



EXECUTIVE OFFICE FOR ADMINISTRATION & FINANCE
COMMONWEALTH OF MASSACHUSETTS
HUMAN RESOURCES DIVISION
100 CAMBRIDGE STREET, SUITE 600
BOSTON, MA 02114

MAURA T. HEALEY
GOVERNOR

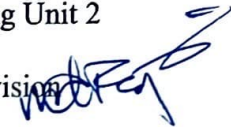
KIMBERLEY DRISCOLL
LIEUTENANT GOVERNOR


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 Unit 2

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

ISSUED IN CONJUNCTION WITH: Chris Marino, Assistant Secretary for Budget Christopher Marino
Christopher Marino (Dec 7, 2023 08:47 EST)
Executive Office for Administration and Finance
William McNamara, Comptroller 
Office of the Comptroller

DATE: December 8, 2023

RE: Implementation of the July 1, 2023 – June 30, 2024 Commonwealth – Alliance, AFSCME – SEIU Local 888 Unit 2 Collective Bargaining Agreement

On April 14, 2023, the Commonwealth of Massachusetts's Human Resources Division signed a Labor Agreement with Unit 2, for the period of July 1, 2023 to June 30, 2024. 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 July 2, 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 Marianne Dill, Assistant Director, HRD's Office of Employee Relations. Questions regarding the applicability of these provisions to Confidential, Intermittent, or short-term employees should be directed to Sarah Unsworth, Director 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 – 2024 Collective Bargaining Agreement will be distributed as soon as administratively possible.

TABLE OF CONTENTS

SUBJECT	PAGE
SECTION I	Contract Changes
Article 12 Salary Rates	3
Article 12 Classification/Adjustment Pool	3
Article 30 Duration	6
Article 32 Wage Re-Opener	6
SECTION II	Administrative Instructions
HR/CMS	7
Office of the Comptroller	8
Administration and Finance	9
SECTION III	Salary Charts
July 2023	10
January 2024	12

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

Section 2 Classification/Adjustment Pool (New Section)

The parties agree that the job classifications identified below will be upgraded as noted. All job specifications will be reviewed and updated as appropriate.

The parties will meet upon execution of this Agreement to discuss and finalize the job specification and title of the newly combined Campus Police and Institutional Security Officer Series. Additionally, the parties will meet to finalize the newly created job specification for the consolidated Facility Service Worker Series and Janitor Series.

All classification upgrades will be done via the promotion factor and will be effective July 2, 2023. All titles in these series not specifically indicated for an upgrade will remain in the existing job grade.

Title	Old Grade	New Grade
Campus Police Officer I & Institutional Security Officer II	13/13A	15A
Campus Police Officer II & Institutional Security Officer III	14/15A	16C
FSW I & II & Janitor I	7A/8	9
FSW III & Janitor II	9A/10	11
FSW IV & Janitor III	12A/11	13
Janitor IV	14	15
Recreational Therapist I	12A	14A
Recreational Therapist II	13A	15A
Recreational Therapist III	15A	17A
Respiratory Therapy Tech I	19	21

Title	Old Grade	New Grade
Respiratory Therapy Tech II	21	23
Respiratory Therapy Tech III	23	25
Adaptive Clothing Designer	12	13
Beautician	11	12
Bridge Operator I	11	12
Bridge Operator II	13	14
Building Maintenance Supv I	12	13
Building Maintenance Supv II	16	17
Campus Police Chief	16	17
Chauffeur	9	10
Communication Dispatcher I	10	11
Communication Dispatcher II	13	14
Cook I	11	12
Cook II	13	14
Cook III	15	16
Food And Drug Inspector I	18	19
Food And Drug Inspector II	21	22
Food And Drug Inspector III	23	24
Greenskeeper I	9	10
Greenskeeper II	10	11
Groundskeeper I	9	10
Groundskeeper II	10	11
Hvac Refrig Mechanic I	14	15
Hvac Refrig Mechanic II	17	18
Insptr Hazard Subst/Pest I	16	17
Insptr Hazard Subst/Pest II	18	19
Insptr Hazard Subst/Pest III	20	21

