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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 7

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

ISSUED IN CONJUNCTION WITH:

Chris Marino, Assistant Secretary for Budget
Executive Office for Administration and Finance

Thomas Smith-Vaughan, Chief Operating Officer
Office of the Comptroller

Christopher Marino

DATE: July 2, 2026

RE: Implementation of the ***Economic*** Provisions of the January 1, 2025 – December 31, 2027, Commonwealth – MNA Collective Bargaining Agreement

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On October 7, 2025, the Commonwealth of Massachusetts's Human Resources Division signed a Labor Agreement with MNA, Unit 7 for the period of January 1, 2025, to December 31, 2027. The economic terms of this contract were approved by the Legislature and signed by the Governor (Chapter 101 of the Acts of 2026), and funds were then appropriated to cover the incremental cost items for Fiscal Year 2026. This Memorandum implements the ***economic*** provisions of the new Agreement. Information and implementation instructions from the Human Resources Division (HRD), the Office of the Comptroller (CTR), and the Executive Office for Administration and Finance (A&F) are provided herein.

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

A copy of this Implementation Memorandum will be posted on HRD's website at (https://www.mass.gov/guides/collective-bargaining-agreements-union-contracts). A fully integrated January 1, 2025 – December 31, 2027 Collective Bargaining Agreement will be distributed as soon as administratively possible.

TABLE OF CONTENTS

SECTION I CONTRACT CHANGES 4
ARTICLE 7 WORKWEEK AND WORK SCHEDULES 4
Section 7.6 Shift Differential 4
Section 7.7 Stand-By Duty 4
Section 7.9 Bilingual Differential (NEW SECTION) 4
ARTICLE 11 EMPLOYEE EXPENSES 5
Section 11.1 (NEW SECTION) 5
Section 11.2 5
Section 11.3 5
ARTICLE 12 SALARY RATES 6
Section 12.1 6
MOA BETWEEN THE COMMONWEALTH OF MASSACHUSETTS AND THE MNA UNIT 7 Regarding Recruitment and Retention 7

SECTION II ADMINISTRATIVE INSTRUCTIONS 8
HR/CMS INSTRUCTIONS 8
INSTRUCTIONS FROM THE OFFICE OF THE COMPTROLLER 9
LCD Instructions 9
INSTRUCTIONS FROM ADMINISTRATION AND FINANCE 10

SECTION III SALARY CHARTS 10
Increase 3% Effective September 7, 2025 10
Increase 3% Effective July 13, 2025 10
Increase 2% Effective January 11, 2026 13
Increase 2% Effective July 12, 2026 15
Increase 2% Effective January 10, 2027 17
Increase 2% Effective July 11, 2027 19

SECTION I
CONTRACT CHANGES

ARTICLE 7
WORKWEEK AND WORK SCHEDULES

Section 7.6 Shift Differential

A. Effective **the first full pay period of July 2025,** all employees in Unit 7, in any facility of the Commonwealth rendering service on a twenty-four (24) hour basis whose regular workday is on a second shift as hereinafter defined, will receive a shift differential of ~~**$2.50**~~ **$3.50** per hour for all such hours worked.

B. Effective **the first full pay period of July 2025,** all employees in Unit 7, in any facility of the Commonwealth rendering service on a twenty-four (24) hour basis whose regular workday is on a third shift as hereinafter defined, will receive a shift differential of ~~**$4.00**~~ **$5.00** per hour for all such hours worked.

C. Effective **the first full pay period of July 2025**, in addition to any other compensation they may be entitled to hereunder, all Unit 7 employees shall be paid a weekend differential in the amount of ~~**$2.00**~~ **$3.00** per hour for each hour worked between the beginning of the third shift on Friday P.M. through the end of the third shift on Sunday P.M.

Section 7.7 Stand-By Duty

A. **Effective the first full pay period of July 2025,** An employee who is ordered by the department head to be available on a stand-by basis to report to duty, when necessary, shall be reimbursed at a rate not to exceed ~~**fifteen dollars ($15.00)**~~ **thirty-two dollars and fifty cents ($32.50)** for such stand-by period.

Section 7.9 Bilingual Differential (NEW SECTION)

Effective the first full pay period of July 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 biweekly 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.

ARTICLE 11
EMPLOYEE EXPENSES

Section 11.1 (NEW SECTION)

D. Effective the first full pay period of July 2025, active employees shall be reimbursed 50% of their qualifying public transit purchases incurred through the TransitMatch program. 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 July 2025, a**n employee who is assigned to duty that requires him/her to be absent from their home for more than twenty-four (24) hours shall be reimbursed for reasonable charges for lodging including reasonable tips and for meal expenses, including tips, not to exceed the following amounts:

Meal	**Applicable Period**	**Allowance**
Breakfast	3:01 to 9:00 A.M.	~~**$3.00**~~ **$ 6.00**
Lunch	9:01 to 3:00 P.M.	~~**$4.50**~~ **$ 9.00**
Supper	3:01 to 9:00 P.M.	~~**$7.50**~~ **$15.00**

Section 11.3

Effective ~~**July 1, 1998**~~ **the first full pay period of July 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 workday, 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:

Meal	**Applicable Period**	**Allowance**
Breakfast	3:01 A.M. to 9:00 A.M.	~~**$2.75**~~ **$ 5.50**
Lunch	9:01 A.M. to 3:00 P.M.	~~**$3.75**~~ **$ 7.50**
Dinner	3:01 P.M. to 9:00 P.M.	~~**$5.75**~~ **$11.50**
Midnight Snack	9:01 P.M. to 3:00 A.M.	~~**$2.75**~~ **$ 5.50**

ARTICLE 12
SALARY RATES

Section 12.1
The following shall apply to full time employees:

A. Effective **the first full pay period** of ~~**January 2024**~~ **July 2025**, employees who meet the eligibility criteria provided in Section 12.2 of this Article shall receive a **three percent (3%)** increase in salary rate. **Refer to Memorandum of Agreement Regarding Recruitment and Retention for exception to this provision.**

B. **Effective the first full pay period** ~~**of July 2024**~~ **of January 2026,** employees who meet the eligibility criteria provided in Section 12.2 of this Article shall receive a **two percent (2%)** increase in salary rate.

C. **Effective the first full pay period of July 2026, employees who meet the eligibility criteria provided in Section 12.2 of this Article shall receive a two percent (2%) increase in salary rate.**

D. Effective the first full pay period of January 2027, employees who meet the eligibility criteria provided in Section 12.2 of this Article shall receive a two percent (2%) increase in salary rate.

E. Effective the first full pay period of July 2027, employees who meet the eligibility criteria provided in Section 12.2 of this Article shall receive a two percent (2%) increase in salary rate.

MEMORANDUM OF AGREEMENT BETWEEN THE COMMONWEALTH OF MASSACHUSETTS AND THE MASSACHUSETTS NURSES ASSOCIATION UNIT 7

Regarding Recruitment and Retention
Addendum to Memorandum of Agreement signed January 12, 2024, Implementing Revised Salary Chart 7CA/B effective December 3, 2023

This Memorandum of Agreement is entered into between the Commonwealth of Massachusetts, acting through the Human Resources Division, and the Massachusetts Nurses Association. The Commonwealth and Union agree to the following:

1. **The parties agree the 3% increase referenced in Article 12.1 shall be effective the pay period of September 7, 2025, rather than July 2025, for all employees compensated on salary chart 4, Plan 7C A/B.**

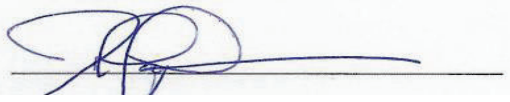
2. **The parties have further agreed that all employees in Steps 4-12 on salary chart 4, Plan 7C A/B as of December 2, 2023, who are still employed in a salary chart 4, Plan 7C A/B union position with an Executive Branch agency, shall, upon ratification and funding of the collective bargaining agreement, receive a one-time payment of $2,500 minus typical deductions. Employees working less than full-time hours as of December 2, 2023, meeting the same criteria above shall receive the one-time payment pro-rated in the same proportion their part-time service bore to full-time service as of that date. (ex: Part-time employee working 60% of full-time hours shall receive $1,500 minus typical deductions, which is 60% of $2,500.)**

3. **Any employee who believes they did not receive the one-time payment in error shall advise the union within forty-five (45) calendar days of the one-time payment. Should the parties determine the employee met the criteria as outlined above and did not receive the payment, the employee shall receive the appropriate one-time payment as soon as administratively possible, If the parties are unable to reach an agreement, the matter may be resolved through the MNA accessing the grievance procedure of theUnit collective bargaining agreement for those employees who meet the agreed upon criteria.**

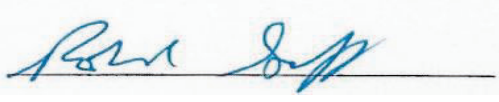
4. **This Agreement shall not serve as precedent for any other matter and shall not be used in any proceeding or forum except to enforce its own terms and conditions.**

Agreed to on this 24th day of September, 2025.

