



EXECUTIVE ORDER

September 18, 2024

The Honorable Michelle Wu
Mayor of Boston
Boston City Hall

Dear Mayor Wu,

Your approval is respectfully requested to amend the City of Boston Classification and Compensation Plans, Schedule A for members of the International Brotherhood of Electrical Workers, Local 103 (IBEW). **The effective dates of the new salary schedules and the rates of increase will be as follows:**

- **2% increase** effective 10/7/2023, 10/5/2024, 10/4/2025, and 10/3/2026
- **Flat dollar increases added to the hourly base wage:**
 - \$500.00/\$.274725 effective 1/6/2024
 - \$250.00/\$.137362 effective 1/4/2025
 - \$900.00/\$.494505 effective 1/3/2026
 - \$800.00/\$.439560 effective 1/2/2027

These amendments are necessary to implement the collective bargaining agreement between the City of Boston and IBEW, Local 103.

Respectfully,

Alex Lawrence
Chief People Officer

Approved:

Ashley Groffenberger
Chief Financial Officer, Collector-Treasurer

Approved:

Michelle Wu, Mayor

Salary Schedule A
IBEW
Effective 10/7/2023
2% Increase

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	39,515.219	41,095.365	42,739.664	44,449.077	46,226.983	48,076.277	49,998.884	51,999.633	53,039.625	54,100.417
	Weekly	5993.142	6232.797	6482.182	6741.443	7011.092	7291.569	7583.164	7886.611	8044.343	8205.230	8287.282
	Annually	71917.699	74793.564	77786.188	80897.320	84133.109	87498.824	90997.969	94639.332	96532.118	98462.759	99447.388
EI	18	Hourly	42,732.352	44,446.567	46,232.236	48,076.327	50,001.745	51,999.772	54,064.944	56,240.970	57,365.789	58,513.104
	Weekly	6,481.07	6,741.06	7,011.89	7,291.58	7,583.60	7,886.63	8,199.85	8,529.88	8,700.48	8,874.49	8,963.23
	Annually	77,772.88	80,892.75	84,142.67	87,498.92	91,003.18	94,639.59	98,398.20	102,358.57	104,405.74	106,493.85	107,558.78

Effective 1/6/2024
Add \$.274724 (\$500.00 Flat Annual) Increase

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	39,789.944	41,370.090	43,014.389	44,723.802	46,501.708	48,351.002	50,273.609	52,274.358	53,314.350	54,375.142
	Weekly	6034.808	6274.464	6523.849	6783.110	7052.759	7333.235	7624.831	7928.278	8086.010	8246.897	8328.949
	Annually	72417.698	75293.564	78286.188	81397.320	84633.109	87998.824	91497.968	95139.332	97032.117	98962.758	99947.388
EI	18	Hourly	43,007.077	44,721.292	46,506.961	48,351.052	50,276.470	52,274.497	54,339.669	56,515.695	57,640.514	58,787.829
	Weekly	6,522.74	6,782.73	7,053.56	7,333.24	7,625.27	7,928.30	8,241.52	8,571.55	8,742.15	8,916.15	9,004.90
	Annually	78,272.88	81,392.75	84,642.67	87,998.92	91,503.18	95,139.59	98,898.20	102,858.57	104,905.74	106,993.85	108,058.78

Effective 10/5/2024
2% Increase

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	40,585.742	42,197.491	43,874.676	45,618.278	47,431.742	49,318.022	51,279.081	53,319.845	54,380.637	55,462.644
	Weekly	6155.504	6399.953	6654.326	6918.772	7193.814	7479.900	7777.327	8086.843	8247.730	8411.834	8495.528
	Annually	73866.050	76799.434	79851.910	83025.266	86325.770	89758.800	93327.927	97042.118	98972.759	100942.012	101946.334
EI	18	Hourly	43,867.218	45,615.717	47,437.100	49,318.073	51,281.999	53,319.986	55,426.462	57,646.008	58,793.324	59,963.585
	Weekly	6,653.20	6,918.38	7,194.63	7,479.91	7,777.77	8,086.87	8,406.35	8,742.98	8,916.99	9,094.48	9,185.00
	Annually	79,838.34	83,020.61	86,335.52	89,758.89	93,333.24	97,042.38	100,876.16	104,915.74	107,003.85	109,133.73	110,219.96