Title	Old Grade	New Grade
Laborer I	9A	10A
Laborer II	10	11
Lauderer I	8	9
Lauderer II	10	11
Lauderer III	11	12
Lauderer IV	13	14
Motor Equipment Mechanic I	14	15
Motor Equipment Mechanic II	15	16
Motor Truck Driver	12	13
Music Therapist I	15A	16A
Occupational Therapist Aide	12	13
Occupational Therapist Assist	15	16
Physical Therapist Aide	12	13
Physical Therapist Assistant	15	16
Ranger I	14	15
Ranger II	16	17
Ranger III	18	19
Recovery Treatment Worker I	13A	15A
Recovery Treatment Worker II	15A	17A
Storekeeper I - DOC	11	12
Storekeeper II - DOC	13	14
Storekeeper III - DOC	15	16
Storekeeper IV – DOC	17	18
Storekeeper I	8	9
Storekeeper II	12	13
Storekeeper III	14	15
Storekeeper IV	16	17

Title	Old Grade	New Grade
Switchboard Operator	10	11
Telephone Operator I	9	10
Telephone Operator II	11	12
Tractor Driver	12	13
Trades Worker	10	11
Transportation Officer, DYS	15A	16A
Youth Services Caseworker-DYS	16A	17B
Water Storage System Foreman I	11	12
Water Storage Syst Foreman II	15	16
Water Storage Syst Foreman III	18	19
Wastewater Treatment Plant Operator II	11	12
Wastewater Treatment Plant Operator III	12	13
Wastewater Treatment Plant Operator IV	14	15

Subsequent Sections in Article 12 will be re-numbered.

**ARTICLE 30
DURATION**

This Agreement shall be for the one-year period from **July 1, 2023** to **June 30, 2024** and terms contained herein shall become effective on **July 1, 2023** unless otherwise specified. It is expressly understood and agreed that subject to ratification by the Unit 2 Membership, the predecessor collective bargaining agreement shall be voided and superseded by all aspects of this collective bargaining agreement.

**ARTICLE 32
WAGE RE-OPENER**

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

SECTION II ADMINISTRATIVE INSTRUCTIONS

HR/CMS INSTRUCTIONS

The salary increases for Unit 2 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 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 Unit 2 Collective Bargaining Agreement.

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

BU 02/02A Salary Plans (02A/B)

