



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

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Lieutenant Governor

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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 Unit 7

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

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

DATE: October 29, 2018

RE: Implementation of the January 1, 2018 – December 31, 2020 Commonwealth-Massachusetts Nurses Association Collective Bargaining Agreement

On August 24, 2018, the Commonwealth of Massachusetts's Human Resources Division signed a labor agreement with MNA, Unit 7 for the period of January 1, 2018 to December 31, 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 October 23, 2018. This memorandum retroactively implements the non-economic provisions of the new agreement to the date of the Union's ratification, September 24, 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 Suzanne Quersher, Associate Director, HRD's Office of Employee Relations, at 617-878-9799. 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 2018 – 2020 Collective Bargaining Agreement will be distributed as soon as administratively possible.

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SECTION I

CHANGES to COLLECTIVE BARGAINING AGREEMENT

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

ARTICLE 3 ASSOCIATION SECURITY

Section 3.1

The **Union** shall have the exclusive right to the check-off and transmittal of **Union** dues on behalf of each employee.

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, 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, in writing to the Office of Employee Relations; the union will be immediately notified of such request to withdraw agency fee authorization.

Section 3.4

The Employer shall deduct dues or an agency fee from the pay of employees who request such deduction in accordance with this Article and transmit such funds in accordance with departmental policy as of July 1, 1976, to the treasurer of the Association together with a list of employees whose dues or agency fees are transmitted provided that the State Treasurer is satisfied by such evidence that he may require that the treasurer of the Association has given to the Association a bond, in a form approved by the Commissioner of Revenue, for the

faithful performance of his/her duties, in a sum and with such surety or securities as are satisfactory to the State Treasurer.

Section 3.5

An employee may consent in writing to the authorization of the deduction of a political education fund 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 political education fund 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 OER. The Union will be immediately notified of such request to withdraw Union political education fund fee authorization.

ARTICLE 4 REPRESENTATION

Section 4.1

All members of the bargaining unit shall be entitled to representation and to all the rights and benefits provided under this agreement without regard to their membership status within the Association or its affiliates, **pursuant to Massachusetts law.**

ARTICLE 5 ASSOCIATION BUSINESS

Section 5.1 Association Representation

Association staff representatives shall be permitted to have access to the premises of the Employer for the performance of official Association business, provided that there is no disruption of operations. **Where practicable, requests for such access shall be made at least one (1) day in advance of such use** and will not be unreasonably denied. The Association will furnish the Employer with a list of staff representatives and their areas of jurisdiction.

Section 5.3 Association Leave of Absence

Leaves of absence without loss of wages, benefits, or other privileges to attend meetings, conventions and executive board meetings of the local, city, state, regional, and parent organizations shall be granted to the Association officers, Unit Chairpersons, and elected delegates of the Association, provided that such leaves for State Council meetings shall not exceed two (2) meetings and 150 employee/days per contract year and that such leaves for executive board meetings shall not exceed eight (8) meetings and 150 employee/days per contract year. **Where practicable, the Union shall submit any request for paid union leave not later than seven (7) calendar days in advance of the meeting date (s).**

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

Section 5.7 Association Use of Premises

The Association shall be permitted to use those facilities of the Employer for the transaction of Association business during working hours which have been used in the past for such purpose and to have reasonable use of the Employer's facilities during off-duty hours for Association meetings subject to appropriate compensation if required by law. **Where practicable, requests for such access shall be made at least one (1) day in advance of such use and will not be unreasonably denied.**

This Section shall not be interpreted to grant an employee the right to carry on Association business during his/her own working hours, not granted elsewhere in the contract.

Section 5.10 Orientation

Where the Department/Agency provides an orientation program for new employees, **a minimum of one-half hour and up to one hour** shall be allotted to the Association and to the new employees during which time an Association representative may discuss the Association with the employees.

ARTICLE 7 WORKWEEK AND WORK SCHEDULES

Section 7.1 Scheduled Hours, Workweek, Workday

F. Employees who have been designated as emergency personnel who have a documented hardship which prevents the employee from reporting to work when non-emergency personnel have been instructed not to report to work, the employee may utilize appropriate leave balances provided that personal leave, if available, is utilized first.

Employees who have been deemed as emergency personnel shall make every effort to report to work in a timely fashion. However, if the emergency situation prevents the employee from reporting to work on time, the employee shall have 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. In such situations, personal leave, if available, shall be used first.

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 effective the first pay period each January. Said emergency time 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 1st of each year.

Section 7.2 Overtime

J. Notwithstanding the provisions of paragraph C of this Section, 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 hours for each hour of employment for which overtime compensation would be required under this Article. **Total** compensatory time (in lieu of overtime **as provided herein** and holiday **compensatory time as provided for in Article 10.5**) shall not be accumulated in excess of **one hundred and thirty (130)** hours and may be utilized in half hour increments. **Any hours accrued above the limit may be paid out at the discretion of the Agency.** 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.

ARTICLE 8 LEAVE

Section 8.7 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 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 a foster placement ceases unless the need for additional leave is directly connected to previous placement.

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 her/his position. For this leave, under the Family and Medical Leave Act, 29 U.S.C. 2611 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 the leave or within five (5) business days thereafter, or in the case of the unforeseen leave, within five (5) business days thereafter, or in the case of the unforeseen leave, within five business days after the leave commences.
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 8.13 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 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, 1998, 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 9 VACATIONS

Section 9.19

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**

ARTICLE 10 HOLIDAYS

Section 10.5

An employee required to work on a holiday shall receive a compensatory day off with pay to be taken at a time approved by the agency head. Such compensatory day shall become part of total compensatory time (in lieu of overtime as provided in Article 7.2.J and holiday compensatory time as provided herein) and shall not be accumulated in excess of one hundred and thirty (130) hours and may be utilized in half hour increments. Any hours accrued above the limit may be paid out at the discretion of the Agency.

ARTICLE 11 EMPLOYEE EXPENSES

Section 11.1A

Effective January 12, 2020, any employee who is authorized to use his/her personal automobile for travel related to his/her employment shall be eligible for a car allowance. The allowance shall be paid quarterly to such employees for mileage incurred while operating their private vehicle in the course of official Commonwealth business according to the following formula:

- i) Employees who drive 2,000 or more miles in any quarter shall be eligible for a quarterly reimbursement of two hundred and fifty- six dollars (\$256.00)
- ii) Employees who drive at least 1,000 but fewer than 2,000 miles in any quarter shall be eligible for a quarterly reimbursement of one hundred and seventy-one dollars (\$171.00)
- iii) Employees who drive at least 700 but fewer than 1,000miles in any quarter shall be eligible for a quarterly reimbursement of eighty-six dollars (\$86.00)
- iv) Employees who drive 500 but fewer than 700 miles in any quarter shall be eligible for a quarterly reimbursement of sixty –two dollars (\$62.00)
- v) Employees who drive at least 300 but fewer than 500 miles in any quarter shall be eligible for a quarterly reimbursement of forty-nine dollars (\$49.00)

ARTICLE 12 SALARY RATES

Section 12.1

The following shall apply to full-time employees.

- A. Effective the first full pay period of **January 2018**, employees who meet the eligibility criteria provided in Section 12.2 of this Article shall receive a **one percent (1%)** increase in salary rate.
- B. Effective the first full pay period of **January 2018**, employees who meet the eligibility criteria provided in Section 12.2 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 **January 2019**, employees who meet the eligibility criteria provided in Section 12.2 of this Article shall receive a **two percent (2%)** increase in salary rate.
- D. Effective the first full pay period of **January 2020**, employees who meet the eligibility criteria provided in Section 12.2 of this Article shall receive a **one and nine two five tenths (1.925%)** increase in salary rate.

ARTICLE 14 VACANCIES, TRANSFERS, AND PROMOTIONS

Section 14.1 Request of Change of Work Schedule/Worksite

Prior to the filling of a vacancy of a position in the bargaining unit management shall review employee requests for transfer within a facility "Bid Book" in accordance with the following procedure:

- 1. Each facility shall maintain a Bid Book for the purpose of affording each employee an opportunity to notify management of his/her desire to change his/her work schedule and/or worksite within the same **or lower** title within the facility.

2. Prior to posting any vacancy, management shall review the Bid Book to determine if any employees have registered in the book who have the same **or higher** title and are seeking the exact shift/number of hours per week/worksite.
3. When more than one employee transfer request is on file for the same vacancy and where the Appointing Authority or his/her designee determines that the qualifications of the applicants are substantially equal, the applicant who has the most seniority in the Department shall be preferred. Where the Appointing Authority determines the legitimate operational needs preclude filling the vacancy by transfer, he/she shall so advise the Association in writing giving the reason therefore.
4. Employees may have no more than two (2) bid requests on file at any given time.
5. Upon receiving or refusing a transfer via the bid book procedure an employee will become ineligible to register in the bid book for a period of six (6) months.

