

The TA Map--12 Month Employees--From June 30, 2022, to July 1, 2023

Here's Where You Were on June 30, 2022		Progress Made During the Current Master Agreement							Here Is Where You Would Be on July 1, 2023, Under the Tentative Agreement				This Is How Your Earnings Will Have Changed Over the Past Two Contracts (Pending Ratification of This Tentative Agreement)	
		On July 1, 2022, All Employees Advanced One Step on the Salary Scale		By December 22, 2022, All Employees Advanced One Additional Step, Retroactive to July 1, 2022		Finally, By December 22 2022, All Employees Received a 3% COLA on their New Step, Retroactive to July 1, 2022								
Step as of June 30, 2022	Annual Salary As of June 30, 2022	Step as of July 1, 2022 After Advancing One Step	Annual Salary After Advancing One Step on July 1, 2022	Step as of July 1, 2022, After Advancing a Second Step	Annual Salary After Advancing a Second Step on July 1, 2022	Annual Salary on July 1, 2022, After 3% COLA	Total Increase Between June 30, 2022, and July 1, 2022	% Increase Between June 30, 2022, and July 1, 2022	Step on New Scale	Proposed New Annual Salary at This Step	Increase Over July 1, 2022	% Increase Over July 1, 2022	Total Increase: June 30, 2022 to July 1, 2023	Total % Increase: June 30, 2022 to July 1, 2023
Started After 6/30/22				BA Step 2		\$65,377			AB(3)	\$69,615	\$4,238	6.48%		
BA Step 1	\$61,925	BA Step 2	\$62,407	BA Step 3	\$64,453	\$66,360	\$4,435	7.16%	AB(3)	\$69,615	\$3,255	4.90%	\$7,690	12.42%
BA Step 2	\$62,407	BA Step 3	\$63,343	BA Step 4	\$65,580	\$67,522	\$5,115	8.20%	AA (4)	\$70,311	\$2,789	4.13%	\$7,904	12.67%
BA Step 3	\$63,343	BA Step 4	\$64,453	BA Step 5	\$66,401	\$68,701	\$5,358	8.46%	Z (5)	\$71,014	\$2,313	3.37%	\$7,671	12.11%
BA Step 4	\$64,453	BA Step 5	\$65,580	BA Step 6	\$67,399	\$69,563	\$5,110	7.93%	Y (6)	\$71,725	\$2,162	3.11%	\$7,272	11.28%
BA Step 5	\$65,580	BA Step 6	\$66,401	BA Step 7	\$68,408	\$70,607	\$5,027	7.67%	X (7)	\$73,228	\$2,620	3.71%	\$7,648	11.66%
BA Step 6	\$66,401	BA Step 7	\$67,399	BA Step 8	\$69,435	\$71,667	\$5,266	7.93%	W (8)	\$74,762	\$3,095	4.32%	\$8,361	12.59%
BA Step 7	\$67,399	BA Step 8	\$68,408	BA Step 9	\$70,476	\$72,741	\$5,342	7.93%	V (9)	\$76,328	\$3,587	4.93%	\$8,929	13.25%
BA Step 8	\$68,408	BA Step 9	\$69,435	BA Step 10	\$70,476	\$73,831	\$5,423	7.93%	V (9)	\$76,328	\$2,497	3.38%	\$7,920	11.58%
BA Step 9	\$69,435	BA Step 10	\$70,476	BA Step 10	\$70,476	\$73,831	\$4,396	6.33%	V (9)	\$76,328	\$2,497	3.38%	\$6,893	9.93%
BA Step 10- top	\$70,476	BA Step 10	\$70,476	BA Step 10	\$70,476	\$73,831	\$3,355	4.76%	V (9)	\$76,328	\$2,497	3.38%	\$5,852	8.30%
Started After 6/30/22				MA Step 2		\$67,398			AB (3)	\$73,089	\$5,691	8.44%		
MA Step 1	\$63,384	MA Step 2	\$64,334	MA Step 3	\$65,461	\$68,580	\$5,196	8.20%	AB (3)	\$73,089	\$4,509	6.57%	\$9,705	15.31%
MA Step 2	\$64,334	MA Step 3	\$65,461	MA Step 4	\$66,605	\$69,777	\$5,443	8.46%	AA (4)	\$74,620	\$4,843	6.94%	\$10,286	15.99%
