



EXECUTIVE OFFICE FOR ADMINISTRATION & FINANCE  
COMMONWEALTH OF MASSACHUSETTS  
**HUMAN RESOURCES DIVISION**  
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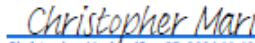
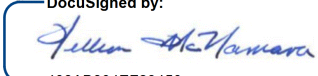
**MATTHEW J. GORZKOWICZ**  
SECRETARY

**MELISSA J. PULLIN**  
CHIEF HUMAN RESOURCES OFFICER

**MEMORANDUM**

**TO:** Cabinet Secretaries, Chiefs of Staff, Agency Heads and Departmental Human Resources Directors, Labor Relations Directors, Payroll and Budget Staff with Employees in Bargaining Unit 7

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

**ISSUED IN CONJUNCTION WITH:** Chris Marino, Assistant Secretary for Budget  
Executive Office for Administration and Finance   
William McNamara, Comptroller  
Office of the Comptroller   
408AB804EF29450  
Comptroller of the Commonwealth

**DATE:** September 23, 2024

**RE:** Implementation of the January 1, 2024 – December 31, 2024 Commonwealth – Massachusetts Nurses Association Unit 7 Collective Bargaining Agreement

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On January 12, 2024, the Commonwealth of Massachusetts's Human Resources Division signed a Labor Agreement with Unit 7, for the period of January 1, 2024 to December 31, 2024. The contract was approved by the Legislature and signed by the Governor on September 16, 2024 (Chapter 206 of the Acts of 2024). This Memorandum implements the provisions of the new Agreement, including new salary charts effective the pay period that began January 14, 2024. Information and implementation instruction from the Human Resources Division (HRD), the Office of the Comptroller (CTR) and the Executive Office for Administration and Finance (A&F) are provided herein.

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

A copy of this Implementation Memorandum will be posted on HRD's website at (<https://www.mass.gov/guides/collective-bargaining-agreements-union-contracts>). A fully integrated January 1, 2024 – December 31, 2024 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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**SECTION I CONTRACT CHANGES**

**ARTICLE 12  
SALARY RATES**

**Section 1**

The following shall apply to full time employees:

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

**Section 2 Classification/Adjustment Pool**

A Classification/Adjustment Pool equal to \$500 per FTE shall be used to add a step 13 worth 2.5% to the following three (3) MNA salary plans: 07A/B, 7 AA/B, and 7BA/B, effective the first full pay period of January 2024.

**ARTICLE 30  
DURATION**

This Agreement shall be for the one-year period from **January 1, 2024** to **December 31, 2024** and terms contained herein shall become effective the first full pay period of **January 2024** unless otherwise specified. It is expressly understood and agreed that subject to ratification by the Unit 7 Membership, the predecessor collective bargaining agreement shall be modified in accordance with this memorandum of understanding.

**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 in excess of those contained in this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.

## **SECTION II ADMINISTRATIVE INSTRUCTIONS**

### **HR/CMS INSTRUCTIONS**

The salary increases for Unit 7 will be automated in HR/CMS. The Human Resources Division will provide departments with both predictive and updated reports in MobiusView that will facilitate the identification of employees receiving January 2024 and July 2024 increase in salary rate.

Retroactive payments for January and July 2024 will also be automated in HR/CMS. MobiusView reports will be provided for departments to verify and approve.

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

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

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

### **LCM Instructions**

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

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

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

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

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

## **INSTRUCTIONS FROM ADMINISTRATION AND FINANCE**

Chapter 206 of the Acts of 2024 authorizes the incremental costs of the Unit 7 Collective Bargaining Agreement.

Please address questions on A&F policies to Amelia Marceau, Fiscal Policy Analyst, at [Amelia.Marceau@mass.gov](mailto:Amelia.Marceau@mass.gov).