For the Commonwealth:



For the MNA:



SECTION II

ADMINISTRATIVE INSTRUCTIONS

HR/CMS INSTRUCTIONS

The salary increases for MNA Unit 7 will be automated in HR/CMS. The Human Resources Division will provide departments with both predictive and updated reports in Mobius View that will facilitate the identification of employees receiving July 2025, September 2025, January 2026, July 2026, January 2027, and July 2027 increase in salary rates.

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

LCD 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 LCD predictive reporting. Depending on the dates entered, postings in HR/CMS will be included on the LCD 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 LCD Predictive Reports:

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

For all payments, LCD 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 LCD Payroll Management page (PAYM).

Questions regarding LCD Instructions should be directed to the CTR Solution Desk at 617-973-2468 or comptroller.info@mass.gov.

INSTRUCTIONS FROM ADMINISTRATION AND FINANCE

Chapter 101 of the Acts of 2026 includes an appropriation to fund incremental costs of the MNA, Unit 7 Collective Bargaining Agreement.

Please address questions on A&F policies to Amelia Marceau, Assistant Budget Director, at Amelia.Marceau@mass.gov.

SECTION III SALARY CHARTS

Increase of **3.00%** **effective** **7/13/2025**

Chart 1 Salary Plan 07A/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	$2,736.22	$2,860.17	$2,989.74	$3,125.16	$3,266.73	$3,414.72	$3,569.38	$3,731.09	$3,900.07	$4,076.77	$4,261.41	$4,454.44	$4,565.80
02	$2,875.38	$3,005.63	$3,141.81	$3,284.13	$3,432.92	$3,588.46	$3,750.98	$3,920.91	$4,098.53	$4,284.14	$4,478.26	$4,681.11	$4,798.14
03	$2,996.30	$3,132.03	$3,273.90	$3,422.21	$3,577.24	$3,739.27	$3,908.66	$4,085.75	$4,270.85	$4,464.29	$4,666.51	$4,877.93	$4,999.87
04	$3,132.17	$3,274.09	$3,422.38	$3,577.44	$3,739.49	$3,908.85	$4,085.90	$4,271.03	$4,464.49	$4,666.72	$4,878.10	$5,099.11	$5,226.59
05	$3,275.92	$3,424.33	$3,579.40	$3,741.59	$3,911.05	$4,088.23	$4,273.41	$4,467.00	$4,669.34	$4,880.85	$5,101.95	$5,333.03	$5,466.36
06	$3,412.35	$3,566.92	$3,728.49	$3,897.39	$4,073.96	$4,258.47	$4,451.37	$4,653.08	$4,863.82	$5,084.16	$5,314.47	$5,555.19	$5,694.07
07	$3,563.76	$3,725.17	$3,893.89	$4,070.35	$4,254.73	$4,447.45	$4,648.96	$4,859.52	$5,079.68	$5,309.75	$5,550.27	$5,801.70	$5,946.75
08	$3,721.74	$3,890.35	$4,066.58	$4,250.80	$4,443.34	$4,644.64	$4,855.05	$5,074.96	$5,304.85	$5,545.15	$5,796.36	$6,058.93	$6,210.41
09	$3,872.42	$4,047.86	$4,231.22	$4,422.92	$4,623.24	$4,832.69	$5,051.57	$5,280.43	$5,519.62	$5,769.66	$6,031.05	$6,304.24	$6,461.84
10	$4,024.19	$4,206.49	$4,397.04	$4,596.24	$4,804.44	$5,022.09	$5,249.59	$5,487.44	$5,735.99	$5,995.81	$6,267.43	$6,551.35	$6,715.13
11	$4,159.25	$4,347.70	$4,544.66	$4,750.54	$4,965.72	$5,190.70	$5,425.84	$5,671.61	$5,928.56	$6,197.08	$6,477.78	$6,771.24	$6,940.52
12	$4,318.73	$4,514.40	$4,718.90	$4,932.64	$5,156.11	$5,389.67	$5,633.81	$5,889.04	$6,155.80	$6,434.63	$6,726.12	$7,030.84	$7,206.61
13	$4,470.50	$4,672.99	$4,884.67	$5,105.97	$5,337.22	$5,579.05	$5,831.77	$6,095.96	$6,372.07	$6,660.77	$6,962.48	$7,277.93	$7,459.88
14	$4,635.66	$4,845.70	$5,065.21	$5,294.66	$5,534.48	$5,785.22	$6,047.28	$6,321.21	$6,607.61	$6,906.87	$7,219.77	$7,546.81	$7,735.48
15	$4,816.42	$5,034.60	$5,262.69	$5,501.08	$5,750.26	$6,010.75	$6,283.07	$6,567.68	$6,865.22	$7,176.21	$7,501.27	$7,841.07	$8,037.10
16	$4,982.92	$5,208.66	$5,444.62	$5,691.29	$5,949.07	$6,218.58	$6,500.29	$6,794.75	$7,102.56	$7,424.29	$7,760.63	$8,112.22	$8,315.01
17	$5,164.22	$5,398.19	$5,642.70	$5,898.31	$6,165.52	$6,444.79	$6,736.75	$7,041.91	$7,360.95	$7,694.36	$8,042.92	$8,407.25	$8,617.43
18	$5,345.21	$5,587.30	$5,840.39	$6,104.97	$6,381.55	$6,670.62	$6,972.82	$7,288.68	$7,618.85	$7,963.98	$8,324.73	$8,701.88	$8,919.43
19	$5,567.03	$5,819.24	$6,082.85	$6,358.41	$6,646.45	$6,947.53	$7,262.26	$7,591.22	$7,935.10	$8,294.56	$8,670.29	$9,063.08	$9,289.66
20	$5,771.90	$6,033.34	$6,306.66	$6,592.36	$6,891.02	$7,203.16	$7,529.48	$7,870.55	$8,227.07	$8,599.78	$8,989.33	$9,396.57	$9,631.49
21	$5,983.88	$6,254.91	$6,538.28	$6,834.44	$7,144.02	$7,467.62	$7,805.90	$8,159.53	$8,529.12	$8,915.50	$9,319.39	$9,741.54	$9,985.10

Chart 2 Salary Plan 07AA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
NC	$7,274.01	$7,603.48	$7,947.95	$8,307.95	$8,684.33	$9,077.73	$9,488.96	$9,918.81	$10,368.18	$10,837.81	$11,328.74	$11,841.93	$12,137.98

Chart 3 Salary Plan 07BA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
15	$5,382.46	$5,626.28	$5,881.15	$6,147.60	$6,426.08	$6,717.19	$7,021.47	$7,339.58	$7,672.01	$8,019.55	$8,382.83	$8,762.56	$8,981.63
18	$5,911.19	$6,178.94	$6,458.89	$6,751.45	$7,057.29	$7,376.99	$7,711.19	$8,060.50	$8,425.62	$8,807.26	$9,206.23	$9,623.24	$9,863.83
21	$6,549.80	$6,846.50	$7,156.68	$7,480.90	$7,819.72	$8,174.00	$8,544.22	$8,931.31	$9,335.93	$9,758.87	$10,200.94	$10,663.05	$10,929.64
21A	$7,532.27	$7,873.48	$8,230.18	$8,603.03	$8,992.67	$9,400.09	$9,825.86	$10,271.00	$10,736.32	$11,222.69	$11,731.08	$12,262.52	$12,569.08
SP	$7,793.63	$8,146.72	$8,515.73	$8,901.51	$9,304.76	$9,726.29	$10,166.86	$10,627.45	$11,108.88	$11,612.11	$12,138.14	$12,687.99	$13,005.19