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,184.60	\$1,204.37	\$1,224.54	\$1,245.00	\$1,265.93	\$1,287.09	\$1,308.75	\$1,330.84	\$1,353.22	\$1,376.09	\$1,403.59	\$1,431.63
02	\$1,206.06	\$1,225.84	\$1,245.98	\$1,266.51	\$1,287.35	\$1,308.64	\$1,330.25	\$1,352.26	\$1,374.69	\$1,397.53	\$1,425.48	\$1,453.97
03	\$1,224.19	\$1,246.48	\$1,269.17	\$1,292.34	\$1,315.93	\$1,340.07	\$1,364.60	\$1,389.68	\$1,415.20	\$1,441.27	\$1,470.10	\$1,499.47
04	\$1,255.81	\$1,278.10	\$1,300.84	\$1,324.07	\$1,347.69	\$1,371.79	\$1,396.35	\$1,421.37	\$1,446.89	\$1,472.85	\$1,502.32	\$1,532.36
05	\$1,275.75	\$1,299.92	\$1,324.51	\$1,349.69	\$1,375.36	\$1,401.54	\$1,428.26	\$1,455.51	\$1,483.33	\$1,511.75	\$1,542.01	\$1,572.82
06	\$1,318.32	\$1,342.55	\$1,367.27	\$1,392.40	\$1,418.08	\$1,444.25	\$1,470.94	\$1,498.17	\$1,526.01	\$1,554.34	\$1,585.40	\$1,617.13
07	\$1,349.83	\$1,376.22	\$1,403.18	\$1,430.71	\$1,458.79	\$1,487.43	\$1,516.78	\$1,546.67	\$1,577.23	\$1,608.45	\$1,640.59	\$1,673.39
08	\$1,379.24	\$1,407.76	\$1,436.88	\$1,466.66	\$1,497.13	\$1,528.24	\$1,560.08	\$1,592.62	\$1,625.84	\$1,659.85	\$1,693.05	\$1,726.93
09	\$1,428.26	\$1,459.38	\$1,491.19	\$1,523.79	\$1,557.13	\$1,591.26	\$1,626.21	\$1,661.95	\$1,698.55	\$1,735.97	\$1,770.71	\$1,806.12
10	\$1,480.15	\$1,513.27	\$1,547.17	\$1,581.89	\$1,617.44	\$1,653.83	\$1,691.07	\$1,729.26	\$1,770.32	\$1,812.74	\$1,849.00	\$1,886.00
11	\$1,528.59	\$1,564.64	\$1,601.64	\$1,639.58	\$1,678.37	\$1,718.29	\$1,760.53	\$1,804.95	\$1,850.52	\$1,897.26	\$1,935.21	\$1,973.91
12	\$1,591.92	\$1,629.90	\$1,668.80	\$1,708.69	\$1,750.44	\$1,794.99	\$1,840.60	\$1,887.43	\$1,935.42	\$1,984.65	\$2,024.32	\$2,064.80
13	\$1,667.61	\$1,707.56	\$1,749.86	\$1,794.53	\$1,840.23	\$1,887.17	\$1,935.27	\$1,984.63	\$2,035.20	\$2,087.06	\$2,128.82	\$2,171.38
14	\$1,733.49	\$1,782.90	\$1,833.69	\$1,885.97	\$1,939.77	\$1,995.00	\$2,051.84	\$2,110.33	\$2,170.49	\$2,232.32	\$2,276.98	\$2,322.51
