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SECRETARY

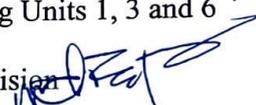
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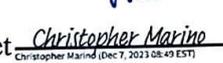
KIMBERLEY DRISCOLL
LIEUTENANT GOVERNOR

MELISSA J. PULLIN
INTERIM CHIEF HUMAN
RESOURCES OFFICER

MEMORANDUM

TO: Cabinet Secretaries, Chiefs of Staff, Agency Heads and Departmental Human Resources Directors, Labor Relations Directors, Payroll and Budget Staff with Employees in Bargaining Units 1, 3 and 6

FROM: Melissa J. Pullin, Interim Chief Human Resources Officer, Human Resources Division 

ISSUED IN CONJUNCTION WITH: Chris Marino, Assistant Secretary for Budget 
Executive Office for Administration and Finance
William McNamara, Comptroller 
Office of the Comptroller

DATE: December 8, 2023

RE: Implementation of the July 1, 2023 – June 30, 2024 Commonwealth – NAGE Collective Bargaining Agreement

On May 18, 2023, the Commonwealth of Massachusetts's Human Resources Division signed a Labor Agreement with NAGE, Units 1, 3 and 6, for the period of July 1, 2023 to June 30, 2024. The contract was approved by the Legislature and signed by the Governor on December 4, 2023 (Chapter 77 of the Acts of 2023). This Memorandum implements the provisions of the new Agreement, including new salary charts effective the pay period that begins July 2, 2023. Information and implementation instruction from the Human Resources Division (HRD), the Office of the Comptroller (CTR) and the Executive Office for Administration and Finance (A&F) are provided herein.

Questions regarding the provisions of the new Agreement should be directed to Marianne Dill, Assistant Director, HRD's Office of Employee Relations. Questions regarding the applicability of these provisions to Confidential, Intermittent, or short-term employees should be directed to Sarah Unsworth, Director of Classification and Compensation, HRD.

A copy of this Implementation Memorandum will be posted on HRD's website at (<https://www.mass.gov/guides/collective-bargaining-agreements-union-contracts>). A fully integrated 2023 – 2024 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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SECTION I CONTRACT CHANGES

ARTICLE 12 SALARY RATES

Section 1

- A. Effective the first full pay period in July 2023 employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.**
- B. Effective the first full pay period in January 2024, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.**

Section 2 Classification/Adjustment Pool (New Section)

A Classification/Adjustment Pool equal to \$500.00 per full time equivalent (FTE) (\$4,991,500) of the combined Units 1, 3 and 6, shall be distributed on an annualized basis effective the first full pay period of July 2023 (except as noted below), as follows:

- An amount sufficient to adjust the salary charts to provide that that no eligible employee who receives an across-the-board increase in the first full pay period of July 2023 in Section 1 above shall receive an increase less than the annualized equivalent of \$2000 per year.
- An amount sufficient to adjust the salary chart to provide that no eligible employee who receives an across-the-board increase in the first full pay period of January 2024 in Section 1 above shall receive an increase less than the annualized equivalent of \$2000 per year.
- An amount sufficient to increase step 14 by 1% simultaneously with the July 2, 2023, 4% increase.
- Upgrade the Electrician I and II, Plumber and Steamfitter I and II, and Institutional Maintenance Foreman all by one (1) job grade via promotion factor effective the first full pay period of July 2023. The job specifications will be reviewed and updated to ensure they accurately reflect the current duties of the positions.
- Increase the weekly contribution to the Health and Welfare Trust fund by \$3.00 per FTE to enhance benefits effective the first full pay period in July 2023.
- Reduce the annual contribution to the Educational Assistance Benefit by \$200,000.

**ARTICLE 13A
HEALTH AND WELFARE**

Section 13A.2 Funding

A. Effective the first pay period in **July 2023**, the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of **\$20.00** per calendar week. The Board of Trustees shall continue to maintain the Day Care Assistance Program for the duration of this agreement.

C. Educational Assistance Benefit

Effective July **2023**, the Employer agrees to a contribution to the Educational Assistance benefit of **\$550,000** effective July of each year.

**ARTICLE 29
DURATION**

This Agreement shall be for the one-year period from **July 1, 2023**, to **June 30, 2024** and terms contained herein shall become effective on **July 1, 2023** unless otherwise specified. It is expressly understood and agreed that subject to ratification by the Units 1, 3 and 6 Membership, the predecessor collective bargaining agreement shall be modified in accordance with this memorandum of understanding.

SECTION II ADMINISTRATIVE INSTRUCTIONS

HR/CMS INSTRUCTIONS

The salary increases for NAGE will be automated in HR/CMS. The Human Resources Division will provide departments with both predictive and updated reports in MobiusView that will facilitate the identification of employees receiving July 2023 and January 2024 increase in salary rate.

Retroactive payments for July 2023 will also be automated in HR/CMS. MobiusView reports will be provided for departments to verify and approve.

Detailed instructions will be sent out via the HR/CMS Weekly Bulletin and published on the HR/CMS Knowledge Center SharePoint site for core users.

Questions regarding HR/CMS Instructions should be submitted in ServiceNow to catalog option HR/CMS HR.

INSTRUCTIONS FROM THE OFFICE OF THE COMPTROLLER

LCM Instructions

To ensure that funding is fully allocated to departments for the purposes of supporting payments described in this Memorandum, departments are urged to post payments in a fashion that takes advantage of LCM predictive reporting. Depending on the dates entered, postings in HR/CMS will be included on the LCM predictive reports, which are run each Sunday, Monday, and Thursday, and are available online via View/DocDirect the following mornings. Departments can monitor the payroll activity for all payroll accounts by viewing the following LCM Predictive Reports:

- NLCFAR1S Predictive Insufficient Funds Payroll Details
- NLCFAR2S Predictive Insufficient Funds Account Details
- NLCMASDS Appropriation Status Report

For all payments, LCM will distribute according to the employee's default distribution record that corresponds to the posting date in HR/CMS. The posting date of Additional pay entries is the current open pay period.

Payments can also be redirected via labor exceptions if authorizing rules are in place. The exceptions must correspond to the posting date. Employees' distribution records and any modifications can be verified in the LCM Employee Activity Folder (EEAF).

