



THE COMMONWEALTH OF MASSACHUSETTS  
EXECUTIVE OFFICE FOR ADMINISTRATION AND FINANCE  
**HUMAN RESOURCES DIVISION**  
ONE ASHBURTON PLACE, BOSTON, MA 02108

CHARLES D. BAKER  
Governor

KARYN E. POLITO  
Lieutenant Governor

MICHAEL J. HEFFERNAN  
Secretary

RONALD J. ARIGO  
Chief Human Resources Officer

**MEMORANDUM**

**TO:** Agency Heads and Departmental Human Resources Directors, Labor Relations Directors, Payroll and Budget Staff with Employees in Bargaining Units 1, 3, and 6

**FROM:** Ronald J. Arigo, Chief Human Resources Officer, Human Resources Division

**ISSUED IN CONJUNCTION WITH:** Catharine Hornby, Budget Director  
Executive Office for Administration and Finance

**DATE:** October 29, 2018

**RE:** Implementation of the July 1, 2017 – June 30, 2020 Commonwealth- NAGE Collective Bargaining Agreement

---

On April 10, 2018, the Commonwealth of Massachusetts's Human Resources Division signed a labor agreement with NAGE, Units 1, 3, and 6 for the period of July 1, 2017 to June 30, 2020. On October 23, 2018 funds were appropriated (1599-4449) to cover the incremental cost items for the Fiscal Year 2018 as contained in the Agreement (Section 67 of Chapter 273 of the Acts of 2018). The contract was approved by the Legislature and signed by the Governor on October 23, 2018 Supplemental funding (Section 67 of Chapter 273 of the Acts of 2018) authorizes the implementation of the provisions of the new agreement effective October 23, 2018. This memorandum retroactively implements the non-economic provisions of the new agreement to the date of the Union's ratification May 11, 2018 unless otherwise noted in the agreement. The only exception to this effective date is the new, nine month probationary period for new hires, which shall have an effective date of November 11, 2018. The new salary charts will be implemented the pay period beginning November 11, 2018. Retroactive payments will become effective the subsequent pay period. Instructions regarding retroactive payments will be sent out in a separate correspondence from the Office of the Comptroller. Information and implementation instructions from the Human Resources Division (HRD) and the Executive Office for Administration and Finance (A&F) are provided herein.

**Confidential, Intermittent, Short-Term Employees**

In accordance with Section 46 of Chapter 30 of the Massachusetts General Laws, the salary rate increases will apply to employees in confidential positions who would otherwise be included in these collective bargaining units and to intermittent and short-term employees who are

incumbents of positions in titles assigned to this collective bargaining unit. ***Employees who are appointed to nine-hundred sixty (960) hour positions, (retirees occupying so-called PR position types), will not be eligible for the aforementioned salary rate increases.***

Questions regarding the provisions of the new agreement should be directed to Marianne Dill, Assistant Director, HRD's Office of Employee Relations, at 617-878-9800. 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, at 617-878-9751.

A copy of this Implementation Memorandum will be posted on HRD's website at (<https://www.mass.gov/orgs/human-resources>). A fully integrated 2017 – 2020 Collective Bargaining Agreement will be distributed as soon as administratively possible.

## TABLE OF CONTENTS

	SUBJECT	PAGE
<b>SECTION I</b>	<b>Contract Changes</b>	
	Article 3 Union Security	4
	Article 5 Union Business	4
	Article 6A Mutual Respect	6
	Article 7 Workweek and Work Schedules	6
	Article 8 Leave	7
	Article 9 Vacations	9
	Article 12 Salary Rates	9
	Article 13A Health and Welfare	11
	Article 13B Tuition Remission	12
	Article 14 Transfers	12
	Article 19 Safety and Health	13
	Article 20 Reassignments	13
	Article 22 Arbitration of Disciplinary Action	14
	Article 23 Grievance Procedure	14
	Article 30 Wage Reopener	16
	Memorandum Regarding State of Emergency	17
<b>SECTION II</b>	<b>Additional Items</b>	
	Student Loan Forgiveness Program	18
	Vacation Accruals for Current Employees	18
	Drug Testing at State Police	18
<b>SECTION III</b>	<b>Administrative Instructions</b>	
	HR/CMS	19
	Administration and Finance	20
<b>SECTION IV</b>	<b>Salary Charts</b>	
	Unit 1 July 2017	21
	Unit 1 July 2018	22
	Unit 1 July 2019	23
	Unit 3 July 2017	24
	Unit 3 July 2018	25
	Unit 3 July 2019	26
	Unit 6 July 2017	27
	Unit 6 July 2018	28
	Unit 6 July 2019	29
<b>SECTION I</b>		

## **CHANGES to the COLLECTIVE BARGAINING AGREEMENT**

Except as modified herein, the terms of the current agreement, including supplemental and side agreements, shall continue in effect.

### **ARTICLE 3 UNION SECURITY**

#### **Section 3.2**

An employee may consent in writing to the authorization of the deduction of union dues from his/her wages and to the designation of the union as the recipient thereof. Such consent shall be in a form acceptable to the Office of Employee Relations and shall bear the signature of the employee. Said form may be completed on-line as an electronic form or completed, printed, and sent to the appropriate agency human resources officer. An employee may withdraw his/her union dues check-off authorization by giving at least sixty (60) days' notice or in accordance with applicable law at said time of withdrawal request, whichever is greater, in writing to the Office of Employee Relations; the Union will be notified immediately of such request to withdraw union dues authorization.

#### **Section 3.3**

An employee may consent in writing to the authorization of the deduction of an agency fee from his/her wages and to the designation of the union as the recipient thereof. Such consent shall be in a form acceptable to the Office of Employee Relations and shall bear the signature of the employee. Said form may be completed on-line as an electronic form or completed, printed, and sent to the appropriate agency human resources officer. An employee may withdraw his/her agency fee authorization by giving at least sixty (60) days' notice or in accordance with applicable law at said time of withdrawal request, whichever is greater, in writing to the Office of Employee Relations; the Union will be immediately notified of such request to withdraw agency fee authorization.

### **ARTICLE 5 UNION BUSINESS**

#### **Section 5.3 Paid Leaves of Absence for Union Business**

Leave of absence without loss of wages, benefits or other privileges may be granted to elected delegates of the Union to attend NAGE conventions and conventions of the State, AFL-CIO and parent organizations. Such paid leave shall not exceed a total of one hundred seventy-five (175) days per year.

Time off without loss of wages, benefits, or other privileges shall be granted to Union negotiating committee members for attendance at negotiating sessions.

Time off without loss of wages, benefits, or other privileges shall be granted to representatives and officers of the Union to attend joint labor/management meetings.

Time off without loss of wages, benefits, or other privileges shall be granted for not more than thirty-five (35) hours per week to a combined total of six (6) Union Official equivalents from bargaining units 1, 3 and 6 to assist the Union President in conducting union business.

The Union will not request paid release time for Executive Board meetings more frequently than ten (10) work days per calendar year. The Union shall submit any request for paid union business leave for Executive Board Meetings not later than seven (7) calendar days in advance of the meeting date(s) and the Employer will respond not less than two (2) business days preceding the date of the Executive board meeting.

The Employer, upon being provided sufficient advance notice by the Union, shall grant Union Stewards paid release time for the purposes of receiving training. This paid release time for training shall not exceed one (1) day in duration. The Parties further agree that the Union will make this request of the Employer no more than once in any twelve (12) month period. No pyramiding of release time will be permitted.

All leave granted under this section shall require prior approval of the Human Resources Division. **Requests for all paid release time must be made at least seven (7) calendar days in advance unless agreed to by the parties.**

#### **Section 5.4 Unpaid Union Leaves of Absence**

Upon request by the Union, an employee shall be granted a leave of absence without pay to perform full-time official duties on behalf of the Union. Such leave of absence shall be for a period of up to one (1) year and may be extended for one (1) or more additional periods of one (1) year or less at the request of the Union. Approved requests will be granted by the Department/Agency head not to exceed one per each 1,000 employees in the bargaining unit provided no adverse effect on the operations of the Department/Agency results.

Representatives and officers of the Union shall be granted leaves of absence without loss of benefits or other privileges (not including wages) to attend hearings before the Legislature and State agencies concerning matters of importance to the Union.

All leaves granted under this Section shall require prior approval of the Human Resources Division. **Requests for all unpaid release time must be made at least seven (7) calendar days in advance unless agreed to by the parties.**

#### **Section 5.5 Union Uses of Premises**

The Union shall be permitted to use facilities of the Employer for the transaction of Union business during working hours and to have reasonable use of the Employer's facilities during off duty hours for Union meetings subject to appropriate compensation if required by law. **Where practicable, Union officials shall provide the Employer with at least one (1) day advanced notice of such use.** This Section shall not be interpreted to grant an employee the right to carry on Union business during his/her own working hours, not granted elsewhere in the contract.

## **ARTICLE 6A MUTUAL RESPECT**

The Commonwealth and the Union agree that mutual respect between and among managers, employees, co-workers and supervisors is integral to the efficient conduct of the Commonwealth's business. Behaviors that contribute to a hostile, humiliating and/or intimidating work environment, including abusive language or behavior, are unacceptable and will not be tolerated. Employees who believe they are subject to such behavior shall raise their concerns with an appropriate manager or supervisor as soon as possible, but no later than ninety (90) days from the most recent **occurrence(s).** **Employees who want to formally pursue the matter must file a written complaint which identifies the behaviors including specific examples believed to cause the hostile, humiliating and/or intimidating work environment.**

**The written complaint shall be investigated by someone not involved in the matter, who shall make recommendations to the Appointing Authority for correcting any unacceptable and/or unprofessional behaviors identified by the investigation. The Complainant and the Union shall be notified in writing of the steps taken to address the Complainants concerns.**

In the event the employee(s) **written** complaint is not addressed within a reasonable period of time, the employee and/or the Union may file a grievance at step III of the grievance procedure as set forth in Article 23, **with concurrent notice to the Appointing Authority or his/her designee.** If the employee (or the Union) requests a hearing at Step III, such hearing shall be granted. Grievances filed under this section shall not be subject to the arbitration provisions set forth in Article 23. No employee shall be subject to **retaliation** for filing a complaint, giving a statement, or otherwise participating in the administration of this process.

## **ARTICLE 7 WORKWEEK AND WORK SCHEDULES**

### **Section 7.2 Overtime**

C. Compensatory time off in lieu of pay for overtime shall not be granted to employees except as provided in Section 7.2.G. The Employer shall not, for the purpose of avoiding the payment of overtime, curtail the scheduled hours of an employee during the remainder of a workweek in which the employee has previously worked hours beyond his/her normally scheduled workday. This Paragraph shall not apply to employees who, because of the nature of the duties of their positions, work an irregular workday, nor shall it apply to employees who have been permitted by the Employer to participate in an approved voluntary flexible hours program that has been duly authorized by the Appointing Authority and by the Chief Human Resources Officer.

G. Notwithstanding the provisions of paragraph C of this Section 7.2, upon the request of an employee, an Appointing Authority shall grant compensatory time in lieu of payment for overtime at a rate of not less than one and a half (1 1/2) hours for each hour of employment for which overtime compensation would be required under this Article. This shall be designated on the overtime form supplied by the Employer.

Such compensatory time shall not be accumulated in excess of one hundred twenty (120) hours and may be utilized in half (1/2) hour increments.

An Appointing Authority shall permit the use of compensatory time at the employee's request, provided the use of compensatory time does not unduly disrupt the operation of a department or agency. Upon termination an employee shall be paid for all unused compensatory time at the final regular rate of pay.

