



EXECUTIVE ORDER

August 26, 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 the members of Teamsters, Local 25. **The effective date of the new salary schedules and the rate of increases will be as follows:**

- **2% increase** effective 7/1/2023, 7/6/2024, 7/5/2025, and 7/4/2026
- **Flat dollar increases added to the hourly base wage**
 - \$500.00/\$.240384 effective 1/6/2024
 - \$250.00/\$.120923 effective 1/4/2025
 - \$900.00/\$.432692 effective 1/3/2026
 - \$800.00/\$.384615 effective 1/2/2027

These amendments are necessary to implement the collective bargaining agreement between the City of Boston and Teamsters Local 25.

Respectfully,

Alex Lawrence
Chief People Officer

Approved:

Ashley Groffenberger
Chief Financial Officer, Collector-Treasurer

Approved:

Michelle Wu, Mayor

**Salary Schedule A
Teamsters, Local 22
Effective 7/1/2023
2% Increase**

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 22.813143	\$ 23.763454	\$ 24.852703	\$ 25.990898	\$ 27.209915	\$ 27.754325	\$ 28.309412	\$ 28.875601	\$ 29.453113
	biwkly	\$ 912.53	\$ 950.54	\$ 994.11	\$ 1,039.64	\$ 1,088.40	\$ 1,110.17	\$ 1,132.38	\$ 1,155.02	\$ 1,178.12
	annually	\$ 47,451.34	\$ 49,427.98	\$ 51,693.62	\$ 54,061.07	\$ 56,596.62	\$ 57,729.00	\$ 58,883.58	\$ 60,061.25	\$ 61,262.48
SF	12									
	hourly	\$ 25.532856	\$ 26.591274	\$ 27.816187	\$ 29.076774	\$ 30.456286	\$ 31.050903	\$ 31.671920	\$ 32.305361	\$ 32.951472
	biwkly	\$ 1,021.31	\$ 1,063.65	\$ 1,112.65	\$ 1,163.07	\$ 1,218.25	\$ 1,242.04	\$ 1,266.88	\$ 1,292.21	\$ 1,318.06
	annually	\$ 53,108.34	\$ 55,309.85	\$ 57,857.67	\$ 60,479.69	\$ 63,349.08	\$ 64,585.88	\$ 65,877.59	\$ 67,195.15	\$ 68,539.06
SF	13									
	hourly	\$ 25.990898	\$ 27.209915	\$ 28.471316	\$ 29.807432	\$ 31.192922	\$ 31.816850	\$ 32.453187	\$ 33.102251	\$ 33.764295
	biwkly	\$ 1,039.64	\$ 1,088.40	\$ 1,138.85	\$ 1,192.30	\$ 1,247.72	\$ 1,272.67	\$ 1,298.13	\$ 1,324.09	\$ 1,350.57
	annually	\$ 54,061.07	\$ 56,596.62	\$ 59,220.34	\$ 61,999.46	\$ 64,881.28	\$ 66,179.05	\$ 67,502.63	\$ 68,852.68	\$ 70,229.73
SF	14									
	hourly	\$ 28.471316	\$ 29.806997	\$ 31.192922	\$ 32.803427	\$ 34.380288	\$ 35.068010	\$ 35.769370	\$ 36.484757	\$ 37.214455
	biwkly	\$ 1,138.85	\$ 1,192.28	\$ 1,247.72	\$ 1,312.14	\$ 1,375.21	\$ 1,402.72	\$ 1,430.77	\$ 1,459.39	\$ 1,488.58
	annually	\$ 59,220.34	\$ 61,998.55	\$ 64,881.28	\$ 68,231.13	\$ 71,511.00	\$ 72,941.46	\$ 74,400.29	\$ 75,888.30	\$ 77,406.07
SF	15									
	hourly	\$ 31.192923	\$ 32.655874	\$ 34.174369	\$ 35.937768	\$ 37.666373	\$ 38.419702	\$ 39.188096	\$ 39.971857	\$ 40.771298
	biwkly	\$ 1,247.72	\$ 1,306.23	\$ 1,366.97	\$ 1,437.51	\$ 1,506.65	\$ 1,536.79	\$ 1,567.52	\$ 1,598.87	\$ 1,630.85
	annually	\$ 64,881.28	\$ 67,924.22	\$ 71,082.69	\$ 74,750.56	\$ 78,346.06	\$ 79,912.98	\$ 81,511.24	\$ 83,141.46	\$ 84,804.30
SF	17									
	hourly	\$ 37.672950	\$ 39.276902	\$ 41.076163	\$ 43.038391	\$ 44.970037	\$ 45.869225	\$ 46.786609	\$ 47.722343	\$ 48.676787
	biwkly	\$ 1,506.92	\$ 1,571.08	\$ 1,643.05	\$ 1,721.54	\$ 1,798.80	\$ 1,834.77	\$ 1,871.46	\$ 1,908.89	\$ 1,947.07
	annually	\$ 78,359.74	\$ 81,695.96	\$ 85,438.42	\$ 89,519.85	\$ 93,537.68	\$ 95,407.99	\$ 97,316.15	\$ 99,262.47	\$ 101,247.72

