



THE COMMONWEALTH OF MASSACHUSETTS
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE
HUMAN RESOURCES DIVISION
100 CAMBRIDGE STREET, SUITE 600, BOSTON, MA 02114

CHARLES D. BAKER
Governor

KARYN E. POLITO
Lieutenant Governor

MICHAEL J. HEFFERNAN
Secretary

JEFF McCUE
Assistant Secretary
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 Unit 7

FROM: Jeff McCue, Assistant Secretary, Chief Human Resources Officer
Human Resources Division

ISSUED IN CONJUNCTION WITH: Bran Shim, Budget Director
Executive Office for Administration and Finance
William McNamara, Comptroller
Office of the Comptroller

Bran Shim
Bran Shim (Oct 26, 2021 17:18 EDT)

William McNamara

DATE: October 28, 2021

RE: Implementation of the January 1, 2021 – December 31, 2023 Commonwealth – MNA Collective Bargaining Agreement

On August 27, 2021, the Commonwealth of Massachusetts's Human Resources Division signed a labor agreement with the Massachusetts Nurses Association (MNA), Unit 7, for the period of January 1, 2021 to December 31, 2023. On October 20, 2021, funds were appropriated (1599-4448) to cover the incremental cost items for Fiscal Year 2022 as contained in the Agreement (Chapter 76 of the Acts of 2021). The contract was approved by the Legislature and signed by the Governor on October 20, 2021. Supplemental funding (Chapter 76 of the Acts of 2021) authorizes the implementation of the provisions of the new agreement effective November 7, 2021, unless otherwise indicated. This memorandum implements the provisions of the new agreement, including new salary charts effective the pay period that begins November 7, 2021. Information and implementation instructions 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 Joel Boone, 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 2021 – 2023 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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SECTION I CONTRACT CHANGES

**ARTICLE 1
RECOGNITION**

Section 1.4 *(New)*

Wherever in this Agreement feminine or masculine is used, it shall be read to include any non-binary gender identities.

**ARTICLE 8
LEAVE**

Section 15. Paid Family Medical Leave (PFML) *(New)*

A. Leave granted under the Paid Family Medical Leave Act, M.G.L. c. 175M, which does not otherwise qualify for leave under the FMLA or this Article, shall be used concurrently with the leave granted by this section, to the extent that such leave exceeds the twelve (12) weeks of leave granted by the Federal Law/FMLA.

B. During an approved qualifying leave, employees may elect as to whether they would like to utilize their accruals or apply for a paid benefit from the DFML. If an employee requests and is approved for a benefit from the DFML, he or she must exhaust his or her approved allotment of PFML benefit time prior to utilizing any additional accruals from the employer for that qualifying leave.

**ARTICLE 10
HOLIDAYS**

Section 10.1

The following days shall be holidays for employees:

New Year's Day	Martin Luther King Day
Washington's Birthday	Patriot's Day
Memorial Day	Juneteenth National Independence Day
Independence Day	Labor Day
Columbus Day	Veterans Day
Thanksgiving Day	Christmas Day

**ARTICLE 12
SALARY RATES**

Section 12.1

The following shall apply to full-time employees:

A. Effective the first full pay period in January 2021, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two and one-half percent (2.5%) increase in salary rate.

B. Effective the first full pay period in January 2022, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.

C. Effective the first full pay period in January 2023, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.

D. All employees who are currently active upon the date of signing of this MOU, will receive a one-time COVID Recognition Payment of one and one-half percent (1.5%) of their base salary. (A minimum amount of \$1,000 shall be set for the one-time payment.)

Section 12.4

A. An employee shall continue to advance under the terms of this Agreement to the next higher salary step in his/her job group, within the salary chart assigned to his/her position title, unless he/she is denied such step-rate increase by his/her Appointing Authority, after each fifty-two (52) weeks of creditable service in a step commencing from the first day of the payroll period immediately following his/her assignment to that job group until the maximum salary rate is reached. In the event an employee is denied a step-rate increase, he/she shall be given a written statement of the reasons therefore not later than five (5) days preceding the date when the increase would otherwise have taken effect. Time off the payroll is not creditable service for the purpose of step-rate increases, **except in circumstances when an employee qualifies for Family and Medical Leave (FMLA), Paid Family and Medical Leave (PFML) or any other unpaid leave taken pursuant to Article 8.**

ARTICLE 14
VACANCIES, TRANSFERS AND PROMOTIONS

Section 14.4

A. There shall be a Promotion Committee in each facility consisting of five (5) members. Said Committee shall include the Director of the facility or his/her designee, the Association Chairperson or his/her designee and three (3) members of the Bargaining Unit, one of whom shall be selected by the Director or his/her designee, one of whom shall be selected by the Association Chairperson or his/her designee and one of whom shall be jointly selected by the Director or his/her designee and the Association Chairperson or his/her designee. At least one of the three members of the bargaining unit shall belong to the professional discipline for which the vacancy has been posted.

In work locations where there are insufficient number of Union members to fill the above described promotion committee, the Committee will be formed as follows: The Committee shall include the Director for the location or his/her designee, the Local Association Chairperson or his/her designee, or if none, the Unit 7 Executive Chairperson or his/her designee, and three members of the Bargaining Unit, one of whom shall be selected by the Director or his/her designee, one of whom shall be selected by the Association Chairperson or Unit 7 Executive Chairperson or his/her designee, and one of whom shall be jointly selected by the Director or his/her designee and the Association Chairperson or his/her designee. If the parties agree, members of the bargaining unit may be recruited from other locations, facilities, or Secretariat Agencies if necessary. At least one of the three members of the bargaining unit shall belong to the professional discipline for which the vacancy has been posted.