Questions regarding LCM Instructions should be directed to the MMARS Helpline at 617-973-2468.

INSTRUCTIONS FROM ADMINISTRATION AND FINANCE

Chapter 77 of the Acts of 2023 include an appropriation (1599-4448) to fund incremental costs of the NAGE, Units, 1, 3 and 6 Collective Bargaining Agreements.

Please address questions on A&F policies to Sara Renkert, Fiscal Policy Analyst, at Sara.Renkert@mass.gov.

BU 01 Salary Plan (01A/B)

Increase Of 4.00% Step 1-13 effective 7/2/2023
Increase Of 5.00% Step 14 effective 7/2/2023

(Minimum of \$2,000 increase)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A/B	01	\$1,313.35	\$1,332.86	\$1,352.76	\$1,372.93	\$1,393.59	\$1,414.52	\$1,436.01	\$1,457.76	\$1,479.97	\$1,502.55	\$1,527.01	\$1,551.95	\$1,577.37	\$1,603.32
01A/B	02	\$1,334.53	\$1,354.08	\$1,373.97	\$1,394.22	\$1,414.87	\$1,435.87	\$1,457.26	\$1,479.04	\$1,501.20	\$1,523.81	\$1,548.67	\$1,574.04	\$1,599.89	\$1,626.84
01A/B	03	\$1,352.49	\$1,374.42	\$1,396.83	\$1,419.72	\$1,443.01	\$1,466.81	\$1,491.16	\$1,515.92	\$1,541.30	\$1,567.08	\$1,592.80	\$1,619.02	\$1,645.79	\$1,675.99
01A/B	04	\$1,383.75	\$1,405.75	\$1,428.11	\$1,451.00	\$1,474.42	\$1,498.23	\$1,522.50	\$1,547.22	\$1,572.52	\$1,598.29	\$1,624.65	\$1,651.59	\$1,679.03	\$1,711.56
01A/B	05	\$1,403.45	\$1,427.23	\$1,451.59	\$1,476.33	\$1,501.72	\$1,527.59	\$1,554.06	\$1,581.02	\$1,608.57	\$1,636.74	\$1,663.86	\$1,691.54	\$1,719.74	\$1,755.21
01A/B	06	\$1,445.54	\$1,469.41	\$1,493.79	\$1,518.63	\$1,544.01	\$1,569.87	\$1,596.32	\$1,623.19	\$1,650.75	\$1,678.84	\$1,706.79	\$1,735.35	\$1,764.45	\$1,803.06
01A/B	07	\$1,476.66	\$1,502.64	\$1,529.29	\$1,556.41	\$1,584.10	\$1,612.52	\$1,641.49	\$1,671.16	\$1,701.35	\$1,732.29	\$1,761.30	\$1,790.96	\$1,821.16	\$1,863.79
01A/B	08	\$1,505.77	\$1,533.89	\$1,562.64	\$1,592.02	\$1,622.10	\$1,652.81	\$1,684.25	\$1,716.53	\$1,749.45	\$1,783.14	\$1,813.17	\$1,843.82	\$1,875.08	\$1,921.55
01A/B	09	\$1,554.23	\$1,584.88	\$1,616.26	\$1,648.49	\$1,681.37	\$1,715.16	\$1,749.68	\$1,785.06	\$1,821.28	\$1,858.43	\$1,889.99	\$1,922.16	\$1,954.98	\$2,007.40
01A/B	10	\$1,605.46	\$1,637.95	\$1,671.26	\$1,705.38	\$1,740.29	\$1,776.08	\$1,812.71	\$1,850.30	\$1,888.76	\$1,928.18	\$1,961.18	\$1,995.20	\$2,031.72	\$2,089.10
01A/B	11	\$1,653.42	\$1,688.56	\$1,724.76	\$1,761.77	\$1,799.79	\$1,838.82	\$1,878.73	\$1,919.74	\$1,961.83	\$2,005.89	\$2,042.89	\$2,080.55	\$2,119.00	\$2,178.96
01A/B	12	\$1,716.02	\$1,752.87	\$1,790.72	\$1,829.57	\$1,869.40	\$1,910.24	\$1,952.09	\$1,995.54	\$2,042.59	\$2,090.99	\$2,129.70	\$2,169.15	\$2,209.34	\$2,272.02
