



EXECUTIVE OFFICE FOR ADMINISTRATION & FINANCE  
COMMONWEALTH OF MASSACHUSETTS  
**HUMAN RESOURCES DIVISION**  
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**MAURA T. HEALEY**  
GOVERNOR

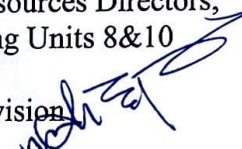
**KIMBERLEY DRISCOLL**  
LIEUTENANT GOVERNOR

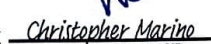

**MATTHEW J. GORZKOWICZ**  
SECRETARY

**MELISSA J. PULLIN**  
INTERIM 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 8&10

**FROM:** Melissa J. Pullin, Interim 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

**DATE:** December 8, 2023

**RE:** Implementation of the January 1, 2023 – December 31, 2023 Commonwealth – Alliance, AFSCME-SEIU Local 509 Collective Bargaining Agreement

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On April 25, 2023, the Commonwealth of Massachusetts's Human Resources Division signed a Labor Agreement with SEIU Local 509, Units 8 & 10, for the period of January 1, 2023 to December 31, 2023. The contract was approved by the Legislature and signed by the Governor on December 4, 2023 (Chapter 77 of the Acts of 2023). This Memorandum implements the provisions of the new Agreement, including new salary charts, effective the pay period that begins January 1, 2023. 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 2023 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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**SECTION I CONTRACT CHANGES**

**ARTICLE 12  
SALARY RATES**

**Section 1**

The following shall apply to full time employees:

- A. Effective the first full pay period in January 2023, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.**
- B. Effective the first full pay period in July 2023, employees who meet the eligibility criteria provided in Section 2 of this article shall receive a four percent (4%) increase in salary rate.**

**Section 2 Classification/Adjustment Pool (New Section)**

The parties agree to the following components of the SEIU Local 509 Classification/Adjustment Pool:

- 1) Upgrades to the following SEIU Local 509 titles:

<b>TITLE</b>	<b>CURRENT GRADE</b>	<b>NEW GRADE</b>
Human Service Assistant A/B	15	16
Interp, Deaf Hard of Hearing I	23	24
Interp, Deaf Hard of Hearing II	25	26
Interp, Deaf Hard of Hearing III	26	27*
Interp, CART Ref Spec I	21	22
Interp, CART Ref Spec II	23	24
Interp, CART Ref Spec III	25	26
Clinical Social Worker A/B	21	22A
Clinical Social Worker C	23	24
Clinical Social Worker D	24	25
Vocational Instructors A/B	12	15
Vocational Instructors C	14A	17
Social Worker Tech A/B	14	15

*\*New Grade*

Job upgrades will be subject to the promotion factor as contained in Article 12, Section 5 of the Collective Bargaining Agreement. These upgrades will become effective the first full pay period of January 2023.

- 2) Department of Children and Family *Hotline Standby Pay* differential will be increased to \$25 per shift. This increase will become effective the first full pay period of January 2023.

- 3) An increase of \$200,000 to the Commonwealth, SEIU Local 509 Training Trust Fund, thereby increasing the Commonwealth’s annual contribution to \$938,046.
- 4) An increase of \$100 toward the MAP Licensure Stipend for Residential Supervisors, bringing the total annual stipend to \$300.
- 5) An SEIU Longevity Differential will be created and will have the following schedule:

<u>Years of Service</u>	<u>Bi-Weekly Payment</u>
15 - 19 Years	\$11 (\$286 Annual)
20 - 24 Years	\$15 (\$390 Annual)
25 + Years	\$30 (\$780 Annual)

This Differential will go into effect as soon as administratively feasible and the details of the implementation will be outlined in a separate Memorandum of Understanding between the parties.

The parties agree that the Differential will not apply to employees who otherwise receive a Longevity Incentive pursuant to Supplemental T of the Commonwealth-SEIU Local 509 Collective Bargaining Agreement.

In addition, employees eligible for this Differential will receive a one-time Retention Bonus. The amount of this Bonus shall be determined by an employee’s Longevity status as of the implementation of said Differential, multiplied by the number of pay periods that have elapsed between the first pay period of January 2023 and the date/pay period upon which the Differential is implemented. The Retention Bonus will be paid to employees active as of the effective date of the Longevity Differential.

No later than 30 days after HRD receives authorization from the Legislature to implement the funding of the contract and classification pool, the parties shall meet to discuss the implementation of the Differential and Retention Bonus.

- 6) The parties acknowledge that they have, during negotiation of this Classification/Adjustment Pool, discussed the Union’s request to reallocate the Milieu Therapists at the Department of Public Health and the parties agree that they will continue to meet and discuss this issue.