SECTION II ADMINISTRATIVE INSTRUCTIONS

HR/CMS INSTRUCTIONS

The salary increases for MNA 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 January 2021, January 2022, and January 2023 increase in salary rate and the COVID Recognition Payment.

Retroactive payments for January 2021 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 directed by filing a ticket with ServiceNow HR/CMS HR or at 844-435-7629.

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 memo, 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 76 of the Acts of 2021 include an appropriation (1599-4448) to fund incremental costs of the MNA, Unit 7 collective bargaining agreement.

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

SECTION III SALARY CHARTS

**For all salary plans in BU 07, an increase of
Salary Plan 07A/B**

2.50% effective 1/3/2021

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$2,360.74	\$2,467.68	\$2,579.46	\$2,696.30	\$2,818.44	\$2,946.12	\$3,079.56	\$3,219.08	\$3,364.88	\$3,517.32	\$3,676.62	\$3,843.17
02	\$2,480.79	\$2,593.18	\$2,710.66	\$2,833.46	\$2,961.82	\$3,096.02	\$3,236.24	\$3,382.85	\$3,536.10	\$3,696.24	\$3,863.73	\$4,038.73
03	\$2,585.12	\$2,702.23	\$2,824.63	\$2,952.59	\$3,086.34	\$3,226.14	\$3,372.29	\$3,525.07	\$3,684.76	\$3,851.67	\$4,026.14	\$4,208.54
04	\$2,702.34	\$2,824.78	\$2,952.73	\$3,086.51	\$3,226.31	\$3,372.44	\$3,525.21	\$3,684.92	\$3,851.83	\$4,026.31	\$4,208.69	\$4,399.36
05	\$2,826.36	\$2,954.41	\$3,088.21	\$3,228.14	\$3,374.34	\$3,527.21	\$3,686.98	\$3,854.00	\$4,028.58	\$4,211.05	\$4,401.81	\$4,601.20
06	\$2,944.08	\$3,077.44	\$3,216.83	\$3,362.55	\$3,514.89	\$3,674.09	\$3,840.51	\$4,014.54	\$4,196.36	\$4,386.47	\$4,585.17	\$4,792.86
07	\$3,074.71	\$3,213.97	\$3,359.55	\$3,511.78	\$3,670.85	\$3,837.13	\$4,010.99	\$4,192.66	\$4,382.60	\$4,581.11	\$4,788.62	\$5,005.55
08	\$3,211.02	\$3,356.49	\$3,508.54	\$3,667.46	\$3,833.58	\$4,007.25	\$4,188.80	\$4,378.53	\$4,576.87	\$4,784.20	\$5,000.93	\$5,227.47
09	\$3,341.01	\$3,492.38	\$3,650.58	\$3,815.96	\$3,988.79	\$4,169.50	\$4,358.35	\$4,555.80	\$4,762.17	\$4,977.89	\$5,203.41	\$5,439.12
10	\$3,471.95	\$3,629.24	\$3,793.64	\$3,965.50	\$4,145.14	\$4,332.92	\$4,529.19	\$4,734.40	\$4,948.84	\$5,173.01	\$5,407.36	\$5,652.30
11	\$3,588.48	\$3,751.08	\$3,921.00	\$4,098.63	\$4,284.28	\$4,478.38	\$4,681.25	\$4,893.30	\$5,114.98	\$5,346.66	\$5,588.84	\$5,842.03
12	\$3,726.08	\$3,894.89	\$4,071.33	\$4,255.74	\$4,448.54	\$4,650.05	\$4,860.70	\$5,080.89	\$5,311.04	\$5,551.61	\$5,803.11	\$6,066.01
13	\$3,857.03	\$4,031.72	\$4,214.36	\$4,405.28	\$4,604.80	\$4,813.44	\$5,031.48	\$5,259.42	\$5,497.65	\$5,746.73	\$6,007.03	\$6,279.19
14	\$3,999.52	\$4,180.73	\$4,370.12	\$4,568.08	\$4,774.99	\$4,991.32	\$5,217.42	\$5,453.76	\$5,700.85	\$5,959.06	\$6,229.01	\$6,511.17
15	\$4,155.48	\$4,343.71	\$4,540.49	\$4,746.17	\$4,961.17	\$5,185.90	\$5,420.85	\$5,666.41	\$5,923.11	\$6,191.42	\$6,471.88	\$6,765.05
16	\$4,299.13	\$4,493.87	\$4,697.46	\$4,910.27	\$5,132.69	\$5,365.22	\$5,608.26	\$5,862.31	\$6,127.88	\$6,405.47	\$6,695.65	\$6,998.99
17	\$4,455.55	\$4,657.40	\$4,868.36	\$5,088.89	\$5,319.43	\$5,560.38	\$5,812.27	\$6,075.57	\$6,350.80	\$6,638.47	\$6,939.21	\$7,253.54
18	\$4,611.69	\$4,820.56	\$5,038.92	\$5,267.20	\$5,505.81	\$5,755.22	\$6,015.95	\$6,288.47	\$6,573.31	\$6,871.09	\$7,182.33	\$7,507.74
19	\$4,803.08	\$5,020.68	\$5,248.11	\$5,485.85	\$5,734.36	\$5,994.13	\$6,265.68	\$6,549.49	\$6,846.18	\$7,156.30	\$7,480.48	\$7,819.36
20	\$4,979.83	\$5,205.39	\$5,441.21	\$5,687.70	\$5,945.37	\$6,214.68	\$6,496.22	\$6,790.48	\$7,098.09	\$7,419.64	\$7,755.74	\$8,107.10
21	\$5,162.72	\$5,396.56	\$5,641.03	\$5,896.56	\$6,163.65	\$6,442.85	\$6,734.71	\$7,039.80	\$7,358.68	\$7,692.04	\$8,040.50	\$8,404.73