01A/B	13	\$1,799.07	\$1,837.93	\$1,877.72	\$1,918.71	\$1,960.64	\$2,004.58	\$2,051.78	\$2,100.21	\$2,149.99	\$2,200.90	\$2,241.77	\$2,283.42	\$2,325.94	\$2,392.07
01A/B	14	\$1,863.92	\$1,909.17	\$1,955.52	\$2,004.10	\$2,056.72	\$2,110.83	\$2,166.46	\$2,223.71	\$2,282.54	\$2,343.05	\$2,386.77	\$2,431.34	\$2,476.80	\$2,547.42
01A/B	15	\$1,944.00	\$1,993.34	\$2,047.06	\$2,102.65	\$2,159.89	\$2,218.75	\$2,279.35	\$2,341.82	\$2,406.05	\$2,472.22	\$2,518.51	\$2,565.67	\$2,613.82	\$2,688.50
01A/B	15A	\$1,957.83	\$2,012.37	\$2,071.01	\$2,131.58	\$2,194.10	\$2,258.58	\$2,325.08	\$2,393.67	\$2,464.46	\$2,537.49	\$2,585.04	\$2,633.60	\$2,683.09	\$2,760.26
01A/B	16	\$2,036.96	\$2,094.15	\$2,153.02	\$2,213.69	\$2,276.25	\$2,340.75	\$2,407.13	\$2,475.54	\$2,546.10	\$2,618.76	\$2,667.96	\$2,718.11	\$2,770.75	\$2,852.30
01A/B	17	\$2,150.16	\$2,209.64	\$2,270.98	\$2,334.10	\$2,399.04	\$2,466.01	\$2,535.00	\$2,606.00	\$2,679.16	\$2,755.52	\$2,809.10	\$2,865.37	\$2,922.69	\$3,009.80
01A/B	17A	\$2,166.69	\$2,231.23	\$2,297.83	\$2,366.58	\$2,437.58	\$2,510.77	\$2,586.37	\$2,664.34	\$2,745.58	\$2,831.99	\$2,888.74	\$2,946.42	\$3,005.32	\$3,094.93
01A/B	18	\$2,245.50	\$2,308.82	\$2,374.13	\$2,441.41	\$2,510.74	\$2,582.15	\$2,655.72	\$2,731.80	\$2,812.58	\$2,898.05	\$2,956.00	\$3,015.12	\$3,075.42	\$3,167.07
01A/B	19	\$2,353.47	\$2,420.85	\$2,490.36	\$2,561.92	\$2,635.71	\$2,711.72	\$2,792.17	\$2,877.64	\$2,965.88	\$3,056.93	\$3,118.09	\$3,180.48	\$3,244.10	\$3,340.81
01A/B	20	\$2,471.42	\$2,541.02	\$2,612.69	\$2,686.60	\$2,763.85	\$2,845.82	\$2,931.51	\$3,019.79	\$3,110.61	\$3,204.27	\$3,268.35	\$3,333.73	\$3,400.40	\$3,501.75
01A/B	21	\$2,578.90	\$2,652.90	\$2,729.38	\$2,810.52	\$2,896.43	\$2,984.98	\$3,076.28	\$3,170.25	\$3,267.18	\$3,367.04	\$3,434.34	\$3,503.06	\$3,573.13	\$3,679.61
01A/B	22	\$2,699.05	\$2,778.94	\$2,863.70	\$2,951.85	\$3,042.71	\$3,136.37	\$3,232.81	\$3,332.35	\$3,434.91	\$3,540.57	\$3,611.42	\$3,683.69	\$3,757.35	\$3,869.33
01A/B	23	\$2,833.31	\$2,918.67	\$3,006.54	\$3,097.19	\$3,190.52	\$3,286.69	\$3,385.79	\$3,487.85	\$3,592.84	\$3,701.13	\$3,775.20	\$3,850.70	\$3,927.74	\$4,044.82
01A/B	24	\$2,961.41	\$3,050.87	\$3,143.03	\$3,237.89	\$3,335.78	\$3,436.38	\$3,540.28	\$3,647.25	\$3,757.36	\$3,870.83	\$3,948.22	\$4,027.24	\$4,107.79	\$4,230.25
01A/B	25	\$3,089.44	\$3,183.37	\$3,280.10	\$3,379.82	\$3,482.54	\$3,588.45	\$3,697.56	\$3,809.99	\$3,925.74	\$4,045.15	\$4,126.05	\$4,208.63	\$4,292.82	\$4,420.73
01A/B	26	\$3,203.52	\$3,301.45	\$3,402.36	\$3,506.37	\$3,613.50	\$3,723.94	\$3,837.83	\$3,955.16	\$4,076.00	\$4,200.59	\$4,284.59	\$4,370.32	\$4,457.72	\$4,590.60