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

**4.00%** effective 1/14/2024

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,554.35	\$2,670.06	\$2,791.02	\$2,917.44	\$3,049.60	\$3,187.75	\$3,332.13	\$3,483.10	\$3,640.85	\$3,805.80	\$3,978.16	\$4,158.37	\$4,262.33
02	\$2,684.26	\$2,805.86	\$2,932.98	\$3,065.85	\$3,204.74	\$3,349.94	\$3,501.66	\$3,660.30	\$3,826.12	\$3,999.38	\$4,180.61	\$4,369.97	\$4,479.22
03	\$2,797.14	\$2,923.86	\$3,056.29	\$3,194.74	\$3,339.47	\$3,490.73	\$3,648.87	\$3,814.18	\$3,986.98	\$4,167.56	\$4,356.34	\$4,553.70	\$4,667.54
04	\$2,923.98	\$3,056.47	\$3,194.90	\$3,339.65	\$3,490.93	\$3,649.04	\$3,814.32	\$3,987.14	\$4,167.75	\$4,356.54	\$4,553.87	\$4,760.18	\$4,879.19
05	\$3,058.17	\$3,196.72	\$3,341.49	\$3,492.89	\$3,651.10	\$3,816.50	\$3,989.37	\$4,170.09	\$4,358.98	\$4,556.43	\$4,762.84	\$4,978.56	\$5,103.03
06	\$3,185.54	\$3,329.84	\$3,480.66	\$3,638.34	\$3,803.17	\$3,975.42	\$4,155.50	\$4,343.80	\$4,540.54	\$4,746.23	\$4,961.23	\$5,185.95	\$5,315.60
07	\$3,326.88	\$3,477.57	\$3,635.08	\$3,799.81	\$3,971.93	\$4,151.84	\$4,339.95	\$4,536.52	\$4,742.05	\$4,956.83	\$5,181.36	\$5,416.08	\$5,551.48
08	\$3,474.37	\$3,631.77	\$3,796.29	\$3,968.26	\$4,148.00	\$4,335.92	\$4,532.35	\$4,737.64	\$4,952.25	\$5,176.58	\$5,411.09	\$5,656.21	\$5,797.62
09	\$3,615.03	\$3,778.81	\$3,949.98	\$4,128.94	\$4,315.94	\$4,511.47	\$4,715.81	\$4,929.45	\$5,152.74	\$5,386.16	\$5,630.18	\$5,885.21	\$6,032.34
10	\$3,756.71	\$3,926.89	\$4,104.78	\$4,290.74	\$4,485.10	\$4,688.29	\$4,900.66	\$5,122.70	\$5,354.73	\$5,597.28	\$5,850.85	\$6,115.89	\$6,268.79
11	\$3,882.80	\$4,058.72	\$4,242.59	\$4,434.78	\$4,635.66	\$4,845.68	\$5,065.20	\$5,294.63	\$5,534.50	\$5,785.17	\$6,047.22	\$6,321.17	\$6,479.20
12	\$4,031.67	\$4,214.34	\$4,405.25	\$4,604.78	\$4,813.39	\$5,031.43	\$5,259.35	\$5,497.61	\$5,746.63	\$6,006.93	\$6,279.05	\$6,563.52	\$6,727.61
13	\$4,173.36	\$4,362.38	\$4,560.00	\$4,766.59	\$4,982.47	\$5,208.22	\$5,444.14	\$5,690.78	\$5,948.54	\$6,218.05	\$6,499.70	\$6,794.18	\$6,964.04
14	\$4,327.54	\$4,523.62	\$4,728.54	\$4,942.74	\$5,166.62	\$5,400.69	\$5,645.34	\$5,901.06	\$6,168.42	\$6,447.79	\$6,739.89	\$7,045.19	\$7,221.32
15	\$4,496.29	\$4,699.96	\$4,912.89	\$5,135.43	\$5,368.06	\$5,611.23	\$5,865.45	\$6,131.14	\$6,408.90	\$6,699.22	\$7,002.68	\$7,319.89	\$7,502.89
16	\$4,651.72	\$4,862.45	\$5,082.73	\$5,313.00	\$5,553.65	\$5,805.25	\$6,068.23	\$6,343.12	\$6,630.47	\$6,930.82	\$7,244.80	\$7,573.02	\$7,762.34
17	\$4,820.97	\$5,039.38	\$5,267.64	\$5,506.26	\$5,755.71	\$6,016.42	\$6,288.97	\$6,573.86	\$6,871.68	\$7,182.93	\$7,508.33	\$7,848.44	\$8,044.65
18	\$4,989.92	\$5,215.92	\$5,452.19	\$5,699.19	\$5,957.38	\$6,227.24	\$6,509.36	\$6,804.22	\$7,112.44	\$7,434.63	\$7,771.40	\$8,123.49	\$8,326.58
19	\$5,197.00	\$5,432.45	\$5,678.54	\$5,935.78	\$6,204.67	\$6,485.74	\$6,779.56	\$7,086.65	\$7,407.67	\$7,743.24	\$8,094.00	\$8,460.68	\$8,672.20
20	\$5,388.26	\$5,632.32	\$5,887.47	\$6,154.18	\$6,432.99	\$6,724.38	\$7,029.01	\$7,347.41	\$7,680.24	\$8,028.17	\$8,391.83	\$8,772.00	\$8,991.31
21	\$5,586.14	\$5,839.16	\$6,103.69	\$6,380.17	\$6,669.17	\$6,971.27	\$7,287.06	\$7,617.18	\$7,962.21	\$8,322.91	\$8,699.95	\$9,094.05	\$9,321.41