ARTICLE 20

LAYOFF-RECALL PROCEDURE

Section 20.4 Preliminary Layoff Processes

A. Prior to notifying employees that their positions have been eliminated the Commonwealth will first solicit volunteers for layoff within the Department/Agency. Next, the Commonwealth will seek to terminate services provided by non-"AA" subsidiary account consultants **and retirees** providing the same or similar services as the functions to be eliminated. Such services shall be terminated as soon as legally permitted or as allowed by the consultant contract. It is understood however, the authority of the Secretary for Administration and Finance to promulgate rules and regulations for contracting out services pursuant to Chapter 29, Section 29A shall not be eliminated.

ARTICLE 24

ARBITRATION OF DISCIPLINARY ACTION

Section 24.1

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 reemployment whether in the same or a different job title or the same or different agency.

APPENDIX TO ARTICLE 19 CLASSIFICATION AND RECLASSIFICATION

Specifications

The Commonwealth and the Union agree that during the term of this agreement the Commonwealth shall retain the unreserved right to implement revised job specifications for job titles certified to bargaining Unit 7 except when:

- The revised job specification will require a change in minimum entrance requirements that would adversely affect promotional opportunities for employees in bargaining Unit 7.

Or

- The revised job specification contains level distinguishing characteristics that are more restrictive than current and prevailing employment practices.

In the event the Union believes either of the above are true, the matter shall be submitted to the expedited arbitration in a forum agreed to by the parties. The issue(s) to be reviewed by the neutral shall be limited to an affirmative or negative assessment of the union's claim under the above standards. Should the arbitrator agree with the Union's position, the parties acknowledge that implementation of the specification shall be subject to ordinary bargaining obligations.

The provisions of this Appendix shall be effective from January 1, 2018 through December 30, 2020

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
COMMONWEALTH OF MASSACHUSETTS
AND THE
MASSACHUSETTS NURSES ASSOCIATION**

This Memorandum of Understanding is entered into between the Commonwealth of Massachusetts, acting through the Human Resources Division, and the Massachusetts Nurses Association. This Memorandum reflects a clarification of Article 20, Layoff/Recall as it pertains only to Unit 7 employees within the Department of Public Health.

1. **DEFINITIONS**

As used in this Agreement, the words below shall have the following meanings:

Seniority - Seniority in the Department/Agency shall mean the total of all service rendered by an employee from the last date of entry into a Unit 7 position or positions within the Department/Agency. Breaks in service for approved educational, maternity, military, industrial accident, and any other paid leave shall be included in total seniority. Any period of lay-off from which an employee has been recalled within two (2) years shall be included in the calculation of seniority.

Employee - shall mean the same as in Article 1, Section 2 of the Commonwealth/MNA Collective Bargaining Agreement. It is understood that an employee will fall either into a tenured employee status whereby his/her layoff is governed by Chapter 30 or 31 of the General Laws or the Collective Bargaining Agreement, whichever provides the greater rights, or non-tenured employee status whereby his/her layoff is governed by the Collective Bargaining Agreement only. Persons holding temporary civil service appointments are employees for purposes of determining the order of layoff or recall within the class of other temporary employees with respect to the same title.

Appointing Authority - any person, Board or Commission with the power to appoint, employ, or discharge personnel in or from a position in a region, institution, or central office facility.

Qualified - **An employee shall be considered “qualified” if he/she has the education and experience to permit him/her to satisfactorily perform the essential functions of the job within 90 days of training, to be provided by the employer. The essential functions of the job are determined by the job specifications and Form 30.**

Department/Agency - shall mean the broadest or highest organizational division in the Commonwealth's bureaucratic structure within a secretariat, e.g., Department of Public Health, Department of Mental Health, Chelsea Soldiers Home.

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
COMMONWEALTH OF MASSACHUSETTS
AND THE
MASSACHUSETTS NURSES ASSOCIATION, UNIT 7**

Vacation Accruals for Current Employees

Current employees with less than 4.5 years of creditable service as of the date of this MOU may, upon the approval of the Appointing Authority, begin accruing 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 MNA.

**Side Letter of Agreement
between the
Commonwealth of Massachusetts
and the
Massachusetts Nurses Association, Unit 7
Concerning Per Diem Registered Nurses**

Each facility or *a DDS_region (except Hogan and Wrentham are considered facilities for purposes of this section)* may employ Per Diem nurses in an amount up to the greater of three (3) Per Diem nurse positions or ten percent (10%) of the full-time equivalent positions (any fraction will be rounded up to the next whole number) at the facility or *a DDS_region (except Hogan and Wrentham are considered facilities for purposes of this section)* for the purposes of covering open shifts including any contractual or statutory leave. Such per diems must be available for four (4) shifts per month, of which two (2) are weekend shifts, and two (2) major holidays per year, one (1) summer (Memorial Day, Independence Day or Labor Day) and one (1) winter holiday (Thanksgiving Day, Christmas Day, New Year's Day). Per Diem employees will receive a ten percent (10%) premium above the existing registered nurses salary chart.

Per Diem nurses will not be eligible for economic benefits including Article 9, 10, 13, 13A, 20 and the applicable DPH side letter, and any differential. Articles 1.2.A.1, 12.1, 8.6, and 8.7 do apply to Per Diem nurses, but the remainder of each article will not be applicable. Prior to layoff of regular employees, the Commonwealth will lay off Per-Diem employees.

Per Diem nurses will not be used to avoid posting regular positions, and are to supplement staffing. Per Diems will be scheduled after regular staff, and after regular staff have been offered open shifts. However, the Agreement between the MNA and the Holyoke Soldiers Home will remain in effect for the duration of this program.

This side letter will end on December 31, 2020.

