



EXECUTIVE OFFICE FOR ADMINISTRATION & FINANCE  
COMMONWEALTH OF MASSACHUSETTS  
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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 Units 1, 3, and 6

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

**ISSUED IN CONJUNCTION WITH:** Chris Marino, Assistant Secretary for Budget Christopher S. Marino  
Executive Office for Administration and Finance Christopher S. Marino (Dec 9, 2024 16:25 EST)  
William McNamara, Comptroller  
Office of the Comptroller

DocuSigned by:  
William McNamara  
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**DATE:** December 17, 2024

**RE:** Implementation of Economic Provisions of the July 1, 2024 – June 30, 2027,  
Commonwealth – NAGE Collective Bargaining Agreement

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On February 20, 2024, the Commonwealth of Massachusetts's Human Resources Division (HRD) signed a Labor Agreement with NAGE, Units 1, 3, and 6 for the period of July 1, 2024, to June 30, 2027. The economic terms of this contract were approved by the Legislature and signed by the Governor (Chapter 206 of the Acts of 2024), and funds were then appropriated to cover the incremental cost items for Fiscal Year 2025 (line item 1599-4448 of Chapter 248 of the Acts of 2024). This Memorandum implements the economic provisions of the new Agreement. 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 Marianne Dill, 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, HRD's Classification and Compensation Unit.

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 2024 – 2027 Collective Bargaining Agreement has been posted online on the aforementioned web site.

## TABLE OF CONTENTS

<b>SUBJECT</b>	<b>PAGE</b>
<b>SECTION I</b>	<b>Contract Changes</b>
Article 7 Workweek and Work Schedules	3
Article 11 Employee Expenses	3
Article 12 Salary Rates	5
<b>SECTION I</b>	<b>Administrative Instructions</b>
HR/CMS	6
Office of the Comptroller	7
Administration and Finance	8
<b>SECTION II</b>	<b>Salary Charts</b>
January 2025	9
July 2025	13
January 2026	16
July 2026	19
January 2027	22
TPL	25
Technical/Customer Service End User Support	27

**ARTICLE 7  
WORKWEEK AND WORK SCHEDULES**

**Section 7.6 Stand-by Duties**

A. **Effective the first full pay period in January 2025** an employee who is required by the department head to be available on a standby basis to report to duty, when necessary, shall be reimbursed at a rate not to exceed **thirty-five dollars (\$35.00)** for such stand-by period.

D. **Effective the first full pay period in January 2025** an employee who is required by the Department head as a condition of employment to be available by electronic pager to report to duty immediately upon being paged shall be reimbursed at a rate not to exceed **thirty-five dollars (\$35.00)** such stand-by period.

**Section 7.7 Shift Differentials**

A. **Effective the first full pay period of January 2025**, full-time Unit 6 employees whose regularly workday is on the second or third shift as hereinafter defined will receive a shift differential of **two** dollars and twenty-five cents (**\$2.25**) per hour.

**Section 7.8 Weekend Differentials**

A. **Effective the first full pay period of January 2025**, in addition to any other compensation to which they may be entitled, a premium of **two** dollars and twenty-five cents (**\$2.25**) per hour shall be paid to all Unit 6 employees who are regularly scheduled to work Saturday **and/or** a Sunday, not to exceed 7.5 or 8 hours **per day**.

B. Employees otherwise entitled to a weekend differential under this Section shall receive the differential for days they are on paid leave status, including holidays, not to exceed 7.5 or 8 hours **per day**.

**ARTICLE 11  
EMPLOYEE EXPENSES**

**Section 11.1**

*New section:*

**D. Effective January 1, 2025**, active employees shall be reimbursed **50%** of their qualifying public transit purchases incurred through the Qualified Transportation Benefit Plan debit card. This reimbursement shall not exceed \$150.00/month and specifically does not include expenses incurred for parking.

**Section 11.2**

A. **Effective the first full pay period of January 2025**, an employee who is assigned to duty that requires him/her to be absent from his/her home for more than twenty-four hours shall be reimbursed for reasonable charges for lodging including reasonable tips and for meal expenses, including tips, not to exceed the following amounts:

Meals	Maximum Allowance	Applicable Period
Breakfast	<b>\$7.50</b>	3:01 to 9:00 A.M.
Lunch	<b>\$13.00</b>	9:01 to 3:00 P.M.
Supper	<b>\$19.00</b>	3:01 to 9:00 P.M.

E. **Effective the first full pay period of January 2025**, employees who are required to travel out of state for assignments of more than twenty four (24) hours in duration shall, in lieu of the meals reimbursement provided in paragraphs A through D of this Section, receive a payment of **forty-nine dollars (\$49.00)** for each whole day during which they are on such assignment. Said payment shall be prorated for each partial day during which said employees are on such assignment. For the purposes of this paragraph: 1. A whole day shall be a twenty-four (24) hour period commencing at midnight; and 2. The duration of an out of state travel assignment shall begin upon the employee's departure from his/her home or work location directly to the destination of the travel assignment and shall conclude with the employee's arrival at his/her home or work location directly from said travel assignment.

**Section 11.3**

**Effective the first full pay period of January 2025**, Employees who work three (3) or more hours of authorized overtime, exclusive of meal times, in addition to their regular hours of employment, or employees who work three (3) or more hours, exclusive of meal times, on a day other than their regular work day, shall be reimbursed for expenses incurred for authorized meals, including tips, not to exceed the following amounts and in accordance with the following time periods:

Breakfast	3:01 a.m. to 9:00 a.m.	<b>\$5.50</b>
Lunch	9:01 a.m. to 3:00 p.m.	<b>\$7.50</b>
Dinner	3:01 p.m. to 9:00 p.m.	<b>\$11.50</b>
Midnight Snack	9:01 p.m. to 3:00 a.m.	<b>\$5.50</b>

**Section 11.5A** *(delete outdated language)*

**ARTICLE 12  
SALARY RATES**

**Section 1**

- A. Effective the first full pay period in January 2025, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a three percent (3%) increase in salary rate.**
- B. Effective the first full pay period in July 2025, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.**
- C. Effective the first full pay period in January 2026, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.**
- D. Effective the first full pay period in July 2026, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.**
- E. Effective the first full pay period in January 2027, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a two percent (2%) increase in salary rate.**

**Section 11 (New) Bilingual Differential**

**Effective the first full pay period of January 2025, employees who are authorized by their Appointing Authority or their designee to provide bilingual services as a significant component of their job shall receive a differential of eighty dollars (\$80.00) per bi-weekly pay period. The provisions of this Section shall not apply to an employee who is otherwise specifically compensated to provide such service but shall be applicable to employees who provide bilingual services in sign language.**

*(Please be advised that "Significant" has been defined as spending an average of 50% or more of their workweek engaged in tasks that require application of their bilingual skills.)*

## **SECTION II ADMINISTRATIVE INSTRUCTIONS**

### **HR/CMS INSTRUCTIONS**

The salary increases for NAGE Units 1, 3, and 6 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 2025, July 2025, January 2026, July 2026, and January 2027 increase in salary rate.

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 MobiusView 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 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 CTR Solution Desk at 617-973-2468.

## INSTRUCTIONS FROM ADMINISTRATION AND FINANCE

Chapter 248 of the Acts of 2024 includes an appropriation (1599-4448) to fund incremental costs of the NAGE, Units 1, 3, and 6 Collective Bargaining Agreements.

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



Increase of 3.00% effective 1/12/2025

BU 01 Salary Plan (01A/B)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A/B	01	\$1,431.99	\$1,452.08	\$1,472.58	\$1,493.36	\$1,514.64	\$1,536.19	\$1,558.33	\$1,580.73	\$1,603.61	\$1,626.86	\$1,652.06	\$1,677.75	\$1,703.93	\$1,730.66
01A/B	02	\$1,453.80	\$1,473.94	\$1,494.43	\$1,515.28	\$1,536.55	\$1,558.18	\$1,580.22	\$1,602.65	\$1,625.47	\$1,648.76	\$1,674.37	\$1,700.50	\$1,727.12	\$1,754.87
01A/B	03	\$1,472.30	\$1,494.89	\$1,517.97	\$1,541.55	\$1,565.54	\$1,590.05	\$1,615.13	\$1,640.64	\$1,666.78	\$1,693.33	\$1,719.82	\$1,746.83	\$1,774.40	\$1,805.50
01A/B	04	\$1,504.50	\$1,527.16	\$1,550.19	\$1,573.77	\$1,597.89	\$1,622.41	\$1,647.41	\$1,672.87	\$1,698.93	\$1,725.48	\$1,752.63	\$1,780.38	\$1,808.64	\$1,842.14
01A/B	05	\$1,524.79	\$1,549.28	\$1,574.38	\$1,599.86	\$1,626.01	\$1,652.66	\$1,679.92	\$1,707.69	\$1,736.07	\$1,765.08	\$1,793.01	\$1,821.52	\$1,850.57	\$1,887.09
01A/B	06	\$1,568.14	\$1,592.73	\$1,617.84	\$1,643.43	\$1,669.57	\$1,696.20	\$1,723.45	\$1,751.12	\$1,779.51	\$1,808.44	\$1,837.23	\$1,866.65	\$1,896.62	\$1,936.38
01A/B	07	\$1,600.20	\$1,626.96	\$1,654.41	\$1,682.34	\$1,710.86	\$1,740.13	\$1,769.97	\$1,800.53	\$1,831.63	\$1,863.50	\$1,893.38	\$1,923.93	\$1,955.03	\$1,998.94
01A/B	08	\$1,630.18	\$1,659.14	\$1,688.76	\$1,719.02	\$1,750.00	\$1,781.63	\$1,814.02	\$1,847.26	\$1,881.17	\$1,915.87	\$1,946.80	\$1,978.37	\$2,010.57	\$2,058.43
01A/B	09	\$1,680.09	\$1,711.66	\$1,743.99	\$1,777.18	\$1,811.05	\$1,845.85	\$1,881.41	\$1,917.85	\$1,955.16	\$1,993.42	\$2,025.93	\$2,059.06	\$2,094.18	\$2,150.33
01A/B	10	\$1,732.86	\$1,766.33	\$1,800.64	\$1,835.78	\$1,871.74	\$1,908.60	\$1,946.33	\$1,985.05	\$2,024.66	\$2,065.47	\$2,100.82	\$2,137.26	\$2,176.38	\$2,237.85
01A/B	11	\$1,782.26	\$1,818.45	\$1,855.74	\$1,893.86	\$1,933.02	\$1,973.22	\$2,014.33	\$2,056.57	\$2,101.52	\$2,148.71	\$2,188.35	\$2,228.68	\$2,269.87	\$2,334.10
01A/B	12	\$1,846.74	\$1,884.69	\$1,923.68	\$1,963.70	\$2,004.72	\$2,046.79	\$2,091.09	\$2,137.62	\$2,188.02	\$2,239.87	\$2,281.34	\$2,323.59	\$2,366.65	\$2,433.79
01A/B	13	\$1,932.28	\$1,972.31	\$2,013.29	\$2,055.51	\$2,100.24	\$2,147.30	\$2,197.88	\$2,249.75	\$2,303.07	\$2,357.61	\$2,401.38	\$2,446.00	\$2,491.55	\$2,562.38
01A/B	14	\$1,999.08	\$2,045.68	\$2,094.75	\$2,146.79	\$2,203.16	\$2,261.12	\$2,320.70	\$2,382.04	\$2,445.06	\$2,509.87	\$2,556.71	\$2,604.46	\$2,653.15	\$2,728.79
01A/B	15	\$2,082.41	\$2,135.27	\$2,192.82	\$2,252.36	\$2,313.68	\$2,376.73	\$2,441.64	\$2,508.55	\$2,577.36	\$2,648.23	\$2,697.83	\$2,748.35	\$2,799.92	\$2,879.92
01A/B	15A	\$2,097.23	\$2,155.65	\$2,218.47	\$2,283.36	\$2,350.32	\$2,419.39	\$2,490.62	\$2,564.10	\$2,639.93	\$2,718.16	\$2,769.10	\$2,821.12	\$2,874.12	\$2,956.79
01A/B	16	\$2,181.99	\$2,243.26	\$2,306.31	\$2,371.31	\$2,438.32	\$2,507.41	\$2,578.52	\$2,651.80	\$2,727.38	\$2,805.22	\$2,857.92	\$2,911.65	\$2,968.03	\$3,055.39
01A/B	17	\$2,303.24	\$2,366.96	\$2,432.66	\$2,500.29	\$2,569.85	\$2,641.59	\$2,715.49	\$2,791.55	\$2,869.92	\$2,951.71	\$3,009.11	\$3,069.38	\$3,130.79	\$3,224.11
01A/B	17A	\$2,320.96	\$2,390.09	\$2,461.43	\$2,535.09	\$2,611.14	\$2,689.54	\$2,770.51	\$2,854.05	\$2,941.06	\$3,033.63	\$3,094.41	\$3,156.21	\$3,219.30	\$3,315.28
01A/B	18	\$2,405.38	\$2,473.21	\$2,543.17	\$2,615.24	\$2,689.51	\$2,766.00	\$2,844.81	\$2,926.30	\$3,012.83	\$3,104.40	\$3,166.47	\$3,229.79	\$3,294.38	\$3,392.57
01A/B	19	\$2,521.04	\$2,593.21	\$2,667.68	\$2,744.32	\$2,823.37	\$2,904.80	\$2,990.98	\$3,082.52	\$3,177.06	\$3,274.59	\$3,340.09	\$3,406.93	\$3,475.09	\$3,578.67
01A/B	20	\$2,647.39	\$2,721.94	\$2,798.72	\$2,877.88	\$2,960.64	\$3,048.45	\$3,140.23	\$3,234.80	\$3,332.08	\$3,432.41	\$3,501.05	\$3,571.09	\$3,642.51	\$3,751.07
01A/B	21	\$2,762.51	\$2,841.79	\$2,923.71	\$3,010.63	\$3,102.66	\$3,197.51	\$3,295.31	\$3,395.97	\$3,499.81	\$3,606.77	\$3,678.86	\$3,752.49	\$3,827.53	\$3,941.59
01A/B	22	\$2,891.22	\$2,976.80	\$3,067.60	\$3,162.03	\$3,259.35	\$3,359.67	\$3,462.98	\$3,569.61	\$3,679.48	\$3,792.66	\$3,868.56	\$3,945.97	\$4,024.88	\$4,144.83
01A/B	23	\$3,035.05	\$3,126.47	\$3,220.60	\$3,317.71	\$3,417.68	\$3,520.70	\$3,626.86	\$3,736.18	\$3,848.65	\$3,964.66	\$4,044.00	\$4,124.87	\$4,207.40	\$4,332.81
01A/B	24	\$3,172.27	\$3,268.10	\$3,366.81	\$3,468.43	\$3,573.29	\$3,681.04	\$3,792.36	\$3,906.93	\$4,024.89	\$4,146.43	\$4,229.33	\$4,313.98	\$4,400.26	\$4,531.44
01A/B	25	\$3,309.41	\$3,410.02	\$3,513.64	\$3,620.47	\$3,730.51	\$3,843.95	\$3,960.83	\$4,081.26	\$4,205.25	\$4,333.17	\$4,419.83	\$4,508.29	\$4,598.47	\$4,735.49
01A/B	26	\$3,431.61	\$3,536.52	\$3,644.60	\$3,756.03	\$3,870.78	\$3,989.09	\$4,111.08	\$4,236.77	\$4,366.21	\$4,499.67	\$4,589.66	\$4,681.48	\$4,775.11	\$4,917.45