Salary Plan 7AA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
NC	\$6,275.81	\$6,560.07	\$6,857.26	\$7,167.86	\$7,492.60	\$7,832.01	\$8,186.80	\$8,557.66	\$8,945.36	\$9,350.56	\$9,774.12	\$10,216.88

Salary Plan 7BA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
15	\$4,643.83	\$4,854.20	\$5,074.09	\$5,303.97	\$5,544.24	\$5,795.39	\$6,057.92	\$6,332.38	\$6,619.20	\$6,919.04	\$7,232.46	\$7,560.08
18	\$5,100.01	\$5,331.01	\$5,572.55	\$5,824.96	\$6,088.83	\$6,364.66	\$6,652.99	\$6,954.37	\$7,269.38	\$7,598.66	\$7,942.88	\$8,302.67
21	\$5,650.98	\$5,906.97	\$6,174.58	\$6,454.30	\$6,746.63	\$7,052.28	\$7,371.72	\$7,705.67	\$8,054.76	\$8,419.68	\$8,801.08	\$9,199.77
SP	\$6,724.13	\$7,028.75	\$7,347.13	\$7,679.97	\$8,027.88	\$8,391.57	\$8,771.69	\$9,169.06	\$9,584.42	\$10,018.60	\$10,472.44	\$10,946.83

Salary Plan 07CA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,360.74	\$2,467.68	\$2,579.46	\$2,696.30	\$2,818.44	\$2,946.12	\$3,079.56	\$3,219.08	\$3,364.88	\$3,517.32	\$3,676.62	\$3,843.17	\$3,939.24
02	\$2,480.79	\$2,593.18	\$2,710.66	\$2,833.46	\$2,961.82	\$3,096.02	\$3,236.24	\$3,382.85	\$3,536.10	\$3,696.24	\$3,863.73	\$4,038.73	\$4,139.70
03	\$2,585.12	\$2,702.23	\$2,824.63	\$2,952.59	\$3,086.34	\$3,226.14	\$3,372.29	\$3,525.07	\$3,684.76	\$3,851.67	\$4,026.14	\$4,208.54	\$4,313.74
04	\$2,702.34	\$2,824.78	\$2,952.73	\$3,086.51	\$3,226.31	\$3,372.44	\$3,525.21	\$3,684.92	\$3,851.83	\$4,026.31	\$4,208.69	\$4,399.36	\$4,509.34
05	\$2,826.36	\$2,954.41	\$3,088.21	\$3,228.14	\$3,374.34	\$3,527.21	\$3,686.98	\$3,854.00	\$4,028.58	\$4,211.05	\$4,401.81	\$4,601.20	\$4,716.23
06	\$2,944.08	\$3,077.44	\$3,216.83	\$3,362.55	\$3,514.89	\$3,674.09	\$3,840.51	\$4,014.54	\$4,196.36	\$4,386.47	\$4,585.17	\$4,792.86	\$4,912.69
07	\$3,074.71	\$3,213.97	\$3,359.55	\$3,511.78	\$3,670.85	\$3,837.13	\$4,010.99	\$4,192.66	\$4,382.60	\$4,581.11	\$4,788.62	\$5,005.55	\$5,130.68
08	\$3,211.02	\$3,356.49	\$3,508.54	\$3,667.46	\$3,833.58	\$4,007.25	\$4,188.80	\$4,378.53	\$4,576.87	\$4,784.20	\$5,000.93	\$5,227.47	\$5,358.15
09	\$3,341.01	\$3,492.38	\$3,650.58	\$3,815.96	\$3,988.79	\$4,169.50	\$4,358.35	\$4,555.80	\$4,762.17	\$4,977.89	\$5,203.41	\$5,439.12	\$5,575.11
10	\$3,471.95	\$3,629.24	\$3,793.64	\$3,965.50	\$4,145.14	\$4,332.92	\$4,529.19	\$4,734.40	\$4,948.84	\$5,173.01	\$5,407.36	\$5,652.30	\$5,793.61
11	\$3,588.48	\$3,751.08	\$3,921.00	\$4,098.63	\$4,284.28	\$4,478.38	\$4,681.25	\$4,893.30	\$5,114.98	\$5,346.66	\$5,588.84	\$5,842.03	\$5,988.09
12	\$3,726.08	\$3,894.89	\$4,071.33	\$4,255.74	\$4,448.54	\$4,650.05	\$4,860.70	\$5,080.89	\$5,311.04	\$5,551.61	\$5,803.11	\$6,066.01	\$6,217.67
13	\$3,857.03	\$4,031.72	\$4,214.36	\$4,405.28	\$4,604.80	\$4,813.44	\$5,031.48	\$5,259.42	\$5,497.65	\$5,746.73	\$6,007.03	\$6,279.19	\$6,436.17
14	\$3,999.52	\$4,180.73	\$4,370.12	\$4,568.08	\$4,774.99	\$4,991.32	\$5,217.42	\$5,453.76	\$5,700.85	\$5,959.06	\$6,229.01	\$6,511.17	\$6,673.95
15	\$4,155.48	\$4,343.71	\$4,540.49	\$4,746.17	\$4,961.17	\$5,185.90	\$5,420.85	\$5,666.41	\$5,923.11	\$6,191.42	\$6,471.88	\$6,765.05	\$6,934.18
16	\$4,299.13	\$4,493.87	\$4,697.46	\$4,910.27	\$5,132.69	\$5,365.22	\$5,608.26	\$5,862.31	\$6,127.88	\$6,405.47	\$6,695.65	\$6,998.99	\$7,173.96
17	\$4,455.55	\$4,657.40	\$4,868.36	\$5,088.89	\$5,319.43	\$5,560.38	\$5,812.27	\$6,075.57	\$6,350.80	\$6,638.47	\$6,939.21	\$7,253.54	\$7,434.88
18	\$4,611.69	\$4,820.56	\$5,038.92	\$5,267.20	\$5,505.81	\$5,755.22	\$6,015.95	\$6,288.47	\$6,573.31	\$6,871.09	\$7,182.33	\$7,507.74	\$7,695.41
19	\$4,803.08	\$5,020.68	\$5,248.11	\$5,485.85	\$5,734.36	\$5,994.13	\$6,265.68	\$6,549.49	\$6,846.18	\$7,156.30	\$7,480.48	\$7,819.36	\$8,014.82
20	\$4,979.83	\$5,205.39	\$5,441.21	\$5,687.70	\$5,945.37	\$6,214.68	\$6,496.22	\$6,790.48	\$7,098.09	\$7,419.64	\$7,755.74	\$8,107.10	\$8,309.77
21	\$5,162.72	\$5,396.56	\$5,641.03	\$5,896.56	\$6,163.65	\$6,442.85	\$6,734.71	\$7,039.80	\$7,358.68	\$7,692.04	\$8,040.50	\$8,404.73	\$8,614.86