For all salary plans in BU 07, an increase of						1%+1%	effective 1/7/2018 for revenue trigger						
Salary Plan 07PA/B (for per-diem RNs), which is						10.00%	over Salary Plan 07CA/B						
Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,436.89	\$2,547.28	\$2,662.67	\$2,783.28	\$2,909.36	\$3,041.16	\$3,178.90	\$3,322.92	\$3,473.43	\$3,630.78	\$3,795.23	\$3,967.14	\$4,066.32
02	\$2,560.81	\$2,676.83	\$2,798.10	\$2,924.86	\$3,057.36	\$3,195.89	\$3,340.63	\$3,491.97	\$3,650.15	\$3,815.47	\$3,988.36	\$4,169.00	\$4,273.23
03	\$2,668.51	\$2,789.39	\$2,915.75	\$3,047.84	\$3,185.89	\$3,330.21	\$3,481.07	\$3,638.78	\$3,803.62	\$3,975.92	\$4,156.02	\$4,344.29	\$4,452.90
04	\$2,789.51	\$2,915.89	\$3,047.97	\$3,186.07	\$3,330.38	\$3,481.23	\$3,638.93	\$3,803.78	\$3,976.08	\$4,156.19	\$4,344.45	\$4,541.27	\$4,654.80
05	\$2,917.52	\$3,049.71	\$3,187.83	\$3,332.26	\$3,483.19	\$3,640.99	\$3,805.90	\$3,978.33	\$4,158.53	\$4,346.89	\$4,543.80	\$4,749.62	\$4,868.36
06	\$3,039.04	\$3,176.71	\$3,320.60	\$3,471.02	\$3,628.27	\$3,792.60	\$3,964.40	\$4,144.03	\$4,331.72	\$4,527.96	\$4,733.07	\$4,947.47	\$5,071.17
07	\$3,173.90	\$3,317.64	\$3,467.93	\$3,625.06	\$3,789.26	\$3,960.90	\$4,140.37	\$4,327.91	\$4,523.98	\$4,728.89	\$4,943.09	\$5,167.01	\$5,296.18
08	\$3,314.59	\$3,464.75	\$3,621.72	\$3,785.76	\$3,957.24	\$4,136.51	\$4,323.91	\$4,519.77	\$4,724.51	\$4,938.53	\$5,162.25	\$5,396.09	\$5,530.99
09	\$3,448.78	\$3,605.03	\$3,768.34	\$3,939.06	\$4,117.45	\$4,303.99	\$4,498.93	\$4,702.76	\$4,915.78	\$5,138.46	\$5,371.26	\$5,614.58	\$5,754.94
10	\$3,583.95	\$3,746.31	\$3,916.01	\$4,093.41	\$4,278.85	\$4,472.69	\$4,675.29	\$4,887.11	\$5,108.48	\$5,339.87	\$5,581.79	\$5,834.63	\$5,980.49
11	\$3,704.24	\$3,872.08	\$4,047.48	\$4,230.84	\$4,422.48	\$4,622.84	\$4,832.25	\$5,051.15	\$5,279.97	\$5,519.12	\$5,769.13	\$6,030.48	\$6,181.24
12	\$3,846.27	\$4,020.52	\$4,202.66	\$4,393.02	\$4,592.04	\$4,800.05	\$5,017.50	\$5,244.79	\$5,482.36	\$5,730.69	\$5,990.30	\$6,261.68	\$6,418.23
13	\$3,981.45	\$4,161.77	\$4,350.30	\$4,547.38	\$4,753.34	\$4,968.71	\$5,193.78	\$5,429.07	\$5,674.99	\$5,932.10	\$6,200.81	\$6,481.74	\$6,643.78
14	\$4,128.54	\$4,315.59	\$4,511.09	\$4,715.43	\$4,929.02	\$5,152.32	\$5,385.72	\$5,629.68	\$5,884.74	\$6,151.29	\$6,429.94	\$6,721.21	\$6,889.23
15	\$4,289.53	\$4,483.83	\$4,686.96	\$4,899.27	\$5,121.22	\$5,353.18	\$5,595.71	\$5,849.18	\$6,114.16	\$6,391.14	\$6,680.64	\$6,983.27	\$7,157.85
16	\$4,437.81	\$4,638.83	\$4,849.00	\$5,068.66	\$5,298.26	\$5,538.28	\$5,789.16	\$6,051.41	\$6,325.55	\$6,612.09	\$6,911.63	\$7,224.76	\$7,405.38
17	\$4,599.28	\$4,807.63	\$5,025.41	\$5,253.04	\$5,491.02	\$5,739.75	\$5,999.75	\$6,271.55	\$6,555.66	\$6,852.62	\$7,163.05	\$7,487.51	\$7,674.71
18	\$4,760.46	\$4,976.07	\$5,201.46	\$5,437.10	\$5,683.41	\$5,940.87	\$6,210.01	\$6,491.32	\$6,785.35	\$7,092.72	\$7,414.01	\$7,749.91	\$7,943.65
19	\$4,958.01	\$5,182.63	\$5,417.40	\$5,662.81	\$5,919.34	\$6,187.48	\$6,467.79	\$6,760.77	\$7,067.02	\$7,387.15	\$7,721.78	\$8,071.58	\$8,273.36
20	\$5,140.47	\$5,373.30	\$5,616.73	\$5,871.17	\$6,137.15	\$6,415.15	\$6,705.78	\$7,009.52	\$7,327.06	\$7,658.98	\$8,005.92	\$8,368.61	\$8,577.82
21	\$5,329.25	\$5,570.64	\$5,822.99	\$6,086.76	\$6,362.48	\$6,650.69	\$6,951.96	\$7,266.89	\$7,596.05	\$7,940.16	\$8,299.86	\$8,675.85	\$8,892.74

For all salary plans in BU 07, an increase of						2.00%	effective 1/6/2019							
Salary Plan 07PA/B (for per-diem RNs), which is						10.00%	over Salary Plan 07CA/B							
Gr	1	2	3	4	5	6	7	8	9	10	11	12	13	
01	\$2,485.63	\$2,598.22	\$2,715.92	\$2,838.95	\$2,967.55	\$3,101.98	\$3,242.48	\$3,389.39	\$3,542.89	\$3,703.39	\$3,871.13	\$4,046.48	\$4,147.64	
02	\$2,612.03	\$2,730.37	\$2,854.06	\$2,983.35	\$3,118.51	\$3,259.81	\$3,407.45	\$3,561.81	\$3,723.16	\$3,891.78	\$4,068.13	\$4,252.38	\$4,358.70	
03	\$2,721.88	\$2,845.18	\$2,974.06	\$3,108.80	\$3,249.61	\$3,396.81	\$3,550.69	\$3,711.55	\$3,879.70	\$4,055.44	\$4,239.14	\$4,431.17	\$4,541.96	
04	\$2,845.30	\$2,974.21	\$3,108.93	\$3,249.80	\$3,396.99	\$3,550.86	\$3,711.71	\$3,879.85	\$4,055.60	\$4,239.31	\$4,431.34	\$4,632.10	\$4,747.90	
05	\$2,975.87	\$3,110.70	\$3,251.59	\$3,398.91	\$3,552.86	\$3,713.81	\$3,882.02	\$4,057.89	\$4,241.70	\$4,433.83	\$4,634.67	\$4,844.62	\$4,965.73	
06	\$3,099.82	\$3,240.25	\$3,387.01	\$3,540.44	\$3,700.84	\$3,868.46	\$4,043.69	\$4,226.92	\$4,418.36	\$4,618.53	\$4,827.74	\$5,046.42	\$5,172.59	
07	\$3,237.38	\$3,384.00	\$3,537.28	\$3,697.56	\$3,865.05	\$4,040.12	\$4,223.18	\$4,414.47	\$4,614.46	\$4,823.47	\$5,041.95	\$5,270.35	\$5,402.10	
08	\$3,380.88	\$3,534.05	\$3,694.15	\$3,861.47	\$4,036.38	\$4,219.24	\$4,410.40	\$4,610.17	\$4,819.00	\$5,037.30	\$5,265.49	\$5,504.02	\$5,641.60	
09	\$3,517.76	\$3,677.14	\$3,843.71	\$4,017.84	\$4,199.80	\$4,390.07	\$4,588.91	\$4,796.81	\$5,014.10	\$5,241.24	\$5,478.68	\$5,726.86	\$5,870.04	
10	\$3,655.63	\$3,821.24	\$3,994.33	\$4,175.28	\$4,364.43	\$4,562.14	\$4,768.80	\$4,984.86	\$5,210.65	\$5,446.67	\$5,693.42	\$5,951.32	\$6,100.11	
11	\$3,778.32	\$3,949.52	\$4,128.43	\$4,315.45	\$4,510.94	\$4,715.29	\$4,928.89	\$5,152.17	\$5,385.57	\$5,629.50	\$5,884.51	\$6,151.09	\$6,304.87	
12	\$3,923.19	\$4,100.93	\$4,286.71	\$4,480.87	\$4,683.88	\$4,896.05	\$5,117.85	\$5,349.69	\$5,592.00	\$5,845.30	\$6,110.10	\$6,386.92	\$6,546.60	
13	\$4,061.08	\$4,245.01	\$4,437.31	\$4,638.33	\$4,848.40	\$5,068.09	\$5,297.66	\$5,537.65	\$5,788.49	\$6,050.75	\$6,324.82	\$6,611.37	\$6,776.66	
14	\$4,211.11	\$4,401.90	\$4,601.31	\$4,809.74	\$5,027.61	\$5,255.37	\$5,493.43	\$5,742.28	\$6,002.44	\$6,274.31	\$6,558.54	\$6,855.63	\$7,027.02	
15	\$4,375.32	\$4,573.50	\$4,780.70	\$4,997.26	\$5,223.64	\$5,460.25	\$5,707.63	\$5,966.17	\$6,236.45	\$6,518.96	\$6,814.26	\$7,122.94	\$7,301.01	
16	\$4,526.57	\$4,731.61	\$4,945.97	\$5,170.03	\$5,404.22	\$5,649.05	\$5,904.94	\$6,172.44	\$6,452.06	\$6,744.33	\$7,049.87	\$7,369.25	\$7,553.48	
17	\$4,691.26	\$4,903.78	\$5,125.91	\$5,358.10	\$5,600.85	\$5,854.54	\$6,119.75	\$6,396.98	\$6,686.77	\$6,989.66	\$7,306.31	\$7,637.27	\$7,828.21	
18	\$4,855.66	\$5,075.59	\$5,305.49	\$5,545.85	\$5,797.08	\$6,059.69	\$6,334.21	\$6,621.14	\$6,921.06	\$7,234.58	\$7,562.29	\$7,904.91	\$8,102.52	
19	\$5,057.17	\$5,286.28	\$5,525.75	\$5,776.07	\$6,037.72	\$6,311.23	\$6,597.15	\$6,895.98	\$7,208.36	\$7,534.89	\$7,876.22	\$8,233.02	\$8,438.83	
20	\$5,243.27	\$5,480.77	\$5,729.06	\$5,988.60	\$6,259.89	\$6,543.45	\$6,839.89	\$7,149.71	\$7,473.60	\$7,812.16	\$8,166.04	\$8,535.99	\$8,749.38	
21	\$5,435.84	\$5,682.05	\$5,939.45	\$6,208.50	\$6,489.73	\$6,783.70	\$7,091.00	\$7,412.23	\$7,747.97	\$8,098.97	\$8,465.86	\$8,849.37	\$9,070.60	