*Subsequent Sections in Article 12 will be re-numbered.*

**ARTICLE 30  
DURATION**

This Agreement shall be for the one-year period from **January 1, 2023** to **December 31, 2023** and terms contained herein shall become effective the first pay period of **January 2023** unless otherwise specified. It is expressly understood and agreed that subject to ratification by the Units 8 & 10 Membership, the predecessor collective bargaining agreement shall be modified in accordance with this memorandum of understanding.

The parties agree to commence negotiations for a successor agreement on September 6, 2023.

**ARTICLE 32  
REOPENER**

**Section 1 Wage Reopener**

In the event that, during the term of this Agreement, a Collective Bargaining Agreement is submitted by either the Governor, or the Secretary for Administration and Finance, and said Agreement is funded by the Legislature, and in the event such Agreement contains provisions for across-the-board salary increases in excess of those contained in this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.

## **SECTION II ADMINISTRATIVE INSTRUCTIONS**

### **HR/CMS INSTRUCTIONS**

The salary increases for SEIU Local 509 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 July 2023 and January 2024 increase in salary rate.

Retroactive payments for January and July 2023 will also be automated in HR/CMS. MobiusView reports will be provided for departments to verify and approve.

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

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

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

### **LCM Instructions**

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

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

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

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

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

## **INSTRUCTIONS FROM ADMINISTRATION AND FINANCE**

Chapter 77 of the Acts of 2023 include an appropriation (1599-4448) to fund incremental costs of the SEIU Local 509 Collective Bargaining Agreement.