15	\$1,821.04	\$1,874.65	\$1,929.78	\$1,986.62	\$2,045.07	\$2,105.20	\$2,167.21	\$2,230.95	\$2,296.61	\$2,364.23	\$2,411.52	\$2,459.77
16	\$1,919.52	\$1,977.93	\$2,038.10	\$2,100.10	\$2,164.04	\$2,229.90	\$2,297.74	\$2,367.70	\$2,439.79	\$2,513.98	\$2,564.27	\$2,615.54
17	\$2,035.20	\$2,096.03	\$2,158.62	\$2,223.16	\$2,289.59	\$2,357.99	\$2,428.41	\$2,501.04	\$2,575.81	\$2,652.80	\$2,705.84	\$2,759.96
18	\$2,132.56	\$2,197.36	\$2,264.06	\$2,332.82	\$2,403.65	\$2,476.62	\$2,551.82	\$2,629.31	\$2,709.13	\$2,791.43	\$2,847.24	\$2,904.16
19	\$2,242.95	\$2,311.77	\$2,382.76	\$2,455.95	\$2,531.30	\$2,609.00	\$2,689.17	\$2,771.75	\$2,856.76	\$2,944.53	\$3,003.42	\$3,063.48
20	\$2,363.48	\$2,434.61	\$2,507.91	\$2,583.35	\$2,661.06	\$2,741.22	\$2,823.69	\$2,908.64	\$2,996.23	\$3,086.40	\$3,148.12	\$3,211.07
21	\$2,473.30	\$2,548.95	\$2,626.85	\$2,707.18	\$2,789.91	\$2,875.20	\$2,963.11	\$3,053.64	\$3,147.00	\$3,243.19	\$3,308.06	\$3,374.23
22	\$2,596.14	\$2,675.96	\$2,758.33	\$2,843.22	\$2,930.73	\$3,020.97	\$3,113.94	\$3,209.75	\$3,308.52	\$3,410.37	\$3,478.56	\$3,548.13
23	\$2,729.04	\$2,811.28	\$2,895.99	\$2,983.26	\$3,073.15	\$3,165.81	\$3,261.22	\$3,359.51	\$3,460.75	\$3,565.02	\$3,636.31	\$3,709.05
24	\$2,852.43	\$2,938.58	\$3,027.35	\$3,118.76	\$3,213.03	\$3,310.02	\$3,410.04	\$3,513.02	\$3,619.17	\$3,728.45	\$3,802.99	\$3,879.06
25	\$2,975.79	\$3,066.25	\$3,159.49	\$3,255.52	\$3,354.49	\$3,456.49	\$3,561.52	\$3,669.83	\$3,781.39	\$3,896.34	\$3,974.29	\$4,053.78
26	\$3,085.69	\$3,180.04	\$3,277.25	\$3,377.38	\$3,480.64	\$3,587.03	\$3,696.64	\$3,809.63	\$3,926.10	\$4,046.08	\$4,127.05	\$4,209.59
27	\$3,221.45	\$3,319.96	\$3,421.42	\$3,526.00	\$3,633.78	\$3,744.85	\$3,859.28	\$3,977.26	\$4,098.85	\$4,224.13	\$4,308.62	\$4,394.80
28	\$3,363.19	\$3,466.05	\$3,571.96	\$3,681.14	\$3,793.67	\$3,909.64	\$4,029.10	\$4,152.26	\$4,279.20	\$4,409.96	\$4,498.24	\$4,588.16