BU 03 Salary Plan (03A/B)

Increase of 4.00% Step 1-13 effective 7/2/2023
Increase of 5.00% Step 14 effective 7/2/2023

(Minimum of \$2,000 increase)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A/B	04	\$1,426.42	\$1,448.43	\$1,470.80	\$1,493.67	\$1,517.10	\$1,540.91	\$1,565.17	\$1,589.90	\$1,615.18	\$1,640.98	\$1,667.31	\$1,694.26	\$1,721.70	\$1,756.38
03A/B	05	\$1,446.13	\$1,469.89	\$1,494.26	\$1,519.01	\$1,544.38	\$1,570.27	\$1,596.73	\$1,623.69	\$1,651.25	\$1,679.41	\$1,706.52	\$1,734.21	\$1,762.41	\$1,800.00
03A/B	06	\$1,488.22	\$1,512.10	\$1,536.47	\$1,561.30	\$1,586.67	\$1,612.55	\$1,638.99	\$1,665.88	\$1,693.42	\$1,721.52	\$1,749.45	\$1,778.03	\$1,807.12	\$1,847.88
03A/B	07	\$1,519.32	\$1,545.31	\$1,571.96	\$1,599.09	\$1,626.78	\$1,655.20	\$1,684.15	\$1,713.84	\$1,744.02	\$1,774.95	\$1,803.96	\$1,833.63	\$1,863.84	\$1,908.60
03A/B	08	\$1,548.44	\$1,576.55	\$1,605.31	\$1,634.68	\$1,664.77	\$1,695.48	\$1,726.92	\$1,759.20	\$1,792.13	\$1,825.81	\$1,855.85	\$1,886.48	\$1,917.77	\$1,966.36
03A/B	09	\$1,596.90	\$1,627.54	\$1,658.94	\$1,691.15	\$1,724.05	\$1,757.84	\$1,792.36	\$1,827.73	\$1,863.97	\$1,901.10	\$1,932.66	\$1,964.83	\$1,997.67	\$2,052.20
03A/B	10	\$1,648.13	\$1,680.63	\$1,713.94	\$1,748.07	\$1,782.98	\$1,818.75	\$1,855.37	\$1,892.97	\$1,931.43	\$1,970.85	\$2,004.00	\$2,039.40	\$2,076.09	\$2,133.92
03A/B	11	\$1,696.09	\$1,731.24	\$1,767.44	\$1,804.43	\$1,842.46	\$1,881.48	\$1,921.40	\$1,962.42	\$2,004.68	\$2,050.28	\$2,087.26	\$2,124.93	\$2,163.39	\$2,223.76
03A/B	12	\$1,758.69	\$1,795.54	\$1,833.40	\$1,872.23	\$1,912.06	\$1,952.90	\$1,994.75	\$2,039.74	\$2,086.98	\$2,135.37	\$2,174.09	\$2,213.52	\$2,253.74	\$2,316.81
03A/B	13	\$1,841.74	\$1,880.61	\$1,920.40	\$1,961.39	\$2,003.44	\$2,048.96	\$2,096.17	\$2,144.58	\$2,194.37	\$2,245.28	\$2,286.15	\$2,327.80	\$2,370.33	\$2,436.87
03A/B	14	\$1,906.59	\$1,951.83	\$1,998.19	\$2,048.49	\$2,101.10	\$2,155.19	\$2,210.84	\$2,268.08	\$2,326.93	\$2,387.42	\$2,431.15	\$2,475.72	\$2,521.17	\$2,592.22
03A/B	15	\$1,986.67	\$2,037.44	\$2,091.45	\$2,147.04	\$2,204.27	\$2,263.12	\$2,323.72	\$2,386.21	\$2,450.43	\$2,516.59	\$2,562.88	\$2,610.05	\$2,658.21	\$2,733.30
03A/B	16	\$2,081.35	\$2,138.54	\$2,197.41	\$2,258.06	\$2,320.62	\$2,385.14	\$2,451.51	\$2,519.92	\$2,590.48	\$2,663.14	\$2,712.35	\$2,762.48	\$2,815.12	\$2,897.11
03A/B	17	\$2,194.55	\$2,254.01	\$2,315.34	\$2,378.47	\$2,443.43	\$2,510.38	\$2,579.38	\$2,650.39	\$2,723.54	\$2,799.90	\$2,853.49	\$2,909.74	\$2,967.08	\$3,054.60
03A/B	18	\$2,289.86	\$2,353.20	\$2,418.52	\$2,485.80	\$2,555.10	\$2,626.54	\$2,700.11	\$2,776.19	\$2,856.94	\$2,942.43	\$3,000.39	\$3,059.48	\$3,119.81	\$3,211.88
03A/B	19	\$2,397.84	\$2,465.23	\$2,534.74	\$2,606.31	\$2,680.10	\$2,756.09	\$2,836.56	\$2,922.02	\$3,010.25	\$3,101.31	\$3,162.46	\$3,224.85	\$3,288.49	\$3,385.62
03A/B	20	\$2,515.80	\$2,585.40	\$2,657.08	\$2,730.98	\$2,808.24	\$2,890.21	\$2,975.89	\$3,064.16	\$3,154.99	\$3,248.65	\$3,312.73	\$3,378.11	\$3,444.78	\$3,546.55
03A/B	21	\$2,623.29	\$2,697.28	\$2,773.76	\$2,854.90	\$2,940.81	\$3,029.35	\$3,120.66	\$3,214.63	\$3,311.57	\$3,411.42	\$3,478.72	\$3,547.44	\$3,617.50	\$3,724.42
03A/B	22	\$2,743.42	\$2,823.33	\$2,908.08	\$2,996.24	\$3,087.08	\$3,180.75	\$3,277.20	\$3,376.72	\$3,479.29	\$3,584.94	\$3,655.80	\$3,728.07	\$3,801.73	\$3,914.13
03A/B	23	\$2,877.70	\$2,963.04	\$3,050.92	\$3,141.57	\$3,234.90	\$3,331.06	\$3,430.17	\$3,532.25	\$3,637.22	\$3,745.52	\$3,819.58	\$3,895.08	\$3,972.12	\$4,089.62