For all salary plans in BU 07, an increase of
Salary Plan 07A/B

2.00%

effective
1/2/2022

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$2,407.95	\$2,517.03	\$2,631.05	\$2,750.23	\$2,874.81	\$3,005.04	\$3,141.15	\$3,283.46	\$3,432.18	\$3,587.67	\$3,750.15	\$3,920.03
02	\$2,530.41	\$2,645.04	\$2,764.87	\$2,890.13	\$3,021.06	\$3,157.94	\$3,300.96	\$3,450.51	\$3,606.82	\$3,770.16	\$3,941.00	\$4,119.50
03	\$2,636.82	\$2,756.27	\$2,881.12	\$3,011.64	\$3,148.07	\$3,290.66	\$3,439.74	\$3,595.57	\$3,758.46	\$3,928.70	\$4,106.66	\$4,292.71
04	\$2,756.39	\$2,881.28	\$3,011.78	\$3,148.24	\$3,290.84	\$3,439.89	\$3,595.71	\$3,758.62	\$3,928.87	\$4,106.84	\$4,292.86	\$4,487.35
05	\$2,882.89	\$3,013.50	\$3,149.97	\$3,292.70	\$3,441.83	\$3,597.75	\$3,760.72	\$3,931.08	\$4,109.15	\$4,295.27	\$4,489.85	\$4,693.22
06	\$3,002.96	\$3,138.99	\$3,281.17	\$3,429.80	\$3,585.19	\$3,747.57	\$3,917.32	\$4,094.83	\$4,280.29	\$4,474.20	\$4,676.87	\$4,888.72
07	\$3,136.20	\$3,278.25	\$3,426.74	\$3,582.02	\$3,744.27	\$3,913.87	\$4,091.21	\$4,276.51	\$4,470.25	\$4,672.73	\$4,884.39	\$5,105.66
08	\$3,275.24	\$3,423.62	\$3,578.71	\$3,740.81	\$3,910.25	\$4,087.40	\$4,272.58	\$4,466.10	\$4,668.41	\$4,879.88	\$5,100.95	\$5,332.02
09	\$3,407.83	\$3,562.23	\$3,723.59	\$3,892.28	\$4,068.57	\$4,252.89	\$4,445.52	\$4,646.92	\$4,857.41	\$5,077.45	\$5,307.48	\$5,547.90
10	\$3,541.39	\$3,701.82	\$3,869.51	\$4,044.81	\$4,228.04	\$4,419.58	\$4,619.77	\$4,829.09	\$5,047.82	\$5,276.47	\$5,515.51	\$5,765.35
11	\$3,660.25	\$3,826.10	\$3,999.42	\$4,180.60	\$4,369.97	\$4,567.95	\$4,774.88	\$4,991.17	\$5,217.28	\$5,453.59	\$5,700.62	\$5,958.87
12	\$3,800.60	\$3,972.79	\$4,152.76	\$4,340.85	\$4,537.51	\$4,743.05	\$4,957.91	\$5,182.51	\$5,417.26	\$5,662.64	\$5,919.17	\$6,187.33
13	\$3,934.17	\$4,112.35	\$4,298.65	\$4,493.39	\$4,696.90	\$4,909.71	\$5,132.11	\$5,364.61	\$5,607.60	\$5,861.66	\$6,127.17	\$6,404.77
14	\$4,079.51	\$4,264.34	\$4,457.52	\$4,659.44	\$4,870.49	\$5,091.15	\$5,321.77	\$5,562.84	\$5,814.87	\$6,078.24	\$6,353.59	\$6,641.39
15	\$4,238.59	\$4,430.58	\$4,631.30	\$4,841.09	\$5,060.39	\$5,289.62	\$5,529.27	\$5,779.74	\$6,041.57	\$6,315.25	\$6,601.32	\$6,900.35
16	\$4,385.11	\$4,583.75	\$4,791.41	\$5,008.48	\$5,235.34	\$5,472.52	\$5,720.43	\$5,979.56	\$6,250.44	\$6,533.58	\$6,829.56	\$7,138.97
17	\$4,544.66	\$4,750.55	\$4,965.73	\$5,190.67	\$5,425.82	\$5,671.59	\$5,928.52	\$6,197.08	\$6,477.82	\$6,771.24	\$7,077.99	\$7,398.61
18	\$4,703.92	\$4,916.97	\$5,139.70	\$5,372.54	\$5,615.93	\$5,870.32	\$6,136.27	\$6,414.24	\$6,704.78	\$7,008.51	\$7,325.98	\$7,657.89
19	\$4,899.14	\$5,121.09	\$5,353.07	\$5,595.57	\$5,849.05	\$6,114.01	\$6,390.99	\$6,680.48	\$6,983.10	\$7,299.43	\$7,630.09	\$7,975.75
20	\$5,079.43	\$5,309.50	\$5,550.03	\$5,801.45	\$6,064.28	\$6,338.97	\$6,626.14	\$6,926.29	\$7,240.05	\$7,568.03	\$7,910.85	\$8,269.24
21	\$5,265.97	\$5,504.49	\$5,753.85	\$6,014.49	\$6,286.92	\$6,571.71	\$6,869.40	\$7,180.60	\$7,505.85	\$7,845.88	\$8,201.31	\$8,572.82

