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COMMONWEALTH OF MASSACHUSETTS
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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 9

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

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DATE: December 17, 2024

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

On May 24, 2024, the Commonwealth of Massachusetts's Human Resources Division signed a Labor Agreement with MOSES, Unit 9 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 Matthew Hale, Deputy Director, HRD's Office of Employee Relations. Questions regarding the applicability of these provisions to Confidential, Intermittent, or short-term employees should be directed to Sarah Unsworth, Director of Classification and Compensation, HRD.

A copy of this Implementation Memorandum will be posted on HRD's website at (<https://www.mass.gov/guides/collective-bargaining-agreements-union-contracts>). A fully integrated 2024 – 2027 Collective Bargaining Agreement has been posted online on the aforementioned web site.

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SECTION I CONTRACT CHANGES

**ARTICLE 7
WORKWEEK AND WORK SCHEDULES**

Section 7.6 Stand-by Duty

A. **Effective the first full pay period of January 2025,** An employee who is required by the department head to leave instructions as to where **they** may be reached in order to report to work when necessary shall be reimbursed at a rate of **\$42.50** for such period.

Section 7.7 Shift Differential

A. **Effective the first full pay period of January 2025,** employees rendering service on a regular basis whose regular workday is on a second or third shift as defined in Paragraph C shall receive a shift differential at a rate of **\$2.60** per hour.

Section 7.8 Weekend Differential *(New Section)*

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 **\$1.00** per hour shall be paid to all Unit 9 employees who are regularly scheduled to work Saturday and/or Sunday, not to exceed 7.5 or 8 hours per day.

Section 7.9 Bilingual Differential *(New Section)*

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.)

**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

Effective the first full pay period of January 2025, an employee who is assigned to duty that requires **them** to be absent from **their** home for more than twenty-four (24) hours shall be reimbursed for reasonable charges for lodging, including tips. In addition, an employee shall receive **sixty dollars (\$60.00)** for meal expenses, including travel days, and including tips.

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 AM to 9:00 AM	\$12.00
Lunch	9:01 AM to 3:00 PM	\$20.00
Dinner	3:01 PM to 9:00 PM	\$28.00
Midnight Snack	9:01 PM to 3:00 AM	\$12.00

**ARTICLE 12
SALARY RATES**

Section 12.1

The following shall apply to full-time employees:

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

Subsequent sections in Article 12 will be re-numbered.

SECTION II ADMINISTRATIVE INSTRUCTIONS

HR/CMS INSTRUCTIONS

The salary increases for MOSES 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 include an appropriation (1599-4448) to fund incremental costs of the MOSES, Unit 9 Collective Bargaining Agreements.

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

BU 09 Salary Plans (09A/B)