Increase of **3.00%** **effective** **9/7/2025**

Chart 4 Salary Plan 07CA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	$3,125.16	$3,266.73	$3,414.72	$3,569.38	$3,731.09	$3,900.07	$4,076.77	$4,261.41	$4,454.44	$4,656.20	$4,867.11	$5,087.60	$5,214.80
02	$3,284.13	$3,432.92	$3,588.46	$3,750.98	$3,920.91	$4,098.53	$4,284.14	$4,478.26	$4,681.11	$4,893.15	$5,114.80	$5,346.51	$5,480.18
03	$3,422.21	$3,577.24	$3,739.27	$3,908.66	$4,085.75	$4,270.85	$4,464.29	$4,666.51	$4,877.93	$5,098.85	$5,329.83	$5,571.27	$5,710.55
04	$3,577.44	$3,739.49	$3,908.85	$4,085.90	$4,271.03	$4,464.49	$4,666.72	$4,878.10	$5,099.11	$5,330.06	$5,571.52	$5,823.90	$5,969.50
05	$3,741.59	$3,911.05	$4,088.23	$4,273.41	$4,467.00	$4,669.34	$4,880.85	$5,101.95	$5,333.03	$5,574.60	$5,827.12	$6,091.10	$6,243.39
06	$3,897.39	$4,073.96	$4,258.47	$4,451.37	$4,653.08	$4,863.82	$5,084.16	$5,314.47	$5,555.19	$5,806.81	$6,069.87	$6,344.83	$6,503.46
07	$4,070.35	$4,254.73	$4,447.45	$4,648.96	$4,859.52	$5,079.68	$5,309.75	$5,550.27	$5,801.70	$6,064.50	$6,339.21	$6,626.38	$6,792.04
08	$4,250.80	$4,443.34	$4,644.64	$4,855.05	$5,074.96	$5,304.85	$5,545.15	$5,796.36	$6,058.93	$6,333.37	$6,620.26	$6,920.17	$7,093.17
09	$4,422.92	$4,623.24	$4,832.69	$5,051.57	$5,280.43	$5,519.62	$5,769.66	$6,031.05	$6,304.24	$6,589.81	$6,888.33	$7,200.37	$7,380.37
10	$4,596.24	$4,804.44	$5,022.09	$5,249.59	$5,487.44	$5,735.99	$5,995.81	$6,267.43	$6,551.35	$6,848.08	$7,158.29	$7,482.56	$7,669.62
11	$4,750.54	$4,965.72	$5,190.70	$5,425.84	$5,671.61	$5,928.56	$6,197.08	$6,477.78	$6,771.24	$7,077.94	$7,398.58	$7,733.74	$7,927.09
12	$4,932.64	$5,156.11	$5,389.67	$5,633.81	$5,889.04	$6,155.80	$6,434.63	$6,726.12	$7,030.84	$7,349.31	$7,682.22	$8,030.24	$8,230.99
13	$5,105.97	$5,337.22	$5,579.05	$5,831.77	$6,095.96	$6,372.07	$6,660.77	$6,962.48	$7,277.93	$7,607.58	$7,952.20	$8,312.44	$8,520.25
14	$5,294.66	$5,534.48	$5,785.22	$6,047.28	$6,321.21	$6,607.61	$6,906.87	$7,219.77	$7,546.81	$7,888.64	$8,245.99	$8,619.53	$8,835.02
15	$5,501.08	$5,750.26	$6,010.75	$6,283.07	$6,567.68	$6,865.22	$7,176.21	$7,501.27	$7,841.07	$8,196.24	$8,567.52	$8,955.62	$9,179.52
16	$5,691.29	$5,949.07	$6,218.58	$6,500.29	$6,794.75	$7,102.56	$7,424.29	$7,760.63	$8,112.22	$8,479.65	$8,863.77	$9,265.30	$9,496.94
17	$5,898.31	$6,165.52	$6,444.79	$6,736.75	$7,041.91	$7,360.95	$7,694.36	$8,042.92	$8,407.25	$8,788.07	$9,186.16	$9,602.29	$9,842.35
18	$6,104.97	$6,381.55	$6,670.62	$6,972.82	$7,288.68	$7,618.85	$7,963.98	$8,324.73	$8,701.88	$9,096.01	$9,508.06	$9,938.78	$10,187.24
19	$6,358.41	$6,646.45	$6,947.53	$7,262.26	$7,591.22	$7,935.10	$8,294.56	$8,670.29	$9,063.08	$9,473.55	$9,902.71	$10,351.29	$10,610.08
20	$6,592.36	$6,891.02	$7,203.16	$7,529.48	$7,870.55	$8,227.07	$8,599.78	$8,989.33	$9,396.57	$9,822.19	$10,267.14	$10,732.25	$11,000.56
21	$6,834.44	$7,144.02	$7,467.62	$7,805.90	$8,159.53	$8,529.12	$8,915.50	$9,319.39	$9,741.54	$10,182.81	$10,644.09	$11,126.28	$11,404.44

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

Chart 1 Salary Plan 07A/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	$2,790.94	$2,917.37	$3,049.53	$3,187.66	$3,332.06	$3,483.01	$3,640.77	$3,805.71	$3,978.07	$4,158.31	$4,346.64	$4,543.53
02	$2,932.89	$3,065.74	$3,204.65	$3,349.81	$3,501.58	$3,660.23	$3,826.00	$3,999.33	$4,180.50	$4,369.82	$4,567.83	$4,774.73
03	$3,056.23	$3,194.67	$3,339.38	$3,490.65	$3,648.78	$3,814.06	$3,986.83	$4,167.47	$4,356.27	$4,553.58	$4,759.84	$4,975.49
04	$3,194.81	$3,339.57	$3,490.83	$3,648.99	$3,814.28	$3,987.03	$4,167.62	$4,356.45	$4,553.78	$4,760.05	$4,975.66	$5,201.09
05	$3,341.44	$3,492.82	$3,650.99	$3,816.42	$3,989.27	$4,169.99	$4,358.88	$4,556.34	$4,762.73	$4,978.47	$5,203.99	$5,439.69
06	$3,480.60	$3,638.26	$3,803.06	$3,975.34	$4,155.44	$4,343.64	$4,540.40	$4,746.14	$4,961.10	$5,185.84	$5,420.76	$5,666.29
07	$3,635.04	$3,799.67	$3,971.77	$4,151.76	$4,339.82	$4,536.40	$4,741.94	$4,956.71	$5,181.27	$5,415.95	$5,661.28	$5,917.73
08	$3,796.17	$3,968.16	$4,147.91	$4,335.82	$4,532.21	$4,737.53	$4,952.15	$5,176.46	$5,410.95	$5,656.05	$5,912.29	$6,180.11
09	$3,949.87	$4,128.82	$4,315.84	$4,511.38	$4,715.70	$4,929.34	$5,152.60	$5,386.04	$5,630.01	$5,885.05	$6,151.67	$6,430.32
10	$4,104.67	$4,290.62	$4,484.98	$4,688.16	$4,900.53	$5,122.53	$5,354.58	$5,597.19	$5,850.71	$6,115.73	$6,392.78	$6,682.38
11	$4,242.44	$4,434.65	$4,635.55	$4,845.55	$5,065.03	$5,294.51	$5,534.36	$5,785.04	$6,047.13	$6,321.02	$6,607.34	$6,906.66
12	$4,405.10	$4,604.69	$4,813.28	$5,031.29	$5,259.23	$5,497.46	$5,746.49	$6,006.82	$6,278.92	$6,563.32	$6,860.64	$7,171.46
13	$4,559.91	$4,766.45	$4,982.36	$5,208.09	$5,443.96	$5,690.63	$5,948.41	$6,217.88	$6,499.51	$6,793.99	$7,101.73	$7,423.49
14	$4,728.37	$4,942.61	$5,166.51	$5,400.55	$5,645.17	$5,900.92	$6,168.23	$6,447.63	$6,739.76	$7,045.01	$7,364.17	$7,697.75
15	$4,912.75	$5,135.29	$5,367.94	$5,611.10	$5,865.27	$6,130.97	$6,408.73	$6,699.03	$7,002.52	$7,319.73	$7,651.30	$7,997.89
16	$5,082.58	$5,312.83	$5,553.51	$5,805.12	$6,068.05	$6,342.95	$6,630.30	$6,930.65	$7,244.61	$7,572.78	$7,915.84	$8,274.46
17	$5,267.50	$5,506.15	$5,755.55	$6,016.28	$6,288.83	$6,573.69	$6,871.49	$7,182.75	$7,508.17	$7,848.25	$8,203.78	$8,575.40
18	$5,452.11	$5,699.05	$5,957.20	$6,227.07	$6,509.18	$6,804.03	$7,112.28	$7,434.45	$7,771.23	$8,123.26	$8,491.22	$8,875.92
19	$5,678.37	$5,935.62	$6,204.51	$6,485.58	$6,779.38	$7,086.48	$7,407.51	$7,743.04	$8,093.80	$8,460.45	$8,843.70	$9,244.34
20	$5,887.34	$6,154.01	$6,432.79	$6,724.21	$7,028.84	$7,347.22	$7,680.07	$8,027.96	$8,391.61	$8,771.78	$9,169.12	$9,584.50
21	$6,103.56	$6,380.01	$6,669.05	$6,971.13	$7,286.90	$7,616.97	$7,962.02	$8,322.72	$8,699.70	$9,093.81	$9,505.78	$9,936.37