For all salary plans in BU 07, an increase of						1.925%	effective 1/5/2020						
Salary Plan 07PA/B (for per-diem RNs), which is						10.00%	over Salary Plan 07CA/B						
Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,533.48	\$2,648.24	\$2,768.21	\$2,893.59	\$3,024.67	\$3,161.69	\$3,304.90	\$3,454.63	\$3,611.09	\$3,774.68	\$3,945.65	\$4,124.37	\$4,227.48
02	\$2,662.31	\$2,782.92	\$2,909.01	\$3,040.79	\$3,178.54	\$3,322.56	\$3,473.04	\$3,630.37	\$3,794.84	\$3,966.70	\$4,146.44	\$4,334.24	\$4,442.60
03	\$2,774.28	\$2,899.95	\$3,031.31	\$3,168.64	\$3,312.17	\$3,462.20	\$3,619.04	\$3,783.00	\$3,954.38	\$4,133.50	\$4,320.73	\$4,516.48	\$4,629.38
04	\$2,900.07	\$3,031.47	\$3,168.78	\$3,312.35	\$3,462.38	\$3,619.21	\$3,783.15	\$3,954.54	\$4,133.67	\$4,320.92	\$4,516.64	\$4,721.27	\$4,839.30
05	\$3,033.16	\$3,170.59	\$3,314.18	\$3,464.34	\$3,621.24	\$3,785.30	\$3,956.76	\$4,136.00	\$4,323.35	\$4,519.17	\$4,723.90	\$4,937.88	\$5,061.32
06	\$3,159.50	\$3,302.62	\$3,452.21	\$3,608.59	\$3,772.08	\$3,942.93	\$4,121.52	\$4,308.28	\$4,503.41	\$4,707.43	\$4,920.67	\$5,143.56	\$5,272.16
07	\$3,299.69	\$3,449.14	\$3,605.37	\$3,768.74	\$3,939.45	\$4,117.89	\$4,304.48	\$4,499.44	\$4,703.28	\$4,916.32	\$5,139.00	\$5,371.81	\$5,506.09
08	\$3,445.97	\$3,602.08	\$3,765.27	\$3,935.81	\$4,114.09	\$4,300.46	\$4,495.29	\$4,698.91	\$4,911.76	\$5,134.26	\$5,366.86	\$5,609.97	\$5,750.21
09	\$3,585.47	\$3,747.92	\$3,917.69	\$4,095.18	\$4,280.65	\$4,474.58	\$4,677.26	\$4,889.15	\$5,110.62	\$5,342.13	\$5,584.15	\$5,837.11	\$5,983.04
10	\$3,726.00	\$3,894.79	\$4,071.22	\$4,255.66	\$4,448.44	\$4,649.96	\$4,860.59	\$5,080.82	\$5,310.95	\$5,551.52	\$5,803.02	\$6,065.88	\$6,217.53
11	\$3,851.06	\$4,025.55	\$4,207.91	\$4,398.53	\$4,597.77	\$4,806.07	\$5,023.78	\$5,251.35	\$5,489.24	\$5,737.88	\$5,997.78	\$6,269.49	\$6,426.24
12	\$3,998.72	\$4,179.88	\$4,369.23	\$4,567.13	\$4,774.04	\$4,990.29	\$5,216.37	\$5,452.67	\$5,699.65	\$5,957.82	\$6,227.73	\$6,509.87	\$6,672.62
13	\$4,139.26	\$4,326.73	\$4,522.73	\$4,727.61	\$4,941.74	\$5,165.64	\$5,399.64	\$5,644.25	\$5,899.92	\$6,167.23	\$6,446.57	\$6,738.64	\$6,907.11
14	\$4,292.17	\$4,486.64	\$4,689.88	\$4,902.33	\$5,124.38	\$5,356.54	\$5,599.19	\$5,852.81	\$6,117.98	\$6,395.09	\$6,684.79	\$6,987.60	\$7,162.29
15	\$4,459.54	\$4,661.55	\$4,872.73	\$5,093.45	\$5,324.19	\$5,565.35	\$5,817.49	\$6,081.02	\$6,356.50	\$6,644.45	\$6,945.43	\$7,260.06	\$7,441.56
16	\$4,613.70	\$4,822.69	\$5,041.18	\$5,269.56	\$5,508.25	\$5,757.80	\$6,018.62	\$6,291.26	\$6,576.26	\$6,874.16	\$7,185.57	\$7,511.11	\$7,698.89
17	\$4,781.57	\$4,998.18	\$5,224.58	\$5,461.25	\$5,708.66	\$5,967.24	\$6,237.56	\$6,520.13	\$6,815.49	\$7,124.22	\$7,446.96	\$7,784.28	\$7,978.89
18	\$4,949.13	\$5,173.29	\$5,407.62	\$5,652.60	\$5,908.67	\$6,176.34	\$6,456.14	\$6,748.60	\$7,054.29	\$7,373.85	\$7,707.87	\$8,057.08	\$8,258.49
19	\$5,154.52	\$5,388.04	\$5,632.12	\$5,887.26	\$6,153.95	\$6,432.72	\$6,724.15	\$7,028.73	\$7,347.12	\$7,679.94	\$8,027.83	\$8,391.50	\$8,601.27
20	\$5,344.21	\$5,586.27	\$5,839.35	\$6,103.88	\$6,380.40	\$6,669.41	\$6,971.56	\$7,287.35	\$7,617.47	\$7,962.54	\$8,323.24	\$8,700.31	\$8,917.80
21	\$5,540.48	\$5,791.43	\$6,053.78	\$6,328.01	\$6,614.65	\$6,914.28	\$7,227.50	\$7,554.91	\$7,897.12	\$8,254.87	\$8,628.83	\$9,019.71	\$9,245.21

SECTION II

HR/CMS INSTRUCTIONS

The salary increases for Unit 7 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 January 2018, January 2019, and January 2020 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 MNA Unit 7, collective bargaining agreement. This complements collective bargaining funds appropriated in item 1599-4448 of the FY19 GAA.

