



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

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Governor

KARYN E. POLITO
Lieutenant Governor

MICHAEL J. HEFFERNAN
Secretary

JEFF McCUE
Assistant Secretary
Chief Human Resources Officer

MEMORANDUM

TO: Agency Heads and Departmental Human Resources Directors, Labor Relations Directors, Payroll and Budget Staff, with Employees in Bargaining Unit 9

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

Bran Shim

William McNamara, Comptroller
Office of the Comptroller

DATE: April 19, 2022

RE: Implementation of the July 1, 2020 – June 30, 2023 Commonwealth – MOSES Collective Bargaining Agreement

On September 24, 2021, the Commonwealth of Massachusetts Human Resources Division signed a labor agreement with the Massachusetts Organization of State Engineers and Scientists (MOSES), Unit 9, for the period of July 1, 2020 to June 30, 2023. On April 4, 2022, funds were appropriated (1599-4448) to cover the incremental cost items for Fiscal Year 2022 as contained in the Agreement (Chapter 42 of the Acts of 2022). The contract was approved by the Legislature and signed by the Governor on April 4, 2022. Supplemental funding (Chapter 42 of the Acts of 2022) authorizes the implementation of the provisions of the new agreement effective April 4, 2022, unless otherwise indicated. This memorandum implements the provisions of the new agreement, including new salary charts effective the pay period that begins May 8, 2022. 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 Matthew Hale, Deputy 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 2020 – 2023 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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SECTION I CONTRACT CHANGES

**ARTICLE 3
UNION SECURITY**

Section 3.2

An employee may consent in writing to the authorization of the deduction of union dues from their wages and to the designation of the union as the recipient thereof and may withdraw such consent in accordance with the terms of the membership and dues deduction agreement between the employee and MOSES and with the laws of the Commonwealth. 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 online as an electronic form, or completed, printed, and shall be sent to the appropriate agency human resources officer. An employee may withdraw his/her dues check-off authorization by providing notice in writing to the Office of Employee Relations and MOSES.

**ARTICLE 8
LEAVE**

Article 8 Leave

Section 8.1 Sick Leave

C. Sick leave shall be granted, at the discretion of the Appointing Authority, to an employee only under the following conditions:

1. When an employee cannot perform his/her duties because he or she is incapacitated by personal illness or injury;
2. An employee may use up to a maximum of sixty (60) days per calendar year for the purposes of:
 - a. caring for the spouse, **foster child, step-parent, step-child, brother, sister, grandparent, grandchild, person for whom the employee is legal guardian**, child, or parent of either the employee or his/her spouse or a relative living in the immediate household who is seriously ill; or,
 - b. family leave due to the birth, adoption, or placement of a child, to be concluded within twelve (12) months of the date of the birth, adoption, or placement. Employees utilizing sick leave under this section shall not be required to submit a medical certification, unless the appointing authority has reason to believe that the birth, adoption, or placement claim was not genuine. This leave benefit shall be in addition to the ten (10) days of paid leave set forth in section 8.7.A.7. Of the sixty (60) days per calendar year provided herein, an employee may use a maximum of ten (10) days per calendar year to attend to necessary preparations and legal requirements related to the employee's adoption of a child.

Section 8.13 Paid Family Medical Leave (PFML) (New Section)

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.

ARTICLE 10 HOLIDAYS

Section 10.1

The following days shall be holidays for employees:

New Year's Day
Martin Luther King Day
President's Day
Patriot's Day
Memorial Day
Juneteenth National Independence Day
Independence Day
Labor Day
Columbus Day
Veteran's 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 July 2020, 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 July 2021, 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 July 2022, 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, unless he/she is denied such step-rate increase by his/her appointing authority, after each fifty-two 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 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 15 CONTRACTING OUT

Section 15.4 (New Section)

The Employer shall notify employees in writing at their time of hire that they may request credit for prior service as a personal service contractor (03). Credit granted will be for vacation and longevity status determination only. Employees shall have one (1) year from the date of notification to file a request for such credit. If the employee fails to file a request within the allotted one (1) year, they shall only be eligible to receive creditable service on a prospective basis.