Chart 2 Salary Plan 07AA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
NC	$7,419.49	$7,755.55	$8,106.91	$8,474.11	$8,858.02	$9,259.28	$9,678.74	$10,117.19	$10,575.54	$11,054.57	$11,555.31	$12,078.77

Chart 3 Salary Plan 07BA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
15	$5,490.11	$5,738.81	$5,998.77	$6,270.55	$6,554.60	$6,851.53	$7,161.90	$7,486.37	$7,825.45	$8,179.94	$8,550.49	$8,937.81
18	$6,029.41	$6,302.52	$6,588.07	$6,886.48	$7,198.44	$7,524.53	$7,865.41	$8,221.71	$8,594.13	$8,983.41	$9,390.35	$9,815.70
21	$6,680.80	$6,983.43	$7,299.81	$7,630.52	$7,976.11	$8,337.48	$8,715.10	$9,109.94	$9,522.65	$9,954.05	$10,404.96	$10,876.31
21A	$7,682.92	$8,030.95	$8,394.78	$8,775.09	$9,172.52	$9,588.09	$10,022.38	$10,476.42	$10,951.05	$11,447.14	$11,965.70	$12,507.77
SP	$7,949.50	$8,309.65	$8,686.04	$9,079.54	$9,490.86	$9,920.82	$10,370.20	$10,840.00	$11,331.06	$11,844.35	$12,380.90	$12,941.75

Chart 4 Salary Plan 07CA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	$3,187.66	$3,332.06	$3,483.01	$3,640.77	$3,805.71	$3,978.07	$4,158.31	$4,346.64	$4,543.53	$4,749.32	$4,964.45	$5,189.35
02	$3,349.81	$3,501.58	$3,660.23	$3,826.00	$3,999.33	$4,180.50	$4,369.82	$4,567.83	$4,774.73	$4,991.01	$5,217.10	$5,453.44
03	$3,490.65	$3,648.78	$3,814.06	$3,986.83	$4,167.47	$4,356.27	$4,553.58	$4,759.84	$4,975.49	$5,200.83	$5,436.43	$5,682.70
04	$3,648.99	$3,814.28	$3,987.03	$4,167.62	$4,356.45	$4,553.78	$4,760.05	$4,975.66	$5,201.09	$5,436.66	$5,682.95	$5,940.38
05	$3,816.42	$3,989.27	$4,169.99	$4,358.88	$4,556.34	$4,762.73	$4,978.47	$5,203.99	$5,439.69	$5,686.09	$5,943.66	$6,212.92
06	$3,975.34	$4,155.44	$4,343.64	$4,540.40	$4,746.14	$4,961.10	$5,185.84	$5,420.76	$5,666.29	$5,922.95	$6,191.27	$6,471.73
07	$4,151.76	$4,339.82	$4,536.40	$4,741.94	$4,956.71	$5,181.27	$5,415.95	$5,661.28	$5,917.73	$6,185.79	$6,465.99	$6,758.91
08	$4,335.82	$4,532.21	$4,737.53	$4,952.15	$5,176.46	$5,410.95	$5,656.05	$5,912.29	$6,180.11	$6,460.04	$6,752.67	$7,058.57
09	$4,511.38	$4,715.70	$4,929.34	$5,152.60	$5,386.04	$5,630.01	$5,885.05	$6,151.67	$6,430.32	$6,721.61	$7,026.10	$7,344.38
10	$4,688.16	$4,900.53	$5,122.53	$5,354.58	$5,597.19	$5,850.71	$6,115.73	$6,392.78	$6,682.38	$6,985.04	$7,301.46	$7,632.21
11	$4,845.55	$5,065.03	$5,294.51	$5,534.36	$5,785.04	$6,047.13	$6,321.02	$6,607.34	$6,906.66	$7,219.50	$7,546.55	$7,888.41
12	$5,031.29	$5,259.23	$5,497.46	$5,746.49	$6,006.82	$6,278.92	$6,563.32	$6,860.64	$7,171.46	$7,496.30	$7,835.86	$8,190.84
13	$5,208.09	$5,443.96	$5,690.63	$5,948.41	$6,217.88	$6,499.51	$6,793.99	$7,101.73	$7,423.49	$7,759.73	$8,111.24	$8,478.69
14	$5,400.55	$5,645.17	$5,900.92	$6,168.23	$6,447.63	$6,739.76	$7,045.01	$7,364.17	$7,697.75	$8,046.41	$8,410.91	$8,791.92
15	$5,611.10	$5,865.27	$6,130.97	$6,408.73	$6,699.03	$7,002.52	$7,319.73	$7,651.30	$7,997.89	$8,360.16	$8,738.87	$9,134.73
16	$5,805.12	$6,068.05	$6,342.95	$6,630.30	$6,930.65	$7,244.61	$7,572.78	$7,915.84	$8,274.46	$8,649.24	$9,041.05	$9,450.61
17	$6,016.28	$6,288.83	$6,573.69	$6,871.49	$7,182.75	$7,508.17	$7,848.25	$8,203.78	$8,575.40	$8,963.83	$9,369.88	$9,794.34
18	$6,227.07	$6,509.18	$6,804.03	$7,112.28	$7,434.45	$7,771.23	$8,123.26	$8,491.22	$8,875.92	$9,277.93	$9,698.22	$10,137.56
19	$6,485.58	$6,779.38	$7,086.48	$7,407.51	$7,743.04	$8,093.80	$8,460.45	$8,843.70	$9,244.34	$9,663.02	$10,100.76	$10,558.32
20	$6,724.21	$7,028.84	$7,347.22	$7,680.07	$8,027.96	$8,391.61	$8,771.78	$9,169.12	$9,584.50	$10,018.63	$10,472.48	$10,946.90
21	$6,971.13	$7,286.90	$7,616.97	$7,962.02	$8,322.72	$8,699.70	$9,093.81	$9,505.78	$9,936.37	$10,386.47	$10,856.97	$11,348.81