**BU 02/02A Salary Plans
(2AA/AB),
7/2023 added 10A**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
05A	\$1,294.08	\$1,318.57	\$1,343.53	\$1,369.08	\$1,395.09	\$1,421.66	\$1,448.76	\$1,476.42	\$1,504.64	\$1,533.46	\$1,564.15	\$1,595.41
06A	\$1,337.25	\$1,361.83	\$1,386.89	\$1,412.40	\$1,438.42	\$1,464.98	\$1,492.07	\$1,519.69	\$1,547.90	\$1,576.67	\$1,608.18	\$1,640.35
07A	\$1,369.40	\$1,396.17	\$1,423.51	\$1,451.47	\$1,479.95	\$1,509.01	\$1,538.77	\$1,569.08	\$1,600.11	\$1,631.75	\$1,664.38	\$1,697.66
08A	\$1,399.07	\$1,427.99	\$1,457.51	\$1,487.72	\$1,518.63	\$1,550.19	\$1,582.48	\$1,615.49	\$1,649.18	\$1,683.66	\$1,717.36	\$1,751.73
09A	\$1,448.76	\$1,480.32	\$1,512.65	\$1,545.66	\$1,579.49	\$1,614.11	\$1,649.56	\$1,685.81	\$1,722.94	\$1,760.91	\$1,796.14	\$1,832.06
10A	\$1,501.31	\$1,534.91	\$1,569.29	\$1,604.51	\$1,640.57	\$1,677.48	\$1,715.25	\$1,753.99	\$1,795.63	\$1,838.66	\$1,875.44	\$1,912.97
11A	\$1,550.50	\$1,587.11	\$1,624.64	\$1,663.11	\$1,702.49	\$1,742.95	\$1,785.79	\$1,830.86	\$1,877.09	\$1,924.48	\$1,962.97	\$2,002.25
12A	\$1,614.77	\$1,653.30	\$1,692.78	\$1,733.23	\$1,775.55	\$1,820.74	\$1,867.03	\$1,914.52	\$1,963.20	\$2,013.14	\$2,053.37	\$2,094.45
12B	\$1,649.57	\$1,685.49	\$1,722.30	\$1,759.89	\$1,798.41	\$1,837.83	\$1,878.19	\$1,919.47	\$1,961.74	\$2,004.97	\$2,045.09	\$2,085.99
13A	\$1,691.54	\$1,732.10	\$1,775.01	\$1,820.31	\$1,866.64	\$1,914.26	\$1,963.05	\$2,013.11	\$2,064.42	\$2,117.03	\$2,159.38	\$2,202.56
14A	\$1,758.40	\$1,808.49	\$1,860.04	\$1,913.06	\$1,967.60	\$2,023.65	\$2,081.30	\$2,140.61	\$2,201.66	\$2,264.35	\$2,309.64	\$2,355.86
14B	\$1,765.41	\$1,807.09	\$1,849.81	\$1,893.61	\$1,938.45	\$1,984.52	\$2,033.30	\$2,084.61	\$2,137.25	\$2,191.22	\$2,235.04	\$2,279.76
14C	\$1,840.22	\$1,884.31	\$1,930.99	\$1,980.29	\$2,030.70	\$2,082.51	\$2,135.59	\$2,190.06	\$2,245.86	\$2,303.09	\$2,349.17	\$2,396.14
15A	\$1,847.21	\$1,901.57	\$1,957.48	\$2,015.15	\$2,074.42	\$2,135.44	\$2,198.33	\$2,262.97	\$2,329.60	\$2,398.18	\$2,446.15	\$2,495.07
16A	\$1,947.06	\$2,006.34	\$2,067.36	\$2,130.26	\$2,195.10	\$2,261.90	\$2,330.76	\$2,401.69	\$2,474.79	\$2,550.08	\$2,601.07	\$2,653.09
16B	\$1,973.76	\$2,030.02	\$2,087.84	\$2,147.36	\$2,208.62	\$2,271.51	\$2,336.23	\$2,402.81	\$2,471.32	\$2,541.71	\$2,592.56	\$2,644.40
16C	\$2,009.54	\$2,068.70	\$2,129.54	\$2,192.25	\$2,256.75	\$2,323.11	\$2,391.54	\$2,461.87	\$2,534.33	\$2,608.96	\$2,661.13	\$2,714.37
17A	\$2,064.42	\$2,126.12	\$2,189.60	\$2,255.08	\$2,322.44	\$2,391.81	\$2,463.26	\$2,536.92	\$2,612.80	\$2,690.89	\$2,744.70	\$2,799.59
17B	\$2,130.27	\$2,195.12	\$2,261.89	\$2,330.72	\$2,401.64	\$2,474.73	\$2,550.09	\$2,627.68	\$2,707.66	\$2,790.03	\$2,845.82	\$2,902.74
18A	\$2,185.56	\$2,252.08	\$2,320.57	\$2,391.18	\$2,463.98	\$2,538.96	\$2,616.21	\$2,695.86	\$2,777.94	\$2,862.42	\$2,919.67	\$2,978.05
18B	\$2,245.86	\$2,312.98	\$2,382.06	\$2,453.28	\$2,526.58	\$2,602.06	\$2,679.78	\$2,759.93	\$2,842.43	\$2,927.39	\$2,985.92	\$3,045.64
19A	\$2,258.68	\$2,326.18	\$2,395.63	\$2,467.28	\$2,540.97	\$2,616.88	\$2,695.05	\$2,775.64	\$2,858.66	\$2,944.09	\$3,002.96	\$3,063.02