*Add above existing contract language from NAGE Units 1 and 6 to Unit 3 contract.*

### **Section 7.8 Weekend Differentials**

A. Effective July 9, 2006, in addition to any other compensation to which they may be entitled, a premium of one dollar and twenty-five cents (\$1.25) per hour shall be paid to all Unit 6 employees who are regularly scheduled to work on either a Saturday or a Sunday, provided that no employee shall receive said differential for more than one (1) day worked per **weekend not to exceed 7.5 or 8 hours per shift.**

B. Employees otherwise entitled to a weekend differential under this Section shall receive the differential for days they are on paid leave status, including holidays, up to the maximum of one (1) full day per week **not to exceed 7.5 or 8 hours per shift.**

## **ARTICLE 8 LEAVE**

*Replace With Appendix E*

### **Section 8.1 Sick Leave**

**R. Employees shall be entitled to transfer sick leave credits from a prior governmental employer in the same manner as is currently provided for collective bargaining employees under the HRD's Guidelines for Transfer of Benefits.**

### **Section 8.7.2 Family and Medical Leave**

#### **A. Family Leave**

1. An Appointing Authority shall grant to a full-time or part-time employee who has completed her/his probationary period, or if there is no such probationary period, has been employed for at least three (3) consecutive months, an unpaid leave of absence for up to twenty-six (26) weeks in conjunction with the birth, adoption or placement of a child as long as the leave concludes within twelve (12) months

following the birth or placement. The ability to take leave ceases when responsibility for a foster placement ceases.

2. **New employees who have completed six full months of employment but remain within their probationary period may request the appointing authority to waive their remaining wait time for FMLA. Such request shall include submission of satisfactory medical evidence that demonstrates either a.) an existing catastrophic illness; or b.) a problematic pregnancy that prevents the employee from being able to perform the functions of her position. Any leave granted under this waiver will be charged against the employee's FMLA leave as described in this section. The remaining rights and obligations under Section 8 shall apply.**

#### B. Medical Leave

1. An Appointing Authority shall grant to any employee who has completed his/her probationary period or, if there is no probationary period, who has been employed at least three (3) consecutive months, an unpaid leave of absence for up to twenty-six (26) weeks to care for a spouse, child or parent who has a serious health condition or for a serious health condition which prevents the employee from being able to perform the functions of his/her position. For this leave, under the Family and Medical Leave Act, 29 U.S.C. 26111 et seq., and accompanying regulations, 29 C.F.R. Part 825, the Employer will request medical certification at the time the employee gives notice of the need for leave or within five business days thereafter, or in the case of unforeseen leave, within five business days after the leave commences. Said certification shall be in accordance with Section 1 (l) of this Article. Upon the submission of satisfactory medical evidence that demonstrates an existing catastrophic illness the Appointing Authority shall grant the employee, on a one-time basis, up to an additional twenty-six (26) weeks of non-intermittent FMLA leave.
2. **New employees who have completed six full months of employment but remain within their probationary period may request the appointing authority to waive their remaining wait time for FMLA. Such request shall include submission of satisfactory medical evidence that demonstrates either a.) an existing catastrophic illness; or b.) a problematic pregnancy that prevents the employee from being able to perform the functions of her position. Any leave granted under this waiver will be charged against the employee's FMLA leave as described in this section. The remaining rights and obligations under Section B shall apply.**

#### Section 8.10 Educational Leave

Employees may be granted a paid leave of absence in accordance with the policies of the Employer for educational purposes to attend conferences, seminars, briefing sessions or other functions of a similar nature that are intended to improve or upgrade the individual's skill or professional ability. The employee shall not suffer any loss of seniority or benefits as a result of such leave.

Based on the operational needs of the department, Employees enrolled in a degree program may be granted an unpaid leave of absence(s) up to (12) twelve months for course work required by the program. The decision to approve or deny any request for a leave of absence shall not be subject to the grievance procedure as outlined in Article 23, and shall not be arbitrable.

## **ARTICLE 9 VACATIONS**

*Replace with Appendix F*

### **Section 9.2 (Add)**

C. Employees hired on or after January 1, 2019 with at least 4.5 years of relevant work experience at the time of hire, shall begin to accrue vacation credits at the rate of 4.326975 hours (75/biweekly) or 4.61544 hours (80/biweekly). An employee's relevant work experience will be determined by the Appointing Authority's analysis of said employee's prior work history. Said employees will remain at this rate until they reach 9.5 years of creditable service with the Commonwealth.

The Appointing Authority shall notify new employees in writing at the time of hire that they may request credit for prior relevant work experience. Employees shall have six months from the date of notification to file a request for such credit. If the employee fails to file a request within the allotted six months, he/she shall be eligible to receive enhanced vacation accrual on a prospective basis.

- See attached Vacation MOU Regarding Current Employees

### **Section 9.17**

Employees shall be entitled to vacation status and credits from prior governmental employer in the same manner as is currently provided for bargaining unit employees under the HRD's Guidelines for Transfer of Benefits.

## **ARTICLE 12 SALARY RATES**

### **Section 12.1**

The following shall apply to full-time employees including so called TPL A and B:

- A. Effective the first full pay period of **July, 2017**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a **one percent (1%)** increase in salary rate.
- B. Effective the first full pay period of **July, 2017**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive an additional **one percent (1%)** increase in salary rate due to the realization of the FY'18 tax revenue trigger threshold.

C. Effective the first full pay period of **July, 2018**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a **two percent (2%)** increase in salary rate.

D. Effective the first full pay period of **July, 2019**, employees who meet the eligibility criteria provided in Section 2 of this Article shall receive a **two percent (2%)** increase in salary rate.

### **Section 12.5**

Whenever an employee paid in accordance with the salary schedules provided in Appendix A of this Agreement receives a promotion to a higher job group, the employee's new salary rate shall be calculated as follows:

1. For employees who are below the maximum step within their current job:
  - a. Determine the employee's current salary rate and step within his/her current job group; then
  - b. Find the salary rate of the next higher step within the employee's current job group; and
  - c. Multiply the employee's current salary rate by one and three one-hundredths (1.03); then
  - d. Compare the higher of the resultant amounts from b) or c) above to the salary rates for the higher job group into which the employee is being promoted.
  - e. The employee's salary rate shall be the first rate in the higher job group that at least equals the higher of the resultant amounts from d) above.
  - f. **In the event the application of the above formula results in a salary that is less than the amount the employee would receive had he/she been promoted to the next lower grade, the employee's salary upon promotion shall be increased to the next higher step in the grade the employee is being promoted into.**

### **Section 12.10** *Delete section*

## **ARTICLE 13A HEALTH AND WELFARE**

### **Section 13A.1 Creation of Trust Agreement**

The parties have agreed to establish a Health and Welfare Fund under an Agreement and Declaration of Trust drafted by the Employer and executed by the Union and the Employer. Such

Agreement and Declaration of Trust (hereinafter referred to as the ""trust agreement'") provides for a Board of Trustees composed of an equal number of representatives of the Employer and the Union.

The Board of Trustees of the Health and Welfare Fund shall determine in their discretion and within the terms of this Agreement and the Agreement and Declaration of Trust such health, welfare, **and educational assistance** benefits to be extended by the Health and Welfare Fund to employees and/or their dependents.

### **Section 13A.2 Funding**

A. Effective the first pay period in January 2017, the Employer agrees to contribute on behalf of each full-time employee equivalent the sum of \$17.00 per calendar week. The Board of Trustees shall continue to maintain the Day Care Assistance Program for the duration of this agreement.

B. The **above** contributions made by the Employer to the Health and Welfare Fund shall not be used for any purpose other than to (1) provide health and welfare benefits; (2) maintain a Dependent Care Assistance Program; and (3) to pay the operating and administrative expenses of the Fund. The contributions shall be made by the Employer in an aggregate sum within forty-five (45) days following the end of the calendar month during which contributions were collected.

**C. Educational Assistance Benefit (*from the 2014-2017 Collective Bargaining Agreement*)**  
**Effective July 2017, the Employer agrees to contribute annually the sum of \$750,000 to be dedicated to the Educational Assistance benefit.**

### **Section 13A.3 Non-Grievable**

No dispute over a claim for any benefits extended by this Health and Welfare Fund shall be subject to the grievance procedure established in any collective bargaining Agreement between the Employer and the Union.

### **Section 13A.4 Employer's Liability**

It is expressly agreed and understood that the Employer does not accept, nor is the Employer to be charged hereby with, any responsibility in any manner connected with the determination of liability to any employee claiming under any of the benefits extended by the Health and Welfare Fund. The Employer's liability shall be limited to the contributions indicated under Section 2 above.

## **ARTICLE 13B TUITION REMISSION**

Full-time employees shall be eligible for tuition remission as follows: **(For the UMass system, “tuition remission” is defined as the “student tuition credit”).**

A. For enrollment in any state-supported course or program at the undergraduate or graduate level at any Community College, State College or State University excluding the M. D. Program at the University of Massachusetts Medical School, full tuition remission shall apply.

B. For enrollment in any non-state supported course or program offered through continuing education at any Community College, State College or State University, excluding the M. D. Program at the University of Massachusetts Medical School, fifty percent (50%) tuition remission shall apply.

C. Remission benefit is subject to space available and usual and ordinary admission policies. It is also subject to the approval of the Board of Higher Education and the policies and procedures of same.

D. A committee shall be established to evaluate the experience of this program and to consider possible extension of the program and to make recommendations concerning both.

E. Effective July 1, 1997, spouses of full time employees shall be eligible for the remission benefits contained in this Article and subject to the other provisions of this Article. It is understood that any program of spousal eligibility developed by the Board of Higher Education in conjunction with the Employer (HRD) require the subordination of spousal eligibility rights to those remission benefit rights extended to full time state employees in different bargaining units as well as full time employees covered by the provisions of this agreement.

## **ARTICLE 14 TRANSFERS**

### **Section 14.3**

An employee seeking a transfer to another work location **with a change in duties** shall submit a request for transfer to his/her Appointing Authority or his/her designee. Requests for a transfer shall be kept on file for a period of twelve (12) consecutive months from the date of submission by the employee seeking the transfer. Transfer requests not approved within this period must be resubmitted by the employee in order to remain active for consideration. Transfers shall be considered through an interview process, and where appropriate, implemented at the discretion of the Appointing Authority from those applicants who can adequately perform the duties of the position.

**Selection between employees seeking a transfer without change in classification or a change in duties shall be made on the basis of seniority from among those employees considered by the Appointing Authority to be able to adequately perform the duties of the position.**

## **ARTICLE 19 SAFETY AND HEALTH**

### **Section 19.3**

**The parties agree to establish a safety and security committee to study all state buildings and leased property where state employees work. The mission of the study will be to establish more consistent safety and security policies to ensure the safety and security of all state employees at their work site and citizens of the Commonwealth that visit state agencies. In addition, the parties agree to establish a training program to promote the safety and security of all state employees that may include, but shall not be limited to active shooter training, front line security, and reception practices and protocol for 911 emergencies.**

## **ARTICLE 20 REASSIGNMENTS**

### **Section 20.1**

**Management may implement geographical reassignments in accordance with departmental needs.**

### **Section 20.2**

**Prior to making an involuntary geographical reassignment(s), the Department/Agency shall solicit volunteer(s) from among eligible employees who perform the same or similar function(s). In the event that there are more volunteers than needed, employee(s) shall be selected on the basis of seniority. In the event that there are insufficient volunteers, the Employer will strive to provide fifteen (15) working days prior written notice of an involuntary reassignment but will provide no fewer than ten (10) working days prior notice, except in cases of emergencies. Involuntary reassignments shall be based on inverse seniority from among eligible employees. An employee reassigned involuntarily under this Section shall have the right to request to return to their previous position in the event of a vacancy occurring at their previous geographical location within 12 months of reassignment. To return to their previous position the employee shall make a request in writing at the time of reassignment. Such request shall be considered prior to transfer requests made pursuant to Article 14 Sec. 3.**

**Section 20.3:** Reassignments shall not be implemented for disciplinary reasons that are arbitrary and/or capricious.

## ARTICLE 22 ARBITRATION OF DISCIPLINARY ACTION

### Section 22.1

No employee who has been employed in the bargaining unit described in Article 1 of this Agreement for **nine (9)** consecutive months or more shall be discharged, suspended, or demoted for disciplinary reasons without just cause. An employee who severs his/her employment with an Agency must serve an additional probationary period upon re-employment whether in the same or a different job title or the same or different agency. **Upon issuance of discipline, including demotion, suspension, or termination, the Employer will carbon copy written notification sent to the employee to the Union.**

## ARTICLE 23 GRIEVANCE PROCEDURE

### Section 23.1

The term "'grievance'" shall mean any dispute concerning the application or interpretation of the terms of this Collective Bargaining Agreement.