MA Step 3	\$65,461	MA Step 4	\$66,605	MA Step 5	\$67,774	\$70,998	\$5,537	8.46%	Z (5)	\$76,184	\$5,186	7.30%	\$10,723	16.38%
MA Step 4	\$66,605	MA Step 5	\$67,774	MA Step 6	\$69,298	\$72,597	\$5,992	9.00%	Y (6)	\$77,780	\$5,182	7.14%	\$11,175	16.78%
MA Step 5	\$67,774	MA Step 6	\$69,298	MA Step 7	\$71,377	\$74,772	\$6,998	10.33%	X (7)	\$79,409	\$4,636	6.20%	\$11,635	17.17%
MA Step 6	\$69,298	MA Step 7	\$71,377	MA Step 8	\$73,803	\$77,315	\$8,017	11.57%	W (8)	\$81,072	\$3,757	4.86%	\$11,774	16.99%
MA Step 7	\$71,377	MA Step 8	\$73,803	MA Step 9	\$76,386	\$80,024	\$8,647	12.11%	V (9)	\$82,772	\$2,748	3.43%	\$11,395	15.96%
MA Step 8	\$73,803	MA Step 9	\$76,386	MA Step 10	\$79,058	\$82,824	\$9,021	12.22%	T (11)	\$86,275	\$3,451	4.17%	\$12,472	16.90%
MA Step 9	\$76,386	MA Step 10	\$79,058	MA Step 11	\$81,824	\$85,720	\$9,334	12.22%	R (13)	\$89,928	\$4,208	4.91%	\$13,542	17.73%
MA Step 10	\$79,058	MA Step 11	\$81,824	MA Step 12	\$84,486	\$88,506	\$9,448	11.95%	Q (14)	\$91,812	\$3,306	3.74%	\$12,754	16.13%
MA Step 11	\$81,824	MA Step 12	\$84,486	MA Step 13	\$87,231	\$91,386	\$9,562	11.69%	O (16)	\$95,700	\$4,314	4.72%	\$13,876	16.96%
MA Step 12	\$84,486	MA Step 13	\$87,231	MA Step 14	\$90,066	\$94,355	\$9,869	11.68%	N (17)	\$97,705	\$3,350	3.55%	\$13,219	15.65%
MA Step 13	\$87,231	MA Step 14	\$90,066	MA Step 15	\$91,644	\$96,007	\$8,776	10.06%	M (18)	\$99,752	\$3,745	3.90%	\$12,521	14.35%
MA Step 14	\$90,066	MA Step 15	\$91,644	MA Step 16	\$93,249	\$97,687	\$7,621	8.46%	L (19)	\$101,840	\$4,153	4.25%	\$11,774	13.07%
MA Step 15	\$91,644	MA Step 16	\$93,249	MA Step 17	\$94,878	\$99,396	\$7,752	8.46%	K (20)	\$103,974	\$4,578	4.61%	\$12,330	13.45%
MA Step 16	\$93,249	MA Step 17	\$94,878	MA Step 18	\$96,539	\$101,133	\$7,884	8.46%	J (21)	\$106,153	\$5,019	4.96%	\$12,904	13.84%
MA Step 17	\$94,878	MA Step 18	\$96,539	MA Step 19	\$98,229	\$102,906	\$8,028	8.46%	J (21)	\$106,153	\$3,246	3.15%	\$11,275	11.88%
MA Step 18	\$96,539	MA Step 19	\$98,229	MA Step 20	\$99,949	\$104,708	\$8,169	8.46%	I (22)	\$108,377	\$3,669	3.50%	\$11,838	12.26%
MA Step 19	\$98,229	MA Step 20	\$99,949	MA Step 21	\$101,446	\$106,275	\$8,046	8.19%	H (23)	\$110,647	\$4,372	4.11%	\$12,418	12.64%
MA Step 20	\$99,949	MA Step 21	\$101,446	MA Step 22	\$102,969	\$107,872	\$7,923	7.93%	G (24)	\$112,966	\$5,093	4.72%	\$13,017	13.02%
MA Step 21	\$101,446	MA Step 22	\$102,969	MA Step 23	\$104,515	\$109,490	\$8,044	7.93%	G (24)	\$112,966	\$3,476	3.17%	\$11,520	11.36%
MA Step 22	\$102,969	MA Step 23	\$104,515	MA Step 24	\$106,082	\$111,134	\$8,165	7.93%	F (25)	\$115,332	\$4,198	3.78%	\$12,363	12.01%
MA Step 23	\$104,515	MA Step 24	\$106,082	MA Step 25	\$107,763	\$112,798	\$8,283	7.92%	E (26)	\$117,748	\$4,950	4.39%	\$13,233	12.66%