Salary Schedule A
Teamsters, Local 22
Effective 1/6/2024
.240384 Increase (\$500.00 Flat Annual)

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 23.053527	\$ 24.003838	\$ 25.093087	\$ 26.231282	\$ 27.450299	\$ 27.994709	\$ 28.549796	\$ 29.115985	\$ 29.693497
	biwkly	\$ 922.14	\$ 960.15	\$ 1,003.72	\$ 1,049.25	\$ 1,098.01	\$ 1,119.79	\$ 1,141.99	\$ 1,164.64	\$ 1,187.74
	annually	\$ 47,951.34	\$ 49,927.98	\$ 52,193.62	\$ 54,561.07	\$ 57,096.62	\$ 58,229.00	\$ 59,383.58	\$ 60,561.25	\$ 61,762.47
SF	12									
	hourly	\$ 25.773240	\$ 26.831658	\$ 28.056571	\$ 29.317158	\$ 30.696670	\$ 31.291287	\$ 31.912304	\$ 32.545745	\$ 33.191856
	biwkly	\$ 1,030.93	\$ 1,073.27	\$ 1,122.26	\$ 1,172.69	\$ 1,227.87	\$ 1,251.65	\$ 1,276.49	\$ 1,301.83	\$ 1,327.67
	annually	\$ 53,608.34	\$ 55,809.85	\$ 58,357.67	\$ 60,979.69	\$ 63,849.07	\$ 65,085.88	\$ 66,377.59	\$ 67,695.15	\$ 69,039.06
SF	13									
	hourly	\$ 26.231282	\$ 27.450299	\$ 28.711700	\$ 30.047816	\$ 31.433306	\$ 32.057234	\$ 32.693571	\$ 33.342635	\$ 34.004679
	biwkly	\$ 1,049.25	\$ 1,098.01	\$ 1,148.47	\$ 1,201.91	\$ 1,257.33	\$ 1,282.29	\$ 1,307.74	\$ 1,333.71	\$ 1,360.19
	annually	\$ 54,561.07	\$ 57,096.62	\$ 59,720.34	\$ 62,499.46	\$ 65,381.28	\$ 66,679.05	\$ 68,002.63	\$ 69,352.68	\$ 70,729.73
SF	14									
	hourly	\$ 28.711700	\$ 30.047381	\$ 31.433306	\$ 33.043811	\$ 34.620672	\$ 35.308394	\$ 36.009754	\$ 36.725141	\$ 37.454839
	biwkly	\$ 1,148.47	\$ 1,201.90	\$ 1,257.33	\$ 1,321.75	\$ 1,384.83	\$ 1,412.34	\$ 1,440.39	\$ 1,469.01	\$ 1,498.19
	annually	\$ 59,720.34	\$ 62,498.55	\$ 65,381.28	\$ 68,731.13	\$ 72,011.00	\$ 73,441.46	\$ 74,900.29	\$ 76,388.29	\$ 77,906.07
SF	15									
	hourly	\$ 31.433307	\$ 32.896258	\$ 34.414753	\$ 36.178152	\$ 37.906757	\$ 38.660086	\$ 39.428480	\$ 40.212241	\$ 41.011682
	biwkly	\$ 1,257.33	\$ 1,315.85	\$ 1,376.59	\$ 1,447.13	\$ 1,516.27	\$ 1,546.40	\$ 1,577.14	\$ 1,608.49	\$ 1,640.47
	annually	\$ 65,381.28	\$ 68,424.22	\$ 71,582.69	\$ 75,250.56	\$ 78,846.06	\$ 80,412.98	\$ 82,011.24	\$ 83,641.46	\$ 85,304.30
SF	17									
	hourly	\$ 37.913334	\$ 39.517286	\$ 41.316547	\$ 43.278775	\$ 45.210421	\$ 46.109609	\$ 47.026993	\$ 47.962727	\$ 48.917171
	biwkly	\$ 1,516.53	\$ 1,580.69	\$ 1,652.66	\$ 1,731.15	\$ 1,808.42	\$ 1,844.38	\$ 1,881.08	\$ 1,918.51	\$ 1,956.69
	annually	\$ 78,859.74	\$ 82,195.96	\$ 85,938.42	\$ 90,019.85	\$ 94,037.68	\$ 95,907.99	\$ 97,816.15	\$ 99,762.47	\$ 101,747.72

