



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE  
HUMAN RESOURCES DIVISION  
ONE ASHBURTON PLACE, BOSTON, MA 02108

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Secretary

RONALD J. ARIGO  
Chief Human Resources Officer

MEMORANDUM

**TO:** Cabinet Secretaries, Agency Heads and Departmental Human Resources, Labor Relations Directors, Payroll and Budget Staff with Employees in Bargaining Unit 2

**FROM:** Ronald J. Arigo, Chief Human Resources Officer

**ISSUED IN CONJUNCTION WITH:** Catharine Hornby, Budget Director  
Executive Office for Administration and Finance  
Thomas G. Shack III, Comptroller  
Office of the Comptroller

**DATE:** June 1, 2018

**RE:** Implementation of the July 1, 2017 – June 30, 2020 Commonwealth-Alliance, AFSCME – SEIU Local 888 Unit 2 Collective Bargaining Agreement

On January 29, 2018, the Commonwealth of Massachusetts's Human Resources Division signed a labor agreement with the Alliance, AFSCME – SEIU Local 888, Unit 2, for the period July 1, 2017 to June 30, 2020. On May 21, 2018 funds were appropriated (1599-4448) to cover the incremental cost items for Fiscal Year 2018 as contained in the Agreement (Chapter 90 of the Acts of 2018). The contract was approved by the Legislature and signed by the Governor on May 21, 2018. Supplemental funding (Chapter 90 of the Acts of 2018) authorizes the implementation of the provisions of the new agreement effective June 10, 2018, unless otherwise indicated. This memorandum implements the provisions of the new agreement, **including new salary charts effective the pay period that begins June 10, 2018**. 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 Marianne Dill, Associate Director, HRD's Office of Employee Relations, at 617-878-9800. Questions regarding the applicability of these provisions to confidential, intermittent or short-term employees should be directed to Sarah Unsworth, Manager of Classification and Compensation, HRD, at 617-878-9751.

A copy of this Implementation Memorandum will be posted on HRD's website at (<https://www.mass.gov/orgs/human-resources>). A fully integrated 2017 – 2020 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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## SECTION I

### CHANGES to COLLECTIVE BARGAINING AGREEMENT

#### ARTICLE 3 UNION SECURITY

Section 2. An employee may consent in writing to the authorization of the deduction of Union dues from his/her wages and to the designation of the Union as the recipient thereof. Such consent shall be in a form acceptable to the **Office of Employee Relations**, and shall bear the signature of the employee. **Said form may be completed on-line as an electronic form or completed, printed and sent to the appropriate agency human resources officer.** An employee may withdraw his/her Union dues check-off authorization by giving at least sixty (60) **days' notice, or in accordance with applicable law at said time of withdrawal request, whichever is greater,** in writing to the **Office of Employee Relations; the Union will be notified immediately of such request to withdraw union dues authorization.**

Section 3. An employee may consent in writing to the authorization of the deduction of an agency fee from his/her wages and to the designation of the Union as the recipient thereof. Such consent shall be in a form, acceptable to the **Office of Employee Relations**, and shall bear the signature of the employee. **Said form may be completed on-line as an electronic form or completed, printed and sent to the appropriate agency human resources officer.** An employee may withdraw his/her agency fee authorization by giving at least sixty (60) **days' notice, or in accordance with applicable law at said time of withdrawal request, whichever is greater,** in writing to the **Office of Employee Relations; the Union will be notified immediately of such request to withdraw agency fee authorization.**

Section 4. The Employer shall deduct dues or an agency fee from the pay of employees who request such deduction in accordance with this Article and transmit such funds in accordance with departmental policy as of July 1, 1976 to the Treasurer of the Union together with a list of employees whose dues or agency fees are transmitted provided that the State Treasurer is satisfied by such evidence that he may require that the Treasurer of the Union has given to the Union a bond, in a form approved by the Commissioner of the Department of Revenue, for the faithful performance of his/her duties, in a sum and with such surety or securities as are satisfactory to the State Treasurer.

#### ARTICLE 5 UNION BUSINESS

##### Section 2. Paid Leave for Union Business

Union officials, including but not limited to stewards, shall be permitted to have time off without loss of pay (paid union leave) for the following purposes, and requests for such time off shall not be unreasonably denied:

1. Attendance at Statewide, Departmental, facility and local labor-management committee meetings **and orientation**.
2. Investigation and processing of grievances.
3. Attendance at grievance and arbitration hearings.
4. Participation in Departmental meetings or Committees.
5. Representation of employees during investigations, hearings, or administrative inquiries within the Appointing Authority.
6. Non-grievance dispute resolution, including disputes between employee(s) and coworker(s) and/or employee(s) and their supervisor(s). Requests for release time under this provision shall identify the nature of the problem to be addressed; shall identify the parties involved; and shall include participation from Department/Agency labor relations staff when the Department/Agency deems such participation appropriate.
7. Grievants shall be permitted to have time off without loss of pay for attendance at grievance hearings through the contractual grievance procedure, except that for class action grievances no more than three (3) grievants shall be granted such leave.

**All release time requests for the above reasons shall be processed through the Department/Agency central Human Resources Office. Requests for all paid release time must be made at least seven (7) calendar days in advance unless agreed to locally by the parties. Release time granted under this provision shall include reasonable travel and preparation time.**

8. Attendance at legislative or gubernatorial work-related Commissions as so designated.
9. Participation in collective bargaining negotiations, including midterm and contract negotiations, with allowance for reasonable travel and preparation time.
10. In order for elected delegates of the Union to attend conventions of the State AFL-CIO and parent organizations. Persons designated as alternate delegates shall not be granted paid leaves of absence to attend such conventions. Such release time shall be granted in accordance with current practice. Additional requests under this Section due to extenuating circumstances shall be submitted to and considered by the Human Resources Division.
11. SEIU Local 888 stewards shall annually receive one full day of paid union leave to attend stewards' training.

All leave granted **for the above reasons** shall require prior approval of the Human Resources Division, **and all requests for paid release time must be made at least seven (7) calendar days in advance**. Requests for release time for the purpose of attending Union conventions must be at least twenty-one (21) days in advance of such convention.

### **Section 3. Unpaid Union Leave of Absence**

- E. All leaves granted under this Section shall require prior approval of the Human Resources Division. Requests for unpaid leaves of absence (as provided by Section 3B above) for the purpose of attending Union conventions must be made

at least twenty-one (21) days in advance of such conventions. **Requests for all other unpaid release time must be made at least seven (7) calendar days in advance unless agreed to locally by the parties.**

#### **Section 4. Union Use of Premises**

The Union shall be permitted to use those facilities of the Employer for the transaction of Union business during working hours, which have been used in the past for such purpose, and to have reasonable use of the Employer's facilities during off-duty hours for Union meetings subject to appropriate compensation if required by law. **Union officials shall provide the Employer with at least one (1) day advanced notice of such use.** This Section shall not be interpreted to grant an employee the right to carry on Union business during his/her own working hours, not granted elsewhere in the contract.

### **ARTICLE 7 WORKWEEK AND WORK SCHEDULES**

#### **Section 2. Overtime**

- I. Prior to implementing mandatory overtime, a reasonable effort will be made to solicit volunteers. **Absent an emergency situation, it is understood that no employee may be mandated to work if they have already worked sixteen (16) consecutive hours. These provisions are subject to Supplemental Agreement B.**

#### **Section 8. Weekend Differential**

- A. Effective July 9, 2006, employees of the Commonwealth rendering service on a weekend shift as hereinafter defined shall receive a weekend differential of one-dollar (\$1.00) per hour for each hour worked, provided, however, that no employee shall receive said weekend differential for more than one (1) shift per weekend **not to exceed 7.5 or 8 hours per shift.**

**Section 9.** For the purposes of **ARTICE 7 WORKWEEK**, ARTICLE 8 LEAVE, ARTICLE 9 VACATIONS, and ARTICLE 10 HOLIDAYS, the term "day" with respect to employees who work an irregular workday or whose regular workday is longer than the normal seven and one-half (7.5) or eight (8) hour workday shall mean seven and one-half (7.5) or eight (8) hours, whichever is appropriate, and for the purpose of ARTICLE 9 VACATIONS, the term "week" with respect to such employees shall mean thirty-seven and one-half (37.5) or forty (40) hours, whichever is appropriate.

For the purposes of **ARTICLE 7 WORKWEEK**, ARTICLE 8 LEAVE, ARTICLE 9 VACATIONS, and ARTICLE 10 HOLIDAYS, all paid leave time shall be prorated for regular part-time employees.

## ARTICLE 8

### LEAVE

*(Remove existing Article 8 from main body of contract and replace with Article 8 from Appendix K and remove Appendix K.)*

#### Section 4. Bereavement Leave

A. **(language clarification)**

Upon evidence satisfactory to the Appointing Authority of the death of a spouse or child, foster child or step-child living in the household, an employee shall be entitled to a maximum of seven (7) days of leave without loss of pay to be used at the option of the employee within ninety (90) calendar days from the date of death of the employee's spouse, and within thirty (30) calendar days from the date of death of the employee's child, foster child or step-child living in the household.

E. **Employees may be granted additional leave time (vacation, personal, compensation time) in conjunction with bereavement leave subject to approval of the Appointing Authority/designee.**

#### Section 8. Family and Medical Leave

A. Family Leave

1. An Appointing Authority shall grant to a full time or part time employee who has completed her/his probationary period, or if there is no such probationary period, has been employed for at least three consecutive months, an unpaid leave of absence for up to twenty-six (26) weeks in conjunction with the birth, adoption or placement of a child as long as the leave concludes within twelve (12) months following the birth or placement. The ability to take leave ceases when a foster placement ceases unless the need for additional leave is directly connected to previous placement.
2. **New employees who have completed six full months of employment but remain within their probationary period may request the appointing authority to waive their remaining wait time for FMLA. Such request shall include submission of satisfactory medical evidence that demonstrates either a.) An existing catastrophic illness; or b.) a problematic pregnancy that prevents the employee from being able to perform the functions of her position. Any leave granted under this waiver will be charged against the employee's FMLA leave as described in this section. The remaining rights and obligations under Section 8 shall apply.**

## B. Medical Leave

1. An Appointing Authority shall grant to any employee who has completed his/her probationary period or, if there is no probationary period, who has been employed at least three (3) consecutive months, an unpaid leave of absence for up to twenty-six (26) weeks to care for a spouse, child or parent who has a serious health condition or for a serious health condition which prevents the employee from being able to perform the functions of her/his position. For this leave, under the Family and Medical Leave Act, 29 U.S.C. 2611 et seq., and accompanying regulations, 29 C.F.R. Part 825, the Employer will request medical certification at the time the employee gives notice of the need for the leave or within five (5) business days thereafter, or in the case of the unforeseen leave, within five (5) business days after the leave commences. In the event of an unanticipated illness, an employee who returns to work within eight (8) working days of the beginning of their absence will not be required to return for G-2 to his/her employer.
2. **New employees who have completed six full months of employment but remain within their probationary period may request the appointing authority to waive their remaining wait time for FMLA. Such request shall include submission of satisfactory medical evidence that demonstrates either a.) an existing catastrophic illness; or b.) a problematic pregnancy that prevents the employee from being able to perform the functions of her position. Any leave granted under this waiver will be charged against the employee's FMLA leave as described in this section. The remaining rights and obligations under Section B shall apply.**

**Section 11.** For the purposes of **ARTICLE 7 WORKWEEK**, ARTICLE 8 LEAVE, ARTICLE 9 VACATIONS, and ARTICLE 10 HOLIDAYS, the term "day" with respect to employees who work an irregular workday or whose regular workday is longer than the normal seven and one-half (7.5) or eight (8) hour workday shall mean seven and one-half (7.5) or eight (8) hours, whichever is appropriate, and for the purpose of ARTICLE 9 VACATIONS, the term "week" with respect to such employees shall mean thirty-seven and one-half (37.5) or forty (40) hours, whichever is appropriate.