Here's Where You Were on June 30, 2022		Progress Made During the Current Master Agreement							Here Is Where You Would Be on July 1, 2023, Under the Tentative Agreement				This Is How Your Earnings Will Have Changed Over the Past Two Contracts (Pending Ratification of This Tentative Agreement)	
		On July 1, 2022, All Employees Advanced One Step on the Salary Scale		By December 22, 2022, All Employees Advanced One Additional Step, Retroactive to July 1, 2022		Finally, By December 22 2022, All Employees Received a 3% COLA on their New Step, Retroactive to July 1, 2022								
Step as of June 30, 2022	Annual Salary As of June 30, 2022	Step as of July 1, 2022 After Advancing One Step	Annual Salary After Advancing One Step on July 1, 2002	Step as of July 1, 2022, After Advancing a Second Step	Annual Salary After Advancing a Second Step on July 1, 2022	Annual Salary on July 1, 2022, After 3% COLA	Total Increase Between June 30, 2022, and July 1, 2022	% Increase Between June 30, 2022, and July 1, 2022	Step on New Scale	Proposed New Annual Salary at This Step	Increase Over July 1, 2022	% Increase Over July 1, 2022	Total Increase: June 30, 2022 to July 1, 2023	Total % Increase: June 30, 2022 to July 1, 2023
MA Step 24	\$106,082	MA Step 25	\$107,763	MA Step 26	\$109,298	\$114,492	\$8,410	7.93%	D (27)	\$120,215	\$5,723	5.00%	\$14,133	13.32%
MA Step 25	\$107,763	MA Step 26	\$109,298	MA Step 27	\$111,474	\$116,779	\$9,016	8.37%	C (28)	\$122,734	\$5,955	5.10%	\$14,971	13.89%
MA Step 26	\$109,298	MA Step 27	\$111,474	MA Step 28	\$113,705	\$119,115	\$9,817	8.98%	B (29)	\$125,305	\$6,189	5.20%	\$16,007	14.64%
MA Step 27	\$111,474	MA Step 28	\$113,705	MA Step 29	\$115,978	\$121,499	\$10,025	8.99%	A(30)	\$127,930	\$6,431	5.29%	\$16,456	14.76%
MA Step 28	\$113,705	MA Step 29	\$115,978	MA Step 30	\$118,297	\$123,928	\$10,223	8.99%	A(30)	\$127,930	\$4,002	3.23%	\$14,225	12.51%
MA Step 29	\$115,978	MA Step 30	\$118,297	MA Step 30	\$118,297	\$123,928	\$7,950	6.85%	A(30)	\$127,930	\$4,002	3.23%	\$11,952	10.31%
MA Step 30	\$118,297	MA Step 30	\$118,297	MA Step 30	\$118,297	\$123,928	\$5,631	4.76%	A(30)	\$127,930	\$4,002	3.23%	\$9,633	8.14%
Started After 6/30/22				MA+30 Step 2		\$70,582			AB (3)	\$76,541	\$5,958	8.44%		
MA +30 Step 1	\$66,379	MA +30 Step 2	\$67,376	MA+30 Step 3	\$68,554	\$71,820	\$5,441	8.20%	AB (3)	\$76,541	\$4,721	6.57%	\$10,162	15.31%
MA +30 Step 2	\$67,376	MA +30 Step 3	\$68,554	MA +30 Step 4	\$69,755	\$73,076	\$5,700	8.46%	AA (4)	\$78,145	\$5,069	6.94%	\$10,769	15.98%
MA +30 Step 3	\$68,554	MA +30 Step 4	\$69,755	MA +30 Step 5	\$70,296	\$74,355	\$5,801	8.46%	Z (5)	\$79,782	\$5,428	7.30%	\$11,228	16.38%
MA +30 Step 4	\$69,755	MA +30 Step 5	\$70,296	MA +30 Step 6	\$72,571	\$76,028	\$6,273	8.99%	Y (6)	\$81,453	\$5,425	7.14%	\$11,698	16.77%
MA +30 Step 5	\$70,296	MA +30 Step 6	\$72,571	MA +30 Step 7	\$74,750	\$78,310	\$8,014	11.40%	X (7)	\$83,160	\$4,849	6.19%	\$12,864	18.30%
MA +30 Step 6	\$72,571	MA +30 Step 7	\$74,750	MA +30 Step 8	\$77,291	\$80,970	\$8,399	11.57%	W (8)	\$84,902	\$3,932	4.86%	\$12,331	16.99%