### Section 23.2

The grievance procedure shall be as follows:

**Step I**            An employee and/or the Union shall submit a grievance in writing, on the grievance form prepared by the Employer (Appendix C) to the person designated by the agency head for such purpose not later than twenty-one (21) calendar days after the date on which the alleged act or omission giving rise to the grievance occurred or after the date on which there was a reasonable basis for knowledge of the occurrence. Such grievance shall identify the Article(s) believed to have been violated, state how and when the Article(s) was violated and state the remedy sought. The person so designated by the agency head shall reply in writing by the end of ten (10) calendar days following the date of submission, or if a meeting is held to review the grievance by the end of twenty-one (21) calendar days following the date of the submission. **A meeting will be held upon request by either party or the matter will be waived to step II.**

**Step II**            In the event the employee or the Union wishes to appeal an unsatisfactory decision at Step I, the appeal shall be presented in writing, on the grievance form prepared by the Employer to the person designated by the agency head for such purpose within ten (10) calendar days following the receipt of the Step I decision. Such grievance shall identify the Article(s) believed to have been violated, state how and when the Article(s) was violated and state the remedy sought.

The agency head or his/her designee shall issue a written reply by the end of the thirty (30) calendar days following the day on which the

appeal was filed or if a conference is held by the end of the twenty-one (21) calendar days following the close of conference. **A conference will be held upon request by either party.** The Agency Head's designee at Step II shall have the authority to sustain, vacate or modify a decision or action taken at the lower level.

Disciplinary grievances filed at Step II or Step III of the grievance procedure must also contain the "Waiver of Right to Appeal Disciplinary Action" form (as outlined in Article 22). Grievances not containing the signed waiver by the date of the scheduled conference or the rendering of a decision shall be considered denied.

In disciplinary matters for which the agency head or his/her designee issues a decision to waive the grievance to Step III as described in Article 22, Section 3, such written decision shall be issued within ten (10) calendar days following the day on which the appeal is filed at Step II. In such instances, the agency head or his/her designee shall forward a copy of the decision to waive the grievance to Step III, along with a copy of the disciplinary notice and the documentation presented by both parties at the pre-disciplinary hearing, to the Human Resources Division.

### **Step III**

In the event the employee or the Union wishes to appeal an unsatisfactory decision at Step II, the appeal must be presented, on the grievance form included in Appendix E of this Agreement, to HRD within ten (10) calendar days of the receipt of the unsatisfactory decision at Step II and notice shall be given to the agency involved. Such grievance shall identify the Article(s) believed to have been violated, state how and when the Article(s) was violated and state the remedy sought. HRD shall issue a written reply by the end of the thirty (30) calendar days following the day on which the appeal was filed or if a conference is held by the end of the twenty-one (21) calendar days following the close of the conference.

HRD, at Step III, shall have the authority to sustain, vacate or modify a decision or action taken at the lower level.

### **Step IV**

Grievances unresolved at Step III may be brought to arbitration solely by the Union by filing a completed Request for Arbitration form with the Human Resources Division. Such form must be filed within thirty (30) calendar days of the receipt of an unsatisfactory Step III response. Simultaneous notice shall be given to the agency involved.

**ARTICLE 30**  
**WAGE REOPENER (New)**

**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 & Finance and said Agreement is funded by the Legislature and in the event such Agreement contains provisions for across-the-board salary increases or other economic terms that in the aggregate are in excess of those contained in this Agreement, the parties agree to re-open those provisions of this Agreement to further bargaining.**

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE  
COMMONWEALTH OF MASSACHUSETTS  
AND THE  
NATIONAL ASSOCIATION OF GOVERNMENT  
EMPLOYEES**

**Regarding State of Emergency**

**During a declared state of Emergency, employees that have been designated emergency personnel that have a documented hardship which prevents the employee from getting to work during said emergency may utilize appropriate leave balances provided that personal leave, if available, is utilized first.**

**Employees that have been designated as emergency personnel shall have flexibility regarding late arrival to work and the ability to utilize appropriate leave balances so long as the employee has notified the Employer, at least one (1) hour prior to the starting time of their shift, that due to the state of emergency, the employee is unable to arrive at the normal starting time of the shift. In such situations, personal leave, if available, must be utilized first.**

**The parties agree to establish a joint labor management committee to continue further discussion on this topic during the life of the Collective Bargaining Agreement.**

**Employees who are designated as emergency personnel and are required to physically report to a work location when non-emergency personnel are directed to stay home, shall be provided with one (1) emergency day each January. Said emergency day must be taken within the calendar year it was granted at a time requested by the employee and approved by the Appointing Authority. Any emergency leave not taken by the last Saturday prior to the first full pay period in January will be forfeited by the employee.**

**Employees designated emergency personnel shall be notified in writing of such designation upon hire, upon change in classification or by September 1<sup>st</sup> of each year.**

## **SECTION II**

*In addition to changes in the Collective Bargaining Agreement, the parties have come to agreement on the following items:*

### **Student Loan Forgiveness Program**

The Commonwealth shall administer the process of annual certification of full time employment letters for members enrolled in the Federal Public Service Loan Forgiveness Program. Members will be permitted 2 or fewer hours of paid educational leave once per 2 years for on-site training provided by the union. The parties will work collaboratively during the duration of the collective bargaining agreement to implement said program.

### **Vacation Accruals for Current Employees**

Current employees with less than 4.5 years of creditable service as of January 1, 2019 may, upon the approval of the Appointing Authority, begin to accrue vacation credits at the rate of 4.326975 hours (75/biweekly) or 4.61544 hours (80/biweekly). To be eligible, employees must have had at least 4.5 years of relevant work history prior to commencement of employment with the Commonwealth.

Employees must apply within 6 months of the implementation of the parties' Collective Bargaining Agreement, on a form to be supplied by their Appointing Authority. If approved, the commencement of the enhanced vacation accrual will be effective January 1, 2019. If the employee fails to file a request within the allotted six months, he/she shall be eligible to receive enhanced vacation accrual on a prospective basis. If the employees' vacation accrual is changed, the employees will remain at this rate until they reach 9.5 years of creditable service with the Commonwealth.

Grievances of an Appointing Authority's denial of accelerated vacation accrual may be processed in an expedited Alternative Dispute Resolution (ADR) hearing upon request by the Union.

### **Drug Testing at State Police**

The parties shall continue to meet regarding drug testing for Crime Lab Employees at the Department of State Police.

## **SECTION III**

### **HR/CMS INSTRUCTIONS**

The salary increases for Unit 1, 3, and 6 will be automated in HR/CMS. Predictive & updated reports will be available in Document Direct and Luminist that will facilitate the identification of employees receiving July 2017, July 2018, and July 2019 increase in salary rate.

Detailed instructions along with a frequently asked questions document will be available on the HR/CMS Weekly Bulletin and published on the HR/CMS Knowledge Center for all users.

Questions regarding HR/CMS Instructions should be directed to Common Help at 866-888-2808

## **INSTRUCTIONS FROM ADMINISTRATION AND FINANCE**

Section 67 of Chapter 273 of the Acts of 2018 includes an appropriation (1599-4449) to fund incremental costs of the NAGE Units 1, 3, and 6 collective bargaining agreement. This complements collective bargaining funds appropriated in items 1599-4448 of the FY19 GAA.

Please address questions on A&F policies to Daniel Shark, Fiscal Policy Analyst, at 857-400-5458.