For the purposes of **ARTICLE 7 WORKWEEK**, ARTICLE 8 LEAVE, ARTICLE 9 VACATIONS, and ARTICLE 10 HOLIDAYS, all paid leave time shall be prorated for regular part-time employees.

## **ARTICLE 9 VACATIONS**

**(Remove existing Article 9 from main body of contract and replace with Article 9 from Appendix L and remove Appendix L.)**

**Section 17.** For the purposes of **ARTICLE 7 WORKWEEK**, ARTICLE 8 LEAVE, ARTICLE 9 VACATIONS, and ARTICLE 10 HOLIDAYS, the term "day" with respect to employees who



work an irregular workday or whose regular workday is longer than the normal seven and one-half (7.5) or eight (8) hour workday shall mean seven and one-half (7.5) or eight (8) hours, whichever is appropriate, and for the purpose of ARTICLE 9 VACATIONS, the term "week" with respect to such employees shall mean thirty-seven and one-half (37.5) or forty (40) hours, whichever is appropriate.

For the purposes of **ARTICLE 7 WORKWEEK**, ARTICLE 8 LEAVE, ARTICLE 9 VACATIONS, and ARTICLE 10 HOLIDAYS, all paid leave time shall be prorated for regular part-time employees.

## **ARTICLE 10 HOLIDAYS**

**Section 3.** When a holiday occurs on the regular scheduled workday of a full-time employee, he/she, if not required to work that day, shall be entitled to receive his/her regular day's pay for such holiday.

An employee required to work on a holiday shall **be paid for one (1) day at his/her regular rate of pay in addition to pay for the holiday unless the employee and Appointing Authority or designee had agreed in advance of the holiday to be credited instead with a compensatory day off to be used on a specific date within sixty (60) days from the holiday worked. If an employee provides more than fourteen (14) days' notice of his/her intent to use said compensatory day, such usage shall be approved, unless the Appointing Authority or designee has the opinion that it is impossible or impractical to do so because of work schedules or emergencies.**

**Section 4.** When a holiday occurs on a day that is not an employee's regular workday, he/she, at the option of the Employer shall receive pay for one (1) day at his/her regular rate or one (1) compensatory day off with pay within sixty (60) days following the holiday to be taken at a time approved by the agency head.

**Section 10.** For the purposes of **ARTICLE 7 WORKWEEK**, ARTICLE 8 LEAVE, ARTICLE 9 VACATIONS, and ARTICLE 10 HOLIDAYS, the term "day" with respect to employees who work an irregular workday or whose regular workday is longer than the normal seven and one-half (7.5) or eight (8) hour workday shall mean seven and one-half (7.5) or eight (8) hours, whichever is appropriate, and for the purpose of ARTICLE 9 VACATIONS, the term "week" with respect to such employees shall mean thirty-seven and one-half (37.5) or forty (40) hours, whichever is appropriate.

For the purposes of **ARTICLE 7 WORKWEEK**, ARTICLE 8 LEAVE, ARTICLE 9 VACATIONS, and ARTICLE 10 HOLIDAYS, all paid leave time shall be prorated for regular part-time employees.

## ARTICLE 12 SALARY RATES

### Section 12.1

- A. Effective the first full pay period of **July, 2017**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a **one percent (1.0%)** increase in salary rate.
- B. Effective the first full pay period of **July, 2018**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a **one percent (1.0%)** increase in salary rate.

**1. If FY 2018 tax revenues equal or exceed \$27.072 billion, then, effective the first full pay period in July, 2017, employees shall receive an additional increase of one percent (1%) in salary rate.**

**The terms, “state tax revenues,” “budgeted revenues,” and “budgetary funds” shall have the meanings assigned to those terms in M.G.L., Ch. 29, sec. 1.**

**For the purposes of this section, “tax revenues” shall mean, for any given fiscal year, state tax revenues that count as budgeted revenues in the budgetary funds, as reported by the Commissioner of Revenue on a preliminary basis in July following the end of the fiscal year, subject to any final technical adjustments made prior to August 31. Tax revenues shall include taxes that are transferred to the Commonwealth’s Pension Liability Fund, the Massachusetts Bay Transportation Authority State and Local Contribution Fund, the School Modernization and Reconstruction Trust Fund and the Workforce Training Fund.**

- C. Effective the first full pay period of **January, 2019**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a **one percent (1.0%)** increase in salary rate.
- D. Effective the first full pay period of **July, 2019**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a **one percent (1.0%)** increase in salary rate.
- E. Effective the first full pay period of **January, 2020**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a **one percent (1.0%)** increase in salary rate.

**Section 3.** The salary rate for employees hired, reinstated or reemployed on or after July 1, 1990 shall be Step 1 for the job group of his/her position except in cases where a new employee

is hired by a Department/Agency at a salary rate approved by the Chief Human Resources Officer above Step 1.

**LPN area differentials in existing Memorandum of Agreements (MOAs) shall remain in place during the life of this agreement while additional shift and weekend differentials contained in those MOAs will be discussed by the parties who will continue to address the need to consolidate or eliminate some of the additional shift or weekend differentials beyond what is provided for under Article 7.**

#### **ARTICLE 13B TUITION REMISSION**

Full-time employees shall be eligible for tuition remission as follows: **(For the UMass system, “tuition remission” is defined as the “student tuition credit”).**

- A. For enrollment in any state-supported course or program at the undergraduate or graduate level at any Community College, State College or State University excluding the M.D. Program at the University of Massachusetts Medical School, full tuition remission shall apply;
- B. For enrollment in any non-state supported course or program offered through continuing education at any Community College, State College or State University, excluding the M.D. Program at the University of Massachusetts Medical School, fifty percent (50%) tuition remission shall apply;
- C. Remission benefit is subject to space available and usual and ordinary admission policies. It is also subject to the approval of the Board of Higher Education and the policies and procedures of same.
- D. A committee shall be established to evaluate the experience of this program and to consider possible extension of the program and to make recommendations concerning both.
- E. Effective July 1, 1997, spouses of full time employees shall be eligible for the remission benefits contained in this Article and subject to the other provisions of this Article. It is understood that any program of spousal eligibility developed by the Board of Higher Education in conjunction with the Employer (HRD) require the subordination of spousal eligibility rights to those remission benefit rights extended to full time state employees in different bargaining units as well as full time employees covered by the provisions of this Agreement.

#### **ARTICLE 14 SENIORITY, TRANSFERS, PROMOTIONS, REASSIGNMENTS, FILLING OF VACANCIES, AND NEW POSITIONS**

##### **Section 3.**

- E. In the event an employee is returned to his/her former job title, the employee displaced by such return shall be returned to his/her former job title **and will be placed back to the step that he/she held prior to accepting the promotion. However, if the employee’s anniversary date occurred while in the higher title, the employee will be placed in that step and anniversary date, as if the promotion did not occur.** Where more than

one position in the back filled job title was filled pursuant to this Article, the employee last selected shall be the one displaced.

- I. An employee shall, upon his/her request be granted a demotion into a position he/she is qualified to do in his/her job series under the provisions of this Article, provided there is a position available under the jurisdiction of the Appointing Authority. Said demotion shall be considered voluntary and shall be granted only after the reassignment/transfer/recall and promotion process has been exhausted, but prior to the hiring of an external candidate. **The employee will be placed back to the step that he/she held prior to accepting the promotion. However, if the employee's anniversary date occurred while in the higher title, the employee will be placed in that step and anniversary date, as if the promotion did not occur.**
- L. The Arbitrator shall not have the ability to select the successful candidate for the position. **Customary remedies will be available to the arbitrator in the event** the Appointing Authority re-selects the original successful candidate following an order to repost the position and the arbitrator finds a new violation of Article 14. If a redetermination of the selection process is ordered, it shall be limited to the original pool of applicants.

#### **Section 4. Transfers and Reassignments**

##### **A. Transfers**

- 1. For the purpose of this Section a transfer shall be defined as:
  - a. a change from one work unit or work facility to another work unit or work facility in the same Department/Agency without any change in classification, or
  - b. a substantial change in duties without a change of work unit or facility as long as the requirements for appointment are not substantially different or
  - c. **an increase or decrease in hours without a substantial change in duties to any location within the Department/Agency.**
- 2.
  - a. An employee seeking a transfer to a different work unit shall submit a written transfer request to his/her Appointing Authority or designee prior to posting of the vacancy.
  - b. An employee seeking a transfer to a different work facility under the jurisdiction of another Appointing Authority shall submit a written transfer request prior to posting of the vacancy.
  - c. **An employee seeking to increase or decrease their hours without a substantial change in duties shall submit a written transfer request to his/her Appointing Authority or designee prior to posting of the vacancy.**
- 3.
  - a. Selection between employees seeking a transfer other than a substantial change in duties shall be made on the basis of seniority from among those employees considered by the Appointing Authority to be able to adequately perform the duties of the position.
  - b. An employee seeking a transfer involving a substantial change in duties shall

submit a written transfer request to his/her Appointing Authority or designee and selection shall be made on the basis of seniority from among those employees considered by the Appointing Authority to be qualified to perform the duties of the position.

**c. An employee seeking a transfer to increase or decrease their hours shall submit a written transfer request to his/her Appointing Authority or designee and selection shall be made on the basis of seniority from among those employees considered by the Appointing Authority to be qualified to perform the duties of the position.**

## B. Reassignment

1. For the purposes of this section a reassignment shall be defined as a change involving different days off, shift or work location, but without a substantial change in duties and without any change in work unit or classification.

### D. Transfers and Reassignments by the Employer

1. In the event it becomes necessary for the Employer to involuntarily transfer or reassign an employee, the Employer will **strive to** provide the employee at least **fifteen (15) working days** prior written notice, **but will provide no fewer than ten (10) working days prior written notice**, except in cases of emergencies involving the protection of the property of the Commonwealth or involving the health and safety of those persons whose care and/or custody have been entrusted to the Commonwealth. **Such written notice will be copied to the Union.** In emergency situations management shall, at the Union's request, provide the reason(s) for the transfer/reassignment. However, a declaration of said emergency shall not be used for the purpose of avoiding the payment of overtime. The Employer shall use the joint criteria of ability to do the job and inverse seniority in determining which of the potentially affected employees shall be transferred/reassigned.

## ARTICLE 16 OUT OF TITLE WORK

### Section 2. Work in a Higher Classification

Any employee who is **temporarily** assigned by his/her Appointing Authority to a vacant position in a higher grade for a period of more than thirty (30) days shall receive the salary rate for the higher position from the first day of the appointment, provided such appointment is made pursuant to Civil Service law when applicable. **Prior to beginning any such assignment, the employee shall be provided written notification that they are being temporarily assigned to the position and the salary grade.**

## **ARTICLE 19**

### **TRAINING AND CAREER LADDERS**

#### **Section 10. Employee Training and Development Account**

**(Move current contract language from Article 12 to Section 10.)**

*Effective January 1, 2015, \$145,000 annualized amount to be dedicated to the establishment and operation of an Employee Training and Development Account, to be administered by the Human Resources Division. The appropriation to this account is intended to be permanent in nature, and shall recur annually on January 1st of each contract year. The Commonwealth and the Union will work cooperatively in developing a governance structure to guide the manner and methodology through which these funds are disbursed.*

**It is recognized that the parties share an interest in using this account to defray the costs of licenses and certifications borne by employees when such licenses or certifications are required for employment by the Commonwealth.**

## **ARTICLE 21**

### **EMPLOYEE LIABILITY**

**Section 1.** An employee, having custody of a patient or prisoner or rendering care or services to individuals, who is charged with a crime against the person, such crime alleged to have been committed while the employee was in the presence of the person alleging same and while such employee was performing his duties, and who, after hearing, is found by a court of law to be "not guilty" of such crime, shall be entitled to apply for reimbursement not exceeding **\$2,500.00** of the legal fees actually incurred and paid by him/her in connection with the legal defense of such alleged crime in court. This Section pertaining to reimbursement shall not apply in any case where the criminal complaint is disposed of in any manner other than an adjudication of "no probable cause", "not guilty", or similar adjudication indicating the employee is innocent. Dispositions by way of nolle prosequi, plea bargaining, dismissal for lack of prosecution or any other disposition other than one clearly exonerating the employee on the merits shall not qualify the employee for reimbursement pursuant to this Section; nor shall this Section apply if the crime is alleged to have been committed while the employee was off duty.