BU 06 Salary Plan (06A/B)

Increase of 4.00% Step 1-13 effective 7/2/2023
Increase of 5.00% Step 14 effective 7/2/2023

(Minimum of \$2,000 increase)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A/B	01	\$1,565.28	\$1,599.06	\$1,633.62	\$1,669.27	\$1,705.74	\$1,743.17	\$1,781.55	\$1,821.07	\$1,861.50	\$1,903.12	\$1,935.48	\$1,968.58	\$2,003.16	\$2,059.68
06A/B	02	\$1,617.01	\$1,652.69	\$1,689.37	\$1,727.05	\$1,765.69	\$1,805.40	\$1,846.15	\$1,888.04	\$1,930.91	\$1,975.08	\$2,010.24	\$2,047.30	\$2,085.03	\$2,143.98
06A/B	03	\$1,665.27	\$1,703.85	\$1,743.47	\$1,784.18	\$1,826.10	\$1,869.07	\$1,913.28	\$1,958.81	\$2,006.58	\$2,057.96	\$2,096.02	\$2,134.71	\$2,174.22	\$2,235.81
06A/B	04	\$1,728.57	\$1,768.90	\$1,810.39	\$1,853.02	\$1,896.82	\$1,941.88	\$1,988.44	\$2,038.96	\$2,091.30	\$2,145.27	\$2,185.00	\$2,225.50	\$2,266.84	\$2,331.19
06A/B	05	\$1,812.14	\$1,854.67	\$1,898.39	\$1,943.41	\$1,989.87	\$2,040.38	\$2,092.68	\$2,146.44	\$2,201.60	\$2,258.44	\$2,300.40	\$2,343.21	\$2,386.86	\$2,454.81
06A/B	06	\$1,877.97	\$1,926.89	\$1,977.35	\$2,032.08	\$2,089.47	\$2,148.66	\$2,209.64	\$2,272.51	\$2,337.29	\$2,404.08	\$2,448.98	\$2,494.85	\$2,541.58	\$2,614.16
06A/B	07	\$1,957.83	\$2,012.37	\$2,071.01	\$2,131.58	\$2,194.10	\$2,258.58	\$2,325.08	\$2,393.67	\$2,464.46	\$2,537.49	\$2,585.04	\$2,633.60	\$2,683.09	\$2,760.26
06A/B	08	\$2,052.45	\$2,114.28	\$2,178.11	\$2,244.10	\$2,312.18	\$2,382.41	\$2,455.08	\$2,530.00	\$2,607.50	\$2,687.41	\$2,738.49	\$2,791.66	\$2,847.12	\$2,931.99
06A/B	09	\$2,166.69	\$2,231.23	\$2,297.83	\$2,366.58	\$2,437.58	\$2,510.77	\$2,586.37	\$2,664.34	\$2,745.58	\$2,831.99	\$2,888.74	\$2,946.42	\$3,005.32	\$3,094.93
06A/B	10	\$2,263.16	\$2,331.76	\$2,402.58	\$2,475.79	\$2,551.38	\$2,629.44	\$2,709.99	\$2,795.32	\$2,886.28	\$2,980.34	\$3,040.06	\$3,100.80	\$3,162.80	\$3,257.08
06A/B	11	\$2,401.97	\$2,472.37	\$2,544.97	\$2,619.87	\$2,697.00	\$2,778.39	\$2,864.78	\$2,954.65	\$3,047.34	\$3,142.94	\$3,205.81	\$3,269.93	\$3,335.29	\$3,434.71
06A/B	12	\$2,490.73	\$2,566.13	\$2,643.93	\$2,724.34	\$2,809.87	\$2,900.72	\$2,994.39	\$3,091.19	\$3,191.06	\$3,294.21	\$3,360.07	\$3,427.26	\$3,495.81	\$3,600.01
06A/B	13	\$2,599.05	\$2,679.04	\$2,762.86	\$2,852.16	\$2,945.70	\$3,042.20	\$3,142.00	\$3,244.99	\$3,351.32	\$3,461.17	\$3,530.45	\$3,600.99	\$3,673.04	\$3,782.53
06A/B	14	\$2,720.66	\$2,807.80	\$2,900.47	\$2,996.24	\$3,095.06	\$3,197.20	\$3,302.77	\$3,411.77	\$3,524.28	\$3,640.54	\$3,713.42	\$3,787.67	\$3,863.41	\$3,978.58
06A/B	15	\$2,857.14	\$2,949.56	\$3,045.10	\$3,143.66	\$3,245.32	\$3,350.36	\$3,458.77	\$3,570.64	\$3,686.23	\$3,805.42	\$3,881.54	\$3,959.29	\$4,038.47	\$4,158.85
06A/B	16	\$2,986.35	\$3,083.24	\$3,183.14	\$3,286.37	\$3,392.92	\$3,502.88	\$3,616.39	\$3,733.68	\$3,854.70	\$3,979.63	\$4,059.28	\$4,140.45	\$4,223.25	\$4,349.13
06A/B	17	\$3,115.51	\$3,217.10	\$3,322.07	\$3,430.45	\$3,542.33	\$3,657.95	\$3,777.20	\$3,900.44	\$4,027.68	\$4,159.08	\$4,242.24	\$4,327.12	\$4,413.68	\$4,545.23
06A/B	18	\$3,230.74	\$3,336.61	\$3,445.84	\$3,558.77	\$3,675.44	\$3,795.82	\$3,920.19	\$4,048.67	\$4,181.28	\$4,318.31	\$4,404.68	\$4,492.71	\$4,582.59	\$4,719.19
06A/B	19	\$3,369.77	\$3,479.03	\$3,591.85	\$3,708.27	\$3,828.55	\$3,952.63	\$4,080.84	\$4,213.00	\$4,349.65	\$4,490.71	\$4,580.51	\$4,672.15	\$4,765.58	\$4,907.64
06A/B	20	\$3,499.48	\$3,613.27	\$3,730.86	\$3,852.20	\$3,977.53	\$4,106.95	\$4,240.57	\$4,378.49	\$4,520.94	\$4,667.98	\$4,761.36	\$4,856.58	\$4,953.73	\$5,101.39
06A/B	21	\$3,641.01	\$3,759.57	\$3,882.04	\$4,008.47	\$4,138.93	\$4,273.81	\$4,412.96	\$4,556.67	\$4,705.07	\$4,858.35	\$4,955.49	\$5,054.62	\$5,155.72	\$5,309.40
06A/B	22	\$3,797.09	\$3,920.43	\$4,047.79	\$4,179.30	\$4,315.07	\$4,455.22	\$4,599.98	\$4,749.42	\$4,903.72	\$5,063.00	\$5,164.26	\$5,267.55	\$5,372.90	\$5,533.07