Chart includes 1% increase + additional 1% associated with the revenue trigger

Increase of 1% + 1% effective 7/9/2017

**BU 01 Salary Plans (01A/B)**

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A	01	\$1,114.41	\$1,132.00	\$1,149.92	\$1,168.12	\$1,186.73	\$1,205.60	\$1,224.96	\$1,244.57	\$1,264.59	\$1,284.94	\$1,306.99	\$1,329.46	\$1,352.37	\$1,375.76
01A	02	\$1,133.50	\$1,151.13	\$1,169.05	\$1,187.30	\$1,205.91	\$1,224.83	\$1,244.12	\$1,263.75	\$1,283.72	\$1,304.11	\$1,326.51	\$1,349.36	\$1,372.68	\$1,396.47
01A	03	\$1,149.70	\$1,169.45	\$1,189.66	\$1,210.28	\$1,231.26	\$1,252.73	\$1,274.68	\$1,296.99	\$1,319.86	\$1,343.10	\$1,366.28	\$1,389.92	\$1,414.04	\$1,438.66
01A	04	\$1,177.86	\$1,197.70	\$1,217.85	\$1,238.48	\$1,259.59	\$1,281.05	\$1,302.92	\$1,325.21	\$1,348.00	\$1,371.23	\$1,394.99	\$1,419.26	\$1,444.00	\$1,469.20
01A	05	\$1,195.62	\$1,217.04	\$1,239.00	\$1,261.30	\$1,284.19	\$1,307.51	\$1,331.36	\$1,355.67	\$1,380.50	\$1,405.88	\$1,430.32	\$1,455.27	\$1,480.70	\$1,506.66
01A	06	\$1,233.56	\$1,255.08	\$1,277.04	\$1,299.43	\$1,322.30	\$1,345.62	\$1,369.45	\$1,393.68	\$1,418.51	\$1,443.84	\$1,469.02	\$1,494.76	\$1,520.99	\$1,547.74
01A	07	\$1,261.60	\$1,285.02	\$1,309.04	\$1,333.49	\$1,358.45	\$1,384.06	\$1,410.16	\$1,436.91	\$1,464.12	\$1,492.00	\$1,518.15	\$1,544.88	\$1,572.11	\$1,599.87
01A	08	\$1,287.83	\$1,313.18	\$1,339.10	\$1,365.57	\$1,392.70	\$1,420.37	\$1,448.71	\$1,477.79	\$1,507.48	\$1,537.83	\$1,564.91	\$1,592.52	\$1,620.71	\$1,649.45
01A	09	\$1,331.52	\$1,359.14	\$1,387.43	\$1,416.47	\$1,446.12	\$1,476.57	\$1,507.68	\$1,539.57	\$1,572.23	\$1,605.70	\$1,634.15	\$1,663.14	\$1,692.73	\$1,723.14
01A	10	\$1,377.70	\$1,406.97	\$1,437.00	\$1,467.75	\$1,499.22	\$1,531.48	\$1,564.48	\$1,598.37	\$1,633.03	\$1,668.56	\$1,698.30	\$1,728.97	\$1,760.78	\$1,793.27
01A	11	\$1,420.91	\$1,452.60	\$1,485.22	\$1,518.57	\$1,552.84	\$1,588.02	\$1,623.99	\$1,660.96	\$1,698.89	\$1,738.39	\$1,770.46	\$1,803.10	\$1,836.42	\$1,870.40
01A	12	\$1,477.33	\$1,510.55	\$1,544.67	\$1,579.68	\$1,615.58	\$1,652.39	\$1,690.11	\$1,729.27	\$1,770.21	\$1,812.16	\$1,845.70	\$1,879.88	\$1,914.73	\$1,950.27
01A	13	\$1,552.20	\$1,587.23	\$1,623.08	\$1,660.03	\$1,697.81	\$1,737.26	\$1,778.18	\$1,820.14	\$1,863.28	\$1,907.40	\$1,942.82	\$1,978.92	\$2,015.77	\$2,053.33
01A	14	\$1,610.65	\$1,651.43	\$1,693.21	\$1,736.85	\$1,782.45	\$1,829.33	\$1,877.55	\$1,927.17	\$1,978.17	\$2,030.59	\$2,068.48	\$2,107.11	\$2,146.51	\$2,186.68
01A	15	\$1,682.82	\$1,727.28	\$1,774.09	\$1,822.25	\$1,871.86	\$1,922.87	\$1,975.39	\$2,029.53	\$2,085.20	\$2,142.53	\$2,182.66	\$2,223.54	\$2,265.26	\$2,307.78
01A	15A	\$1,695.29	\$1,744.01	\$1,794.84	\$1,847.32	\$1,901.50	\$1,957.39	\$2,015.01	\$2,074.47	\$2,135.82	\$2,199.11	\$2,240.32	\$2,282.40	\$2,325.28	\$2,369.38
01A	16	\$1,765.33	\$1,814.89	\$1,865.91	\$1,918.48	\$1,972.71	\$2,028.61	\$2,086.14	\$2,145.42	\$2,206.58	\$2,269.54	\$2,312.19	\$2,355.64	\$2,401.25	\$2,448.40
01A	17	\$1,863.43	\$1,914.97	\$1,968.13	\$2,022.84	\$2,079.13	\$2,137.16	\$2,196.95	\$2,258.49	\$2,321.89	\$2,388.07	\$2,434.51	\$2,483.26	\$2,532.95	\$2,583.59
01A	17A	\$1,877.75	\$1,933.68	\$1,991.41	\$2,050.99	\$2,112.51	\$2,175.94	\$2,241.46	\$2,309.05	\$2,379.45	\$2,454.33	\$2,503.51	\$2,553.51	\$2,604.56	\$2,656.66
01A	18	\$1,946.04	\$2,000.93	\$2,057.54	\$2,115.84	\$2,175.91	\$2,237.81	\$2,301.58	\$2,367.51	\$2,437.50	\$2,511.58	\$2,561.81	\$2,613.03	\$2,665.30	\$2,718.60
01A	19	\$2,039.63	\$2,098.02	\$2,158.26	\$2,220.28	\$2,284.24	\$2,350.10	\$2,419.83	\$2,493.89	\$2,570.36	\$2,649.28	\$2,702.27	\$2,756.35	\$2,811.50	\$2,867.73
01A	20	\$2,141.85	\$2,202.17	\$2,264.28	\$2,328.33	\$2,395.28	\$2,466.33	\$2,540.58	\$2,617.09	\$2,695.79	\$2,776.97	\$2,832.51	\$2,889.17	\$2,946.95	\$3,005.88
01A	21	\$2,235.00	\$2,299.13	\$2,365.41	\$2,435.73	\$2,510.18	\$2,586.92	\$2,666.05	\$2,747.49	\$2,831.49	\$2,918.03	\$2,976.35	\$3,035.92	\$3,096.64	\$3,158.56
01A	22	\$2,339.12	\$2,408.36	\$2,481.82	\$2,558.22	\$2,636.95	\$2,718.13	\$2,801.71	\$2,887.96	\$2,976.85	\$3,068.42	\$3,129.82	\$3,192.45	\$3,256.29	\$3,321.40
01A	23	\$2,455.48	\$2,529.45	\$2,605.62	\$2,684.17	\$2,765.06	\$2,848.39	\$2,934.29	\$3,022.74	\$3,113.72	\$3,207.58	\$3,271.76	\$3,337.20	\$3,403.96	\$3,472.05
01A	24	\$2,566.50	\$2,644.03	\$2,723.88	\$2,806.11	\$2,890.94	\$2,978.13	\$3,068.18	\$3,160.88	\$3,256.30	\$3,354.65	\$3,421.72	\$3,490.20	\$3,560.00	\$3,631.21
01A	25	\$2,677.45	\$2,758.85	\$2,842.69	\$2,929.12	\$3,018.14	\$3,109.91	\$3,204.48	\$3,301.92	\$3,402.24	\$3,505.72	\$3,575.82	\$3,647.39	\$3,720.34	\$3,794.74
01A	26	\$2,776.32	\$2,861.20	\$2,948.65	\$3,038.78	\$3,131.63	\$3,227.34	\$3,326.04	\$3,427.72	\$3,532.45	\$3,640.43	\$3,713.23	\$3,787.52	\$3,863.27	\$3,940.54

Increase of 2% effective 7/8/2018

**BU 01 Salary Plan (01 A/B)**

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A	01	\$1,136.70	\$1,154.64	\$1,172.92	\$1,191.48	\$1,210.46	\$1,229.71	\$1,249.46	\$1,269.46	\$1,289.88	\$1,310.64	\$1,333.13	\$1,356.05	\$1,379.42	\$1,403.28
01A	02	\$1,156.17	\$1,174.15	\$1,192.43	\$1,211.05	\$1,230.03	\$1,249.33	\$1,269.00	\$1,289.03	\$1,309.39	\$1,330.19	\$1,353.04	\$1,376.35	\$1,400.13	\$1,424.40
01A	03	\$1,172.69	\$1,192.84	\$1,213.45	\$1,234.49	\$1,255.89	\$1,277.78	\$1,300.17	\$1,322.93	\$1,346.26	\$1,369.96	\$1,393.61	\$1,417.72	\$1,442.32	\$1,467.43
01A	04	\$1,201.42	\$1,221.65	\$1,242.21	\$1,263.25	\$1,284.78	\$1,306.67	\$1,328.98	\$1,351.71	\$1,374.96	\$1,398.65	\$1,422.89	\$1,447.65	\$1,472.88	\$1,498.58
01A	05	\$1,219.53	\$1,241.38	\$1,263.78	\$1,286.53	\$1,309.87	\$1,333.66	\$1,357.99	\$1,382.78	\$1,408.11	\$1,434.00	\$1,458.93	\$1,484.38	\$1,510.31	\$1,536.79
01A	06	\$1,258.23	\$1,280.18	\$1,302.58	\$1,325.42	\$1,348.75	\$1,372.53	\$1,396.84	\$1,421.55	\$1,446.88	\$1,472.72	\$1,498.40	\$1,524.66	\$1,551.41	\$1,578.69
01A	07	\$1,286.83	\$1,310.72	\$1,335.22	\$1,360.16	\$1,385.62	\$1,411.74	\$1,438.36	\$1,465.65	\$1,493.40	\$1,521.84	\$1,548.51	\$1,575.78	\$1,603.55	\$1,631.87
01A	08	\$1,313.59	\$1,339.44	\$1,365.88	\$1,392.88	\$1,420.55	\$1,448.78	\$1,477.68	\$1,507.35	\$1,537.63	\$1,568.59	\$1,596.21	\$1,624.37	\$1,653.12	\$1,682.44
01A	09	\$1,358.15	\$1,386.32	\$1,415.18	\$1,444.80	\$1,475.04	\$1,506.10	\$1,537.83	\$1,570.36	\$1,603.67	\$1,637.81	\$1,666.83	\$1,696.40	\$1,726.58	\$1,757.60
01A	10	\$1,405.25	\$1,435.11	\$1,465.74	\$1,497.11	\$1,529.20	\$1,562.11	\$1,595.77	\$1,630.34	\$1,665.69	\$1,701.93	\$1,732.27	\$1,763.55	\$1,796.00	\$1,829.14
01A	11	\$1,449.33	\$1,481.65	\$1,514.92	\$1,548.94	\$1,583.90	\$1,619.78	\$1,656.47	\$1,694.18	\$1,732.87	\$1,773.16	\$1,805.87	\$1,839.16	\$1,873.15	\$1,907.81
01A	12	\$1,506.88	\$1,540.76	\$1,575.56	\$1,611.27	\$1,647.89	\$1,685.44	\$1,723.91	\$1,763.86	\$1,805.61	\$1,848.40	\$1,882.61	\$1,917.48	\$1,953.02	\$1,989.28
01A	13	\$1,583.24	\$1,618.97	\$1,655.54	\$1,693.23	\$1,731.77	\$1,772.01	\$1,813.74	\$1,856.54	\$1,900.55	\$1,945.55	\$1,981.68	\$2,018.50	\$2,056.09	\$2,094.40
01A	14	\$1,642.86	\$1,684.46	\$1,727.07	\$1,771.59	\$1,818.10	\$1,865.92	\$1,915.10	\$1,965.71	\$2,017.73	\$2,071.20	\$2,109.85	\$2,149.25	\$2,189.44	\$2,230.41
01A	15	\$1,716.48	\$1,761.83	\$1,809.57	\$1,858.70	\$1,909.30	\$1,961.33	\$2,014.90	\$2,070.12	\$2,126.90	\$2,185.38	\$2,226.31	\$2,268.01	\$2,310.57	\$2,353.94
01A	15A	\$1,729.20	\$1,778.89	\$1,830.74	\$1,884.27	\$1,939.53	\$1,996.54	\$2,055.31	\$2,115.96	\$2,178.54	\$2,243.09	\$2,285.13	\$2,328.05	\$2,371.79	\$2,416.77
01A	16	\$1,800.64	\$1,851.19	\$1,903.23	\$1,956.85	\$2,012.16	\$2,069.18	\$2,127.86	\$2,188.33	\$2,250.71	\$2,314.93	\$2,358.43	\$2,402.75	\$2,449.28	\$2,497.37
01A	17	\$1,900.70	\$1,953.27	\$2,007.49	\$2,063.30	\$2,120.71	\$2,179.90	\$2,240.89	\$2,303.66	\$2,368.33	\$2,435.83	\$2,483.20	\$2,532.93	\$2,583.61	\$2,635.26
01A	17A	\$1,915.31	\$1,972.35	\$2,031.24	\$2,092.01	\$2,154.76	\$2,219.46	\$2,286.29	\$2,355.23	\$2,427.04	\$2,503.42	\$2,553.58	\$2,604.58	\$2,656.65	\$2,709.79
01A	18	\$1,984.96	\$2,040.95	\$2,098.69	\$2,158.16	\$2,219.43	\$2,282.57	\$2,347.61	\$2,414.86	\$2,486.25	\$2,561.81	\$2,613.05	\$2,665.29	\$2,718.61	\$2,772.97
01A	19	\$2,080.42	\$2,139.98	\$2,201.43	\$2,264.69	\$2,329.92	\$2,397.10	\$2,468.23	\$2,543.77	\$2,621.77	\$2,702.27	\$2,756.32	\$2,811.48	\$2,867.73	\$2,925.08
01A	20	\$2,184.69	\$2,246.21	\$2,309.57	\$2,374.90	\$2,443.19	\$2,515.66	\$2,591.39	\$2,669.43	\$2,749.71	\$2,832.51	\$2,889.16	\$2,946.95	\$3,005.89	\$3,066.00
01A	21	\$2,279.70	\$2,345.11	\$2,412.72	\$2,484.44	\$2,560.38	\$2,638.66	\$2,719.37	\$2,802.44	\$2,888.12	\$2,976.39	\$3,035.88	\$3,096.64	\$3,158.57	\$3,221.73
01A	22	\$2,385.90	\$2,456.53	\$2,531.46	\$2,609.38	\$2,689.69	\$2,772.49	\$2,857.74	\$2,945.72	\$3,036.39	\$3,129.79	\$3,192.42	\$3,256.30	\$3,321.42	\$3,387.83
01A	23	\$2,504.59	\$2,580.04	\$2,657.73	\$2,737.85	\$2,820.36	\$2,905.36	\$2,992.98	\$3,083.19	\$3,175.99	\$3,271.73	\$3,337.20	\$3,403.94	\$3,472.04	\$3,541.49
01A	24	\$2,617.83	\$2,696.91	\$2,778.36	\$2,862.23	\$2,948.76	\$3,037.69	\$3,129.54	\$3,224.10	\$3,321.43	\$3,421.74	\$3,490.15	\$3,560.00	\$3,631.20	\$3,703.83
01A	25	\$2,731.00	\$2,814.03	\$2,899.54	\$2,987.70	\$3,078.50	\$3,172.11	\$3,268.57	\$3,367.96	\$3,470.28	\$3,575.83	\$3,647.34	\$3,720.34	\$3,794.75	\$3,870.63
01A	26	\$2,831.85	\$2,918.42	\$3,007.62	\$3,099.56	\$3,194.26	\$3,291.89	\$3,392.56	\$3,496.27	\$3,603.10	\$3,713.24	\$3,787.49	\$3,863.27	\$3,940.54	\$4,019.35