**Section 6.** Nothing in this Article shall prevent the Union from seeking legislative relief above and beyond the said **\$2,500.00**.

## **ARTICLE 23**

### **ARBITRATION OF DISCIPLINARY ACTION**

**Section 1.** No employee who has been employed in the bargaining unit described in Article 1 of this Agreement for **nine (9)** consecutive months or more, except for three consecutive years for teachers, shall be discharged, suspended, or demoted for disciplinary reasons without just cause. An employee who severs his/her employment with a Department/Agency must serve an additional probationary period upon re-employment with the same or another Department/Agency whether in the same or a different job title, unless said probationary period is mutually waived by the employee and the Department/Agency. A bargaining unit employee who accepts a bargaining unit position in a different agency without a break in service and is

unsuccessful in the probationary period in the different agency shall return to his/her prior position in the previous agency, or, if the position he/she vacated is not available he/she shall be placed on a recall list within that job title and location.

**Upon issuance of discipline, including demotion, suspension, or termination, the Employer will carbon copy written notification sent to the employee to the Union.**

## **ARTICLE 24 PERSONNEL RECORDS**

### **Section 4.**

**D. The parties agree that written warnings that have been placed into the personnel record of an employee which are more than two and one-half (2 1/2) years old from the date of the issuance of the reprimand, provided there has been no subsequent discipline imposed, shall be removed from the personnel record upon the request of the employee.**

## **ARTICLE 24A PERFORMANCE EVALUATION**

*The parties agree to eliminate the current Article 24A and Supplemental Agreement D, respectively, and consolidate them into the following revised Article 24A:*

### **Section 1.**

**In accordance with the provisions of Chapter 767 of the Acts of 1981, there shall be established an Employee Performance Review System (EPRS) for all employees covered by this Agreement.**

### **Section 2.**

**Said system shall permit variations in format between various departments and agencies. There shall be no variation in format within the same Department/Agency for the same job titles. Any format must meet the following criteria (subject to formal promulgation under M.G.L. c. 31, Sections 4 and 6A):**

**A. All employee evaluations shall be in writing and shall be included in the employee's official personnel file. The Union shall be notified should the employee lack English proficiency to understand the evaluation and its process. All EPRS evaluations shall be based upon a "Meets", "Exceeds", or "Below" expectations standard.**

**B. Evaluations shall be completed by the employee's immediate state supervisor and be approved by a state supervisor of a higher grade designated by the Appointing Authority (except in cases of potential conflict of interest or other legitimate reasons).**

**C. A final formal EPRS evaluation shall be completed once per year for each member of the Bargaining Unit. Probationary employees shall be evaluated by the mid-point of their**

probationary period. However, the standard EPRS program shall commence no later than the first July 1st of their employment.

D. Prior to each evaluation period the supervisor shall meet with the employee and shall inform the employee of the general performance dimensions and procedures to be utilized in evaluating the employee's performance.

E. The performance dimensions shall be objective, observable, measurable to the extent practicable, and job-related. These performance dimensions must be in writing and printed on the EPRS form.

F. Disciplinary actions impacting on an employee's "ability to perform his/her normal duties" shall be considered for the purpose of a final overall rating on the performance review.

G. Disciplinary actions not impacting on an employee's "ability to perform his/her normal duties" shall not have a greater impact than other areas of the employee evaluation for the purpose of an "Exceeds", "Meets" or "Below" rating.

H. Supervisors and managers shall not use performance evaluations to threaten or coerce employees in any manner.

I. There shall be no pre-determined formula or ratio used to establish the number of "Below" or "Exceeds" ratings given.

J. At least once during the evaluation period, at or near its mid-point, the supervisor shall meet with the employee to review the employee's progress. The employee shall have two (2) work days to review the evaluation prior to signing it. A remedial development plan shall be formulated jointly if the mid-term review results in a rating of "Below." The remedial development plan should be reviewed with the employee every 30 days until a meets rating is achieved or until Stage C occurs. Employees who receive a "Below" for a mid-term review and who are not given a remedial plan, shall not be given a "Below" on their final evaluation.

K. Employees that may be nearing a "Below" rating shall be counseled by his/her supervisor at least three (3) months in advance of their final stage of the evaluation as to the specific areas that must be improved and what they must do to attain a "Meets" rating.

L. At or near the end of the evaluation period, the supervisor shall meet with the employee and inform the employee of the results of the evaluation. The employee shall sign the evaluation and indicate whether he/she agrees or disagrees with the content thereof. The employee shall have two (2) work days to review the evaluation prior to signing.

M. Following the employee's review and signature, the form shall be submitted to the higher level supervisor for final determination of ratings. The employee shall be given a copy of the completed form and shall have the right to file a written rebuttal which shall be affixed to the form. The employee shall have (2) work days to review evaluation prior to signing it.



**N. Any employee who has received a rating of "Below" will have his/her evaluation reviewed monthly by the Appointing Authority or his/her designee, who shall review all the circumstances of the rating. The Appointing Authority or his/her designee may redetermine the rating after reviewing the circumstances of the initial evaluation. If the Appointing Authority or his/her designee redetermines the rating then the employee will receive the increase retroactive to the date of original step increase due, or Article 12 increase, whichever is appropriate. If the Appointing Authority or his/her designee does not redetermine the rating then the employee may file through the Alliance, AFSCME-SEIU Local 888 within fourteen (14) days with the Human Resources Division a request for a review of the Appointing Authority's or his/her designee's determination by a tri-partite panel consisting of one person designated by the Alliance, AFSCME-SEIU Local 888, one person designated by the Chief Human Resources Officer and one person designated by the Department of Labor Relations who shall be assigned on a rotating basis.**

**O. Any employee who receives a "Below" evaluation shall be re-evaluated thirty (30) days after the completion of his/her final evaluation. The Department/Agency shall file a remedial plan for an employee receiving a "Below" rating. Each re-review period shall be thirty (30) days in length to a maximum of six (6) months. The employee shall have his/her re-evaluations done each thirty (30) day period until a "Meets" rating is achieved or six (6) months pass, whichever is first.**

**During the process of the re-review, the employee who continues to receive "Below" ratings shall be able to make a one-time appeal of that re-review rating to the Merit Arbitration Board. This appeal must be filed within ten (10) days of the last re-review rating. Any decision in favor of the employee will be from the month of the appeal forward. Such appeal may not be filed if the employee has already filed an appeal at the time of the final "Below" review.**

**P. Any appeal of a final "Below" rating shall be initiated at a Merit Arbitration Panel as designated below:**

- Said appeal shall be filed within twenty-one (21) days with the Human Resources Division.**
- Only employees receiving a rating of "Below" shall be able to appeal the rating.**
- The appeal shall be considered by a Merit Arbitration Panel consisting of one person designated by the President of SEIU Local 888/Secretary of the Alliance, one person designated by the Chief Human Resources Officer, and one person designated by the Chairperson of the Department of Labor Relations who shall be assigned on a rotating basis.**
- The standard of review to be applied by the panel shall be solely limited to whether or not the final performance rating of "Below" was justified.**
- The decision of the Merit Arbitration Panel shall be final and binding and any employee having a "Below" rating overturned shall be made whole in as prompt**

a manner as possible. Any costs associated with this process will be borne equally by the parties.

**Q. If part A and/or part B of the EPRS are not completed then the employee shall not be given a "Below" on their final evaluation.**

**R. Each year each employee shall be given a statement of their rights and the Employer's responsibility under the EPRS system.**

**S. No employee's pay shall be reduced if he/she gets a "Below" on his/her final evaluation.**

**T. Once an employee receives a "Meets" or "Exceeds" evaluation during the re-review process, he/she shall be eligible for the denied step and/or denied salary increases effective from the date of receiving the "Meets" or "Exceeds" rating. An employee's anniversary date for step purposes shall not be delayed upon receiving the "Meets" or "Exceeds" rating.**

**U. Any employee who may be adversely impacted by an untimely evaluation shall be made whole upon the completion of the performance review and upon achieving a final rating of "Meets".**

**V. All performance merit ratings shall be based on the current EPRS system as described in this Article and all payment of salary and/or step increases shall be based on current language found in Article 12 relating to pay for performance.**

**W. All financial considerations (i.e., merit increases, step rate increase) shall be based on the employee's most recent, final annual evaluation.**

**X. When work-related circumstances occur over which the employee/Agency has no control, the employee shall not be prevented from attaining an overall rating of "Meets".**

**Y. Any employee who as a result of an evaluation pursuant to this Article receives an overall rating of "Below" shall have the right to appeal such a rating in accordance with this Article. Nothing in this Article shall be construed as limiting in any way any other appeal rights provided by law, except that the appeal procedures provided in this Article shall not be available to an employee who elects to appeal his/her evaluation rating under the provisions of M.G.L. c. 31, Section 6C.**

**Z. On and after the date of this Agreement, the Commonwealth shall evaluate bargaining unit employees no more strictly than it has historically evaluated such employees for the ratings of "Below" and "Meets".**

### **Section 3. EPRS Committee**

**A. There shall be established within each agency a Labor/Management Committee, consisting of not more than four (4) representatives of each party, which shall meet at the**

request of either party to discuss any problems or issues surrounding the employee performance review system.

**B. The parties agree to establish a Labor/Management Committee consisting of three (3) representatives selected by the Alliance and three (3) representatives selected by the Human Resources Division. The Committee shall meet upon request of either party and shall review and make recommendations to revise the performance evaluation guidelines/form and address any concerns regarding the Commonwealth's policies and practices regarding the review and maintenance of Personnel Records. The Committee shall also discuss problems involving the employee performance review system which are unrelated to the Department/Agency Labor/Management Committee established above.**

### **ARTICLE 30 DURATION**

This Agreement shall be for the three-year period from July 1, **2017** to June 30, **2020** and terms contained herein shall become effective on July 1, **2017** unless otherwise specified. It is expressly understood and agreed upon that subject to ratification by the UNIT 2 Membership, the predecessor collective bargaining agreement shall be voided and superseded by all aspects of this collective bargaining agreement.

### **ARTICLE 31 WAGE REOPENER (New)**

**In the event that during the term of this Agreement a Collective Bargaining Agreement is submitted by either the Governor, or the Secretary for Administration & Finance and said Agreement is funded by the Legislature and in the event such Agreement contains provisions for across-the-board salary increases or other economic terms that in the aggregate are in excess of those contained in this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.**

**APPENDIX TO ARTICLE 17**  
**CLASSIFICATION AND RE-CLASSIFICATION**

The Commonwealth and the Union agree that during the term of this agreement, **July 1, 2017 through June 30, 2020**, the Commonwealth shall retain the unreserved right to implement revised job specifications for job titles certified to bargaining unit 2 except when:

- The revised job specification will require a change in minimum entrance requirements that would adversely affect promotional opportunities for employees in bargaining unit 2
  - Or
- The revised job specification contains level distinguishing characteristics that are more restrictive than current and prevailing employment practices.

In the event the union believes either of the above are true, the matter shall be submitted to expedited arbitration in a forum agreed to by the parties. The issue(s) to be reviewed by the neutral shall be limited to an affirmative or negative assessment of the Union's claim under the above standards. Should the arbitrator agree with the Union's position, the parties acknowledge that implementation of the specification shall be subject to ordinary bargaining obligations.