Increase of **3.00%** effective 1/12/2025

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,659.41	\$1,697.68	\$1,736.80	\$1,776.79	\$1,817.76	\$1,859.61	\$1,902.41	\$1,946.28	\$1,991.07	\$2,036.95	\$2,112.85	\$2,242.74	\$2,308.94
12	\$1,693.68	\$1,732.78	\$1,772.72	\$1,813.61	\$1,855.39	\$1,898.18	\$1,941.98	\$1,986.79	\$2,032.55	\$2,079.43	\$2,156.81	\$2,289.36	\$2,356.96
13	\$1,790.94	\$1,832.09	\$1,874.17	\$1,917.21	\$1,961.24	\$2,006.35	\$2,052.37	\$2,099.59	\$2,147.77	\$2,197.14	\$2,279.00	\$2,419.06	\$2,490.49
14	\$1,881.72	\$1,929.32	\$1,978.16	\$2,028.22	\$2,079.47	\$2,132.13	\$2,186.04	\$2,241.37	\$2,298.03	\$2,356.17	\$2,443.90	\$2,594.15	\$2,670.73
15	\$1,980.81	\$2,032.41	\$2,085.45	\$2,139.89	\$2,195.64	\$2,252.95	\$2,311.73	\$2,371.97	\$2,433.92	\$2,497.32	\$2,590.33	\$2,749.56	\$2,830.76
16	\$2,082.57	\$2,139.98	\$2,198.86	\$2,259.51	\$2,321.70	\$2,385.58	\$2,451.29	\$2,518.88	\$2,588.18	\$2,659.48	\$2,758.55	\$2,928.11	\$3,014.56
17	\$2,202.76	\$2,262.80	\$2,324.43	\$2,387.73	\$2,452.79	\$2,519.59	\$2,588.28	\$2,658.78	\$2,731.17	\$2,805.56	\$2,910.04	\$3,088.95	\$3,180.13
18	\$2,315.63	\$2,380.42	\$2,447.14	\$2,515.62	\$2,586.05	\$2,658.44	\$2,732.92	\$2,809.42	\$2,888.01	\$2,968.86	\$3,079.43	\$3,268.72	\$3,365.26
19	\$2,430.38	\$2,499.91	\$2,571.53	\$2,645.15	\$2,720.84	\$2,798.70	\$2,878.83	\$2,961.26	\$3,046.00	\$3,133.21	\$3,249.92	\$3,449.71	\$3,551.55
20	\$2,555.90	\$2,627.96	\$2,702.12	\$2,778.28	\$2,856.59	\$2,937.17	\$3,019.95	\$3,105.12	\$3,192.63	\$3,282.61	\$3,404.88	\$3,614.19	\$3,720.93
21	\$2,670.58	\$2,747.79	\$2,827.28	\$2,909.06	\$2,993.19	\$3,079.67	\$3,168.72	\$3,260.38	\$3,354.65	\$3,451.62	\$3,580.22	\$3,800.30	\$3,912.50
21A	\$2,683.67	\$2,761.27	\$2,841.14	\$2,923.30	\$3,007.87	\$3,094.76	\$3,184.30	\$3,276.37	\$3,371.10	\$3,468.55	\$3,597.77	\$3,818.93	\$3,931.67
21B	\$2,722.96	\$2,801.66	\$2,882.71	\$2,966.09	\$3,051.87	\$3,140.06	\$3,230.89	\$3,324.30	\$3,420.43	\$3,519.31	\$3,650.42	\$3,874.82	\$3,989.21
22	\$2,798.99	\$2,881.18	\$2,965.67	\$3,052.74	\$3,142.39	\$3,234.65	\$3,329.55	\$3,427.31	\$3,527.94	\$3,631.46	\$3,766.69	\$3,998.24	\$4,116.30
23	\$2,937.84	\$3,022.54	\$3,109.64	\$3,199.29	\$3,291.60	\$3,386.38	\$3,484.01	\$3,584.47	\$3,687.78	\$3,794.12	\$3,935.39	\$4,177.32	\$4,300.66
23A	\$2,995.10	\$3,081.40	\$3,170.25	\$3,261.63	\$3,355.74	\$3,452.37	\$3,551.88	\$3,654.32	\$3,759.61	\$3,868.03	\$4,012.07	\$4,258.72	\$4,384.44
24	\$3,066.07	\$3,155.28	\$3,247.16	\$3,341.64	\$3,438.98	\$3,539.02	\$3,642.07	\$3,748.05	\$3,857.14	\$3,969.38	\$4,117.27	\$4,370.40	\$4,499.42
25	\$3,195.33	\$3,289.47	\$3,386.32	\$3,486.16	\$3,588.88	\$3,694.56	\$3,803.41	\$3,915.49	\$4,030.83	\$4,149.57	\$4,304.11	\$4,568.75	\$4,703.64
25A	\$3,257.57	\$3,353.57	\$3,452.30	\$3,554.08	\$3,658.80	\$3,766.52	\$3,877.52	\$3,991.79	\$4,109.37	\$4,230.43	\$4,387.98	\$4,657.76	\$4,795.27
26	\$3,309.44	\$3,407.97	\$3,509.49	\$3,614.05	\$3,721.71	\$3,832.56	\$3,946.72	\$4,064.29	\$4,185.30	\$4,309.95	\$4,470.47	\$4,745.30	\$4,885.40
27	\$3,448.04	\$3,549.95	\$3,654.75	\$3,762.75	\$3,873.88	\$3,988.36	\$4,106.15	\$4,227.46	\$4,352.33	\$4,480.92	\$4,647.79	\$4,933.52	\$5,079.20
28	\$3,584.63	\$3,691.31	\$3,801.14	\$3,914.27	\$4,030.73	\$4,150.65	\$4,274.17	\$4,401.34	\$4,532.26	\$4,667.12	\$4,840.97	\$5,138.55	\$5,290.28
29	\$3,718.29	\$3,829.70	\$3,944.42	\$4,062.57	\$4,184.30	\$4,309.62	\$4,438.72	\$4,571.71	\$4,708.62	\$4,849.65	\$5,030.27	\$5,339.52	\$5,497.18
30	\$3,797.60	\$3,911.55	\$4,028.82	\$4,149.63	\$4,274.20	\$4,402.38	\$4,534.39	\$4,670.43	\$4,810.47	\$4,954.82	\$5,139.32	\$5,455.27	\$5,616.32
31	\$3,936.84	\$4,055.67	\$4,178.06	\$4,304.08	\$4,434.03	\$4,567.82	\$4,705.61	\$4,847.62	\$4,993.85	\$5,144.58	\$5,336.22	\$5,664.27	\$5,831.53
32	\$4,089.35	\$4,212.88	\$4,340.13	\$4,471.24	\$4,606.31	\$4,745.48	\$4,888.80	\$5,036.39	\$5,188.48	\$5,345.22	\$5,544.29	\$5,885.15	\$6,058.92
33	\$4,241.81	\$4,370.05	\$4,502.22	\$4,638.33	\$4,778.56	\$4,923.09	\$5,071.92	\$5,225.22	\$5,383.17	\$5,545.97	\$5,752.54	\$6,106.15	\$6,286.46