Increase of 2% effective 7/7/2019

**BU 01 Salary Plan (01 A/B)**

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
01A	01	\$1,159.43	\$1,177.73	\$1,196.38	\$1,215.31	\$1,234.67	\$1,254.30	\$1,274.45	\$1,294.85	\$1,315.68	\$1,336.85	\$1,359.79	\$1,383.17	\$1,407.01	\$1,431.35
01A	02	\$1,179.29	\$1,197.63	\$1,216.28	\$1,235.27	\$1,254.63	\$1,274.32	\$1,294.38	\$1,314.81	\$1,335.58	\$1,356.79	\$1,380.10	\$1,403.88	\$1,428.13	\$1,452.89
01A	03	\$1,196.14	\$1,216.70	\$1,237.72	\$1,259.18	\$1,281.01	\$1,303.34	\$1,326.17	\$1,349.39	\$1,373.19	\$1,397.36	\$1,421.48	\$1,446.07	\$1,471.17	\$1,496.78
01A	04	\$1,225.45	\$1,246.08	\$1,267.05	\$1,288.52	\$1,310.48	\$1,332.80	\$1,355.56	\$1,378.74	\$1,402.46	\$1,426.62	\$1,451.35	\$1,476.60	\$1,502.34	\$1,528.55
01A	05	\$1,243.92	\$1,266.21	\$1,289.06	\$1,312.26	\$1,336.07	\$1,360.33	\$1,385.15	\$1,410.44	\$1,436.27	\$1,462.68	\$1,488.11	\$1,514.07	\$1,540.52	\$1,567.53
01A	06	\$1,283.39	\$1,305.78	\$1,328.63	\$1,351.93	\$1,375.73	\$1,399.98	\$1,424.78	\$1,449.98	\$1,475.82	\$1,502.17	\$1,528.37	\$1,555.15	\$1,582.44	\$1,610.26
01A	07	\$1,312.57	\$1,336.93	\$1,361.92	\$1,387.36	\$1,413.33	\$1,439.97	\$1,467.13	\$1,494.96	\$1,523.27	\$1,552.28	\$1,579.48	\$1,607.30	\$1,635.62	\$1,664.51
01A	08	\$1,339.86	\$1,366.23	\$1,393.20	\$1,420.74	\$1,448.96	\$1,477.76	\$1,507.23	\$1,537.50	\$1,568.38	\$1,599.96	\$1,628.13	\$1,656.86	\$1,686.18	\$1,716.09
01A	09	\$1,385.31	\$1,414.05	\$1,443.48	\$1,473.70	\$1,504.54	\$1,536.22	\$1,568.59	\$1,601.77	\$1,635.74	\$1,670.57	\$1,700.17	\$1,730.33	\$1,761.11	\$1,792.75
01A	10	\$1,433.36	\$1,463.81	\$1,495.05	\$1,527.05	\$1,559.78	\$1,593.35	\$1,627.69	\$1,662.95	\$1,699.00	\$1,735.97	\$1,766.92	\$1,798.82	\$1,831.92	\$1,865.72
01A	11	\$1,478.32	\$1,511.28	\$1,545.22	\$1,579.92	\$1,615.58	\$1,652.18	\$1,689.60	\$1,728.06	\$1,767.53	\$1,808.62	\$1,841.99	\$1,875.94	\$1,910.61	\$1,945.97
01A	12	\$1,537.02	\$1,571.58	\$1,607.07	\$1,643.50	\$1,680.85	\$1,719.15	\$1,758.39	\$1,799.14	\$1,841.72	\$1,885.37	\$1,920.26	\$1,955.83	\$1,992.08	\$2,029.07
01A	13	\$1,614.90	\$1,651.35	\$1,688.65	\$1,727.09	\$1,766.41	\$1,807.45	\$1,850.01	\$1,893.67	\$1,938.56	\$1,984.46	\$2,021.31	\$2,058.87	\$2,097.21	\$2,136.29
01A	14	\$1,675.72	\$1,718.15	\$1,761.61	\$1,807.02	\$1,854.46	\$1,903.24	\$1,953.40	\$2,005.02	\$2,058.08	\$2,112.62	\$2,152.05	\$2,192.24	\$2,233.23	\$2,275.02
01A	15	\$1,750.81	\$1,797.07	\$1,845.76	\$1,895.87	\$1,947.49	\$2,000.56	\$2,055.20	\$2,111.52	\$2,169.44	\$2,229.09	\$2,270.84	\$2,313.37	\$2,356.78	\$2,401.02
01A	15A	\$1,763.78	\$1,814.47	\$1,867.35	\$1,921.96	\$1,978.32	\$2,036.47	\$2,096.42	\$2,158.28	\$2,222.11	\$2,287.95	\$2,330.83	\$2,374.61	\$2,419.23	\$2,465.11
01A	16	\$1,836.65	\$1,888.21	\$1,941.29	\$1,995.99	\$2,052.40	\$2,110.56	\$2,170.42	\$2,232.10	\$2,295.72	\$2,361.23	\$2,405.60	\$2,450.81	\$2,498.27	\$2,547.32
01A	17	\$1,938.71	\$1,992.34	\$2,047.64	\$2,104.57	\$2,163.12	\$2,223.50	\$2,285.71	\$2,349.73	\$2,415.70	\$2,484.55	\$2,532.86	\$2,583.59	\$2,635.28	\$2,687.97
01A	17A	\$1,953.62	\$2,011.80	\$2,071.86	\$2,133.85	\$2,197.86	\$2,263.85	\$2,332.02	\$2,402.33	\$2,475.58	\$2,553.49	\$2,604.65	\$2,656.67	\$2,709.78	\$2,763.99
01A	18	\$2,024.66	\$2,081.77	\$2,140.66	\$2,201.32	\$2,263.82	\$2,328.22	\$2,394.56	\$2,463.16	\$2,535.98	\$2,613.05	\$2,665.31	\$2,718.60	\$2,772.98	\$2,828.43
01A	19	\$2,122.03	\$2,182.78	\$2,245.46	\$2,309.98	\$2,376.52	\$2,445.04	\$2,517.59	\$2,594.65	\$2,674.21	\$2,756.32	\$2,811.45	\$2,867.71	\$2,925.08	\$2,983.58
01A	20	\$2,228.38	\$2,291.13	\$2,355.76	\$2,422.40	\$2,492.05	\$2,565.97	\$2,643.22	\$2,722.82	\$2,804.70	\$2,889.16	\$2,946.94	\$3,005.89	\$3,066.01	\$3,127.32
01A	21	\$2,325.29	\$2,392.01	\$2,460.97	\$2,534.13	\$2,611.59	\$2,691.43	\$2,773.76	\$2,858.49	\$2,945.88	\$3,035.92	\$3,096.60	\$3,158.57	\$3,221.74	\$3,286.16
01A	22	\$2,433.62	\$2,505.66	\$2,582.09	\$2,661.57	\$2,743.48	\$2,827.94	\$2,914.89	\$3,004.63	\$3,097.12	\$3,192.39	\$3,256.27	\$3,321.43	\$3,387.85	\$3,455.59
01A	23	\$2,554.68	\$2,631.64	\$2,710.88	\$2,792.61	\$2,876.77	\$2,963.47	\$3,052.84	\$3,144.85	\$3,239.51	\$3,337.16	\$3,403.94	\$3,472.02	\$3,541.48	\$3,612.32
01A	24	\$2,670.19	\$2,750.85	\$2,833.93	\$2,919.47	\$3,007.74	\$3,098.44	\$3,192.13	\$3,288.58	\$3,387.86	\$3,490.17	\$3,559.95	\$3,631.20	\$3,703.82	\$3,777.91
01A	25	\$2,785.62	\$2,870.31	\$2,957.53	\$3,047.45	\$3,140.07	\$3,235.55	\$3,333.94	\$3,435.32	\$3,539.69	\$3,647.35	\$3,720.29	\$3,794.75	\$3,870.65	\$3,948.04
01A	26	\$2,888.49	\$2,976.79	\$3,067.77	\$3,161.55	\$3,258.15	\$3,357.73	\$3,460.41	\$3,566.20	\$3,675.16	\$3,787.50	\$3,863.24	\$3,940.54	\$4,019.35	\$4,099.74