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

Chart 1 Salary Plan 07A/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	$2,846.76	$2,975.72	$3,110.52	$3,251.41	$3,398.70	$3,552.67	$3,713.59	$3,881.82	$4,057.63	$4,241.48	$4,433.57	$4,634.40	$4,750.26
02	$2,991.55	$3,127.05	$3,268.74	$3,416.81	$3,571.61	$3,733.43	$3,902.52	$4,079.32	$4,264.11	$4,457.22	$4,659.19	$4,870.22	$4,991.98
03	$3,117.35	$3,258.56	$3,406.17	$3,560.46	$3,721.76	$3,890.34	$4,066.57	$4,250.82	$4,443.40	$4,644.65	$4,855.04	$5,075.00	$5,201.87
04	$3,258.71	$3,406.36	$3,560.65	$3,721.97	$3,890.57	$4,066.77	$4,250.97	$4,443.58	$4,644.86	$4,855.25	$5,075.17	$5,305.11	$5,437.74
05	$3,408.27	$3,562.68	$3,724.01	$3,892.75	$4,069.06	$4,253.39	$4,446.06	$4,647.47	$4,857.98	$5,078.04	$5,308.07	$5,548.48	$5,687.20
06	$3,550.21	$3,711.03	$3,879.12	$4,054.85	$4,238.55	$4,430.51	$4,631.21	$4,841.06	$5,060.32	$5,289.56	$5,529.18	$5,779.62	$5,924.11
07	$3,707.74	$3,875.66	$4,051.21	$4,234.80	$4,426.62	$4,627.13	$4,836.78	$5,055.84	$5,284.90	$5,524.27	$5,774.51	$6,036.08	$6,187.00
08	$3,872.09	$4,047.52	$4,230.87	$4,422.54	$4,622.85	$4,832.28	$5,051.19	$5,279.99	$5,519.17	$5,769.17	$6,030.54	$6,303.71	$6,461.31
09	$4,028.87	$4,211.40	$4,402.16	$4,601.61	$4,810.01	$5,027.93	$5,255.65	$5,493.76	$5,742.61	$6,002.75	$6,274.70	$6,558.93	$6,722.90
10	$4,186.76	$4,376.43	$4,574.68	$4,781.92	$4,998.54	$5,224.98	$5,461.67	$5,709.13	$5,967.72	$6,238.04	$6,520.64	$6,816.03	$6,986.42
11	$4,327.29	$4,523.34	$4,728.26	$4,942.46	$5,166.33	$5,400.40	$5,645.05	$5,900.74	$6,168.07	$6,447.44	$6,739.49	$7,044.79	$7,220.92
12	$4,493.20	$4,696.78	$4,909.55	$5,131.92	$5,364.41	$5,607.41	$5,861.42	$6,126.96	$6,404.50	$6,694.59	$6,997.85	$7,314.89	$7,497.75
13	$4,651.11	$4,861.78	$5,082.01	$5,312.25	$5,552.84	$5,804.44	$6,067.38	$6,342.24	$6,629.50	$6,929.87	$7,243.76	$7,571.96	$7,761.26
14	$4,822.94	$5,041.46	$5,269.84	$5,508.56	$5,758.07	$6,018.94	$6,291.59	$6,576.58	$6,874.56	$7,185.91	$7,511.45	$7,851.71	$8,047.99
15	$5,011.01	$5,238.00	$5,475.30	$5,723.32	$5,982.58	$6,253.59	$6,536.90	$6,833.01	$7,142.57	$7,466.12	$7,804.33	$8,157.85	$8,361.80
16	$5,184.23	$5,419.09	$5,664.58	$5,921.22	$6,189.41	$6,469.81	$6,762.91	$7,069.26	$7,389.50	$7,724.24	$8,074.16	$8,439.95	$8,650.94
17	$5,372.85	$5,616.27	$5,870.66	$6,136.61	$6,414.61	$6,705.16	$7,008.92	$7,326.41	$7,658.33	$8,005.22	$8,367.86	$8,746.91	$8,965.58
18	$5,561.15	$5,813.03	$6,076.34	$6,351.61	$6,639.36	$6,940.11	$7,254.53	$7,583.14	$7,926.65	$8,285.73	$8,661.04	$9,053.44	$9,279.78
19	$5,791.94	$6,054.33	$6,328.60	$6,615.29	$6,914.97	$7,228.21	$7,555.66	$7,897.90	$8,255.68	$8,629.66	$9,020.57	$9,429.23	$9,664.96
20	$6,005.09	$6,277.09	$6,561.45	$6,858.69	$7,169.42	$7,494.16	$7,833.67	$8,188.52	$8,559.44	$8,947.22	$9,352.50	$9,776.19	$10,020.60
21	$6,225.63	$6,507.61	$6,802.43	$7,110.55	$7,432.64	$7,769.31	$8,121.26	$8,489.17	$8,873.69	$9,275.69	$9,695.90	$10,135.10	$10,388.50

Chart 2 Salary Plan 07AA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
NC	$7,567.88	$7,910.66	$8,269.05	$8,643.59	$9,035.18	$9,444.47	$9,872.31	$10,319.53	$10,787.05	$11,275.66	$11,786.42	$12,320.35	$12,628.35

Chart 3 Salary Plan 07BA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
15	$5,599.91	$5,853.59	$6,118.75	$6,395.96	$6,685.69	$6,988.56	$7,305.14	$7,636.10	$7,981.96	$8,343.54	$8,721.50	$9,116.57	$9,344.49
18	$6,150.00	$6,428.57	$6,719.83	$7,024.21	$7,342.41	$7,675.02	$8,022.72	$8,386.14	$8,766.01	$9,163.08	$9,578.16	$10,012.01	$10,262.33
21	$6,814.42	$7,123.10	$7,445.81	$7,783.13	$8,135.63	$8,504.23	$8,889.40	$9,292.14	$9,713.10	$10,153.13	$10,613.06	$11,093.84	$11,371.19
21A	$7,836.58	$8,191.57	$8,562.68	$8,950.59	$9,355.97	$9,779.85	$10,222.83	$10,685.95	$11,170.07	$11,676.08	$12,205.01	$12,757.93	$13,076.87
SP	$8,108.49	$8,475.84	$8,859.76	$9,261.13	$9,680.68	$10,119.24	$10,577.60	$11,056.80	$11,557.68	$12,081.24	$12,628.52	$13,200.59	$13,530.60

Chart 4 Salary Plan 07CA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	$3,251.41	$3,398.70	$3,552.67	$3,713.59	$3,881.82	$4,057.63	$4,241.48	$4,433.57	$4,634.40	$4,844.31	$5,063.74	$5,293.14	$5,425.48
02	$3,416.81	$3,571.61	$3,733.43	$3,902.52	$4,079.32	$4,264.11	$4,457.22	$4,659.19	$4,870.22	$5,090.83	$5,321.44	$5,562.51	$5,701.58
03	$3,560.46	$3,721.76	$3,890.34	$4,066.57	$4,250.82	$4,443.40	$4,644.65	$4,855.04	$5,075.00	$5,304.85	$5,545.16	$5,796.35	$5,941.26
04	$3,721.97	$3,890.57	$4,066.77	$4,250.97	$4,443.58	$4,644.86	$4,855.25	$5,075.17	$5,305.11	$5,545.39	$5,796.61	$6,059.19	$6,210.67
05	$3,892.75	$4,069.06	$4,253.39	$4,446.06	$4,647.47	$4,857.98	$5,078.04	$5,308.07	$5,548.48	$5,799.81	$6,062.53	$6,337.18	$6,495.63
06	$4,054.85	$4,238.55	$4,430.51	$4,631.21	$4,841.06	$5,060.32	$5,289.56	$5,529.18	$5,779.62	$6,041.41	$6,315.10	$6,601.16	$6,766.20
07	$4,234.80	$4,426.62	$4,627.13	$4,836.78	$5,055.84	$5,284.90	$5,524.27	$5,774.51	$6,036.08	$6,309.51	$6,595.31	$6,894.09	$7,066.44
08	$4,422.54	$4,622.85	$4,832.28	$5,051.19	$5,279.99	$5,519.17	$5,769.17	$6,030.54	$6,303.71	$6,589.24	$6,887.72	$7,199.74	$7,379.73
09	$4,601.61	$4,810.01	$5,027.93	$5,255.65	$5,493.76	$5,742.61	$6,002.75	$6,274.70	$6,558.93	$6,856.04	$7,166.62	$7,491.27	$7,678.54
10	$4,781.92	$4,998.54	$5,224.98	$5,461.67	$5,709.13	$5,967.72	$6,238.04	$6,520.64	$6,816.03	$7,124.74	$7,447.49	$7,784.85	$7,979.47
11	$4,942.46	$5,166.33	$5,400.40	$5,645.05	$5,900.74	$6,168.07	$6,447.44	$6,739.49	$7,044.79	$7,363.89	$7,697.48	$8,046.18	$8,247.34
12	$5,131.92	$5,364.41	$5,607.41	$5,861.42	$6,126.96	$6,404.50	$6,694.59	$6,997.85	$7,314.89	$7,646.23	$7,992.58	$8,354.66	$8,563.52
13	$5,312.25	$5,552.84	$5,804.44	$6,067.38	$6,342.24	$6,629.50	$6,929.87	$7,243.76	$7,571.96	$7,914.92	$8,273.46	$8,648.26	$8,864.47
14	$5,508.56	$5,758.07	$6,018.94	$6,291.59	$6,576.58	$6,874.56	$7,185.91	$7,511.45	$7,851.71	$8,207.34	$8,579.13	$8,967.76	$9,191.95
15	$5,723.32	$5,982.58	$6,253.59	$6,536.90	$6,833.01	$7,142.57	$7,466.12	$7,804.33	$8,157.85	$8,527.36	$8,913.65	$9,317.42	$9,550.37
16	$5,921.22	$6,189.41	$6,469.81	$6,762.91	$7,069.26	$7,389.50	$7,724.24	$8,074.16	$8,439.95	$8,822.22	$9,221.87	$9,639.62	$9,880.62
17	$6,136.61	$6,414.61	$6,705.16	$7,008.92	$7,326.41	$7,658.33	$8,005.22	$8,367.86	$8,746.91	$9,143.11	$9,557.28	$9,990.23	$10,239.98
18	$6,351.61	$6,639.36	$6,940.11	$7,254.53	$7,583.14	$7,926.65	$8,285.73	$8,661.04	$9,053.44	$9,463.49	$9,892.18	$10,340.31	$10,598.80
19	$6,615.29	$6,914.97	$7,228.21	$7,555.66	$7,897.90	$8,255.68	$8,629.66	$9,020.57	$9,429.23	$9,856.28	$10,302.78	$10,769.49	$11,038.73
20	$6,858.69	$7,169.42	$7,494.16	$7,833.67	$8,188.52	$8,559.44	$8,947.22	$9,352.50	$9,776.19	$10,219.00	$10,681.93	$11,165.84	$11,444.98
21	$7,110.55	$7,432.64	$7,769.31	$8,121.26	$8,489.17	$8,873.69	$9,275.69	$9,695.90	$10,135.10	$10,594.20	$11,074.11	$11,575.79	$11,865.18