Salary Plan 7AA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
NC	\$6,401.33	\$6,691.27	\$6,994.41	\$7,311.22	\$7,642.45	\$7,988.65	\$8,350.54	\$8,728.81	\$9,124.27	\$9,537.57	\$9,969.60	\$10,421.22

Salary Plan 7BA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
15	\$4,736.71	\$4,951.28	\$5,175.57	\$5,410.05	\$5,655.12	\$5,911.30	\$6,179.08	\$6,459.03	\$6,751.58	\$7,057.42	\$7,377.11	\$7,711.28
18	\$5,202.01	\$5,437.63	\$5,684.00	\$5,941.46	\$6,210.61	\$6,491.95	\$6,786.05	\$7,093.46	\$7,414.77	\$7,750.63	\$8,101.74	\$8,468.72
21	\$5,764.00	\$6,025.11	\$6,298.07	\$6,583.39	\$6,881.56	\$7,193.33	\$7,519.15	\$7,859.78	\$8,215.86	\$8,588.07	\$8,977.10	\$9,383.77
SP	\$6,858.61	\$7,169.33	\$7,494.07	\$7,833.57	\$8,188.44	\$8,559.40	\$8,947.12	\$9,352.44	\$9,776.11	\$10,218.97	\$10,681.89	\$11,165.77