Chart includes 1% increase + additional 1% associated with the revenue trigger

Increase of 1% + 1% effective 7/9/2017

**BU 03 Salary Plan (03 A/B)**

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A	04	\$1,177.86	\$1,197.70	\$1,217.85	\$1,238.48	\$1,259.59	\$1,281.05	\$1,302.92	\$1,325.21	\$1,348.00	\$1,371.23	\$1,394.99	\$1,419.26	\$1,444.00	\$1,469.20
03A	05	\$1,195.62	\$1,217.04	\$1,239.00	\$1,261.30	\$1,284.19	\$1,307.51	\$1,331.36	\$1,355.67	\$1,380.50	\$1,405.88	\$1,430.32	\$1,455.27	\$1,480.70	\$1,506.66
03A	06	\$1,233.56	\$1,255.08	\$1,277.04	\$1,299.43	\$1,322.30	\$1,345.62	\$1,369.45	\$1,393.68	\$1,418.51	\$1,443.84	\$1,469.02	\$1,494.76	\$1,520.99	\$1,547.74
03A	07	\$1,261.60	\$1,285.02	\$1,309.04	\$1,333.49	\$1,358.45	\$1,384.06	\$1,410.16	\$1,436.91	\$1,464.12	\$1,492.00	\$1,518.15	\$1,544.88	\$1,572.11	\$1,599.87
03A	08	\$1,287.83	\$1,313.18	\$1,339.10	\$1,365.57	\$1,392.70	\$1,420.37	\$1,448.71	\$1,477.79	\$1,507.48	\$1,537.83	\$1,564.91	\$1,592.52	\$1,620.71	\$1,649.45
03A	09	\$1,331.52	\$1,359.14	\$1,387.43	\$1,416.47	\$1,446.12	\$1,476.57	\$1,507.68	\$1,539.57	\$1,572.23	\$1,605.70	\$1,634.15	\$1,663.14	\$1,692.73	\$1,723.14
03A	10	\$1,377.70	\$1,406.97	\$1,437.00	\$1,467.75	\$1,499.22	\$1,531.48	\$1,564.48	\$1,598.37	\$1,633.03	\$1,668.56	\$1,698.30	\$1,728.97	\$1,760.78	\$1,793.27
03A	11	\$1,420.91	\$1,452.60	\$1,485.22	\$1,518.57	\$1,552.84	\$1,588.02	\$1,623.99	\$1,660.96	\$1,698.89	\$1,738.39	\$1,770.46	\$1,803.10	\$1,836.42	\$1,870.40
03A	12	\$1,477.33	\$1,510.55	\$1,544.67	\$1,579.68	\$1,615.58	\$1,652.39	\$1,690.11	\$1,729.27	\$1,770.21	\$1,812.16	\$1,845.70	\$1,879.88	\$1,914.73	\$1,950.27
03A	13	\$1,552.20	\$1,587.23	\$1,623.08	\$1,660.03	\$1,697.81	\$1,737.26	\$1,778.18	\$1,820.14	\$1,863.28	\$1,907.40	\$1,942.82	\$1,978.92	\$2,015.77	\$2,053.33
03A	14	\$1,610.65	\$1,651.43	\$1,693.21	\$1,736.85	\$1,782.45	\$1,829.33	\$1,877.55	\$1,927.17	\$1,978.17	\$2,030.59	\$2,068.48	\$2,107.11	\$2,146.51	\$2,186.68
03A	15	\$1,682.82	\$1,727.28	\$1,774.09	\$1,822.25	\$1,871.86	\$1,922.87	\$1,975.39	\$2,029.53	\$2,085.20	\$2,142.53	\$2,182.66	\$2,223.54	\$2,265.26	\$2,307.78
03A	16	\$1,765.33	\$1,814.89	\$1,865.91	\$1,918.48	\$1,972.71	\$2,028.61	\$2,086.14	\$2,145.42	\$2,206.58	\$2,269.54	\$2,312.19	\$2,355.64	\$2,401.25	\$2,448.40
03A	17	\$1,863.43	\$1,914.97	\$1,968.13	\$2,022.84	\$2,079.13	\$2,137.16	\$2,196.95	\$2,258.49	\$2,321.89	\$2,388.07	\$2,434.51	\$2,483.26	\$2,532.95	\$2,583.59
03A	18	\$1,946.04	\$2,000.93	\$2,057.54	\$2,115.84	\$2,175.91	\$2,237.81	\$2,301.58	\$2,367.51	\$2,437.50	\$2,511.58	\$2,561.81	\$2,613.03	\$2,665.30	\$2,718.60
03A	19	\$2,039.63	\$2,098.02	\$2,158.26	\$2,220.28	\$2,284.24	\$2,350.10	\$2,419.83	\$2,493.89	\$2,570.36	\$2,649.28	\$2,702.27	\$2,756.35	\$2,811.50	\$2,867.73
03A	20	\$2,141.85	\$2,202.17	\$2,264.28	\$2,328.33	\$2,395.28	\$2,466.33	\$2,540.58	\$2,617.09	\$2,695.79	\$2,776.97	\$2,832.51	\$2,889.17	\$2,946.95	\$3,005.88
03A	21	\$2,235.00	\$2,299.13	\$2,365.41	\$2,435.73	\$2,510.18	\$2,586.92	\$2,666.05	\$2,747.49	\$2,831.49	\$2,918.03	\$2,976.35	\$3,035.92	\$3,096.64	\$3,158.56
03A	22	\$2,339.12	\$2,408.36	\$2,481.82	\$2,558.22	\$2,636.95	\$2,718.13	\$2,801.71	\$2,887.96	\$2,976.85	\$3,068.42	\$3,129.82	\$3,192.45	\$3,256.29	\$3,321.40
03A	23	\$2,455.48	\$2,529.45	\$2,605.62	\$2,684.17	\$2,765.06	\$2,848.39	\$2,934.29	\$3,022.74	\$3,113.72	\$3,207.58	\$3,271.76	\$3,337.20	\$3,403.96	\$3,472.05

Increase of 2% effective 7/8/2018

Note: Jul18 BU 03 charts are with the \$1K quarter-point increase

**BU 03 Salary Plan (03 A/B)**

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A	04	\$1,240.65	\$1,260.88	\$1,281.44	\$1,302.48	\$1,324.01	\$1,345.90	\$1,368.21	\$1,390.94	\$1,414.19	\$1,437.89	\$1,462.12	\$1,486.88	\$1,512.11	\$1,537.81
03A	05	\$1,258.76	\$1,280.61	\$1,303.01	\$1,325.76	\$1,349.10	\$1,372.89	\$1,397.22	\$1,422.01	\$1,447.34	\$1,473.23	\$1,498.16	\$1,523.61	\$1,549.54	\$1,576.02
03A	06	\$1,297.46	\$1,319.41	\$1,341.81	\$1,364.65	\$1,387.98	\$1,411.76	\$1,436.07	\$1,460.78	\$1,486.11	\$1,511.95	\$1,537.63	\$1,563.89	\$1,590.64	\$1,617.93
03A	07	\$1,326.06	\$1,349.95	\$1,374.45	\$1,399.39	\$1,424.85	\$1,450.97	\$1,477.59	\$1,504.88	\$1,532.63	\$1,561.07	\$1,587.74	\$1,615.01	\$1,642.78	\$1,671.10
03A	08	\$1,352.82	\$1,378.67	\$1,405.11	\$1,432.11	\$1,459.78	\$1,488.01	\$1,516.91	\$1,546.58	\$1,576.86	\$1,607.82	\$1,635.44	\$1,663.60	\$1,692.35	\$1,721.67
03A	09	\$1,397.38	\$1,425.55	\$1,454.41	\$1,484.03	\$1,514.27	\$1,545.33	\$1,577.06	\$1,609.59	\$1,642.91	\$1,677.04	\$1,706.06	\$1,735.63	\$1,765.82	\$1,796.83
03A	10	\$1,444.48	\$1,474.34	\$1,504.97	\$1,536.34	\$1,568.44	\$1,601.34	\$1,635.00	\$1,669.57	\$1,704.92	\$1,741.16	\$1,771.50	\$1,802.78	\$1,835.23	\$1,868.37
03A	11	\$1,488.56	\$1,520.88	\$1,554.16	\$1,588.17	\$1,623.13	\$1,659.01	\$1,695.70	\$1,733.41	\$1,772.10	\$1,812.39	\$1,845.10	\$1,878.39	\$1,912.38	\$1,947.04
03A	12	\$1,546.11	\$1,579.99	\$1,614.79	\$1,650.50	\$1,687.12	\$1,724.67	\$1,763.14	\$1,803.09	\$1,844.84	\$1,887.63	\$1,921.84	\$1,956.71	\$1,992.26	\$2,028.51
03A	13	\$1,622.47	\$1,658.21	\$1,694.77	\$1,732.46	\$1,771.00	\$1,811.24	\$1,852.97	\$1,895.77	\$1,939.78	\$1,984.78	\$2,020.91	\$2,057.73	\$2,095.32	\$2,133.63
03A	14	\$1,682.09	\$1,723.69	\$1,766.30	\$1,810.82	\$1,857.33	\$1,905.15	\$1,954.33	\$2,004.94	\$2,056.96	\$2,110.43	\$2,149.08	\$2,188.48	\$2,228.67	\$2,269.64
03A	15	\$1,755.71	\$1,801.06	\$1,848.80	\$1,897.93	\$1,948.53	\$2,000.56	\$2,054.13	\$2,109.35	\$2,166.13	\$2,224.61	\$2,265.54	\$2,307.24	\$2,349.80	\$2,393.17
03A	16	\$1,839.87	\$1,890.42	\$1,942.46	\$1,996.08	\$2,051.39	\$2,108.41	\$2,167.09	\$2,227.56	\$2,289.94	\$2,354.16	\$2,397.66	\$2,441.98	\$2,488.51	\$2,536.60
03A	17	\$1,939.93	\$1,992.50	\$2,046.72	\$2,102.53	\$2,159.94	\$2,219.13	\$2,280.12	\$2,342.89	\$2,407.56	\$2,475.06	\$2,522.43	\$2,572.16	\$2,622.84	\$2,674.49
03A	18	\$2,024.19	\$2,080.18	\$2,137.92	\$2,197.39	\$2,258.66	\$2,321.80	\$2,386.84	\$2,454.09	\$2,525.48	\$2,601.04	\$2,652.28	\$2,704.52	\$2,757.84	\$2,812.20
03A	19	\$2,119.65	\$2,179.21	\$2,240.66	\$2,303.92	\$2,369.16	\$2,436.33	\$2,507.46	\$2,583.00	\$2,661.00	\$2,741.50	\$2,795.55	\$2,850.71	\$2,906.96	\$2,964.32
03A	20	\$2,223.92	\$2,285.44	\$2,348.80	\$2,414.13	\$2,482.42	\$2,554.89	\$2,630.62	\$2,708.66	\$2,788.94	\$2,871.74	\$2,928.39	\$2,986.18	\$3,045.12	\$3,105.23
03A	21	\$2,318.93	\$2,384.34	\$2,451.95	\$2,523.68	\$2,599.61	\$2,677.89	\$2,758.60	\$2,841.67	\$2,927.35	\$3,015.62	\$3,075.11	\$3,135.87	\$3,197.80	\$3,260.96
03A	22	\$2,425.13	\$2,495.76	\$2,570.69	\$2,648.62	\$2,728.92	\$2,811.72	\$2,896.97	\$2,984.95	\$3,075.62	\$3,169.02	\$3,231.65	\$3,295.53	\$3,360.65	\$3,427.06
03A	23	\$2,543.82	\$2,619.27	\$2,696.96	\$2,777.08	\$2,859.59	\$2,944.59	\$3,032.21	\$3,122.43	\$3,215.23	\$3,310.96	\$3,376.43	\$3,443.17	\$3,511.27	\$3,580.72