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

Chart 1 Salary Plan 07A/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	$2,903.70	$3,035.23	$3,172.73	$3,316.44	$3,466.67	$3,623.72	$3,787.86	$3,959.46	$4,138.78	$4,326.31	$4,522.24	$4,727.09	$4,845.27
02	$3,051.38	$3,189.59	$3,334.11	$3,485.15	$3,643.04	$3,808.10	$3,980.57	$4,160.91	$4,349.39	$4,546.36	$4,752.37	$4,967.62	$5,091.82
03	$3,179.70	$3,323.73	$3,474.29	$3,631.67	$3,796.20	$3,968.15	$4,147.90	$4,335.84	$4,532.27	$4,737.54	$4,952.14	$5,176.50	$5,305.91
04	$3,323.88	$3,474.49	$3,631.86	$3,796.41	$3,968.38	$4,148.11	$4,335.99	$4,532.45	$4,737.76	$4,952.36	$5,176.67	$5,411.21	$5,546.49
05	$3,476.44	$3,633.93	$3,798.49	$3,970.61	$4,150.44	$4,338.46	$4,534.98	$4,740.42	$4,955.14	$5,179.60	$5,414.23	$5,659.45	$5,800.94
06	$3,621.21	$3,785.25	$3,956.70	$4,135.95	$4,323.32	$4,519.12	$4,723.83	$4,937.88	$5,161.53	$5,395.35	$5,639.76	$5,895.21	$6,042.59
07	$3,781.89	$3,953.17	$4,132.23	$4,319.50	$4,515.15	$4,719.67	$4,933.52	$5,156.96	$5,390.60	$5,634.76	$5,890.00	$6,156.80	$6,310.74
08	$3,949.53	$4,128.47	$4,315.49	$4,510.99	$4,715.31	$4,928.93	$5,152.21	$5,385.59	$5,629.55	$5,884.55	$6,151.15	$6,429.78	$6,590.54
09	$4,109.45	$4,295.63	$4,490.20	$4,693.64	$4,906.21	$5,128.49	$5,360.76	$5,603.64	$5,857.46	$6,122.81	$6,400.19	$6,690.11	$6,857.36
10	$4,270.50	$4,463.96	$4,666.17	$4,877.56	$5,098.51	$5,329.48	$5,570.90	$5,823.31	$6,087.07	$6,362.80	$6,651.05	$6,952.35	$7,126.15
11	$4,413.84	$4,613.81	$4,822.83	$5,041.31	$5,269.66	$5,508.41	$5,757.95	$6,018.75	$6,291.43	$6,576.39	$6,874.28	$7,185.69	$7,365.34
12	$4,583.06	$4,790.72	$5,007.74	$5,234.56	$5,471.70	$5,719.56	$5,978.65	$6,249.50	$6,532.59	$6,828.48	$7,137.81	$7,461.19	$7,647.71
13	$4,744.13	$4,959.02	$5,183.65	$5,418.50	$5,663.90	$5,920.53	$6,188.73	$6,469.08	$6,762.09	$7,068.47	$7,388.64	$7,723.40	$7,916.49
14	$4,919.40	$5,142.29	$5,375.24	$5,618.73	$5,873.23	$6,139.32	$6,417.42	$6,708.11	$7,012.05	$7,329.63	$7,661.68	$8,008.74	$8,208.95
15	$5,111.23	$5,342.76	$5,584.81	$5,837.79	$6,102.23	$6,378.66	$6,667.64	$6,969.67	$7,285.42	$7,615.44	$7,960.42	$8,321.01	$8,529.04
16	$5,287.91	$5,527.47	$5,777.87	$6,039.64	$6,313.20	$6,599.21	$6,898.17	$7,210.65	$7,537.29	$7,878.72	$8,235.64	$8,608.75	$8,823.96
17	$5,480.31	$5,728.60	$5,988.07	$6,259.34	$6,542.90	$6,839.26	$7,149.10	$7,472.94	$7,811.50	$8,165.32	$8,535.22	$8,921.85	$9,144.89
18	$5,672.37	$5,929.29	$6,197.87	$6,478.64	$6,772.15	$7,078.91	$7,399.62	$7,734.80	$8,085.18	$8,451.44	$8,834.26	$9,234.51	$9,465.38
19	$5,907.78	$6,175.42	$6,455.17	$6,747.60	$7,053.27	$7,372.77	$7,706.77	$8,055.86	$8,420.79	$8,802.25	$9,200.98	$9,617.81	$9,858.26
20	$6,125.19	$6,402.63	$6,692.68	$6,995.86	$7,312.81	$7,644.04	$7,990.34	$8,352.29	$8,730.63	$9,126.16	$9,539.55	$9,971.71	$10,221.01
21	$6,350.14	$6,637.76	$6,938.48	$7,252.76	$7,581.29	$7,924.70	$8,283.69	$8,658.95	$9,051.16	$9,461.20	$9,889.82	$10,337.80	$10,596.27

Chart 2 Salary Plan 07AA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
NC	$7,719.24	$8,068.87	$8,434.43	$8,816.46	$9,215.88	$9,633.36	$10,069.76	$10,525.92	$11,002.79	$11,501.17	$12,022.15	$12,566.76	$12,880.92

Chart 3 Salary Plan 07BA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
15	$5,711.91	$5,970.66	$6,241.13	$6,523.88	$6,819.40	$7,128.33	$7,451.24	$7,788.82	$8,141.60	$8,510.41	$8,895.93	$9,298.90	$9,531.38
18	$6,273.00	$6,557.14	$6,854.23	$7,164.69	$7,489.26	$7,828.52	$8,183.17	$8,553.86	$8,941.33	$9,346.34	$9,769.72	$10,212.25	$10,467.58
21	$6,950.71	$7,265.56	$7,594.73	$7,938.79	$8,298.34	$8,674.31	$9,067.19	$9,477.98	$9,907.36	$10,356.19	$10,825.32	$11,315.72	$11,598.61
21A	$7,993.31	$8,355.40	$8,733.93	$9,129.60	$9,543.09	$9,975.45	$10,427.29	$10,899.67	$11,393.47	$11,909.60	$12,449.11	$13,013.09	$13,338.41
SP	$8,270.66	$8,645.36	$9,036.96	$9,446.35	$9,874.29	$10,321.62	$10,789.15	$11,277.94	$11,788.83	$12,322.86	$12,881.09	$13,464.60	$13,801.21