Increase of 3.00% effective 1/12/2025

BU 03 Salary Plan (03A/B)		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan	Grade														
03A/B	04	\$1,548.45	\$1,571.12	\$1,594.16	\$1,617.72	\$1,641.85	\$1,666.38	\$1,691.36	\$1,716.83	\$1,742.87	\$1,769.45	\$1,796.57	\$1,824.33	\$1,852.59	\$1,888.30
03A/B	05	\$1,568.75	\$1,593.22	\$1,618.33	\$1,643.82	\$1,669.95	\$1,696.62	\$1,723.87	\$1,751.64	\$1,780.03	\$1,809.03	\$1,838.95	\$1,868.47	\$1,898.52	\$1,933.24
03A/B	06	\$1,612.10	\$1,636.70	\$1,661.80	\$1,687.38	\$1,713.51	\$1,740.16	\$1,767.40	\$1,795.09	\$1,823.46	\$1,852.40	\$1,881.17	\$1,910.61	\$1,940.57	\$1,982.55
03A/B	07	\$1,644.14	\$1,670.91	\$1,698.36	\$1,726.30	\$1,754.82	\$1,784.09	\$1,813.91	\$1,844.49	\$1,875.58	\$1,907.44	\$1,937.32	\$1,967.88	\$1,998.99	\$2,045.09
03A/B	08	\$1,674.13	\$1,703.08	\$1,732.71	\$1,762.96	\$1,793.95	\$1,825.58	\$1,857.97	\$1,891.21	\$1,925.13	\$1,959.82	\$1,990.76	\$2,022.31	\$2,054.54	\$2,106.36
03A/B	09	\$1,724.04	\$1,755.60	\$1,787.95	\$1,821.12	\$1,855.01	\$1,889.81	\$1,925.37	\$1,961.80	\$1,999.13	\$2,037.37	\$2,070.27	\$2,104.73	\$2,139.91	\$2,198.32
03A/B	10	\$1,776.81	\$1,810.29	\$1,844.60	\$1,879.75	\$1,915.71	\$1,952.55	\$1,990.27	\$2,029.00	\$2,068.95	\$2,111.18	\$2,146.68	\$2,184.60	\$2,223.90	\$2,285.85
03A/B	11	\$1,826.21	\$1,862.42	\$1,899.70	\$1,937.80	\$1,976.97	\$2,017.16	\$2,058.28	\$2,102.15	\$2,147.42	\$2,196.26	\$2,235.87	\$2,276.23	\$2,317.42	\$2,382.09
03A/B	12	\$1,890.69	\$1,928.64	\$1,967.64	\$2,007.63	\$2,048.66	\$2,091.95	\$2,136.78	\$2,184.97	\$2,235.57	\$2,287.40	\$2,328.88	\$2,371.12	\$2,414.21	\$2,481.77
03A/B	13	\$1,976.23	\$2,016.27	\$2,057.25	\$2,101.05	\$2,146.08	\$2,194.84	\$2,245.42	\$2,297.28	\$2,350.60	\$2,405.14	\$2,448.92	\$2,493.54	\$2,539.09	\$2,610.38
03A/B	14	\$2,043.03	\$2,090.81	\$2,140.46	\$2,194.34	\$2,250.70	\$2,308.64	\$2,368.26	\$2,429.57	\$2,492.60	\$2,557.41	\$2,604.24	\$2,651.99	\$2,700.67	\$2,776.79
03A/B	15	\$2,128.12	\$2,182.51	\$2,240.36	\$2,299.91	\$2,361.21	\$2,424.26	\$2,489.17	\$2,556.11	\$2,624.89	\$2,695.78	\$2,745.36	\$2,795.88	\$2,847.48	\$2,927.91
03A/B	16	\$2,229.55	\$2,290.80	\$2,353.86	\$2,418.83	\$2,485.85	\$2,554.96	\$2,626.06	\$2,699.34	\$2,774.92	\$2,852.75	\$2,905.48	\$2,959.17	\$3,015.56	\$3,103.38
03A/B	17	\$2,350.80	\$2,414.50	\$2,480.20	\$2,547.82	\$2,617.41	\$2,689.12	\$2,763.03	\$2,839.09	\$2,917.45	\$2,999.25	\$3,056.66	\$3,116.91	\$3,178.33	\$3,272.08
03A/B	18	\$2,452.90	\$2,520.75	\$2,590.72	\$2,662.79	\$2,737.03	\$2,813.55	\$2,892.35	\$2,973.85	\$3,060.36	\$3,151.93	\$3,214.02	\$3,277.32	\$3,341.95	\$3,440.56
03A/B	19	\$2,568.57	\$2,640.76	\$2,715.21	\$2,791.89	\$2,870.92	\$2,952.33	\$3,038.52	\$3,130.07	\$3,224.58	\$3,322.12	\$3,387.63	\$3,454.47	\$3,522.63	\$3,626.67
03A/B	20	\$2,694.92	\$2,769.47	\$2,846.26	\$2,925.43	\$3,008.19	\$3,095.99	\$3,187.77	\$3,282.33	\$3,379.63	\$3,479.95	\$3,548.60	\$3,618.63	\$3,690.05	\$3,799.07
03A/B	21	\$2,810.07	\$2,889.33	\$2,971.25	\$3,058.17	\$3,150.19	\$3,245.05	\$3,342.84	\$3,443.51	\$3,547.35	\$3,654.32	\$3,726.41	\$3,800.02	\$3,875.07	\$3,989.60
03A/B	22	\$2,938.74	\$3,024.35	\$3,115.13	\$3,209.57	\$3,306.89	\$3,407.22	\$3,510.53	\$3,617.14	\$3,727.01	\$3,840.19	\$3,916.09	\$3,993.51	\$4,072.41	\$4,192.81
03A/B	23	\$3,082.59	\$3,174.01	\$3,268.15	\$3,365.25	\$3,465.23	\$3,568.23	\$3,674.40	\$3,783.75	\$3,896.19	\$4,012.20	\$4,091.53	\$4,172.41	\$4,254.94	\$4,380.81

Increase of 3.00% effective 1/12/2025

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A/B	01	\$1,691.48	\$1,726.27	\$1,761.87	\$1,798.59	\$1,836.15	\$1,874.70	\$1,914.23	\$1,954.94	\$1,996.58	\$2,039.45	\$2,073.29	\$2,108.75	\$2,145.79	\$2,206.33
06A/B	02	\$1,744.76	\$1,781.51	\$1,819.29	\$1,858.10	\$1,897.90	\$1,938.80	\$1,980.77	\$2,023.92	\$2,068.39	\$2,115.71	\$2,153.37	\$2,193.07	\$2,233.48	\$2,296.63
06A/B	03	\$1,794.47	\$1,834.20	\$1,875.01	\$1,916.94	\$1,960.12	\$2,004.38	\$2,049.92	\$2,098.29	\$2,149.45	\$2,204.49	\$2,245.26	\$2,286.70	\$2,329.03	\$2,395.00
06A/B	04	\$1,859.67	\$1,901.20	\$1,943.94	\$1,987.85	\$2,032.96	\$2,080.15	\$2,130.02	\$2,184.14	\$2,240.21	\$2,298.01	\$2,340.57	\$2,383.96	\$2,428.24	\$2,497.17
06A/B	05	\$1,945.74	\$1,989.55	\$2,034.58	\$2,081.78	\$2,131.55	\$2,185.65	\$2,241.67	\$2,299.26	\$2,358.35	\$2,419.24	\$2,464.18	\$2,510.05	\$2,556.81	\$2,629.59
06A/B	06	\$2,013.55	\$2,064.09	\$2,118.14	\$2,176.76	\$2,238.24	\$2,301.65	\$2,366.96	\$2,434.31	\$2,503.70	\$2,575.26	\$2,623.35	\$2,672.48	\$2,722.55	\$2,800.29
06A/B	07	\$2,097.23	\$2,155.65	\$2,218.47	\$2,283.36	\$2,350.32	\$2,419.39	\$2,490.62	\$2,564.10	\$2,639.93	\$2,718.16	\$2,769.10	\$2,821.12	\$2,874.12	\$2,956.79
06A/B	08	\$2,198.59	\$2,264.82	\$2,333.20	\$2,403.89	\$2,476.81	\$2,552.04	\$2,629.88	\$2,710.14	\$2,793.15	\$2,878.76	\$2,933.47	\$2,990.43	\$3,049.84	\$3,140.75
06A/B	09	\$2,320.96	\$2,390.09	\$2,461.43	\$2,535.09	\$2,611.14	\$2,689.54	\$2,770.51	\$2,854.05	\$2,941.06	\$3,033.63	\$3,094.41	\$3,156.21	\$3,219.30	\$3,315.28
06A/B	10	\$2,424.30	\$2,497.78	\$2,573.64	\$2,652.06	\$2,733.04	\$2,816.66	\$2,902.94	\$2,994.35	\$3,091.78	\$3,192.54	\$3,256.51	\$3,321.57	\$3,387.99	\$3,488.98
06A/B	11	\$2,572.99	\$2,648.41	\$2,726.17	\$2,806.41	\$2,889.03	\$2,976.22	\$3,068.76	\$3,165.03	\$3,264.31	\$3,366.72	\$3,434.06	\$3,502.74	\$3,572.76	\$3,679.26
06A/B	12	\$2,668.07	\$2,748.83	\$2,832.18	\$2,918.32	\$3,009.94	\$3,107.24	\$3,207.58	\$3,311.29	\$3,418.27	\$3,528.76	\$3,599.31	\$3,671.28	\$3,744.72	\$3,856.33
06A/B	13	\$2,784.11	\$2,869.79	\$2,959.58	\$3,055.23	\$3,155.43	\$3,258.81	\$3,365.71	\$3,476.03	\$3,589.93	\$3,707.61	\$3,781.81	\$3,857.38	\$3,934.56	\$4,051.84
06A/B	14	\$2,914.37	\$3,007.71	\$3,106.98	\$3,209.57	\$3,315.43	\$3,424.84	\$3,537.93	\$3,654.69	\$3,775.21	\$3,899.74	\$3,977.82	\$4,057.36	\$4,138.49	\$4,261.85
06A/B	15	\$3,060.57	\$3,159.58	\$3,261.91	\$3,367.49	\$3,476.38	\$3,588.90	\$3,705.03	\$3,824.87	\$3,948.69	\$4,076.37	\$4,157.90	\$4,241.19	\$4,326.00	\$4,454.96
06A/B	16	\$3,198.97	\$3,302.77	\$3,409.77	\$3,520.35	\$3,634.49	\$3,752.28	\$3,873.88	\$3,999.52	\$4,129.16	\$4,262.98	\$4,348.30	\$4,435.25	\$4,523.95	\$4,658.79
06A/B	17	\$3,337.33	\$3,446.16	\$3,558.60	\$3,674.70	\$3,794.55	\$3,918.40	\$4,046.13	\$4,178.14	\$4,314.45	\$4,455.21	\$4,544.29	\$4,635.21	\$4,727.93	\$4,868.85
06A/B	18	\$3,460.77	\$3,574.18	\$3,691.19	\$3,812.15	\$3,937.13	\$4,066.09	\$4,199.30	\$4,336.93	\$4,478.99	\$4,625.77	\$4,718.30	\$4,812.58	\$4,908.88	\$5,055.20
06A/B	19	\$3,609.70	\$3,726.74	\$3,847.59	\$3,972.30	\$4,101.14	\$4,234.06	\$4,371.39	\$4,512.97	\$4,659.35	\$4,810.45	\$4,906.64	\$5,004.80	\$5,104.89	\$5,257.06
06A/B	20	\$3,748.63	\$3,870.53	\$3,996.50	\$4,126.48	\$4,260.73	\$4,399.37	\$4,542.50	\$4,690.24	\$4,842.83	\$5,000.34	\$5,100.36	\$5,202.37	\$5,306.44	\$5,464.61
06A/B	21	\$3,900.25	\$4,027.25	\$4,158.44	\$4,293.87	\$4,433.62	\$4,578.10	\$4,727.16	\$4,881.10	\$5,040.08	\$5,204.26	\$5,308.32	\$5,414.50	\$5,522.81	\$5,687.42
06A/B	22	\$4,067.45	\$4,199.56	\$4,336.00	\$4,476.86	\$4,622.31	\$4,772.43	\$4,927.50	\$5,087.58	\$5,252.87	\$5,423.49	\$5,531.95	\$5,642.60	\$5,755.45	\$5,927.02