See attached "03" Contract Time Form for employees to complete if they wish to file a request for such credit.

ARTICLE 24 PERSONNEL RECORDS

Section 24.3

- A. MOSES or any employee may challenge the accuracy or propriety of such material and personnel evaluation by filing a written statement of the challenge in the personnel file.
- B. An employee may file a grievance based on a personnel evaluation or on any material either of which results in a negative action. Upon a determination at any step of the grievance procedure that such personnel evaluation, any other material, or portion thereof, is either inaccurate or improperly placed in such employee's personnel records, such inaccurate evaluation, material, or portion thereof, shall be removed from the file, together with any of the employee's statement or statements thereto.
- C. **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, or absent such request, shall be considered removed from the personnel record.**

ARTICLE 30 DURATION

This Agreement shall be for the three-year period from July 1, **2020** through June 30, **2023** and the terms contained herein shall be effective upon execution unless otherwise specified. Should a successor agreement not be executed by June 30, **2023**, this Agreement shall remain in full force and effect until a successor agreement is executed. At the written request of either party, negotiations for a subsequent agreement will be commenced on or after January 1, **2023**.

ARTICLE 32
WAGE RE-OPENER

In the event that during the term of this Agreement a Collective Bargaining Agreement is submitted by either the Governor or the Secretary of Administration and 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.

“03” CONTRACTOR TIME FORM

NAME _____

AGENCY _____

EMPLOYEE ID _____

CURRENT JOB TITLE _____

CELL PHONE _____

Contractor “03” Time

Date Started as “03” _____

Was there a break in service during your “03” time? _____

Job Title as “03” (if you recall) _____

Brief description of your work as an “03” contractor.

Regular “02” State Employee

Date Started as an “02” State Employee _____

How did you become a regular “02” State Employee?

_____ Applied and hired into an “02” position.

_____ Converted from an “03” to an “02 – same title

_____ Converted because of an MOU between the Agency and MOSES.

Other information you think may be helpful:

Signature

Date

SECTION II ADMINISTRATIVE INSTRUCTIONS

HR/CMS INSTRUCTIONS

The salary increases for MOSES will be automated in HR/CMS. The Human Resource Division will provide departments with both predictive and updated reports in MobiusView that will facilitate the identification of employees receiving July 2020, July 2021, and July 2022 increase in salary rate and the COVID Recognition Payment.

Retroactive payments for July 2020 and July 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 42 of the Acts of 2022 include an appropriation (1599-4448) to fund incremental costs of the MOSES, Unit 9 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

BU 09 Salary Plans (09A/B)

