly	\$ 21.86	\$ 23.13	\$ 24.40	\$ 25.67	\$ 26.94	\$ 28.21	\$ 29.48
	weekly	\$ 765.04	\$ 809.47	\$ 853.89	\$ 898.42	\$ 942.80	\$ 987.27	\$ 1,031.68
	annually	\$39,781.84	\$42,092.66	\$44,402.15	\$46,717.58	\$49,025.76	\$51,337.89	\$53,647.39
P 2	hourly	\$ 24.08	\$ 25.48	\$ 26.88	\$ 28.28	\$ 29.69	\$ 31.08	\$ 32.49
	weekly	\$ 842.89	\$ 891.94	\$ 940.86	\$ 989.95	\$ 1,039.03	\$ 1,087.93	\$ 1,136.98
	annually	\$43,830.05	\$46,380.78	\$48,924.92	\$51,477.63	\$54,029.67	\$56,572.49	\$59,123.22
P 3	hourly	\$ 26.54	\$ 28.09	\$ 29.63	\$ 31.17	\$ 32.71	\$ 34.26	\$ 35.80
	weekly	\$ 928.99	\$ 983.00	\$ 1,037.07	\$ 1,090.97	\$ 1,144.97	\$ 1,199.05	\$ 1,252.96
	annually	\$48,307.34	\$51,115.78	\$53,927.51	\$56,730.67	\$59,538.45	\$62,350.84	\$65,154.01
P 4	hourly	\$ 29.24	\$ 30.95	\$ 32.65	\$ 34.35	\$ 36.05	\$ 37.76	\$ 39.46
	weekly	\$ 1,023.54	\$ 1,083.13	\$ 1,142.66	\$ 1,202.27	\$ 1,261.82	\$ 1,321.43	\$ 1,381.02
	annually	\$53,224.25	\$56,322.69	\$59,418.50	\$62,518.26	\$65,614.72	\$68,714.48	\$71,812.92

Effective 10/4/2008  
3% Increase

Salary Grade Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P P	hourly	\$ 16.69	\$ 17.66	\$ 18.64	\$ 19.60	\$ 20.57	\$ 21.55	\$ 22.51
	weekly	\$ 584.28	\$ 618.24	\$ 652.24	\$ 686.13	\$ 719.98	\$ 754.12	\$ 787.99
	annually	\$30,382.80	\$32,148.55	\$33,916.35	\$35,678.71	\$37,439.04	\$39,214.29	\$40,975.30
P 1	hourly	\$ 22.51	\$ 23.82	\$ 25.13	\$ 26.44	\$ 27.75	\$ 29.05	\$ 30.36
	weekly	\$ 787.99	\$ 833.70	\$ 879.50	\$ 925.37	\$ 971.09	\$ 1,016.89	\$ 1,062.63
	annually	\$40,975.30	\$43,355.44	\$45,734.22	\$48,119.11	\$50,496.54	\$52,878.03	\$55,256.81
P 2	hourly	\$ 24.80	\$ 26.25	\$ 27.69	\$ 29.13	\$ 30.58	\$ 32.02	\$ 33.46
	weekly	\$ 868.17	\$ 918.70	\$ 969.09	\$ 1,019.65	\$ 1,070.20	\$ 1,120.57	\$ 1,171.09
	annually	\$45,144.96	\$47,772.21	\$50,392.66	\$53,021.95	\$55,650.56	\$58,269.66	\$60,896.91
P 3	hourly	\$ 27.34	\$ 28.93	\$ 30.52	\$ 32.11	\$ 33.69	\$ 35.29	\$ 36.87
	weekly	\$ 956.86	\$ 1,012.49	\$ 1,068.18	\$ 1,123.70	\$ 1,179.32	\$ 1,235.03	\$ 1,290.55
	annually	\$49,756.56	\$52,649.25	\$55,545.34	\$58,432.59	\$61,324.61	\$64,221.37	\$67,108.63
P 4	hourly	\$ 30.12	\$ 31.87	\$ 33.63	\$ 35.38	\$ 37.13	\$ 38.89	\$ 40.64
	weekly	\$ 1,054.25	\$ 1,115.62	\$ 1,176.94	\$ 1,238.34	\$ 1,299.68	\$ 1,361.08	\$ 1,422.45
	annually	\$54,820.98	\$58,012.37	\$61,201.05	\$64,393.80	\$67,583.16	\$70,775.92	\$73,967.31

Effective 10/5/2009  
2.5% Increase

Salary Grade	Plan		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P	P	hourly	\$ 17.11	\$ 18.11	\$ 19.10	\$ 20.09	\$ 21.09	\$ 22.08	\$ 23.08
		weekly	\$ 598.89	\$ 633.70	\$ 668.54	\$ 703.28	\$ 737.98	\$ 772.97	\$ 807.69
		annually	\$31,142.37	\$ 32,952.27	\$ 34,764.26	\$36,570.67	\$ 38,375.01	\$40,194.65	\$41,999.68
P	1	hourly	\$ 23.08	\$ 24.42	\$ 25.76	\$ 27.10	\$ 28.44	\$ 29.78	\$ 31.12
		weekly	\$ 807.69	\$ 854.60	\$ 901.49	\$ 948.50	\$ 995.36	\$ 1,042.31	\$ 1,089.20
		annually	\$41,999.68	\$ 44,439.32	\$ 46,877.57	\$49,322.09	\$ 51,758.95	\$54,199.98	\$56,638.23
P	2	hourly	\$ 25.43	\$ 26.90	\$ 28.38	\$ 29.86	\$ 31.34	\$ 32.82	\$ 34.30
		weekly	\$ 889.88	\$ 941.66	\$ 993.32	\$ 1,045.14	\$ 1,096.96	\$ 1,148.58	\$ 1,200.37
		annually	\$46,273.58	\$ 48,966.51	\$ 51,652.48	\$54,347.50	\$ 57,041.83	\$59,726.40	\$62,419.34
P	3	hourly	\$ 28.02	\$ 29.65	\$ 31.28	\$ 32.91	\$ 34.54	\$ 36.17	\$ 37.79
		weekly	\$ 980.78	\$ 1,037.80	\$ 1,094.88	\$ 1,151.80	\$ 1,208.80	\$ 1,265.90	\$ 1,322.81
		annually	\$51,000.47	\$ 53,965.48	\$ 56,933.97	\$59,893.41	\$ 62,857.72	\$65,826.90	\$68,786.34
P	4	hourly	\$ 30.87	\$ 32.67	\$ 34.47	\$ 36.27	\$ 38.06	\$ 39.86	\$ 41.66
		weekly	\$ 1,080.61	\$ 1,143.51	\$ 1,206.37	\$ 1,269.30	\$ 1,332.17	\$ 1,395.10	\$ 1,458.01
		annually	\$56,191.50	\$ 59,462.68	\$ 62,731.08	\$66,003.65	\$ 69,272.74	\$72,545.31	\$75,816.49