Increase of 2.00% effective 7/13/2025

BU 01 Salary Plan (01A/B)		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A/B	01	\$1,460.63	\$1,481.12	\$1,502.03	\$1,523.23	\$1,544.93	\$1,566.91	\$1,589.50	\$1,612.34	\$1,635.68	\$1,659.40	\$1,685.10	\$1,711.31	\$1,738.01	\$1,765.27
01A/B	02	\$1,482.88	\$1,503.42	\$1,524.32	\$1,545.59	\$1,567.28	\$1,589.34	\$1,611.82	\$1,634.70	\$1,657.98	\$1,681.74	\$1,707.86	\$1,734.51	\$1,761.66	\$1,789.97
01A/B	03	\$1,501.75	\$1,524.79	\$1,548.33	\$1,572.38	\$1,596.85	\$1,621.85	\$1,647.43	\$1,673.45	\$1,700.12	\$1,727.20	\$1,754.22	\$1,781.77	\$1,809.89	\$1,841.61
01A/B	04	\$1,534.59	\$1,557.70	\$1,581.19	\$1,605.25	\$1,629.85	\$1,654.86	\$1,680.36	\$1,706.33	\$1,732.91	\$1,759.99	\$1,787.68	\$1,815.99	\$1,844.81	\$1,878.98
01A/B	05	\$1,555.29	\$1,580.27	\$1,605.87	\$1,631.86	\$1,658.53	\$1,685.71	\$1,713.52	\$1,741.84	\$1,770.79	\$1,800.38	\$1,828.87	\$1,857.95	\$1,887.58	\$1,924.83
01A/B	06	\$1,599.50	\$1,624.58	\$1,650.20	\$1,676.30	\$1,702.96	\$1,730.12	\$1,757.92	\$1,786.14	\$1,815.10	\$1,844.61	\$1,873.97	\$1,903.98	\$1,934.55	\$1,975.11
01A/B	07	\$1,632.20	\$1,659.50	\$1,687.50	\$1,715.99	\$1,745.08	\$1,774.93	\$1,805.37	\$1,836.54	\$1,868.26	\$1,900.77	\$1,931.25	\$1,962.41	\$1,994.13	\$2,038.92
01A/B	08	\$1,662.78	\$1,692.32	\$1,722.54	\$1,753.40	\$1,785.00	\$1,817.26	\$1,850.30	\$1,884.21	\$1,918.79	\$1,954.19	\$1,985.74	\$2,017.94	\$2,050.78	\$2,099.60
01A/B	09	\$1,713.69	\$1,745.89	\$1,778.87	\$1,812.72	\$1,847.27	\$1,882.77	\$1,919.04	\$1,956.21	\$1,994.26	\$2,033.29	\$2,066.45	\$2,100.24	\$2,136.06	\$2,193.34
01A/B	10	\$1,767.52	\$1,801.66	\$1,836.65	\$1,872.50	\$1,909.17	\$1,946.77	\$1,985.26	\$2,024.75	\$2,065.15	\$2,106.78	\$2,142.84	\$2,180.01	\$2,219.91	\$2,282.61
01A/B	11	\$1,817.91	\$1,854.82	\$1,892.85	\$1,931.74	\$1,971.68	\$2,012.68	\$2,054.62	\$2,097.70	\$2,143.55	\$2,191.68	\$2,232.12	\$2,273.25	\$2,315.27	\$2,380.78
01A/B	12	\$1,883.67	\$1,922.38	\$1,962.15	\$2,002.97	\$2,044.81	\$2,087.73	\$2,132.91	\$2,180.37	\$2,231.78	\$2,284.67	\$2,326.97	\$2,370.06	\$2,413.98	\$2,482.47
01A/B	13	\$1,970.93	\$2,011.76	\$2,053.56	\$2,096.62	\$2,142.24	\$2,190.25	\$2,241.84	\$2,294.75	\$2,349.13	\$2,404.76	\$2,449.41	\$2,494.92	\$2,541.38	\$2,613.63
01A/B	14	\$2,039.06	\$2,086.59	\$2,136.65	\$2,189.73	\$2,247.22	\$2,306.34	\$2,367.11	\$2,429.68	\$2,493.96	\$2,560.07	\$2,607.84	\$2,656.55	\$2,706.21	\$2,783.37
01A/B	15	\$2,124.06	\$2,177.98	\$2,236.68	\$2,297.41	\$2,359.95	\$2,424.26	\$2,490.47	\$2,558.72	\$2,628.91	\$2,701.19	\$2,751.79	\$2,803.32	\$2,855.92	\$2,937.52
01A/B	15A	\$2,139.17	\$2,198.76	\$2,262.84	\$2,329.03	\$2,397.33	\$2,467.78	\$2,540.43	\$2,615.38	\$2,692.73	\$2,772.52	\$2,824.48	\$2,877.54	\$2,931.60	\$3,015.93
01A/B	16	\$2,225.63	\$2,288.13	\$2,352.44	\$2,418.74	\$2,487.09	\$2,557.56	\$2,630.09	\$2,704.84	\$2,781.93	\$2,861.32	\$2,915.08	\$2,969.88	\$3,027.39	\$3,116.50
01A/B	17	\$2,349.30	\$2,414.30	\$2,481.31	\$2,550.30	\$2,621.25	\$2,694.42	\$2,769.80	\$2,847.38	\$2,927.32	\$3,010.74	\$3,069.29	\$3,130.77	\$3,193.41	\$3,288.59
01A/B	17A	\$2,367.38	\$2,437.89	\$2,510.66	\$2,585.79	\$2,663.36	\$2,743.33	\$2,825.92	\$2,911.13	\$2,999.88	\$3,094.30	\$3,156.30	\$3,219.33	\$3,283.69	\$3,381.59
01A/B	18	\$2,453.49	\$2,522.67	\$2,594.03	\$2,667.54	\$2,743.30	\$2,821.32	\$2,901.71	\$2,984.83	\$3,073.09	\$3,166.49	\$3,229.80	\$3,294.39	\$3,360.27	\$3,460.42
01A/B	19	\$2,571.46	\$2,645.07	\$2,721.03	\$2,799.21	\$2,879.84	\$2,962.90	\$3,050.80	\$3,144.17	\$3,240.60	\$3,340.08	\$3,406.89	\$3,475.07	\$3,544.59	\$3,650.24
01A/B	20	\$2,700.34	\$2,776.38	\$2,854.69	\$2,935.44	\$3,019.85	\$3,109.42	\$3,203.03	\$3,299.50	\$3,398.72	\$3,501.06	\$3,571.07	\$3,642.51	\$3,715.36	\$3,826.09
01A/B	21	\$2,817.76	\$2,898.63	\$2,982.18	\$3,070.84	\$3,164.71	\$3,261.46	\$3,361.22	\$3,463.89	\$3,569.81	\$3,678.91	\$3,752.44	\$3,827.54	\$3,904.08	\$4,020.42
01A/B	22	\$2,949.04	\$3,036.34	\$3,128.95	\$3,225.27	\$3,324.54	\$3,426.86	\$3,532.24	\$3,641.00	\$3,753.07	\$3,868.51	\$3,945.93	\$4,024.89	\$4,105.38	\$4,227.73
01A/B	23	\$3,095.75	\$3,189.00	\$3,285.01	\$3,384.06	\$3,486.03	\$3,591.11	\$3,699.40	\$3,810.90	\$3,925.62	\$4,043.95	\$4,124.88	\$4,207.37	\$4,291.55	\$4,419.47
01A/B	24	\$3,235.72	\$3,333.46	\$3,434.15	\$3,537.80	\$3,644.76	\$3,754.66	\$3,868.21	\$3,985.07	\$4,105.39	\$4,229.36	\$4,313.92	\$4,400.26	\$4,488.27	\$4,622.07
01A/B	25	\$3,375.60	\$3,478.22	\$3,583.91	\$3,692.88	\$3,805.12	\$3,920.83	\$4,040.05	\$4,162.89	\$4,289.36	\$4,419.83	\$4,508.23	\$4,598.46	\$4,690.44	\$4,830.20
01A/B	26	\$3,500.24	\$3,607.25	\$3,717.49	\$3,831.15	\$3,948.20	\$4,068.87	\$4,193.30	\$4,321.51	\$4,453.53	\$4,589.66	\$4,681.45	\$4,775.11	\$4,870.61	\$5,015.80

Increase of 2.00% effective 7/13/2025

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A/B	04	\$1,579.42	\$1,602.54	\$1,626.04	\$1,650.07	\$1,674.69	\$1,699.71	\$1,725.19	\$1,751.17	\$1,777.73	\$1,804.84	\$1,832.50	\$1,860.82	\$1,889.64	\$1,926.07
03A/B	05	\$1,600.13	\$1,625.08	\$1,650.70	\$1,676.70	\$1,703.35	\$1,730.55	\$1,758.35	\$1,786.67	\$1,815.63	\$1,845.21	\$1,873.69	\$1,902.78	\$1,932.41	\$1,971.90
03A/B	06	\$1,644.34	\$1,669.43	\$1,695.04	\$1,721.13	\$1,747.78	\$1,774.96	\$1,802.75	\$1,830.99	\$1,859.93	\$1,889.45	\$1,918.79	\$1,948.82	\$1,979.38	\$2,022.20
03A/B	07	\$1,677.02	\$1,704.33	\$1,732.33	\$1,760.83	\$1,789.92	\$1,819.77	\$1,850.19	\$1,881.38	\$1,913.09	\$1,945.59	\$1,976.07	\$2,007.24	\$2,038.97	\$2,085.99
03A/B	08	\$1,707.61	\$1,737.14	\$1,767.36	\$1,798.22	\$1,829.83	\$1,862.09	\$1,895.13	\$1,929.03	\$1,963.63	\$1,999.02	\$2,030.58	\$2,062.76	\$2,095.63	\$2,148.49
03A/B	09	\$1,758.52	\$1,790.71	\$1,823.71	\$1,857.54	\$1,892.11	\$1,927.61	\$1,963.88	\$2,001.04	\$2,039.11	\$2,078.12	\$2,111.68	\$2,146.82	\$2,182.71	\$2,242.29
03A/B	10	\$1,812.35	\$1,846.50	\$1,881.49	\$1,917.35	\$1,954.02	\$1,991.60	\$2,030.08	\$2,069.58	\$2,110.33	\$2,153.40	\$2,189.61	\$2,228.29	\$2,268.38	\$2,331.57
03A/B	11	\$1,862.73	\$1,899.67	\$1,937.69	\$1,976.56	\$2,016.51	\$2,057.50	\$2,099.45	\$2,144.19	\$2,190.37	\$2,240.19	\$2,280.59	\$2,321.75	\$2,363.77	\$2,429.73
03A/B	12	\$1,928.50	\$1,967.21	\$2,006.99	\$2,047.78	\$2,089.63	\$2,133.79	\$2,179.52	\$2,228.67	\$2,280.28	\$2,333.15	\$2,375.46	\$2,418.54	\$2,462.49	\$2,531.41
03A/B	13	\$2,015.75	\$2,056.60	\$2,098.40	\$2,143.07	\$2,189.00	\$2,238.74	\$2,290.33	\$2,343.23	\$2,397.61	\$2,453.24	\$2,497.90	\$2,543.41	\$2,589.87	\$2,662.59
03A/B	14	\$2,083.89	\$2,132.63	\$2,183.27	\$2,238.23	\$2,295.71	\$2,354.81	\$2,415.63	\$2,478.16	\$2,542.45	\$2,608.56	\$2,656.32	\$2,705.03	\$2,754.68	\$2,832.33
03A/B	15	\$2,170.68	\$2,226.16	\$2,285.17	\$2,345.91	\$2,408.43	\$2,472.75	\$2,538.95	\$2,607.23	\$2,677.39	\$2,749.70	\$2,800.27	\$2,851.80	\$2,904.43	\$2,986.47
03A/B	16	\$2,274.14	\$2,336.62	\$2,400.94	\$2,467.21	\$2,535.57	\$2,606.06	\$2,678.58	\$2,753.33	\$2,830.42	\$2,909.81	\$2,963.59	\$3,018.35	\$3,075.87	\$3,165.45
03A/B	17	\$2,397.82	\$2,462.79	\$2,529.80	\$2,598.78	\$2,669.76	\$2,742.90	\$2,818.29	\$2,895.87	\$2,975.80	\$3,059.24	\$3,117.79	\$3,179.25	\$3,241.90	\$3,337.52
03A/B	18	\$2,501.96	\$2,571.17	\$2,642.53	\$2,716.05	\$2,791.77	\$2,869.82	\$2,950.20	\$3,033.33	\$3,121.57	\$3,214.97	\$3,278.30	\$3,342.87	\$3,408.79	\$3,509.37
03A/B	19	\$2,619.94	\$2,693.58	\$2,769.51	\$2,847.73	\$2,928.34	\$3,011.38	\$3,099.29	\$3,192.67	\$3,289.07	\$3,388.56	\$3,455.38	\$3,523.56	\$3,593.08	\$3,699.20
03A/B	20	\$2,748.82	\$2,824.86	\$2,903.19	\$2,983.94	\$3,068.35	\$3,157.91	\$3,251.53	\$3,347.98	\$3,447.22	\$3,549.55	\$3,619.57	\$3,691.00	\$3,763.85	\$3,875.05
03A/B	21	\$2,866.27	\$2,947.12	\$3,030.68	\$3,119.33	\$3,213.19	\$3,309.95	\$3,409.70	\$3,512.38	\$3,618.30	\$3,727.41	\$3,800.94	\$3,876.02	\$3,952.57	\$4,069.39
03A/B	22	\$2,997.51	\$3,084.84	\$3,177.43	\$3,273.76	\$3,373.03	\$3,475.36	\$3,580.74	\$3,689.48	\$3,801.55	\$3,916.99	\$3,994.41	\$4,073.38	\$4,153.86	\$4,276.67
03A/B	23	\$3,144.24	\$3,237.49	\$3,333.51	\$3,432.56	\$3,534.53	\$3,639.59	\$3,747.89	\$3,859.43	\$3,974.11	\$4,092.44	\$4,173.36	\$4,255.86	\$4,340.04	\$4,468.43

Increase of 2.00% effective 7/13/2025

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A/B	01	\$1,725.31	\$1,760.80	\$1,797.11	\$1,834.56	\$1,872.87	\$1,912.19	\$1,952.51	\$1,994.04	\$2,036.51	\$2,080.24	\$2,114.76	\$2,150.93	\$2,188.71	\$2,250.46
06A/B	02	\$1,779.66	\$1,817.14	\$1,855.68	\$1,895.26	\$1,935.86	\$1,977.58	\$2,020.39	\$2,064.40	\$2,109.76	\$2,158.02	\$2,196.44	\$2,236.93	\$2,278.15	\$2,342.56
06A/B	03	\$1,830.36	\$1,870.88	\$1,912.51	\$1,955.28	\$1,999.32	\$2,044.47	\$2,090.92	\$2,140.26	\$2,192.44	\$2,248.58	\$2,290.17	\$2,332.43	\$2,375.61	\$2,442.90
06A/B	04	\$1,896.86	\$1,939.22	\$1,982.82	\$2,027.61	\$2,073.62	\$2,121.75	\$2,172.62	\$2,227.82	\$2,285.01	\$2,343.97	\$2,387.38	\$2,431.64	\$2,476.80	\$2,547.11
06A/B	05	\$1,984.65	\$2,029.34	\$2,075.27	\$2,123.42	\$2,174.18	\$2,229.36	\$2,286.50	\$2,345.25	\$2,405.52	\$2,467.62	\$2,513.46	\$2,560.25	\$2,607.95	\$2,682.18
06A/B	06	\$2,053.82	\$2,105.37	\$2,160.50	\$2,220.30	\$2,283.00	\$2,347.68	\$2,414.30	\$2,483.00	\$2,553.77	\$2,626.77	\$2,675.82	\$2,725.93	\$2,777.00	\$2,856.30
06A/B	07	\$2,139.17	\$2,198.76	\$2,262.84	\$2,329.03	\$2,397.33	\$2,467.78	\$2,540.43	\$2,615.38	\$2,692.73	\$2,772.52	\$2,824.48	\$2,877.54	\$2,931.60	\$3,015.93
06A/B	08	\$2,242.56	\$2,310.12	\$2,379.86	\$2,451.97	\$2,526.35	\$2,603.08	\$2,682.48	\$2,764.34	\$2,849.01	\$2,936.34	\$2,992.14	\$3,050.24	\$3,110.84	\$3,203.57
06A/B	09	\$2,367.38	\$2,437.89	\$2,510.66	\$2,585.79	\$2,663.36	\$2,743.33	\$2,825.92	\$2,911.13	\$2,999.88	\$3,094.30	\$3,156.30	\$3,219.33	\$3,283.69	\$3,381.59
06A/B	10	\$2,472.79	\$2,547.74	\$2,625.11	\$2,705.10	\$2,787.70	\$2,872.99	\$2,961.00	\$3,054.24	\$3,153.62	\$3,256.39	\$3,321.64	\$3,388.00	\$3,455.75	\$3,558.76
06A/B	11	\$2,624.45	\$2,701.38	\$2,780.69	\$2,862.54	\$2,946.81	\$3,035.74	\$3,130.14	\$3,228.33	\$3,329.60	\$3,434.05	\$3,502.74	\$3,572.79	\$3,644.22	\$3,752.85
06A/B	12	\$2,721.43	\$2,803.81	\$2,888.82	\$2,976.69	\$3,070.14	\$3,169.38	\$3,271.73	\$3,377.52	\$3,486.64	\$3,599.34	\$3,671.30	\$3,744.71	\$3,819.61	\$3,933.46
06A/B	13	\$2,839.79	\$2,927.19	\$3,018.77	\$3,116.33	\$3,218.54	\$3,323.99	\$3,433.02	\$3,545.55	\$3,661.73	\$3,781.76	\$3,857.45	\$3,934.53	\$4,013.25	\$4,132.88
06A/B	14	\$2,972.66	\$3,067.86	\$3,169.12	\$3,273.76	\$3,381.74	\$3,493.34	\$3,608.69	\$3,727.78	\$3,850.71	\$3,977.73	\$4,057.38	\$4,138.51	\$4,221.26	\$4,347.09
06A/B	15	\$3,121.78	\$3,222.77	\$3,327.15	\$3,434.84	\$3,545.91	\$3,660.68	\$3,779.13	\$3,901.37	\$4,027.66	\$4,157.90	\$4,241.06	\$4,326.01	\$4,412.52	\$4,544.06
06A/B	16	\$3,262.95	\$3,368.83	\$3,477.97	\$3,590.76	\$3,707.18	\$3,827.33	\$3,951.36	\$4,079.51	\$4,211.74	\$4,348.24	\$4,435.27	\$4,523.96	\$4,614.43	\$4,751.97
06A/B	17	\$3,404.08	\$3,515.08	\$3,629.77	\$3,748.19	\$3,870.44	\$3,996.77	\$4,127.05	\$4,261.70	\$4,400.74	\$4,544.31	\$4,635.18	\$4,727.91	\$4,822.49	\$4,966.23
06A/B	18	\$3,529.99	\$3,645.66	\$3,765.01	\$3,888.39	\$4,015.87	\$4,147.41	\$4,283.29	\$4,423.67	\$4,568.57	\$4,718.29	\$4,812.67	\$4,908.83	\$5,007.06	\$5,156.30
06A/B	19	\$3,681.89	\$3,801.27	\$3,924.54	\$4,051.75	\$4,183.16	\$4,318.74	\$4,458.82	\$4,603.23	\$4,752.54	\$4,906.66	\$5,004.77	\$5,104.90	\$5,206.99	\$5,362.20
06A/B	20	\$3,823.60	\$3,947.94	\$4,076.43	\$4,209.01	\$4,345.94	\$4,487.36	\$4,633.35	\$4,784.04	\$4,939.69	\$5,100.35	\$5,202.37	\$5,306.42	\$5,412.57	\$5,573.90
06A/B	21	\$3,978.26	\$4,107.80	\$4,241.61	\$4,379.75	\$4,522.29	\$4,669.66	\$4,821.70	\$4,978.72	\$5,140.88	\$5,308.35	\$5,414.49	\$5,522.79	\$5,633.27	\$5,801.17
06A/B	22	\$4,148.80	\$4,283.55	\$4,422.72	\$4,566.40	\$4,714.76	\$4,867.88	\$5,026.05	\$5,189.33	\$5,357.93	\$5,531.96	\$5,642.59	\$5,755.45	\$5,870.56	\$6,045.56