Increase of **2.50%** effective **7/5/2020**

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,431.70	\$1,464.71	\$1,498.46	\$1,532.96	\$1,568.31	\$1,604.42	\$1,641.34	\$1,679.19	\$1,717.84	\$1,757.42	\$1,822.90	\$1,934.97	\$1,992.09
12	\$1,461.26	\$1,494.99	\$1,529.45	\$1,564.74	\$1,600.77	\$1,637.70	\$1,675.48	\$1,714.14	\$1,753.63	\$1,794.07	\$1,860.83	\$1,975.20	\$2,033.52
13	\$1,545.18	\$1,580.68	\$1,616.98	\$1,654.12	\$1,692.10	\$1,731.02	\$1,770.73	\$1,811.47	\$1,853.03	\$1,895.64	\$1,966.25	\$2,087.09	\$2,148.73
14	\$1,623.49	\$1,664.57	\$1,706.69	\$1,749.89	\$1,794.11	\$1,839.54	\$1,886.05	\$1,933.78	\$1,982.68	\$2,032.83	\$2,108.53	\$2,238.16	\$2,304.23
15	\$1,708.99	\$1,753.51	\$1,799.26	\$1,846.24	\$1,894.34	\$1,943.78	\$1,994.50	\$2,046.46	\$2,099.91	\$2,154.62	\$2,234.85	\$2,372.25	\$2,442.30
16	\$1,796.78	\$1,846.31	\$1,897.12	\$1,949.44	\$2,003.10	\$2,058.22	\$2,114.91	\$2,173.22	\$2,233.01	\$2,294.52	\$2,379.99	\$2,526.29	\$2,600.87
17	\$1,900.48	\$1,952.26	\$2,005.45	\$2,060.06	\$2,116.20	\$2,173.82	\$2,233.09	\$2,293.92	\$2,356.37	\$2,420.56	\$2,510.70	\$2,665.05	\$2,743.73
18	\$1,997.85	\$2,053.75	\$2,111.32	\$2,170.40	\$2,231.17	\$2,293.63	\$2,357.88	\$2,423.88	\$2,491.70	\$2,561.45	\$2,656.84	\$2,820.16	\$2,903.45
19	\$2,096.86	\$2,156.85	\$2,218.65	\$2,282.17	\$2,347.46	\$2,414.63	\$2,483.77	\$2,554.89	\$2,628.00	\$2,703.24	\$2,803.93	\$2,976.30	\$3,064.18
20	\$2,205.16	\$2,267.33	\$2,331.31	\$2,397.03	\$2,464.58	\$2,534.10	\$2,605.53	\$2,679.01	\$2,754.51	\$2,832.14	\$2,937.64	\$3,118.22	\$3,210.31
21	\$2,304.11	\$2,370.72	\$2,439.30	\$2,509.85	\$2,582.44	\$2,657.05	\$2,733.89	\$2,812.97	\$2,894.29	\$2,977.96	\$3,088.91	\$3,278.78	\$3,375.59
21A	\$2,315.39	\$2,382.34	\$2,451.25	\$2,522.15	\$2,595.10	\$2,670.07	\$2,747.31	\$2,826.75	\$2,908.49	\$2,992.56	\$3,104.05	\$3,294.86	\$3,392.14
21B	\$2,349.28	\$2,417.20	\$2,487.13	\$2,559.06	\$2,633.07	\$2,709.16	\$2,787.51	\$2,868.12	\$2,951.06	\$3,036.36	\$3,149.48	\$3,343.08	\$3,441.78
22	\$2,414.89	\$2,485.79	\$2,558.70	\$2,633.82	\$2,711.16	\$2,790.76	\$2,872.64	\$2,956.99	\$3,043.80	\$3,133.12	\$3,249.79	\$3,449.57	\$3,551.42
23	\$2,534.69	\$2,607.75	\$2,682.91	\$2,760.25	\$2,839.90	\$2,921.68	\$3,005.90	\$3,092.58	\$3,181.71	\$3,273.45	\$3,395.34	\$3,604.07	\$3,710.49
23A	\$2,584.08	\$2,658.55	\$2,735.20	\$2,814.04	\$2,895.24	\$2,978.61	\$3,064.46	\$3,152.83	\$3,243.69	\$3,337.23	\$3,461.50	\$3,674.29	\$3,782.77
24	\$2,645.32	\$2,722.29	\$2,801.56	\$2,883.08	\$2,967.05	\$3,053.36	\$3,142.27	\$3,233.71	\$3,327.83	\$3,424.68	\$3,552.26	\$3,770.66	\$3,881.98
25	\$2,756.83	\$2,838.06	\$2,921.62	\$3,007.75	\$3,096.38	\$3,187.56	\$3,281.48	\$3,378.18	\$3,477.69	\$3,580.14	\$3,713.47	\$3,941.79	\$4,058.17
25A	\$2,810.54	\$2,893.36	\$2,978.55	\$3,066.36	\$3,156.71	\$3,249.65	\$3,345.41	\$3,443.99	\$3,545.44	\$3,649.89	\$3,785.82	\$4,018.58	\$4,137.23
26	\$2,855.28	\$2,940.30	\$3,027.88	\$3,118.11	\$3,210.99	\$3,306.62	\$3,405.12	\$3,506.55	\$3,610.97	\$3,718.50	\$3,857.00	\$4,094.11	\$4,214.98
27	\$2,974.87	\$3,062.79	\$3,153.22	\$3,246.39	\$3,342.27	\$3,441.04	\$3,542.67	\$3,647.32	\$3,755.07	\$3,866.01	\$4,009.99	\$4,256.51	\$4,382.19
28	\$3,092.72	\$3,184.75	\$3,279.52	\$3,377.13	\$3,477.61	\$3,581.07	\$3,687.64	\$3,797.35	\$3,910.30	\$4,026.66	\$4,176.65	\$4,433.39	\$4,564.29
29	\$3,208.03	\$3,304.16	\$3,403.14	\$3,505.07	\$3,610.09	\$3,718.22	\$3,829.61	\$3,944.34	\$4,062.47	\$4,184.14	\$4,339.97	\$4,606.78	\$4,742.81
30	\$3,276.46	\$3,374.77	\$3,475.95	\$3,580.19	\$3,687.66	\$3,798.25	\$3,912.14	\$4,029.52	\$4,150.33	\$4,274.87	\$4,434.06	\$4,706.65	\$4,845.61
31	\$3,396.59	\$3,499.12	\$3,604.72	\$3,713.44	\$3,825.56	\$3,940.98	\$4,059.86	\$4,182.39	\$4,308.56	\$4,438.59	\$4,603.94	\$4,886.97	\$5,031.27
32	\$3,528.18	\$3,634.75	\$3,744.54	\$3,857.66	\$3,974.20	\$4,094.26	\$4,217.92	\$4,345.25	\$4,476.48	\$4,611.70	\$4,783.46	\$5,077.54	\$5,227.46
33	\$3,659.72	\$3,770.35	\$3,884.39	\$4,001.81	\$4,122.80	\$4,247.51	\$4,375.90	\$4,508.17	\$4,644.45	\$4,784.91	\$4,963.12	\$5,268.22	\$5,423.77