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



Increase of **4.00%** effective **1/1/2023**

**BU 08 & 10 Salary Plans (08A/B,10A/B)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,216.81	\$1,237.10	\$1,257.81	\$1,278.86	\$1,300.33	\$1,322.10	\$1,344.28	\$1,366.99	\$1,389.98	\$1,413.50	\$1,441.77	\$1,470.59
02	\$1,238.87	\$1,259.17	\$1,279.82	\$1,300.95	\$1,322.37	\$1,344.18	\$1,366.40	\$1,389.00	\$1,412.08	\$1,435.49	\$1,464.26	\$1,493.50
03	\$1,257.44	\$1,280.39	\$1,303.65	\$1,327.47	\$1,351.74	\$1,376.53	\$1,401.69	\$1,427.48	\$1,453.66	\$1,480.43	\$1,510.05	\$1,540.28
04	\$1,289.96	\$1,312.82	\$1,336.20	\$1,360.05	\$1,384.32	\$1,409.02	\$1,434.24	\$1,460.04	\$1,486.20	\$1,512.89	\$1,543.12	\$1,573.98
05	\$1,310.44	\$1,335.25	\$1,360.53	\$1,386.38	\$1,412.75	\$1,439.60	\$1,467.08	\$1,495.09	\$1,523.69	\$1,552.84	\$1,583.88	\$1,615.58
06	\$1,354.15	\$1,379.05	\$1,404.41	\$1,430.25	\$1,456.62	\$1,483.51	\$1,510.94	\$1,538.94	\$1,567.48	\$1,596.58	\$1,628.49	\$1,661.04
07	\$1,386.51	\$1,413.62	\$1,441.28	\$1,469.58	\$1,498.43	\$1,527.87	\$1,558.03	\$1,588.68	\$1,620.09	\$1,652.13	\$1,685.18	\$1,718.87
08	\$1,416.79	\$1,446.03	\$1,475.90	\$1,506.52	\$1,537.84	\$1,569.83	\$1,602.47	\$1,635.85	\$1,670.04	\$1,704.98	\$1,739.03	\$1,773.87
09	\$1,467.08	\$1,499.01	\$1,531.73	\$1,565.24	\$1,599.43	\$1,634.51	\$1,670.39	\$1,707.13	\$1,744.71	\$1,783.17	\$1,818.86	\$1,855.20
10	\$1,520.36	\$1,554.44	\$1,589.22	\$1,624.85	\$1,661.42	\$1,698.76	\$1,737.04	\$1,776.28	\$1,818.42	\$1,862.03	\$1,899.28	\$1,937.25
11	\$1,570.10	\$1,607.18	\$1,645.21	\$1,684.10	\$1,724.00	\$1,764.95	\$1,808.41	\$1,854.06	\$1,900.82	\$1,948.79	\$1,987.76	\$2,027.49
12	\$1,635.20	\$1,674.24	\$1,714.17	\$1,755.14	\$1,798.02	\$1,843.78	\$1,890.64	\$1,938.73	\$1,988.04	\$2,038.52	\$2,079.29	\$2,120.90
12A	\$1,684.26	\$1,724.44	\$1,765.61	\$1,807.79	\$1,851.96	\$1,899.11	\$1,947.34	\$1,996.86	\$2,047.68	\$2,099.70	\$2,141.69	\$2,184.51
13	\$1,721.50	\$1,762.73	\$1,806.42	\$1,852.53	\$1,899.72	\$1,948.17	\$1,997.79	\$2,048.75	\$2,100.94	\$2,154.52	\$2,197.60	\$2,241.52
14	\$1,789.53	\$1,840.51	\$1,892.96	\$1,946.95	\$2,002.38	\$2,059.45	\$2,118.14	\$2,178.53	\$2,240.64	\$2,304.44	\$2,350.52	\$2,397.51
14A	\$1,843.21	\$1,895.73	\$1,949.74	\$2,005.35	\$2,062.44	\$2,121.24	\$2,181.69	\$2,243.88	\$2,307.83	\$2,373.56	\$2,421.03	\$2,469.42
15	\$1,879.89	\$1,935.21	\$1,992.15	\$2,050.83	\$2,111.12	\$2,173.24	\$2,237.23	\$2,303.04	\$2,370.78	\$2,440.62	\$2,489.44	\$2,539.22
16	\$1,981.54	\$2,041.87	\$2,103.94	\$2,167.97	\$2,233.98	\$2,301.96	\$2,372.01	\$2,444.21	\$2,518.63	\$2,595.21	\$2,647.13	\$2,700.10
17	\$2,100.94	\$2,163.69	\$2,228.37	\$2,295.02	\$2,363.56	\$2,434.12	\$2,506.88	\$2,581.84	\$2,659.02	\$2,738.52	\$2,793.24	\$2,849.11
17A	\$2,184.97	\$2,250.24	\$2,317.50	\$2,386.82	\$2,458.09	\$2,531.48	\$2,607.14	\$2,685.11	\$2,765.38	\$2,848.05	\$2,904.98	\$2,963.10
18	\$2,201.46	\$2,268.36	\$2,337.21	\$2,408.17	\$2,481.27	\$2,556.65	\$2,634.27	\$2,714.25	\$2,796.64	\$2,881.63	\$2,939.26	\$2,998.06
18A	\$2,250.52	\$2,317.74	\$2,387.03	\$2,458.42	\$2,531.84	\$2,607.43	\$2,685.36	\$2,765.67	\$2,848.34	\$2,933.50	\$2,992.13	\$3,051.98
19	\$2,315.44	\$2,386.50	\$2,459.81	\$2,535.29	\$2,613.10	\$2,693.31	\$2,776.08	\$2,861.28	\$2,949.09	\$3,039.68	\$3,100.48	\$3,162.48
19A	\$2,408.05	\$2,481.96	\$2,558.19	\$2,636.71	\$2,717.62	\$2,801.04	\$2,887.12	\$2,975.72	\$3,067.04	\$3,161.26	\$3,224.48	\$3,288.97
20	\$2,439.88	\$2,513.27	\$2,588.97	\$2,666.84	\$2,747.04	\$2,829.78	\$2,914.92	\$3,002.67	\$3,093.04	\$3,186.10	\$3,249.84	\$3,314.85
20A	\$2,480.29	\$2,556.42	\$2,634.93	\$2,715.81	\$2,799.15	\$2,885.07	\$2,973.73	\$3,064.99	\$3,159.05	\$3,256.09	\$3,321.21	\$3,387.63
21	\$2,553.24	\$2,631.31	\$2,711.70	\$2,794.67	\$2,880.04	\$2,968.14	\$3,058.88	\$3,152.33	\$3,248.68	\$3,347.98	\$3,414.92	\$3,483.26
21A	\$2,655.37	\$2,736.55	\$2,820.16	\$2,906.45	\$2,995.24	\$3,086.86	\$3,181.24	\$3,278.41	\$3,378.61	\$3,481.92	\$3,551.54	\$3,622.60
22	\$2,680.02	\$2,762.40	\$2,847.46	\$2,935.10	\$3,025.43	\$3,118.58	\$3,214.54	\$3,313.47	\$3,415.45	\$3,520.54	\$3,590.98	\$3,662.77
22A	\$2,735.03	\$2,818.65	\$2,904.76	\$2,993.64	\$3,085.10	\$3,179.46	\$3,276.68	\$3,376.77	\$3,479.96	\$3,586.38	\$3,658.09	\$3,731.28
23	\$2,817.18	\$2,902.11	\$2,989.56	\$3,079.69	\$3,172.45	\$3,268.10	\$3,366.57	\$3,468.07	\$3,572.56	\$3,680.22	\$3,753.82	\$3,828.88
24	\$2,944.64	\$3,033.58	\$3,125.18	\$3,219.51	\$3,316.87	\$3,416.97	\$3,520.24	\$3,626.52	\$3,736.11	\$3,848.89	\$3,925.86	\$4,004.38
25	\$3,071.97	\$3,165.31	\$3,261.52	\$3,360.74	\$3,462.88	\$3,568.14	\$3,676.62	\$3,788.45	\$3,903.58	\$4,022.24	\$4,102.68	\$4,184.73
26	\$3,185.37	\$3,282.80	\$3,383.07	\$3,486.51	\$3,593.06	\$3,702.93	\$3,816.08	\$3,932.75	\$4,052.94	\$4,176.87	\$4,260.40	\$4,345.62
C19	\$2,457.86	\$2,533.30	\$2,611.12	\$2,691.28	\$2,773.87	\$2,859.02	\$2,946.89	\$3,037.31	\$3,130.48	\$3,226.66	\$3,291.20	\$3,357.03
C20	\$2,580.76	\$2,659.98	\$2,741.68	\$2,825.85	\$2,912.55	\$3,001.96	\$3,094.22	\$3,189.18	\$3,286.99	\$3,387.99	\$3,455.77	\$3,524.89
C21	\$2,709.81	\$2,792.98	\$2,878.77	\$2,967.12	\$3,058.19	\$3,152.05	\$3,248.93	\$3,348.63	\$3,451.38	\$3,557.38	\$3,628.55	\$3,701.11
C22	\$2,845.82	\$2,932.86	\$3,022.45	\$3,114.89	\$3,210.07	\$3,308.26	\$3,409.43	\$3,513.56	\$3,620.95	\$3,731.66	\$3,806.24	\$3,882.42
C23	\$2,988.13	\$3,079.49	\$3,173.57	\$3,270.63	\$3,370.59	\$3,473.67	\$3,579.89	\$3,689.24	\$3,802.00	\$3,918.22	\$3,996.57	\$4,076.55