BU 09 Salary Plans (09A/B)

Increase of **2.00%** effective 7/13/2025

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,692.60	\$1,731.63	\$1,771.54	\$1,812.33	\$1,854.12	\$1,896.80	\$1,940.46	\$1,985.21	\$2,030.89	\$2,077.69	\$2,155.11	\$2,287.59	\$2,355.12
12	\$1,727.55	\$1,767.44	\$1,808.17	\$1,849.88	\$1,892.50	\$1,936.14	\$1,980.82	\$2,026.53	\$2,073.20	\$2,121.02	\$2,199.95	\$2,335.15	\$2,404.10
13	\$1,826.76	\$1,868.73	\$1,911.65	\$1,955.55	\$2,000.46	\$2,046.48	\$2,093.42	\$2,141.58	\$2,190.73	\$2,241.08	\$2,324.58	\$2,467.44	\$2,540.30
14	\$1,919.35	\$1,967.91	\$2,017.72	\$2,068.78	\$2,121.06	\$2,174.77	\$2,229.76	\$2,286.20	\$2,343.99	\$2,403.29	\$2,492.78	\$2,646.03	\$2,724.14
15	\$2,020.43	\$2,073.06	\$2,127.16	\$2,182.69	\$2,239.55	\$2,298.01	\$2,357.96	\$2,419.41	\$2,482.60	\$2,547.27	\$2,642.14	\$2,804.55	\$2,887.38
16	\$2,124.22	\$2,182.78	\$2,242.84	\$2,304.70	\$2,368.13	\$2,433.29	\$2,500.32	\$2,569.26	\$2,639.94	\$2,712.67	\$2,813.72	\$2,986.67	\$3,074.85
17	\$2,246.82	\$2,308.06	\$2,370.92	\$2,435.48	\$2,501.85	\$2,569.98	\$2,640.05	\$2,711.96	\$2,785.79	\$2,861.67	\$2,968.24	\$3,150.73	\$3,243.73
18	\$2,361.94	\$2,428.03	\$2,496.08	\$2,565.93	\$2,637.77	\$2,711.61	\$2,787.58	\$2,865.61	\$2,945.77	\$3,028.24	\$3,141.02	\$3,334.09	\$3,432.57
19	\$2,478.99	\$2,549.91	\$2,622.96	\$2,698.05	\$2,775.26	\$2,854.67	\$2,936.41	\$3,020.49	\$3,106.92	\$3,195.87	\$3,314.92	\$3,518.70	\$3,622.58
20	\$2,607.02	\$2,680.52	\$2,756.16	\$2,833.85	\$2,913.72	\$2,995.91	\$3,080.35	\$3,167.22	\$3,256.48	\$3,348.26	\$3,472.98	\$3,686.47	\$3,795.35
21	\$2,723.99	\$2,802.75	\$2,883.83	\$2,967.24	\$3,053.05	\$3,141.26	\$3,232.09	\$3,325.59	\$3,421.74	\$3,520.65	\$3,651.82	\$3,876.31	\$3,990.75
21A	\$2,737.34	\$2,816.50	\$2,897.96	\$2,981.77	\$3,068.03	\$3,156.66	\$3,247.99	\$3,341.90	\$3,438.52	\$3,537.92	\$3,669.73	\$3,895.31	\$4,010.30
21B	\$2,777.42	\$2,857.69	\$2,940.36	\$3,025.41	\$3,112.91	\$3,202.86	\$3,295.51	\$3,390.79	\$3,488.84	\$3,589.70	\$3,723.43	\$3,952.32	\$4,068.99
