



## Office of Human Resources

Martin J. Walsh, Mayor

April 5, 2019

The Honorable Martin 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 Professional Staff Association, (PSA) for the Boston Public Library. The effective dates of the new salary schedules and the rates of increase will be 2% increase on 1/07/2017, 2% increase on 1/06/2018, 2% increase on 01/05/2019, and 2% increase on 1/04/2020.


Effective 01/05/2019, Step2 will be eliminated and create Step 8 at a 2.5% increase from existing Step 7.


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

This agreement to the Salary Schedule is necessary to implement the collective bargaining agreement between the City of Boston and BPL Professional Staff Association (PSA).

Respectfully,

  
Vivian Leonard, Director  
Office of Human Resources

Approved:   
Emme Handy  
Chief of Administration & Finance

Approved:   
Martin J. Walsh  
Mayor

**Schedule A**  
**Effective 01/07/2017**  
**2% Increase**

Salary									
Plan	Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
P	P	hourly	\$ 19.65	\$ 20.79	\$ 21.93	\$ 23.07	\$ 24.21	\$ 25.36	\$ 26.50
		weekly	\$ 687.67	\$ 727.64	\$ 767.65	\$ 807.54	\$ 847.38	\$ 887.56	\$ 927.42
		annually	\$ 35,758.96	\$ 37,837.16	\$ 39,917.76	\$ 41,991.97	\$ 44,063.78	\$ 46,153.17	\$ 48,225.78
P	1	hourly	\$ 26.50	\$ 28.04	\$ 29.58	\$ 31.12	\$ 32.65	\$ 34.19	\$ 35.73
		weekly	\$ 927.42	\$ 981.29	\$ 1,035.13	\$ 1,089.11	\$ 1,142.92	\$ 1,196.82	\$ 1,250.66
		annually	\$ 48,225.78	\$ 51,027.08	\$ 53,826.78	\$ 56,633.68	\$ 59,431.78	\$ 62,234.68	\$ 65,034.38
P	2	hourly	\$ 29.19	\$ 30.89	\$ 32.59	\$ 34.29	\$ 35.99	\$ 37.68	\$ 39.38
		weekly	\$ 1,021.79	\$ 1,081.26	\$ 1,140.57	\$ 1,200.08	\$ 1,259.57	\$ 1,318.85	\$ 1,378.32
		annually	\$ 53,133.25	\$ 56,225.39	\$ 59,309.53	\$ 62,404.07	\$ 65,497.80	\$ 68,580.35	\$ 71,672.48
P	3	hourly	\$ 32.18	\$ 34.05	\$ 35.92	\$ 37.79	\$ 39.66	\$ 41.53	\$ 43.40
		weekly	\$ 1,126.17	\$ 1,191.64	\$ 1,257.19	\$ 1,322.54	\$ 1,388.00	\$ 1,453.56	\$ 1,518.91
		annually	\$ 58,560.87	\$ 61,965.41	\$ 65,373.95	\$ 68,772.11	\$ 72,175.86	\$ 75,585.20	\$ 78,983.35
P	4	hourly	\$ 35.45	\$ 37.52	\$ 39.58	\$ 41.64	\$ 43.70	\$ 45.77	\$ 47.83
		weekly	\$ 1,240.80	\$ 1,313.03	\$ 1,385.20	\$ 1,457.46	\$ 1,529.65	\$ 1,601.91	\$ 1,674.15
		annually	\$ 64,521.42	\$ 68,277.53	\$ 72,030.44	\$ 75,788.14	\$ 79,541.85	\$ 83,299.56	\$ 87,055.66
P	5	hourly	\$ 39.15	\$ 41.43	\$ 43.72	\$ 46.00	\$ 48.28	\$ 50.57	\$ 52.85
		weekly	\$ 1,370.23	\$ 1,450.18	\$ 1,530.09	\$ 1,610.04	\$ 1,689.91	\$ 1,769.91	\$ 1,849.75
		annually	\$ 71,251.89	\$ 75,409.16	\$ 79,564.75	\$ 83,722.23	\$ 87,875.10	\$ 92,035.31	\$ 96,187.24
P	6	hourly	\$ 39.15	\$ 41.43	\$ 43.72	\$ 46.00	\$ 48.28	\$ 50.57	\$ 52.85
		weekly	\$ 1,370.23	\$ 1,450.18	\$ 1,530.09	\$ 1,610.04	\$ 1,689.91	\$ 1,769.91	\$ 1,849.75
		annually	\$ 71,251.89	\$ 75,409.16	\$ 79,564.75	\$ 83,722.23	\$ 87,875.10	\$ 92,035.31	\$ 96,187.24