Salary Schedule A
Teamsters, Local 22
Effective 7/6/2024
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 23.514597	\$ 24.483914	\$ 25.594948	\$ 26.755907	\$ 27.999304	\$ 28.554603	\$ 29.120791	\$ 29.698304	\$ 30.287366
	biwkly	\$ 940.58	\$ 979.36	\$ 1,023.80	\$ 1,070.24	\$ 1,119.97	\$ 1,142.18	\$ 1,164.83	\$ 1,187.93	\$ 1,211.49
	annually	\$ 48,910.36	\$ 50,926.54	\$ 53,237.49	\$ 55,652.29	\$ 58,238.55	\$ 59,393.57	\$ 60,571.25	\$ 61,772.47	\$ 62,997.72
SF	12									
	hourly	\$ 26.288704	\$ 27.368291	\$ 28.617702	\$ 29.903501	\$ 31.310603	\$ 31.917112	\$ 32.550550	\$ 33.196659	\$ 33.855693
	biwkly	\$ 1,051.55	\$ 1,094.73	\$ 1,144.71	\$ 1,196.14	\$ 1,252.42	\$ 1,276.68	\$ 1,302.02	\$ 1,327.87	\$ 1,354.23
	annually	\$ 54,680.50	\$ 56,926.05	\$ 59,524.82	\$ 62,199.28	\$ 65,126.05	\$ 66,387.59	\$ 67,705.14	\$ 69,049.05	\$ 70,419.84
SF	13									
	hourly	\$ 26.755907	\$ 27.999304	\$ 29.285934	\$ 30.648772	\$ 32.061972	\$ 32.698378	\$ 33.347442	\$ 34.009487	\$ 34.684772
	biwkly	\$ 1,070.24	\$ 1,119.97	\$ 1,171.44	\$ 1,225.95	\$ 1,282.48	\$ 1,307.94	\$ 1,333.90	\$ 1,360.38	\$ 1,387.39
	annually	\$ 55,652.29	\$ 58,238.55	\$ 60,914.74	\$ 63,749.45	\$ 66,688.90	\$ 68,012.63	\$ 69,362.68	\$ 70,739.73	\$ 72,144.33
SF	14									
	hourly	\$ 29.285934	\$ 30.648328	\$ 32.061972	\$ 33.704687	\$ 35.313085	\$ 36.014561	\$ 36.729949	\$ 37.459643	\$ 38.203935
	biwkly	\$ 1,171.44	\$ 1,225.93	\$ 1,282.48	\$ 1,348.19	\$ 1,412.52	\$ 1,440.58	\$ 1,469.20	\$ 1,498.39	\$ 1,528.16
	annually	\$ 60,914.74	\$ 63,748.52	\$ 66,688.90	\$ 70,105.75	\$ 73,451.22	\$ 74,910.29	\$ 76,398.29	\$ 77,916.06	\$ 79,464.19
SF	15									
	hourly	\$ 32.061973	\$ 33.554183	\$ 35.103048	\$ 36.901715	\$ 38.664892	\$ 39.433287	\$ 40.217049	\$ 41.016485	\$ 41.831915
	biwkly	\$ 1,282.48	\$ 1,342.17	\$ 1,404.12	\$ 1,476.07	\$ 1,546.60	\$ 1,577.33	\$ 1,608.68	\$ 1,640.66	\$ 1,673.28
	annually	\$ 66,688.90	\$ 69,792.70	\$ 73,014.34	\$ 76,755.57	\$ 80,422.98	\$ 82,021.24	\$ 83,651.46	\$ 85,314.29	\$ 87,010.38
SF	17									
	hourly	\$ 38.671600	\$ 40.307631	\$ 42.142877	\$ 44.144350	\$ 46.114629	\$ 47.031801	\$ 47.967532	\$ 48.921981	\$ 49.895514
	biwkly	\$ 1,546.86	\$ 1,612.31	\$ 1,685.72	\$ 1,765.77	\$ 1,844.59	\$ 1,881.27	\$ 1,918.70	\$ 1,956.88	\$ 1,995.82
	annually	\$ 80,436.93	\$ 83,839.87	\$ 87,657.18	\$ 91,820.25	\$ 95,918.43	\$ 97,826.15	\$ 99,772.47	\$ 101,757.72	\$ 103,782.67