**BU 01 Salary Plan
(01A/B)**

Increase of 4.00% effective 1/14/2024

(Minimum of \$2,000 increase)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A	01	\$1,390.28	\$1,409.79	\$1,429.69	\$1,449.86	\$1,470.52	\$1,491.45	\$1,512.94	\$1,534.69	\$1,556.90	\$1,579.48	\$1,603.94	\$1,628.88	\$1,654.30	\$1,680.25
01A	02	\$1,411.46	\$1,431.01	\$1,450.90	\$1,471.15	\$1,491.80	\$1,512.80	\$1,534.19	\$1,555.97	\$1,578.13	\$1,600.74	\$1,625.60	\$1,650.97	\$1,676.82	\$1,703.76
01A	03	\$1,429.42	\$1,451.35	\$1,473.76	\$1,496.65	\$1,519.94	\$1,543.74	\$1,568.09	\$1,592.85	\$1,618.23	\$1,644.01	\$1,669.73	\$1,695.95	\$1,722.72	\$1,752.91
01A	04	\$1,460.68	\$1,482.68	\$1,505.04	\$1,527.93	\$1,551.35	\$1,575.16	\$1,599.43	\$1,624.15	\$1,649.45	\$1,675.22	\$1,701.58	\$1,728.52	\$1,755.96	\$1,788.49
01A	05	\$1,480.38	\$1,504.16	\$1,528.52	\$1,553.26	\$1,578.65	\$1,604.52	\$1,630.99	\$1,657.95	\$1,685.50	\$1,713.67	\$1,740.79	\$1,768.47	\$1,796.67	\$1,832.13
01A	06	\$1,522.47	\$1,546.34	\$1,570.72	\$1,595.56	\$1,620.94	\$1,646.80	\$1,673.25	\$1,700.12	\$1,727.68	\$1,755.77	\$1,783.72	\$1,812.28	\$1,841.38	\$1,879.98
01A	07	\$1,553.59	\$1,579.57	\$1,606.22	\$1,633.34	\$1,661.03	\$1,689.45	\$1,718.42	\$1,748.09	\$1,778.28	\$1,809.22	\$1,838.23	\$1,867.89	\$1,898.09	\$1,940.72
01A	08	\$1,582.70	\$1,610.82	\$1,639.57	\$1,668.95	\$1,699.03	\$1,729.74	\$1,761.18	\$1,793.46	\$1,826.38	\$1,860.07	\$1,890.10	\$1,920.75	\$1,952.01	\$1,998.48
01A	09	\$1,631.16	\$1,661.81	\$1,693.19	\$1,725.42	\$1,758.30	\$1,792.09	\$1,826.61	\$1,861.99	\$1,898.21	\$1,935.36	\$1,966.92	\$1,999.09	\$2,033.18	\$2,087.70
01A	10	\$1,682.39	\$1,714.88	\$1,748.19	\$1,782.31	\$1,817.22	\$1,853.01	\$1,889.64	\$1,927.23	\$1,965.69	\$2,005.31	\$2,039.63	\$2,075.01	\$2,112.99	\$2,172.67
01A	11	\$1,730.35	\$1,765.49	\$1,801.69	\$1,838.70	\$1,876.72	\$1,915.75	\$1,955.66	\$1,996.67	\$2,040.31	\$2,086.13	\$2,124.61	\$2,163.77	\$2,203.76	\$2,266.12
01A	12	\$1,792.95	\$1,829.80	\$1,867.65	\$1,906.50	\$1,946.33	\$1,987.17	\$2,030.18	\$2,075.36	\$2,124.29	\$2,174.63	\$2,214.89	\$2,255.91	\$2,297.72	\$2,362.90
01A	13	\$1,876.00	\$1,914.86	\$1,954.65	\$1,995.64	\$2,039.07	\$2,084.76	\$2,133.86	\$2,184.22	\$2,235.99	\$2,288.94	\$2,331.44	\$2,374.76	\$2,418.98	\$2,487.75
01A	14	\$1,940.85	\$1,986.10	\$2,033.74	\$2,084.26	\$2,138.99	\$2,195.26	\$2,253.11	\$2,312.66	\$2,373.84	\$2,436.77	\$2,482.24	\$2,528.60	\$2,575.87	\$2,649.31
01A	15	\$2,021.76	\$2,073.08	\$2,128.95	\$2,186.76	\$2,246.29	\$2,307.50	\$2,370.52	\$2,435.49	\$2,502.29	\$2,571.10	\$2,619.25	\$2,668.30	\$2,718.37	\$2,796.04
01A	15A	\$2,036.15	\$2,092.86	\$2,153.85	\$2,216.85	\$2,281.86	\$2,348.92	\$2,418.08	\$2,489.42	\$2,563.04	\$2,638.99	\$2,688.45	\$2,738.95	\$2,790.41	\$2,870.67
01A	16	\$2,118.44	\$2,177.92	\$2,239.14	\$2,302.24	\$2,367.30	\$2,434.38	\$2,503.42	\$2,574.56	\$2,647.94	\$2,723.51	\$2,774.68	\$2,826.84	\$2,881.58	\$2,966.40
01A	17	\$2,236.16	\$2,298.02	\$2,361.81	\$2,427.47	\$2,495.00	\$2,564.65	\$2,636.40	\$2,710.24	\$2,786.33	\$2,865.74	\$2,921.47	\$2,979.98	\$3,039.60	\$3,130.20
01A	17A	\$2,253.36	\$2,320.48	\$2,389.74	\$2,461.25	\$2,535.09	\$2,611.20	\$2,689.82	\$2,770.92	\$2,855.40	\$2,945.27	\$3,004.28	\$3,064.28	\$3,125.53	\$3,218.72
01A	18	\$2,335.32	\$2,401.17	\$2,469.10	\$2,539.07	\$2,611.17	\$2,685.44	\$2,761.95	\$2,841.07	\$2,925.08	\$3,013.98	\$3,074.24	\$3,135.72	\$3,198.43	\$3,293.76
01A	19	\$2,447.61	\$2,517.68	\$2,589.98	\$2,664.39	\$2,741.14	\$2,820.19	\$2,903.86	\$2,992.74	\$3,084.52	\$3,179.21	\$3,242.81	\$3,307.70	\$3,373.87	\$3,474.44
01A	20	\$2,570.28	\$2,642.66	\$2,717.20	\$2,794.06	\$2,874.41	\$2,959.66	\$3,048.77	\$3,140.58	\$3,235.03	\$3,332.44	\$3,399.08	\$3,467.08	\$3,536.42	\$3,641.82
01A	21	\$2,682.05	\$2,759.02	\$2,838.55	\$2,922.94	\$3,012.29	\$3,104.38	\$3,199.33	\$3,297.06	\$3,397.87	\$3,501.72	\$3,571.71	\$3,643.19	\$3,716.05	\$3,826.79
01A	22	\$2,807.01	\$2,890.10	\$2,978.25	\$3,069.93	\$3,164.42	\$3,261.82	\$3,362.12	\$3,465.64	\$3,572.31	\$3,682.19	\$3,755.88	\$3,831.04	\$3,907.65	\$4,024.11
01A	23	\$2,946.65	\$3,035.41	\$3,126.80	\$3,221.08	\$3,318.14	\$3,418.16	\$3,521.22	\$3,627.36	\$3,736.55	\$3,849.18	\$3,926.21	\$4,004.73	\$4,084.85	\$4,206.61
01A	24	\$3,079.87	\$3,172.91	\$3,268.75	\$3,367.41	\$3,469.21	\$3,573.83	\$3,681.90	\$3,793.14	\$3,907.66	\$4,025.66	\$4,106.15	\$4,188.33	\$4,272.10	\$4,399.46
01A	25	\$3,213.02	\$3,310.70	\$3,411.30	\$3,515.02	\$3,621.85	\$3,731.99	\$3,845.47	\$3,962.39	\$4,082.77	\$4,206.96	\$4,291.10	\$4,376.98	\$4,464.53	\$4,597.56
01A	26	\$3,331.66	\$3,433.51	\$3,538.45	\$3,646.63	\$3,758.04	\$3,872.90	\$3,991.34	\$4,113.37	\$4,239.04	\$4,368.61	\$4,455.98	\$4,545.13	\$4,636.03	\$4,774.22