**Schedule A**  
**Effective 01/06/2018**  
**2% Increase**

Salary Plan		Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
P	P	hourly	\$	20.04	\$	21.21	\$	22.37	\$	23.53	\$	24.70	\$	25.87	\$	27.03
		weekly	\$	701.43	\$	742.19	\$	783.00	\$	823.69	\$	864.33	\$	905.31	\$	945.97
		annually	\$	36,474.14	\$	38,593.90	\$	40,716.12	\$	42,831.81	\$	44,945.06	\$	47,076.23	\$	49,190.30
P	1	hourly	\$	27.03	\$	28.60	\$	30.17	\$	31.74	\$	33.31	\$	34.88	\$	36.45
		weekly	\$	945.97	\$	1,000.92	\$	1,055.83	\$	1,110.89	\$	1,165.78	\$	1,220.76	\$	1,275.67
		annually	\$	49,190.30	\$	52,047.62	\$	54,903.32	\$	57,766.35	\$	60,620.41	\$	63,479.37	\$	66,335.07
P	2	hourly	\$	29.78	\$	31.51	\$	33.24	\$	34.97	\$	36.71	\$	38.44	\$	40.17
		weekly	\$	1,042.23	\$	1,102.88	\$	1,163.38	\$	1,224.08	\$	1,284.76	\$	1,345.23	\$	1,405.88
		annually	\$	54,195.91	\$	57,349.89	\$	60,495.72	\$	63,652.15	\$	66,807.76	\$	69,951.95	\$	73,105.93
P	3	hourly	\$	32.82	\$	34.73	\$	36.64	\$	38.54	\$	40.45	\$	42.36	\$	44.27
		weekly	\$	1,148.69	\$	1,215.48	\$	1,282.34	\$	1,348.99	\$	1,415.76	\$	1,482.63	\$	1,549.29
		annually	\$	59,732.08	\$	63,204.72	\$	66,681.43	\$	70,147.55	\$	73,619.38	\$	77,096.90	\$	80,563.01
P	4	hourly	\$	36.16	\$	38.27	\$	40.37	\$	42.47	\$	44.58	\$	46.68	\$	48.79
		weekly	\$	1,265.61	\$	1,339.29	\$	1,412.90	\$	1,486.61	\$	1,560.24	\$	1,633.95	\$	1,707.63
		annually	\$	65,811.85	\$	69,643.08	\$	73,471.04	\$	77,303.90	\$	81,132.69	\$	84,965.55	\$	88,796.77
P	5	hourly	\$	39.93	\$	42.26	\$	44.59	\$	46.92	\$	49.25	\$	51.58	\$	53.91
		weekly	\$	1,397.63	\$	1,479.18	\$	1,560.69	\$	1,642.24	\$	1,723.70	\$	1,805.31	\$	1,886.75
		annually	\$	72,676.93	\$	76,917.34	\$	81,156.04	\$	85,396.68	\$	89,632.60	\$	93,876.02	\$	98,110.98
*P	6	hourly	\$	44.02	\$	46.59	\$	49.15	\$	51.72	\$	54.29	\$	56.86	\$	59.43
		weekly	\$	1,540.71	\$	1,630.56	\$	1,720.42	\$	1,810.29	\$	1,900.30	\$	1,990.16	\$	2,080.09
		annually	\$	80,116.89	\$	84,789.03	\$	89,462.06	\$	94,134.93	\$	98,815.41	\$	103,488.37	\$	108,164.54