BU 09 Salary Plans (09A/B)

Increase of **2.00%** effective **7/4/2021**

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,460.33	\$1,494.00	\$1,528.43	\$1,563.62	\$1,599.68	\$1,636.51	\$1,674.17	\$1,712.77	\$1,752.20	\$1,792.57	\$1,859.36	\$1,973.67	\$2,031.93
12	\$1,490.49	\$1,524.89	\$1,560.04	\$1,596.03	\$1,632.79	\$1,670.45	\$1,708.99	\$1,748.42	\$1,788.70	\$1,829.95	\$1,898.05	\$2,014.70	\$2,074.19
13	\$1,576.08	\$1,612.29	\$1,649.32	\$1,687.20	\$1,725.94	\$1,765.64	\$1,806.14	\$1,847.70	\$1,890.09	\$1,933.55	\$2,005.58	\$2,128.83	\$2,191.70
14	\$1,655.96	\$1,697.86	\$1,740.82	\$1,784.89	\$1,829.99	\$1,876.33	\$1,923.77	\$1,972.46	\$2,022.33	\$2,073.49	\$2,150.70	\$2,282.92	\$2,350.31
15	\$1,743.17	\$1,788.58	\$1,835.25	\$1,883.16	\$1,932.23	\$1,982.66	\$2,034.39	\$2,087.39	\$2,141.91	\$2,197.71	\$2,279.55	\$2,419.70	\$2,491.15
16	\$1,832.72	\$1,883.24	\$1,935.06	\$1,988.43	\$2,043.16	\$2,099.38	\$2,157.21	\$2,216.68	\$2,277.67	\$2,340.41	\$2,427.59	\$2,576.82	\$2,652.89
17	\$1,938.49	\$1,991.31	\$2,045.56	\$2,101.26	\$2,158.52	\$2,217.30	\$2,277.75	\$2,339.80	\$2,403.50	\$2,468.97	\$2,560.91	\$2,718.35	\$2,798.60
18	\$2,037.81	\$2,094.83	\$2,153.55	\$2,213.81	\$2,275.79	\$2,339.50	\$2,405.04	\$2,472.36	\$2,541.53	\$2,612.68	\$2,709.98	\$2,876.56	\$2,961.52
19	\$2,138.80	\$2,199.99	\$2,263.02	\$2,327.81	\$2,394.41	\$2,462.92	\$2,533.45	\$2,605.99	\$2,680.56	\$2,757.30	\$2,860.01	\$3,035.83	\$3,125.46
20	\$2,249.26	\$2,312.68	\$2,377.94	\$2,444.97	\$2,513.87	\$2,584.78	\$2,657.64	\$2,732.59	\$2,809.60	\$2,888.78	\$2,996.39	\$3,180.58	\$3,274.52
21	\$2,350.19	\$2,418.13	\$2,488.09	\$2,560.05	\$2,634.09	\$2,710.19	\$2,788.57	\$2,869.23	\$2,952.18	\$3,037.52	\$3,150.69	\$3,344.36	\$3,443.10
21A	\$2,361.70	\$2,429.99	\$2,500.28	\$2,572.59	\$2,647.00	\$2,723.47	\$2,802.26	\$2,883.29	\$2,966.66	\$3,052.41	\$3,166.13	\$3,360.76	\$3,459.98
21B	\$2,396.27	\$2,465.54	\$2,536.87	\$2,610.24	\$2,685.73	\$2,763.34	\$2,843.26	\$2,925.48	\$3,010.08	\$3,097.09	\$3,212.47	\$3,409.94	\$3,510.62