**BU 03 Salary Plan
(03A/B)**

Increase of 4.00% effective 1/14/2024

(Minimum of \$2,000 increase)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A	04	\$1,503.35	\$1,525.36	\$1,547.73	\$1,570.60	\$1,594.03	\$1,617.84	\$1,642.10	\$1,666.83	\$1,692.11	\$1,717.91	\$1,744.24	\$1,771.19	\$1,798.63	\$1,833.30
03A	05	\$1,523.06	\$1,546.82	\$1,571.19	\$1,595.94	\$1,621.31	\$1,647.20	\$1,673.66	\$1,700.62	\$1,728.18	\$1,756.34	\$1,783.45	\$1,811.14	\$1,839.34	\$1,876.93
03A	06	\$1,565.15	\$1,589.03	\$1,613.40	\$1,638.23	\$1,663.60	\$1,689.48	\$1,715.92	\$1,742.81	\$1,770.35	\$1,798.45	\$1,826.38	\$1,854.96	\$1,884.05	\$1,924.81
03A	07	\$1,596.25	\$1,622.24	\$1,648.89	\$1,676.02	\$1,703.71	\$1,732.13	\$1,761.08	\$1,790.77	\$1,820.95	\$1,851.88	\$1,880.89	\$1,910.56	\$1,940.77	\$1,985.52
03A	08	\$1,625.37	\$1,653.48	\$1,682.24	\$1,711.61	\$1,741.70	\$1,772.41	\$1,803.85	\$1,836.13	\$1,869.06	\$1,902.74	\$1,932.78	\$1,963.41	\$1,994.70	\$2,045.01
03A	09	\$1,673.83	\$1,704.47	\$1,735.87	\$1,768.08	\$1,800.98	\$1,834.77	\$1,869.29	\$1,904.66	\$1,940.90	\$1,978.03	\$2,009.97	\$2,043.43	\$2,077.58	\$2,134.29
03A	10	\$1,725.06	\$1,757.56	\$1,790.87	\$1,825.00	\$1,859.91	\$1,895.68	\$1,932.30	\$1,969.90	\$2,008.69	\$2,049.69	\$2,084.16	\$2,120.97	\$2,159.13	\$2,219.27
03A	11	\$1,773.02	\$1,808.17	\$1,844.37	\$1,881.36	\$1,919.39	\$1,958.41	\$1,998.33	\$2,040.92	\$2,084.87	\$2,132.29	\$2,170.75	\$2,209.93	\$2,249.92	\$2,312.71
03A	12	\$1,835.62	\$1,872.47	\$1,910.33	\$1,949.16	\$1,988.99	\$2,031.02	\$2,074.54	\$2,121.33	\$2,170.46	\$2,220.78	\$2,261.05	\$2,302.06	\$2,343.89	\$2,409.49
03A	13	\$1,918.67	\$1,957.54	\$1,997.33	\$2,039.85	\$2,083.57	\$2,130.91	\$2,180.02	\$2,230.37	\$2,282.14	\$2,335.09	\$2,377.59	\$2,420.91	\$2,465.14	\$2,534.35
03A	14	\$1,983.52	\$2,029.91	\$2,078.12	\$2,130.43	\$2,185.15	\$2,241.40	\$2,299.28	\$2,358.81	\$2,420.00	\$2,482.92	\$2,528.39	\$2,574.75	\$2,622.01	\$2,695.91
03A	15	\$2,066.14	\$2,118.94	\$2,175.11	\$2,232.92	\$2,292.44	\$2,353.65	\$2,416.67	\$2,481.66	\$2,548.44	\$2,617.26	\$2,665.40	\$2,714.45	\$2,764.54	\$2,842.63
03A	16	\$2,164.61	\$2,224.08	\$2,285.30	\$2,348.38	\$2,413.45	\$2,480.54	\$2,549.57	\$2,620.72	\$2,694.10	\$2,769.66	\$2,820.85	\$2,872.98	\$2,927.73	\$3,012.99
03A	17	\$2,282.33	\$2,344.17	\$2,407.96	\$2,473.61	\$2,541.17	\$2,610.80	\$2,682.55	\$2,756.40	\$2,832.48	\$2,911.89	\$2,967.63	\$3,026.13	\$3,085.76	\$3,176.78
03A	18	\$2,381.46	\$2,447.33	\$2,515.26	\$2,585.23	\$2,657.31	\$2,731.60	\$2,808.11	\$2,887.23	\$2,971.22	\$3,060.13	\$3,120.41	\$3,181.86	\$3,244.61	\$3,340.35
03A	19	\$2,493.76	\$2,563.84	\$2,636.13	\$2,710.57	\$2,787.30	\$2,866.34	\$2,950.02	\$3,038.90	\$3,130.66	\$3,225.36	\$3,288.96	\$3,353.85	\$3,420.03	\$3,521.04
03A	20	\$2,616.43	\$2,688.81	\$2,763.36	\$2,840.22	\$2,920.57	\$3,005.82	\$3,094.92	\$3,186.73	\$3,281.19	\$3,378.59	\$3,445.24	\$3,513.23	\$3,582.57	\$3,688.42
03A	21	\$2,728.22	\$2,805.17	\$2,884.71	\$2,969.10	\$3,058.44	\$3,150.53	\$3,245.48	\$3,343.21	\$3,444.03	\$3,547.88	\$3,617.87	\$3,689.34	\$3,762.20	\$3,873.40
03A	22	\$2,853.15	\$2,936.26	\$3,024.40	\$3,116.09	\$3,210.57	\$3,307.98	\$3,408.28	\$3,511.79	\$3,618.46	\$3,728.34	\$3,802.03	\$3,877.19	\$3,953.80	\$4,070.69
03A	23	\$2,992.81	\$3,081.56	\$3,172.96	\$3,267.23	\$3,364.30	\$3,464.30	\$3,567.38	\$3,673.54	\$3,782.71	\$3,895.34	\$3,972.36	\$4,050.88	\$4,131.01	\$4,253.21