Salary Schedule A
Teamsters, Local 22
Effective 1/4/2025
.190192 Increase (\$250.00 Flat Annual)

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 23.634789	\$ 24.604106	\$ 25.715140	\$ 26.876099	\$ 28.119496	\$ 28.674795	\$ 29.240983	\$ 29.818496	\$ 30.407558
	biwkly	\$ 945.39	\$ 984.16	\$ 1,028.61	\$ 1,075.04	\$ 1,124.78	\$ 1,146.99	\$ 1,169.64	\$ 1,192.74	\$ 1,216.30
	annually	\$ 49,160.36	\$ 51,176.54	\$ 53,487.49	\$ 55,902.29	\$ 58,488.55	\$ 59,643.57	\$ 60,821.25	\$ 62,022.47	\$ 63,247.72
SF	12									
	hourly	\$ 26.408896	\$ 27.488483	\$ 28.737894	\$ 30.023693	\$ 31.430795	\$ 32.037304	\$ 32.670742	\$ 33.316851	\$ 33.975885
	biwkly	\$ 1,056.36	\$ 1,099.54	\$ 1,149.52	\$ 1,200.95	\$ 1,257.23	\$ 1,281.49	\$ 1,306.83	\$ 1,332.67	\$ 1,359.04
	annually	\$ 54,930.50	\$ 57,176.05	\$ 59,774.82	\$ 62,449.28	\$ 65,376.05	\$ 66,637.59	\$ 67,955.14	\$ 69,299.05	\$ 70,669.84
SF	13									
	hourly	\$ 26.876099	\$ 28.119496	\$ 29.406126	\$ 30.768964	\$ 32.182164	\$ 32.818570	\$ 33.467634	\$ 34.129679	\$ 34.804964
	biwkly	\$ 1,075.04	\$ 1,124.78	\$ 1,176.25	\$ 1,230.76	\$ 1,287.29	\$ 1,312.74	\$ 1,338.71	\$ 1,365.19	\$ 1,392.20
	annually	\$ 55,902.29	\$ 58,488.55	\$ 61,164.74	\$ 63,999.45	\$ 66,938.90	\$ 68,262.63	\$ 69,612.68	\$ 70,989.73	\$ 72,394.33
SF	14									
	hourly	\$ 29.406126	\$ 30.768520	\$ 32.182164	\$ 33.824879	\$ 35.433277	\$ 36.134753	\$ 36.850141	\$ 37.579835	\$ 38.324127
	biwkly	\$ 1,176.25	\$ 1,230.74	\$ 1,287.29	\$ 1,353.00	\$ 1,417.33	\$ 1,445.39	\$ 1,474.01	\$ 1,503.19	\$ 1,532.97
	annually	\$ 61,164.74	\$ 63,998.52	\$ 66,938.90	\$ 70,355.75	\$ 73,701.22	\$ 75,160.29	\$ 76,648.29	\$ 78,166.06	\$ 79,714.18
SF	15									
	hourly	\$ 32.182165	\$ 33.674375	\$ 35.223240	\$ 37.021907	\$ 38.785084	\$ 39.553479	\$ 40.337241	\$ 41.136677	\$ 41.952107
	biwkly	\$ 1,287.29	\$ 1,346.98	\$ 1,408.93	\$ 1,480.88	\$ 1,551.40	\$ 1,582.14	\$ 1,613.49	\$ 1,645.47	\$ 1,678.08
	annually	\$ 66,938.90	\$ 70,042.70	\$ 73,264.34	\$ 77,005.57	\$ 80,672.98	\$ 82,271.24	\$ 83,901.46	\$ 85,564.29	\$ 87,260.38
SF	17									
	hourly	\$ 38.791792	\$ 40.427823	\$ 42.263069	\$ 44.264542	\$ 46.234821	\$ 47.151993	\$ 48.087724	\$ 49.042173	\$ 50.015706
	biwkly	\$ 1,551.67	\$ 1,617.11	\$ 1,690.52	\$ 1,770.58	\$ 1,849.39	\$ 1,886.08	\$ 1,923.51	\$ 1,961.69	\$ 2,000.63
	annually	\$ 80,686.93	\$ 84,089.87	\$ 87,907.18	\$ 92,070.25	\$ 96,168.43	\$ 98,076.15	\$ 100,022.47	\$ 102,007.72	\$ 104,032.67