**Schedule A**  
**Effective 01/05/2019**  
**2% Increase**

Salary Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P	hourly	\$ 21.63	\$ 22.82	\$ 24.00	\$ 25.19	\$ 26.38	\$ 27.57	\$ 28.26
		weekly	\$ 757.03	\$ 798.66	\$ 840.16	\$ 881.61	\$ 923.42	\$ 964.89	\$ 989.01
		annually	\$ 39,365.78	\$ 41,530.44	\$ 43,688.45	\$ 45,843.96	\$ 48,017.76	\$ 50,174.10	\$ 51,428.45
P	1	hourly	\$ 29.17	\$ 30.77	\$ 32.37	\$ 33.97	\$ 35.58	\$ 37.18	\$ 38.11
		weekly	\$ 1,020.93	\$ 1,076.95	\$ 1,133.11	\$ 1,189.09	\$ 1,245.17	\$ 1,301.19	\$ 1,333.72
		annually	\$ 53,088.57	\$ 56,001.39	\$ 58,921.68	\$ 61,832.82	\$ 64,748.96	\$ 67,661.77	\$ 69,353.31
P	2	hourly	\$ 32.14	\$ 33.90	\$ 35.67	\$ 37.44	\$ 39.20	\$ 40.97	\$ 42.00
		weekly	\$ 1,124.94	\$ 1,186.65	\$ 1,248.56	\$ 1,310.46	\$ 1,372.13	\$ 1,434.00	\$ 1,469.85
		annually	\$ 58,496.89	\$ 61,705.63	\$ 64,925.19	\$ 68,143.91	\$ 71,350.99	\$ 74,568.05	\$ 76,432.25
P	3	hourly	\$ 35.42	\$ 37.37	\$ 39.31	\$ 41.26	\$ 43.21	\$ 45.15	\$ 46.28
		weekly	\$ 1,239.78	\$ 1,307.98	\$ 1,375.97	\$ 1,444.07	\$ 1,512.29	\$ 1,580.27	\$ 1,619.78
		annually	\$ 64,468.81	\$ 68,015.06	\$ 71,550.50	\$ 75,091.76	\$ 78,638.84	\$ 82,174.27	\$ 84,228.63
P	4	hourly	\$ 39.03	\$ 41.18	\$ 43.32	\$ 45.47	\$ 47.62	\$ 49.77	\$ 51.01
		weekly	\$ 1,366.08	\$ 1,441.16	\$ 1,516.35	\$ 1,591.45	\$ 1,666.63	\$ 1,741.78	\$ 1,785.33
		annually	\$ 71,035.94	\$ 74,940.46	\$ 78,849.98	\$ 82,755.34	\$ 86,664.86	\$ 90,572.71	\$ 92,837.02
P	5	hourly	\$ 43.11	\$ 45.48	\$ 47.86	\$ 50.23	\$ 52.61	\$ 54.99	\$ 56.36
		weekly	\$ 1,508.76	\$ 1,591.91	\$ 1,675.09	\$ 1,758.18	\$ 1,841.41	\$ 1,924.48	\$ 1,972.60
		annually	\$ 78,455.69	\$ 82,779.16	\$ 87,104.61	\$ 91,425.25	\$ 95,753.54	\$ 100,073.20	\$ 102,575.03
P	6	hourly	\$ 47.52	\$ 50.14	\$ 52.76	\$ 55.38	\$ 58.00	\$ 60.62	\$ 62.14
		weekly	\$ 1,663.17	\$ 1,754.83	\$ 1,846.49	\$ 1,938.30	\$ 2,029.96	\$ 2,121.69	\$ 2,174.73
		annually	\$ 86,484.81	\$ 91,251.30	\$ 96,017.63	\$ 100,791.72	\$ 105,558.14	\$ 110,327.83	\$ 113,086.03