Effective 1/4/2025

Add \$.137362 (\$250.00 Flat Annual) Increase

Sai 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	\$ 40,723.104	\$ 42,334.853	\$ 44,012.038	\$ 45,755.640	\$ 47,569.104	\$ 49,455.384	\$ 51,416.443	\$ 53,457.207	\$ 54,517.999	\$ 55,600.006	\$ 56,151.831
	Weekly	\$ 6,176.34	\$ 6,420.79	\$ 6,675.16	\$ 6,939.61	\$ 7,214.65	\$ 7,500.73	\$ 7,798.16	\$ 8,107.68	\$ 8,268.56	\$ 8,432.67	\$ 8,516.36	
	Annually	\$ 74,116.05	\$ 77,049.43	\$ 80,101.91	\$ 83,275.27	\$ 86,575.77	\$ 90,008.80	\$ 93,577.93	\$ 97,292.12	\$ 99,222.76	\$ 101,192.01	\$ 102,196.33	
EI	18	Hourly	\$ 44,004.580	\$ 45,753.079	\$ 47,574.462	\$ 49,455.435	\$ 51,419.361	\$ 53,457.348	\$ 55,563.824	\$ 57,763.370	\$ 58,930.686	\$ 60,100.947	\$ 60,697.779
	Weekly	\$ 6,674.03	\$ 6,939.22	\$ 7,215.46	\$ 7,500.74	\$ 7,798.60	\$ 8,107.70	\$ 8,427.18	\$ 8,763.81	\$ 8,937.82	\$ 9,115.31	\$ 9,205.83	
	Annually	\$ 80,088.34	\$ 83,270.60	\$ 86,585.52	\$ 90,008.89	\$ 93,583.24	\$ 97,292.37	\$ 101,126.16	\$ 105,165.73	\$ 107,253.85	\$ 109,383.72	\$ 110,469.96	

Effective 10/4/2025

2% Increase

Sai 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	\$ 41,537.566	\$ 43,181.550	\$ 44,892.278	\$ 46,670.752	\$ 48,520.486	\$ 50,444.491	\$ 52,444.771	\$ 54,526.351	\$ 55,608.358	\$ 56,712.006	\$ 57,274.867
	Weekly	\$ 6,299.86	\$ 6,549.20	\$ 6,808.66	\$ 7,078.40	\$ 7,358.94	\$ 7,650.75	\$ 7,954.12	\$ 8,269.83	\$ 8,433.93	\$ 8,601.32	\$ 8,686.69	
	Annually	\$ 75,598.37	\$ 78,590.42	\$ 81,703.95	\$ 84,940.77	\$ 88,307.29	\$ 91,808.97	\$ 95,449.48	\$ 99,237.96	\$ 101,207.21	\$ 103,215.85	\$ 104,240.26	
EI	18	Hourly	\$ 44,884.671	\$ 46,668.140	\$ 48,525.951	\$ 50,444.543	\$ 52,447.748	\$ 54,526.494	\$ 56,675.100	\$ 58,939.037	\$ 60,109.299	\$ 61,302.965	\$ 61,917.734
	Weekly	\$ 6,807.51	\$ 7,078.00	\$ 7,359.77	\$ 7,650.76	\$ 7,954.58	\$ 8,269.85	\$ 8,595.72	\$ 8,939.09	\$ 9,116.58	\$ 9,297.62	\$ 9,389.95	
	Annually	\$ 81,690.10	\$ 84,936.02	\$ 88,317.23	\$ 91,809.07	\$ 95,454.90	\$ 99,238.22	\$ 103,148.68	\$ 107,269.05	\$ 109,398.92	\$ 111,571.40	\$ 112,679.36	

Effective 1/3/2026

Add \$.494505 (\$900.00 Flat Annual) Increase

Sai 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	\$ 42,032.071	\$ 43,676.055	\$ 45,386.783	\$ 47,165.257	\$ 49,014.991	\$ 50,938.996	\$ 52,939.276	\$ 55,020.856	\$ 56,102.863	\$ 57,206.511	\$ 57,769.372
	Weekly	\$ 6,374.86	\$ 6,624.20	\$ 6,883.66	\$ 7,153.40	\$ 7,433.94	\$ 7,725.75	\$ 8,029.12	\$ 8,344.83	\$ 8,508.93	\$ 8,676.32	\$ 8,761.69	
	Annually	\$ 76,498.37	\$ 79,490.42	\$ 82,603.95	\$ 85,840.77	\$ 89,207.28	\$ 92,708.97	\$ 96,349.48	\$ 100,137.96	\$ 102,107.21	\$ 104,115.85	\$ 105,140.26	
EI	18	Hourly	\$ 45,379.176	\$ 47,162.645	\$ 49,020.456	\$ 50,939.048	\$ 52,942.253	\$ 55,020.999	\$ 57,169.605	\$ 59,433.542	\$ 60,603.804	\$ 61,797.470	\$ 62,406.239
	Weekly	\$ 6,882.51	\$ 7,153.00	\$ 7,434.77	\$ 7,725.76	\$ 8,029.58	\$ 8,344.85	\$ 8,670.72	\$ 9,014.09	\$ 9,191.58	\$ 9,372.62	\$ 9,464.95	
	Annually	\$ 82,590.10	\$ 85,836.01	\$ 89,217.23	\$ 92,709.07	\$ 96,354.90	\$ 100,138.22	\$ 104,048.68	\$ 108,169.05	\$ 110,298.92	\$ 112,471.40	\$ 113,579.36	