Increase of 2.00% effective 1/1/2026

BU 01 Salary Plan (01 A/B)		1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A/B	01	\$1,489.84	\$1,510.74	\$1,532.07	\$1,553.69	\$1,575.83	\$1,598.25	\$1,621.29	\$1,644.59	\$1,668.39	\$1,692.59	\$1,718.80	\$1,745.54	\$1,772.77	\$1,800.58
01A/B	02	\$1,512.54	\$1,533.49	\$1,554.81	\$1,576.50	\$1,598.63	\$1,621.13	\$1,644.06	\$1,667.39	\$1,691.14	\$1,715.37	\$1,742.02	\$1,769.20	\$1,796.89	\$1,825.77
01A/B	03	\$1,531.79	\$1,552.29	\$1,573.30	\$1,603.83	\$1,628.78	\$1,654.29	\$1,680.38	\$1,706.92	\$1,734.12	\$1,761.74	\$1,789.30	\$1,817.41	\$1,846.09	\$1,878.44
01A/B	04	\$1,565.28	\$1,588.85	\$1,612.81	\$1,637.36	\$1,662.45	\$1,687.96	\$1,713.97	\$1,740.46	\$1,767.57	\$1,795.19	\$1,823.43	\$1,852.31	\$1,881.71	\$1,916.56
01A/B	05	\$1,586.40	\$1,611.88	\$1,637.99	\$1,664.50	\$1,691.70	\$1,719.42	\$1,747.79	\$1,776.68	\$1,806.21	\$1,836.39	\$1,865.45	\$1,895.11	\$1,925.33	\$1,963.33
01A/B	06	\$1,631.49	\$1,657.07	\$1,683.20	\$1,709.83	\$1,737.02	\$1,764.72	\$1,793.08	\$1,821.86	\$1,851.40	\$1,881.50	\$1,911.45	\$1,942.06	\$1,973.24	\$2,014.61
01A/B	07	\$1,664.84	\$1,692.69	\$1,721.25	\$1,750.31	\$1,779.98	\$1,810.43	\$1,841.48	\$1,873.27	\$1,905.63	\$1,938.79	\$1,969.88	\$2,001.66	\$2,034.01	\$2,079.70
01A/B	08	\$1,696.04	\$1,726.17	\$1,756.99	\$1,788.47	\$1,820.70	\$1,853.61	\$1,887.31	\$1,921.89	\$1,957.17	\$1,993.27	\$2,029.45	\$2,058.30	\$2,091.80	\$2,141.59
01A/B	09	\$1,747.96	\$1,780.81	\$1,814.45	\$1,848.97	\$1,884.22	\$1,920.43	\$1,957.42	\$1,995.33	\$2,034.15	\$2,073.96	\$2,107.78	\$2,142.24	\$2,178.78	\$2,237.21
01A/B	10	\$1,802.87	\$1,837.69	\$1,873.38	\$1,909.95	\$1,947.35	\$1,985.71	\$2,024.97	\$2,065.25	\$2,106.45	\$2,148.92	\$2,185.70	\$2,223.61	\$2,264.31	\$2,328.26
01A/B	11	\$1,854.27	\$1,891.92	\$1,930.71	\$1,970.37	\$2,011.11	\$2,052.93	\$2,095.71	\$2,139.65	\$2,186.42	\$2,235.51	\$2,276.76	\$2,318.72	\$2,361.58	\$2,428.40
01A/B	12	\$1,921.34	\$1,960.83	\$2,001.39	\$2,043.03	\$2,085.71	\$2,129.48	\$2,175.57	\$2,223.98	\$2,276.42	\$2,330.36	\$2,373.51	\$2,417.46	\$2,462.26	\$2,532.12
01A/B	13	\$2,010.35	\$2,052.00	\$2,094.63	\$2,138.55	\$2,185.08	\$2,234.06	\$2,286.68	\$2,340.65	\$2,396.11	\$2,452.86	\$2,498.40	\$2,544.82	\$2,592.21	\$2,665.90
01A/B	14	\$2,079.84	\$2,128.32	\$2,179.38	\$2,233.52	\$2,292.16	\$2,352.47	\$2,414.45	\$2,478.27	\$2,543.84	\$2,611.27	\$2,660.00	\$2,709.68	\$2,760.33	\$2,839.04
01A/B	15	\$2,166.54	\$2,221.54	\$2,281.41	\$2,343.36	\$2,407.15	\$2,472.75	\$2,540.28	\$2,609.89	\$2,681.49	\$2,755.21	\$2,806.83	\$2,859.39	\$2,913.04	\$2,996.27
01A/B	15A	\$2,181.95	\$2,242.74	\$2,308.10	\$2,375.61	\$2,445.28	\$2,517.14	\$2,591.24	\$2,667.69	\$2,746.58	\$2,827.97	\$2,880.97	\$2,935.09	\$2,990.23	\$3,076.25
01A/B	16	\$2,270.14	\$2,333.89	\$2,399.49	\$2,467.11	\$2,536.83	\$2,608.71	\$2,682.69	\$2,758.94	\$2,837.57	\$2,918.55	\$2,973.38	\$3,029.28	\$3,087.94	\$3,178.83
01A/B	17	\$2,396.29	\$2,462.59	\$2,530.94	\$2,601.31	\$2,673.68	\$2,748.31	\$2,825.20	\$2,904.33	\$2,985.87	\$3,070.95	\$3,130.68	\$3,193.39	\$3,257.28	\$3,354.36
01A/B	17A	\$2,414.73	\$2,486.55	\$2,560.87	\$2,637.51	\$2,716.63	\$2,798.20	\$2,882.44	\$2,969.35	\$3,059.88	\$3,156.19	\$3,219.43	\$3,283.72	\$3,349.36	\$3,449.22
01A/B	18	\$2,502.56	\$2,573.12	\$2,645.91	\$2,720.89	\$2,798.17	\$2,877.75	\$2,959.74	\$3,044.53	\$3,134.55	\$3,229.82	\$3,294.40	\$3,360.28	\$3,427.48	\$3,529.63
01A/B	19	\$2,622.89	\$2,697.97	\$2,775.45	\$2,855.19	\$2,937.44	\$3,022.16	\$3,111.82	\$3,207.05	\$3,305.41	\$3,406.88	\$3,475.03	\$3,544.57	\$3,615.48	\$3,723.24
01A/B	20	\$2,754.35	\$2,831.91	\$2,911.78	\$2,994.15	\$3,080.25	\$3,171.61	\$3,267.09	\$3,365.49	\$3,466.69	\$3,571.08	\$3,642.49	\$3,715.36	\$3,789.67	\$3,902.61
01A/B	21	\$2,874.12	\$2,956.60	\$3,041.82	\$3,132.26	\$3,228.00	\$3,326.69	\$3,428.44	\$3,533.17	\$3,641.21	\$3,752.49	\$3,827.49	\$3,904.09	\$3,982.16	\$4,100.83
01A/B	22	\$3,008.02	\$3,097.07	\$3,191.53	\$3,289.78	\$3,391.03	\$3,495.40	\$3,602.88	\$3,713.82	\$3,828.13	\$3,945.88	\$4,024.85	\$4,105.39	\$4,187.49	\$4,312.28
01A/B	23	\$3,157.67	\$3,252.78	\$3,350.71	\$3,451.74	\$3,555.75	\$3,662.93	\$3,773.39	\$3,887.12	\$4,004.13	\$4,124.83	\$4,207.38	\$4,291.52	\$4,377.38	\$4,507.86
01A/B	24	\$3,300.43	\$3,400.13	\$3,502.83	\$3,608.56	\$3,717.66	\$3,829.75	\$3,945.57	\$4,064.77	\$4,187.50	\$4,313.95	\$4,400.20	\$4,488.27	\$4,578.04	\$4,714.51
01A/B	25	\$3,443.11	\$3,547.78	\$3,655.59	\$3,766.74	\$3,881.22	\$3,999.25	\$4,120.85	\$4,246.15	\$4,375.15	\$4,508.23	\$4,598.39	\$4,690.43	\$4,784.25	\$4,926.80
01A/B	26	\$3,570.24	\$3,679.40	\$3,791.84	\$3,907.77	\$4,027.16	\$4,150.25	\$4,277.17	\$4,407.94	\$4,542.60	\$4,681.45	\$4,775.08	\$4,870.61	\$4,968.02	\$5,116.12

Increase of 2.00% effective 1/11/2026

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A/B	04	\$1,611.01	\$1,634.59	\$1,658.56	\$1,683.07	\$1,708.18	\$1,733.70	\$1,759.69	\$1,786.19	\$1,813.28	\$1,840.94	\$1,869.15	\$1,898.04	\$1,927.43	\$1,954.59
03A/B	05	\$1,632.13	\$1,657.58	\$1,683.71	\$1,710.23	\$1,737.42	\$1,765.16	\$1,793.52	\$1,822.40	\$1,851.94	\$1,882.11	\$1,911.16	\$1,940.84	\$1,971.06	\$2,011.34
03A/B	06	\$1,677.23	\$1,702.82	\$1,728.94	\$1,755.55	\$1,782.74	\$1,810.46	\$1,838.81	\$1,867.61	\$1,897.13	\$1,927.24	\$1,957.17	\$1,987.80	\$2,018.97	\$2,062.64
03A/B	07	\$1,710.56	\$1,738.42	\$1,766.98	\$1,796.05	\$1,825.72	\$1,856.17	\$1,887.19	\$1,919.01	\$1,951.35	\$1,984.50	\$2,015.59	\$2,047.38	\$2,079.75	\$2,127.71
03A/B	08	\$1,741.76	\$1,771.88	\$1,802.71	\$1,834.18	\$1,866.43	\$1,899.33	\$1,933.03	\$1,967.61	\$2,002.90	\$2,039.00	\$2,071.19	\$2,104.02	\$2,137.54	\$2,191.46
03A/B	09	\$1,793.69	\$1,826.52	\$1,860.18	\$1,894.69	\$1,929.95	\$1,966.16	\$2,003.16	\$2,041.06	\$2,079.89	\$2,119.68	\$2,153.91	\$2,189.76	\$2,226.36	\$2,287.14
03A/B	10	\$1,848.60	\$1,883.43	\$1,919.12	\$1,955.70	\$1,993.10	\$2,031.43	\$2,070.68	\$2,110.97	\$2,152.54	\$2,196.47	\$2,233.40	\$2,272.86	\$2,313.75	\$2,378.20
03A/B	11	\$1,899.98	\$1,937.66	\$1,976.44	\$2,016.09	\$2,056.84	\$2,098.65	\$2,141.44	\$2,187.07	\$2,234.18	\$2,284.99	\$2,326.20	\$2,368.19	\$2,411.05	\$2,478.32
03A/B	12	\$1,967.07	\$2,006.55	\$2,047.13	\$2,088.74	\$2,131.42	\$2,176.47	\$2,223.11	\$2,273.24	\$2,325.89	\$2,379.81	\$2,422.97	\$2,466.91	\$2,511.74	\$2,582.04
03A/B	13	\$2,056.07	\$2,097.73	\$2,140.37	\$2,185.93	\$2,232.78	\$2,283.51	\$2,336.14	\$2,390.09	\$2,445.56	\$2,502.30	\$2,547.86	\$2,594.28	\$2,641.67	\$2,715.84
03A/B	14	\$2,125.57	\$2,175.28	\$2,226.94	\$2,282.99	\$2,341.62	\$2,401.91	\$2,463.94	\$2,527.72	\$2,593.30	\$2,660.73	\$2,709.45	\$2,759.13	\$2,809.77	\$2,888.98
03A/B	15	\$2,214.09	\$2,270.68	\$2,330.87	\$2,392.83	\$2,456.60	\$2,522.21	\$2,589.73	\$2,659.37	\$2,730.94	\$2,804.69	\$2,856.28	\$2,908.84	\$2,962.52	\$3,046.20
03A/B	16	\$2,319.62	\$2,383.35	\$2,448.96	\$2,516.55	\$2,586.28	\$2,658.18	\$2,732.15	\$2,808.40	\$2,887.03	\$2,968.01	\$3,022.86	\$3,078.72	\$3,137.39	\$3,228.76
03A/B	17	\$2,445.78	\$2,512.05	\$2,580.40	\$2,650.76	\$2,723.16	\$2,797.76	\$2,874.66	\$2,953.79	\$3,035.32	\$3,120.42	\$3,180.15	\$3,242.84	\$3,306.74	\$3,404.27
03A/B	18	\$2,552.00	\$2,622.59	\$2,695.38	\$2,770.37	\$2,847.61	\$2,927.22	\$3,009.20	\$3,094.00	\$3,184.00	\$3,279.27	\$3,343.87	\$3,409.73	\$3,476.97	\$3,579.56
03A/B	19	\$2,672.34	\$2,747.45	\$2,824.90	\$2,904.68	\$2,986.91	\$3,071.61	\$3,161.28	\$3,256.52	\$3,354.85	\$3,456.33	\$3,524.49	\$3,594.03	\$3,664.94	\$3,773.18
03A/B	20	\$2,803.80	\$2,881.36	\$2,961.25	\$3,043.62	\$3,129.72	\$3,221.07	\$3,316.56	\$3,414.94	\$3,516.16	\$3,620.54	\$3,691.96	\$3,764.82	\$3,839.13	\$3,952.55
03A/B	21	\$2,923.60	\$3,006.06	\$3,091.29	\$3,181.72	\$3,277.45	\$3,376.15	\$3,477.89	\$3,582.63	\$3,690.67	\$3,801.96	\$3,876.96	\$3,953.54	\$4,031.62	\$4,150.78
03A/B	22	\$3,057.46	\$3,146.54	\$3,240.98	\$3,339.24	\$3,440.49	\$3,544.87	\$3,652.35	\$3,763.27	\$3,877.58	\$3,995.33	\$4,074.30	\$4,154.85	\$4,236.94	\$4,362.20
03A/B	23	\$3,207.12	\$3,302.24	\$3,400.18	\$3,501.21	\$3,605.22	\$3,712.38	\$3,822.85	\$3,936.62	\$4,053.59	\$4,174.29	\$4,256.83	\$4,340.98	\$4,426.84	\$4,557.80