Salary Plan 07CA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,407.95	\$2,517.03	\$2,631.05	\$2,750.23	\$2,874.81	\$3,005.04	\$3,141.15	\$3,283.46	\$3,432.18	\$3,587.67	\$3,750.15	\$3,920.03	\$4,018.02
02	\$2,530.41	\$2,645.04	\$2,764.87	\$2,890.13	\$3,021.06	\$3,157.94	\$3,300.96	\$3,450.51	\$3,606.82	\$3,770.16	\$3,941.00	\$4,119.50	\$4,222.49
03	\$2,636.82	\$2,756.27	\$2,881.12	\$3,011.64	\$3,148.07	\$3,290.66	\$3,439.74	\$3,595.57	\$3,758.46	\$3,928.70	\$4,106.66	\$4,292.71	\$4,400.01
04	\$2,756.39	\$2,881.28	\$3,011.78	\$3,148.24	\$3,290.84	\$3,439.89	\$3,595.71	\$3,758.62	\$3,928.87	\$4,106.84	\$4,292.86	\$4,487.35	\$4,599.53
05	\$2,882.89	\$3,013.50	\$3,149.97	\$3,292.70	\$3,441.83	\$3,597.75	\$3,760.72	\$3,931.08	\$4,109.15	\$4,295.27	\$4,489.85	\$4,693.22	\$4,810.55
06	\$3,002.96	\$3,138.99	\$3,281.17	\$3,429.80	\$3,585.19	\$3,747.57	\$3,917.32	\$4,094.83	\$4,280.29	\$4,474.20	\$4,676.87	\$4,888.72	\$5,010.94
07	\$3,136.20	\$3,278.25	\$3,426.74	\$3,582.02	\$3,744.27	\$3,913.87	\$4,091.21	\$4,276.51	\$4,470.25	\$4,672.73	\$4,884.39	\$5,105.66	\$5,233.29
08	\$3,275.24	\$3,423.62	\$3,578.71	\$3,740.81	\$3,910.25	\$4,087.40	\$4,272.58	\$4,466.10	\$4,668.41	\$4,879.88	\$5,100.95	\$5,332.02	\$5,465.31
09	\$3,407.83	\$3,562.23	\$3,723.59	\$3,892.28	\$4,068.57	\$4,252.89	\$4,445.52	\$4,646.92	\$4,857.41	\$5,077.45	\$5,307.48	\$5,547.90	\$5,686.61
10	\$3,541.39	\$3,701.82	\$3,869.51	\$4,044.81	\$4,228.04	\$4,419.58	\$4,619.77	\$4,829.09	\$5,047.82	\$5,276.47	\$5,515.51	\$5,765.35	\$5,909.48
11	\$3,660.25	\$3,826.10	\$3,999.42	\$4,180.60	\$4,369.97	\$4,567.95	\$4,774.88	\$4,991.17	\$5,217.28	\$5,453.59	\$5,700.62	\$5,958.87	\$6,107.85
12	\$3,800.60	\$3,972.79	\$4,152.76	\$4,340.85	\$4,537.51	\$4,743.05	\$4,957.91	\$5,182.51	\$5,417.26	\$5,662.64	\$5,919.17	\$6,187.33	\$6,342.02
13	\$3,934.17	\$4,112.35	\$4,298.65	\$4,493.39	\$4,696.90	\$4,909.71	\$5,132.11	\$5,364.61	\$5,607.60	\$5,861.66	\$6,127.17	\$6,404.77	\$6,564.89
14	\$4,079.51	\$4,264.34	\$4,457.52	\$4,659.44	\$4,870.49	\$5,091.15	\$5,321.77	\$5,562.84	\$5,814.87	\$6,078.24	\$6,353.59	\$6,641.39	\$6,807.43
15	\$4,238.59	\$4,430.58	\$4,631.30	\$4,841.09	\$5,060.39	\$5,289.62	\$5,529.27	\$5,779.74	\$6,041.57	\$6,315.25	\$6,601.32	\$6,900.35	\$7,072.86
16	\$4,385.11	\$4,583.75	\$4,791.41	\$5,008.48	\$5,235.34	\$5,472.52	\$5,720.43	\$5,979.56	\$6,250.44	\$6,533.58	\$6,829.56	\$7,138.97	\$7,317.44

17	\$4,544.66	\$4,750.55	\$4,965.73	\$5,190.67	\$5,425.82	\$5,671.59	\$5,928.52	\$6,197.08	\$6,477.82	\$6,771.24	\$7,077.99	\$7,398.61	\$7,583.58
18	\$4,703.92	\$4,916.97	\$5,139.70	\$5,372.54	\$5,615.93	\$5,870.32	\$6,136.27	\$6,414.24	\$6,704.78	\$7,008.51	\$7,325.98	\$7,657.89	\$7,849.32
19	\$4,899.14	\$5,121.09	\$5,353.07	\$5,595.57	\$5,849.05	\$6,114.01	\$6,390.99	\$6,680.48	\$6,983.10	\$7,299.43	\$7,630.09	\$7,975.75	\$8,175.12
20	\$5,079.43	\$5,309.50	\$5,550.03	\$5,801.45	\$6,064.28	\$6,338.97	\$6,626.14	\$6,926.29	\$7,240.05	\$7,568.03	\$7,910.85	\$8,269.24	\$8,475.97
21	\$5,265.97	\$5,504.49	\$5,753.85	\$6,014.49	\$6,286.92	\$6,571.71	\$6,869.40	\$7,180.60	\$7,505.85	\$7,845.88	\$8,201.31	\$8,572.82	\$8,787.16