22	\$2,854.97	\$2,938.80	\$3,024.98	\$3,113.79	\$3,205.24	\$3,299.34	\$3,396.14	\$3,495.86	\$3,598.50	\$3,704.09	\$3,842.02	\$4,078.20	\$4,198.63
23	\$2,996.60	\$3,082.99	\$3,171.83	\$3,263.28	\$3,357.43	\$3,454.11	\$3,553.69	\$3,656.16	\$3,761.54	\$3,870.00	\$4,014.10	\$4,260.87	\$4,386.67
23A	\$3,055.00	\$3,143.03	\$3,233.66	\$3,326.86	\$3,422.85	\$3,521.42	\$3,622.92	\$3,727.41	\$3,834.80	\$3,945.39	\$4,092.31	\$4,343.89	\$4,472.13
24	\$3,127.39	\$3,218.39	\$3,312.10	\$3,408.47	\$3,507.76	\$3,609.80	\$3,714.91	\$3,823.01	\$3,934.28	\$4,048.77	\$4,199.62	\$4,457.81	\$4,589.41
25	\$3,259.24	\$3,355.26	\$3,454.05	\$3,555.88	\$3,660.66	\$3,768.45	\$3,879.48	\$3,993.80	\$4,111.45	\$4,232.56	\$4,390.19	\$4,660.13	\$4,797.71
25A	\$3,322.72	\$3,420.64	\$3,521.35	\$3,625.16	\$3,731.98	\$3,841.85	\$3,955.07	\$4,071.63	\$4,191.56	\$4,315.04	\$4,475.74	\$4,750.92	\$4,891.18
26	\$3,375.63	\$3,476.13	\$3,579.68	\$3,686.33	\$3,796.14	\$3,909.21	\$4,025.65	\$4,145.58	\$4,269.01	\$4,396.15	\$4,559.88	\$4,840.21	\$4,983.11
27	\$3,517.00	\$3,620.95	\$3,727.85	\$3,838.01	\$3,951.36	\$4,068.13	\$4,188.27	\$4,312.01	\$4,439.38	\$4,570.54	\$4,740.75	\$5,032.19	\$5,180.78
28	\$3,656.32	\$3,765.14	\$3,877.16	\$3,992.56	\$4,111.34	\$4,233.66	\$4,359.65	\$4,489.37	\$4,622.91	\$4,760.46	\$4,937.79	\$5,241.32	\$5,396.09
29	\$3,792.66	\$3,906.29	\$4,023.31	\$4,143.82	\$4,267.99	\$4,395.81	\$4,527.49	\$4,663.14	\$4,802.79	\$4,946.64	\$5,130.88	\$5,446.31	\$5,607.12
30	\$3,873.55	\$3,989.78	\$4,109.40	\$4,232.62	\$4,359.68	\$4,490.43	\$4,625.08	\$4,763.84	\$4,906.68	\$5,053.92	\$5,242.11	\$5,564.38	\$5,728.65
31	\$4,015.58	\$4,136.78	\$4,261.62	\$4,390.16	\$4,522.71	\$4,659.18	\$4,799.72	\$4,944.57	\$5,093.73	\$5,247.47	\$5,442.94	\$5,777.56	\$5,948.16
32	\$4,171.14	\$4,297.14	\$4,426.93	\$4,560.66	\$4,698.44	\$4,840.39	\$4,986.58	\$5,137.12	\$5,292.25	\$5,452.12	\$5,655.18	\$6,002.85	\$6,180.10
33	\$4,326.65	\$4,457.45	\$4,592.26	\$4,731.10	\$4,874.13	\$5,021.55	\$5,173.36	\$5,329.72	\$5,490.83	\$5,656.89	\$5,867.59	\$6,228.27	\$6,412.19