22	\$2,463.19	\$2,535.51	\$2,609.87	\$2,686.50	\$2,765.38	\$2,846.58	\$2,930.09	\$3,016.13	\$3,104.68	\$3,195.78	\$3,314.79	\$3,518.56	\$3,622.45
23	\$2,585.38	\$2,659.91	\$2,736.57	\$2,815.46	\$2,896.70	\$2,980.11	\$3,066.02	\$3,154.43	\$3,245.34	\$3,338.92	\$3,463.25	\$3,676.15	\$3,784.70
23A	\$2,635.76	\$2,711.72	\$2,789.90	\$2,870.32	\$2,953.14	\$3,038.18	\$3,125.75	\$3,215.89	\$3,308.56	\$3,403.97	\$3,530.73	\$3,747.78	\$3,858.43
24	\$2,698.23	\$2,776.74	\$2,857.59	\$2,940.74	\$3,026.39	\$3,114.43	\$3,205.12	\$3,298.38	\$3,394.39	\$3,493.17	\$3,623.31	\$3,846.07	\$3,959.62
25	\$2,811.97	\$2,894.82	\$2,980.05	\$3,067.91	\$3,158.31	\$3,251.31	\$3,347.11	\$3,445.74	\$3,547.24	\$3,651.74	\$3,787.74	\$4,020.63	\$4,139.33
25A	\$2,866.75	\$2,951.23	\$3,038.12	\$3,127.69	\$3,219.84	\$3,314.64	\$3,412.32	\$3,512.87	\$3,616.35	\$3,722.89	\$3,861.54	\$4,098.95	\$4,219.97
26	\$2,912.39	\$2,999.11	\$3,088.44	\$3,180.47	\$3,275.21	\$3,372.75	\$3,473.22	\$3,576.68	\$3,683.19	\$3,792.87	\$3,934.14	\$4,175.99	\$4,299.28
27	\$3,034.37	\$3,124.05	\$3,216.28	\$3,311.32	\$3,409.12	\$3,509.86	\$3,613.52	\$3,720.27	\$3,830.17	\$3,943.33	\$4,090.19	\$4,341.64	\$4,469.83
28	\$3,154.57	\$3,248.45	\$3,345.11	\$3,444.67	\$3,547.16	\$3,652.69	\$3,761.39	\$3,873.30	\$3,988.51	\$4,107.19	\$4,260.18	\$4,522.06	\$4,655.58
29	\$3,272.19	\$3,370.24	\$3,471.20	\$3,575.17	\$3,682.29	\$3,792.58	\$3,906.20	\$4,023.23	\$4,143.72	\$4,267.82	\$4,426.77	\$4,698.92	\$4,837.67
30	\$3,341.99	\$3,442.27	\$3,545.47	\$3,651.79	\$3,761.41	\$3,874.22	\$3,990.38	\$4,110.11	\$4,233.34	\$4,360.37	\$4,522.74	\$4,800.78	\$4,942.52
31	\$3,464.52	\$3,569.10	\$3,676.81	\$3,787.71	\$3,902.07	\$4,019.80	\$4,141.06	\$4,266.04	\$4,394.73	\$4,527.36	\$4,696.02	\$4,984.71	\$5,131.90
32	\$3,598.74	\$3,707.45	\$3,819.43	\$3,934.81	\$4,053.68	\$4,176.15	\$4,302.28	\$4,432.16	\$4,566.01	\$4,703.93	\$4,879.13	\$5,179.09	\$5,332.01
33	\$3,732.91	\$3,845.76	\$3,962.08	\$4,081.85	\$4,205.26	\$4,332.46	\$4,463.42	\$4,598.33	\$4,737.34	\$4,880.61	\$5,062.38	\$5,373.58	\$5,532.25