**Salary Plan 7AA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
NC	\$6,790.53	\$7,098.10	\$7,419.67	\$7,755.74	\$8,107.11	\$8,474.36	\$8,858.25	\$9,259.53	\$9,679.03	\$10,117.45	\$10,575.75	\$11,054.83	\$11,331.20

**Salary Plan 7BA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
15	\$5,024.70	\$5,252.32	\$5,490.24	\$5,738.98	\$5,998.95	\$6,270.71	\$6,554.77	\$6,851.74	\$7,162.07	\$7,486.51	\$7,825.64	\$8,180.13	\$8,384.64
18	\$5,518.29	\$5,768.24	\$6,029.59	\$6,302.70	\$6,588.21	\$6,886.66	\$7,198.64	\$7,524.74	\$7,865.59	\$8,221.87	\$8,594.32	\$8,983.61	\$9,208.20
21	\$6,114.45	\$6,391.43	\$6,680.99	\$6,983.66	\$7,299.96	\$7,630.69	\$7,976.31	\$8,337.66	\$8,715.39	\$9,110.22	\$9,522.91	\$9,954.31	\$10,203.17
21A	\$7,031.62	\$7,350.15	\$7,683.14	\$8,031.21	\$8,394.95	\$8,775.29	\$9,172.76	\$9,588.31	\$10,022.70	\$10,476.75	\$10,951.35	\$11,447.46	\$11,733.64
SP	\$7,275.61	\$7,605.23	\$7,949.71	\$8,309.85	\$8,686.30	\$9,079.81	\$9,491.10	\$9,921.07	\$10,370.50	\$10,840.28	\$11,331.35	\$11,844.65	\$12,140.77