BU 09 Salary Plans (09A/B)

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

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,726.45	\$1,766.26	\$1,806.97	\$1,848.58	\$1,891.20	\$1,934.74	\$1,979.27	\$2,024.91	\$2,071.51	\$2,119.24	\$2,168.21	\$2,218.34	\$2,269.62
12	\$1,762.10	\$1,802.79	\$1,844.33	\$1,886.88	\$1,930.35	\$1,974.86	\$2,020.44	\$2,067.06	\$2,114.66	\$2,163.44	\$2,213.49	\$2,264.85	\$2,317.81
13	\$1,863.30	\$1,906.10	\$1,949.88	\$1,994.66	\$2,040.47	\$2,087.41	\$2,135.29	\$2,184.41	\$2,234.54	\$2,285.90	\$2,337.07	\$2,389.07	\$2,441.91
14	\$1,957.74	\$2,007.27	\$2,058.07	\$2,110.16	\$2,163.48	\$2,218.27	\$2,274.36	\$2,331.92	\$2,390.87	\$2,451.36	\$2,513.64	\$2,576.85	\$2,641.01
15	\$2,060.84	\$2,114.52	\$2,169.70	\$2,226.34	\$2,284.34	\$2,343.97	\$2,405.12	\$2,467.80	\$2,532.25	\$2,598.22	\$2,664.98	\$2,732.64	\$2,801.33
16	\$2,166.70	\$2,226.44	\$2,287.70	\$2,350.79	\$2,415.49	\$2,481.96	\$2,550.33	\$2,620.65	\$2,692.74	\$2,766.92	\$2,843.60	\$2,922.17	\$3,002.84
17	\$2,291.76	\$2,354.22	\$2,418.34	\$2,484.19	\$2,551.89	\$2,621.38	\$2,692.85	\$2,766.20	\$2,841.51	\$2,918.90	\$3,007.60	\$3,088.00	\$3,169.44
18	\$2,409.18	\$2,476.59	\$2,546.00	\$2,617.25	\$2,690.53	\$2,766.84	\$2,843.33	\$2,922.92	\$3,004.69	\$3,088.80	\$3,175.57	\$3,264.20	\$3,354.91
19	\$2,528.57	\$2,600.91	\$2,675.42	\$2,752.01	\$2,830.77	\$2,911.76	\$2,995.14	\$3,080.90	\$3,169.06	\$3,259.79	\$3,351.22	\$3,444.64	\$3,539.27
20	\$2,659.16	\$2,734.13	\$2,811.28	\$2,890.53	\$2,971.99	\$3,055.83	\$3,141.96	\$3,230.56	\$3,321.61	\$3,415.23	\$3,511.64	\$3,610.04	\$3,710.64
21	\$2,778.47	\$2,858.81	\$2,941.51	\$3,026.58	\$3,114.11	\$3,204.09	\$3,296.73	\$3,392.10	\$3,490.17	\$3,591.06	\$3,724.86	\$3,853.84	\$4,000.57
21A	\$2,792.09	\$2,872.83	\$2,955.92	\$3,041.41	\$3,129.39	\$3,219.79	\$3,312.95	\$3,408.74	\$3,507.29	\$3,608.68	\$3,743.12	\$3,973.22	\$4,090.51
21B	\$2,832.97	\$2,914.84	\$2,999.17	\$3,085.92	\$3,175.17	\$3,266.92	\$3,361.42	\$3,458.61	\$3,558.62	\$3,661.49	\$3,797.90	\$4,031.37	\$4,150.37
22	\$2,912.07	\$2,997.58	\$3,085.48	\$3,176.07	\$3,269.34	\$3,365.33	\$3,464.06	\$3,565.78	\$3,670.47	\$3,778.17	\$3,918.86	\$4,159.76	\$4,282.60
23	\$3,056.53	\$3,144.65	\$3,235.27	\$3,328.55	\$3,424.58	\$3,523.19	\$3,624.76	\$3,729.28	\$3,836.77	\$3,947.40	\$4,094.38	\$4,346.09	\$4,474.40
23A	\$3,116.10	\$3,205.89	\$3,298.33	\$3,393.40	\$3,491.31	\$3,591.85	\$3,695.38	\$3,801.96	\$3,911.50	\$4,024.30	\$4,174.16	\$4,430.77	\$4,561.57
24	\$3,189.94	\$3,282.76	\$3,378.34	\$3,476.64	\$3,577.92	\$3,682.00	\$3,789.21	\$3,899.47	\$4,012.97	\$4,129.75	\$4,283.61	\$4,546.97	\$4,681.20
25	\$3,324.42	\$3,422.37	\$3,523.13	\$3,627.00	\$3,733.87	\$3,843.82	\$3,957.07	\$4,073.68	\$4,193.68	\$4,317.21	\$4,477.99	\$4,753.33	\$4,893.66
25A	\$3,389.17	\$3,489.05	\$3,591.78	\$3,697.66	\$3,806.62	\$3,918.69	\$4,034.17	\$4,153.06	\$4,275.39	\$4,401.34	\$4,565.25	\$4,845.94	\$4,989.00
26	\$3,443.14	\$3,545.65	\$3,651.27	\$3,760.06	\$3,872.06	\$3,987.39	\$4,106.16	\$4,228.49	\$4,354.39	\$4,484.07	\$4,651.08	\$4,937.01	\$5,082.77
27	\$3,587.34	\$3,693.37	\$3,802.41	\$3,914.77	\$4,030.39	\$4,149.49	\$4,272.04	\$4,398.25	\$4,528.17	\$4,661.95	\$4,835.57	\$5,132.83	\$5,284.40
28	\$3,729.45	\$3,840.44	\$3,954.70	\$4,072.41	\$4,193.57	\$4,318.33	\$4,446.84	\$4,579.16	\$4,715.37	\$4,855.67	\$5,036.55	\$5,346.15	\$5,504.01
29	\$3,868.51	\$3,984.42	\$4,103.78	\$4,226.70	\$4,353.35	\$4,483.73	\$4,618.04	\$4,756.40	\$4,898.85	\$5,045.57	\$5,233.50	\$5,555.24	\$5,719.26
30	\$3,951.02	\$4,069.58	\$4,191.59	\$4,317.27	\$4,446.87	\$4,580.24	\$4,717.58	\$4,859.12	\$5,004.81	\$5,155.00	\$5,346.95	\$5,675.67	\$5,843.22
31	\$4,095.89	\$4,219.52	\$4,346.85	\$4,477.96	\$4,613.16	\$4,752.36	\$4,895.71	\$5,043.46	\$5,195.60	\$5,352.42	\$5,551.80	\$5,893.11	\$6,067.12
32	\$4,254.56	\$4,383.08	\$4,515.47	\$4,651.87	\$4,792.41	\$4,937.20	\$5,086.31	\$5,239.86	\$5,398.10	\$5,561.16	\$5,768.28	\$6,122.91	\$6,303.70
33	\$4,413.18	\$4,546.60	\$4,684.11	\$4,825.72	\$4,971.61	\$5,121.98	\$5,276.83	\$5,436.31	\$5,600.65	\$5,770.03	\$5,984.94	\$6,352.84	\$6,540.43