Salary Schedule A
Teamsters, Local 22
Effective 7/5/2025
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 24.107484	\$ 25.096188	\$ 26.229442	\$ 27.413620	\$ 28.681885	\$ 29.248290	\$ 29.825802	\$ 30.414865	\$ 31.015709
	biwkly	\$ 964.30	\$ 1,003.85	\$ 1,049.18	\$ 1,096.54	\$ 1,147.28	\$ 1,169.93	\$ 1,193.03	\$ 1,216.59	\$ 1,240.63
	annually	\$ 50,143.57	\$ 52,200.07	\$ 54,557.24	\$ 57,020.33	\$ 59,658.32	\$ 60,836.44	\$ 62,037.67	\$ 63,262.92	\$ 64,512.68
SF	12									
	hourly	\$ 26.937073	\$ 28.038252	\$ 29.312651	\$ 30.624166	\$ 32.059410	\$ 32.678050	\$ 33.324156	\$ 33.983188	\$ 34.655402
	biwkly	\$ 1,077.48	\$ 1,121.53	\$ 1,172.51	\$ 1,224.97	\$ 1,282.38	\$ 1,307.12	\$ 1,332.97	\$ 1,359.33	\$ 1,386.22
	annually	\$ 56,029.11	\$ 58,319.56	\$ 60,970.31	\$ 63,698.27	\$ 66,683.57	\$ 67,970.34	\$ 69,314.24	\$ 70,685.03	\$ 72,083.24
SF	13									
	hourly	\$ 27.413620	\$ 28.681885	\$ 29.994248	\$ 31.384343	\$ 32.825807	\$ 33.474941	\$ 34.136986	\$ 34.812272	\$ 35.501063
	biwkly	\$ 1,096.54	\$ 1,147.28	\$ 1,199.77	\$ 1,255.37	\$ 1,313.03	\$ 1,339.00	\$ 1,365.48	\$ 1,392.49	\$ 1,420.04
	annually	\$ 57,020.33	\$ 59,658.32	\$ 62,388.04	\$ 65,279.43	\$ 68,277.68	\$ 69,627.88	\$ 71,004.93	\$ 72,409.53	\$ 73,842.21
SF	14									
	hourly	\$ 29.994248	\$ 31.383890	\$ 32.825807	\$ 34.501376	\$ 36.141942	\$ 36.857448	\$ 37.587143	\$ 38.331431	\$ 39.090609
	biwkly	\$ 1,199.77	\$ 1,255.36	\$ 1,313.03	\$ 1,380.06	\$ 1,445.68	\$ 1,474.30	\$ 1,503.49	\$ 1,533.26	\$ 1,563.62
	annually	\$ 62,388.04	\$ 65,278.49	\$ 68,277.68	\$ 71,762.86	\$ 75,175.24	\$ 76,663.49	\$ 78,181.26	\$ 79,729.38	\$ 81,308.47
SF	15									
	hourly	\$ 32.825808	\$ 34.347862	\$ 35.927704	\$ 37.762345	\$ 39.560785	\$ 40.344548	\$ 41.143985	\$ 41.959410	\$ 42.791149
	biwkly	\$ 1,313.03	\$ 1,373.91	\$ 1,437.11	\$ 1,510.49	\$ 1,582.43	\$ 1,613.78	\$ 1,645.76	\$ 1,678.38	\$ 1,711.65
	annually	\$ 68,277.68	\$ 71,443.55	\$ 74,729.62	\$ 78,545.68	\$ 82,286.43	\$ 83,916.66	\$ 85,579.49	\$ 87,275.57	\$ 89,005.59
SF	17									
	hourly	\$ 39.567627	\$ 41.236379	\$ 43.108330	\$ 45.149832	\$ 47.159517	\$ 48.095032	\$ 49.049478	\$ 50.023016	\$ 51.016020
	biwkly	\$ 1,582.71	\$ 1,649.46	\$ 1,724.33	\$ 1,805.99	\$ 1,886.38	\$ 1,923.80	\$ 1,961.98	\$ 2,000.92	\$ 2,040.64
	annually	\$ 82,300.66	\$ 85,771.67	\$ 89,665.33	\$ 93,911.65	\$ 98,091.80	\$ 100,037.67	\$ 102,022.91	\$ 104,047.87	\$ 106,113.32