BU 02/02A Salary Plans (02A/B)

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$1,231.98	\$1,252.54	\$1,273.52	\$1,294.80	\$1,316.57	\$1,338.57	\$1,361.10	\$1,384.07	\$1,407.35	\$1,431.13	\$1,459.73	\$1,488.90
02	\$1,254.30	\$1,274.87	\$1,295.82	\$1,317.17	\$1,338.84	\$1,360.99	\$1,383.46	\$1,406.35	\$1,429.68	\$1,453.43	\$1,482.50	\$1,512.13
03	\$1,273.16	\$1,296.34	\$1,319.94	\$1,344.03	\$1,368.57	\$1,393.67	\$1,419.18	\$1,445.27	\$1,471.81	\$1,498.92	\$1,528.90	\$1,559.45
04	\$1,306.04	\$1,329.22	\$1,352.87	\$1,377.03	\$1,401.60	\$1,426.66	\$1,452.20	\$1,478.22	\$1,504.77	\$1,531.76	\$1,562.41	\$1,593.65
05	\$1,326.78	\$1,351.92	\$1,377.49	\$1,403.68	\$1,430.37	\$1,457.60	\$1,485.39	\$1,513.73	\$1,542.66	\$1,572.22	\$1,603.69	\$1,635.73
06	\$1,371.05	\$1,396.25	\$1,421.96	\$1,448.10	\$1,474.80	\$1,502.02	\$1,529.78	\$1,558.10	\$1,587.05	\$1,616.51	\$1,648.82	\$1,681.82
07	\$1,403.82	\$1,431.27	\$1,459.31	\$1,487.94	\$1,517.14	\$1,546.93	\$1,577.45	\$1,608.54	\$1,640.32	\$1,672.79	\$1,706.21	\$1,740.33
08	\$1,434.41	\$1,464.07	\$1,494.36	\$1,525.33	\$1,557.02	\$1,589.37	\$1,622.48	\$1,656.32	\$1,690.87	\$1,726.24	\$1,760.77	\$1,796.01
09	\$1,485.39	\$1,517.76	\$1,550.84	\$1,584.74	\$1,619.42	\$1,654.91	\$1,691.26	\$1,728.43	\$1,766.49	\$1,805.41	\$1,841.54	\$1,878.36
10	\$1,539.36	\$1,573.80	\$1,609.06	\$1,645.17	\$1,682.14	\$1,719.98	\$1,758.71	\$1,798.43	\$1,841.13	\$1,885.25	\$1,922.96	\$1,961.44
11	\$1,589.73	\$1,627.23	\$1,665.71	\$1,705.16	\$1,745.50	\$1,787.02	\$1,830.95	\$1,877.15	\$1,924.54	\$1,973.15	\$2,012.62	\$2,052.87
12	\$1,655.60	\$1,695.10	\$1,735.55	\$1,777.04	\$1,820.46	\$1,866.79	\$1,914.22	\$1,962.93	\$2,012.84	\$2,064.04	\$2,105.29	\$2,147.39
13	\$1,734.31	\$1,775.86	\$1,819.85	\$1,866.31	\$1,913.84	\$1,962.66	\$2,012.68	\$2,064.02	\$2,116.61	\$2,170.54	\$2,213.97	\$2,258.24
14	\$1,802.83	\$1,854.22	\$1,907.04	\$1,961.41	\$2,017.36	\$2,074.80	\$2,133.91	\$2,194.74	\$2,257.31	\$2,321.61	\$2,368.06	\$2,415.41