## **APPENDIX J**

### **STATE OF EMERGENCY**

During a declared state of emergency, employees that have been **designated** emergency personnel that have a documented hardship which prevents the employee from getting to work during said emergency may utilize appropriate leave balances provided that personal leave, if available, is utilized first.

Employees that have been **designated** as emergency personnel shall have flexibility regarding late arrival to work and the ability to utilize appropriate leave balances so long as the employee has notified the Employer, at least one (1) hour prior to the starting time of their shift, that due to the state of emergency, the employee is unable to arrive at the normal starting time of the shift. In such situations, personal leave, if available, must be utilized first.

The parties agree to establish a joint labor management committee to continue further discussion on this topic during the life of the Collective Bargaining Agreement.

**Employees who are designated as “Emergency Personnel” and are required to physically report to a work location when non-emergency personnel are directed to stay home, shall be provided with one (1) emergency day each January. Said emergency day must be taken within the calendar year it was granted at a time requested by the employee and approved by the Appointing Authority. Any emergency leave not taken by the last Saturday to the first full pay period in January will be forfeited by the employee.**

**Employees designated emergency personnel shall be notified in writing of such designation upon hire, upon change in classification or by September 1<sup>st</sup> of each year.**

## SUPPLEMENTAL AGREEMENT B

1. It is the interest of the parties to this Agreement to limit the over utilization of employees by means of involuntary overtime.
2. Therefore, prior to the implementation of involuntary overtime, the Employer shall utilize all reasonable avenues of seeking voluntary overtime, **including, but not limited to, the ability to split an overtime assignment between two (2) or more employees**, by utilization of the primary overtime list (this list shall consist of employees who normally perform the duties required for overtime).
3. In the event that insufficient volunteers are obtained from the primary list, the Employer shall maintain and utilize a secondary list of approved volunteers made up of employees who work at the facility who have had previous experience in work related to the overtime needed.
4. Employees who wish to be included on the secondary list shall submit their names to the designee of the Appointing Authority. The volunteers will be reviewed for their appropriateness to perform the overtime duties needed. Additional training may be required prior to performing certain functions on an overtime basis. Such training as may be required will be offered to the volunteers.
5. In the event that there are insufficient volunteers obtained from within the facility the Administration and the Union Representatives at each location shall meet to work out a procedure, which offers relief of the situation.

**Whether working a voluntary or involuntary overtime shift, employees shall remain at their assignment until properly relieved. Compensation for the overtime employee shall commence when the overtime employee arrives at his/her assignment and the employee on duty is properly relieved.**

6. Once an individual has been authorized by the Appointing Authority's designee for inclusion on the secondary overtime list, their name will be submitted to the appropriate person in charge of implementation.
7. For the purpose of establishing the aforementioned lists, the Union and administration at each facility/work area shall meet to work out procedures for establishing and implementing each list.
8. The secondary overtime pool will only be used when insufficient volunteers can be obtained from the primary list.
9. The Union shall have the right to periodically review all lists to ensure proper utilization. This procedure shall be in effect for Direct Care employees in the Department of Mental Health, **Department of Public Health, Department of Youth Services**, and the Department of Developmental Services.

**SUPPLEMENTAL AGREEMENT O**  
**MEDICATION ADMINISTRATION PROGRAM (MAP)**  
**&**  
**EMD CERTIFICATION**

The parties agree to provide up to two (2) days of compensatory time for employees currently required to be certified in MAP who maintain their MAP certification and for employees who are hired, transferred or are promoted into the Community Homes/Shelters who are required to become MAP certified and maintain MAP certification. In addition the eligible certified MAP employees will receive an annual bonus.

Full time **DSW and MHW** staff employed in the Community Homes/Shelter, who are required to be MAP certified and who are MAP certified on January 1 of each year will receive (2) days of compensatory time and the full available bonus.

Full time **DSW and MHW** staff employed in the Community Homes/Shelter, who are required to be MAP certified and who were not eligible to receive the compensatory days and bonus in January but are MAP certified on June 30 of each year will receive (1) day of compensatory time and half of the available bonus that was paid in January.

Employees who receive compensatory time pursuant to this agreement agree that the MAP compensatory time will be used before any other compensatory time.

Any MAP certification compensatory time that remains in an employee's accrual at the end of the calendar year it was earned, will be cashed out to the employee by the 2<sup>nd</sup> full pay period in January of the next year.

In calendar year 2015, the bonus for those MAP certified on January 1 shall be \$100.00 and will be paid as soon as administratively possible after the full execution of this agreement. In all subsequent years, the bonus for those certified on January 1 shall be \$200.00 and will be paid in the second full pay period in January. **Effective January 2018 the bonus for those MAP certified on January 1 of each year shall increase to \$300.00.** All compensatory time shall be made available during the second full pay period in January, for those MAP certified on January 1<sup>st</sup>. Those not certified on January 1 but certified as required on June 30 will be entitled to receive one (1) compensatory day and half the bonus in the second full pay period of June of each year.

All compensatory days and bonuses will be pro-rated for part-time employees.

The parties further agree to meet to discuss the impact of this agreement on the continuation of any existing agency specific Agreements regarding MAP.

**\*Vocational Instructors in DDS who are required to be certified in MAP will also be eligible for the MAP compensation days and bonus.**

## **EMD Certification**

Every Massachusetts State Police Dispatcher who is required to be EMD certified who maintains their EMD certification will receive an annual bonus in accordance with the agreement between the parties. Effective January 2015 the annual bonus will be one hundred dollars (\$100.00). Effective January 2016 the annual bonus will be two hundred dollars (\$200.00).



## **SUPPLEMENTAL AGREEMENT P REGARDING ACCESS TO PERSONAL LEAVE**

All Unit 2 employees regardless of whether or not they accrue three (3) or five (5) personal leave days each year shall have access to/approval of, personal leave days in accordance with the following conditions:

1) “On-demand” non-emergency requests to use personal leave will be approved or denied based on the operational needs of the agency except in Agencies/Locals that had local agreements/established practices governing the use of Personal Leave in place prior to January 2016. For those Agencies/Locals, the prior agreements will be reinstated effective April 15, 2017.

2) Pre-planned personal leave, with at least fourteen (14) days advance notice, will be approved based on the following restrictions: Pre-planned personal leave days cannot be used on any official state holiday or on the day before or after Thanksgiving, the day before or after Christmas, the day before or after New Year’s Day, the day before or after the 4<sup>th</sup> of July, or a day previously requested off and denied due to staffing, or during a declared state of emergency (any time emergency personnel are directed to report/remain at work) except in accordance with Appendix J. Pre-planned personal days may only be used in full day increments and can only be used one day at a time (not combined with each other).

3) “Emergency” Personal Leave- Employee access to documented emergency use of personal leave:

- Employees, who have a personal emergency and need to access available personal leave balances, will be granted personal leave regardless of how many personal hours the employee has used. The employee will provide documentation to substantiate the emergency upon the request of the agency.
- This agreement **acknowledges** all agency or local agreements **that are** in place regarding “on demand” personal leave and represents the statewide approach to accessing “pre-planned” personal leave.
- It is not the intent of the parties as the result of this agreement to increase agency costs associated with granting personal leave to employees. Therefore, if the associated costs have increased over a **six (6)** month period of time, the parties agree to meet to develop and implement mitigation strategies.

**This language does not supersede Appendix J which is in full effect. This Agreement is intended to define parameters and expectations regarding access to personal leave. Nothing in this agreement shall preclude the employee from asking or a Department from granting greater access to personal leave based on operational needs, including the ability to grant personal leave time in less than full day increments.**

\*This **Agreement** is not applicable to the State Police

## **SECTION II**

*In addition to changes in the Collective Bargaining Agreement, the parties have come to agreement on the following items:*

### **Drug Testing at State Police**

The parties shall continue to meet regarding drug testing for Crime Lab Employees at the Department of State Police.

### **Floating**

The parties agree to continue to meet regarding floating practices and agreements to allow for better allocation of resources and potential increased access to time off.

### **DYS**

The parties acknowledge that DYS has shifts of 10 hours that are not subject to the new provisions of Article 7 Section 1 paragraph I that restricts overtime to sixteen (16) hours at this time.

### **Alternative Dispute Resolution (ADR)**

The parties agree to update the Memorandum of Understanding between the Parties relative to the ADR process to allow for requests for promotional bypass cases to be considered for the ADR process.

### **Supplemental B**

The parties agree to memorialize current practice regarding when compensation for overtime employees already on duty will begin.

## **SECTION III**

### **HR/CMS INSTRUCTIONS**

The salary increases for Unit 2 will be automated in HR/CMS. The Human Resource Division will provide departments with both predictive & updated reports in Document Direct that will facilitate the identification of employees receiving July 2017, July 2018, January 2019, July 2019, and January 2020 increase in salary rate.

Retroactive payments for July 2017 will also be automated in HR/CMS. Document Direct reports will be provided for departments.

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

Questions regarding HR/CMS Instructions should be directed to Common Help at 866-888-2808.

## **INSTRUCTIONS FROM THE OFFICE OF THE COMPTROLLER**

### **LCM Instructions**

In order 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 on line via View/DocDirect the following mornings. Departments can monitor the payroll activity for all payroll accounts by viewing the following LCM Predictive Reports:

- SCTASK0031427 - HRD - AFSCME, Unit 2 - Load 07/08/18 Chart-Run COLA
- SCTASK0031428 - HRD - AFSCME, Unit 2 - Load 01/06/19 Chart-Run COLA
- SCTASK0031430 - HRD - AFSCME, Unit 2 - Load 07/07/19 Chart-Run COLA
- SCTASK0031432 - HRD - AFSCME, Unit 2 - Load 01/05/20 Chart-Run COLA

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 90 of the Acts of 2018 include an appropriation (1599-4448) to fund incremental costs of the Alliance, AFSCME-SEIU, Local 888 Unit 2 collective bargaining agreement.

A&F will coordinate with the CTR and HRD such that all retroactive payments and salary increases are paid directly from the collective bargaining reserve via LCM.

If FY 2018 tax revenues equal or exceed \$27.072 billion, triggering an additional 1 percent salary increase, the Administration will file for additional funding to cover the increase. Upon enactment, A&F will provide additional guidance regarding implementation.

Please address questions on A&F policies to Daniel Shark, Fiscal Policy Analyst, at 857-400-5458.