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

SECTION III

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

For all salary plans in BU 07, an increase of
Salary Plan 07A/B

1% + 1%

effective 1/7/2018 for revenue trigger

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$2,215.35	\$2,315.71	\$2,420.61	\$2,530.25	\$2,644.87	\$2,764.69	\$2,889.91	\$3,020.84	\$3,157.66	\$3,300.71	\$3,450.21	\$3,606.49
02	\$2,328.01	\$2,433.48	\$2,543.73	\$2,658.96	\$2,779.42	\$2,905.35	\$3,036.94	\$3,174.52	\$3,318.32	\$3,468.61	\$3,625.78	\$3,790.00
03	\$2,425.92	\$2,535.81	\$2,650.68	\$2,770.76	\$2,896.26	\$3,027.46	\$3,164.61	\$3,307.98	\$3,457.84	\$3,614.47	\$3,778.20	\$3,949.35
04	\$2,535.92	\$2,650.81	\$2,770.88	\$2,896.43	\$3,027.62	\$3,164.75	\$3,308.12	\$3,457.98	\$3,614.62	\$3,778.35	\$3,949.50	\$4,128.43
05	\$2,652.29	\$2,772.46	\$2,898.03	\$3,029.33	\$3,166.54	\$3,309.99	\$3,459.91	\$3,616.66	\$3,780.48	\$3,951.72	\$4,130.73	\$4,317.84
06	\$2,762.76	\$2,887.92	\$3,018.73	\$3,155.47	\$3,298.43	\$3,447.82	\$3,604.00	\$3,767.30	\$3,937.93	\$4,116.33	\$4,302.79	\$4,497.70
07	\$2,885.36	\$3,016.04	\$3,152.66	\$3,295.51	\$3,444.78	\$3,600.82	\$3,763.97	\$3,934.46	\$4,112.71	\$4,298.99	\$4,493.72	\$4,697.28
08	\$3,013.26	\$3,149.77	\$3,292.47	\$3,441.60	\$3,597.49	\$3,760.46	\$3,930.83	\$4,108.88	\$4,295.01	\$4,489.57	\$4,692.95	\$4,905.54
09	\$3,135.25	\$3,277.30	\$3,425.76	\$3,580.96	\$3,743.14	\$3,912.72	\$4,089.94	\$4,275.24	\$4,468.89	\$4,671.33	\$4,882.96	\$5,104.16
10	\$3,258.14	\$3,405.74	\$3,560.01	\$3,721.28	\$3,889.86	\$4,066.08	\$4,250.26	\$4,442.83	\$4,644.07	\$4,854.43	\$5,074.35	\$5,304.21
11	\$3,367.49	\$3,520.07	\$3,679.53	\$3,846.22	\$4,020.44	\$4,202.58	\$4,392.95	\$4,591.95	\$4,799.97	\$5,017.38	\$5,244.66	\$5,482.25
12	\$3,496.61	\$3,655.02	\$3,820.60	\$3,993.65	\$4,174.58	\$4,363.68	\$4,561.36	\$4,767.99	\$4,983.96	\$5,209.72	\$5,445.73	\$5,692.44
13	\$3,619.50	\$3,783.43	\$3,954.82	\$4,133.98	\$4,321.22	\$4,517.01	\$4,721.62	\$4,935.52	\$5,159.08	\$5,392.82	\$5,637.10	\$5,892.49
14	\$3,753.22	\$3,923.26	\$4,100.99	\$4,286.75	\$4,480.93	\$4,683.93	\$4,896.11	\$5,117.89	\$5,349.76	\$5,592.08	\$5,845.40	\$6,110.19
15	\$3,899.57	\$4,076.21	\$4,260.87	\$4,453.88	\$4,655.65	\$4,866.53	\$5,087.01	\$5,317.44	\$5,558.33	\$5,810.13	\$6,073.31	\$6,348.43
16	\$4,034.37	\$4,217.12	\$4,408.18	\$4,607.87	\$4,816.60	\$5,034.80	\$5,262.87	\$5,501.28	\$5,750.50	\$6,010.99	\$6,283.30	\$6,567.96
17	\$4,181.16	\$4,370.57	\$4,568.55	\$4,775.49	\$4,991.84	\$5,217.95	\$5,454.32	\$5,701.41	\$5,959.69	\$6,229.65	\$6,511.86	\$6,806.83
18	\$4,327.69	\$4,523.70	\$4,728.60	\$4,942.82	\$5,166.74	\$5,400.79	\$5,645.46	\$5,901.20	\$6,168.50	\$6,447.93	\$6,740.01	\$7,045.37
19	\$4,507.28	\$4,711.48	\$4,924.91	\$5,148.01	\$5,381.22	\$5,624.98	\$5,879.81	\$6,146.15	\$6,424.56	\$6,715.59	\$7,019.80	\$7,337.80
20	\$4,673.15	\$4,884.82	\$5,106.12	\$5,337.43	\$5,579.23	\$5,831.95	\$6,096.16	\$6,372.29	\$6,660.96	\$6,962.71	\$7,278.11	\$7,607.83
21	\$4,844.77	\$5,064.22	\$5,293.63	\$5,533.42	\$5,784.07	\$6,046.08	\$6,319.96	\$6,606.26	\$6,905.50	\$7,218.33	\$7,545.33	\$7,887.14

**Salary Plan
7AA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
NC	\$5,889.31	\$6,156.08	\$6,434.96	\$6,726.43	\$7,031.17	\$7,349.69	\$7,682.62	\$8,030.65	\$8,394.46	\$8,774.72	\$9,172.19	\$9,587.69

**Salary Plan
7BA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
15	\$4,357.84	\$4,555.25	\$4,761.61	\$4,977.32	\$5,202.79	\$5,438.49	\$5,684.85	\$5,942.40	\$6,211.57	\$6,492.93	\$6,787.06	\$7,094.50
18	\$4,785.93	\$5,002.71	\$5,229.36	\$5,466.24	\$5,713.85	\$5,972.70	\$6,243.26	\$6,526.09	\$6,821.71	\$7,130.71	\$7,453.73	\$7,791.36
21	\$5,302.97	\$5,543.20	\$5,794.32	\$6,056.81	\$6,331.15	\$6,617.97	\$6,917.74	\$7,231.13	\$7,558.71	\$7,901.16	\$8,259.07	\$8,633.22
SP	\$6,310.03	\$6,595.89	\$6,894.66	\$7,207.00	\$7,533.49	\$7,874.78	\$8,231.49	\$8,604.38	\$8,994.17	\$9,401.61	\$9,827.50	\$10,272.68

**Salary Plan
07CA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,215.35	\$2,315.71	\$2,420.61	\$2,530.25	\$2,644.87	\$2,764.69	\$2,889.91	\$3,020.84	\$3,157.66	\$3,300.71	\$3,450.21	\$3,606.49	\$3,696.65
02	\$2,328.01	\$2,433.48	\$2,543.73	\$2,658.96	\$2,779.42	\$2,905.35	\$3,036.94	\$3,174.52	\$3,318.32	\$3,468.61	\$3,625.78	\$3,790.00	\$3,884.75
03	\$2,425.92	\$2,535.81	\$2,650.68	\$2,770.76	\$2,896.26	\$3,027.46	\$3,164.61	\$3,307.98	\$3,457.84	\$3,614.47	\$3,778.20	\$3,949.35	\$4,048.09
04	\$2,535.92	\$2,650.81	\$2,770.88	\$2,896.43	\$3,027.62	\$3,164.75	\$3,308.12	\$3,457.98	\$3,614.62	\$3,778.35	\$3,949.50	\$4,128.43	\$4,231.64
05	\$2,652.29	\$2,772.46	\$2,898.03	\$3,029.33	\$3,166.54	\$3,309.99	\$3,459.91	\$3,616.66	\$3,780.48	\$3,951.72	\$4,130.73	\$4,317.84	\$4,425.78
06	\$2,762.76	\$2,887.92	\$3,018.73	\$3,155.47	\$3,298.43	\$3,447.82	\$3,604.00	\$3,767.30	\$3,937.93	\$4,116.33	\$4,302.79	\$4,497.70	\$4,610.15
07	\$2,885.36	\$3,016.04	\$3,152.66	\$3,295.51	\$3,444.78	\$3,600.82	\$3,763.97	\$3,934.46	\$4,112.71	\$4,298.99	\$4,493.72	\$4,697.28	\$4,814.71

08	\$3,013.26	\$3,149.77	\$3,292.47	\$3,441.60	\$3,597.49	\$3,760.46	\$3,930.83	\$4,108.88	\$4,295.01	\$4,489.57	\$4,692.95	\$4,905.54	\$5,028.17
09	\$3,135.25	\$3,277.30	\$3,425.76	\$3,580.96	\$3,743.14	\$3,912.72	\$4,089.94	\$4,275.24	\$4,468.89	\$4,671.33	\$4,882.96	\$5,104.16	\$5,231.76
10	\$3,258.14	\$3,405.74	\$3,560.01	\$3,721.28	\$3,889.86	\$4,066.08	\$4,250.26	\$4,442.83	\$4,644.07	\$4,854.43	\$5,074.35	\$5,304.21	\$5,436.81
11	\$3,367.49	\$3,520.07	\$3,679.53	\$3,846.22	\$4,020.44	\$4,202.58	\$4,392.95	\$4,591.95	\$4,799.97	\$5,017.38	\$5,244.66	\$5,482.25	\$5,619.31
12	\$3,496.61	\$3,655.02	\$3,820.60	\$3,993.65	\$4,174.58	\$4,363.68	\$4,561.36	\$4,767.99	\$4,983.96	\$5,209.72	\$5,445.73	\$5,692.44	\$5,834.75
13	\$3,619.50	\$3,783.43	\$3,954.82	\$4,133.98	\$4,321.22	\$4,517.01	\$4,721.62	\$4,935.52	\$5,159.08	\$5,392.82	\$5,637.10	\$5,892.49	\$6,039.80
14	\$3,753.22	\$3,923.26	\$4,100.99	\$4,286.75	\$4,480.93	\$4,683.93	\$4,896.11	\$5,117.89	\$5,349.76	\$5,592.08	\$5,845.40	\$6,110.19	\$6,262.94
15	\$3,899.57	\$4,076.21	\$4,260.87	\$4,453.88	\$4,655.65	\$4,866.53	\$5,087.01	\$5,317.44	\$5,558.33	\$5,810.13	\$6,073.31	\$6,348.43	\$6,507.14
16	\$4,034.37	\$4,217.12	\$4,408.18	\$4,607.87	\$4,816.60	\$5,034.80	\$5,262.87	\$5,501.28	\$5,750.50	\$6,010.99	\$6,283.30	\$6,567.96	\$6,732.16
17	\$4,181.16	\$4,370.57	\$4,568.55	\$4,775.49	\$4,991.84	\$5,217.95	\$5,454.32	\$5,701.41	\$5,959.69	\$6,229.65	\$6,511.86	\$6,806.83	\$6,977.01
18	\$4,327.69	\$4,523.70	\$4,728.60	\$4,942.82	\$5,166.74	\$5,400.79	\$5,645.46	\$5,901.20	\$6,168.50	\$6,447.93	\$6,740.01	\$7,045.37	\$7,221.50
19	\$4,507.28	\$4,711.48	\$4,924.91	\$5,148.01	\$5,381.22	\$5,624.98	\$5,879.81	\$6,146.15	\$6,424.56	\$6,715.59	\$7,019.80	\$7,337.80	\$7,521.24
20	\$4,673.15	\$4,884.82	\$5,106.12	\$5,337.43	\$5,579.23	\$5,831.95	\$6,096.16	\$6,372.29	\$6,660.96	\$6,962.71	\$7,278.11	\$7,607.83	\$7,798.02
21	\$4,844.77	\$5,064.22	\$5,293.63	\$5,533.42	\$5,784.07	\$6,046.08	\$6,319.96	\$6,606.26	\$6,905.50	\$7,218.33	\$7,545.33	\$7,887.14	\$8,084.31