**BU 08 & 10 Salary Plans (10E/F)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,439.88	\$2,513.27	\$2,588.96	\$2,666.83	\$2,747.05	\$2,829.78	\$2,914.92	\$3,002.67	\$3,093.03	\$3,186.11	\$3,249.84	\$3,314.85
21	\$2,553.23	\$2,631.31	\$2,711.70	\$2,794.66	\$2,880.03	\$2,968.15	\$3,058.89	\$3,152.33	\$3,248.67	\$3,347.98	\$3,414.92	\$3,483.26
22	\$2,680.02	\$2,762.40	\$2,847.44	\$2,935.10	\$3,025.43	\$3,118.55	\$3,214.55	\$3,313.47	\$3,415.44	\$3,520.54	\$3,590.98	\$3,662.77
22A	\$2,760.41	\$2,845.26	\$2,932.88	\$3,023.17	\$3,116.18	\$3,212.12	\$3,310.98	\$3,412.87	\$3,517.94	\$3,626.15	\$3,698.71	\$3,772.64
24	\$2,944.65	\$3,033.59	\$3,125.18	\$3,219.52	\$3,316.87	\$3,416.97	\$3,520.25	\$3,626.52	\$3,736.10	\$3,848.89	\$3,925.86	\$4,004.38
24A	\$3,032.96	\$3,124.61	\$3,218.92	\$3,316.11	\$3,416.38	\$3,519.47	\$3,625.84	\$3,735.31	\$3,848.17	\$3,964.36	\$4,043.63	\$4,124.50
25	\$3,071.96	\$3,165.31	\$3,261.52	\$3,360.74	\$3,462.89	\$3,568.14	\$3,676.62	\$3,788.47	\$3,903.58	\$4,022.24	\$4,102.68	\$4,184.73
25A	\$3,225.56	\$3,323.58	\$3,424.62	\$3,528.77	\$3,636.03	\$3,746.56	\$3,860.44	\$3,977.89	\$4,098.75	\$4,223.36	\$4,307.83	\$4,393.97
25B	\$3,286.98	\$3,386.88	\$3,489.86	\$3,596.01	\$3,705.28	\$3,817.91	\$3,933.99	\$4,053.65	\$4,176.83	\$4,303.80	\$4,389.88	\$4,477.66
26	\$3,185.37	\$3,282.79	\$3,383.07	\$3,486.51	\$3,593.08	\$3,702.94	\$3,816.08	\$3,932.75	\$4,052.93	\$4,176.87	\$4,260.40	\$4,345.61
26A	\$3,280.93	\$3,381.28	\$3,484.58	\$3,591.11	\$3,700.89	\$3,814.03	\$3,930.58	\$4,050.73	\$4,174.53	\$4,302.17	\$4,388.20	\$4,475.98
27A	\$3,468.39	\$3,574.47	\$3,683.67	\$3,796.28	\$3,912.33	\$4,031.96	\$4,155.13	\$4,282.16	\$4,413.05	\$4,547.97	\$4,638.94	\$4,731.71
27B	\$3,534.45	\$3,642.57	\$3,753.83	\$3,868.60	\$3,986.85	\$4,108.76	\$4,234.29	\$4,363.74	\$4,497.11	\$4,634.61	\$4,727.30	\$4,821.85