MA +30 Step 7	\$74,750	MA +30 Step 8	\$77,291	MA +30 Step 9	\$79,997	\$83,805	\$9,055	12.11%	V (9)	\$86,681	\$2,876	3.43%	\$11,931	15.96%
MA +30 Step 8	\$77,291	MA +30 Step 9	\$79,997	MA +30 Step 10	\$82,794	\$86,737	\$9,446	12.22%	T (11)	\$90,351	\$3,614	4.17%	\$13,060	16.90%
MA +30 Step 9	\$79,997	MA +30 Step 10	\$82,794	MA +30 Step 11	\$85,693	\$89,772	\$9,775	12.22%	R (13)	\$94,175	\$4,403	4.90%	\$14,178	17.72%
MA +30 Step 10	\$82,794	MA +30 Step 11	\$85,693	MA +30 Step 12	\$88,479	\$92,689	\$9,895	11.95%	Q (14)	\$96,148	\$3,459	3.73%	\$13,354	16.13%
MA +30 Step 11	\$85,693	MA +30 Step 12	\$88,479	MA +30 Step 13	\$91,352	\$95,701	\$10,008	11.68%	O (16)	\$100,218	\$4,517	4.72%	\$14,525	16.95%
MA +30 Step 12	\$88,479	MA +30 Step 13	\$91,352	MA +30 Step 14	\$94,322	\$98,814	\$10,335	11.68%	N (17)	\$102,319	\$3,505	3.55%	\$13,840	15.64%
MA +30 Step 13	\$91,352	MA +30 Step 14	\$94,322	MA +30 Step 15	\$95,972	\$100,540	\$9,188	10.06%	M (18)	\$104,463	\$3,923	3.90%	\$13,111	14.35%
MA +30 Step 14	\$94,322	MA +30 Step 15	\$95,972	MA +30 Step 16	\$97,652	\$102,300	\$7,978	8.46%	L (19)	\$106,651	\$4,352	4.25%	\$12,329	13.07%
MA +30 Step 15	\$95,972	MA +30 Step 16	\$97,652	MA +30 Step 17	\$99,359	\$104,089	\$8,117	8.46%	K (20)	\$108,886	\$4,797	4.61%	\$12,914	13.46%
MA +30 Step 16	\$97,652	MA +30 Step 17	\$99,359	MA +30 Step 18	\$101,097	\$105,909	\$8,257	8.46%	J (21)	\$111,166	\$5,257	4.96%	\$13,514	13.84%
MA +30 Step 17	\$99,359	MA +30 Step 18	\$101,097	MA +30 Step 19	\$102,868	\$107,765	\$8,406	8.46%	J (21)	\$111,166	\$3,401	3.16%	\$11,807	11.88%
MA +30 Step 18	\$101,097	MA +30 Step 19	\$102,868	MA +30 Step 20	\$104,667	\$109,651	\$8,554	8.46%	I (22)	\$113,495	\$3,844	3.51%	\$12,398	12.26%
MA +30 Step 19	\$102,868	MA +30 Step 20	\$104,667	MA +30 Step 21	\$106,238	\$111,296	\$8,428	8.19%	H (23)	\$115,874	\$4,578	4.11%	\$13,006	12.64%
MA +30 Step 20	\$104,667	MA +30 Step 21	\$106,238	MA +30 Step 22	\$107,830	\$112,963	\$8,296	7.93%	G (24)	\$118,301	\$5,338	4.73%	\$13,634	13.03%
MA +30 Step 21	\$106,238	MA +30 Step 22	\$107,830	MA +30 Step 23	\$109,447	\$114,659	\$8,421	7.93%	G (24)	\$118,301	\$3,643	3.18%	\$12,063	11.36%
MA +30 Step 22	\$107,830	MA +30 Step 23	\$109,447	MA +30 Step 24	\$111,089	\$116,378	\$8,548	7.93%	F (25)	\$120,779	\$4,401	3.78%	\$12,949	12.01%
MA +30 Step 23	\$109,447	MA +30 Step 24	\$111,089	MA +30 Step 25	\$112,758	\$118,123	\$8,676	7.93%	E (26)	\$123,309	\$5,186	4.39%	\$13,862	12.67%
MA +30 Step 24	\$111,089	MA +30 Step 25	\$112,758	MA +30 Step 26	\$114,449	\$119,896	\$8,807	7.93%	D (27)	\$125,892	\$5,996	5.00%	\$14,803	13.33%
MA +30 Step 25	\$112,758	MA +30 Step 26	\$114,449	MA +30 Step 27	\$116,738	\$122,294	\$9,536	8.46%	C (28)	\$128,530	\$6,236	5.10%	\$15,772	13.99%
MA +30 Step 26	\$114,449	MA +30 Step 27	\$116,738	MA +30 Step 28	\$119,070	\$124,737	\$10,288	8.99%	B (29)	\$131,222	\$6,486	5.20%	\$16,773	14.66%