For all salary plans in BU 07, an increase of
Salary Plan 07A/B

2.00% effective 1/6/2019

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$2,259.66	\$2,362.02	\$2,469.02	\$2,580.86	\$2,697.77	\$2,819.98	\$2,947.71	\$3,081.26	\$3,220.81	\$3,366.72	\$3,519.21	\$3,678.62
02	\$2,374.57	\$2,482.15	\$2,594.60	\$2,712.14	\$2,835.01	\$2,963.46	\$3,097.68	\$3,238.01	\$3,384.69	\$3,537.98	\$3,698.30	\$3,865.80
03	\$2,474.44	\$2,586.53	\$2,703.69	\$2,826.18	\$2,954.19	\$3,088.01	\$3,227.90	\$3,374.14	\$3,527.00	\$3,686.76	\$3,853.76	\$4,028.34
04	\$2,586.64	\$2,703.83	\$2,826.30	\$2,954.36	\$3,088.17	\$3,228.05	\$3,374.28	\$3,527.14	\$3,686.91	\$3,853.92	\$4,028.49	\$4,211.00
05	\$2,705.34	\$2,827.91	\$2,955.99	\$3,089.92	\$3,229.87	\$3,376.19	\$3,529.11	\$3,688.99	\$3,856.09	\$4,030.75	\$4,213.34	\$4,404.20
06	\$2,818.02	\$2,945.68	\$3,079.10	\$3,218.58	\$3,364.40	\$3,516.78	\$3,676.08	\$3,842.65	\$4,016.69	\$4,198.66	\$4,388.85	\$4,587.65
07	\$2,943.07	\$3,076.36	\$3,215.71	\$3,361.42	\$3,513.68	\$3,672.84	\$3,839.25	\$4,013.15	\$4,194.96	\$4,384.97	\$4,583.59	\$4,791.23
08	\$3,073.53	\$3,212.77	\$3,358.32	\$3,510.43	\$3,669.44	\$3,835.67	\$4,009.45	\$4,191.06	\$4,380.91	\$4,579.36	\$4,786.81	\$5,003.65
09	\$3,197.96	\$3,342.85	\$3,494.28	\$3,652.58	\$3,818.00	\$3,990.97	\$4,171.74	\$4,360.74	\$4,558.27	\$4,764.76	\$4,980.62	\$5,206.24
10	\$3,323.30	\$3,473.85	\$3,631.21	\$3,795.71	\$3,967.66	\$4,147.40	\$4,335.27	\$4,531.69	\$4,736.95	\$4,951.52	\$5,175.84	\$5,410.29
11	\$3,434.84	\$3,590.47	\$3,753.12	\$3,923.14	\$4,100.85	\$4,286.63	\$4,480.81	\$4,683.79	\$4,895.97	\$5,117.73	\$5,349.55	\$5,591.90
12	\$3,566.54	\$3,728.12	\$3,897.01	\$4,073.52	\$4,258.07	\$4,450.95	\$4,652.59	\$4,863.35	\$5,083.64	\$5,313.91	\$5,554.64	\$5,806.29
13	\$3,691.89	\$3,859.10	\$4,033.92	\$4,216.66	\$4,407.64	\$4,607.35	\$4,816.05	\$5,034.23	\$5,262.26	\$5,500.68	\$5,749.84	\$6,010.34
14	\$3,828.28	\$4,001.73	\$4,183.01	\$4,372.49	\$4,570.55	\$4,777.61	\$4,994.03	\$5,220.25	\$5,456.76	\$5,703.92	\$5,962.31	\$6,232.39
15	\$3,977.56	\$4,157.73	\$4,346.09	\$4,542.96	\$4,748.76	\$4,963.86	\$5,188.75	\$5,423.79	\$5,669.50	\$5,926.33	\$6,194.78	\$6,475.40
16	\$4,115.06	\$4,301.46	\$4,496.34	\$4,700.03	\$4,912.93	\$5,135.50	\$5,368.13	\$5,611.31	\$5,865.51	\$6,131.21	\$6,408.97	\$6,699.32
17	\$4,264.78	\$4,457.98	\$4,659.92	\$4,871.00	\$5,091.68	\$5,322.31	\$5,563.41	\$5,815.44	\$6,078.88	\$6,354.24	\$6,642.10	\$6,942.97
18	\$4,414.24	\$4,614.17	\$4,823.17	\$5,041.68	\$5,270.07	\$5,508.81	\$5,758.37	\$6,019.22	\$6,291.87	\$6,576.89	\$6,874.81	\$7,186.28
19	\$4,597.43	\$4,805.71	\$5,023.41	\$5,250.97	\$5,488.84	\$5,737.48	\$5,997.41	\$6,269.07	\$6,553.05	\$6,849.90	\$7,160.20	\$7,484.56
20	\$4,766.61	\$4,982.52	\$5,208.24	\$5,444.18	\$5,690.81	\$5,948.59	\$6,218.08	\$6,499.74	\$6,794.18	\$7,101.96	\$7,423.67	\$7,759.99
21	\$4,941.67	\$5,165.50	\$5,399.50	\$5,644.09	\$5,899.75	\$6,167.00	\$6,446.36	\$6,738.39	\$7,043.61	\$7,362.70	\$7,696.24	\$8,044.88

**Salary Plan
7AA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
NC	\$6,007.10	\$6,279.20	\$6,563.66	\$6,860.96	\$7,171.79	\$7,496.68	\$7,836.27	\$8,191.26	\$8,562.35	\$8,950.21	\$9,355.63	\$9,779.44

**Salary Plan
7BA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
15	\$4,445.00	\$4,646.36	\$4,856.84	\$5,076.87	\$5,306.85	\$5,547.26	\$5,798.55	\$6,061.25	\$6,335.80	\$6,622.79	\$6,922.80	\$7,236.39
18	\$4,881.65	\$5,102.76	\$5,333.95	\$5,575.56	\$5,828.13	\$6,092.15	\$6,368.13	\$6,656.61	\$6,958.14	\$7,273.32	\$7,602.80	\$7,947.19
21	\$5,409.03	\$5,654.06	\$5,910.21	\$6,177.95	\$6,457.77	\$6,750.33	\$7,056.09	\$7,375.75	\$7,709.88	\$8,059.18	\$8,424.25	\$8,805.88
SP	\$6,436.23	\$6,727.81	\$7,032.55	\$7,351.14	\$7,684.16	\$8,032.28	\$8,396.12	\$8,776.47	\$9,174.05	\$9,589.64	\$10,024.05	\$10,478.13