**BU 06 Salary Plan
(06A/B)**

Increase of 4.00% effective 1/14/2024

(Minimum of \$2,000 increase)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A	01	\$1,642.21	\$1,675.99	\$1,710.55	\$1,746.20	\$1,782.67	\$1,820.10	\$1,858.48	\$1,898.00	\$1,938.43	\$1,980.05	\$2,012.90	\$2,047.33	\$2,083.29	\$2,142.07
06A	02	\$1,693.94	\$1,729.62	\$1,766.30	\$1,803.98	\$1,842.62	\$1,882.33	\$1,923.08	\$1,964.97	\$2,008.15	\$2,054.09	\$2,090.65	\$2,129.19	\$2,168.43	\$2,229.74
06A	03	\$1,742.20	\$1,780.78	\$1,820.40	\$1,861.11	\$1,903.03	\$1,946.00	\$1,990.21	\$2,037.17	\$2,086.84	\$2,140.28	\$2,179.86	\$2,220.10	\$2,261.19	\$2,325.24
06A	04	\$1,805.50	\$1,845.83	\$1,887.32	\$1,929.95	\$1,973.75	\$2,019.56	\$2,067.98	\$2,120.52	\$2,174.96	\$2,231.08	\$2,272.40	\$2,314.52	\$2,357.51	\$2,424.44
06A	05	\$1,889.07	\$1,931.60	\$1,975.32	\$2,021.15	\$2,069.47	\$2,121.99	\$2,176.38	\$2,232.29	\$2,289.66	\$2,348.78	\$2,392.41	\$2,436.94	\$2,482.34	\$2,553.00
06A	06	\$1,954.90	\$2,003.97	\$2,056.45	\$2,113.36	\$2,173.05	\$2,234.61	\$2,298.02	\$2,363.41	\$2,430.78	\$2,500.25	\$2,546.94	\$2,594.64	\$2,643.25	\$2,718.73
06A	07	\$2,036.15	\$2,092.86	\$2,153.85	\$2,216.85	\$2,281.86	\$2,348.92	\$2,418.08	\$2,489.42	\$2,563.04	\$2,638.99	\$2,688.45	\$2,738.95	\$2,790.41	\$2,870.67
06A	08	\$2,134.55	\$2,198.85	\$2,265.24	\$2,333.87	\$2,404.67	\$2,477.71	\$2,553.28	\$2,631.20	\$2,711.80	\$2,794.91	\$2,848.03	\$2,903.33	\$2,961.01	\$3,049.27
06A	09	\$2,253.36	\$2,320.48	\$2,389.74	\$2,461.25	\$2,535.09	\$2,611.20	\$2,689.82	\$2,770.92	\$2,855.40	\$2,945.27	\$3,004.28	\$3,064.28	\$3,125.53	\$3,218.72
06A	10	\$2,353.69	\$2,425.03	\$2,498.68	\$2,574.82	\$2,653.44	\$2,734.62	\$2,818.39	\$2,907.14	\$3,001.73	\$3,099.55	\$3,161.66	\$3,224.83	\$3,289.31	\$3,387.36
06A	11	\$2,498.05	\$2,571.27	\$2,646.77	\$2,724.67	\$2,804.88	\$2,889.53	\$2,979.38	\$3,072.84	\$3,169.23	\$3,268.66	\$3,334.04	\$3,400.72	\$3,468.70	\$3,572.10
06A	12	\$2,590.36	\$2,668.77	\$2,749.69	\$2,833.32	\$2,922.27	\$3,016.74	\$3,114.16	\$3,214.84	\$3,318.71	\$3,425.98	\$3,494.48	\$3,564.35	\$3,635.65	\$3,744.01
06A	13	\$2,703.02	\$2,786.20	\$2,873.38	\$2,966.24	\$3,063.52	\$3,163.89	\$3,267.68	\$3,374.79	\$3,485.37	\$3,599.62	\$3,671.66	\$3,745.03	\$3,819.96	\$3,933.83
06A	14	\$2,829.49	\$2,920.11	\$3,016.49	\$3,116.09	\$3,218.86	\$3,325.09	\$3,434.88	\$3,548.24	\$3,665.25	\$3,786.16	\$3,861.96	\$3,939.18	\$4,017.95	\$4,137.72
06A	15	\$2,971.43	\$3,067.55	\$3,166.90	\$3,269.41	\$3,375.13	\$3,484.37	\$3,597.12	\$3,713.47	\$3,833.68	\$3,957.64	\$4,036.80	\$4,117.66	\$4,200.00	\$4,325.20
06A	16	\$3,105.80	\$3,206.57	\$3,310.46	\$3,417.82	\$3,528.63	\$3,642.99	\$3,761.05	\$3,883.03	\$4,008.89	\$4,138.82	\$4,221.65	\$4,306.07	\$4,392.18	\$4,523.10
06A	17	\$3,240.13	\$3,345.79	\$3,454.95	\$3,567.67	\$3,684.03	\$3,804.27	\$3,928.28	\$4,056.45	\$4,188.79	\$4,325.45	\$4,411.93	\$4,500.20	\$4,590.22	\$4,727.04
06A	18	\$3,359.97	\$3,470.08	\$3,583.68	\$3,701.12	\$3,822.46	\$3,947.66	\$4,076.99	\$4,210.61	\$4,348.53	\$4,491.04	\$4,580.87	\$4,672.41	\$4,765.90	\$4,907.96
06A	19	\$3,504.56	\$3,618.19	\$3,735.52	\$3,856.60	\$3,981.69	\$4,110.74	\$4,244.07	\$4,381.52	\$4,523.64	\$4,670.34	\$4,763.73	\$4,859.03	\$4,956.20	\$5,103.94
06A	20	\$3,639.45	\$3,757.80	\$3,880.10	\$4,006.29	\$4,136.63	\$4,271.23	\$4,410.19	\$4,553.63	\$4,701.78	\$4,854.70	\$4,951.81	\$5,050.84	\$5,151.88	\$5,305.45
06A	21	\$3,786.65	\$3,909.95	\$4,037.32	\$4,168.81	\$4,304.49	\$4,444.76	\$4,589.48	\$4,738.93	\$4,893.28	\$5,052.68	\$5,153.71	\$5,256.80	\$5,361.95	\$5,521.77
06A	22	\$3,948.98	\$4,077.24	\$4,209.71	\$4,346.47	\$4,487.68	\$4,633.43	\$4,783.98	\$4,939.40	\$5,099.87	\$5,265.52	\$5,370.83	\$5,478.25	\$5,587.82	\$5,754.39

Increase of 4.00% effective 7/2/2023

BU 06 TPL Salary Plans (E81 and EAQ)

Plan	Gr	min_annual	max_annual
E81	01	\$70,672.02	\$108,403.00
EAQ	01	\$77,645.09	\$145,763.46

Increase of 4.00% effective 1/14/2024

BU 06 TPL Salary Plans (E81 and EAQ)

Plan	Gr	min_annual	max_annual
E81	01	\$73,498.88	\$112,739.12
EAQ	01	\$80,750.80	\$151,594.04