MA +30 Step 27	\$116,738	MA +30 Step 28	\$119,070	MA +30 Step 29	\$121,452	\$127,234	\$10,496	8.99%	A(30)	\$133,971	\$6,738	5.30%	\$17,233	14.76%
MA +30 Step 28	\$119,070	MA +30 Step 29	\$121,452	MA +30 Step 30	\$123,883	\$129,780	\$10,710	8.99%	A(30)	\$133,971	\$4,191	3.23%	\$14,901	12.51%
MA +30 Step 29	\$121,452	MA +30 Step 30	\$123,883	MA +30 Step 30	\$123,883	\$129,780	\$8,328	6.86%	A(30)	\$133,971	\$4,191	3.23%	\$12,519	10.31%

Here's Where You Were on June 30, 2022		Progress Made During the Current Master Agreement							Here Is Where You Would Be on July 1, 2023, Under the Tentative Agreement				This Is How Your Earnings Will Have Changed Over the Past Two Contracts (Pending Ratification of This Tentative Agreement)	
		On July 1, 2022, All Employees Advanced One Step on the Salary Scale		By December 22, 2022, All Employees Advanced One Additional Step, Retroactive to July 1, 2022		Finally, By December 22 2022, All Employees Received a 3% COLA on their New Step, Retroactive to July 1, 2022								
Step as of June 30, 2022	Annual Salary As of June 30, 2022	Step as of July 1, 2022 After Advancing One Step	Annual Salary After Advancing One Step on July 1, 2002	Step as of July 1, 2022, After Advancing a Second Step	Annual Salary After Advancing a Second Step on July 1, 2022	Annual Salary on July 1, 2022, After 3% COLA	Total Increase Between June 30, 2022, and July 1, 2022	% Increase Between June 30, 2022, and July 1, 2022	Step on New Scale	Proposed New Annual Salary at This Step	Increase Over July 1, 2022	% Increase Over July 1, 2022	Total Increase: June 30, 2022 to July 1, 2023	Total % Increase: June 30, 2022 to July 1, 2023
MA +30 Step 30	\$123,883	MA +30 Step 30	\$123,883	MA +30 Step 30	\$123,883	\$129,780	\$5,897	4.76%	A(30)	\$133,971	\$4,191	3.23%	\$10,088	8.14%
Started After 6/30/22				MA + 60 Step 2		\$72,412			AB (3)	\$78,532	\$6,120	8.45%		
MA + 60 Step 1	\$68,102	MA + 60 Step 2	\$69,122	MA + 60 Step 3	\$70,333	\$73,681	\$5,579	8.19%	AB (3)	\$78,532	\$4,850	6.58%	\$10,430	15.31%
MA + 60 Step 2	\$69,122	MA + 60 Step 3	\$70,333	MA + 60 Step 4	\$71,562	\$74,971	\$5,849	8.46%	AA (4)	\$80,176	\$5,205	6.94%	\$11,054	15.99%
MA + 60 Step 3	\$70,333	MA + 60 Step 4	\$71,562	MA + 60 Step 5	\$72,818	\$76,284	\$5,951	8.46%	Z (5)	\$81,855	\$5,572	7.30%	\$11,522	16.38%
MA + 60 Step 4	\$71,562	MA + 60 Step 5	\$72,818	MA + 60 Step 6	\$74,454	\$78,000	\$6,438	9.00%	Y (6)	\$83,571	\$5,572	7.14%	\$12,009	16.78%
MA + 60 Step 5	\$72,818	MA + 60 Step 6	\$74,454	MA + 60 Step 7	\$76,691	\$80,339	\$7,521	10.33%	X (7)	\$85,322	\$4,983	6.20%	\$12,504	17.17%
MA + 60 Step 6	\$74,454	MA + 60 Step 7	\$76,691	MA + 60 Step 8	\$79,296	\$83,072	\$8,618	11.57%	W (8)	\$87,109	\$4,038	4.86%	\$12,655	17.00%
MA + 60 Step 7	\$76,691	MA + 60 Step 8	\$79,296	MA + 60 Step 9	\$82,073	\$85,980	\$9,289	12.11%	V (9)	\$88,935	\$2,955	3.44%	\$12,244	15.96%