Increase of 2.00% effective 1/11/2026

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A/B	01	\$1,759.82	\$1,796.02	\$1,833.05	\$1,871.25	\$1,910.33	\$1,950.43	\$1,991.56	\$2,033.92	\$2,077.24	\$2,121.84	\$2,167.06	\$2,193.95	\$2,232.48	\$2,295.47
06A/B	02	\$1,815.25	\$1,853.48	\$1,892.79	\$1,933.17	\$1,974.58	\$2,017.13	\$2,060.80	\$2,105.69	\$2,151.96	\$2,201.18	\$2,240.37	\$2,281.67	\$2,323.71	\$2,389.41
06A/B	03	\$1,866.97	\$1,908.30	\$1,950.76	\$1,994.39	\$2,039.31	\$2,085.36	\$2,132.74	\$2,183.07	\$2,236.29	\$2,293.55	\$2,335.97	\$2,379.08	\$2,423.12	\$2,491.76
06A/B	04	\$1,934.80	\$1,978.00	\$2,022.48	\$2,068.16	\$2,115.09	\$2,164.19	\$2,216.07	\$2,272.38	\$2,330.71	\$2,390.85	\$2,435.13	\$2,480.27	\$2,526.34	\$2,598.05
06A/B	05	\$2,024.34	\$2,069.93	\$2,116.78	\$2,165.89	\$2,217.66	\$2,273.95	\$2,332.23	\$2,392.16	\$2,453.63	\$2,516.97	\$2,563.73	\$2,611.46	\$2,660.11	\$2,735.82
06A/B	06	\$2,094.90	\$2,147.48	\$2,203.71	\$2,264.71	\$2,328.66	\$2,394.63	\$2,462.59	\$2,532.66	\$2,604.85	\$2,679.31	\$2,729.34	\$2,780.45	\$2,832.54	\$2,913.43
06A/B	07	\$2,181.95	\$2,242.74	\$2,308.10	\$2,375.61	\$2,445.28	\$2,517.14	\$2,591.24	\$2,667.69	\$2,746.58	\$2,827.97	\$2,880.97	\$2,935.09	\$2,990.23	\$3,076.25
06A/B	08	\$2,287.41	\$2,356.32	\$2,427.46	\$2,501.01	\$2,576.88	\$2,655.14	\$2,736.13	\$2,819.63	\$2,905.99	\$2,995.07	\$3,051.98	\$3,111.24	\$3,173.06	\$3,267.64
06A/B	09	\$2,414.73	\$2,486.65	\$2,560.87	\$2,637.51	\$2,716.63	\$2,798.20	\$2,882.44	\$2,969.35	\$3,059.88	\$3,156.19	\$3,219.43	\$3,283.72	\$3,349.36	\$3,449.22
06A/B	10	\$2,522.25	\$2,598.69	\$2,677.61	\$2,759.20	\$2,843.45	\$2,930.45	\$3,020.22	\$3,115.32	\$3,216.69	\$3,321.52	\$3,388.07	\$3,455.76	\$3,524.87	\$3,629.94
06A/B	11	\$2,676.94	\$2,755.41	\$2,836.30	\$2,919.79	\$3,005.75	\$3,096.45	\$3,192.74	\$3,292.90	\$3,396.19	\$3,502.73	\$3,572.79	\$3,644.25	\$3,717.10	\$3,827.91
06A/B	12	\$2,775.86	\$2,859.89	\$2,946.60	\$3,036.22	\$3,131.54	\$3,232.77	\$3,337.16	\$3,445.07	\$3,556.37	\$3,671.33	\$3,744.73	\$3,819.60	\$3,896.00	\$4,012.13
06A/B	13	\$2,896.59	\$2,985.73	\$3,079.15	\$3,178.66	\$3,282.91	\$3,390.47	\$3,501.68	\$3,616.46	\$3,734.96	\$3,857.40	\$3,934.60	\$4,013.22	\$4,093.52	\$4,215.54
06A/B	14	\$3,032.11	\$3,129.22	\$3,232.50	\$3,339.24	\$3,449.37	\$3,563.21	\$3,680.86	\$3,802.34	\$3,927.72	\$4,057.28	\$4,138.53	\$4,221.28	\$4,305.69	\$4,434.03
06A/B	15	\$3,184.22	\$3,287.23	\$3,393.69	\$3,503.54	\$3,616.83	\$3,733.89	\$3,854.71	\$3,979.40	\$4,108.21	\$4,241.06	\$4,325.88	\$4,412.53	\$4,500.77	\$4,634.94
06A/B	16	\$3,328.21	\$3,436.21	\$3,547.53	\$3,662.58	\$3,781.32	\$3,903.88	\$4,030.39	\$4,161.10	\$4,295.97	\$4,435.20	\$4,523.98	\$4,614.44	\$4,706.72	\$4,847.01
06A/B	17	\$3,472.16	\$3,585.38	\$3,702.37	\$3,823.15	\$3,947.85	\$4,076.71	\$4,209.59	\$4,346.93	\$4,488.75	\$4,635.20	\$4,727.88	\$4,822.47	\$4,918.94	\$5,066.55
06A/B	18	\$3,600.59	\$3,718.57	\$3,840.31	\$3,966.16	\$4,096.19	\$4,230.36	\$4,368.96	\$4,512.14	\$4,659.94	\$4,812.66	\$4,908.92	\$5,007.01	\$5,107.20	\$5,259.43
06A/B	19	\$3,755.53	\$3,877.30	\$4,003.03	\$4,132.79	\$4,266.82	\$4,405.11	\$4,548.00	\$4,695.29	\$4,847.59	\$5,004.79	\$5,104.87	\$5,207.00	\$5,311.13	\$5,469.44
06A/B	20	\$3,900.07	\$4,026.90	\$4,157.96	\$4,293.19	\$4,432.86	\$4,577.11	\$4,726.02	\$4,879.72	\$5,038.48	\$5,202.36	\$5,306.42	\$5,412.55	\$5,520.82	\$5,685.38
06A/B	21	\$4,057.83	\$4,189.96	\$4,326.44	\$4,467.35	\$4,612.74	\$4,763.05	\$4,918.13	\$5,078.29	\$5,243.70	\$5,414.52	\$5,522.78	\$5,633.25	\$5,745.94	\$5,917.19
06A/B	22	\$4,231.78	\$4,369.22	\$4,511.17	\$4,657.73	\$4,809.06	\$4,965.24	\$5,126.57	\$5,293.12	\$5,465.09	\$5,642.60	\$5,755.44	\$5,870.56	\$5,987.97	\$6,166.47

Increase of 2.00% effective 7/12/2026

BU 01 Salary Plans (01 A/B)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A/B	01	\$1,519.64	\$1,540.95	\$1,562.71	\$1,584.76	\$1,607.35	\$1,630.22	\$1,653.72	\$1,677.48	\$1,701.76	\$1,726.44	\$1,753.18	\$1,780.45	\$1,808.23	\$1,836.59
01A/B	02	\$1,542.79	\$1,564.16	\$1,585.91	\$1,608.03	\$1,630.60	\$1,653.55	\$1,676.94	\$1,700.74	\$1,724.96	\$1,749.68	\$1,776.86	\$1,804.58	\$1,832.83	\$1,862.29
01A/B	03	\$1,562.43	\$1,586.40	\$1,610.89	\$1,635.91	\$1,661.37	\$1,687.38	\$1,713.99	\$1,741.06	\$1,768.80	\$1,796.97	\$1,825.09	\$1,853.76	\$1,883.01	\$1,916.01
01A/B	04	\$1,596.59	\$1,620.63	\$1,645.07	\$1,670.11	\$1,695.70	\$1,721.72	\$1,748.25	\$1,775.27	\$1,802.92	\$1,831.09	\$1,859.90	\$1,889.36	\$1,919.34	\$1,954.89
01A/B	05	\$1,618.13	\$1,644.12	\$1,670.75	\$1,697.79	\$1,725.53	\$1,753.81	\$1,782.75	\$1,812.21	\$1,842.33	\$1,873.12	\$1,902.76	\$1,933.01	\$1,963.84	\$2,002.60
01A/B	06	\$1,664.12	\$1,690.21	\$1,716.86	\$1,744.03	\$1,771.76	\$1,800.01	\$1,828.94	\$1,858.30	\$1,888.43	\$1,919.13	\$1,949.68	\$1,980.90	\$2,012.70	\$2,054.90
01A/B	07	\$1,698.14	\$1,726.54	\$1,755.68	\$1,785.32	\$1,815.58	\$1,846.64	\$1,878.31	\$1,910.74	\$1,944.74	\$1,977.57	\$2,009.28	\$2,041.69	\$2,074.69	\$2,112.29
01A/B	08	\$1,729.96	\$1,760.69	\$1,792.13	\$1,824.24	\$1,857.11	\$1,890.68	\$1,925.06	\$1,960.33	\$1,996.31	\$2,033.14	\$2,065.96	\$2,099.47	\$2,133.64	\$2,184.42
01A/B	09	\$1,782.92	\$1,816.43	\$1,850.74	\$1,885.95	\$1,921.90	\$1,958.84	\$1,996.57	\$2,035.24	\$2,074.83	\$2,115.44	\$2,149.94	\$2,185.08	\$2,222.36	\$2,281.95
01A/B	10	\$1,838.93	\$1,874.44	\$1,910.85	\$1,948.15	\$1,986.30	\$2,025.42	\$2,065.47	\$2,106.56	\$2,148.58	\$2,191.90	\$2,229.41	\$2,268.08	\$2,309.60	\$2,374.83
01A/B	11	\$1,891.36	\$1,929.76	\$1,969.32	\$2,009.78	\$2,051.33	\$2,093.99	\$2,137.62	\$2,182.44	\$2,230.15	\$2,280.22	\$2,322.30	\$2,365.09	\$2,408.81	\$2,476.97
01A/B	12	\$1,959.77	\$2,000.05	\$2,041.42	\$2,083.89	\$2,127.42	\$2,172.07	\$2,219.08	\$2,268.46	\$2,321.95	\$2,376.97	\$2,420.98	\$2,465.81	\$2,511.51	\$2,582.76
01A/B	13	\$2,050.56	\$2,093.04	\$2,136.52	\$2,181.32	\$2,228.78	\$2,278.74	\$2,332.41	\$2,387.46	\$2,444.03	\$2,501.92	\$2,558.37	\$2,595.72	\$2,644.05	\$2,719.22
01A/B	14	\$2,121.44	\$2,170.89	\$2,222.97	\$2,278.19	\$2,338.00	\$2,399.52	\$2,462.74	\$2,527.84	\$2,594.72	\$2,663.50	\$2,713.20	\$2,763.87	\$2,815.54	\$2,895.82
01A/B	15	\$2,209.87	\$2,265.97	\$2,327.04	\$2,390.23	\$2,455.29	\$2,522.21	\$2,591.09	\$2,662.09	\$2,735.12	\$2,810.31	\$2,862.97	\$2,916.58	\$2,971.30	\$3,056.20
01A/B	15A	\$2,225.59	\$2,287.59	\$2,354.26	\$2,423.12	\$2,494.19	\$2,567.48	\$2,643.06	\$2,721.04	\$2,801.51	\$2,884.53	\$2,938.59	\$2,993.79	\$3,050.03	\$3,137.78
01A/B	16	\$2,315.54	\$2,380.57	\$2,447.48	\$2,516.45	\$2,587.57	\$2,660.88	\$2,736.34	\$2,814.12	\$2,894.32	\$2,976.92	\$3,032.85	\$3,089.87	\$3,149.70	\$3,242.41
01A/B	17	\$2,444.22	\$2,511.84	\$2,581.56	\$2,653.34	\$2,727.15	\$2,803.28	\$2,881.70	\$2,962.42	\$3,045.59	\$3,132.37	\$3,193.29	\$3,257.26	\$3,322.43	\$3,421.45
01A/B	17A	\$2,463.02	\$2,536.38	\$2,612.09	\$2,690.26	\$2,770.96	\$2,854.16	\$2,940.09	\$3,028.74	\$3,121.08	\$3,219.31	\$3,283.82	\$3,349.39	\$3,416.35	\$3,518.20
01A/B	18	\$2,552.61	\$2,624.58	\$2,698.83	\$2,775.31	\$2,854.13	\$2,935.31	\$3,018.93	\$3,105.42	\$3,197.24	\$3,294.42	\$3,360.29	\$3,427.49	\$3,496.03	\$3,600.22
01A/B	19	\$2,675.35	\$2,751.93	\$2,830.96	\$2,912.29	\$2,996.19	\$3,082.60	\$3,174.06	\$3,271.19	\$3,371.52	\$3,475.02	\$3,544.53	\$3,615.46	\$3,687.79	\$3,797.70
01A/B	20	\$2,809.44	\$2,888.55	\$2,970.02	\$3,054.03	\$3,141.86	\$3,235.04	\$3,332.43	\$3,432.80	\$3,536.02	\$3,642.50	\$3,715.34	\$3,789.67	\$3,865.46	\$3,980.66
01A/B	21	\$2,931.60	\$3,015.73	\$3,102.66	\$3,194.91	\$3,292.56	\$3,393.22	\$3,497.01	\$3,603.83	\$3,714.03	\$3,827.54	\$3,904.04	\$3,982.17	\$4,061.80	\$4,182.85
01A/B	22	\$3,068.18	\$3,159.01	\$3,255.36	\$3,355.58	\$3,458.85	\$3,565.31	\$3,674.94	\$3,788.10	\$3,904.69	\$4,024.80	\$4,105.35	\$4,187.50	\$4,271.24	\$4,398.53
01A/B	23	\$3,220.82	\$3,317.84	\$3,417.72	\$3,520.77	\$3,626.87	\$3,736.19	\$3,848.86	\$3,964.86	\$4,084.21	\$4,207.33	\$4,291.53	\$4,377.35	\$4,464.93	\$4,598.02
01A/B	24	\$3,366.44	\$3,468.13	\$3,572.89	\$3,680.73	\$3,792.01	\$3,906.35	\$4,024.48	\$4,146.07	\$4,271.25	\$4,400.23	\$4,488.20	\$4,578.04	\$4,669.60	\$4,808.80
01A/B	25	\$3,511.97	\$3,618.74	\$3,728.70	\$3,842.07	\$3,958.84	\$4,079.24	\$4,203.27	\$4,331.07	\$4,462.65	\$4,598.39	\$4,690.36	\$4,784.24	\$4,879.94	\$5,025.34
01A/B	26	\$3,641.64	\$3,752.99	\$3,867.68	\$3,985.93	\$4,107.70	\$4,233.26	\$4,362.71	\$4,496.10	\$4,633.45	\$4,775.08	\$4,870.58	\$4,968.02	\$5,067.38	\$5,218.44