Increase  
of **1.00%** effective **7/9/2017**

**BU 02 Salary Plans (02A/B)**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,016.27	\$1,033.22	\$1,050.53	\$1,068.10	\$1,086.03	\$1,104.20	\$1,122.78	\$1,141.72	\$1,160.93	\$1,180.55	\$1,204.15	\$1,228.21
02	\$1,034.67	\$1,051.64	\$1,068.93	\$1,086.54	\$1,104.42	\$1,122.68	\$1,141.21	\$1,160.10	\$1,179.35	\$1,198.94	\$1,222.91	\$1,247.37
03	\$1,050.23	\$1,069.35	\$1,088.81	\$1,108.68	\$1,128.94	\$1,149.64	\$1,170.70	\$1,192.20	\$1,214.10	\$1,236.47	\$1,261.20	\$1,286.40
04	\$1,077.36	\$1,096.48	\$1,116.00	\$1,135.92	\$1,156.19	\$1,176.84	\$1,197.91	\$1,219.39	\$1,241.28	\$1,263.55	\$1,288.84	\$1,314.61
05	\$1,094.47	\$1,115.20	\$1,136.30	\$1,157.90	\$1,179.91	\$1,202.38	\$1,225.30	\$1,248.68	\$1,272.54	\$1,296.93	\$1,322.89	\$1,349.34
06	\$1,130.98	\$1,151.76	\$1,172.96	\$1,194.53	\$1,216.56	\$1,239.01	\$1,261.92	\$1,285.29	\$1,309.17	\$1,333.46	\$1,360.12	\$1,387.34
07	\$1,158.01	\$1,180.66	\$1,203.77	\$1,227.40	\$1,251.50	\$1,276.06	\$1,301.24	\$1,326.88	\$1,353.11	\$1,379.87	\$1,407.46	\$1,435.60
08	\$1,183.26	\$1,207.72	\$1,232.70	\$1,258.25	\$1,284.39	\$1,311.08	\$1,338.39	\$1,366.30	\$1,394.81	\$1,423.98	\$1,452.48	\$1,481.53
09	\$1,225.30	\$1,251.99	\$1,279.31	\$1,307.25	\$1,335.86	\$1,365.13	\$1,395.12	\$1,425.79	\$1,457.19	\$1,489.29	\$1,519.10	\$1,549.48
10	\$1,269.82	\$1,298.24	\$1,327.30	\$1,357.11	\$1,387.60	\$1,418.82	\$1,450.76	\$1,483.54	\$1,518.75	\$1,555.15	\$1,586.25	\$1,617.99
11	\$1,311.38	\$1,342.30	\$1,374.04	\$1,406.58	\$1,439.88	\$1,474.11	\$1,510.36	\$1,548.47	\$1,587.56	\$1,627.65	\$1,660.20	\$1,693.42
12	\$1,365.71	\$1,398.29	\$1,431.66	\$1,465.88	\$1,501.69	\$1,539.92	\$1,579.05	\$1,619.22	\$1,660.39	\$1,702.62	\$1,736.65	\$1,771.39
13	\$1,430.64	\$1,464.92	\$1,501.22	\$1,539.53	\$1,578.72	\$1,619.00	\$1,660.26	\$1,702.60	\$1,745.99	\$1,790.49	\$1,826.30	\$1,862.83
14	\$1,487.16	\$1,529.54	\$1,573.12	\$1,617.97	\$1,664.11	\$1,711.50	\$1,760.26	\$1,810.44	\$1,862.06	\$1,915.10	\$1,953.40	\$1,992.48
15	\$1,562.26	\$1,608.26	\$1,655.55	\$1,704.31	\$1,754.45	\$1,806.06	\$1,859.24	\$1,913.92	\$1,970.26	\$2,028.27	\$2,068.83	\$2,110.22
16	\$1,646.74	\$1,696.86	\$1,748.49	\$1,801.67	\$1,856.52	\$1,913.02	\$1,971.24	\$2,031.24	\$2,093.08	\$2,156.74	\$2,199.87	\$2,243.86
17	\$1,745.99	\$1,798.18	\$1,851.88	\$1,907.25	\$1,964.23	\$2,022.91	\$2,083.34	\$2,145.63	\$2,209.78	\$2,275.82	\$2,321.33	\$2,367.76
18	\$1,829.51	\$1,885.11	\$1,942.33	\$2,001.32	\$2,062.07	\$2,124.69	\$2,189.20	\$2,255.68	\$2,324.14	\$2,394.76	\$2,442.63	\$2,491.48
19	\$1,924.22	\$1,983.27	\$2,044.18	\$2,106.95	\$2,171.60	\$2,238.26	\$2,307.03	\$2,377.87	\$2,450.81	\$2,526.10	\$2,576.62	\$2,628.14
20	\$2,027.62	\$2,088.64	\$2,151.52	\$2,216.26	\$2,282.91	\$2,351.69	\$2,422.44	\$2,495.32	\$2,570.47	\$2,647.82	\$2,700.77	\$2,754.78
21	\$2,121.84	\$2,186.72	\$2,253.57	\$2,322.49	\$2,393.46	\$2,466.63	\$2,542.05	\$2,619.72	\$2,699.80	\$2,782.32	\$2,837.98	\$2,894.74
22	\$2,227.22	\$2,295.70	\$2,366.37	\$2,439.20	\$2,514.28	\$2,591.67	\$2,671.45	\$2,753.64	\$2,838.38	\$2,925.74	\$2,984.26	\$3,043.93
23	\$2,341.25	\$2,411.79	\$2,484.48	\$2,559.33	\$2,636.46	\$2,715.94	\$2,797.79	\$2,882.12	\$2,968.95	\$3,058.42	\$3,119.58	\$3,181.98
24	\$2,447.10	\$2,521.01	\$2,597.15	\$2,675.58	\$2,756.45	\$2,839.65	\$2,925.47	\$3,013.82	\$3,104.88	\$3,198.61	\$3,262.58	\$3,327.84
25	\$2,552.94	\$2,630.53	\$2,710.50	\$2,792.90	\$2,877.80	\$2,965.32	\$3,055.43	\$3,148.34	\$3,244.05	\$3,342.66	\$3,409.52	\$3,477.72
26	\$2,647.20	\$2,728.15	\$2,811.53	\$2,897.45	\$2,986.03	\$3,077.31	\$3,171.34	\$3,268.28	\$3,368.20	\$3,471.13	\$3,540.59	\$3,611.39
27	\$2,763.67	\$2,848.19	\$2,935.24	\$3,024.94	\$3,117.41	\$3,212.71	\$3,310.88	\$3,412.08	\$3,516.40	\$3,623.86	\$3,696.37	\$3,770.29
28	\$2,885.28	\$2,973.51	\$3,064.39	\$3,158.04	\$3,254.58	\$3,354.07	\$3,456.56	\$3,562.21	\$3,671.12	\$3,783.31	\$3,859.01	\$3,936.18

**BU 02 Salary Plans  
(2AA/AB)**

05A	\$1,110.19	\$1,131.21	\$1,152.61	\$1,174.53	\$1,196.84	\$1,219.63	\$1,242.89	\$1,266.61	\$1,290.82	\$1,315.55	\$1,341.88	\$1,368.71
06A	\$1,147.23	\$1,168.30	\$1,189.80	\$1,211.69	\$1,234.03	\$1,256.80	\$1,280.04	\$1,303.73	\$1,327.95	\$1,352.61	\$1,379.66	\$1,407.25
07A	\$1,174.80	\$1,197.77	\$1,221.23	\$1,245.20	\$1,269.65	\$1,294.56	\$1,320.11	\$1,346.11	\$1,372.74	\$1,399.88	\$1,427.87	\$1,456.41
08A	\$1,200.26	\$1,225.07	\$1,250.40	\$1,276.31	\$1,302.83	\$1,329.91	\$1,357.60	\$1,385.92	\$1,414.83	\$1,444.42	\$1,473.33	\$1,502.80
09A	\$1,242.89	\$1,269.96	\$1,297.69	\$1,326.02	\$1,355.04	\$1,384.73	\$1,415.16	\$1,446.26	\$1,478.10	\$1,510.68	\$1,540.91	\$1,571.73
11A	\$1,330.19	\$1,361.57	\$1,393.77	\$1,426.77	\$1,460.55	\$1,495.27	\$1,532.04	\$1,570.70	\$1,610.35	\$1,651.01	\$1,684.03	\$1,717.73
12A	\$1,385.31	\$1,418.36	\$1,452.23	\$1,486.93	\$1,523.25	\$1,562.02	\$1,601.71	\$1,642.46	\$1,684.23	\$1,727.07	\$1,761.58	\$1,796.82
13A	\$1,451.17	\$1,485.96	\$1,522.77	\$1,561.64	\$1,601.40	\$1,642.24	\$1,684.10	\$1,727.05	\$1,771.05	\$1,816.21	\$1,852.52	\$1,889.57
14A	\$1,508.52	\$1,551.49	\$1,595.71	\$1,641.21	\$1,687.99	\$1,736.08	\$1,785.54	\$1,836.43	\$1,888.79	\$1,942.59	\$1,981.45	\$2,021.09
15A	\$1,584.70	\$1,631.35	\$1,679.32	\$1,728.79	\$1,779.64	\$1,831.99	\$1,885.94	\$1,941.40	\$1,998.55	\$2,057.39	\$2,098.54	\$2,140.52
16A	\$1,670.38	\$1,721.23	\$1,773.59	\$1,827.54	\$1,883.17	\$1,940.48	\$1,999.55	\$2,060.41	\$2,123.13	\$2,187.69	\$2,231.46	\$2,276.08
17A	\$1,771.05	\$1,823.99	\$1,878.46	\$1,934.63	\$1,992.43	\$2,051.94	\$2,113.23	\$2,176.43	\$2,241.50	\$2,308.50	\$2,354.67	\$2,401.75

Increase  
of **1.00%** effective **7/8/2018**

**BU 02 Salary Plans (02A/B)**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,026.43	\$1,043.55	\$1,061.04	\$1,078.78	\$1,096.89	\$1,115.24	\$1,134.01	\$1,153.14	\$1,172.54	\$1,192.36	\$1,216.19	\$1,240.49
02	\$1,045.02	\$1,062.16	\$1,079.62	\$1,097.41	\$1,115.46	\$1,133.91	\$1,152.62	\$1,171.70	\$1,191.14	\$1,210.93	\$1,235.14	\$1,259.84
03	\$1,060.73	\$1,080.04	\$1,099.70	\$1,119.77	\$1,140.23	\$1,161.14	\$1,182.41	\$1,204.12	\$1,226.24	\$1,248.83	\$1,273.81	\$1,299.26
04	\$1,088.13	\$1,107.44	\$1,127.16	\$1,147.28	\$1,167.75	\$1,188.61	\$1,209.89	\$1,231.58	\$1,253.69	\$1,276.19	\$1,301.73	\$1,327.76
05	\$1,105.41	\$1,126.35	\$1,147.66	\$1,169.48	\$1,191.71	\$1,214.40	\$1,237.55	\$1,261.17	\$1,285.27	\$1,309.90	\$1,336.12	\$1,362.83
06	\$1,142.29	\$1,163.28	\$1,184.69	\$1,206.48	\$1,228.73	\$1,251.40	\$1,274.54	\$1,298.14	\$1,322.26	\$1,346.79	\$1,373.72	\$1,401.21
07	\$1,169.59	\$1,192.47	\$1,215.81	\$1,239.67	\$1,264.02	\$1,288.82	\$1,314.25	\$1,340.15	\$1,366.64	\$1,393.67	\$1,421.53	\$1,449.96
08	\$1,195.09	\$1,219.80	\$1,245.03	\$1,270.83	\$1,297.23	\$1,324.19	\$1,351.77	\$1,379.96	\$1,408.76	\$1,438.22	\$1,467.00	\$1,496.35
09	\$1,237.55	\$1,264.51	\$1,292.10	\$1,320.32	\$1,349.22	\$1,378.78	\$1,409.07	\$1,440.05	\$1,471.76	\$1,504.18	\$1,534.29	\$1,564.97
10	\$1,282.52	\$1,311.22	\$1,340.57	\$1,370.68	\$1,401.48	\$1,433.01	\$1,465.27	\$1,498.38	\$1,533.94	\$1,570.70	\$1,602.11	\$1,634.17
11	\$1,324.49	\$1,355.72	\$1,387.78	\$1,420.65	\$1,454.28	\$1,488.85	\$1,525.46	\$1,563.95	\$1,603.44	\$1,643.93	\$1,676.80	\$1,710.35
12	\$1,379.37	\$1,412.27	\$1,445.98	\$1,480.54	\$1,516.71	\$1,555.32	\$1,594.84	\$1,635.41	\$1,676.99	\$1,719.65	\$1,754.02	\$1,789.10
13	\$1,444.95	\$1,479.57	\$1,516.23	\$1,554.93	\$1,594.51	\$1,635.19	\$1,676.86	\$1,719.63	\$1,763.45	\$1,808.39	\$1,844.56	\$1,881.46
14	\$1,502.03	\$1,544.84	\$1,588.85	\$1,634.15	\$1,680.75	\$1,728.62	\$1,777.86	\$1,828.54	\$1,880.68	\$1,934.25	\$1,972.93	\$2,012.40
15	\$1,577.88	\$1,624.34	\$1,672.11	\$1,721.35	\$1,771.99	\$1,824.12	\$1,877.83	\$1,933.06	\$1,989.96	\$2,048.55	\$2,089.52	\$2,131.32
16	\$1,663.21	\$1,713.83	\$1,765.97	\$1,819.69	\$1,875.09	\$1,932.15	\$1,990.95	\$2,051.55	\$2,114.01	\$2,178.31	\$2,221.87	\$2,266.30
17	\$1,763.45	\$1,816.16	\$1,870.40	\$1,926.32	\$1,983.87	\$2,043.14	\$2,104.17	\$2,167.09	\$2,231.88	\$2,298.58	\$2,344.54	\$2,391.44
18	\$1,847.81	\$1,903.96	\$1,961.75	\$2,021.33	\$2,082.69	\$2,145.94	\$2,211.09	\$2,278.24	\$2,347.38	\$2,418.71	\$2,467.06	\$2,516.39
19	\$1,943.46	\$2,003.10	\$2,064.62	\$2,128.02	\$2,193.32	\$2,260.64	\$2,330.10	\$2,401.65	\$2,475.32	\$2,551.36	\$2,602.39	\$2,654.42
20	\$2,047.90	\$2,109.53	\$2,173.04	\$2,238.42	\$2,305.74	\$2,375.21	\$2,446.66	\$2,520.27	\$2,596.17	\$2,674.30	\$2,727.78	\$2,782.33
21	\$2,143.06	\$2,208.59	\$2,276.11	\$2,345.71	\$2,417.39	\$2,491.30	\$2,567.47	\$2,645.92	\$2,726.80	\$2,810.14	\$2,866.36	\$2,923.69
22	\$2,249.49	\$2,318.66	\$2,390.03	\$2,463.59	\$2,539.42	\$2,617.59	\$2,698.16	\$2,781.18	\$2,866.76	\$2,955.00	\$3,014.10	\$3,074.37
23	\$2,364.66	\$2,435.91	\$2,509.32	\$2,584.92	\$2,662.82	\$2,743.10	\$2,825.77	\$2,910.94	\$2,998.64	\$3,089.00	\$3,150.78	\$3,213.80
24	\$2,471.57	\$2,546.22	\$2,623.12	\$2,702.34	\$2,784.01	\$2,868.05	\$2,954.72	\$3,043.96	\$3,135.93	\$3,230.60	\$3,295.21	\$3,361.12
25	\$2,578.47	\$2,656.84	\$2,737.61	\$2,820.83	\$2,906.58	\$2,994.97	\$3,085.98	\$3,179.82	\$3,276.49	\$3,376.09	\$3,443.62	\$3,512.50
26	\$2,673.67	\$2,755.43	\$2,839.65	\$2,926.42	\$3,015.89	\$3,108.08	\$3,203.05	\$3,300.96	\$3,401.88	\$3,505.84	\$3,576.00	\$3,647.50
27	\$2,791.31	\$2,876.67	\$2,964.59	\$3,055.19	\$3,148.58	\$3,244.84	\$3,343.99	\$3,446.20	\$3,551.56	\$3,660.10	\$3,733.33	\$3,807.99
28	\$2,914.13	\$3,003.25	\$3,095.03	\$3,189.62	\$3,287.13	\$3,387.61	\$3,491.13	\$3,597.83	\$3,707.83	\$3,821.14	\$3,897.60	\$3,975.54