Chart 4 Salary Plan 07CA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	$3,316.44	$3,466.67	$3,623.72	$3,787.86	$3,959.46	$4,138.78	$4,326.31	$4,522.24	$4,727.09	$4,941.20	$5,165.01	$5,399.00	$5,533.99
02	$3,485.15	$3,643.04	$3,808.10	$3,980.57	$4,160.91	$4,349.39	$4,546.36	$4,752.37	$4,967.62	$5,192.65	$5,427.87	$5,673.76	$5,815.61
03	$3,631.67	$3,796.20	$3,968.15	$4,147.90	$4,335.84	$4,532.27	$4,737.54	$4,952.14	$5,176.50	$5,410.95	$5,656.06	$5,912.28	$6,060.09
04	$3,796.41	$3,968.38	$4,148.11	$4,335.99	$4,532.45	$4,737.76	$4,952.36	$5,176.67	$5,411.21	$5,656.30	$5,912.54	$6,180.37	$6,334.88
05	$3,970.61	$4,150.44	$4,338.46	$4,534.98	$4,740.42	$4,955.14	$5,179.60	$5,414.23	$5,659.45	$5,915.81	$6,183.78	$6,463.92	$6,625.54
06	$4,135.95	$4,323.32	$4,519.12	$4,723.83	$4,937.88	$5,161.53	$5,395.35	$5,639.76	$5,895.21	$6,162.24	$6,441.40	$6,733.18	$6,901.52
07	$4,319.50	$4,515.15	$4,719.67	$4,933.52	$5,156.96	$5,390.60	$5,634.76	$5,890.00	$6,156.80	$6,435.70	$6,727.22	$7,031.97	$7,207.77
08	$4,510.99	$4,715.31	$4,928.93	$5,152.21	$5,385.59	$5,629.55	$5,884.55	$6,151.15	$6,429.78	$6,721.02	$7,025.47	$7,343.73	$7,527.32
09	$4,693.64	$4,906.21	$5,128.49	$5,360.76	$5,603.64	$5,857.46	$6,122.81	$6,400.19	$6,690.11	$6,993.16	$7,309.95	$7,641.10	$7,832.11
10	$4,877.56	$5,098.51	$5,329.48	$5,570.90	$5,823.31	$6,087.07	$6,362.80	$6,651.05	$6,952.35	$7,267.23	$7,596.44	$7,940.55	$8,139.06
11	$5,041.31	$5,269.66	$5,508.41	$5,757.95	$6,018.75	$6,291.43	$6,576.39	$6,874.28	$7,185.69	$7,511.17	$7,851.43	$8,207.10	$8,412.29
12	$5,234.56	$5,471.70	$5,719.56	$5,978.65	$6,249.50	$6,532.59	$6,828.48	$7,137.81	$7,461.19	$7,799.15	$8,152.43	$8,521.75	$8,734.79
13	$5,418.50	$5,663.90	$5,920.53	$6,188.73	$6,469.08	$6,762.09	$7,068.47	$7,388.64	$7,723.40	$8,073.22	$8,438.93	$8,821.23	$9,041.76
14	$5,618.73	$5,873.23	$6,139.32	$6,417.42	$6,708.11	$7,012.05	$7,329.63	$7,661.68	$8,008.74	$8,371.49	$8,750.71	$9,147.12	$9,375.79
15	$5,837.79	$6,102.23	$6,378.66	$6,667.64	$6,969.67	$7,285.42	$7,615.44	$7,960.42	$8,321.01	$8,697.91	$9,091.92	$9,503.77	$9,741.38
16	$6,039.64	$6,313.20	$6,599.21	$6,898.17	$7,210.65	$7,537.29	$7,878.72	$8,235.64	$8,608.75	$8,998.66	$9,406.31	$9,832.41	$10,078.23
17	$6,259.34	$6,542.90	$6,839.26	$7,149.10	$7,472.94	$7,811.50	$8,165.32	$8,535.22	$8,921.85	$9,325.97	$9,748.43	$10,190.03	$10,444.78
18	$6,478.64	$6,772.15	$7,078.91	$7,399.62	$7,734.80	$8,085.18	$8,451.44	$8,834.26	$9,234.51	$9,652.76	$10,090.02	$10,547.12	$10,810.78
19	$6,747.60	$7,053.27	$7,372.77	$7,706.77	$8,055.86	$8,420.79	$8,802.25	$9,200.98	$9,617.81	$10,053.41	$10,508.84	$10,984.88	$11,259.50
20	$6,995.86	$7,312.81	$7,644.04	$7,990.34	$8,352.29	$8,730.63	$9,126.16	$9,539.55	$9,971.71	$10,423.38	$10,895.57	$11,389.16	$11,673.88
21	$7,252.76	$7,581.29	$7,924.70	$8,283.69	$8,658.95	$9,051.16	$9,461.20	$9,889.82	$10,337.80	$10,806.08	$11,295.59	$11,807.31	$12,102.48

Increase of **2.00%** **effective** **7/11/2027**

Chart 1 Salary Plan 07A/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	$2,961.77	$3,095.93	$3,236.18	$3,382.77	$3,536.00	$3,696.19	$3,863.62	$4,038.65	$4,221.56	$4,412.84	$4,612.68	$4,821.63	$4,942.18
02	$3,112.41	$3,253.38	$3,400.79	$3,554.85	$3,715.90	$3,884.26	$4,060.18	$4,244.13	$4,436.38	$4,637.29	$4,847.42	$5,066.97	$5,193.66
03	$3,243.29	$3,390.20	$3,543.78	$3,704.30	$3,872.12	$4,047.51	$4,230.86	$4,422.56	$4,622.92	$4,832.29	$5,051.18	$5,280.03	$5,412.03
04	$3,390.36	$3,543.98	$3,704.50	$3,872.34	$4,047.75	$4,231.07	$4,422.71	$4,623.10	$4,832.52	$5,051.41	$5,280.20	$5,519.43	$5,657.42
05	$3,545.97	$3,706.61	$3,874.46	$4,050.02	$4,233.45	$4,425.23	$4,625.68	$4,835.23	$5,054.24	$5,283.19	$5,522.51	$5,772.64	$5,916.96
06	$3,693.63	$3,860.96	$4,035.83	$4,218.67	$4,409.79	$4,609.50	$4,818.31	$5,036.64	$5,264.76	$5,503.26	$5,752.56	$6,013.11	$6,163.44
07	$3,857.53	$4,032.23	$4,214.87	$4,405.89	$4,605.45	$4,814.06	$5,032.19	$5,260.10	$5,498.41	$5,747.46	$6,007.80	$6,279.94	$6,436.95
08	$4,028.52	$4,211.04	$4,401.80	$4,601.21	$4,809.62	$5,027.51	$5,255.25	$5,493.30	$5,742.14	$6,002.24	$6,274.17	$6,558.38	$6,722.35
09	$4,191.64	$4,381.54	$4,580.00	$4,787.51	$5,004.33	$5,231.06	$5,467.98	$5,715.71	$5,974.61	$6,245.27	$6,528.19	$6,823.91	$6,994.51
10	$4,355.91	$4,553.24	$4,759.49	$4,975.11	$5,200.48	$5,436.07	$5,682.32	$5,939.78	$6,208.81	$6,490.06	$6,784.07	$7,091.40	$7,268.67
11	$4,502.12	$4,706.09	$4,919.29	$5,142.14	$5,375.05	$5,618.58	$5,873.11	$6,139.13	$6,417.26	$6,707.92	$7,011.77	$7,329.40	$7,512.65
12	$4,674.72	$4,886.53	$5,107.89	$5,339.25	$5,581.13	$5,833.95	$6,098.22	$6,374.49	$6,663.24	$6,965.05	$7,280.57	$7,610.41	$7,800.66
13	$4,839.01	$5,058.20	$5,287.32	$5,526.87	$5,777.18	$6,038.94	$6,312.50	$6,598.46	$6,897.33	$7,209.84	$7,536.41	$7,877.87	$8,074.82
14	$5,017.79	$5,245.14	$5,482.74	$5,731.10	$5,990.69	$6,262.11	$6,545.77	$6,842.27	$7,152.29	$7,476.22	$7,814.91	$8,168.91	$8,373.13
15	$5,213.45	$5,449.62	$5,696.51	$5,954.55	$6,224.27	$6,506.23	$6,800.99	$7,109.06	$7,431.13	$7,767.75	$8,119.63	$8,487.43	$8,699.62
16	$5,393.67	$5,638.02	$5,893.43	$6,160.43	$6,439.46	$6,731.19	$7,036.13	$7,354.86	$7,688.04	$8,036.29	$8,400.35	$8,780.93	$9,000.44
17	$5,589.92	$5,843.17	$6,107.83	$6,384.53	$6,673.76	$6,976.05	$7,292.08	$7,622.40	$7,967.73	$8,328.63	$8,705.92	$9,100.29	$9,327.79
18	$5,785.82	$6,047.88	$6,321.83	$6,608.21	$6,907.59	$7,220.49	$7,547.61	$7,889.50	$8,246.88	$8,620.47	$9,010.95	$9,419.20	$9,654.69
19	$6,025.94	$6,298.93	$6,584.27	$6,882.55	$7,194.34	$7,520.23	$7,860.91	$8,216.98	$8,589.21	$8,978.30	$9,385.00	$9,810.17	$10,055.43
20	$6,247.69	$6,530.68	$6,826.53	$7,135.78	$7,459.07	$7,796.92	$8,150.15	$8,519.34	$8,905.24	$9,308.68	$9,730.34	$10,171.14	$10,425.43
21	$6,477.14	$6,770.52	$7,077.25	$7,397.82	$7,732.92	$8,083.19	$8,449.36	$8,832.13	$9,232.18	$9,650.42	$10,087.62	$10,544.56	$10,808.20