MA + 60 Step 8	\$79,296	MA + 60 Step 9	\$82,073	MA + 60 Step 10	\$84,946	\$88,992	\$9,696	12.23%	T (11)	\$92,699	\$3,707	4.17%	\$13,403	16.90%
MA + 60 Step 9	\$82,073	MA + 60 Step 10	\$84,946	MA + 60 Step 11	\$87,919	\$92,102	\$10,029	12.22%	R (13)	\$96,624	\$4,522	4.91%	\$14,551	17.73%
MA + 60 Step 10	\$84,946	MA + 60 Step 11	\$87,919	MA + 60 Step 12	\$90,779	\$95,099	\$10,153	11.95%	Q (14)	\$98,647	\$3,549	3.73%	\$13,701	16.13%
MA + 60 Step 11	\$87,919	MA + 60 Step 12	\$90,779	MA + 60 Step 13	\$93,727	\$98,189	\$10,270	11.68%	O (16)	\$102,824	\$4,635	4.72%	\$14,905	16.95%
MA + 60 Step 12	\$90,779	MA + 60 Step 13	\$93,727	MA + 60 Step 14	\$96,773	\$101,380	\$10,601	11.68%	N (17)	\$104,977	\$3,597	3.55%	\$14,198	15.64%
MA + 60 Step 13	\$93,727	MA + 60 Step 14	\$96,773	MA + 60 Step 15	\$98,466	\$103,153	\$9,426	10.06%	M (18)	\$107,176	\$4,023	3.90%	\$13,449	14.35%
MA + 60 Step 14	\$96,773	MA + 60 Step 15	\$98,466	MA + 60 Step 16	\$100,191	\$104,960	\$8,187	8.46%	L (19)	\$109,422	\$4,461	4.25%	\$12,649	13.07%
MA + 60 Step 15	\$98,466	MA + 60 Step 16	\$100,191	MA + 60 Step 17	\$101,942	\$106,795	\$8,329	8.46%	K (20)	\$111,714	\$4,918	4.61%	\$13,248	13.45%
MA + 60 Step 16	\$100,191	MA + 60 Step 17	\$101,942	MA + 60 Step 18	\$103,728	\$108,665	\$8,474	8.46%	J (21)	\$114,054	\$5,390	4.96%	\$13,863	13.84%
MA + 60 Step 17	\$101,942	MA + 60 Step 18	\$103,728	MA + 60 Step 19	\$105,541	\$110,566	\$8,624	8.46%	J (21)	\$114,054	\$3,488	3.15%	\$12,112	11.88%
MA + 60 Step 18	\$103,728	MA + 60 Step 19	\$105,541	MA + 60 Step 20	\$107,387	\$112,501	\$8,773	8.46%	I (22)	\$116,444	\$3,942	3.50%	\$12,716	12.26%
MA + 60 Step 19	\$105,541	MA + 60 Step 20	\$107,387	MA + 60 Step 21	\$108,999	\$114,188	\$8,647	8.19%	H (23)	\$118,883	\$4,696	4.11%	\$13,342	12.64%
MA + 60 Step 20	\$107,387	MA + 60 Step 21	\$108,999	MA + 60 Step 22	\$110,624	\$115,901	\$8,514	7.93%	G (24)	\$121,375	\$5,474	4.72%	\$13,988	13.03%
MA + 60 Step 21	\$108,999	MA + 60 Step 22	\$110,624	MA + 60 Step 23	\$112,294	\$117,640	\$8,641	7.93%	G (24)	\$121,375	\$3,735	3.18%	\$12,376	11.35%
MA + 60 Step 22	\$110,624	MA + 60 Step 23	\$112,294	MA + 60 Step 24	\$113,976	\$119,402	\$8,778	7.94%	F (25)	\$123,917	\$4,515	3.78%	\$13,293	12.02%
MA + 60 Step 23	\$112,294	MA + 60 Step 24	\$113,976	MA + 60 Step 25	\$115,688	\$121,194	\$8,900	7.93%	E (26)	\$126,512	\$5,318	4.39%	\$14,218	12.66%
MA + 60 Step 24	\$113,976	MA + 60 Step 25	\$115,688	MA + 60 Step 26	\$117,422	\$123,014	\$9,038	7.93%	D (27)	\$129,164	\$6,150	5.00%	\$15,188	13.33%
MA + 60 Step 25	\$115,688	MA + 60 Step 26	\$117,422	MA + 60 Step 27	\$119,772	\$125,474	\$9,786	8.46%	C (28)	\$131,869	\$6,395	5.10%	\$16,181	13.99%
MA + 60 Step 26	\$117,422	MA + 60 Step 27	\$119,772	MA + 60 Step 28	\$122,166	\$127,982	\$10,560	8.99%	B (29)	\$134,632	\$6,650	5.20%	\$17,210	14.66%
MA + 60 Step 27	\$119,772	MA + 60 Step 28	\$122,166	MA + 60 Step 29	\$124,610	\$130,543	\$10,771	8.99%	A(30)	\$137,453	\$6,910	5.29%	\$17,681	14.76%