**BU 08 & 10 Salary Plans (10C/D)**

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$2,039.60	\$2,174.96	\$2,310.36	\$2,445.76	\$2,581.11	\$2,716.48	\$2,851.90	\$2,987.25	\$3,122.62	\$3,258.03
90B	\$2,204.02	\$2,353.63	\$2,503.25	\$2,652.85	\$2,802.52	\$2,952.09	\$3,101.71	\$3,251.34	\$3,400.95	\$3,550.55
90C	\$2,345.34	\$2,500.40	\$2,655.50	\$2,810.51	\$2,965.56	\$3,120.64	\$3,275.69	\$3,430.72	\$3,585.81	\$3,740.85
92A	\$4,398.32	\$4,530.27								
92B	\$4,821.25									
93A	\$2,243.57	\$2,392.47	\$2,541.42	\$2,690.28	\$2,839.23	\$2,988.13	\$3,137.04	\$3,285.96	\$3,434.90	\$3,583.82
93B	\$2,424.41	\$2,588.98	\$2,753.59	\$2,918.16	\$3,082.71	\$3,247.30	\$3,411.88	\$3,576.49	\$3,741.04	\$3,905.62
93C	\$2,579.89	\$2,750.44	\$2,920.99	\$3,091.60	\$3,262.13	\$3,432.69	\$3,603.22	\$3,773.83	\$3,944.39	\$4,114.93

**BU 08 & 10 Salary Plans (10CD)**

Grade 13: Teacher Aide at DESE 185 days 7 hour day 35 hours

Grade	1	2	3	4	5	6	7	8	9	10	11	12
15	\$1,248.44	\$1,285.18	\$1,322.98	\$1,361.95	\$1,402.00	\$1,443.26	\$1,485.74	\$1,529.46	\$1,574.46	\$1,620.84	\$1,653.25	\$1,686.30
90A	\$2,445.63	\$2,607.81	\$2,769.98	\$2,932.18	\$3,094.35	\$3,257.20	\$3,419.37	\$3,581.55	\$3,743.74	\$3,906.57		
90B	\$2,642.41	\$2,821.89	\$3,001.41	\$3,180.89	\$3,360.40	\$3,539.27	\$3,718.75	\$3,898.25	\$4,077.74	\$4,257.22		
90C	\$2,811.65	\$2,997.57	\$3,184.08	\$3,369.38	\$3,555.93	\$3,741.84	\$3,927.73	\$4,113.64	\$4,299.52	\$4,485.46		
92A	\$5,273.31											
93A	\$2,689.86	\$2,868.70	\$3,046.91	\$3,225.78	\$3,403.99	\$3,582.83	\$3,761.05	\$3,939.92	\$4,118.14	\$4,296.97		
93B	\$2,906.54	\$3,103.96	\$3,301.42	\$3,498.86	\$3,696.32	\$3,893.74	\$4,090.55	\$4,288.00	\$4,485.46	\$4,682.88		
93C	\$3,093.07	\$3,297.57	\$3,502.08	\$3,706.56	\$3,911.06	\$4,115.53	\$4,320.06	\$4,524.53	\$4,729.05	\$4,933.54		