15	\$1,893.88	\$1,949.64	\$2,006.97	\$2,066.08	\$2,126.87	\$2,189.41	\$2,253.90	\$2,320.19	\$2,388.47	\$2,458.80	\$2,507.98	\$2,558.16
16	\$1,996.30	\$2,057.05	\$2,119.62	\$2,184.10	\$2,250.60	\$2,319.10	\$2,389.65	\$2,462.41	\$2,537.38	\$2,614.54	\$2,666.84	\$2,720.16
17	\$2,116.61	\$2,179.87	\$2,244.96	\$2,312.09	\$2,381.17	\$2,452.31	\$2,525.55	\$2,601.08	\$2,678.84	\$2,758.91	\$2,814.07	\$2,870.36
18	\$2,217.86	\$2,285.25	\$2,354.62	\$2,426.13	\$2,499.80	\$2,575.68	\$2,653.89	\$2,734.48	\$2,817.50	\$2,903.09	\$2,961.13	\$3,020.33
19	\$2,332.67	\$2,404.24	\$2,478.07	\$2,554.19	\$2,632.55	\$2,713.36	\$2,796.74	\$2,882.62	\$2,971.03	\$3,062.31	\$3,123.56	\$3,186.02
20	\$2,458.02	\$2,531.99	\$2,608.23	\$2,686.68	\$2,767.50	\$2,850.87	\$2,936.64	\$3,024.99	\$3,116.08	\$3,209.86	\$3,274.04	\$3,339.51
21	\$2,572.23	\$2,650.91	\$2,731.92	\$2,815.47	\$2,901.51	\$2,990.21	\$3,081.63	\$3,175.79	\$3,272.88	\$3,372.92	\$3,440.38	\$3,509.20
22	\$2,699.99	\$2,783.00	\$2,868.66	\$2,956.95	\$3,047.96	\$3,141.81	\$3,238.50	\$3,338.14	\$3,440.86	\$3,546.78	\$3,617.70	\$3,690.06
23	\$2,838.20	\$2,923.73	\$3,011.83	\$3,102.59	\$3,196.08	\$3,292.44	\$3,391.67	\$3,493.89	\$3,599.18	\$3,707.62	\$3,781.76	\$3,857.41
24	\$2,966.53	\$3,056.12	\$3,148.44	\$3,243.51	\$3,341.55	\$3,442.42	\$3,546.44	\$3,653.54	\$3,763.94	\$3,877.59	\$3,955.11	\$4,034.22
25	\$3,094.82	\$3,188.90	\$3,285.87	\$3,385.74	\$3,488.67	\$3,594.75	\$3,703.98	\$3,816.62	\$3,932.65	\$4,052.19	\$4,133.26	\$4,215.93
26	\$3,209.12	\$3,307.24	\$3,408.34	\$3,512.48	\$3,619.87	\$3,730.51	\$3,844.51	\$3,962.02	\$4,083.14	\$4,207.92	\$4,292.13	\$4,377.97
27	\$3,350.31	\$3,452.76	\$3,558.28	\$3,667.04	\$3,779.13	\$3,894.64	\$4,013.65	\$4,136.35	\$4,262.80	\$4,393.10	\$4,480.96	\$4,570.59
28	\$3,497.72	\$3,604.69	\$3,714.84	\$3,828.39	\$3,945.42	\$4,066.03	\$4,190.26	\$4,318.35	\$4,450.37	\$4,586.36	\$4,678.17	\$4,771.69