Increase of 2.00% effective 7/1/2026

BU 03 Salary Plans (03 A/B)		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan	Grade														
03A/B	04	\$1,643.23	\$1,667.28	\$1,691.73	\$1,716.73	\$1,742.34	\$1,768.37	\$1,794.88	\$1,821.91	\$1,849.55	\$1,877.76	\$1,906.53	\$1,936.00	\$1,965.98	\$2,003.88
03A/B	05	\$1,664.77	\$1,690.73	\$1,717.38	\$1,744.43	\$1,772.17	\$1,800.46	\$1,829.39	\$1,858.85	\$1,888.98	\$1,919.75	\$1,949.38	\$1,979.66	\$2,010.48	\$2,051.57
03A/B	06	\$1,710.77	\$1,736.88	\$1,763.52	\$1,790.66	\$1,818.39	\$1,846.67	\$1,875.59	\$1,904.96	\$1,935.07	\$1,965.78	\$1,996.31	\$2,027.56	\$2,059.35	\$2,103.89
03A/B	07	\$1,744.77	\$1,773.19	\$1,802.32	\$1,831.97	\$1,862.23	\$1,893.29	\$1,924.93	\$1,957.39	\$1,990.38	\$2,024.19	\$2,055.90	\$2,088.33	\$2,121.35	\$2,170.26
03A/B	08	\$1,776.60	\$1,807.32	\$1,838.76	\$1,870.86	\$1,903.76	\$1,937.32	\$1,971.69	\$2,006.96	\$2,042.96	\$2,079.78	\$2,112.61	\$2,146.10	\$2,180.29	\$2,235.29
03A/B	09	\$1,829.56	\$1,863.05	\$1,897.38	\$1,932.58	\$1,968.55	\$2,005.48	\$2,043.22	\$2,081.88	\$2,121.49	\$2,162.07	\$2,196.99	\$2,233.56	\$2,270.89	\$2,332.88
03A/B	10	\$1,885.57	\$1,921.10	\$1,957.50	\$1,994.81	\$2,032.96	\$2,072.06	\$2,112.09	\$2,153.19	\$2,195.59	\$2,240.40	\$2,278.07	\$2,318.32	\$2,360.03	\$2,425.76
03A/B	11	\$1,937.98	\$1,976.41	\$2,015.97	\$2,056.41	\$2,097.98	\$2,140.62	\$2,184.27	\$2,230.81	\$2,278.86	\$2,330.69	\$2,372.72	\$2,415.55	\$2,459.27	\$2,527.89
03A/B	12	\$2,006.41	\$2,046.68	\$2,088.07	\$2,130.51	\$2,174.05	\$2,220.00	\$2,267.57	\$2,318.70	\$2,372.41	\$2,427.41	\$2,471.43	\$2,516.25	\$2,561.97	\$2,633.68
03A/B	13	\$2,097.19	\$2,139.68	\$2,183.18	\$2,229.65	\$2,277.44	\$2,329.18	\$2,382.86	\$2,437.89	\$2,494.47	\$2,552.35	\$2,598.82	\$2,646.17	\$2,694.50	\$2,770.16
03A/B	14	\$2,168.08	\$2,218.79	\$2,271.48	\$2,328.65	\$2,388.45	\$2,449.95	\$2,513.22	\$2,578.27	\$2,645.17	\$2,713.94	\$2,783.64	\$2,814.31	\$2,865.97	\$2,946.76
03A/B	15	\$2,258.37	\$2,316.09	\$2,377.49	\$2,440.69	\$2,505.73	\$2,572.65	\$2,641.52	\$2,712.56	\$2,785.56	\$2,860.78	\$2,913.41	\$2,967.02	\$3,021.77	\$3,107.12
03A/B	16	\$2,366.01	\$2,431.02	\$2,497.94	\$2,566.88	\$2,638.01	\$2,711.34	\$2,786.79	\$2,864.57	\$2,944.77	\$3,027.37	\$3,083.32	\$3,140.29	\$3,200.14	\$3,293.34
03A/B	17	\$2,494.70	\$2,562.29	\$2,632.01	\$2,703.78	\$2,777.62	\$2,853.72	\$2,932.15	\$3,012.87	\$3,096.03	\$3,182.83	\$3,243.75	\$3,307.70	\$3,372.87	\$3,472.36
03A/B	18	\$2,603.04	\$2,675.04	\$2,749.29	\$2,825.78	\$2,904.56	\$2,985.76	\$3,069.38	\$3,155.88	\$3,247.68	\$3,344.86	\$3,410.75	\$3,477.92	\$3,546.51	\$3,651.15
03A/B	19	\$2,725.79	\$2,802.40	\$2,881.40	\$2,962.77	\$3,046.65	\$3,133.04	\$3,224.51	\$3,321.65	\$3,421.95	\$3,525.46	\$3,594.98	\$3,665.91	\$3,738.24	\$3,848.64
03A/B	20	\$2,859.88	\$2,938.99	\$3,020.48	\$3,104.49	\$3,192.31	\$3,285.49	\$3,382.89	\$3,483.24	\$3,586.48	\$3,692.95	\$3,765.80	\$3,840.12	\$3,915.91	\$4,031.60
03A/B	21	\$2,982.07	\$3,066.18	\$3,153.12	\$3,245.35	\$3,343.00	\$3,443.67	\$3,547.45	\$3,654.28	\$3,764.48	\$3,878.00	\$3,954.50	\$4,032.61	\$4,112.25	\$4,233.80
03A/B	22	\$3,118.61	\$3,209.47	\$3,305.80	\$3,406.02	\$3,509.30	\$3,615.77	\$3,725.40	\$3,838.54	\$3,955.13	\$4,075.24	\$4,155.79	\$4,237.95	\$4,321.68	\$4,449.44
03A/B	23	\$3,271.26	\$3,368.28	\$3,468.18	\$3,571.23	\$3,677.32	\$3,786.63	\$3,899.31	\$4,015.35	\$4,134.66	\$4,257.78	\$4,341.97	\$4,427.80	\$4,515.38	\$4,648.96

Increase of 2.00% effective 7/12/2026

**BU 06 Salary Plans (06A/B)**

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A/B	01	\$1,795.02	\$1,831.94	\$1,869.71	\$1,908.68	\$1,948.54	\$1,989.44	\$2,031.39	\$2,074.60	\$2,118.78	\$2,164.28	\$2,200.20	\$2,237.83	\$2,277.13	\$2,341.38
06A/B	02	\$1,851.56	\$1,890.55	\$1,930.65	\$1,971.83	\$2,014.07	\$2,057.47	\$2,102.02	\$2,147.80	\$2,195.00	\$2,245.20	\$2,285.18	\$2,327.30	\$2,370.18	\$2,437.20
06A/B	03	\$1,904.31	\$1,946.47	\$1,989.78	\$2,034.28	\$2,080.10	\$2,127.07	\$2,175.39	\$2,226.73	\$2,281.02	\$2,339.42	\$2,382.69	\$2,426.66	\$2,471.58	\$2,541.60
06A/B	04	\$1,973.50	\$2,017.56	\$2,062.93	\$2,109.52	\$2,157.39	\$2,207.47	\$2,260.39	\$2,317.83	\$2,377.32	\$2,438.67	\$2,483.83	\$2,529.88	\$2,576.87	\$2,650.01
06A/B	05	\$2,064.83	\$2,111.33	\$2,159.12	\$2,209.21	\$2,262.01	\$2,319.43	\$2,378.87	\$2,440.00	\$2,502.70	\$2,567.31	\$2,615.00	\$2,663.69	\$2,713.31	\$2,790.54
06A/B	06	\$2,136.80	\$2,190.43	\$2,247.78	\$2,310.00	\$2,375.23	\$2,442.52	\$2,511.84	\$2,583.31	\$2,656.95	\$2,732.90	\$2,783.93	\$2,836.06	\$2,889.19	\$2,971.70
06A/B	07	\$2,225.59	\$2,287.59	\$2,354.26	\$2,423.12	\$2,494.19	\$2,567.48	\$2,643.06	\$2,721.04	\$2,801.51	\$2,884.53	\$2,938.59	\$2,993.79	\$3,050.03	\$3,137.78
06A/B	08	\$2,333.16	\$2,403.45	\$2,476.01	\$2,551.03	\$2,628.42	\$2,708.24	\$2,790.85	\$2,876.02	\$2,964.11	\$3,054.97	\$3,113.02	\$3,173.46	\$3,236.52	\$3,332.99
06A/B	09	\$2,463.02	\$2,536.38	\$2,612.09	\$2,690.26	\$2,770.96	\$2,854.16	\$2,940.09	\$3,028.74	\$3,121.08	\$3,219.31	\$3,283.82	\$3,349.39	\$3,416.35	\$3,518.20
06A/B	10	\$2,572.70	\$2,650.66	\$2,731.16	\$2,814.38	\$2,900.32	\$2,989.06	\$3,080.62	\$3,177.63	\$3,281.02	\$3,387.95	\$3,455.83	\$3,524.88	\$3,595.37	\$3,702.54
06A/B	11	\$2,730.48	\$2,810.52	\$2,893.03	\$2,978.19	\$3,065.87	\$3,158.38	\$3,256.59	\$3,358.76	\$3,464.11	\$3,572.78	\$3,644.25	\$3,717.14	\$3,791.44	\$3,904.47
06A/B	12	\$2,831.38	\$2,917.09	\$3,005.53	\$3,096.94	\$3,194.17	\$3,297.43	\$3,403.90	\$3,513.97	\$3,627.50	\$3,744.76	\$3,819.62	\$3,895.99	\$3,973.92	\$4,092.37
06A/B	13	\$2,954.52	\$3,045.44	\$3,140.73	\$3,242.23	\$3,348.57	\$3,458.28	\$3,571.71	\$3,688.79	\$3,809.66	\$3,934.55	\$4,013.29	\$4,093.48	\$4,175.39	\$4,299.85
06A/B	14	\$3,092.75	\$3,191.80	\$3,297.15	\$3,406.02	\$3,518.36	\$3,634.47	\$3,754.48	\$3,878.39	\$4,006.27	\$4,138.43	\$4,221.30	\$4,305.71	\$4,391.80	\$4,522.71
06A/B	15	\$3,247.90	\$3,352.97	\$3,461.56	\$3,573.61	\$3,689.17	\$3,808.57	\$3,931.80	\$4,058.99	\$4,190.37	\$4,325.88	\$4,412.40	\$4,500.78	\$4,590.79	\$4,727.64
06A/B	16	\$3,394.77	\$3,504.93	\$3,618.48	\$3,735.83	\$3,856.95	\$3,981.96	\$4,111.00	\$4,244.32	\$4,381.89	\$4,523.90	\$4,614.46	\$4,706.73	\$4,800.85	\$4,943.95
06A/B	17	\$3,541.60	\$3,657.09	\$3,776.42	\$3,899.61	\$4,026.81	\$4,158.24	\$4,293.78	\$4,433.87	\$4,578.53	\$4,727.90	\$4,822.44	\$4,918.92	\$5,017.32	\$5,166.86
06A/B	18	\$3,672.60	\$3,792.94	\$3,917.12	\$4,045.48	\$4,178.11	\$4,314.97	\$4,456.34	\$4,602.38	\$4,753.14	\$4,908.91	\$5,007.10	\$5,107.15	\$5,209.34	\$5,364.62
06A/B	19	\$3,830.64	\$3,954.85	\$4,083.09	\$4,215.45	\$4,352.16	\$4,493.21	\$4,638.96	\$4,789.20	\$4,944.54	\$5,104.89	\$5,206.97	\$5,311.14	\$5,417.35	\$5,578.83
06A/B	20	\$3,978.07	\$4,107.44	\$4,241.12	\$4,379.05	\$4,521.52	\$4,668.65	\$4,820.54	\$4,977.31	\$5,139.25	\$5,306.41	\$5,412.55	\$5,520.80	\$5,631.24	\$5,799.09
06A/B	21	\$4,138.99	\$4,273.76	\$4,412.97	\$4,556.70	\$4,704.99	\$4,858.31	\$5,016.49	\$5,179.86	\$5,348.57	\$5,522.81	\$5,633.24	\$5,745.92	\$5,860.86	\$6,035.53
06A/B	22	\$4,316.42	\$4,456.60	\$4,601.39	\$4,750.88	\$4,905.24	\$5,064.54	\$5,229.10	\$5,398.98	\$5,574.39	\$5,755.45	\$5,870.55	\$5,987.97	\$6,107.73	\$6,289.80

Increase of 2.00% effective 1/10/2027

BU 01 Salary Plan (06A/B)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A/B	01	\$1,550.03	\$1,571.77	\$1,593.96	\$1,616.46	\$1,639.50	\$1,662.82	\$1,686.79	\$1,711.03	\$1,735.80	\$1,760.97	\$1,788.24	\$1,816.06	\$1,844.39	\$1,873.32
01A/B	02	\$1,573.65	\$1,595.44	\$1,617.63	\$1,640.19	\$1,663.21	\$1,686.62	\$1,710.48	\$1,734.75	\$1,759.46	\$1,784.67	\$1,812.40	\$1,840.67	\$1,869.49	\$1,899.54
01A/B	03	\$1,593.68	\$1,618.13	\$1,643.11	\$1,668.63	\$1,694.50	\$1,721.13	\$1,748.27	\$1,775.88	\$1,804.18	\$1,832.91	\$1,861.59	\$1,890.84	\$1,920.67	\$1,954.33
01A/B	04	\$1,628.52	\$1,653.04	\$1,677.97	\$1,703.51	\$1,729.61	\$1,756.15	\$1,783.22	\$1,810.78	\$1,838.98	\$1,867.71	\$1,897.10	\$1,927.15	\$1,957.73	\$1,993.99
01A/B	05	\$1,650.49	\$1,677.00	\$1,704.17	\$1,731.75	\$1,760.04	\$1,788.89	\$1,818.41	\$1,848.45	\$1,879.18	\$1,910.58	\$1,940.82	\$1,971.67	\$2,003.12	\$2,042.65
01A/B	06	\$1,697.40	\$1,724.01	\$1,751.20	\$1,778.91	\$1,807.20	\$1,836.01	\$1,865.52	\$1,895.47	\$1,926.20	\$1,957.51	\$1,988.67	\$2,020.52	\$2,052.95	\$2,096.00
01A/B	07	\$1,732.10	\$1,761.07	\$1,790.79	\$1,821.03	\$1,851.89	\$1,883.57	\$1,915.88	\$1,948.95	\$1,982.61	\$2,017.12	\$2,049.47	\$2,082.52	\$2,116.18	\$2,163.72
01A/B	08	\$1,764.56	\$1,795.90	\$1,827.97	\$1,860.72	\$1,894.25	\$1,928.49	\$1,963.56	\$1,999.54	\$2,036.24	\$2,073.80	\$2,107.28	\$2,141.46	\$2,176.31	\$2,228.11
01A/B	09	\$1,818.58	\$1,852.76	\$1,887.75	\$1,923.67	\$1,960.34	\$1,998.02	\$2,036.50	\$2,075.94	\$2,116.33	\$2,157.75	\$2,192.94	\$2,228.78	\$2,266.81	\$2,327.59
01A/B	10	\$1,875.71	\$1,911.93	\$1,949.07	\$1,987.11	\$2,026.03	\$2,065.93	\$2,106.78	\$2,148.69	\$2,191.55	\$2,235.74	\$2,274.00	\$2,313.44	\$2,355.79	\$2,422.33
01A/B	11	\$1,929.19	\$1,968.36	\$2,008.71	\$2,049.98	\$2,092.36	\$2,135.87	\$2,180.37	\$2,226.09	\$2,274.75	\$2,325.82	\$2,368.75	\$2,412.39	\$2,456.99	\$2,526.51
01A/B	12	\$1,998.97	\$2,040.05	\$2,082.25	\$2,125.57	\$2,169.97	\$2,215.51	\$2,263.46	\$2,313.83	\$2,368.39	\$2,424.51	\$2,469.40	\$2,515.13	\$2,561.74	\$2,634.42
01A/B	13	\$2,091.57	\$2,134.90	\$2,179.25	\$2,224.95	\$2,273.36	\$2,324.31	\$2,379.06	\$2,435.21	\$2,492.91	\$2,551.96	\$2,599.34	\$2,647.63	\$2,696.93	\$2,773.60
01A/B	14	\$2,163.87	\$2,214.31	\$2,267.43	\$2,323.75	\$2,384.76	\$2,447.51	\$2,511.99	\$2,578.40	\$2,646.61	\$2,716.77	\$2,767.46	\$2,819.15	\$2,871.85	\$2,953.74
01A/B	15	\$2,254.07	\$2,311.29	\$2,373.58	\$2,438.03	\$2,504.40	\$2,572.65	\$2,642.91	\$2,715.33	\$2,789.82	\$2,866.52	\$2,920.23	\$2,974.91	\$3,030.73	\$3,117.32
01A/B	15A	\$2,270.10	\$2,333.34	\$2,401.35	\$2,471.58	\$2,544.07	\$2,618.83	\$2,695.92	\$2,775.46	\$2,857.54	\$2,942.22	\$2,997.36	\$3,053.67	\$3,111.03	\$3,200.54
01A/B	16	\$2,361.85	\$2,428.18	\$2,496.43	\$2,566.78	\$2,639.32	\$2,714.10	\$2,791.07	\$2,870.40	\$2,952.21	\$3,036.46	\$3,093.51	\$3,151.67	\$3,212.69	\$3,307.26
01A/B	17	\$2,493.10	\$2,562.08	\$2,633.19	\$2,706.41	\$2,781.69	\$2,859.35	\$2,939.33	\$3,021.67	\$3,106.50	\$3,195.02	\$3,257.16	\$3,322.41	\$3,388.88	\$3,489.88
01A/B	17A	\$2,512.28	\$2,587.11	\$2,664.33	\$2,744.07	\$2,826.38	\$2,911.24	\$2,998.89	\$3,089.31	\$3,183.50	\$3,283.70	\$3,349.50	\$3,416.38	\$3,484.68	\$3,588.56
01A/B	18	\$2,603.66	\$2,677.07	\$2,752.81	\$2,830.82	\$2,911.21	\$2,994.02	\$3,079.31	\$3,167.53	\$3,261.18	\$3,360.31	\$3,427.50	\$3,496.04	\$3,565.95	\$3,672.22
01A/B	19	\$2,728.86	\$2,806.97	\$2,887.58	\$2,970.54	\$3,056.11	\$3,144.25	\$3,237.54	\$3,336.61	\$3,438.95	\$3,544.52	\$3,615.42	\$3,687.77	\$3,761.55	\$3,873.65
01A/B	20	\$2,865.63	\$2,946.32	\$3,029.42	\$3,115.11	\$3,204.70	\$3,299.74	\$3,399.08	\$3,501.46	\$3,606.74	\$3,715.35	\$3,789.65	\$3,865.46	\$3,942.77	\$4,060.27
01A/B	21	\$2,990.23	\$3,076.04	\$3,164.71	\$3,258.81	\$3,358.41	\$3,461.08	\$3,566.95	\$3,675.91	\$3,788.31	\$3,904.09	\$3,982.12	\$4,061.81	\$4,143.04	\$4,266.51
01A/B	22	\$3,129.54	\$3,222.19	\$3,320.47	\$3,422.69	\$3,528.03	\$3,636.62	\$3,748.44	\$3,863.86	\$3,982.78	\$4,105.30	\$4,187.46	\$4,271.25	\$4,356.66	\$4,486.50
01A/B	23	\$3,285.24	\$3,384.20	\$3,486.07	\$3,591.19	\$3,699.41	\$3,810.91	\$3,925.84	\$4,044.16	\$4,165.89	\$4,291.48	\$4,377.36	\$4,464.90	\$4,554.23	\$4,689.98
01A/B	24	\$3,433.77	\$3,537.49	\$3,644.35	\$3,754.34	\$3,867.85	\$3,984.48	\$4,104.97	\$4,228.99	\$4,356.68	\$4,488.23	\$4,577.96	\$4,669.60	\$4,762.99	\$4,904.98
01A/B	25	\$3,582.21	\$3,691.11	\$3,803.27	\$3,918.91	\$4,038.02	\$4,160.82	\$4,287.34	\$4,417.69	\$4,551.90	\$4,690.36	\$4,784.17	\$4,879.92	\$4,977.54	\$5,125.85
01A/B	26	\$3,714.47	\$3,828.05	\$3,945.03	\$4,065.65	\$4,189.85	\$4,317.93	\$4,449.96	\$4,586.02	\$4,726.12	\$4,870.58	\$4,967.99	\$5,067.38	\$5,168.73	\$5,322.81