Increase of **4.00%** effective **7/2/2023**

**BU 08 & 10 Salary Plans (08A/B,10A/B)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,265.48	\$1,286.58	\$1,308.12	\$1,330.01	\$1,352.34	\$1,374.98	\$1,398.05	\$1,421.67	\$1,445.58	\$1,470.04	\$1,499.44	\$1,529.41
02	\$1,288.42	\$1,309.54	\$1,331.01	\$1,352.99	\$1,375.26	\$1,397.95	\$1,421.06	\$1,444.56	\$1,468.56	\$1,492.91	\$1,522.83	\$1,553.24
03	\$1,307.74	\$1,331.61	\$1,355.80	\$1,380.57	\$1,405.81	\$1,431.59	\$1,457.76	\$1,484.58	\$1,511.81	\$1,539.65	\$1,570.45	\$1,601.89
04	\$1,341.56	\$1,365.33	\$1,389.65	\$1,414.45	\$1,439.69	\$1,465.38	\$1,491.61	\$1,518.44	\$1,545.65	\$1,573.41	\$1,604.84	\$1,636.94
05	\$1,362.86	\$1,388.66	\$1,414.95	\$1,441.84	\$1,469.26	\$1,497.18	\$1,525.76	\$1,554.89	\$1,584.64	\$1,614.95	\$1,647.24	\$1,680.20
06	\$1,408.32	\$1,434.21	\$1,460.59	\$1,487.46	\$1,514.88	\$1,542.85	\$1,571.38	\$1,600.50	\$1,630.18	\$1,660.44	\$1,693.63	\$1,727.48
07	\$1,441.97	\$1,470.16	\$1,498.93	\$1,528.36	\$1,558.37	\$1,588.98	\$1,620.35	\$1,652.23	\$1,684.89	\$1,718.22	\$1,752.59	\$1,787.62
08	\$1,473.46	\$1,503.87	\$1,534.94	\$1,566.78	\$1,599.35	\$1,632.62	\$1,666.57	\$1,701.28	\$1,736.84	\$1,773.18	\$1,808.59	\$1,844.82
09	\$1,525.76	\$1,558.97	\$1,593.00	\$1,627.85	\$1,663.41	\$1,699.89	\$1,737.21	\$1,775.42	\$1,814.50	\$1,854.50	\$1,891.61	\$1,929.41
10	\$1,581.17	\$1,616.62	\$1,652.79	\$1,689.84	\$1,727.88	\$1,766.71	\$1,806.52	\$1,847.33	\$1,891.16	\$1,936.51	\$1,975.25	\$2,014.74
11	\$1,632.90	\$1,671.47	\$1,711.02	\$1,751.46	\$1,792.96	\$1,835.55	\$1,880.75	\$1,928.22	\$1,976.85	\$2,026.74	\$2,067.27	\$2,108.59
12	\$1,700.61	\$1,741.21	\$1,782.74	\$1,825.35	\$1,869.94	\$1,917.53	\$1,966.27	\$2,016.28	\$2,067.56	\$2,120.06	\$2,162.46	\$2,205.74
12A	\$1,751.63	\$1,793.42	\$1,836.23	\$1,880.10	\$1,926.04	\$1,975.07	\$2,025.23	\$2,076.73	\$2,129.59	\$2,183.69	\$2,227.36	\$2,271.89
13	\$1,790.36	\$1,833.24	\$1,878.68	\$1,926.63	\$1,975.71	\$2,026.10	\$2,077.70	\$2,130.70	\$2,184.98	\$2,240.70	\$2,285.50	\$2,331.18
14	\$1,861.11	\$1,914.13	\$1,968.68	\$2,024.83	\$2,082.48	\$2,141.83	\$2,202.87	\$2,265.67	\$2,330.27	\$2,396.62	\$2,444.54	\$2,493.41
14A	\$1,916.94	\$1,971.56	\$2,027.73	\$2,085.56	\$2,144.94	\$2,206.09	\$2,268.96	\$2,333.64	\$2,400.14	\$2,468.50	\$2,517.87	\$2,568.20
15	\$1,955.09	\$2,012.62	\$2,071.84	\$2,132.86	\$2,195.56	\$2,260.17	\$2,326.72	\$2,395.16	\$2,465.61	\$2,538.24	\$2,589.02	\$2,640.79
16	\$2,060.80	\$2,123.54	\$2,188.10	\$2,254.69	\$2,323.34	\$2,394.04	\$2,466.89	\$2,541.98	\$2,619.38	\$2,699.02	\$2,753.02	\$2,808.10
17	\$2,184.98	\$2,250.24	\$2,317.50	\$2,386.82	\$2,458.10	\$2,531.48	\$2,607.16	\$2,685.11	\$2,765.38	\$2,848.06	\$2,904.97	\$2,963.07
17A	\$2,272.37	\$2,340.25	\$2,410.20	\$2,482.29	\$2,556.41	\$2,632.74	\$2,711.43	\$2,792.51	\$2,876.00	\$2,961.97	\$3,021.18	\$3,081.62
18	\$2,289.52	\$2,359.09	\$2,430.70	\$2,504.50	\$2,580.52	\$2,658.92	\$2,739.64	\$2,822.82	\$2,908.51	\$2,996.90	\$3,056.83	\$3,117.98
18A	\$2,340.54	\$2,410.45	\$2,482.51	\$2,556.76	\$2,633.11	\$2,711.73	\$2,792.77	\$2,876.30	\$2,962.27	\$3,050.84	\$3,111.82	\$3,174.06
19	\$2,408.06	\$2,481.96	\$2,558.20	\$2,636.70	\$2,717.62	\$2,801.04	\$2,887.12	\$2,975.73	\$3,067.05	\$3,161.27	\$3,224.50	\$3,288.98
19A	\$2,504.37	\$2,581.24	\$2,660.52	\$2,742.18	\$2,826.32	\$2,913.08	\$3,002.60	\$3,094.75	\$3,189.72	\$3,287.71	\$3,353.46	\$3,420.53
20	\$2,537.48	\$2,613.80	\$2,692.53	\$2,773.51	\$2,856.92	\$2,942.97	\$3,031.52	\$3,122.78	\$3,216.76	\$3,313.54	\$3,379.83	\$3,447.44
20A	\$2,579.50	\$2,658.68	\$2,740.33	\$2,824.44	\$2,911.12	\$3,000.47	\$3,092.68	\$3,187.59	\$3,285.41	\$3,386.33	\$3,454.06	\$3,523.14
21	\$2,655.37	\$2,736.56	\$2,820.17	\$2,906.46	\$2,995.24	\$3,086.87	\$3,181.24	\$3,278.42	\$3,378.63	\$3,481.90	\$3,551.52	\$3,622.59
21A	\$2,761.58	\$2,846.01	\$2,932.97	\$3,022.71	\$3,115.05	\$3,210.33	\$3,308.49	\$3,409.55	\$3,513.75	\$3,621.20	\$3,693.60	\$3,767.50
22	\$2,787.22	\$2,872.90	\$2,961.36	\$3,052.50	\$3,146.45	\$3,243.32	\$3,343.12	\$3,446.01	\$3,552.07	\$3,661.36	\$3,734.62	\$3,809.28
22A	\$2,844.43	\$2,931.40	\$3,020.95	\$3,113.39	\$3,208.50	\$3,306.64	\$3,407.75	\$3,511.84	\$3,619.16	\$3,729.84	\$3,804.41	\$3,880.53
23	\$2,929.87	\$3,018.19	\$3,109.14	\$3,202.88	\$3,299.35	\$3,398.82	\$3,501.23	\$3,606.79	\$3,715.46	\$3,827.43	\$3,903.97	\$3,982.04
24	\$3,062.43	\$3,154.92	\$3,250.19	\$3,348.29	\$3,449.54	\$3,553.65	\$3,661.05	\$3,771.58	\$3,885.55	\$4,002.85	\$4,082.89	\$4,164.56
25	\$3,194.85	\$3,291.92	\$3,391.98	\$3,495.17	\$3,601.40	\$3,710.87	\$3,823.68	\$3,939.99	\$4,059.72	\$4,183.13	\$4,266.79	\$4,352.12
26	\$3,312.78	\$3,414.11	\$3,518.39	\$3,625.97	\$3,736.78	\$3,851.05	\$3,968.72	\$4,090.06	\$4,215.06	\$4,343.94	\$4,430.82	\$4,519.44
C19	\$2,556.17	\$2,634.63	\$2,715.56	\$2,798.93	\$2,884.82	\$2,973.38	\$3,064.77	\$3,158.80	\$3,255.70	\$3,355.73	\$3,422.85	\$3,491.31
C20	\$2,683.99	\$2,766.38	\$2,851.35	\$2,938.88	\$3,029.05	\$3,122.04	\$3,217.99	\$3,316.75	\$3,418.47	\$3,523.51	\$3,594.00	\$3,665.89
C21	\$2,818.20	\$2,904.70	\$2,993.92	\$3,085.80	\$3,180.52	\$3,278.13	\$3,378.89	\$3,482.58	\$3,589.44	\$3,699.68	\$3,773.69	\$3,849.15
C22	\$2,959.65	\$3,050.17	\$3,143.35	\$3,239.49	\$3,338.47	\$3,440.59	\$3,545.81	\$3,654.10	\$3,765.79	\$3,880.93	\$3,958.49	\$4,037.72
C23	\$3,107.66	\$3,202.67	\$3,300.51	\$3,401.46	\$3,505.41	\$3,612.62	\$3,723.09	\$3,836.81	\$3,954.08	\$4,074.95	\$4,156.43	\$4,239.61