BU 09 Salary Plans (09A/B)

Gr							Increase of	2.00%	effective	7/3/2022			
	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,489.54	\$1,523.88	\$1,559.00	\$1,594.89	\$1,631.67	\$1,669.24	\$1,707.65	\$1,747.03	\$1,787.24	\$1,828.42	\$1,896.55	\$2,013.14	\$2,072.57
12	\$1,520.30	\$1,555.39	\$1,591.24	\$1,627.95	\$1,665.45	\$1,703.86	\$1,743.17	\$1,783.39	\$1,824.47	\$1,866.55	\$1,936.01	\$2,054.99	\$2,115.67
13	\$1,607.60	\$1,644.54	\$1,682.31	\$1,720.94	\$1,760.46	\$1,800.95	\$1,842.26	\$1,884.65	\$1,927.89	\$1,972.22	\$2,045.69	\$2,171.41	\$2,235.53
14	\$1,689.08	\$1,731.82	\$1,775.64	\$1,820.59	\$1,866.59	\$1,913.86	\$1,962.25	\$2,011.91	\$2,062.78	\$2,114.96	\$2,193.71	\$2,328.58	\$2,397.32
15	\$1,778.03	\$1,824.35	\$1,871.96	\$1,920.82	\$1,970.87	\$2,022.31	\$2,075.08	\$2,129.14	\$2,184.75	\$2,241.66	\$2,325.14	\$2,468.09	\$2,540.97
16	\$1,869.37	\$1,920.90	\$1,973.76	\$2,028.20	\$2,084.02	\$2,141.37	\$2,200.35	\$2,261.01	\$2,323.22	\$2,387.22	\$2,476.14	\$2,628.36	\$2,705.95
17	\$1,977.26	\$2,031.14	\$2,086.47	\$2,143.29	\$2,201.69	\$2,261.65	\$2,323.31	\$2,386.60	\$2,451.57	\$2,518.35	\$2,612.13	\$2,772.72	\$2,854.57
18	\$2,078.57	\$2,136.73	\$2,196.62	\$2,258.09	\$2,321.31	\$2,386.29	\$2,453.14	\$2,521.81	\$2,592.36	\$2,664.93	\$2,764.18	\$2,934.09	\$3,020.75
19	\$2,181.58	\$2,243.99	\$2,308.28	\$2,374.37	\$2,442.30	\$2,512.18	\$2,584.12	\$2,658.11	\$2,734.17	\$2,812.45	\$2,917.21	\$3,096.55	\$3,187.97
20	\$2,294.25	\$2,358.93	\$2,425.50	\$2,493.87	\$2,564.15	\$2,636.48	\$2,710.79	\$2,787.24	\$2,865.79	\$2,946.56	\$3,056.32	\$3,244.19	\$3,340.01
21	\$2,397.19	\$2,466.49	\$2,537.85	\$2,611.25	\$2,686.77	\$2,764.39	\$2,844.34	\$2,926.61	\$3,011.22	\$3,098.27	\$3,213.70	\$3,411.25	\$3,511.96
21A	\$2,408.93	\$2,478.59	\$2,550.29	\$2,624.04	\$2,699.94	\$2,777.94	\$2,858.31	\$2,940.96	\$3,025.99	\$3,113.46	\$3,229.45	\$3,427.98	\$3,529.18
21B	\$2,444.20	\$2,514.85	\$2,587.61	\$2,662.44	\$2,739.44	\$2,818.61	\$2,900.13	\$2,983.99	\$3,070.28	\$3,159.03	\$3,276.72	\$3,478.14	\$3,580.83