**Effective 10/3/2026
2% Increase**

Sai 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	\$ 42,872.12	\$ 44,549.576	\$ 46,294.518	\$ 48,108.562	\$ 49,995.290	\$ 51,957.775	\$ 53,998.061	\$ 56,121.273	\$ 57,224.920	\$ 58,350.641	\$ 58,924.759
		Weekly	\$ 6,502.36	\$ 6,756.69	\$ 7,021.34	\$ 7,296.47	\$ 7,582.62	\$ 7,880.26	\$ 8,189.71	\$ 8,511.73	\$ 8,679.11	\$ 8,849.85	\$ 8,936.92
		Annually	\$ 78,028.34	\$ 81,080.23	\$ 84,256.02	\$ 87,557.58	\$ 90,991.43	\$ 94,563.15	\$ 98,276.47	\$ 102,140.72	\$ 104,149.35	\$ 106,198.17	\$ 107,243.06
EI	18	Hourly	\$ 46,286.759	\$ 48,105.897	\$ 50,000.865	\$ 51,957.828	\$ 54,001.098	\$ 56,121.418	\$ 58,312.997	\$ 60,622.212	\$ 61,815.880	\$ 63,033.419	\$ 63,654.363
		Weekly	\$ 7,020.16	\$ 7,296.06	\$ 7,553.47	\$ 7,880.27	\$ 8,190.17	\$ 8,511.75	\$ 8,844.14	\$ 9,194.37	\$ 9,375.41	\$ 9,560.07	\$ 9,654.25
		Annually	\$ 84,241.90	\$ 87,552.73	\$ 91,001.57	\$ 94,563.25	\$ 98,282.00	\$ 102,140.98	\$ 106,129.66	\$ 110,332.43	\$ 112,504.90	\$ 114,720.82	\$ 115,850.94

**Effective 1/2/2027
Add \$.439560 (\$800.00 Flat Annual) Increase**

Sai 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	\$ 43,312.27	\$ 44,989.136	\$ 46,734.078	\$ 48,548.122	\$ 50,434.850	\$ 52,397.335	\$ 54,437.621	\$ 56,560.833	\$ 57,664.480	\$ 58,790.201	\$ 59,364.319
		Weekly	\$ 6,569.03	\$ 6,823.35	\$ 7,088.00	\$ 7,363.13	\$ 7,649.29	\$ 7,946.93	\$ 8,256.37	\$ 8,578.39	\$ 8,745.78	\$ 8,916.51	\$ 9,003.59
		Annually	\$ 78,828.34	\$ 81,880.23	\$ 85,056.02	\$ 88,357.58	\$ 91,791.43	\$ 95,363.15	\$ 99,076.47	\$ 102,940.72	\$ 104,949.35	\$ 106,998.17	\$ 108,043.06
EI	18	Hourly	\$ 46,726.319	\$ 48,545.457	\$ 50,440.425	\$ 52,397.388	\$ 54,440.658	\$ 56,560.978	\$ 58,752.557	\$ 61,061.772	\$ 62,255.440	\$ 63,472.979	\$ 64,093.923
		Weekly	\$ 7,086.83	\$ 7,362.73	\$ 7,650.13	\$ 7,946.94	\$ 8,256.83	\$ 8,578.42	\$ 8,910.81	\$ 9,261.04	\$ 9,442.08	\$ 9,626.74	\$ 9,720.91
		Annually	\$ 85,041.90	\$ 88,352.73	\$ 91,801.57	\$ 95,363.25	\$ 99,082.00	\$ 102,940.98	\$ 106,929.65	\$ 111,132.43	\$ 113,304.90	\$ 115,520.82	\$ 116,650.94