**BU 08 & 10 Salary Plans (10E/F)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
20	\$2,537.48	\$2,613.80	\$2,692.52	\$2,773.50	\$2,856.93	\$2,942.97	\$3,031.52	\$3,122.78	\$3,216.75	\$3,313.55	\$3,379.83	\$3,447.44
21	\$2,655.36	\$2,736.56	\$2,820.17	\$2,906.45	\$2,995.23	\$3,086.88	\$3,181.25	\$3,278.42	\$3,378.62	\$3,481.90	\$3,551.52	\$3,622.59
22	\$2,787.22	\$2,872.90	\$2,961.34	\$3,052.50	\$3,146.45	\$3,243.29	\$3,343.13	\$3,446.01	\$3,552.06	\$3,661.36	\$3,734.62	\$3,809.28
22A	\$2,870.83	\$2,959.07	\$3,050.20	\$3,144.10	\$3,240.83	\$3,340.60	\$3,443.42	\$3,549.38	\$3,658.66	\$3,771.20	\$3,846.66	\$3,923.55
24	\$3,062.44	\$3,154.93	\$3,250.19	\$3,348.30	\$3,449.54	\$3,553.65	\$3,661.06	\$3,771.58	\$3,885.54	\$4,002.85	\$4,082.89	\$4,164.56
24A	\$3,154.28	\$3,249.59	\$3,347.68	\$3,448.75	\$3,553.04	\$3,660.25	\$3,770.87	\$3,884.72	\$4,002.10	\$4,122.93	\$4,205.38	\$4,289.48
25	\$3,194.84	\$3,291.92	\$3,391.98	\$3,495.17	\$3,601.41	\$3,710.87	\$3,823.68	\$3,940.01	\$4,059.72	\$4,183.13	\$4,266.79	\$4,352.12
25A	\$3,354.58	\$3,456.52	\$3,561.60	\$3,669.92	\$3,781.47	\$3,896.42	\$4,014.86	\$4,137.01	\$4,262.70	\$4,392.29	\$4,480.14	\$4,569.73
25B	\$3,418.46	\$3,522.36	\$3,629.45	\$3,739.85	\$3,853.49	\$3,970.63	\$4,091.35	\$4,215.80	\$4,343.90	\$4,475.95	\$4,565.48	\$4,656.77
26	\$3,312.78	\$3,414.10	\$3,518.39	\$3,625.97	\$3,736.80	\$3,851.06	\$3,968.72	\$4,090.06	\$4,215.05	\$4,343.94	\$4,430.82	\$4,519.43
26A	\$3,412.17	\$3,516.53	\$3,623.96	\$3,734.75	\$3,848.93	\$3,966.59	\$4,087.80	\$4,212.76	\$4,341.51	\$4,474.26	\$4,563.73	\$4,655.02
27A	\$3,607.13	\$3,717.45	\$3,831.02	\$3,948.13	\$4,068.82	\$4,193.24	\$4,321.34	\$4,453.45	\$4,589.57	\$4,729.89	\$4,824.50	\$4,920.98
27B	\$3,675.83	\$3,788.27	\$3,903.98	\$4,023.34	\$4,146.32	\$4,273.11	\$4,403.66	\$4,538.29	\$4,676.99	\$4,819.99	\$4,916.39	\$5,014.72