**BU 02 Salary Plans (2AA/AB)**

05A	\$1,121.29	\$1,142.52	\$1,164.14	\$1,186.28	\$1,208.81	\$1,231.83	\$1,255.32	\$1,279.28	\$1,303.73	\$1,328.71	\$1,355.30	\$1,382.40
06A	\$1,158.70	\$1,179.98	\$1,201.70	\$1,223.81	\$1,246.37	\$1,269.37	\$1,292.84	\$1,316.77	\$1,341.23	\$1,366.14	\$1,393.46	\$1,421.32
07A	\$1,186.55	\$1,209.75	\$1,233.44	\$1,257.65	\$1,282.35	\$1,307.51	\$1,333.31	\$1,359.57	\$1,386.47	\$1,413.88	\$1,442.15	\$1,470.97
08A	\$1,212.26	\$1,237.32	\$1,262.90	\$1,289.07	\$1,315.86	\$1,343.21	\$1,371.18	\$1,399.78	\$1,428.98	\$1,458.86	\$1,488.06	\$1,517.83
09A	\$1,255.32	\$1,282.66	\$1,310.67	\$1,339.28	\$1,368.59	\$1,398.58	\$1,429.31	\$1,460.72	\$1,492.88	\$1,525.79	\$1,556.32	\$1,587.45
11A	\$1,343.49	\$1,375.19	\$1,407.71	\$1,441.04	\$1,475.16	\$1,510.22	\$1,547.36	\$1,586.41	\$1,626.45	\$1,667.52	\$1,700.87	\$1,734.91
12A	\$1,399.16	\$1,432.54	\$1,466.75	\$1,501.80	\$1,538.48	\$1,577.64	\$1,617.73	\$1,658.88	\$1,701.07	\$1,744.34	\$1,779.20	\$1,814.79
13A	\$1,465.68	\$1,500.82	\$1,538.00	\$1,577.26	\$1,617.41	\$1,658.66	\$1,700.94	\$1,744.32	\$1,788.76	\$1,834.37	\$1,871.05	\$1,908.47
14A	\$1,523.61	\$1,567.00	\$1,611.67	\$1,657.62	\$1,704.87	\$1,753.44	\$1,803.40	\$1,854.79	\$1,907.68	\$1,962.02	\$2,001.26	\$2,041.30
15A	\$1,600.55	\$1,647.66	\$1,696.11	\$1,746.08	\$1,797.44	\$1,850.31	\$1,904.80	\$1,960.81	\$2,018.54	\$2,077.96	\$2,119.53	\$2,161.93
16A	\$1,687.08	\$1,738.44	\$1,791.33	\$1,845.82	\$1,902.00	\$1,959.88	\$2,019.55	\$2,081.01	\$2,144.36	\$2,209.57	\$2,253.77	\$2,298.84
17A	\$1,788.76	\$1,842.23	\$1,897.24	\$1,953.98	\$2,012.35	\$2,072.46	\$2,134.36	\$2,198.19	\$2,263.92	\$2,331.59	\$2,378.22	\$2,425.77

Increase  
 of **1.00%** effective **1/6/2019**

**BU 02 Salary Plans (02A/B)**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,036.69	\$1,053.99	\$1,071.65	\$1,089.57	\$1,107.86	\$1,126.39	\$1,145.35	\$1,164.67	\$1,184.27	\$1,204.28	\$1,228.35	\$1,252.89
02	\$1,055.47	\$1,072.78	\$1,090.42	\$1,108.38	\$1,126.61	\$1,145.25	\$1,164.15	\$1,183.42	\$1,203.05	\$1,223.04	\$1,247.49	\$1,272.44
03	\$1,071.34	\$1,090.84	\$1,110.70	\$1,130.97	\$1,151.63	\$1,172.75	\$1,194.23	\$1,216.16	\$1,238.50	\$1,261.32	\$1,286.55	\$1,312.25
04	\$1,099.01	\$1,118.51	\$1,138.43	\$1,158.75	\$1,179.43	\$1,200.50	\$1,221.99	\$1,243.90	\$1,266.23	\$1,288.95	\$1,314.75	\$1,341.04
05	\$1,116.46	\$1,137.61	\$1,159.14	\$1,181.17	\$1,203.63	\$1,226.54	\$1,249.93	\$1,273.78	\$1,298.12	\$1,323.00	\$1,349.48	\$1,376.46
06	\$1,153.71	\$1,174.91	\$1,196.54	\$1,218.54	\$1,241.02	\$1,263.91	\$1,287.29	\$1,311.12	\$1,335.48	\$1,360.26	\$1,387.46	\$1,415.22
07	\$1,181.29	\$1,204.39	\$1,227.97	\$1,252.07	\$1,276.66	\$1,301.71	\$1,327.39	\$1,353.55	\$1,380.31	\$1,407.61	\$1,435.75	\$1,464.46
08	\$1,207.04	\$1,232.00	\$1,257.48	\$1,283.54	\$1,310.20	\$1,337.43	\$1,365.29	\$1,393.76	\$1,422.85	\$1,452.60	\$1,481.67	\$1,511.31
09	\$1,249.93	\$1,277.16	\$1,305.02	\$1,333.52	\$1,362.71	\$1,392.57	\$1,423.16	\$1,454.45	\$1,486.48	\$1,519.22	\$1,549.63	\$1,580.62
10	\$1,295.35	\$1,324.33	\$1,353.98	\$1,384.39	\$1,415.49	\$1,447.34	\$1,479.92	\$1,513.36	\$1,549.28	\$1,586.41	\$1,618.13	\$1,650.51
11	\$1,337.73	\$1,369.28	\$1,401.66	\$1,434.86	\$1,468.82	\$1,503.74	\$1,540.71	\$1,579.59	\$1,619.47	\$1,660.37	\$1,693.57	\$1,727.45
12	\$1,393.16	\$1,426.39	\$1,460.44	\$1,495.35	\$1,531.88	\$1,570.87	\$1,610.79	\$1,651.76	\$1,693.76	\$1,736.85	\$1,771.56	\$1,806.99
13	\$1,459.40	\$1,494.37	\$1,531.39	\$1,570.48	\$1,610.46	\$1,651.54	\$1,693.63	\$1,736.83	\$1,781.08	\$1,826.47	\$1,863.01	\$1,900.27
14	\$1,517.05	\$1,560.29	\$1,604.74	\$1,650.49	\$1,697.56	\$1,745.91	\$1,795.64	\$1,846.83	\$1,899.49	\$1,953.59	\$1,992.66	\$2,032.52
15	\$1,593.66	\$1,640.58	\$1,688.83	\$1,738.56	\$1,789.71	\$1,842.36	\$1,896.61	\$1,952.39	\$2,009.86	\$2,069.04	\$2,110.42	\$2,152.63
16	\$1,679.84	\$1,730.97	\$1,783.63	\$1,837.89	\$1,893.84	\$1,951.47	\$2,010.86	\$2,072.07	\$2,135.15	\$2,200.09	\$2,244.09	\$2,288.96
17	\$1,781.08	\$1,834.32	\$1,889.10	\$1,945.58	\$2,003.71	\$2,063.57	\$2,125.21	\$2,188.76	\$2,254.20	\$2,321.57	\$2,367.99	\$2,415.35
18	\$1,866.29	\$1,923.00	\$1,981.37	\$2,041.54	\$2,103.52	\$2,167.40	\$2,233.20	\$2,301.02	\$2,370.85	\$2,442.90	\$2,491.73	\$2,541.55
19	\$1,962.89	\$2,023.13	\$2,085.27	\$2,149.30	\$2,215.25	\$2,283.25	\$2,353.40	\$2,425.67	\$2,500.07	\$2,576.87	\$2,628.41	\$2,680.96
20	\$2,068.38	\$2,130.63	\$2,194.77	\$2,260.80	\$2,328.80	\$2,398.96	\$2,471.13	\$2,545.47	\$2,622.13	\$2,701.04	\$2,755.06	\$2,810.15
21	\$2,164.49	\$2,230.68	\$2,298.87	\$2,369.17	\$2,441.56	\$2,516.21	\$2,593.14	\$2,672.38	\$2,754.07	\$2,838.24	\$2,895.02	\$2,952.93
22	\$2,271.98	\$2,341.85	\$2,413.93	\$2,488.23	\$2,564.81	\$2,643.77	\$2,725.14	\$2,808.99	\$2,895.43	\$2,984.55	\$3,044.24	\$3,105.11
23	\$2,388.31	\$2,460.27	\$2,534.41	\$2,610.77	\$2,689.45	\$2,770.53	\$2,854.03	\$2,940.05	\$3,028.63	\$3,119.89	\$3,182.29	\$3,245.94
24	\$2,496.29	\$2,571.68	\$2,649.35	\$2,729.36	\$2,811.85	\$2,896.73	\$2,984.27	\$3,074.40	\$3,167.29	\$3,262.91	\$3,328.16	\$3,394.73
25	\$2,604.25	\$2,683.41	\$2,764.99	\$2,849.04	\$2,935.65	\$3,024.92	\$3,116.84	\$3,211.62	\$3,309.25	\$3,409.85	\$3,478.06	\$3,547.63
26	\$2,700.41	\$2,782.98	\$2,868.05	\$2,955.68	\$3,046.05	\$3,139.16	\$3,235.08	\$3,333.97	\$3,435.90	\$3,540.90	\$3,611.76	\$3,683.98
27	\$2,819.22	\$2,905.44	\$2,994.24	\$3,085.74	\$3,180.07	\$3,277.29	\$3,377.43	\$3,480.66	\$3,587.08	\$3,696.70	\$3,770.66	\$3,846.07
28	\$2,943.27	\$3,033.28	\$3,125.98	\$3,221.52	\$3,320.00	\$3,421.49	\$3,526.04	\$3,633.81	\$3,744.91	\$3,859.35	\$3,936.58	\$4,015.30