For all salary plans in BU 07, an increase of
Salary Plan 07A/B

2.00%

effective
1/1/2023

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$2,456.11	\$2,567.37	\$2,683.67	\$2,805.23	\$2,932.31	\$3,065.14	\$3,203.97	\$3,349.13	\$3,500.82	\$3,659.42	\$3,825.15	\$3,998.43
02	\$2,581.02	\$2,697.94	\$2,820.17	\$2,947.93	\$3,081.48	\$3,221.10	\$3,366.98	\$3,519.52	\$3,678.96	\$3,845.56	\$4,019.82	\$4,201.89
03	\$2,689.56	\$2,811.40	\$2,938.74	\$3,071.87	\$3,211.03	\$3,356.47	\$3,508.53	\$3,667.48	\$3,833.63	\$4,007.27	\$4,188.79	\$4,378.56
04	\$2,811.52	\$2,938.91	\$3,072.02	\$3,211.20	\$3,356.66	\$3,508.69	\$3,667.62	\$3,833.79	\$4,007.45	\$4,188.98	\$4,378.72	\$4,577.10
05	\$2,940.55	\$3,073.77	\$3,212.97	\$3,358.55	\$3,510.67	\$3,669.71	\$3,835.93	\$4,009.70	\$4,191.33	\$4,381.18	\$4,579.65	\$4,787.08
06	\$3,063.02	\$3,201.77	\$3,346.79	\$3,498.40	\$3,656.89	\$3,822.52	\$3,995.67	\$4,176.73	\$4,365.90	\$4,563.68	\$4,770.41	\$4,986.49
07	\$3,198.92	\$3,343.82	\$3,495.27	\$3,653.66	\$3,819.16	\$3,992.15	\$4,173.03	\$4,362.04	\$4,559.66	\$4,766.18	\$4,982.08	\$5,207.77
08	\$3,340.74	\$3,492.09	\$3,650.28	\$3,815.63	\$3,988.46	\$4,169.15	\$4,358.03	\$4,555.42	\$4,761.78	\$4,977.48	\$5,202.97	\$5,438.66
09	\$3,475.99	\$3,633.47	\$3,798.06	\$3,970.13	\$4,149.94	\$4,337.95	\$4,534.43	\$4,739.86	\$4,954.56	\$5,179.00	\$5,413.63	\$5,658.86
10	\$3,612.22	\$3,775.86	\$3,946.90	\$4,125.71	\$4,312.60	\$4,507.97	\$4,712.17	\$4,925.67	\$5,148.78	\$5,382.00	\$5,625.82	\$5,880.66
11	\$3,733.46	\$3,902.62	\$4,079.41	\$4,264.21	\$4,457.37	\$4,659.31	\$4,870.38	\$5,090.99	\$5,321.63	\$5,562.66	\$5,814.63	\$6,078.05
12	\$3,876.61	\$4,052.25	\$4,235.82	\$4,427.67	\$4,628.26	\$4,837.91	\$5,057.07	\$5,286.16	\$5,525.61	\$5,775.89	\$6,037.55	\$6,311.08
13	\$4,012.85	\$4,194.60	\$4,384.62	\$4,583.26	\$4,790.84	\$5,007.90	\$5,234.75	\$5,471.90	\$5,719.75	\$5,978.89	\$6,249.71	\$6,532.87
14	\$4,161.10	\$4,349.63	\$4,546.67	\$4,752.63	\$4,967.90	\$5,192.97	\$5,428.21	\$5,674.10	\$5,931.17	\$6,199.80	\$6,480.66	\$6,774.22
15	\$4,323.36	\$4,519.19	\$4,723.93	\$4,937.91	\$5,161.60	\$5,395.41	\$5,639.86	\$5,895.33	\$6,162.40	\$6,441.56	\$6,733.35	\$7,038.36
16	\$4,472.81	\$4,675.43	\$4,887.24	\$5,108.65	\$5,340.05	\$5,581.97	\$5,834.84	\$6,099.15	\$6,375.45	\$6,664.25	\$6,966.15	\$7,281.75
17	\$4,635.55	\$4,845.56	\$5,065.04	\$5,294.48	\$5,534.34	\$5,785.02	\$6,047.09	\$6,321.02	\$6,607.38	\$6,906.66	\$7,219.55	\$7,546.58
18	\$4,798.00	\$5,015.31	\$5,242.49	\$5,479.99	\$5,728.25	\$5,987.73	\$6,259.00	\$6,542.52	\$6,838.88	\$7,148.68	\$7,472.50	\$7,811.05
19	\$4,997.12	\$5,223.51	\$5,460.13	\$5,707.48	\$5,966.03	\$6,236.29	\$6,518.81	\$6,814.09	\$7,122.76	\$7,445.42	\$7,782.69	\$8,135.27
20	\$5,181.02	\$5,415.69	\$5,661.03	\$5,917.48	\$6,185.57	\$6,465.75	\$6,758.66	\$7,064.82	\$7,384.85	\$7,719.39	\$8,069.07	\$8,434.62
21	\$5,371.29	\$5,614.58	\$5,868.93	\$6,134.78	\$6,412.66	\$6,703.14	\$7,006.79	\$7,324.21	\$7,655.97	\$8,002.80	\$8,365.34	\$8,744.28

Salary Plan 7AA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
NC	\$6,529.36	\$6,825.10	\$7,134.30	\$7,457.44	\$7,795.30	\$8,148.42	\$8,517.55	\$8,903.39	\$9,306.76	\$9,728.32	\$10,168.99	\$10,629.64

Salary Plan 7BA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
15	\$4,831.44	\$5,050.31	\$5,279.08	\$5,518.25	\$5,768.22	\$6,029.53	\$6,302.66	\$6,588.21	\$6,886.61	\$7,198.57	\$7,524.65	\$7,865.51
18	\$5,306.05	\$5,546.38	\$5,797.68	\$6,060.29	\$6,334.82	\$6,621.79	\$6,921.77	\$7,235.33	\$7,563.07	\$7,905.64	\$8,263.77	\$8,638.09
21	\$5,879.28	\$6,145.61	\$6,424.03	\$6,715.06	\$7,019.19	\$7,337.20	\$7,669.53	\$8,016.98	\$8,380.18	\$8,759.83	\$9,156.64	\$9,571.45
SP	\$6,995.78	\$7,312.72	\$7,643.95	\$7,990.24	\$8,352.21	\$8,730.59	\$9,126.06	\$9,539.49	\$9,971.63	\$10,423.35	\$10,895.53	\$11,389.09