**Salary Plan 07CA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,917.44	\$3,049.60	\$3,187.75	\$3,332.13	\$3,483.10	\$3,640.85	\$3,805.80	\$3,978.16	\$4,158.37	\$4,346.71	\$4,543.61	\$4,749.44	\$4,868.18
02	\$3,065.85	\$3,204.74	\$3,349.94	\$3,501.66	\$3,660.30	\$3,826.12	\$3,999.38	\$4,180.61	\$4,369.97	\$4,567.91	\$4,774.84	\$4,991.14	\$5,115.92
03	\$3,194.74	\$3,339.47	\$3,490.73	\$3,648.87	\$3,814.18	\$3,986.98	\$4,167.56	\$4,356.34	\$4,553.70	\$4,759.94	\$4,975.57	\$5,200.96	\$5,330.98
04	\$3,339.65	\$3,490.93	\$3,649.04	\$3,814.32	\$3,987.14	\$4,167.75	\$4,356.54	\$4,553.87	\$4,760.18	\$4,975.79	\$5,201.19	\$5,436.80	\$5,572.72
05	\$3,492.89	\$3,651.10	\$3,816.50	\$3,989.37	\$4,170.09	\$4,358.98	\$4,556.43	\$4,762.84	\$4,978.56	\$5,204.07	\$5,439.81	\$5,686.24	\$5,828.40
06	\$3,638.34	\$3,803.17	\$3,975.42	\$4,155.50	\$4,343.80	\$4,540.54	\$4,746.23	\$4,961.23	\$5,185.95	\$5,420.85	\$5,666.42	\$5,923.11	\$6,071.19
07	\$3,799.81	\$3,971.93	\$4,151.84	\$4,339.95	\$4,536.52	\$4,742.05	\$4,956.83	\$5,181.36	\$5,416.08	\$5,661.40	\$5,917.86	\$6,185.94	\$6,340.59
08	\$3,968.26	\$4,148.00	\$4,335.92	\$4,532.35	\$4,737.64	\$4,952.25	\$5,176.58	\$5,411.09	\$5,656.21	\$5,912.40	\$6,180.23	\$6,460.20	\$6,621.70
09	\$4,128.94	\$4,315.94	\$4,511.47	\$4,715.81	\$4,929.45	\$5,152.74	\$5,386.16	\$5,630.18	\$5,885.21	\$6,151.80	\$6,430.48	\$6,721.78	\$6,889.82
10	\$4,290.74	\$4,485.10	\$4,688.29	\$4,900.66	\$5,122.70	\$5,354.73	\$5,597.28	\$5,850.85	\$6,115.89	\$6,392.90	\$6,682.50	\$6,985.21	\$7,159.84
11	\$4,434.78	\$4,635.66	\$4,845.68	\$5,065.20	\$5,294.63	\$5,534.50	\$5,785.17	\$6,047.22	\$6,321.17	\$6,607.49	\$6,906.82	\$7,219.70	\$7,400.19
12	\$4,604.78	\$4,813.39	\$5,031.43	\$5,259.35	\$5,497.61	\$5,746.63	\$6,006.93	\$6,279.05	\$6,563.52	\$6,860.82	\$7,171.61	\$7,496.49	\$7,683.89
13	\$4,766.59	\$4,982.47	\$5,208.22	\$5,444.14	\$5,690.78	\$5,948.54	\$6,218.05	\$6,499.70	\$6,794.18	\$7,101.92	\$7,423.63	\$7,759.93	\$7,953.93
14	\$4,942.74	\$5,166.62	\$5,400.69	\$5,645.34	\$5,901.06	\$6,168.42	\$6,447.79	\$6,739.89	\$7,045.19	\$7,364.30	\$7,697.90	\$8,046.62	\$8,247.78
15	\$5,135.43	\$5,368.06	\$5,611.23	\$5,865.45	\$6,131.14	\$6,408.90	\$6,699.22	\$7,002.68	\$7,319.89	\$7,651.45	\$7,998.06	\$8,360.37	\$8,569.38
16	\$5,313.00	\$5,553.65	\$5,805.25	\$6,068.23	\$6,343.12	\$6,630.47	\$6,930.82	\$7,244.80	\$7,573.02	\$7,916.03	\$8,274.62	\$8,649.46	\$8,865.70
17	\$5,506.26	\$5,755.71	\$6,016.42	\$6,288.97	\$6,573.86	\$6,871.68	\$7,182.93	\$7,508.33	\$7,848.44	\$8,203.95	\$8,575.58	\$8,964.05	\$9,188.15
18	\$5,699.19	\$5,957.38	\$6,227.24	\$6,509.36	\$6,804.22	\$7,112.44	\$7,434.63	\$7,771.40	\$8,123.49	\$8,491.42	\$8,876.09	\$9,278.17	\$9,510.12
19	\$5,935.78	\$6,204.67	\$6,485.74	\$6,779.56	\$7,086.65	\$7,407.67	\$7,743.24	\$8,094.00	\$8,460.68	\$8,843.87	\$9,244.50	\$9,663.27	\$9,904.86
20	\$6,154.18	\$6,432.99	\$6,724.38	\$7,029.01	\$7,347.41	\$7,680.24	\$8,028.17	\$8,391.83	\$8,772.00	\$9,169.34	\$9,584.71	\$10,018.90	\$10,269.38
21	\$6,380.17	\$6,669.17	\$6,971.27	\$7,287.06	\$7,617.18	\$7,962.21	\$8,322.91	\$8,699.95	\$9,094.05	\$9,505.98	\$9,936.61	\$10,386.74	\$10,646.41