Chart 2 Salary Plan 07AA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
NC	$7,873.62	$8,230.25	$8,603.12	$8,992.79	$9,400.20	$9,826.03	$10,271.16	$10,736.44	$11,222.85	$11,731.19	$12,262.59	$12,818.10	$13,138.54

Chart 3 Salary Plan 07BA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
15	$5,826.15	$6,090.07	$6,365.95	$6,654.36	$6,955.79	$7,270.90	$7,600.26	$7,944.60	$8,304.43	$8,680.62	$9,073.85	$9,484.88	$9,722.01
18	$6,398.46	$6,688.28	$6,991.31	$7,307.98	$7,639.05	$7,985.09	$8,346.83	$8,724.94	$9,120.16	$9,533.27	$9,965.11	$10,416.50	$10,676.93
21	$7,089.72	$7,410.87	$7,746.62	$8,097.57	$8,464.31	$8,847.80	$9,248.53	$9,667.54	$10,105.51	$10,563.31	$11,041.83	$11,542.03	$11,830.58
21A	$8,153.18	$8,522.51	$8,908.61	$9,312.19	$9,733.95	$10,174.96	$10,635.84	$11,117.66	$11,621.34	$12,147.79	$12,698.09	$13,273.35	$13,605.18
SP	$8,436.07	$8,818.27	$9,217.70	$9,635.28	$10,071.78	$10,528.05	$11,004.93	$11,503.50	$12,024.61	$12,569.32	$13,138.71	$13,733.89	$14,077.23

Chart 4 Salary Plan 07CA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	$3,382.77	$3,536.00	$3,696.19	$3,863.62	$4,038.65	$4,221.56	$4,412.84	$4,612.68	$4,821.63	$5,040.02	$5,268.31	$5,506.98	$5,644.67
02	$3,554.85	$3,715.90	$3,884.26	$4,060.18	$4,244.13	$4,436.38	$4,637.29	$4,847.42	$5,066.97	$5,296.50	$5,536.43	$5,787.24	$5,931.92
03	$3,704.30	$3,872.12	$4,047.51	$4,230.86	$4,422.56	$4,622.92	$4,832.29	$5,051.18	$5,280.03	$5,519.17	$5,769.18	$6,030.53	$6,181.29
04	$3,872.34	$4,047.75	$4,231.07	$4,422.71	$4,623.10	$4,832.52	$5,051.41	$5,280.20	$5,519.43	$5,769.43	$6,030.79	$6,303.98	$6,461.58
05	$4,050.02	$4,233.45	$4,425.23	$4,625.68	$4,835.23	$5,054.24	$5,283.19	$5,522.51	$5,772.64	$6,034.13	$6,307.46	$6,593.20	$6,758.05
06	$4,218.67	$4,409.79	$4,609.50	$4,818.31	$5,036.64	$5,264.76	$5,503.26	$5,752.56	$6,013.11	$6,285.48	$6,570.23	$6,867.84	$7,039.55
07	$4,405.89	$4,605.45	$4,814.06	$5,032.19	$5,260.10	$5,498.41	$5,747.46	$6,007.80	$6,279.94	$6,564.41	$6,861.76	$7,172.61	$7,351.93
08	$4,601.21	$4,809.62	$5,027.51	$5,255.25	$5,493.30	$5,742.14	$6,002.24	$6,274.17	$6,558.38	$6,855.44	$7,165.98	$7,490.60	$7,677.87
09	$4,787.51	$5,004.33	$5,231.06	$5,467.98	$5,715.71	$5,974.61	$6,245.27	$6,528.19	$6,823.91	$7,133.02	$7,456.15	$7,793.92	$7,988.75
10	$4,975.11	$5,200.48	$5,436.07	$5,682.32	$5,939.78	$6,208.81	$6,490.06	$6,784.07	$7,091.40	$7,412.57	$7,748.37	$8,099.36	$8,301.84
11	$5,142.14	$5,375.05	$5,618.58	$5,873.11	$6,139.13	$6,417.26	$6,707.92	$7,011.77	$7,329.40	$7,661.39	$8,008.46	$8,371.24	$8,580.54
12	$5,339.25	$5,581.13	$5,833.95	$6,098.22	$6,374.49	$6,663.24	$6,965.05	$7,280.57	$7,610.41	$7,955.13	$8,315.48	$8,692.19	$8,909.49
13	$5,526.87	$5,777.18	$6,038.94	$6,312.50	$6,598.46	$6,897.33	$7,209.84	$7,536.41	$7,877.87	$8,234.68	$8,607.71	$8,997.65	$9,222.60
14	$5,731.10	$5,990.69	$6,262.11	$6,545.77	$6,842.27	$7,152.29	$7,476.22	$7,814.91	$8,168.91	$8,538.92	$8,925.72	$9,330.06	$9,563.31
15	$5,954.55	$6,224.27	$6,506.23	$6,800.99	$7,109.06	$7,431.13	$7,767.75	$8,119.63	$8,487.43	$8,871.87	$9,273.76	$9,693.85	$9,936.21
16	$6,160.43	$6,439.46	$6,731.19	$7,036.13	$7,354.86	$7,688.04	$8,036.29	$8,400.35	$8,780.93	$9,178.63	$9,594.44	$10,029.06	$10,279.79
17	$6,384.53	$6,673.76	$6,976.05	$7,292.08	$7,622.40	$7,967.73	$8,328.63	$8,705.92	$9,100.29	$9,512.49	$9,943.40	$10,393.83	$10,653.68
18	$6,608.21	$6,907.59	$7,220.49	$7,547.61	$7,889.50	$8,246.88	$8,620.47	$9,010.95	$9,419.20	$9,845.82	$10,291.82	$10,758.06	$11,027.00
19	$6,882.55	$7,194.34	$7,520.23	$7,860.91	$8,216.98	$8,589.21	$8,978.30	$9,385.00	$9,810.17	$10,254.48	$10,719.02	$11,204.58	$11,484.69
20	$7,135.78	$7,459.07	$7,796.92	$8,150.15	$8,519.34	$8,905.24	$9,308.68	$9,730.34	$10,171.14	$10,631.85	$11,113.48	$11,616.94	$11,907.36
21	$7,397.82	$7,732.92	$8,083.19	$8,449.36	$8,832.13	$9,232.18	$9,650.42	$10,087.62	$10,544.56	$11,022.20	$11,521.50	$12,043.46	$12,344.53