MA + 60 Step 28	\$122,166	MA + 60 Step 29	\$124,610	MA + 60 Step 30	\$127,103	\$133,153	\$10,987	8.99%	A(30)	\$137,453	\$4,301	3.23%	\$15,287	12.51%
MA + 60 Step 29	\$124,610	MA + 60 Step 30	\$127,103	MA + 60 Step 30	\$127,103	\$133,153	\$8,543	6.86%	A(30)	\$137,453	\$4,301	3.23%	\$12,843	10.31%
MA + 60 Step 30	\$127,103	MA + 60 Step 30	\$127,103	MA + 60 Step 30	\$127,103	\$133,153	\$6,050	4.76%	A(30)	\$137,453	\$4,301	3.23%	\$10,350	8.14%
Started After 6/30/22				DOC Step 2		\$74,006			AB (3)	\$80,255	\$6,249	8.44%		
DOC Step 1	\$69,600	DOC Step 2	\$70,642	DOC Step 3	\$71,879	\$75,302	\$5,702	8.19%	AB (3)	\$80,255	\$4,953	6.58%	\$10,655	15.31%
DOC Step 2	\$70,642	DOC Step 3	\$71,879	DOC Step 4	\$73,139	\$76,621	\$5,979	8.46%	AA (4)	\$81,936	\$5,316	6.94%	\$11,294	15.99%
DOC Step 3	\$71,879	DOC Step 4	\$73,139	DOC Step 5	\$74,418	\$77,960	\$6,081	8.46%	Z (5)	\$83,653	\$5,693	7.30%	\$11,774	16.38%
DOC Step 4	\$73,139	DOC Step 5	\$74,418	DOC Step 6	\$76,092	\$79,715	\$6,576	8.99%	Y (6)	\$85,405	\$5,691	7.14%	\$12,266	16.77%

Here's Where You Were on June 30, 2022		Progress Made During the Current Master Agreement							Here Is Where You Would Be on July 1, 2023, Under the Tentative Agreement				This Is How Your Earnings Will Have Changed Over the Past Two Contracts (Pending Ratification of This Tentative Agreement)	
		On July 1, 2022, All Employees Advanced One Step on the Salary Scale		By December 22, 2022, All Employees Advanced One Additional Step, Retroactive to July 1, 2022		Finally, By December 22 2022, All Employees Received a 3% COLA on their New Step, Retroactive to July 1, 2022								
Step as of June 30, 2022	Annual Salary As of June 30, 2022	Step as of July 1, 2022 After Advancing One Step	Annual Salary After Advancing One Step on July 1, 2002	Step as of July 1, 2022, After Advancing a Second Step	Annual Salary After Advancing a Second Step on July 1, 2022	Annual Salary on July 1, 2022, After 3% COLA	Total Increase Between June 30, 2022, and July 1, 2022	% Increase Between June 30, 2022, and July 1, 2022	Step on New Scale	Proposed New Annual Salary at This Step	Increase Over July 1, 2022	% Increase Over July 1, 2022	Total Increase: June 30, 2022 to July 1, 2023	Total % Increase: June 30, 2022 to July 1, 2023
DOC Step 5	\$74,418	DOC Step 6	\$76,092	DOC Step 7	\$78,374	\$82,106	\$7,688	10.33%	X (7)	\$87,194	\$5,087	6.20%	\$12,776	17.17%
DOC Step 6	\$76,092	DOC Step 7	\$78,374	DOC Step 8	\$81,041	\$84,898	\$8,806	11.57%	W (8)	\$89,022	\$4,123	4.86%	\$12,930	16.99%
DOC Step 7	\$78,374	DOC Step 8	\$81,041	DOC Step 9	\$83,876	\$87,870	\$9,496	12.12%	V (9)	\$90,886	\$3,017	3.43%	\$12,512	15.96%
DOC Step 8	\$81,041	DOC Step 9	\$83,876	DOC Step 10	\$86,810	\$90,943	\$9,902	12.22%	T (11)	\$94,735	\$3,791	4.17%	\$13,694	16.90%
DOC Step 9	\$83,876	DOC Step 10	\$86,810	DOC Step 11	\$89,849	\$94,128	\$10,252	12.22%	R (13)	\$98,745	\$4,617	4.91%	\$14,869	17.73%