Increase of 2.00% effective 1/10/2027

BU 03 Salary Plans (03 A/B)

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A/B	04	\$1,676.09	\$1,700.63	\$1,725.56	\$1,751.06	\$1,777.19	\$1,803.74	\$1,830.78	\$1,858.35	\$1,886.54	\$1,915.32	\$1,944.66	\$1,974.72	\$2,005.30	\$2,043.96
03A/B	05	\$1,698.07	\$1,724.54	\$1,751.73	\$1,779.32	\$1,807.61	\$1,836.47	\$1,865.98	\$1,896.03	\$1,926.76	\$1,958.15	\$1,988.37	\$2,019.25	\$2,050.69	\$2,092.60
03A/B	06	\$1,744.99	\$1,771.62	\$1,798.79	\$1,826.47	\$1,854.76	\$1,883.60	\$1,913.10	\$1,943.06	\$1,973.77	\$2,005.10	\$2,036.24	\$2,068.11	\$2,100.54	\$2,145.97
03A/B	07	\$1,779.67	\$1,808.65	\$1,838.37	\$1,868.61	\$1,899.47	\$1,931.16	\$1,963.43	\$1,996.54	\$2,030.19	\$2,064.67	\$2,097.02	\$2,130.10	\$2,163.78	\$2,213.67
03A/B	08	\$1,812.13	\$1,843.47	\$1,875.54	\$1,908.28	\$1,941.84	\$1,976.07	\$2,011.12	\$2,047.10	\$2,083.82	\$2,121.38	\$2,154.86	\$2,189.02	\$2,223.90	\$2,280.00
03A/B	09	\$1,866.15	\$1,900.31	\$1,935.33	\$1,971.23	\$2,007.92	\$2,045.59	\$2,084.08	\$2,123.52	\$2,163.92	\$2,205.31	\$2,240.93	\$2,278.23	\$2,316.31	\$2,379.54
03A/B	10	\$1,923.28	\$1,959.52	\$1,996.65	\$2,034.71	\$2,073.62	\$2,113.50	\$2,154.33	\$2,196.25	\$2,239.50	\$2,285.21	\$2,333.63	\$2,364.69	\$2,407.23	\$2,474.28
03A/B	11	\$1,976.74	\$2,015.94	\$2,056.29	\$2,097.54	\$2,139.94	\$2,183.43	\$2,227.96	\$2,275.43	\$2,324.44	\$2,377.30	\$2,420.17	\$2,463.86	\$2,508.46	\$2,578.45
03A/B	12	\$2,046.54	\$2,087.61	\$2,129.83	\$2,173.12	\$2,217.53	\$2,264.40	\$2,312.92	\$2,365.07	\$2,419.86	\$2,475.96	\$2,520.86	\$2,566.58	\$2,613.21	\$2,686.35
03A/B	13	\$2,139.13	\$2,182.47	\$2,226.84	\$2,274.24	\$2,322.99	\$2,375.76	\$2,430.52	\$2,486.65	\$2,544.36	\$2,603.40	\$2,650.80	\$2,699.09	\$2,748.39	\$2,825.56
03A/B	14	\$2,211.44	\$2,263.17	\$2,316.91	\$2,375.22	\$2,436.22	\$2,498.95	\$2,563.48	\$2,629.84	\$2,698.07	\$2,768.22	\$2,818.91	\$2,870.60	\$2,923.29	\$3,005.70
03A/B	15	\$2,303.54	\$2,362.41	\$2,425.04	\$2,489.50	\$2,555.84	\$2,624.10	\$2,694.35	\$2,766.81	\$2,841.27	\$2,918.00	\$2,971.68	\$3,026.36	\$3,082.21	\$3,169.26
03A/B	16	\$2,413.33	\$2,479.64	\$2,547.90	\$2,618.22	\$2,690.77	\$2,765.57	\$2,842.53	\$2,921.86	\$3,003.67	\$3,087.92	\$3,144.99	\$3,203.10	\$3,264.14	\$3,359.21
03A/B	17	\$2,544.59	\$2,613.54	\$2,684.65	\$2,757.86	\$2,833.17	\$2,910.79	\$2,990.79	\$3,073.13	\$3,157.95	\$3,246.49	\$3,308.63	\$3,373.85	\$3,440.33	\$3,541.81
03A/B	18	\$2,655.10	\$2,728.54	\$2,804.28	\$2,882.30	\$2,962.65	\$3,045.48	\$3,130.77	\$3,219.00	\$3,312.63	\$3,411.76	\$3,478.97	\$3,547.48	\$3,617.44	\$3,724.17
03A/B	19	\$2,780.31	\$2,858.45	\$2,939.03	\$3,022.03	\$3,107.58	\$3,195.70	\$3,289.00	\$3,388.08	\$3,490.39	\$3,595.97	\$3,666.88	\$3,739.23	\$3,813.00	\$3,925.61
03A/B	20	\$2,917.08	\$2,997.77	\$3,080.89	\$3,166.58	\$3,256.16	\$3,351.20	\$3,450.55	\$3,552.90	\$3,658.21	\$3,766.81	\$3,841.12	\$3,916.92	\$3,994.23	\$4,112.23
03A/B	21	\$3,041.71	\$3,127.50	\$3,216.18	\$3,310.26	\$3,409.86	\$3,512.54	\$3,618.40	\$3,727.37	\$3,839.77	\$3,955.56	\$4,033.59	\$4,113.26	\$4,194.50	\$4,318.48
03A/B	22	\$3,180.98	\$3,273.66	\$3,371.92	\$3,474.14	\$3,579.49	\$3,688.09	\$3,799.91	\$3,915.31	\$4,034.23	\$4,156.74	\$4,238.91	\$4,322.71	\$4,408.11	\$4,538.43
03A/B	23	\$3,336.69	\$3,435.65	\$3,537.54	\$3,642.65	\$3,750.87	\$3,862.36	\$3,977.30	\$4,095.66	\$4,217.35	\$4,342.94	\$4,428.81	\$4,516.36	\$4,605.69	\$4,741.94

Increase of 2.00% effective 1/10/2027

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A/B	01	\$1,830.92	\$1,868.58	\$1,907.10	\$1,946.85	\$1,987.51	\$2,029.23	\$2,116.09	\$2,161.16	\$2,207.57	\$2,244.20	\$2,282.59	\$2,322.67	\$2,368.21	\$2,388.21
06A/B	02	\$1,888.59	\$1,928.36	\$1,969.26	\$2,011.27	\$2,054.35	\$2,098.62	\$2,144.06	\$2,190.76	\$2,238.90	\$2,290.10	\$2,330.88	\$2,373.85	\$2,417.58	\$2,485.94
06A/B	03	\$1,942.40	\$1,985.40	\$2,029.58	\$2,074.97	\$2,121.70	\$2,169.61	\$2,218.90	\$2,271.26	\$2,326.64	\$2,386.21	\$2,430.34	\$2,475.19	\$2,521.01	\$2,592.43
06A/B	04	\$2,012.97	\$2,057.91	\$2,104.19	\$2,151.71	\$2,200.54	\$2,251.62	\$2,305.60	\$2,364.19	\$2,424.87	\$2,487.44	\$2,533.51	\$2,580.48	\$2,628.41	\$2,703.01
06A/B	05	\$2,106.13	\$2,153.56	\$2,202.30	\$2,253.39	\$2,307.25	\$2,365.82	\$2,426.45	\$2,488.80	\$2,552.75	\$2,618.66	\$2,667.30	\$2,716.96	\$2,767.58	\$2,846.35
06A/B	06	\$2,179.54	\$2,234.24	\$2,292.74	\$2,356.20	\$2,422.73	\$2,491.37	\$2,562.08	\$2,634.98	\$2,710.09	\$2,787.56	\$2,839.61	\$2,892.78	\$2,946.97	\$3,031.13
06A/B	07	\$2,270.10	\$2,333.34	\$2,401.35	\$2,471.58	\$2,544.07	\$2,618.83	\$2,695.92	\$2,775.46	\$2,857.54	\$2,942.22	\$2,997.36	\$3,053.67	\$3,111.03	\$3,200.54
06A/B	08	\$2,379.82	\$2,451.52	\$2,525.53	\$2,602.05	\$2,680.99	\$2,762.40	\$2,846.67	\$2,933.54	\$3,023.39	\$3,116.07	\$3,175.28	\$3,236.93	\$3,301.25	\$3,399.65
06A/B	09	\$2,512.28	\$2,587.11	\$2,664.33	\$2,744.07	\$2,826.38	\$2,911.24	\$2,998.89	\$3,089.31	\$3,183.50	\$3,283.70	\$3,349.50	\$3,416.38	\$3,484.68	\$3,588.56
06A/B	10	\$2,624.15	\$2,703.67	\$2,785.78	\$2,870.67	\$2,958.33	\$3,048.84	\$3,142.23	\$3,241.18	\$3,346.64	\$3,455.71	\$3,524.95	\$3,595.38	\$3,667.28	\$3,776.59
06A/B	11	\$2,785.09	\$2,866.73	\$2,950.89	\$3,037.75	\$3,127.19	\$3,221.55	\$3,321.72	\$3,425.94	\$3,533.39	\$3,644.24	\$3,717.14	\$3,791.48	\$3,867.27	\$3,982.56
06A/B	12	\$2,888.01	\$2,975.43	\$3,065.64	\$3,158.88	\$3,258.05	\$3,363.38	\$3,471.98	\$3,584.25	\$3,700.05	\$3,819.66	\$3,896.01	\$3,973.91	\$4,053.40	\$4,174.22
06A/B	13	\$3,013.61	\$3,106.35	\$3,203.54	\$3,307.07	\$3,415.54	\$3,527.45	\$3,643.14	\$3,762.57	\$3,885.85	\$4,013.24	\$4,093.56	\$4,175.35	\$4,258.90	\$4,385.85
06A/B	14	\$3,154.61	\$3,255.64	\$3,363.09	\$3,474.14	\$3,588.73	\$3,707.16	\$3,829.57	\$3,955.96	\$4,086.40	\$4,221.20	\$4,305.73	\$4,391.82	\$4,479.64	\$4,613.16
06A/B	15	\$3,312.86	\$3,420.03	\$3,530.79	\$3,645.08	\$3,762.95	\$3,884.74	\$4,010.44	\$4,140.17	\$4,274.18	\$4,412.40	\$4,500.65	\$4,590.80	\$4,682.61	\$4,822.19
06A/B	16	\$3,462.67	\$3,575.03	\$3,690.85	\$3,810.55	\$3,934.09	\$4,061.60	\$4,193.22	\$4,329.21	\$4,469.53	\$4,614.38	\$4,706.75	\$4,800.86	\$4,896.87	\$5,042.83
06A/B	17	\$3,612.43	\$3,730.23	\$3,851.95	\$3,977.60	\$4,107.35	\$4,241.40	\$4,379.66	\$4,522.55	\$4,670.10	\$4,822.46	\$4,918.89	\$5,017.30	\$5,117.67	\$5,270.20
06A/B	18	\$3,746.05	\$3,868.80	\$3,995.46	\$4,126.39	\$4,261.67	\$4,401.27	\$4,545.47	\$4,694.43	\$4,848.20	\$5,007.09	\$5,107.24	\$5,209.29	\$5,313.53	\$5,471.91
06A/B	19	\$3,907.25	\$4,033.95	\$4,164.75	\$4,299.76	\$4,439.20	\$4,583.07	\$4,731.74	\$4,884.98	\$5,043.43	\$5,206.99	\$5,311.11	\$5,417.36	\$5,525.70	\$5,690.41
06A/B	20	\$4,057.63	\$4,189.59	\$4,325.94	\$4,466.63	\$4,611.95	\$4,762.02	\$4,916.95	\$5,076.86	\$5,242.04	\$5,412.54	\$5,520.80	\$5,631.22	\$5,743.86	\$5,915.07
06A/B	21	\$4,221.77	\$4,359.24	\$4,501.23	\$4,647.83	\$4,799.09	\$4,955.48	\$5,116.82	\$5,283.46	\$5,455.54	\$5,633.27	\$5,745.90	\$5,860.84	\$5,978.08	\$6,156.24
06A/B	22	\$4,402.75	\$4,545.73	\$4,693.42	\$4,845.90	\$5,003.34	\$5,165.83	\$5,333.68	\$5,506.96	\$5,685.88	\$5,870.56	\$5,987.96	\$6,107.73	\$6,229.88	\$6,415.60

Increase of 3.00% effective 1/12/2025

**BU 06 TPL Salary Plans (E81 and EAQ)**

Plan	Gr	min	annual	max	annual
E81	01	\$75,703.87		\$116,121.29	
EAQ	01	\$83,173.42		\$156,141.82	