22	\$2,512.45	\$2,586.22	\$2,662.07	\$2,740.23	\$2,820.69	\$2,903.51	\$2,988.69	\$3,076.45	\$3,166.77	\$3,259.70	\$3,381.09	\$3,588.93	\$3,694.90
23	\$2,637.09	\$2,713.11	\$2,791.30	\$2,871.77	\$2,954.63	\$3,039.71	\$3,127.34	\$3,217.52	\$3,310.25	\$3,405.70	\$3,532.52	\$3,749.67	\$3,860.39
23A	\$2,688.48	\$2,765.95	\$2,845.70	\$2,927.73	\$3,012.20	\$3,098.94	\$3,188.27	\$3,280.21	\$3,374.73	\$3,472.05	\$3,601.34	\$3,822.74	\$3,935.60
24	\$2,752.19	\$2,832.27	\$2,914.74	\$2,999.55	\$3,086.92	\$3,176.72	\$3,269.22	\$3,364.35	\$3,462.28	\$3,563.03	\$3,695.78	\$3,922.99	\$4,038.81
25	\$2,868.21	\$2,952.72	\$3,039.65	\$3,129.27	\$3,221.48	\$3,316.34	\$3,414.05	\$3,514.65	\$3,618.18	\$3,724.77	\$3,863.49	\$4,101.04	\$4,222.12
25A	\$2,924.09	\$3,010.25	\$3,098.88	\$3,190.24	\$3,284.24	\$3,380.93	\$3,480.57	\$3,583.13	\$3,688.68	\$3,797.35	\$3,938.77	\$4,180.93	\$4,304.37
26	\$2,970.64	\$3,059.09	\$3,150.21	\$3,244.08	\$3,340.71	\$3,440.21	\$3,542.68	\$3,648.21	\$3,756.85	\$3,868.73	\$4,012.82	\$4,259.51	\$4,385.27
27	\$3,095.06	\$3,186.53	\$3,280.61	\$3,377.55	\$3,477.30	\$3,580.06	\$3,685.79	\$3,794.68	\$3,906.77	\$4,022.20	\$4,171.99	\$4,428.47	\$4,559.23
28	\$3,217.66	\$3,313.42	\$3,412.01	\$3,513.56	\$3,618.10	\$3,725.74	\$3,836.62	\$3,950.77	\$4,068.28	\$4,189.33	\$4,345.38	\$4,612.50	\$4,748.69
29	\$3,337.63	\$3,437.64	\$3,540.62	\$3,646.67	\$3,755.94	\$3,868.43	\$3,984.32	\$4,103.69	\$4,226.59	\$4,353.18	\$4,515.31	\$4,792.90	\$4,934.42
30	\$3,408.83	\$3,511.12	\$3,616.38	\$3,724.83	\$3,836.64	\$3,951.70	\$4,070.19	\$4,192.31	\$4,318.01	\$4,447.58	\$4,613.19	\$4,896.80	\$5,041.37
31	\$3,533.81	\$3,640.48	\$3,750.35	\$3,863.46	\$3,980.11	\$4,100.20	\$4,223.88	\$4,351.36	\$4,482.62	\$4,617.91	\$4,789.94	\$5,084.40	\$5,234.54
32	\$3,670.71	\$3,781.60	\$3,895.82	\$4,013.51	\$4,134.75	\$4,259.67	\$4,388.33	\$4,520.80	\$4,657.33	\$4,798.01	\$4,976.71	\$5,282.67	\$5,438.65
33	\$3,807.57	\$3,922.68	\$4,041.32	\$4,163.49	\$4,289.37	\$4,419.11	\$4,552.69	\$4,690.30	\$4,832.09	\$4,978.22	\$5,163.63	\$5,481.05	\$5,642.90