BU 09 Salary Plans (09A/B)

Increase of **2.00%** effective 7/12/2026

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,760.98	\$1,801.59	\$1,843.11	\$1,885.55	\$1,929.02	\$1,973.43	\$2,018.86	\$2,065.41	\$2,112.94	\$2,161.62	\$2,242.17	\$2,380.01	\$2,450.26
12	\$1,797.34	\$1,838.85	\$1,881.22	\$1,924.62	\$1,968.96	\$2,014.36	\$2,060.85	\$2,108.40	\$2,156.95	\$2,206.71	\$2,288.83	\$2,429.49	\$2,501.22
13	\$1,900.57	\$1,944.22	\$1,988.88	\$2,034.55	\$2,081.28	\$2,129.16	\$2,178.00	\$2,228.10	\$2,279.23	\$2,331.62	\$2,418.49	\$2,567.13	\$2,642.93
14	\$1,996.89	\$2,047.42	\$2,099.23	\$2,152.36	\$2,206.75	\$2,262.64	\$2,319.85	\$2,378.56	\$2,438.69	\$2,500.39	\$2,593.49	\$2,752.93	\$2,834.19
15	\$2,102.06	\$2,156.81	\$2,213.09	\$2,270.87	\$2,330.03	\$2,390.85	\$2,453.22	\$2,517.16	\$2,582.90	\$2,650.18	\$2,748.88	\$2,917.85	\$3,004.03
16	\$2,210.03	\$2,270.97	\$2,333.45	\$2,397.81	\$2,463.80	\$2,531.60	\$2,601.34	\$2,673.06	\$2,746.59	\$2,822.26	\$2,927.39	\$3,107.33	\$3,199.08
17	\$2,337.60	\$2,401.30	\$2,466.71	\$2,533.87	\$2,602.93	\$2,673.81	\$2,746.71	\$2,821.52	\$2,898.34	\$2,977.28	\$3,088.15	\$3,278.01	\$3,374.77
18	\$2,457.36	\$2,526.12	\$2,596.92	\$2,669.60	\$2,744.34	\$2,821.16	\$2,900.20	\$2,981.38	\$3,064.78	\$3,150.58	\$3,267.92	\$3,468.79	\$3,571.24
19	\$2,579.14	\$2,652.93	\$2,728.93	\$2,807.05	\$2,887.39	\$2,970.00	\$3,055.04	\$3,142.52	\$3,232.44	\$3,324.99	\$3,448.84	\$3,660.85	\$3,768.93
20	\$2,712.34	\$2,788.81	\$2,867.51	\$2,948.34	\$3,031.43	\$3,116.95	\$3,204.80	\$3,295.17	\$3,388.04	\$3,483.53	\$3,613.29	\$3,835.40	\$3,948.69
21	\$2,834.04	\$2,915.99	\$3,000.34	\$3,087.11	\$3,176.39	\$3,268.17	\$3,362.66	\$3,459.94	\$3,559.97	\$3,662.88	\$3,799.36	\$4,032.92	\$4,151.98
21A	\$2,847.93	\$2,930.29	\$3,015.04	\$3,102.24	\$3,191.98	\$3,284.19	\$3,379.21	\$3,476.91	\$3,577.44	\$3,680.85	\$3,817.98	\$4,052.68	\$4,172.32
21B	\$2,889.63	\$2,973.14	\$3,059.15	\$3,147.64	\$3,238.67	\$3,332.26	\$3,428.65	\$3,527.78	\$3,629.79	\$3,734.72	\$3,873.86	\$4,112.00	\$4,233.38
22	\$2,970.31	\$3,057.53	\$3,147.19	\$3,239.59	\$3,334.73	\$3,432.64	\$3,533.34	\$3,637.10	\$3,743.88	\$3,853.73	\$3,997.24	\$4,242.96	\$4,368.25
23	\$3,117.66	\$3,207.54	\$3,299.98	\$3,395.12	\$3,493.07	\$3,593.65	\$3,697.26	\$3,803.87	\$3,913.51	\$4,026.35	\$4,176.27	\$4,433.01	\$4,563.89
23A	\$3,178.42	\$3,270.01	\$3,364.30	\$3,461.27	\$3,561.14	\$3,663.69	\$3,769.29	\$3,878.00	\$3,989.73	\$4,104.79	\$4,257.64	\$4,519.39	\$4,652.80
24	\$3,253.74	\$3,348.42	\$3,445.91	\$3,546.17	\$3,649.48	\$3,755.64	\$3,864.99	\$3,977.46	\$4,093.23	\$4,212.35	\$4,369.28	\$4,637.91	\$4,774.82
25	\$3,390.91	\$3,490.82	\$3,593.59	\$3,699.54	\$3,808.55	\$3,920.70	\$4,036.21	\$4,155.15	\$4,277.55	\$4,403.55	\$4,567.55	\$4,848.40	\$4,991.53
25A	\$3,456.95	\$3,558.83	\$3,663.62	\$3,771.61	\$3,882.75	\$3,997.06	\$4,114.85	\$4,236.12	\$4,360.90	\$4,489.37	\$4,656.56	\$4,942.86	\$5,088.78
26	\$3,512.00	\$3,616.56	\$3,724.30	\$3,835.26	\$3,949.50	\$4,067.14	\$4,188.28	\$4,313.06	\$4,441.48	\$4,573.75	\$4,744.10	\$5,035.75	\$5,184.43
27	\$3,659.09	\$3,767.24	\$3,878.46	\$3,993.07	\$4,111.00	\$4,232.48	\$4,357.48	\$4,486.22	\$4,618.73	\$4,755.19	\$4,932.28	\$5,235.49	\$5,390.09
28	\$3,804.04	\$3,917.25	\$4,033.79	\$4,153.86	\$4,277.44	\$4,404.70	\$4,535.78	\$4,670.74	\$4,809.68	\$4,952.78	\$5,137.28	\$5,453.07	\$5,614.09
29	\$3,945.88	\$4,064.11	\$4,185.86	\$4,311.23	\$4,440.42	\$4,573.40	\$4,710.40	\$4,851.53	\$4,996.83	\$5,146.48	\$5,338.17	\$5,666.34	\$5,833.65
30	\$4,030.04	\$4,150.97	\$4,275.42	\$4,403.62	\$4,535.81	\$4,671.84	\$4,811.93	\$4,956.30	\$5,104.91	\$5,258.10	\$5,453.89	\$5,789.18	\$5,960.08
31	\$4,177.81	\$4,303.91	\$4,433.79	\$4,567.52	\$4,705.42	\$4,847.41	\$4,993.62	\$5,144.33	\$5,299.51	\$5,459.47	\$5,662.84	\$6,010.97	\$6,188.46
32	\$4,339.65	\$4,470.74	\$4,605.78	\$4,744.91	\$4,888.26	\$5,035.94	\$5,188.04	\$5,344.66	\$5,506.06	\$5,672.38	\$5,883.65	\$6,245.37	\$6,429.77
33	\$4,501.44	\$4,637.53	\$4,777.79	\$4,922.23	\$5,071.04	\$5,224.42	\$5,382.37	\$5,545.04	\$5,712.66	\$5,885.43	\$6,104.64	\$6,479.90	\$6,671.24