Increase of 2.00% effective 7/13/2025

**BU 06 TPL Salary Plans (E81 and EAQ)**

Plan	Gr	min	annual	max	annual
E81	01	\$77,217.95		\$118,443.72	
EAQ	01	\$84,836.89		\$159,264.66	

Increase of 2.00% effective 1/11/2026

**BU 06 TPL Salary Plans (E81 and EAQ)**

Plan	Gr	min	annual	max	annual
E81	01	\$78,762.31		\$120,812.59	
EAQ	01	\$86,533.63		\$162,449.95	



Increase of  effective 7/12/2026

**BU 06 TPL Salary Plans (E81 and EAQ)**

Plan	Gr	min	annual	max	annual
E81	01	\$80,337.56		\$123,228.84	
EAQ	01	\$88,264.30		\$165,698.95	

Increase of  effective 1/10/2027

**BU 06 TPL Salary Plans (E81 and EAQ)**

Plan	Gr	min	annual	max	annual
E81	01	\$81,944.31		\$125,693.42	
EAQ	01	\$90,029.59		\$169,012.93	

Increase of 3.00% effective 1/1/2025

BU 06 Salary Plans ITTA/B (Technical)		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan	Level	\$2,748.20	\$2,830.60	\$2,920.30	\$3,007.93	\$3,098.16	\$3,201.45	\$3,304.69	\$3,413.75	\$3,522.76	\$3,637.51	\$3,748.65	\$3,859.04	\$3,974.81	\$4,094.04
ITTA	01	\$2,748.20	\$2,830.60	\$2,920.30	\$3,007.93	\$3,098.16	\$3,201.45	\$3,304.69	\$3,413.75	\$3,522.76	\$3,637.51	\$3,748.65	\$3,859.04	\$3,974.81	\$4,094.04
ITTA	02	\$3,059.18	\$3,167.79	\$3,276.43	\$3,384.99	\$3,493.60	\$3,602.24	\$3,710.84	\$3,822.17	\$3,936.82	\$4,054.95	\$4,176.61	\$4,301.90	\$4,430.94	\$4,563.89
ITTA	03	\$3,883.97	\$4,000.48	\$4,120.49	\$4,244.09	\$4,371.44	\$4,502.54	\$4,637.64	\$4,776.17	\$4,920.06	\$5,067.68	\$5,219.71	\$5,376.31	\$5,537.61	\$5,703.73
ITTA	3A	\$3,942.22	\$4,060.47	\$4,182.29	\$4,307.75	\$4,436.99	\$4,570.11	\$4,707.22	\$4,848.42	\$4,993.85	\$5,143.70	\$5,297.99	\$5,456.94	\$5,620.67	\$5,789.26

BU 06 Salary Plans ITDA/B (Technical)		Level	Min	Max
Plan	Level	1	\$106,445.05	\$111,404.60
ITDA/B	1	\$106,445.05	\$111,404.60	
ITDA/B	2	\$118,661.15	\$131,457.66	
ITDA/B	3	\$148,296.99	\$164,879.10	
ITDA/B	3A	\$150,520.77	\$167,352.50	

BU 06 Salary Plans ITMA/B (Technical)		Level	Min	Max
Plan	Level	4	\$124,743.38	\$184,145.71
ITMA/B	4	\$124,743.38	\$184,145.71	

BU 06 Salary Plans ITSA/B (Customer Service & End User Support)		Level	Min	Max
Plan	Level	1	\$2,688.07	\$3,007.72
ITSA	01	\$2,688.07	\$3,007.72	\$3,344.41
ITSA	02	\$2,914.41	\$3,209.56	\$3,573.15
ITSA	03	\$3,198.97	\$3,409.75	\$3,808.57
ITSA	3A	\$3,246.97	\$3,460.88	\$3,683.01

Increase of 2.00% effective 7/13/2025

BU 06 Salary Plans ITTAVB (Technical)		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan	Level														
ITTA	01	\$2,803.16	\$2,887.21	\$2,978.71	\$3,068.09	\$3,160.12	\$3,255.48	\$3,370.78	\$3,482.03	\$3,593.22	\$3,710.26	\$3,821.58	\$3,936.22	\$4,054.31	\$4,175.92
ITTA	02	\$3,120.36	\$3,231.15	\$3,341.96	\$3,452.69	\$3,563.47	\$3,674.28	\$3,785.06	\$3,898.61	\$4,015.56	\$4,136.05	\$4,260.14	\$4,387.94	\$4,519.56	\$4,655.17
ITTA	03	\$3,961.65	\$4,080.49	\$4,202.90	\$4,328.97	\$4,458.87	\$4,592.59	\$4,730.39	\$4,872.31	\$5,018.46	\$5,169.03	\$5,324.10	\$5,483.84	\$5,648.36	\$5,817.80
ITTA	3A	\$4,021.06	\$4,141.68	\$4,265.94	\$4,393.91	\$4,525.73	\$4,661.51	\$4,801.36	\$4,945.39	\$5,093.73	\$5,246.57	\$5,403.95	\$5,566.08	\$5,733.08	\$5,905.05

BU 06 Salary Plans ITDAVB (Technical)		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan	Level														
ITDAVB	1	\$108,573.93	\$113,632.90												
ITDAVB	2	\$121,034.43	\$134,086.81												
ITDAVB	3	\$151,262.81	\$168,176.68												
ITDAVB	3A	\$153,531.31	\$170,699.55												

BU 06 Salary Plans ITMAVB (Technical)		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan	Level														
ITMAVB	4	\$127,238.25	\$187,828.62												

BU 06 Salary Plans ITSAVB (Customer Service & End User Support)		1	2	3	4	5	6	7	8	9	10	11	12	13	14
Plan	Level														
ITSA	01	\$2,721.43	\$2,803.80	\$2,888.81	\$2,976.69	\$3,070.15	\$3,169.41	\$3,271.73	\$3,377.52	\$3,486.65	\$3,599.31	\$3,707.31	\$3,818.51	\$3,933.11	\$4,051.07
ITSA	02	\$2,972.70	\$3,067.87	\$3,169.11	\$3,273.75	\$3,381.76	\$3,493.33	\$3,608.69	\$3,727.78	\$3,850.70	\$3,977.79	\$4,097.09	\$4,220.01	\$4,346.59	\$4,476.98
ITSA	03	\$3,262.95	\$3,360.87	\$3,477.95	\$3,590.74	\$3,707.19	\$3,827.34	\$3,951.35	\$4,079.52	\$4,211.73	\$4,348.27	\$4,478.71	\$4,613.06	\$4,751.49	\$4,893.99
ITSA	3A	\$3,311.91	\$3,411.30	\$3,530.10	\$3,644.61	\$3,762.79	\$3,884.74	\$4,010.60	\$4,140.71	\$4,274.89	\$4,413.49	\$4,545.91	\$4,682.27	\$4,822.75	\$4,967.40

Increase of **2.00%** effective 1/11/2026

Plan	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14
BU 06 Salary Plans ITTAB (Technical)	ITTA	\$2,859.22	\$2,944.95	\$3,038.28	\$3,129.45	\$3,223.32	\$3,320.79	\$3,438.20	\$3,551.67	\$3,665.08	\$3,784.47	\$3,898.01	\$4,014.94	\$4,135.40	\$4,259.44
	ITTA	\$3,182.77	\$3,295.77	\$3,408.80	\$3,521.74	\$3,634.74	\$3,747.77	\$3,860.76	\$3,976.58	\$4,095.87	\$4,218.77	\$4,345.34	\$4,475.70	\$4,609.95	\$4,748.27
	ITTA	\$4,040.88	\$4,162.10	\$4,286.96	\$4,415.55	\$4,548.05	\$4,684.44	\$4,825.00	\$4,969.76	\$5,118.83	\$5,272.41	\$5,430.58	\$5,593.52	\$5,761.33	\$5,934.16
	ITTA	\$4,101.48	\$4,224.51	\$4,351.26	\$4,481.79	\$4,616.24	\$4,754.74	\$4,897.39	\$5,044.30	\$5,195.60	\$5,351.50	\$5,512.03	\$5,677.40	\$5,847.74	\$6,023.15

Plan	Level	Min	Max
BU 06 Salary Plans ITDAIB (Technical)	ITDAIB	\$110,746.45	\$115,905.55
	ITDAIB	\$123,455.03	\$136,768.55
	ITDAIB	\$154,288.17	\$171,540.22
	ITDAIB	\$156,601.91	\$174,113.54

Plan	Level	Min	Max
BU 06 Salary Plans ITMAIB (Technical)	ITMA	\$4,991.66	\$7,368.66

Plan	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14
BU 06 Salary Plans ITSAIB (Customer Service & End User Support)	ITSA	\$2,775.86	\$2,859.88	\$2,946.59	\$3,036.22	\$3,131.55	\$3,232.80	\$3,337.16	\$3,445.07	\$3,556.38	\$3,671.30	\$3,781.46	\$3,894.88	\$4,011.77	\$4,132.09
	ITSA	\$3,032.15	\$3,129.23	\$3,232.49	\$3,339.23	\$3,449.40	\$3,563.20	\$3,680.86	\$3,802.34	\$3,927.71	\$4,057.35	\$4,179.03	\$4,304.41	\$4,433.52	\$4,566.52
	ITSA	\$3,328.21	\$3,428.09	\$3,547.51	\$3,662.55	\$3,781.33	\$3,903.89	\$4,030.38	\$4,161.11	\$4,295.96	\$4,435.24	\$4,568.28	\$4,705.32	\$4,846.52	\$4,991.87
	ITSA	\$3,378.15	\$3,479.53	\$3,600.70	\$3,717.50	\$3,838.05	\$3,962.43	\$4,090.81	\$4,223.52	\$4,360.39	\$4,501.76	\$4,636.83	\$4,775.92	\$4,919.21	\$5,066.75

Increase of 2.00% effective 7/1/2026

Plan	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>BU 06 Salary Plans ITTA/B (Technical)</b>															
ITTA	01	\$2,916.40	\$3,003.85	\$3,099.05	\$3,192.04	\$3,287.79	\$3,397.41	\$3,506.96	\$3,622.70	\$3,738.38	\$3,860.16	\$3,975.97	\$4,095.24	\$4,218.11	\$4,344.63
ITTA	02	\$3,246.43	\$3,361.69	\$3,476.98	\$3,592.17	\$3,707.43	\$3,822.73	\$3,937.98	\$4,056.11	\$4,177.79	\$4,303.15	\$4,432.25	\$4,565.21	\$4,702.15	\$4,843.24
ITTA	03	\$4,121.70	\$4,245.34	\$4,372.70	\$4,503.86	\$4,639.01	\$4,778.13	\$4,921.50	\$5,069.16	\$5,221.21	\$5,377.86	\$5,539.19	\$5,705.39	\$5,876.56	\$6,052.84
ITTA	3A	\$4,183.51	\$4,309.00	\$4,438.29	\$4,571.43	\$4,708.56	\$4,849.83	\$4,995.34	\$5,145.19	\$5,299.51	\$5,458.53	\$5,622.27	\$5,790.95	\$5,964.69	\$6,143.61

Plan	Level	Min	Max
<b>BU 06 Salary Plans ITDA/B (Technical)</b>			
ITDA/B	1	\$112,960.39	\$118,223.66
ITDA/B	2	\$125,924.25	\$139,503.02
ITDA/B	3	\$137,373.65	\$174,971.02
ITDA/B	3A	\$159,733.87	\$177,595.81

Plan	Level	Min	Max
<b>BU 06 Salary Plans ITMA/B (Technical)</b>			
ITMA/B	4	\$132,378.68	\$195,416.89

Plan	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>BU 06 Salary Plans ITSA/B (Customer Service &amp; End User Support)</b>															
ITSA	01	\$2,831.38	\$2,917.08	\$3,005.52	\$3,096.94	\$3,194.18	\$3,297.46	\$3,403.90	\$3,513.97	\$3,627.51	\$3,744.73	\$3,857.09	\$3,972.78	\$4,092.01	\$4,214.73
ITSA	02	\$3,092.79	\$3,191.81	\$3,297.14	\$3,406.01	\$3,518.39	\$3,634.46	\$3,754.48	\$3,876.39	\$4,006.26	\$4,138.50	\$4,262.61	\$4,390.50	\$4,522.19	\$4,657.85
ITSA	03	\$3,394.77	\$3,496.65	\$3,618.46	\$3,735.80	\$3,856.96	\$3,981.97	\$4,110.99	\$4,244.33	\$4,381.86	\$4,523.94	\$4,659.65	\$4,799.43	\$4,943.45	\$5,091.71
ITSA	3A	\$3,445.71	\$3,549.12	\$3,672.71	\$3,791.85	\$3,914.81	\$4,041.68	\$4,172.63	\$4,307.99	\$4,447.60	\$4,591.80	\$4,729.57	\$4,871.44	\$5,017.59	\$5,168.09

Increase of 2.00% effective 1/10/2027

**BU 06 Salary Plans ITTA/B (Technical)**

Plan	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14
ITTA	01	\$2,974.73	\$3,063.93	\$3,161.03	\$3,255.88	\$3,353.55	\$3,465.36	\$3,577.10	\$3,695.15	\$3,813.15	\$3,937.36	\$4,055.49	\$4,177.14	\$4,302.47	\$4,431.52
ITTA	02	\$3,311.36	\$3,428.92	\$3,546.52	\$3,664.01	\$3,781.58	\$3,899.18	\$4,016.74	\$4,137.23	\$4,261.35	\$4,389.21	\$4,520.90	\$4,656.51	\$4,796.19	\$4,940.10
ITTA	03	\$4,204.13	\$4,330.25	\$4,460.15	\$4,593.94	\$4,731.79	\$4,873.69	\$5,019.93	\$5,170.54	\$5,325.63	\$5,485.42	\$5,649.97	\$5,819.50	\$5,994.09	\$6,173.90
ITTA	3A	\$4,267.18	\$4,395.18	\$4,527.06	\$4,662.86	\$4,802.73	\$4,946.83	\$5,095.25	\$5,248.09	\$5,405.50	\$5,567.70	\$5,734.72	\$5,906.77	\$6,083.98	\$6,266.48

**BU 06 Salary Plans ITDA/B (Technical)**

Plan	Level	Min	Max
ITDA/B	1	\$115,219.53	\$120,588.14
ITDA/B	2	\$128,442.61	\$142,294.00
ITDA/B	3	\$160,521.41	\$178,470.44
ITDA/B	3A	\$162,928.49	\$181,147.73

**BU 06 Salary Plans ITMA/B (Technical)**

Plan	Level	Min	Max
ITMA/B	4	\$135,026.25	\$199,325.23

**BU 06 Salary Plans ITSA/B (Customer Service & End User Support)**

Plan	Level	1	2	3	4	5	6	7	8	9	10	11	12	13	14
ITSA	01	\$2,888.01	\$2,975.42	\$3,065.63	\$3,158.88	\$3,258.06	\$3,363.41	\$3,471.98	\$3,584.25	\$3,700.06	\$3,819.62	\$3,934.23	\$4,052.24	\$4,173.85	\$4,299.02
ITSA	02	\$3,154.65	\$3,255.65	\$3,363.08	\$3,474.13	\$3,588.76	\$3,707.15	\$3,829.57	\$3,955.96	\$4,086.39	\$4,221.27	\$4,347.86	\$4,478.31	\$4,612.63	\$4,751.01
ITSA	03	\$3,462.67	\$3,566.58	\$3,690.83	\$3,810.52	\$3,934.10	\$4,061.61	\$4,193.21	\$4,329.22	\$4,469.52	\$4,614.42	\$4,752.84	\$4,895.42	\$5,042.32	\$5,193.54
ITSA	3A	\$3,514.62	\$3,620.10	\$3,746.16	\$3,867.89	\$3,993.11	\$4,122.51	\$4,256.08	\$4,394.15	\$4,536.55	\$4,663.64	\$4,824.16	\$4,968.87	\$5,117.94	\$5,271.45