**Salary Plan
07CA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,259.66	\$2,362.02	\$2,469.02	\$2,580.86	\$2,697.77	\$2,819.98	\$2,947.71	\$3,081.26	\$3,220.81	\$3,366.72	\$3,519.21	\$3,678.62	\$3,770.58
02	\$2,374.57	\$2,482.15	\$2,594.60	\$2,712.14	\$2,835.01	\$2,963.46	\$3,097.68	\$3,238.01	\$3,384.69	\$3,537.98	\$3,698.30	\$3,865.80	\$3,962.45
03	\$2,474.44	\$2,586.53	\$2,703.69	\$2,826.18	\$2,954.19	\$3,088.01	\$3,227.90	\$3,374.14	\$3,527.00	\$3,686.76	\$3,853.76	\$4,028.34	\$4,129.05
04	\$2,586.64	\$2,703.83	\$2,826.30	\$2,954.36	\$3,088.17	\$3,228.05	\$3,374.28	\$3,527.14	\$3,686.91	\$3,853.92	\$4,028.49	\$4,211.00	\$4,316.27
05	\$2,705.34	\$2,827.91	\$2,955.99	\$3,089.92	\$3,229.87	\$3,376.19	\$3,529.11	\$3,688.99	\$3,856.09	\$4,030.75	\$4,213.34	\$4,404.20	\$4,514.30
06	\$2,818.02	\$2,945.68	\$3,079.10	\$3,218.58	\$3,364.40	\$3,516.78	\$3,676.08	\$3,842.65	\$4,016.69	\$4,198.66	\$4,388.85	\$4,587.65	\$4,702.35
07	\$2,943.07	\$3,076.36	\$3,215.71	\$3,361.42	\$3,513.68	\$3,672.84	\$3,839.25	\$4,013.15	\$4,194.96	\$4,384.97	\$4,583.59	\$4,791.23	\$4,911.00
08	\$3,073.53	\$3,212.77	\$3,358.32	\$3,510.43	\$3,669.44	\$3,835.67	\$4,009.45	\$4,191.06	\$4,380.91	\$4,579.36	\$4,786.81	\$5,003.65	\$5,128.73
09	\$3,197.96	\$3,342.85	\$3,494.28	\$3,652.58	\$3,818.00	\$3,990.97	\$4,171.74	\$4,360.74	\$4,558.27	\$4,764.76	\$4,980.62	\$5,206.24	\$5,336.40

10	\$3,323.30	\$3,473.85	\$3,631.21	\$3,795.71	\$3,967.66	\$4,147.40	\$4,335.27	\$4,531.69	\$4,736.95	\$4,951.52	\$5,175.84	\$5,410.29	\$5,545.55
11	\$3,434.84	\$3,590.47	\$3,753.12	\$3,923.14	\$4,100.85	\$4,286.63	\$4,480.81	\$4,683.79	\$4,895.97	\$5,117.73	\$5,349.55	\$5,591.90	\$5,731.70
12	\$3,566.54	\$3,728.12	\$3,897.01	\$4,073.52	\$4,258.07	\$4,450.95	\$4,652.59	\$4,863.35	\$5,083.64	\$5,313.91	\$5,554.64	\$5,806.29	\$5,951.45
13	\$3,691.89	\$3,859.10	\$4,033.92	\$4,216.66	\$4,407.64	\$4,607.35	\$4,816.05	\$5,034.23	\$5,262.26	\$5,500.68	\$5,749.84	\$6,010.34	\$6,160.60
14	\$3,828.28	\$4,001.73	\$4,183.01	\$4,372.49	\$4,570.55	\$4,777.61	\$4,994.03	\$5,220.25	\$5,456.76	\$5,703.92	\$5,962.31	\$6,232.39	\$6,388.20
15	\$3,977.56	\$4,157.73	\$4,346.09	\$4,542.96	\$4,748.76	\$4,963.86	\$5,188.75	\$5,423.79	\$5,669.50	\$5,926.33	\$6,194.78	\$6,475.40	\$6,637.28
16	\$4,115.06	\$4,301.46	\$4,496.34	\$4,700.03	\$4,912.93	\$5,135.50	\$5,368.13	\$5,611.31	\$5,865.51	\$6,131.21	\$6,408.97	\$6,699.32	\$6,866.80
17	\$4,264.78	\$4,457.98	\$4,659.92	\$4,871.00	\$5,091.68	\$5,322.31	\$5,563.41	\$5,815.44	\$6,078.88	\$6,354.24	\$6,642.10	\$6,942.97	\$7,116.55
18	\$4,414.24	\$4,614.17	\$4,823.17	\$5,041.68	\$5,270.07	\$5,508.81	\$5,758.37	\$6,019.22	\$6,291.87	\$6,576.89	\$6,874.81	\$7,186.28	\$7,365.93
19	\$4,597.43	\$4,805.71	\$5,023.41	\$5,250.97	\$5,488.84	\$5,737.48	\$5,997.41	\$6,269.07	\$6,553.05	\$6,849.90	\$7,160.20	\$7,484.56	\$7,671.66
20	\$4,766.61	\$4,982.52	\$5,208.24	\$5,444.18	\$5,690.81	\$5,948.59	\$6,218.08	\$6,499.74	\$6,794.18	\$7,101.96	\$7,423.67	\$7,759.99	\$7,953.98
21	\$4,941.67	\$5,165.50	\$5,399.50	\$5,644.09	\$5,899.75	\$6,167.00	\$6,446.36	\$6,738.39	\$7,043.61	\$7,362.70	\$7,696.24	\$8,044.88	\$8,246.00

For all salary plans in BU 07, an increase of
Salary Plan 07A/B

1.925% effective 1/5/2020

Gr	1	2	3	4	5	6	7	8	9	10	11	12
01	\$2,303.16	\$2,407.49	\$2,516.55	\$2,630.54	\$2,749.70	\$2,874.26	\$3,004.45	\$3,140.57	\$3,282.81	\$3,431.53	\$3,586.95	\$3,749.43
02	\$2,420.28	\$2,529.93	\$2,644.55	\$2,764.35	\$2,889.58	\$3,020.51	\$3,157.31	\$3,300.34	\$3,449.85	\$3,606.09	\$3,769.49	\$3,940.22
03	\$2,522.07	\$2,636.32	\$2,755.74	\$2,880.58	\$3,011.06	\$3,147.45	\$3,290.04	\$3,439.09	\$3,594.89	\$3,757.73	\$3,927.94	\$4,105.89
04	\$2,636.43	\$2,755.88	\$2,880.71	\$3,011.23	\$3,147.62	\$3,290.19	\$3,439.23	\$3,595.04	\$3,757.88	\$3,928.11	\$4,106.04	\$4,292.06
05	\$2,757.42	\$2,882.35	\$3,012.89	\$3,149.40	\$3,292.04	\$3,441.18	\$3,597.05	\$3,760.00	\$3,930.32	\$4,108.34	\$4,294.45	\$4,488.98
06	\$2,872.27	\$3,002.38	\$3,138.37	\$3,280.54	\$3,429.16	\$3,584.48	\$3,746.84	\$3,916.62	\$4,094.01	\$4,279.48	\$4,473.34	\$4,675.96
07	\$2,999.72	\$3,135.58	\$3,277.61	\$3,426.13	\$3,581.32	\$3,743.54	\$3,913.16	\$4,090.40	\$4,275.71	\$4,469.38	\$4,671.82	\$4,883.46
08	\$3,132.70	\$3,274.62	\$3,422.97	\$3,578.01	\$3,740.08	\$3,909.51	\$4,086.63	\$4,271.74	\$4,465.24	\$4,667.51	\$4,878.96	\$5,099.97
09	\$3,259.52	\$3,407.20	\$3,561.54	\$3,722.89	\$3,891.50	\$4,067.80	\$4,252.05	\$4,444.68	\$4,646.02	\$4,856.48	\$5,076.50	\$5,306.46
10	\$3,387.27	\$3,540.72	\$3,701.11	\$3,868.78	\$4,044.04	\$4,227.24	\$4,418.72	\$4,618.93	\$4,828.14	\$5,046.84	\$5,275.47	\$5,514.44
11	\$3,500.96	\$3,659.59	\$3,825.37	\$3,998.66	\$4,179.79	\$4,369.15	\$4,567.07	\$4,773.95	\$4,990.22	\$5,216.25	\$5,452.53	\$5,699.54
12	\$3,635.20	\$3,799.89	\$3,972.03	\$4,151.94	\$4,340.04	\$4,536.63	\$4,742.15	\$4,956.97	\$5,181.50	\$5,416.20	\$5,661.57	\$5,918.06
13	\$3,762.96	\$3,933.39	\$4,111.57	\$4,297.83	\$4,492.49	\$4,696.04	\$4,908.76	\$5,131.14	\$5,363.56	\$5,606.57	\$5,860.52	\$6,126.04
14	\$3,901.97	\$4,078.76	\$4,263.53	\$4,456.66	\$4,658.53	\$4,869.58	\$5,090.17	\$5,320.74	\$5,561.80	\$5,813.72	\$6,077.08	\$6,352.36
15	\$4,054.13	\$4,237.77	\$4,429.75	\$4,630.41	\$4,840.17	\$5,059.41	\$5,288.63	\$5,528.20	\$5,778.64	\$6,040.41	\$6,314.03	\$6,600.05
16	\$4,194.27	\$4,384.26	\$4,582.89	\$4,790.51	\$5,007.50	\$5,234.36	\$5,471.47	\$5,719.33	\$5,978.42	\$6,249.24	\$6,532.34	\$6,828.28
17	\$4,346.88	\$4,543.80	\$4,749.62	\$4,964.77	\$5,189.69	\$5,424.76	\$5,670.51	\$5,927.39	\$6,195.90	\$6,476.56	\$6,769.96	\$7,076.62
18	\$4,499.21	\$4,702.99	\$4,916.02	\$5,138.73	\$5,371.52	\$5,614.85	\$5,869.22	\$6,135.09	\$6,412.99	\$6,703.50	\$7,007.15	\$7,324.62
19	\$4,685.93	\$4,898.22	\$5,120.11	\$5,352.05	\$5,594.50	\$5,847.93	\$6,112.86	\$6,389.75	\$6,679.20	\$6,981.76	\$7,298.03	\$7,628.64
20	\$4,858.37	\$5,078.43	\$5,308.50	\$5,548.98	\$5,800.36	\$6,063.10	\$6,337.78	\$6,624.86	\$6,924.97	\$7,238.67	\$7,566.58	\$7,909.37
21	\$5,036.80	\$5,264.94	\$5,503.44	\$5,752.74	\$6,013.32	\$6,285.71	\$6,570.45	\$6,868.10	\$7,179.20	\$7,504.43	\$7,844.39	\$8,199.74