BU 09 Salary Plans (09A/B)

Increase of **2.00%** effective 1/10/2027

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
11	\$1,796.20	\$1,837.62	\$1,879.97	\$1,923.26	\$1,967.60	\$2,012.90	\$2,059.24	\$2,106.72	\$2,155.20	\$2,204.85	\$2,287.01	\$2,427.61	\$2,499.27
12	\$1,833.29	\$1,875.63	\$1,918.84	\$1,963.11	\$2,008.34	\$2,054.65	\$2,102.07	\$2,150.57	\$2,200.09	\$2,250.84	\$2,334.61	\$2,478.08	\$2,551.24
13	\$1,938.58	\$1,983.10	\$2,028.66	\$2,075.24	\$2,122.91	\$2,171.74	\$2,221.56	\$2,272.66	\$2,324.81	\$2,378.25	\$2,466.86	\$2,618.47	\$2,695.79
14	\$2,036.83	\$2,088.37	\$2,141.21	\$2,195.41	\$2,250.89	\$2,307.89	\$2,366.25	\$2,426.13	\$2,487.46	\$2,550.40	\$2,645.36	\$2,807.99	\$2,890.87
15	\$2,144.10	\$2,199.95	\$2,257.35	\$2,316.29	\$2,376.63	\$2,438.67	\$2,502.28	\$2,567.50	\$2,634.56	\$2,703.18	\$2,803.86	\$2,976.21	\$3,064.11
16	\$2,254.23	\$2,316.39	\$2,380.12	\$2,445.77	\$2,513.08	\$2,582.23	\$2,653.37	\$2,726.52	\$2,801.52	\$2,878.71	\$2,985.94	\$3,169.48	\$3,263.06
17	\$2,384.35	\$2,449.33	\$2,516.04	\$2,584.55	\$2,654.99	\$2,727.29	\$2,801.64	\$2,877.95	\$2,956.31	\$3,036.83	\$3,149.91	\$3,343.57	\$3,442.27
18	\$2,506.51	\$2,576.64	\$2,648.86	\$2,722.99	\$2,799.23	\$2,877.58	\$2,958.20	\$3,041.01	\$3,126.08	\$3,213.59	\$3,333.28	\$3,538.17	\$3,642.66
19	\$2,630.72	\$2,705.99	\$2,783.51	\$2,863.19	\$2,945.14	\$3,029.40	\$3,116.14	\$3,205.37	\$3,297.09	\$3,391.49	\$3,517.82	\$3,734.07	\$3,844.31
20	\$2,766.59	\$2,844.59	\$2,924.86	\$3,007.31	\$3,092.06	\$3,179.29	\$3,268.90	\$3,361.07	\$3,455.80	\$3,553.20	\$3,685.56	\$3,912.11	\$4,027.66
21	\$2,890.72	\$2,974.31	\$3,060.35	\$3,148.85	\$3,239.92	\$3,333.53	\$3,429.91	\$3,529.14	\$3,631.17	\$3,736.14	\$3,875.35	\$4,113.58	\$4,235.02
21A	\$2,904.89	\$2,988.90	\$3,075.34	\$3,164.28	\$3,255.82	\$3,349.87	\$3,446.79	\$3,546.45	\$3,648.99	\$3,754.47	\$3,894.34	\$4,133.73	\$4,255.77
21B	\$2,947.42	\$3,032.60	\$3,120.33	\$3,210.59	\$3,303.44	\$3,398.91	\$3,497.22	\$3,598.34	\$3,702.39	\$3,809.41	\$3,951.34	\$4,194.24	\$4,318.05