Salary Schedule A
Teamsters, Local 22
Effective 1/3/2026
.432692 Increase (\$900.00 Flat Annual)

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 24.540176	\$ 25.528880	\$ 26.662134	\$ 27.846312	\$ 29.114577	\$ 29.680982	\$ 30.258494	\$ 30.847557	\$ 31.448401
	biwkly	\$ 981.61	\$ 1,021.16	\$ 1,066.49	\$ 1,113.85	\$ 1,164.58	\$ 1,187.24	\$ 1,210.34	\$ 1,233.90	\$ 1,257.94
	annually	\$ 51,043.57	\$ 53,100.07	\$ 55,457.24	\$ 57,920.33	\$ 60,558.32	\$ 61,736.44	\$ 62,937.67	\$ 64,162.92	\$ 65,412.67
SF	12									
	hourly	\$ 27.369765	\$ 28.470944	\$ 29.745343	\$ 31.056858	\$ 32.492102	\$ 33.110742	\$ 33.756848	\$ 34.415880	\$ 35.088094
	biwkly	\$ 1,094.79	\$ 1,138.84	\$ 1,189.81	\$ 1,242.27	\$ 1,299.68	\$ 1,324.43	\$ 1,350.27	\$ 1,376.64	\$ 1,403.52
	annually	\$ 56,929.11	\$ 59,219.56	\$ 61,870.31	\$ 64,598.27	\$ 67,583.57	\$ 68,870.34	\$ 70,214.24	\$ 71,585.03	\$ 72,983.24
SF	13									
	hourly	\$ 27.846312	\$ 29.114577	\$ 30.426940	\$ 31.817035	\$ 33.258499	\$ 33.907633	\$ 34.569678	\$ 35.244964	\$ 35.933755
	biwkly	\$ 1,113.85	\$ 1,164.58	\$ 1,217.08	\$ 1,272.68	\$ 1,330.34	\$ 1,356.31	\$ 1,382.79	\$ 1,409.80	\$ 1,437.35
	annually	\$ 57,920.33	\$ 60,558.32	\$ 63,288.04	\$ 66,179.43	\$ 69,177.68	\$ 70,527.88	\$ 71,904.93	\$ 73,309.53	\$ 74,742.21
SF	14									
	hourly	\$ 30.426940	\$ 31.816582	\$ 33.258499	\$ 34.934068	\$ 36.574634	\$ 37.290140	\$ 38.019835	\$ 38.764123	\$ 39.523301
	biwkly	\$ 1,217.08	\$ 1,272.66	\$ 1,330.34	\$ 1,397.36	\$ 1,462.99	\$ 1,491.61	\$ 1,520.79	\$ 1,550.56	\$ 1,580.93
	annually	\$ 63,288.04	\$ 66,178.49	\$ 69,177.68	\$ 72,662.86	\$ 76,075.24	\$ 77,563.49	\$ 79,081.26	\$ 80,629.38	\$ 82,208.47
SF	15									
	hourly	\$ 33.258500	\$ 34.780554	\$ 36.360396	\$ 38.195037	\$ 39.993477	\$ 40.777240	\$ 41.576677	\$ 42.392102	\$ 43.223841
	biwkly	\$ 1,330.34	\$ 1,391.22	\$ 1,454.42	\$ 1,527.80	\$ 1,599.74	\$ 1,631.09	\$ 1,663.07	\$ 1,695.68	\$ 1,728.95
	annually	\$ 69,177.68	\$ 72,343.55	\$ 75,629.62	\$ 79,445.68	\$ 83,186.43	\$ 84,816.66	\$ 86,479.49	\$ 88,175.57	\$ 89,905.59
SF	17									
	hourly	\$ 40.000319	\$ 41.669071	\$ 43.541022	\$ 45.582524	\$ 47.592209	\$ 48.527724	\$ 49.482170	\$ 50.455708	\$ 51.448712
	biwkly	\$ 1,600.01	\$ 1,666.76	\$ 1,741.64	\$ 1,823.30	\$ 1,903.69	\$ 1,941.11	\$ 1,979.29	\$ 2,018.23	\$ 2,057.95
	annually	\$ 83,200.66	\$ 86,671.67	\$ 90,565.33	\$ 94,811.65	\$ 98,991.80	\$ 100,937.67	\$ 102,922.91	\$ 104,947.87	\$ 107,013.32