Increase of 2% effective 7/7/2019

**BU 03 Salary Plan (03 A/B)**

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
03A	04	\$1,265.46	\$1,286.10	\$1,307.07	\$1,328.53	\$1,350.49	\$1,372.82	\$1,395.57	\$1,418.76	\$1,442.47	\$1,466.65	\$1,491.36	\$1,516.62	\$1,542.35	\$1,568.57
03A	05	\$1,283.94	\$1,306.22	\$1,329.07	\$1,352.28	\$1,376.08	\$1,400.35	\$1,425.16	\$1,450.45	\$1,476.29	\$1,502.69	\$1,528.12	\$1,554.08	\$1,580.53	\$1,607.54
03A	06	\$1,323.41	\$1,345.80	\$1,368.65	\$1,391.94	\$1,415.74	\$1,440.00	\$1,464.79	\$1,490.00	\$1,515.83	\$1,542.19	\$1,568.38	\$1,595.17	\$1,622.45	\$1,650.29
03A	07	\$1,352.58	\$1,376.95	\$1,401.94	\$1,427.38	\$1,453.35	\$1,479.99	\$1,507.14	\$1,534.98	\$1,563.28	\$1,592.29	\$1,619.49	\$1,647.31	\$1,675.64	\$1,704.52
03A	08	\$1,379.88	\$1,406.24	\$1,433.21	\$1,460.75	\$1,488.98	\$1,517.77	\$1,547.25	\$1,577.51	\$1,608.40	\$1,639.98	\$1,668.15	\$1,696.87	\$1,726.20	\$1,756.10
03A	09	\$1,425.33	\$1,454.06	\$1,483.50	\$1,513.71	\$1,544.56	\$1,576.24	\$1,608.60	\$1,641.78	\$1,675.77	\$1,710.58	\$1,740.18	\$1,770.34	\$1,801.14	\$1,832.77
03A	10	\$1,473.37	\$1,503.83	\$1,535.07	\$1,567.07	\$1,599.81	\$1,633.37	\$1,667.70	\$1,702.96	\$1,739.02	\$1,775.98	\$1,806.93	\$1,838.84	\$1,871.93	\$1,905.74
03A	11	\$1,518.33	\$1,551.30	\$1,585.24	\$1,619.93	\$1,655.59	\$1,692.19	\$1,729.61	\$1,768.08	\$1,807.54	\$1,848.64	\$1,882.00	\$1,915.96	\$1,950.63	\$1,985.98
03A	12	\$1,577.03	\$1,611.59	\$1,647.09	\$1,683.51	\$1,720.86	\$1,759.16	\$1,798.40	\$1,839.15	\$1,881.74	\$1,925.38	\$1,960.28	\$1,995.84	\$2,032.11	\$2,069.08
03A	13	\$1,654.92	\$1,691.37	\$1,728.67	\$1,767.11	\$1,806.42	\$1,847.46	\$1,890.03	\$1,933.69	\$1,978.58	\$2,024.48	\$2,061.33	\$2,098.88	\$2,137.23	\$2,176.30
03A	14	\$1,715.73	\$1,758.16	\$1,801.63	\$1,847.04	\$1,894.48	\$1,943.25	\$1,993.42	\$2,045.04	\$2,098.10	\$2,152.64	\$2,192.06	\$2,232.25	\$2,273.24	\$2,315.03
03A	15	\$1,790.82	\$1,837.08	\$1,885.78	\$1,935.89	\$1,987.50	\$2,040.57	\$2,095.21	\$2,151.54	\$2,209.45	\$2,269.10	\$2,310.85	\$2,353.38	\$2,396.80	\$2,441.03
03A	16	\$1,876.67	\$1,928.23	\$1,981.31	\$2,036.00	\$2,092.42	\$2,150.58	\$2,210.43	\$2,272.11	\$2,335.74	\$2,401.24	\$2,445.61	\$2,490.82	\$2,538.28	\$2,587.33
03A	17	\$1,978.73	\$2,032.35	\$2,087.65	\$2,144.58	\$2,203.14	\$2,263.51	\$2,325.72	\$2,389.75	\$2,455.71	\$2,524.56	\$2,572.88	\$2,623.60	\$2,675.30	\$2,727.98
03A	18	\$2,064.67	\$2,121.78	\$2,180.68	\$2,241.34	\$2,303.83	\$2,368.24	\$2,434.58	\$2,503.17	\$2,575.99	\$2,653.06	\$2,705.33	\$2,758.61	\$2,813.00	\$2,868.44
03A	19	\$2,162.04	\$2,222.79	\$2,285.47	\$2,350.00	\$2,416.54	\$2,485.06	\$2,557.61	\$2,634.66	\$2,714.22	\$2,796.33	\$2,851.46	\$2,907.72	\$2,965.10	\$3,023.61
03A	20	\$2,268.40	\$2,331.15	\$2,395.78	\$2,462.41	\$2,532.07	\$2,605.99	\$2,683.23	\$2,762.83	\$2,844.72	\$2,929.17	\$2,986.96	\$3,045.90	\$3,106.02	\$3,167.33
03A	21	\$2,365.31	\$2,432.03	\$2,500.99	\$2,574.15	\$2,651.60	\$2,731.45	\$2,813.77	\$2,898.50	\$2,985.90	\$3,075.93	\$3,136.61	\$3,198.59	\$3,261.76	\$3,326.18
03A	22	\$2,473.63	\$2,545.68	\$2,622.10	\$2,701.59	\$2,783.50	\$2,867.95	\$2,954.91	\$3,044.65	\$3,137.13	\$3,232.40	\$3,296.28	\$3,361.44	\$3,427.86	\$3,495.60
03A	23	\$2,594.70	\$2,671.66	\$2,750.90	\$2,832.62	\$2,916.78	\$3,003.48	\$3,092.85	\$3,184.88	\$3,279.53	\$3,377.18	\$3,443.96	\$3,512.03	\$3,581.50	\$3,652.33

*Chart includes 1% increase + additional 1% associated with the revenue trigger*

Increase of 1% + 1% effective 7/9/2017

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

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A	01	\$1,341.48	\$1,371.92	\$1,403.08	\$1,435.21	\$1,468.08	\$1,501.81	\$1,536.41	\$1,572.02	\$1,608.46	\$1,645.97	\$1,675.15	\$1,704.98	\$1,736.03	\$1,768.01
06A	02	\$1,388.10	\$1,420.26	\$1,453.31	\$1,487.28	\$1,522.12	\$1,557.90	\$1,594.63	\$1,632.38	\$1,671.03	\$1,710.83	\$1,742.17	\$1,774.28	\$1,806.99	\$1,840.38
06A	03	\$1,431.61	\$1,466.37	\$1,502.08	\$1,538.77	\$1,576.55	\$1,615.29	\$1,655.14	\$1,696.17	\$1,738.99	\$1,783.53	\$1,816.50	\$1,850.04	\$1,884.28	\$1,919.21
06A	04	\$1,488.65	\$1,524.99	\$1,562.40	\$1,600.81	\$1,640.31	\$1,680.91	\$1,722.87	\$1,767.06	\$1,812.42	\$1,859.19	\$1,893.62	\$1,928.71	\$1,964.54	\$2,001.08
06A	05	\$1,563.97	\$1,602.30	\$1,641.72	\$1,682.28	\$1,724.17	\$1,768.29	\$1,813.62	\$1,860.21	\$1,908.01	\$1,957.26	\$1,993.64	\$2,030.74	\$2,068.57	\$2,107.19
06A	06	\$1,623.31	\$1,667.40	\$1,712.89	\$1,761.09	\$1,810.84	\$1,862.13	\$1,914.97	\$1,969.45	\$2,025.60	\$2,083.49	\$2,122.40	\$2,162.15	\$2,202.66	\$2,243.97
06A	07	\$1,695.29	\$1,744.01	\$1,794.84	\$1,847.32	\$1,901.50	\$1,957.39	\$2,015.01	\$2,074.47	\$2,135.82	\$2,199.11	\$2,240.32	\$2,282.40	\$2,325.28	\$2,369.38
06A	08	\$1,778.74	\$1,832.33	\$1,887.65	\$1,944.84	\$2,003.84	\$2,064.71	\$2,127.69	\$2,192.62	\$2,259.77	\$2,329.04	\$2,373.29	\$2,419.38	\$2,467.44	\$2,516.80
06A	09	\$1,877.75	\$1,933.68	\$1,991.41	\$2,050.99	\$2,112.51	\$2,175.94	\$2,241.46	\$2,309.05	\$2,379.45	\$2,454.33	\$2,503.51	\$2,553.51	\$2,604.56	\$2,656.66
06A	10	\$1,961.36	\$2,020.82	\$2,082.18	\$2,145.64	\$2,211.15	\$2,278.80	\$2,348.61	\$2,422.56	\$2,501.38	\$2,582.90	\$2,634.65	\$2,687.29	\$2,741.03	\$2,795.85
06A	11	\$2,081.66	\$2,142.68	\$2,205.60	\$2,270.50	\$2,337.35	\$2,407.88	\$2,482.75	\$2,560.64	\$2,640.96	\$2,723.81	\$2,778.30	\$2,833.87	\$2,890.52	\$2,948.32
06A	12	\$2,158.58	\$2,223.93	\$2,291.35	\$2,361.04	\$2,435.16	\$2,513.89	\$2,595.07	\$2,678.97	\$2,765.53	\$2,854.91	\$2,912.00	\$2,970.22	\$3,029.64	\$3,090.22
06A	13	\$2,252.46	\$2,321.78	\$2,394.42	\$2,471.81	\$2,552.87	\$2,636.51	\$2,722.99	\$2,812.25	\$2,904.41	\$2,999.61	\$3,059.65	\$3,120.79	\$3,183.23	\$3,246.89
06A	14	\$2,357.85	\$2,433.37	\$2,513.69	\$2,596.69	\$2,682.32	\$2,770.83	\$2,862.33	\$2,956.80	\$3,054.30	\$3,155.07	\$3,218.23	\$3,282.58	\$3,348.22	\$3,415.18
06A	15	\$2,476.14	\$2,556.23	\$2,639.02	\$2,724.44	\$2,812.54	\$2,903.58	\$2,997.53	\$3,094.48	\$3,194.66	\$3,297.95	\$3,363.92	\$3,431.30	\$3,499.92	\$3,569.93
06A	16	\$2,588.11	\$2,672.08	\$2,758.66	\$2,848.12	\$2,940.46	\$3,035.75	\$3,134.13	\$3,235.79	\$3,340.66	\$3,448.93	\$3,517.96	\$3,588.31	\$3,660.07	\$3,733.26
06A	17	\$2,700.04	\$2,788.09	\$2,879.07	\$2,972.98	\$3,069.94	\$3,170.15	\$3,273.50	\$3,380.29	\$3,490.57	\$3,604.46	\$3,676.53	\$3,750.09	\$3,825.11	\$3,901.60
06A	18	\$2,799.90	\$2,891.67	\$2,986.33	\$3,084.19	\$3,185.30	\$3,289.64	\$3,397.41	\$3,508.76	\$3,623.70	\$3,742.44	\$3,817.30	\$3,893.60	\$3,971.49	\$4,050.92
06A	19	\$2,920.39	\$3,015.09	\$3,112.86	\$3,213.76	\$3,318.00	\$3,425.54	\$3,536.64	\$3,651.19	\$3,769.61	\$3,891.85	\$3,969.69	\$4,049.10	\$4,130.08	\$4,212.68
06A	20	\$3,032.81	\$3,131.43	\$3,233.34	\$3,338.50	\$3,447.12	\$3,559.27	\$3,675.08	\$3,794.61	\$3,918.05	\$4,045.49	\$4,126.41	\$4,208.95	\$4,293.14	\$4,379.00
06A	21	\$3,155.47	\$3,258.22	\$3,364.35	\$3,473.93	\$3,587.00	\$3,703.87	\$3,824.48	\$3,949.02	\$4,077.64	\$4,210.48	\$4,294.66	\$4,380.57	\$4,468.19	\$4,557.56
06A	22	\$3,290.74	\$3,397.63	\$3,508.01	\$3,621.97	\$3,739.64	\$3,861.10	\$3,986.55	\$4,116.07	\$4,249.79	\$4,387.83	\$4,475.58	\$4,565.10	\$4,656.41	\$4,749.54