DOC Step 10	\$86,810	DOC Step 11	\$89,849	DOC Step 12	\$92,769	\$97,186	\$10,376	11.95%	Q (14)	\$100,814	\$3,628	3.73%	\$14,004	16.13%
DOC Step 11	\$89,849	DOC Step 12	\$92,769	DOC Step 13	\$95,786	\$100,344	\$10,495	11.68%	O (16)	\$105,083	\$4,739	4.72%	\$15,234	16.96%
DOC Step 12	\$92,769	DOC Step 13	\$95,786	DOC Step 14	\$98,899	\$103,606	\$10,837	11.68%	N (17)	\$107,283	\$3,677	3.55%	\$14,514	15.65%
DOC Step 13	\$95,786	DOC Step 14	\$98,899	DOC Step 15	\$100,630	\$105,419	\$9,633	10.06%	M (18)	\$109,531	\$4,113	3.90%	\$13,745	14.35%
DOC Step 14	\$98,899	DOC Step 15	\$100,630	DOC Step 16	\$102,389	\$107,264	\$8,365	8.46%	L (19)	\$111,825	\$4,561	4.25%	\$12,926	13.07%
DOC Step 15	\$100,630	DOC Step 16	\$102,389	DOC Step 17	\$104,181	\$109,140	\$8,510	8.46%	K (20)	\$114,169	\$5,029	4.61%	\$13,539	13.45%
DOC Step 16	\$102,389	DOC Step 17	\$104,181	DOC Step 18	\$106,002	\$111,052	\$8,663	8.46%	J (21)	\$116,561	\$5,509	4.96%	\$14,172	13.84%
DOC Step 17	\$104,181	DOC Step 18	\$106,002	DOC Step 19	\$107,859	\$112,995	\$8,814	8.46%	J (21)	\$116,561	\$3,565	3.16%	\$12,380	11.88%
DOC Step 18	\$106,002	DOC Step 19	\$107,859	DOC Step 20	\$109,747	\$114,971	\$8,969	8.46%	I (22)	\$119,004	\$4,033	3.51%	\$13,002	12.27%
DOC Step 19	\$107,859	DOC Step 20	\$109,747	DOC Step 21	\$111,392	\$116,695	\$8,836	8.19%	H (23)	\$121,497	\$4,802	4.11%	\$13,638	12.64%
DOC Step 20	\$109,747	DOC Step 21	\$111,392	DOC Step 22	\$113,063	\$118,445	\$8,698	7.93%	G (24)	\$124,042	\$5,597	4.73%	\$14,295	13.03%
DOC Step 21	\$111,392	DOC Step 22	\$113,063	DOC Step 23	\$114,759	\$120,223	\$8,831	7.93%	G (24)	\$124,042	\$3,819	3.18%	\$12,650	11.36%
DOC Step 22	\$113,063	DOC Step 23	\$114,759	DOC Step 24	\$116,480	\$122,027	\$8,964	7.93%	F (25)	\$126,641	\$4,614	3.78%	\$13,578	12.01%
DOC Step 23	\$114,759	DOC Step 24	\$116,480	DOC Step 25	\$118,228	\$123,855	\$9,096	7.93%	E (26)	\$129,294	\$5,438	4.39%	\$14,535	12.67%
DOC Step 24	\$116,480	DOC Step 25	\$118,228	DOC Step 26	\$120,001	\$125,715	\$9,235	7.93%	D (27)	\$132,003	\$6,288	5.00%	\$15,523	13.33%
DOC Step 25	\$118,228	DOC Step 26	\$120,001	DOC Step 27	\$122,400	\$128,227	\$9,999	8.46%	C (28)	\$134,768	\$6,540	5.10%	\$16,540	13.99%
DOC Step 26	\$120,001	DOC Step 27	\$122,400	DOC Step 28	\$124,848	\$130,793	\$10,792	8.99%	B (29)	\$137,591	\$6,798	5.20%	\$17,590	14.66%
DOC Step 27	\$122,400	DOC Step 28	\$124,848	DOC Step 29	\$127,346	\$133,409	\$11,009	8.99%	A(30)	\$140,475	\$7,066	5.30%	\$18,075	14.77%
DOC Step 28	\$124,848	DOC Step 29	\$127,346	DOC Step 30	\$129,894	\$136,079	\$11,231	9.00%	A(30)	\$140,475	\$4,396	3.23%	\$15,627	12.52%
DOC Step 29	\$127,346	DOC Step 30	\$129,894	DOC Step 30	\$129,894	\$136,079	\$8,733	6.86%	A(30)	\$140,475	\$4,396	3.23%	\$13,129	10.31%
DOC Step 30	\$129,894	DOC Step 30	\$129,894	DOC Step 30	\$129,894	\$136,079	\$6,185	4.76%	A(30)	\$140,475	\$4,396	3.23%	\$10,581	8.15%