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

**4.00%** effective 7/14/2024

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,656.52	\$2,776.86	\$2,902.66	\$3,034.14	\$3,171.58	\$3,315.26	\$3,465.42	\$3,622.42	\$3,786.48	\$3,958.03	\$4,137.29	\$4,324.70	\$4,432.82
02	\$2,791.63	\$2,918.09	\$3,050.30	\$3,188.48	\$3,332.93	\$3,483.94	\$3,641.73	\$3,806.71	\$3,979.16	\$4,159.36	\$4,347.83	\$4,544.77	\$4,658.39
03	\$2,909.03	\$3,040.81	\$3,178.54	\$3,322.53	\$3,473.05	\$3,630.36	\$3,794.82	\$3,966.75	\$4,146.46	\$4,334.26	\$4,530.59	\$4,735.85	\$4,854.24
04	\$3,040.94	\$3,178.73	\$3,322.70	\$3,473.24	\$3,630.57	\$3,795.00	\$3,966.89	\$4,146.63	\$4,334.46	\$4,530.80	\$4,736.02	\$4,950.59	\$5,074.36
05	\$3,180.50	\$3,324.59	\$3,475.15	\$3,632.61	\$3,797.14	\$3,969.16	\$4,148.94	\$4,336.89	\$4,533.34	\$4,738.69	\$4,953.35	\$5,177.70	\$5,307.15
06	\$3,312.96	\$3,463.03	\$3,619.89	\$3,783.87	\$3,955.30	\$4,134.44	\$4,321.72	\$4,517.55	\$4,722.16	\$4,936.08	\$5,159.68	\$5,393.39	\$5,528.22
07	\$3,459.96	\$3,616.67	\$3,780.48	\$3,951.80	\$4,130.81	\$4,317.91	\$4,513.55	\$4,717.98	\$4,931.73	\$5,155.10	\$5,388.61	\$5,632.72	\$5,773.54
08	\$3,613.34	\$3,777.04	\$3,948.14	\$4,126.99	\$4,313.92	\$4,509.36	\$4,713.64	\$4,927.15	\$5,150.34	\$5,383.64	\$5,627.53	\$5,882.46	\$6,029.52
09	\$3,759.63	\$3,929.96	\$4,107.98	\$4,294.10	\$4,488.58	\$4,691.93	\$4,904.44	\$5,126.63	\$5,358.85	\$5,601.61	\$5,855.39	\$6,120.62	\$6,273.63
10	\$3,906.98	\$4,083.97	\$4,268.97	\$4,462.37	\$4,664.50	\$4,875.82	\$5,096.69	\$5,327.61	\$5,568.92	\$5,821.17	\$6,084.88	\$6,360.53	\$6,519.54
11	\$4,038.11	\$4,221.07	\$4,412.29	\$4,612.17	\$4,821.09	\$5,039.51	\$5,267.81	\$5,506.42	\$5,755.88	\$6,016.58	\$6,289.11	\$6,574.02	\$6,738.37
12	\$4,192.94	\$4,382.91	\$4,581.46	\$4,788.97	\$5,005.93	\$5,232.69	\$5,469.72	\$5,717.51	\$5,976.50	\$6,247.21	\$6,530.21	\$6,826.06	\$6,996.71
13	\$4,340.29	\$4,536.88	\$4,742.40	\$4,957.25	\$5,181.77	\$5,416.55	\$5,661.91	\$5,918.41	\$6,186.48	\$6,466.77	\$6,759.69	\$7,065.95	\$7,242.60
14	\$4,500.64	\$4,704.56	\$4,917.68	\$5,140.45	\$5,373.28	\$5,616.72	\$5,871.15	\$6,137.10	\$6,415.16	\$6,705.70	\$7,009.49	\$7,327.00	\$7,510.17
15	\$4,676.14	\$4,887.96	\$5,109.41	\$5,340.85	\$5,582.78	\$5,835.68	\$6,100.07	\$6,376.39	\$6,665.26	\$6,967.19	\$7,282.79	\$7,612.69	\$7,803.01
16	\$4,837.79	\$5,056.95	\$5,286.04	\$5,525.52	\$5,775.80	\$6,037.46	\$6,310.96	\$6,596.84	\$6,895.69	\$7,208.05	\$7,534.59	\$7,875.94	\$8,072.83
17	\$5,013.81	\$5,240.96	\$5,478.35	\$5,726.51	\$5,985.94	\$6,257.08	\$6,540.53	\$6,836.81	\$7,146.55	\$7,470.25	\$7,808.66	\$8,162.38	\$8,366.44
18	\$5,189.52	\$5,424.56	\$5,670.28	\$5,927.16	\$6,195.68	\$6,476.33	\$6,769.73	\$7,076.39	\$7,396.94	\$7,732.02	\$8,082.26	\$8,448.43	\$8,659.64
19	\$5,404.88	\$5,649.75	\$5,905.68	\$6,173.21	\$6,452.86	\$6,745.17	\$7,050.74	\$7,370.12	\$7,703.98	\$8,052.97	\$8,417.76	\$8,799.11	\$9,019.09
20	\$5,603.79	\$5,857.61	\$6,122.97	\$6,400.35	\$6,690.31	\$6,993.36	\$7,310.17	\$7,641.31	\$7,987.45	\$8,349.30	\$8,727.50	\$9,122.88	\$9,350.96
21	\$5,809.59	\$6,072.73	\$6,347.84	\$6,635.38	\$6,935.94	\$7,250.12	\$7,578.54	\$7,921.87	\$8,280.70	\$8,655.83	\$9,047.95	\$9,457.81	\$9,694.27