Salary Schedule A
Teamsters, Local 22
Effective 7/4/2026
2% Increase

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 25.030979	\$ 26.039457	\$ 27.195376	\$ 28.403238	\$ 29.696868	\$ 30.274601	\$ 30.863663	\$ 31.464508	\$ 32.077369
	biwkly	\$ 1,001.24	\$ 1,041.58	\$ 1,087.82	\$ 1,136.13	\$ 1,187.87	\$ 1,210.98	\$ 1,234.55	\$ 1,258.58	\$ 1,283.09
	annually	\$ 52,064.44	\$ 54,162.07	\$ 56,566.38	\$ 59,078.74	\$ 61,769.49	\$ 62,971.17	\$ 64,196.42	\$ 65,446.18	\$ 66,720.93
SF	12									
	hourly	\$ 27.917160	\$ 29.040362	\$ 30.340249	\$ 31.677995	\$ 33.141944	\$ 33.772956	\$ 34.431984	\$ 35.104197	\$ 35.789855
	biwkly	\$ 1,116.69	\$ 1,161.61	\$ 1,213.61	\$ 1,267.12	\$ 1,325.68	\$ 1,350.92	\$ 1,377.28	\$ 1,404.17	\$ 1,431.59
	annually	\$ 58,067.69	\$ 60,403.95	\$ 63,107.72	\$ 65,890.23	\$ 68,935.24	\$ 70,247.75	\$ 71,618.53	\$ 73,016.73	\$ 74,442.90
SF	13									
	hourly	\$ 28.403238	\$ 29.696868	\$ 31.035478	\$ 32.453375	\$ 33.923668	\$ 34.585785	\$ 35.261071	\$ 35.949863	\$ 36.652430
	biwkly	\$ 1,136.13	\$ 1,187.87	\$ 1,241.42	\$ 1,298.14	\$ 1,356.95	\$ 1,383.43	\$ 1,410.44	\$ 1,437.99	\$ 1,466.10
	annually	\$ 59,078.74	\$ 61,769.49	\$ 64,553.79	\$ 67,503.02	\$ 70,561.23	\$ 71,938.43	\$ 73,343.03	\$ 74,775.72	\$ 76,237.05
SF	14									
	hourly	\$ 31.035478	\$ 32.452913	\$ 33.923668	\$ 35.632749	\$ 37.306126	\$ 38.035942	\$ 38.780231	\$ 39.539405	\$ 40.313767
	biwkly	\$ 1,241.42	\$ 1,298.12	\$ 1,356.95	\$ 1,425.31	\$ 1,492.25	\$ 1,521.44	\$ 1,551.21	\$ 1,581.58	\$ 1,612.55
	annually	\$ 64,553.79	\$ 67,502.06	\$ 70,561.23	\$ 74,116.12	\$ 77,596.74	\$ 79,114.76	\$ 80,662.88	\$ 82,241.96	\$ 83,852.64
SF	15									
	hourly	\$ 33.923670	\$ 35.476165	\$ 37.087603	\$ 38.958937	\$ 40.793346	\$ 41.592784	\$ 42.408210	\$ 43.239944	\$ 44.088317
	biwkly	\$ 1,356.95	\$ 1,419.05	\$ 1,483.50	\$ 1,558.36	\$ 1,631.73	\$ 1,663.71	\$ 1,696.33	\$ 1,729.60	\$ 1,763.53
	annually	\$ 70,561.23	\$ 73,790.42	\$ 77,142.21	\$ 81,034.59	\$ 84,850.16	\$ 86,512.99	\$ 88,209.08	\$ 89,939.08	\$ 91,703.70
SF	17									
	hourly	\$ 40.800325	\$ 42.502452	\$ 44.411842	\$ 46.494174	\$ 48.544053	\$ 49.498278	\$ 50.471813	\$ 51.464822	\$ 52.477686
	biwkly	\$ 1,632.01	\$ 1,700.10	\$ 1,776.47	\$ 1,859.77	\$ 1,941.76	\$ 1,979.93	\$ 2,018.87	\$ 2,058.59	\$ 2,099.11
	annually	\$ 84,864.68	\$ 88,405.10	\$ 92,376.63	\$ 96,707.88	\$ 100,971.63	\$ 102,956.42	\$ 104,981.37	\$ 107,046.83	\$ 109,153.59