**Schedule A**  
**Effective 01/04/2020**  
**2% Increase**

Salary Plan	Grade		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
P	P	hourly	\$ 22.06	\$ 23.28	\$ 24.48	\$ 25.69	\$ 26.91	\$ 28.12	\$ 28.82
		weekly	\$ 772.17	\$ 814.64	\$ 856.97	\$ 899.25	\$ 941.89	\$ 984.18	\$ 1,008.79
		annually	\$ 40,153.09	\$ 42,361.05	\$ 44,562.21	\$ 46,760.83	\$ 48,978.11	\$ 51,177.58	\$ 52,457.02
P	1	hourly	\$ 29.75	\$ 31.39	\$ 33.02	\$ 34.65	\$ 36.29	\$ 37.92	\$ 38.87
		weekly	\$ 1,041.35	\$ 1,098.49	\$ 1,155.77	\$ 1,212.87	\$ 1,270.08	\$ 1,327.21	\$ 1,360.39
		annually	\$ 54,150.34	\$ 57,121.41	\$ 60,100.11	\$ 63,069.48	\$ 66,043.93	\$ 69,015.00	\$ 70,740.37
P	2	hourly	\$ 32.78	\$ 34.58	\$ 36.39	\$ 38.19	\$ 39.99	\$ 41.79	\$ 42.84
		weekly	\$ 1,147.44	\$ 1,210.38	\$ 1,273.53	\$ 1,336.67	\$ 1,399.58	\$ 1,462.68	\$ 1,499.25
		annually	\$ 59,666.83	\$ 62,939.74	\$ 66,223.69	\$ 69,506.79	\$ 72,778.01	\$ 76,059.41	\$ 77,960.89
P	3	hourly	\$ 36.13	\$ 38.12	\$ 40.10	\$ 42.08	\$ 44.07	\$ 46.05	\$ 47.21
		weekly	\$ 1,264.58	\$ 1,334.14	\$ 1,403.49	\$ 1,472.95	\$ 1,542.53	\$ 1,611.88	\$ 1,652.18
		annually	\$ 65,758.19	\$ 69,375.36	\$ 72,981.51	\$ 76,593.60	\$ 80,211.61	\$ 83,817.75	\$ 85,913.20
P	4	hourly	\$ 39.81	\$ 42.00	\$ 44.19	\$ 46.38	\$ 48.57	\$ 50.76	\$ 52.03
		weekly	\$ 1,393.40	\$ 1,469.99	\$ 1,546.67	\$ 1,623.28	\$ 1,699.96	\$ 1,776.62	\$ 1,821.03
		annually	\$ 72,456.65	\$ 76,439.27	\$ 80,426.98	\$ 84,410.45	\$ 88,398.15	\$ 92,384.16	\$ 94,693.77
P	5	hourly	\$ 43.97	\$ 46.39	\$ 48.82	\$ 51.24	\$ 53.66	\$ 56.08	\$ 57.49
		weekly	\$ 1,538.94	\$ 1,623.75	\$ 1,708.59	\$ 1,793.34	\$ 1,878.24	\$ 1,962.97	\$ 2,012.05
		annually	\$ 80,024.80	\$ 84,434.74	\$ 88,846.70	\$ 93,253.76	\$ 97,668.61	\$ 102,074.66	\$ 104,626.53
P	6	hourly	\$ 48.47	\$ 51.14	\$ 53.81	\$ 56.49	\$ 59.16	\$ 61.83	\$ 63.38
		weekly	\$ 1,696.43	\$ 1,789.93	\$ 1,883.42	\$ 1,977.07	\$ 2,070.56	\$ 2,164.12	\$ 2,218.23
		annually	\$ 88,214.51	\$ 93,076.33	\$ 97,937.98	\$ 102,807.55	\$ 107,669.30	\$ 112,534.39	\$ 115,347.75