**BU 02/02A Salary Plans
(2AA/AB)**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
05A	\$1,345.84	\$1,371.31	\$1,397.27	\$1,423.84	\$1,450.89	\$1,478.53	\$1,506.71	\$1,535.48	\$1,564.83	\$1,594.80	\$1,626.72	\$1,659.23
06A	\$1,390.74	\$1,416.30	\$1,442.37	\$1,468.90	\$1,495.96	\$1,523.58	\$1,551.75	\$1,580.48	\$1,609.82	\$1,639.74	\$1,672.51	\$1,705.96
07A	\$1,424.18	\$1,452.02	\$1,480.45	\$1,509.53	\$1,539.15	\$1,569.37	\$1,600.32	\$1,631.84	\$1,664.11	\$1,697.02	\$1,730.96	\$1,765.57
08A	\$1,455.03	\$1,485.11	\$1,515.81	\$1,547.23	\$1,579.38	\$1,612.20	\$1,645.78	\$1,680.11	\$1,715.15	\$1,751.01	\$1,786.05	\$1,821.80
09A	\$1,506.71	\$1,539.53	\$1,573.16	\$1,607.49	\$1,642.67	\$1,678.67	\$1,715.54	\$1,753.24	\$1,791.86	\$1,831.35	\$1,867.99	\$1,905.34
10A	\$1,561.36	\$1,596.31	\$1,632.06	\$1,668.69	\$1,706.19	\$1,744.58	\$1,783.86	\$1,824.15	\$1,867.46	\$1,912.21	\$1,950.46	\$1,989.49
11A	\$1,612.52	\$1,650.59	\$1,689.63	\$1,729.63	\$1,770.59	\$1,812.67	\$1,857.22	\$1,904.09	\$1,952.17	\$2,001.46	\$2,041.49	\$2,082.34
12A	\$1,679.36	\$1,719.43	\$1,760.49	\$1,802.56	\$1,846.57	\$1,893.57	\$1,941.71	\$1,991.10	\$2,041.73	\$2,093.67	\$2,135.50	\$2,178.23
12B	\$1,715.55	\$1,752.91	\$1,791.19	\$1,830.29	\$1,870.35	\$1,911.34	\$1,953.32	\$1,996.25	\$2,040.21	\$2,085.17	\$2,126.89	\$2,169.43
13A	\$1,759.20	\$1,801.38	\$1,846.01	\$1,893.12	\$1,941.31	\$1,990.83	\$2,041.57	\$2,093.63	\$2,147.00	\$2,201.71	\$2,245.76	\$2,290.66
14A	\$1,828.74	\$1,880.83	\$1,934.44	\$1,989.58	\$2,046.30	\$2,104.60	\$2,164.55	\$2,226.23	\$2,289.73	\$2,354.92	\$2,402.03	\$2,450.09
14B	\$1,836.03	\$1,879.37	\$1,923.80	\$1,969.35	\$2,015.99	\$2,063.90	\$2,114.63	\$2,167.99	\$2,222.74	\$2,278.87	\$2,324.44	\$2,370.95
14C	\$1,913.83	\$1,959.68	\$2,008.23	\$2,059.50	\$2,111.93	\$2,165.81	\$2,221.01	\$2,277.66	\$2,335.69	\$2,395.21	\$2,443.14	\$2,491.99
15A	\$1,921.10	\$1,977.63	\$2,035.78	\$2,095.76	\$2,157.40	\$2,220.86	\$2,286.26	\$2,353.49	\$2,422.78	\$2,494.11	\$2,544.00	\$2,594.87
16A	\$2,024.94	\$2,086.59	\$2,150.05	\$2,215.47	\$2,282.90	\$2,352.38	\$2,423.99	\$2,497.76	\$2,573.78	\$2,652.08	\$2,705.11	\$2,759.21
16B	\$2,052.71	\$2,111.22	\$2,171.35	\$2,233.25	\$2,296.96	\$2,362.37	\$2,429.68	\$2,498.92	\$2,570.17	\$2,643.38	\$2,696.26	\$2,750.18
16C	\$2,089.92	\$2,151.45	\$2,214.72	\$2,279.94	\$2,347.02	\$2,416.03	\$2,487.20	\$2,560.34	\$2,635.70	\$2,713.32	\$2,767.58	\$2,822.94
17A	\$2,147.00	\$2,211.16	\$2,277.18	\$2,345.28	\$2,415.34	\$2,487.48	\$2,561.79	\$2,638.40	\$2,717.31	\$2,798.53	\$2,854.49	\$2,911.57
17B	\$2,215.48	\$2,282.92	\$2,352.37	\$2,423.95	\$2,497.71	\$2,573.72	\$2,652.09	\$2,732.79	\$2,815.97	\$2,901.63	\$2,959.65	\$3,018.85
18A	\$2,272.98	\$2,342.16	\$2,413.39	\$2,486.83	\$2,562.54	\$2,640.52	\$2,720.86	\$2,803.69	\$2,889.06	\$2,976.92	\$3,036.46	\$3,097.17
18B	\$2,335.69	\$2,405.50	\$2,477.34	\$2,551.41	\$2,627.64	\$2,706.14	\$2,786.97	\$2,870.33	\$2,956.13	\$3,044.49	\$3,105.36	\$3,167.47
19A	\$2,349.03	\$2,419.23	\$2,491.46	\$2,565.97	\$2,642.61	\$2,721.56	\$2,802.85	\$2,886.67	\$2,973.01	\$3,061.85	\$3,123.08	\$3,185.54