Salary Plan
7AA/B

Gr	1	2	3	4	5	6	7	8	9	10	11	12
NC	\$6,122.74	\$6,400.07	\$6,690.01	\$6,993.03	\$7,309.85	\$7,640.99	\$7,987.12	\$8,348.94	\$8,727.18	\$9,122.50	\$9,535.73	\$9,967.69

**Salary Plan
7BA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12
15	\$4,530.57	\$4,735.80	\$4,950.33	\$5,174.60	\$5,409.01	\$5,654.04	\$5,910.17	\$6,177.93	\$6,457.76	\$6,750.28	\$7,056.06	\$7,375.69
18	\$4,975.62	\$5,200.99	\$5,436.63	\$5,682.89	\$5,940.32	\$6,209.42	\$6,490.72	\$6,784.75	\$7,092.08	\$7,413.33	\$7,749.15	\$8,100.17
21	\$5,513.15	\$5,762.90	\$6,023.98	\$6,296.88	\$6,582.08	\$6,880.27	\$7,191.92	\$7,517.73	\$7,858.30	\$8,214.32	\$8,586.42	\$8,975.39
SP	\$6,560.13	\$6,857.32	\$7,167.93	\$7,492.65	\$7,832.08	\$8,186.90	\$8,557.75	\$8,945.42	\$9,350.65	\$9,774.24	\$10,217.01	\$10,679.83

**Salary Plan
07CA/B**

Gr	1	2	3	4	5	6	7	8	9	10	11	12	13
01	\$2,303.16	\$2,407.49	\$2,516.55	\$2,630.54	\$2,749.70	\$2,874.26	\$3,004.45	\$3,140.57	\$3,282.81	\$3,431.53	\$3,586.95	\$3,749.43	\$3,843.16
02	\$2,420.28	\$2,529.93	\$2,644.55	\$2,764.35	\$2,889.58	\$3,020.51	\$3,157.31	\$3,300.34	\$3,449.85	\$3,606.09	\$3,769.49	\$3,940.22	\$4,038.73
03	\$2,522.07	\$2,636.32	\$2,755.74	\$2,880.58	\$3,011.06	\$3,147.45	\$3,290.04	\$3,439.09	\$3,594.89	\$3,757.73	\$3,927.94	\$4,105.89	\$4,208.53
04	\$2,636.43	\$2,755.88	\$2,880.71	\$3,011.23	\$3,147.62	\$3,290.19	\$3,439.23	\$3,595.04	\$3,757.88	\$3,928.11	\$4,106.04	\$4,292.06	\$4,399.36
05	\$2,757.42	\$2,882.35	\$3,012.89	\$3,149.40	\$3,292.04	\$3,441.18	\$3,597.05	\$3,760.00	\$3,930.32	\$4,108.34	\$4,294.45	\$4,488.98	\$4,601.20
06	\$2,872.27	\$3,002.38	\$3,138.37	\$3,280.54	\$3,429.16	\$3,584.48	\$3,746.84	\$3,916.62	\$4,094.01	\$4,279.48	\$4,473.34	\$4,675.96	\$4,792.87
07	\$2,999.72	\$3,135.58	\$3,277.61	\$3,426.13	\$3,581.32	\$3,743.54	\$3,913.16	\$4,090.40	\$4,275.71	\$4,469.38	\$4,671.82	\$4,883.46	\$5,005.54
08	\$3,132.70	\$3,274.62	\$3,422.97	\$3,578.01	\$3,740.08	\$3,909.51	\$4,086.63	\$4,271.74	\$4,465.24	\$4,667.51	\$4,878.96	\$5,099.97	\$5,227.46

09	\$3,259.52	\$3,407.20	\$3,561.54	\$3,722.89	\$3,891.50	\$4,067.80	\$4,252.05	\$4,444.68	\$4,646.02	\$4,856.48	\$5,076.50	\$5,306.46	\$5,439.13
10	\$3,387.27	\$3,540.72	\$3,701.11	\$3,868.78	\$4,044.04	\$4,227.24	\$4,418.72	\$4,618.93	\$4,828.14	\$5,046.84	\$5,275.47	\$5,514.44	\$5,652.30
11	\$3,500.96	\$3,659.59	\$3,825.37	\$3,998.66	\$4,179.79	\$4,369.15	\$4,567.07	\$4,773.95	\$4,990.22	\$5,216.25	\$5,452.53	\$5,699.54	\$5,842.04
12	\$3,635.20	\$3,799.89	\$3,972.03	\$4,151.94	\$4,340.04	\$4,536.63	\$4,742.15	\$4,956.97	\$5,181.50	\$5,416.20	\$5,661.57	\$5,918.06	\$6,066.02
13	\$3,762.96	\$3,933.39	\$4,111.57	\$4,297.83	\$4,492.49	\$4,696.04	\$4,908.76	\$5,131.14	\$5,363.56	\$5,606.57	\$5,860.52	\$6,126.04	\$6,279.19
14	\$3,901.97	\$4,078.76	\$4,263.53	\$4,456.66	\$4,658.53	\$4,869.58	\$5,090.17	\$5,320.74	\$5,561.80	\$5,813.72	\$6,077.08	\$6,352.36	\$6,511.17
15	\$4,054.13	\$4,237.77	\$4,429.75	\$4,630.41	\$4,840.17	\$5,059.41	\$5,288.63	\$5,528.20	\$5,778.64	\$6,040.41	\$6,314.03	\$6,600.05	\$6,765.05
16	\$4,194.27	\$4,384.26	\$4,582.89	\$4,790.51	\$5,007.50	\$5,234.36	\$5,471.47	\$5,719.33	\$5,978.42	\$6,249.24	\$6,532.34	\$6,828.28	\$6,998.99
17	\$4,346.88	\$4,543.80	\$4,749.62	\$4,964.77	\$5,189.69	\$5,424.76	\$5,670.51	\$5,927.39	\$6,195.90	\$6,476.56	\$6,769.96	\$7,076.62	\$7,253.54
18	\$4,499.21	\$4,702.99	\$4,916.02	\$5,138.73	\$5,371.52	\$5,614.85	\$5,869.22	\$6,135.09	\$6,412.99	\$6,703.50	\$7,007.15	\$7,324.62	\$7,507.72
19	\$4,685.93	\$4,898.22	\$5,120.11	\$5,352.05	\$5,594.50	\$5,847.93	\$6,112.86	\$6,389.75	\$6,679.20	\$6,981.76	\$7,298.03	\$7,628.64	\$7,819.34
20	\$4,858.37	\$5,078.43	\$5,308.50	\$5,548.98	\$5,800.36	\$6,063.10	\$6,337.78	\$6,624.86	\$6,924.97	\$7,238.67	\$7,566.58	\$7,909.37	\$8,107.09
21	\$5,036.80	\$5,264.94	\$5,503.44	\$5,752.74	\$6,013.32	\$6,285.71	\$6,570.45	\$6,868.10	\$7,179.20	\$7,504.43	\$7,844.39	\$8,199.74	\$8,404.74