Salary Schedule A
Teamsters, Local 22
Effective 1-2-2027
.384615 Increase (\$800.00 Flat Annual)

Salary Plan	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
SF	11									
	hourly	\$ 25.415594	\$ 26.424072	\$ 27.579991	\$ 28.787853	\$ 30.081483	\$ 30.659216	\$ 31.248278	\$ 31.849123	\$ 32.461984
	biwkly	\$ 1,016.62	\$ 1,056.96	\$ 1,103.20	\$ 1,151.51	\$ 1,203.26	\$ 1,226.37	\$ 1,249.93	\$ 1,273.96	\$ 1,298.48
	annually	\$ 52,864.44	\$ 54,962.07	\$ 57,366.38	\$ 59,878.73	\$ 62,569.49	\$ 63,771.17	\$ 64,996.42	\$ 66,246.18	\$ 67,520.93
SF	12									
	hourly	\$ 28.301775	\$ 29.424977	\$ 30.724864	\$ 32.062610	\$ 33.526559	\$ 34.157571	\$ 34.816599	\$ 35.488812	\$ 36.174470
	biwkly	\$ 1,132.07	\$ 1,177.00	\$ 1,228.99	\$ 1,282.50	\$ 1,341.06	\$ 1,366.30	\$ 1,392.66	\$ 1,419.55	\$ 1,446.98
	annually	\$ 58,867.69	\$ 61,203.95	\$ 63,907.72	\$ 66,690.23	\$ 69,735.24	\$ 71,047.75	\$ 72,418.53	\$ 73,816.73	\$ 75,242.90
SF	13									
	hourly	\$ 28.787853	\$ 30.081483	\$ 31.420093	\$ 32.837990	\$ 34.308283	\$ 34.970400	\$ 35.645686	\$ 36.334478	\$ 37.037045
	biwkly	\$ 1,151.51	\$ 1,203.26	\$ 1,256.80	\$ 1,313.52	\$ 1,372.33	\$ 1,398.82	\$ 1,425.83	\$ 1,453.38	\$ 1,481.48
	annually	\$ 59,878.73	\$ 62,569.49	\$ 65,353.79	\$ 68,303.02	\$ 71,361.23	\$ 72,738.43	\$ 74,143.03	\$ 75,575.71	\$ 77,037.05
SF	14									
	hourly	\$ 31.420093	\$ 32.837528	\$ 34.308283	\$ 36.017364	\$ 37.690741	\$ 38.420557	\$ 39.164846	\$ 39.924020	\$ 40.698382
	biwkly	\$ 1,256.80	\$ 1,313.50	\$ 1,372.33	\$ 1,440.69	\$ 1,507.63	\$ 1,536.82	\$ 1,566.59	\$ 1,596.96	\$ 1,627.94
	annually	\$ 65,353.79	\$ 68,302.06	\$ 71,361.23	\$ 74,916.12	\$ 78,396.74	\$ 79,914.76	\$ 81,462.88	\$ 83,041.96	\$ 84,652.64
SF	15									
	hourly	\$ 34.308285	\$ 35.860780	\$ 37.472218	\$ 39.343552	\$ 41.177961	\$ 41.977399	\$ 42.792825	\$ 43.624559	\$ 44.472932
	biwkly	\$ 1,372.33	\$ 1,434.43	\$ 1,498.89	\$ 1,573.74	\$ 1,647.12	\$ 1,679.10	\$ 1,711.71	\$ 1,744.98	\$ 1,778.92
	annually	\$ 71,361.23	\$ 74,590.42	\$ 77,942.21	\$ 81,834.59	\$ 85,650.16	\$ 87,312.99	\$ 89,009.08	\$ 90,739.08	\$ 92,503.70
SF	17									
	hourly	\$ 41.184940	\$ 42.887067	\$ 44.796457	\$ 46.878789	\$ 48.928668	\$ 49.882893	\$ 50.856428	\$ 51.849437	\$ 52.862301
	biwkly	\$ 1,647.40	\$ 1,715.48	\$ 1,791.86	\$ 1,875.15	\$ 1,957.15	\$ 1,995.32	\$ 2,034.26	\$ 2,073.98	\$ 2,114.49
	annually	\$ 85,664.68	\$ 89,205.10	\$ 93,176.63	\$ 97,507.88	\$ 101,771.63	\$ 103,756.42	\$ 105,781.37	\$ 107,846.83	\$ 109,953.59