**Salary Plan 7A/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
NC	\$7,062.15	\$7,382.02	\$7,716.46	\$8,065.97	\$8,431.39	\$8,813.33	\$9,212.58	\$9,629.91	\$10,066.19	\$10,522.15	\$10,998.78	\$11,497.02	\$11,784.45

### Salary Plan 7BA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
15	\$5,225.69	\$5,462.41	\$5,709.85	\$5,968.54	\$6,238.91	\$6,521.54	\$6,816.96	\$7,125.81	\$7,448.55	\$7,785.97	\$8,138.67	\$8,507.34	\$8,720.03
18	\$5,739.02	\$5,998.97	\$6,270.77	\$6,554.81	\$6,851.74	\$7,162.13	\$7,486.59	\$7,825.73	\$8,180.21	\$8,550.74	\$8,938.09	\$9,342.95	\$9,576.53
21	\$6,359.03	\$6,647.09	\$6,948.23	\$7,263.01	\$7,591.96	\$7,935.92	\$8,295.36	\$8,671.17	\$9,064.01	\$9,474.63	\$9,903.83	\$10,352.48	\$10,611.30
21A	\$7,312.88	\$7,644.16	\$7,990.47	\$8,352.46	\$8,730.75	\$9,126.30	\$9,539.67	\$9,971.84	\$10,423.61	\$10,895.82	\$11,389.40	\$11,905.36	\$12,202.99
SP	\$7,566.63	\$7,909.44	\$8,267.70	\$8,642.24	\$9,033.75	\$9,443.00	\$9,870.74	\$10,317.91	\$10,785.32	\$11,273.89	\$11,784.60	\$12,318.44	\$12,626.40

