THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
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Chief Human Resources Officer

TO: Cabinet Secretaries, Secretariat Chiefs of Staff, Executive Department Agency Heads

CC: Human Resources Directors

FROM: Curtis Wood, Secretary & Chief Information Officer, Executive Office of Technology Services & Security and Jeff McCue, Assistant Secretary & Chief Human Resources Officer, Human Resources Division

DATE: August 8, 2022

RE: Information Technology (IT) Management Series Salary Chart Update Memo

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In 2016, the Human Resources Division (HRD) in collaboration with the Executive Office of Technology Services and Security (EOTSS) created a new management series and corresponding salary bands for senior level (M9 through M12) Information Technology (IT) Managers.

The IT management series was created to attract and retain top IT talent to strengthen IT leadership across Executive Department agencies. The IT management series has allowed the Commonwealth to classify our IT managers consistent with our management classification plan, while compensating them at a rate that is competitive with other states, municipalities, independent state agencies, and to better compete with the private sector.

To remain competitive, HRD and EOTSS have updated the IT Management Salary Bands. Effective today, the salary bands will be as follows.

Information Technology (IT) Management Salary Bands

Grade	Minimum	Maximum
M IX	$ 100,000	$ 175,000
M X	$ 110,000	$ 205,000
M XI	$ 115,000	$ 225,000
M XII	$ 125,000	$ 245,000

Guidelines for use of the IT management series has not changed. Please see *Attachment A* for guidance on how to classify managers into the IT management series and obtain appropriate approvals.

For questions, please reach out to your agency's HRD Classification & Compensation Analyst.