Increase of 2% effective 7/8/2018

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

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A	01	\$1,368.31	\$1,399.36	\$1,431.14	\$1,463.91	\$1,497.44	\$1,531.85	\$1,567.14	\$1,603.46	\$1,640.63	\$1,678.89	\$1,708.65	\$1,739.08	\$1,770.75	\$1,803.37
06A	02	\$1,415.86	\$1,448.67	\$1,482.38	\$1,517.03	\$1,552.56	\$1,589.06	\$1,626.52	\$1,665.03	\$1,704.45	\$1,745.05	\$1,777.01	\$1,809.77	\$1,843.13	\$1,877.19
06A	03	\$1,460.24	\$1,495.70	\$1,532.12	\$1,569.55	\$1,608.08	\$1,647.60	\$1,688.24	\$1,730.09	\$1,773.77	\$1,819.20	\$1,852.83	\$1,887.04	\$1,921.97	\$1,957.59
06A	04	\$1,518.42	\$1,555.49	\$1,593.65	\$1,632.83	\$1,673.12	\$1,714.53	\$1,757.33	\$1,802.40	\$1,848.67	\$1,896.37	\$1,931.49	\$1,967.28	\$2,003.83	\$2,041.10
06A	05	\$1,595.25	\$1,634.35	\$1,674.55	\$1,715.93	\$1,758.65	\$1,803.66	\$1,849.89	\$1,897.41	\$1,946.17	\$1,996.41	\$2,033.51	\$2,071.35	\$2,109.94	\$2,149.33
06A	06	\$1,655.78	\$1,700.75	\$1,747.15	\$1,796.31	\$1,847.06	\$1,899.37	\$1,953.27	\$2,008.84	\$2,066.11	\$2,125.16	\$2,164.85	\$2,205.39	\$2,246.71	\$2,288.85
06A	07	\$1,729.20	\$1,778.89	\$1,830.74	\$1,884.27	\$1,939.53	\$1,996.54	\$2,055.31	\$2,115.96	\$2,178.54	\$2,243.09	\$2,285.13	\$2,328.05	\$2,371.79	\$2,416.77
06A	08	\$1,814.31	\$1,868.98	\$1,925.40	\$1,983.74	\$2,043.92	\$2,106.00	\$2,170.24	\$2,236.47	\$2,304.97	\$2,375.62	\$2,420.76	\$2,467.77	\$2,516.79	\$2,567.14
06A	09	\$1,915.31	\$1,972.35	\$2,031.24	\$2,092.01	\$2,154.76	\$2,219.46	\$2,286.29	\$2,355.23	\$2,427.04	\$2,503.42	\$2,553.58	\$2,604.58	\$2,656.65	\$2,709.79
06A	10	\$2,000.59	\$2,061.24	\$2,123.82	\$2,188.55	\$2,255.37	\$2,324.38	\$2,395.58	\$2,471.01	\$2,551.41	\$2,634.56	\$2,687.34	\$2,741.04	\$2,795.85	\$2,851.77
06A	11	\$2,123.29	\$2,185.53	\$2,249.71	\$2,315.91	\$2,384.10	\$2,456.04	\$2,532.41	\$2,611.85	\$2,693.78	\$2,778.29	\$2,833.87	\$2,890.55	\$2,948.33	\$3,007.29
06A	12	\$2,201.75	\$2,268.41	\$2,337.18	\$2,408.26	\$2,483.86	\$2,564.17	\$2,646.97	\$2,732.55	\$2,820.84	\$2,912.01	\$2,970.24	\$3,029.62	\$3,090.23	\$3,152.02
06A	13	\$2,297.51	\$2,368.22	\$2,442.31	\$2,521.25	\$2,603.93	\$2,689.24	\$2,777.45	\$2,868.50	\$2,962.50	\$3,059.60	\$3,120.84	\$3,183.21	\$3,246.89	\$3,311.83
06A	14	\$2,405.01	\$2,482.04	\$2,563.96	\$2,648.62	\$2,735.97	\$2,826.25	\$2,919.58	\$3,015.94	\$3,115.39	\$3,218.17	\$3,282.59	\$3,348.23	\$3,415.18	\$3,483.48
06A	15	\$2,525.66	\$2,607.35	\$2,691.80	\$2,778.93	\$2,868.79	\$2,961.65	\$3,057.48	\$3,156.37	\$3,258.55	\$3,363.91	\$3,431.20	\$3,499.93	\$3,569.92	\$3,641.33
06A	16	\$2,639.87	\$2,725.52	\$2,813.83	\$2,905.08	\$2,999.27	\$3,096.47	\$3,196.81	\$3,300.51	\$3,407.47	\$3,517.91	\$3,588.32	\$3,660.08	\$3,733.27	\$3,807.93
06A	17	\$2,754.04	\$2,843.85	\$2,936.65	\$3,032.44	\$3,131.34	\$3,233.55	\$3,338.97	\$3,447.90	\$3,560.38	\$3,676.55	\$3,750.06	\$3,825.09	\$3,901.61	\$3,979.63
06A	18	\$2,855.90	\$2,949.50	\$3,046.06	\$3,145.87	\$3,249.01	\$3,355.43	\$3,465.36	\$3,578.94	\$3,696.17	\$3,817.29	\$3,893.65	\$3,971.47	\$4,050.92	\$4,131.94
06A	19	\$2,978.80	\$3,075.39	\$3,175.12	\$3,278.04	\$3,384.36	\$3,494.05	\$3,607.37	\$3,724.21	\$3,845.00	\$3,969.69	\$4,049.08	\$4,130.08	\$4,212.68	\$4,296.93
06A	20	\$3,093.47	\$3,194.06	\$3,298.01	\$3,405.27	\$3,516.06	\$3,630.46	\$3,748.58	\$3,870.50	\$3,996.41	\$4,126.40	\$4,208.94	\$4,293.13	\$4,379.00	\$4,466.58
06A	21	\$3,218.58	\$3,323.38	\$3,431.64	\$3,543.41	\$3,658.74	\$3,777.95	\$3,900.97	\$4,028.00	\$4,159.19	\$4,294.69	\$4,380.55	\$4,468.18	\$4,557.55	\$4,648.71
06A	22	\$3,356.55	\$3,465.58	\$3,578.17	\$3,694.41	\$3,814.43	\$3,938.32	\$4,066.28	\$4,198.39	\$4,334.79	\$4,475.59	\$4,565.09	\$4,656.40	\$4,749.54	\$4,844.53

Increase of 2% effective 7/7/2019

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

Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14
06A	01	\$1,395.68	\$1,427.35	\$1,459.76	\$1,493.19	\$1,527.39	\$1,562.49	\$1,598.48	\$1,635.53	\$1,673.44	\$1,712.47	\$1,742.82	\$1,773.86	\$1,806.17	\$1,839.44
06A	02	\$1,444.18	\$1,477.64	\$1,512.03	\$1,547.37	\$1,583.61	\$1,620.84	\$1,659.05	\$1,698.33	\$1,738.54	\$1,779.95	\$1,812.55	\$1,845.97	\$1,879.99	\$1,914.73
06A	03	\$1,489.44	\$1,525.61	\$1,562.76	\$1,600.94	\$1,640.24	\$1,680.55	\$1,722.00	\$1,764.69	\$1,809.25	\$1,855.58	\$1,889.89	\$1,924.78	\$1,960.41	\$1,996.74
06A	04	\$1,548.79	\$1,586.60	\$1,625.52	\$1,665.49	\$1,706.58	\$1,748.82	\$1,792.48	\$1,838.45	\$1,885.64	\$1,934.30	\$1,970.12	\$2,006.63	\$2,043.91	\$2,081.92
06A	05	\$1,627.16	\$1,667.04	\$1,708.04	\$1,750.25	\$1,793.82	\$1,839.73	\$1,886.89	\$1,935.36	\$1,985.09	\$2,036.34	\$2,074.18	\$2,112.78	\$2,152.14	\$2,192.32
06A	06	\$1,688.90	\$1,734.77	\$1,782.09	\$1,832.24	\$1,884.00	\$1,937.36	\$1,992.34	\$2,049.02	\$2,107.43	\$2,167.66	\$2,208.15	\$2,249.50	\$2,291.64	\$2,334.63
06A	07	\$1,763.78	\$1,814.47	\$1,867.35	\$1,921.96	\$1,978.32	\$2,036.47	\$2,096.42	\$2,158.28	\$2,222.11	\$2,287.95	\$2,330.83	\$2,374.61	\$2,419.23	\$2,465.11
06A	08	\$1,850.60	\$1,906.36	\$1,963.91	\$2,023.41	\$2,084.80	\$2,148.12	\$2,213.64	\$2,281.20	\$2,351.07	\$2,423.13	\$2,469.18	\$2,517.13	\$2,567.13	\$2,618.48
06A	09	\$1,953.62	\$2,011.80	\$2,071.86	\$2,133.85	\$2,197.86	\$2,263.85	\$2,332.02	\$2,402.33	\$2,475.58	\$2,553.49	\$2,604.65	\$2,656.67	\$2,709.78	\$2,763.99
06A	10	\$2,040.60	\$2,102.46	\$2,166.30	\$2,232.32	\$2,300.48	\$2,370.87	\$2,443.49	\$2,520.43	\$2,602.44	\$2,687.25	\$2,741.09	\$2,795.86	\$2,851.77	\$2,908.81
06A	11	\$2,165.76	\$2,229.24	\$2,294.70	\$2,362.23	\$2,431.78	\$2,505.16	\$2,583.06	\$2,664.09	\$2,747.66	\$2,833.86	\$2,890.55	\$2,948.36	\$3,007.30	\$3,067.44
06A	12	\$2,245.79	\$2,313.78	\$2,383.92	\$2,456.43	\$2,533.54	\$2,615.45	\$2,699.91	\$2,787.20	\$2,877.26	\$2,970.25	\$3,029.64	\$3,090.21	\$3,152.03	\$3,215.06
06A	13	\$2,343.46	\$2,415.58	\$2,491.16	\$2,571.68	\$2,656.01	\$2,743.02	\$2,833.00	\$2,925.87	\$3,021.75	\$3,120.79	\$3,183.26	\$3,246.87	\$3,311.83	\$3,378.07
06A	14	\$2,453.11	\$2,531.68	\$2,615.24	\$2,701.59	\$2,790.69	\$2,882.78	\$2,977.97	\$3,076.26	\$3,177.70	\$3,282.53	\$3,348.24	\$3,415.19	\$3,483.48	\$3,553.15
06A	15	\$2,576.17	\$2,659.50	\$2,745.64	\$2,834.51	\$2,926.17	\$3,020.88	\$3,118.63	\$3,219.50	\$3,323.72	\$3,431.19	\$3,499.82	\$3,569.93	\$3,641.32	\$3,714.16
06A	16	\$2,692.67	\$2,780.03	\$2,870.11	\$2,963.18	\$3,059.26	\$3,158.40	\$3,260.75	\$3,366.52	\$3,475.62	\$3,588.27	\$3,660.09	\$3,733.28	\$3,807.94	\$3,884.09
06A	17	\$2,809.12	\$2,900.73	\$2,995.38	\$3,093.09	\$3,193.97	\$3,298.22	\$3,405.75	\$3,516.86	\$3,631.59	\$3,750.08	\$3,825.06	\$3,901.59	\$3,979.64	\$4,059.22
06A	18	\$2,913.02	\$3,008.49	\$3,106.98	\$3,208.79	\$3,313.99	\$3,422.54	\$3,534.67	\$3,650.52	\$3,770.09	\$3,893.64	\$3,971.52	\$4,050.90	\$4,131.94	\$4,214.58
06A	19	\$3,038.38	\$3,136.90	\$3,238.62	\$3,343.60	\$3,452.05	\$3,563.93	\$3,679.52	\$3,798.69	\$3,921.90	\$4,049.08	\$4,130.06	\$4,212.68	\$4,296.93	\$4,382.87
06A	20	\$3,155.34	\$3,257.94	\$3,363.97	\$3,473.38	\$3,586.38	\$3,703.07	\$3,823.55	\$3,947.91	\$4,076.34	\$4,208.93	\$4,293.12	\$4,378.99	\$4,466.58	\$4,555.91
06A	21	\$3,282.95	\$3,389.85	\$3,500.27	\$3,614.28	\$3,731.91	\$3,853.51	\$3,978.99	\$4,108.56	\$4,242.37	\$4,380.58	\$4,468.16	\$4,557.54	\$4,648.70	\$4,741.68
06A	22	\$3,423.68	\$3,534.89	\$3,649.73	\$3,768.30	\$3,890.72	\$4,017.09	\$4,147.61	\$4,282.36	\$4,421.49	\$4,565.10	\$4,656.39	\$4,749.53	\$4,844.53	\$4,941.42