**BU 02 Salary Plans (2AA/AB)**

05A	\$1,132.50	\$1,153.95	\$1,175.78	\$1,198.14	\$1,220.90	\$1,244.15	\$1,267.87	\$1,292.07	\$1,316.77	\$1,342.00	\$1,368.85	\$1,396.22
06A	\$1,170.29	\$1,191.78	\$1,213.72	\$1,236.05	\$1,258.83	\$1,282.06	\$1,305.77	\$1,329.94	\$1,354.64	\$1,379.80	\$1,407.39	\$1,435.53
07A	\$1,198.42	\$1,221.85	\$1,245.77	\$1,270.23	\$1,295.17	\$1,320.59	\$1,346.64	\$1,373.17	\$1,400.33	\$1,428.02	\$1,456.57	\$1,485.68
08A	\$1,224.38	\$1,249.69	\$1,275.53	\$1,301.96	\$1,329.02	\$1,356.64	\$1,384.89	\$1,413.78	\$1,443.27	\$1,473.45	\$1,502.94	\$1,533.01
09A	\$1,267.87	\$1,295.49	\$1,323.78	\$1,352.67	\$1,382.28	\$1,412.57	\$1,443.60	\$1,475.33	\$1,507.81	\$1,541.05	\$1,571.88	\$1,603.32
11A	\$1,356.92	\$1,388.94	\$1,421.79	\$1,455.45	\$1,489.91	\$1,525.32	\$1,562.83	\$1,602.27	\$1,642.71	\$1,684.20	\$1,717.88	\$1,752.26
12A	\$1,413.15	\$1,446.87	\$1,481.42	\$1,516.82	\$1,553.86	\$1,593.42	\$1,633.91	\$1,675.47	\$1,718.08	\$1,761.78	\$1,796.99	\$1,832.94
13A	\$1,480.34	\$1,515.83	\$1,553.38	\$1,593.03	\$1,633.58	\$1,675.25	\$1,717.95	\$1,761.76	\$1,806.65	\$1,852.71	\$1,889.76	\$1,927.55
14A	\$1,538.85	\$1,582.67	\$1,627.79	\$1,674.20	\$1,721.92	\$1,770.97	\$1,821.43	\$1,873.34	\$1,926.76	\$1,981.64	\$2,021.27	\$2,061.71
15A	\$1,616.56	\$1,664.14	\$1,713.07	\$1,763.54	\$1,815.41	\$1,868.81	\$1,923.85	\$1,980.42	\$2,038.73	\$2,098.74	\$2,140.73	\$2,183.55
16A	\$1,703.95	\$1,755.82	\$1,809.24	\$1,864.28	\$1,921.02	\$1,979.48	\$2,039.75	\$2,101.82	\$2,165.80	\$2,231.67	\$2,276.31	\$2,321.83
17A	\$1,806.65	\$1,860.65	\$1,916.21	\$1,973.52	\$2,032.47	\$2,093.18	\$2,155.70	\$2,220.17	\$2,286.56	\$2,354.91	\$2,402.00	\$2,450.03



Increase  
of **1.00%** effective 7/7/2019

**BU 02 Salary Plans (02A/B)**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,047.06	\$1,064.53	\$1,082.37	\$1,100.47	\$1,118.94	\$1,137.65	\$1,156.80	\$1,176.32	\$1,196.11	\$1,216.32	\$1,240.63	\$1,265.42
02	\$1,066.02	\$1,083.51	\$1,101.32	\$1,119.46	\$1,137.88	\$1,156.70	\$1,175.79	\$1,195.25	\$1,215.08	\$1,235.27	\$1,259.96	\$1,285.16
03	\$1,082.05	\$1,101.75	\$1,121.81	\$1,142.28	\$1,163.15	\$1,184.48	\$1,206.17	\$1,228.32	\$1,250.89	\$1,273.93	\$1,299.42	\$1,325.37
04	\$1,110.00	\$1,129.70	\$1,149.81	\$1,170.34	\$1,191.22	\$1,212.51	\$1,234.21	\$1,256.34	\$1,278.89	\$1,301.84	\$1,327.90	\$1,354.45
05	\$1,127.62	\$1,148.99	\$1,170.73	\$1,192.98	\$1,215.67	\$1,238.81	\$1,262.43	\$1,286.52	\$1,311.10	\$1,336.23	\$1,362.97	\$1,390.22
06	\$1,165.25	\$1,186.66	\$1,208.51	\$1,230.73	\$1,253.43	\$1,276.55	\$1,300.16	\$1,324.23	\$1,348.83	\$1,373.86	\$1,401.33	\$1,429.37
07	\$1,193.10	\$1,216.43	\$1,240.25	\$1,264.59	\$1,289.43	\$1,314.73	\$1,340.66	\$1,367.09	\$1,394.11	\$1,421.69	\$1,450.11	\$1,479.10
08	\$1,219.11	\$1,244.32	\$1,270.05	\$1,296.38	\$1,323.30	\$1,350.80	\$1,378.94	\$1,407.70	\$1,437.08	\$1,467.13	\$1,496.49	\$1,526.42
09	\$1,262.43	\$1,289.93	\$1,318.07	\$1,346.86	\$1,376.34	\$1,406.50	\$1,437.39	\$1,468.99	\$1,501.34	\$1,534.41	\$1,565.13	\$1,596.43
10	\$1,308.30	\$1,337.57	\$1,367.52	\$1,398.23	\$1,429.64	\$1,461.81	\$1,494.72	\$1,528.49	\$1,564.77	\$1,602.27	\$1,634.31	\$1,667.02
11	\$1,351.11	\$1,382.97	\$1,415.68	\$1,449.21	\$1,483.51	\$1,518.78	\$1,556.12	\$1,595.39	\$1,635.66	\$1,676.97	\$1,710.51	\$1,744.72
12	\$1,407.09	\$1,440.65	\$1,475.04	\$1,510.30	\$1,547.20	\$1,586.58	\$1,626.90	\$1,668.28	\$1,710.70	\$1,754.22	\$1,789.28	\$1,825.06
13	\$1,473.99	\$1,509.31	\$1,546.70	\$1,586.18	\$1,626.56	\$1,668.06	\$1,710.57	\$1,754.20	\$1,798.89	\$1,844.73	\$1,881.64	\$1,919.27
14	\$1,532.22	\$1,575.89	\$1,620.79	\$1,666.99	\$1,714.54	\$1,763.37	\$1,813.60	\$1,865.30	\$1,918.48	\$1,973.13	\$2,012.59	\$2,052.85
15	\$1,609.60	\$1,656.99	\$1,705.72	\$1,755.95	\$1,807.61	\$1,860.78	\$1,915.58	\$1,971.91	\$2,029.96	\$2,089.73	\$2,131.52	\$2,174.16
16	\$1,696.64	\$1,748.28	\$1,801.47	\$1,856.27	\$1,912.78	\$1,970.98	\$2,030.97	\$2,092.79	\$2,156.50	\$2,222.09	\$2,266.53	\$2,311.85
17	\$1,798.89	\$1,852.66	\$1,907.99	\$1,965.04	\$2,023.75	\$2,084.21	\$2,146.46	\$2,210.65	\$2,276.74	\$2,344.79	\$2,391.67	\$2,439.50
18	\$1,884.95	\$1,942.23	\$2,001.18	\$2,061.96	\$2,124.56	\$2,189.07	\$2,255.53	\$2,324.03	\$2,394.56	\$2,467.33	\$2,516.65	\$2,566.97
19	\$1,982.52	\$2,043.36	\$2,106.12	\$2,170.79	\$2,237.40	\$2,306.08	\$2,376.93	\$2,449.93	\$2,525.07	\$2,602.64	\$2,654.69	\$2,707.77
20	\$2,089.06	\$2,151.94	\$2,216.72	\$2,283.41	\$2,352.09	\$2,422.95	\$2,495.84	\$2,570.92	\$2,648.35	\$2,728.05	\$2,782.61	\$2,838.25
21	\$2,186.13	\$2,252.99	\$2,321.86	\$2,392.86	\$2,465.98	\$2,541.37	\$2,619.07	\$2,699.10	\$2,781.61	\$2,866.62	\$2,923.97	\$2,982.46
22	\$2,294.70	\$2,365.27	\$2,438.07	\$2,513.11	\$2,590.46	\$2,670.21	\$2,752.39	\$2,837.08	\$2,924.38	\$3,014.40	\$3,074.68	\$3,136.16
23	\$2,412.19	\$2,484.87	\$2,559.75	\$2,636.88	\$2,716.34	\$2,798.24	\$2,882.57	\$2,969.45	\$3,058.92	\$3,151.09	\$3,214.11	\$3,278.40
24	\$2,521.25	\$2,597.40	\$2,675.84	\$2,756.65	\$2,839.97	\$2,925.70	\$3,014.11	\$3,105.14	\$3,198.96	\$3,295.54	\$3,361.44	\$3,428.68
25	\$2,630.29	\$2,710.24	\$2,792.64	\$2,877.53	\$2,965.01	\$3,055.17	\$3,148.01	\$3,243.74	\$3,342.34	\$3,443.95	\$3,512.84	\$3,583.11
26	\$2,727.41	\$2,810.81	\$2,896.73	\$2,985.24	\$3,076.51	\$3,170.55	\$3,267.43	\$3,367.31	\$3,470.26	\$3,576.31	\$3,647.88	\$3,720.82
27	\$2,847.41	\$2,934.49	\$3,024.18	\$3,116.60	\$3,211.87	\$3,310.06	\$3,411.20	\$3,515.47	\$3,622.95	\$3,733.67	\$3,808.37	\$3,884.53
28	\$2,972.70	\$3,063.61	\$3,157.24	\$3,253.74	\$3,353.20	\$3,455.70	\$3,561.30	\$3,670.15	\$3,782.36	\$3,897.94	\$3,975.95	\$4,055.45