**BU 08 & 10 Salary Plans (10C/D)**

Grade	1	2	3	4	5	6	7	8	9	10
90A	\$2,121.18	\$2,261.96	\$2,402.77	\$2,543.59	\$2,684.35	\$2,825.14	\$2,965.98	\$3,106.74	\$3,247.52	\$3,388.35
90B	\$2,292.18	\$2,447.78	\$2,603.38	\$2,758.96	\$2,914.62	\$3,070.17	\$3,225.78	\$3,381.39	\$3,536.99	\$3,692.57
90C	\$2,439.15	\$2,600.42	\$2,761.72	\$2,922.93	\$3,084.18	\$3,245.47	\$3,406.72	\$3,567.95	\$3,729.24	\$3,890.48
92A	\$4,574.25	\$4,711.48								
92B	\$5,014.10									
93A	\$2,333.31	\$2,488.17	\$2,643.08	\$2,797.89	\$2,952.80	\$3,107.66	\$3,262.52	\$3,417.40	\$3,572.30	\$3,727.17
93B	\$2,521.39	\$2,692.54	\$2,863.73	\$3,034.89	\$3,206.02	\$3,377.19	\$3,548.36	\$3,719.55	\$3,890.68	\$4,061.84
93C	\$2,683.09	\$2,860.46	\$3,037.83	\$3,215.26	\$3,392.62	\$3,570.00	\$3,747.35	\$3,924.78	\$4,102.17	\$4,279.53

**BU 08 & 10 Salary Plans (10CD)**

Grade	1	2	3	4	5	6	7	8	9	10	11	12
15	\$1,298.38	\$1,336.59	\$1,375.90	\$1,416.43	\$1,458.08	\$1,500.99	\$1,545.17	\$1,590.64	\$1,637.44	\$1,685.67	\$1,719.38	\$1,753.75
90A	\$2,543.46	\$2,712.12	\$2,880.78	\$3,049.47	\$3,218.12	\$3,387.49	\$3,556.14	\$3,724.81	\$3,893.49	\$4,062.83		
90B	\$2,748.11	\$2,934.77	\$3,121.47	\$3,308.13	\$3,494.82	\$3,680.84	\$3,867.50	\$4,054.18	\$4,240.85	\$4,427.51		
90C	\$2,924.12	\$3,117.47	\$3,311.44	\$3,504.16	\$3,698.17	\$3,891.51	\$4,084.84	\$4,278.19	\$4,471.50	\$4,664.88		
92A	\$5,484.24											
93A	\$2,797.45	\$2,983.45	\$3,168.79	\$3,354.81	\$3,540.15	\$3,726.14	\$3,911.49	\$4,097.52	\$4,282.87	\$4,468.85		
93B	\$3,022.80	\$3,228.12	\$3,433.48	\$3,638.81	\$3,844.17	\$4,049.49	\$4,254.17	\$4,459.52	\$4,664.88	\$4,870.20		
93C	\$3,216.79	\$3,429.47	\$3,642.16	\$3,854.82	\$4,067.50	\$4,280.15	\$4,492.86	\$4,705.51	\$4,918.21	\$5,130.88		