Salary Plan 07CA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,456.11	\$2,567.37	\$2,683.67	\$2,805.23	\$2,932.31	\$3,065.14	\$3,203.97	\$3,349.13	\$3,500.82	\$3,659.42	\$3,825.15	\$3,998.43	\$4,098.38
02	\$2,581.02	\$2,697.94	\$2,820.17	\$2,947.93	\$3,081.48	\$3,221.10	\$3,366.98	\$3,519.52	\$3,678.96	\$3,845.56	\$4,019.82	\$4,201.89	\$4,306.94
03	\$2,689.56	\$2,811.40	\$2,938.74	\$3,071.87	\$3,211.03	\$3,356.47	\$3,508.53	\$3,667.48	\$3,833.63	\$4,007.27	\$4,188.79	\$4,378.56	\$4,488.01
04	\$2,811.52	\$2,938.91	\$3,072.02	\$3,211.20	\$3,356.66	\$3,508.69	\$3,667.62	\$3,833.79	\$4,007.45	\$4,188.98	\$4,378.72	\$4,577.10	\$4,691.52
05	\$2,940.55	\$3,073.77	\$3,212.97	\$3,358.55	\$3,510.67	\$3,669.71	\$3,835.93	\$4,009.70	\$4,191.33	\$4,381.18	\$4,579.65	\$4,787.08	\$4,906.76
06	\$3,063.02	\$3,201.77	\$3,346.79	\$3,498.40	\$3,656.89	\$3,822.52	\$3,995.67	\$4,176.73	\$4,365.90	\$4,563.68	\$4,770.41	\$4,986.49	\$5,111.16
07	\$3,198.92	\$3,343.82	\$3,495.27	\$3,653.66	\$3,819.16	\$3,992.15	\$4,173.03	\$4,362.04	\$4,559.66	\$4,766.18	\$4,982.08	\$5,207.77	\$5,337.96
08	\$3,340.74	\$3,492.09	\$3,650.28	\$3,815.63	\$3,988.46	\$4,169.15	\$4,358.03	\$4,555.42	\$4,761.78	\$4,977.48	\$5,202.97	\$5,438.66	\$5,574.62
09	\$3,475.99	\$3,633.47	\$3,798.06	\$3,970.13	\$4,149.94	\$4,337.95	\$4,534.43	\$4,739.86	\$4,954.56	\$5,179.00	\$5,413.63	\$5,658.86	\$5,800.34
10	\$3,612.22	\$3,775.86	\$3,946.90	\$4,125.71	\$4,312.60	\$4,507.97	\$4,712.17	\$4,925.67	\$5,148.78	\$5,382.00	\$5,625.82	\$5,880.66	\$6,027.67
11	\$3,733.46	\$3,902.62	\$4,079.41	\$4,264.21	\$4,457.37	\$4,659.31	\$4,870.38	\$5,090.99	\$5,321.63	\$5,562.66	\$5,814.63	\$6,078.05	\$6,230.01

12	\$3,876.61	\$4,052.25	\$4,235.82	\$4,427.67	\$4,628.26	\$4,837.91	\$5,057.07	\$5,286.16	\$5,525.61	\$5,775.89	\$6,037.55	\$6,311.08	\$6,468.86
13	\$4,012.85	\$4,194.60	\$4,384.62	\$4,583.26	\$4,790.84	\$5,007.90	\$5,234.75	\$5,471.90	\$5,719.75	\$5,978.89	\$6,249.71	\$6,532.87	\$6,696.19
14	\$4,161.10	\$4,349.63	\$4,546.67	\$4,752.63	\$4,967.90	\$5,192.97	\$5,428.21	\$5,674.10	\$5,931.17	\$6,199.80	\$6,480.66	\$6,774.22	\$6,943.58
15	\$4,323.36	\$4,519.19	\$4,723.93	\$4,937.91	\$5,161.60	\$5,395.41	\$5,639.86	\$5,895.33	\$6,162.40	\$6,441.56	\$6,733.35	\$7,038.36	\$7,214.32
16	\$4,472.81	\$4,675.43	\$4,887.24	\$5,108.65	\$5,340.05	\$5,581.97	\$5,834.84	\$6,099.15	\$6,375.45	\$6,664.25	\$6,966.15	\$7,281.75	\$7,463.79
17	\$4,635.55	\$4,845.56	\$5,065.04	\$5,294.48	\$5,534.34	\$5,785.02	\$6,047.09	\$6,321.02	\$6,607.38	\$6,906.66	\$7,219.55	\$7,546.58	\$7,735.25
18	\$4,798.00	\$5,015.31	\$5,242.49	\$5,479.99	\$5,728.25	\$5,987.73	\$6,259.00	\$6,542.52	\$6,838.88	\$7,148.68	\$7,472.50	\$7,811.05	\$8,006.31
19	\$4,997.12	\$5,223.51	\$5,460.13	\$5,707.48	\$5,966.03	\$6,236.29	\$6,518.81	\$6,814.09	\$7,122.76	\$7,445.42	\$7,782.69	\$8,135.27	\$8,338.62
20	\$5,181.02	\$5,415.69	\$5,661.03	\$5,917.48	\$6,185.57	\$6,465.75	\$6,758.66	\$7,064.82	\$7,384.85	\$7,719.39	\$8,069.07	\$8,434.62	\$8,645.49
21	\$5,371.29	\$5,614.58	\$5,868.93	\$6,134.78	\$6,412.66	\$6,703.14	\$7,006.79	\$7,324.21	\$7,655.97	\$8,002.80	\$8,365.34	\$8,744.28	\$8,962.90