**BU 02 Salary Plans (2AA/AB)**

05A	\$1,143.83	\$1,165.49	\$1,187.54	\$1,210.12	\$1,233.11	\$1,256.59	\$1,280.55	\$1,304.99	\$1,329.94	\$1,355.42	\$1,382.54	\$1,410.18
06A	\$1,181.99	\$1,203.70	\$1,225.86	\$1,248.41	\$1,271.42	\$1,294.88	\$1,318.83	\$1,343.24	\$1,368.19	\$1,393.60	\$1,421.46	\$1,449.89
07A	\$1,210.40	\$1,234.07	\$1,258.23	\$1,282.93	\$1,308.12	\$1,333.80	\$1,360.11	\$1,386.90	\$1,414.33	\$1,442.30	\$1,471.14	\$1,500.54
08A	\$1,236.62	\$1,262.19	\$1,288.29	\$1,314.98	\$1,342.31	\$1,370.21	\$1,398.74	\$1,427.92	\$1,457.70	\$1,488.18	\$1,517.97	\$1,548.34
09A	\$1,280.55	\$1,308.44	\$1,337.02	\$1,366.20	\$1,396.10	\$1,426.70	\$1,458.04	\$1,490.08	\$1,522.89	\$1,556.46	\$1,587.60	\$1,619.35
11A	\$1,370.49	\$1,402.83	\$1,436.01	\$1,470.00	\$1,504.81	\$1,540.57	\$1,578.46	\$1,618.29	\$1,659.14	\$1,701.04	\$1,735.06	\$1,769.78
12A	\$1,427.28	\$1,461.34	\$1,496.23	\$1,531.99	\$1,569.40	\$1,609.35	\$1,650.25	\$1,692.22	\$1,735.26	\$1,779.40	\$1,814.96	\$1,851.27
13A	\$1,495.14	\$1,530.99	\$1,568.91	\$1,608.96	\$1,649.92	\$1,692.00	\$1,735.13	\$1,779.38	\$1,824.72	\$1,871.24	\$1,908.66	\$1,946.83
14A	\$1,554.24	\$1,598.50	\$1,644.07	\$1,690.94	\$1,739.14	\$1,788.68	\$1,839.64	\$1,892.07	\$1,946.03	\$2,001.46	\$2,041.48	\$2,082.33
15A	\$1,632.73	\$1,680.78	\$1,730.20	\$1,781.18	\$1,833.56	\$1,887.50	\$1,943.09	\$2,000.22	\$2,059.12	\$2,119.73	\$2,162.14	\$2,205.39
16A	\$1,720.99	\$1,773.38	\$1,827.33	\$1,882.92	\$1,940.23	\$1,999.27	\$2,060.15	\$2,122.84	\$2,187.46	\$2,253.99	\$2,299.07	\$2,345.05
17A	\$1,824.72	\$1,879.26	\$1,935.37	\$1,993.26	\$2,052.79	\$2,114.11	\$2,177.26	\$2,242.37	\$2,309.43	\$2,378.46	\$2,426.02	\$2,474.53

Increase  
of **1.00%** effective 1/5/2020

**BU 02 Salary Plans (02A/B)**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,057.53	\$1,075.18	\$1,093.19	\$1,111.47	\$1,130.13	\$1,149.03	\$1,168.37	\$1,188.08	\$1,208.07	\$1,228.48	\$1,253.04	\$1,278.07
02	\$1,076.68	\$1,094.35	\$1,112.33	\$1,130.65	\$1,149.26	\$1,168.27	\$1,187.55	\$1,207.20	\$1,227.23	\$1,247.62	\$1,272.56	\$1,298.01
03	\$1,092.87	\$1,112.77	\$1,133.03	\$1,153.70	\$1,174.78	\$1,196.32	\$1,218.23	\$1,240.60	\$1,263.40	\$1,286.67	\$1,312.41	\$1,338.62
04	\$1,121.10	\$1,141.00	\$1,161.31	\$1,182.04	\$1,203.13	\$1,224.64	\$1,246.55	\$1,268.90	\$1,291.68	\$1,314.86	\$1,341.18	\$1,367.99
05	\$1,138.90	\$1,160.48	\$1,182.44	\$1,204.91	\$1,227.83	\$1,251.20	\$1,275.05	\$1,299.39	\$1,324.21	\$1,349.59	\$1,376.60	\$1,404.12
06	\$1,176.90	\$1,198.53	\$1,220.60	\$1,243.04	\$1,265.96	\$1,289.32	\$1,313.16	\$1,337.47	\$1,362.32	\$1,387.60	\$1,415.34	\$1,443.66
07	\$1,205.03	\$1,228.59	\$1,252.65	\$1,277.24	\$1,302.32	\$1,327.88	\$1,354.07	\$1,380.76	\$1,408.05	\$1,435.91	\$1,464.61	\$1,493.89
08	\$1,231.30	\$1,256.76	\$1,282.75	\$1,309.34	\$1,336.53	\$1,364.31	\$1,392.73	\$1,421.78	\$1,451.45	\$1,481.80	\$1,511.45	\$1,541.68
09	\$1,275.05	\$1,302.83	\$1,331.25	\$1,360.33	\$1,390.10	\$1,420.57	\$1,451.76	\$1,483.68	\$1,516.35	\$1,549.75	\$1,580.78	\$1,612.39
10	\$1,321.38	\$1,350.95	\$1,381.20	\$1,412.21	\$1,443.94	\$1,476.43	\$1,509.67	\$1,543.77	\$1,580.42	\$1,618.29	\$1,650.65	\$1,683.69
11	\$1,364.62	\$1,396.80	\$1,429.84	\$1,463.70	\$1,498.35	\$1,533.97	\$1,571.68	\$1,611.34	\$1,652.02	\$1,693.74	\$1,727.62	\$1,762.17
12	\$1,421.16	\$1,455.06	\$1,489.79	\$1,525.40	\$1,562.67	\$1,602.45	\$1,643.17	\$1,684.96	\$1,727.81	\$1,771.76	\$1,807.17	\$1,843.31
13	\$1,488.73	\$1,524.40	\$1,562.17	\$1,602.04	\$1,642.83	\$1,684.74	\$1,727.68	\$1,771.74	\$1,816.88	\$1,863.18	\$1,900.46	\$1,938.46
14	\$1,547.54	\$1,591.65	\$1,637.00	\$1,683.66	\$1,731.69	\$1,781.00	\$1,831.74	\$1,883.95	\$1,937.66	\$1,992.86	\$2,032.72	\$2,073.38
15	\$1,625.70	\$1,673.56	\$1,722.78	\$1,773.51	\$1,825.69	\$1,879.39	\$1,934.74	\$1,991.63	\$2,050.26	\$2,110.63	\$2,152.84	\$2,195.90
16	\$1,713.61	\$1,765.76	\$1,819.48	\$1,874.83	\$1,931.91	\$1,990.69	\$2,051.28	\$2,113.72	\$2,178.07	\$2,244.31	\$2,289.20	\$2,334.97
17	\$1,816.88	\$1,871.19	\$1,927.07	\$1,984.69	\$2,043.99	\$2,105.05	\$2,167.92	\$2,232.76	\$2,299.51	\$2,368.24	\$2,415.59	\$2,463.90
18	\$1,903.80	\$1,961.65	\$2,021.19	\$2,082.58	\$2,145.81	\$2,210.96	\$2,278.09	\$2,347.27	\$2,418.51	\$2,492.00	\$2,541.82	\$2,592.64
19	\$2,002.35	\$2,063.79	\$2,127.18	\$2,192.50	\$2,259.77	\$2,329.14	\$2,400.70	\$2,474.43	\$2,550.32	\$2,628.67	\$2,681.24	\$2,734.85
20	\$2,109.95	\$2,173.46	\$2,238.89	\$2,306.24	\$2,375.61	\$2,447.18	\$2,520.80	\$2,596.63	\$2,674.83	\$2,755.33	\$2,810.44	\$2,866.63
21	\$2,207.99	\$2,275.52	\$2,345.08	\$2,416.79	\$2,490.64	\$2,566.78	\$2,645.26	\$2,726.09	\$2,809.43	\$2,895.29	\$2,953.21	\$3,012.28
22	\$2,317.65	\$2,388.92	\$2,462.45	\$2,538.24	\$2,616.36	\$2,696.91	\$2,779.91	\$2,865.45	\$2,953.62	\$3,044.54	\$3,105.43	\$3,167.52
23	\$2,436.31	\$2,509.72	\$2,585.35	\$2,663.25	\$2,743.50	\$2,826.22	\$2,911.40	\$2,999.14	\$3,089.51	\$3,182.60	\$3,246.25	\$3,311.18
24	\$2,546.46	\$2,623.37	\$2,702.60	\$2,784.22	\$2,868.37	\$2,954.96	\$3,044.25	\$3,136.19	\$3,230.95	\$3,328.50	\$3,395.05	\$3,462.97
25	\$2,656.59	\$2,737.34	\$2,820.57	\$2,906.31	\$2,994.66	\$3,085.72	\$3,179.49	\$3,276.18	\$3,375.76	\$3,478.39	\$3,547.97	\$3,618.94
26	\$2,754.68	\$2,838.92	\$2,925.70	\$3,015.09	\$3,107.28	\$3,202.26	\$3,300.10	\$3,400.98	\$3,504.96	\$3,612.07	\$3,684.36	\$3,758.03
27	\$2,875.88	\$2,963.83	\$3,054.42	\$3,147.77	\$3,243.99	\$3,343.16	\$3,445.31	\$3,550.62	\$3,659.18	\$3,771.01	\$3,846.45	\$3,923.38
28	\$3,002.43	\$3,094.25	\$3,188.81	\$3,286.28	\$3,386.73	\$3,490.26	\$3,596.91	\$3,706.85	\$3,820.18	\$3,936.92	\$4,015.71	\$4,096.00

**BU 02 Salary Plans (2AA/AB)**

05A	\$1,155.27	\$1,177.14	\$1,199.42	\$1,222.22	\$1,245.44	\$1,269.16	\$1,293.36	\$1,318.04	\$1,343.24	\$1,368.97	\$1,396.37	\$1,424.28
06A	\$1,193.81	\$1,215.74	\$1,238.12	\$1,260.89	\$1,284.13	\$1,307.83	\$1,332.02	\$1,356.67	\$1,381.87	\$1,407.54	\$1,435.67	\$1,464.39
07A	\$1,222.50	\$1,246.41	\$1,270.81	\$1,295.76	\$1,321.20	\$1,347.14	\$1,373.71	\$1,400.77	\$1,428.47	\$1,456.72	\$1,485.85	\$1,515.55
08A	\$1,248.99	\$1,274.81	\$1,301.17	\$1,328.13	\$1,355.73	\$1,383.91	\$1,412.73	\$1,442.20	\$1,472.28	\$1,503.06	\$1,533.15	\$1,563.82
09A	\$1,293.36	\$1,321.52	\$1,350.39	\$1,379.86	\$1,410.06	\$1,440.97	\$1,472.62	\$1,504.98	\$1,538.12	\$1,572.02	\$1,603.48	\$1,635.54
11A	\$1,384.19	\$1,416.86	\$1,450.37	\$1,484.70	\$1,519.86	\$1,555.98	\$1,594.24	\$1,634.47	\$1,675.73	\$1,718.05	\$1,752.41	\$1,787.48
12A	\$1,441.55	\$1,475.95	\$1,511.19	\$1,547.31	\$1,585.09	\$1,625.44	\$1,666.75	\$1,709.14	\$1,752.61	\$1,797.19	\$1,833.11	\$1,869.78
13A	\$1,510.09	\$1,546.30	\$1,584.60	\$1,625.05	\$1,666.42	\$1,708.92	\$1,752.48	\$1,797.17	\$1,842.97	\$1,889.95	\$1,927.75	\$1,966.30
14A	\$1,569.78	\$1,614.49	\$1,660.51	\$1,707.85	\$1,756.53	\$1,806.57	\$1,858.04	\$1,910.99	\$1,965.49	\$2,021.47	\$2,061.89	\$2,103.15
15A	\$1,649.06	\$1,697.59	\$1,747.50	\$1,798.99	\$1,851.90	\$1,906.38	\$1,962.52	\$2,020.22	\$2,079.71	\$2,140.93	\$2,183.76	\$2,227.44
16A	\$1,738.20	\$1,791.11	\$1,845.60	\$1,901.75	\$1,959.63	\$2,019.26	\$2,080.75	\$2,144.07	\$2,209.33	\$2,276.53	\$2,322.06	\$2,368.50
17A	\$1,842.97	\$1,898.05	\$1,954.72	\$2,013.19	\$2,073.32	\$2,135.25	\$2,199.03	\$2,264.79	\$2,332.52	\$2,402.24	\$2,450.28	\$2,499.28