### Salary Plan 07CA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$3,034.14	\$3,171.58	\$3,315.26	\$3,465.42	\$3,622.42	\$3,786.48	\$3,958.03	\$4,137.29	\$4,324.70	\$4,520.58	\$4,725.35	\$4,939.42	\$5,062.91
02	\$3,188.48	\$3,332.93	\$3,483.94	\$3,641.73	\$3,806.71	\$3,979.16	\$4,159.36	\$4,347.83	\$4,544.77	\$4,750.63	\$4,965.83	\$5,190.79	\$5,320.56
03	\$3,322.53	\$3,473.05	\$3,630.36	\$3,794.82	\$3,966.75	\$4,146.46	\$4,334.26	\$4,530.59	\$4,735.85	\$4,950.34	\$5,174.59	\$5,409.00	\$5,544.22
04	\$3,473.24	\$3,630.57	\$3,795.00	\$3,966.89	\$4,146.63	\$4,334.46	\$4,530.80	\$4,736.02	\$4,950.59	\$5,174.82	\$5,409.24	\$5,654.27	\$5,795.63
05	\$3,632.61	\$3,797.14	\$3,969.16	\$4,148.94	\$4,336.89	\$4,533.34	\$4,738.69	\$4,953.35	\$5,177.70	\$5,412.23	\$5,657.40	\$5,913.69	\$6,061.54
06	\$3,783.87	\$3,955.30	\$4,134.44	\$4,321.72	\$4,517.55	\$4,722.16	\$4,936.08	\$5,159.68	\$5,393.39	\$5,637.68	\$5,893.08	\$6,160.03	\$6,314.04
07	\$3,951.80	\$4,130.81	\$4,317.91	\$4,513.55	\$4,717.98	\$4,931.73	\$5,155.10	\$5,388.61	\$5,632.72	\$5,887.86	\$6,154.57	\$6,433.38	\$6,594.21
08	\$4,126.99	\$4,313.92	\$4,509.36	\$4,713.64	\$4,927.15	\$5,150.34	\$5,383.64	\$5,627.53	\$5,882.46	\$6,148.90	\$6,427.44	\$6,718.61	\$6,886.57
09	\$4,294.10	\$4,488.58	\$4,691.93	\$4,904.44	\$5,126.63	\$5,358.85	\$5,601.61	\$5,855.39	\$6,120.62	\$6,397.87	\$6,687.70	\$6,990.65	\$7,165.41
10	\$4,462.37	\$4,664.50	\$4,875.82	\$5,096.69	\$5,327.61	\$5,568.92	\$5,821.17	\$6,084.88	\$6,360.53	\$6,648.62	\$6,949.80	\$7,264.62	\$7,446.23
11	\$4,612.17	\$4,821.09	\$5,039.51	\$5,267.81	\$5,506.42	\$5,755.88	\$6,016.58	\$6,289.11	\$6,574.02	\$6,871.79	\$7,183.09	\$7,508.49	\$7,696.20
12	\$4,788.97	\$5,005.93	\$5,232.69	\$5,469.72	\$5,717.51	\$5,976.50	\$6,247.21	\$6,530.21	\$6,826.06	\$7,135.25	\$7,458.47	\$7,796.35	\$7,991.25
13	\$4,957.25	\$5,181.77	\$5,416.55	\$5,661.91	\$5,918.41	\$6,186.48	\$6,466.77	\$6,759.69	\$7,065.95	\$7,386.00	\$7,720.58	\$8,070.33	\$8,272.09
14	\$5,140.45	\$5,373.28	\$5,616.72	\$5,871.15	\$6,137.10	\$6,415.16	\$6,705.70	\$7,009.49	\$7,327.00	\$7,658.87	\$8,005.82	\$8,368.48	\$8,577.69
15	\$5,340.85	\$5,582.78	\$5,835.68	\$6,100.07	\$6,376.39	\$6,665.26	\$6,967.19	\$7,282.79	\$7,612.69	\$7,957.51	\$8,317.98	\$8,694.78	\$8,912.16
16	\$5,525.52	\$5,775.80	\$6,037.46	\$6,310.96	\$6,596.84	\$6,895.69	\$7,208.05	\$7,534.59	\$7,875.94	\$8,232.67	\$8,605.60	\$8,995.44	\$9,220.33
17	\$5,726.51	\$5,985.94	\$6,257.08	\$6,540.53	\$6,836.81	\$7,146.55	\$7,470.25	\$7,808.66	\$8,162.38	\$8,532.11	\$8,918.60	\$9,322.61	\$9,555.68
18	\$5,927.16	\$6,195.68	\$6,476.33	\$6,769.73	\$7,076.39	\$7,396.94	\$7,732.02	\$8,082.26	\$8,448.43	\$8,831.08	\$9,231.13	\$9,649.30	\$9,890.52
19	\$6,173.21	\$6,452.86	\$6,745.17	\$7,050.74	\$7,370.12	\$7,703.98	\$8,052.97	\$8,417.76	\$8,799.11	\$9,197.62	\$9,614.28	\$10,049.80	\$10,301.05
20	\$6,400.35	\$6,690.31	\$6,993.36	\$7,310.17	\$7,641.31	\$7,987.45	\$8,349.30	\$8,727.50	\$9,122.88	\$9,536.11	\$9,968.10	\$10,419.66	\$10,680.16
21	\$6,635.38	\$6,935.94	\$7,250.12	\$7,578.54	\$7,921.87	\$8,280.70	\$8,655.83	\$9,047.95	\$9,457.81	\$9,886.22	\$10,334.07	\$10,802.21	\$11,072.27