22	\$3,029.72	\$3,118.68	\$3,210.13	\$3,304.38	\$3,401.42	\$3,501.29	\$3,604.01	\$3,709.84	\$3,818.76	\$3,930.80	\$4,077.18	\$4,327.82	\$4,455.62
23	\$3,180.01	\$3,271.69	\$3,365.98	\$3,463.02	\$3,562.93	\$3,665.52	\$3,771.21	\$3,879.95	\$3,991.78	\$4,106.88	\$4,259.80	\$4,521.67	\$4,655.17
23A	\$3,241.99	\$3,335.41	\$3,431.59	\$3,530.50	\$3,632.36	\$3,736.96	\$3,844.68	\$3,955.56	\$4,069.52	\$4,186.89	\$4,342.79	\$4,609.78	\$4,745.86
24	\$3,318.81	\$3,415.39	\$3,514.83	\$3,617.09	\$3,722.47	\$3,830.75	\$3,942.29	\$4,057.01	\$4,175.09	\$4,296.60	\$4,456.67	\$4,730.67	\$4,870.32
25	\$3,458.73	\$3,560.64	\$3,665.46	\$3,773.53	\$3,884.72	\$3,999.11	\$4,116.93	\$4,238.25	\$4,363.10	\$4,491.62	\$4,658.90	\$4,945.37	\$5,091.36
25A	\$3,526.09	\$3,630.01	\$3,736.89	\$3,847.04	\$3,960.41	\$4,077.00	\$4,197.15	\$4,320.84	\$4,448.12	\$4,579.16	\$4,749.69	\$5,041.72	\$5,190.56
26	\$3,582.24	\$3,688.89	\$3,798.79	\$3,911.97	\$4,028.49	\$4,148.48	\$4,272.05	\$4,399.32	\$4,530.31	\$4,665.23	\$4,838.98	\$5,136.47	\$5,288.12
27	\$3,732.27	\$3,842.58	\$3,956.03	\$4,072.93	\$4,193.22	\$4,317.13	\$4,444.63	\$4,575.94	\$4,711.10	\$4,850.29	\$5,030.93	\$5,340.20	\$5,497.89
28	\$3,880.12	\$3,995.60	\$4,114.47	\$4,236.94	\$4,362.99	\$4,492.79	\$4,626.50	\$4,764.15	\$4,905.87	\$5,051.84	\$5,240.03	\$5,562.13	\$5,726.37
29	\$4,024.80	\$4,145.39	\$4,269.58	\$4,397.45	\$4,529.23	\$4,664.87	\$4,804.61	\$4,948.56	\$5,096.77	\$5,249.41	\$5,444.93	\$5,779.67	\$5,950.32
30	\$4,110.64	\$4,233.99	\$4,360.93	\$4,491.69	\$4,626.53	\$4,765.28	\$4,908.17	\$5,055.43	\$5,207.01	\$5,363.26	\$5,562.97	\$5,904.96	\$6,079.28
31	\$4,261.37	\$4,389.99	\$4,522.47	\$4,658.87	\$4,799.53	\$4,944.36	\$5,093.49	\$5,247.22	\$5,405.50	\$5,568.66	\$5,776.10	\$6,131.19	\$6,312.23
32	\$4,426.44	\$4,560.15	\$4,697.90	\$4,839.81	\$4,986.03	\$5,136.66	\$5,291.80	\$5,451.55	\$5,616.18	\$5,785.83	\$6,001.32	\$6,370.28	\$6,558.37
33	\$4,591.47	\$4,730.28	\$4,873.35	\$5,020.67	\$5,172.46	\$5,328.91	\$5,490.02	\$5,655.94	\$5,826.91	\$6,003.14	\$6,226.73	\$6,609.50	\$6,804.66