

The Map: How Will I Do Under the Proposed Agreement?

December 2023



BA

FTEs	7/1/23 Step	7/1/23 Salary	7/1/24 1 Step	7/1/24 Salary	7/1/25 1 Step + Compression	7/1/25 Salary	7/1/26 1 Step + Compression	7/1/26 Salary	Total Increase from 7/1/23	% over 3 years
707	AB(3)	\$ 58,500	AA	\$ 59,824	Y	\$ 61,636	W	\$ 64,888	\$ 6,388	10.9%
406	AA(4)	\$ 59,085	Z	\$ 60,422	X	\$ 62,928	V	\$ 66,248	\$ 7,163	12.1%
192	Z(5)	\$ 59,676	Y	\$ 61,026	W	\$ 64,246	U	\$ 67,637	\$ 7,961	13.3%
207	Y(6)	\$ 60,273	X	\$ 62,305	V	\$ 65,592	T	\$ 69,054	\$ 8,781	14.6%
166	X(7)	\$ 61,536	W	\$ 63,610	U	\$ 66,967	S	\$ 70,500	\$ 8,964	14.6%
101	W(8)	\$ 62,825	V	\$ 64,943	T	\$ 68,370	R	\$ 71,976	\$ 9,151	14.6%
272	V(9)	\$ 64,141	U	\$ 66,304	S	\$ 69,802	Q	\$ 73,482	\$ 9,341	14.6%
	U(10)	\$ 65,485	T	\$ 67,693	R	\$ 71,263	P	\$ 75,019	\$ 9,534	14.6%
4	T(11)	\$ 66,857	S	\$ 69,111	Q	\$ 72,754	O	\$ 75,019	\$ 8,162	12.2%
	S(12)	\$ 68,258	R	\$ 70,557	P	\$ 72,754	N	\$ 75,019	\$ 6,761	9.9%
1	R(13)	\$ 68,258	Q	\$ 70,557	O	\$ 72,754	M	\$ 75,019	\$ 6,761	9.9%
1	Q(14)	\$ 68,258	P	\$ 70,557	N	\$ 72,754	L	\$ 75,019	\$ 6,761	9.9%
	P(15)	\$ 68,258	O	\$ 70,557	M	\$ 72,754	K	\$ 75,019	\$ 6,761	9.9%
	O(16)	\$ 68,258	N	\$ 70,557	L	\$ 72,754	J	\$ 75,019	\$ 6,761	9.9%
2	N(17)	\$ 68,258	M	\$ 70,557	K	\$ 72,754	I	\$ 75,019	\$ 6,761	9.9%
2	M(18)	\$ 68,258	L	\$ 70,557	J	\$ 72,754	H	\$ 75,019	\$ 6,761	9.9%
4	L(19)	\$ 68,258	K	\$ 70,557	I	\$ 72,754	G	\$ 75,019	\$ 6,761	9.9%
	K(20)	\$ 68,258	J	\$ 70,557	H	\$ 72,754	F	\$ 75,019	\$ 6,761	9.9%
2	J(21)	\$ 68,258	I	\$ 70,557	G	\$ 72,754	E	\$ 75,019	\$ 6,761	9.9%
3	I(22)	\$ 68,258	H	\$ 70,557	F	\$ 72,754	D	\$ 75,019	\$ 6,761	9.9%
1	H(23)	\$ 68,258	G	\$ 70,557	E	\$ 72,754	C	\$ 75,019	\$ 6,761	9.9%
2	G(24)	\$ 68,258	F	\$ 70,557	D	\$ 72,754	B	\$ 75,019	\$ 6,761	9.9%
	F(25)	\$ 68,258	E	\$ 70,557	C	\$ 72,754	A	\$ 75,019	\$ 6,761	9.9%
	E(26)	\$ 68,258	D	\$ 70,557	B	\$ 72,754	A	\$ 75,019	\$ 6,761	9.9%
	D(27)	\$ 68,258	C	\$ 70,557	A	\$ 72,754	A	\$ 75,019	\$ 6,761	9.9%
	C(28)	\$ 68,258	B	\$ 70,557	A	\$ 72,754	A	\$ 75,019	\$ 6,761	9.9%
	B(29)	\$ 68,258	A	\$ 70,557	A	\$ 72,754	A	\$ 75,019	\$ 6,761	9.9%
5	A(30)	\$ 68,258	A	\$ 70,557	A	\$ 72,754	A	\$ 75,019	\$ 6,761	9.9%



MA

FTEs	7/1/23 Step	7/1/23 Salary	7/1/24 1 Step	7/1/24 Salary	7/1/25 1 Step + Compression	7/1/25 Salary	7/1/26 1 Step + Compression	7/1/26 Salary	Total Increase from 7/1/23	% over 3 years
178	AB(3)	\$61,419	AA	\$ 63,490	Y	\$ 66,840	W	\$ 70,367	\$ 8,948	14.6%
137	AA(4)	\$62,706	Z	\$ 64,820	X	\$ 68,240	V	\$ 71,840	\$ 9,134	14.6%
127	Z(5)	\$64,020	Y	\$ 66,178	W	\$ 69,670	U	\$ 73,346	\$ 9,326	14.6%
165	Y(6)	\$65,361	X	\$ 67,564	V	\$ 71,129	T	\$ 74,881	\$ 9,520	14.6%
200	X(7)	\$66,730	W	\$ 68,980	U	\$ 72,620	S	\$ 76,450	\$ 9,720	14.6%
215	W(8)	\$68,128	V	\$ 70,425	T	\$ 74,140	R	\$ 78,053	\$ 9,925	14.6%
225	V(9)	\$69,556	U	\$ 71,901	S	\$ 75,693	Q	\$ 79,687	\$ 10,131	14.6%
	U(10)	\$71,013	T	\$ 73,406	R	\$ 77,280	P	\$ 81,359	\$ 10,346	14.6%
162	T(11)	\$72,500	S	\$ 74,944	Q	\$ 78,898	O	\$ 83,061	\$ 10,561	14.6%
	S(12)	\$74,019	R	\$ 76,515	P	\$ 80,553	N	\$ 84,802	\$ 10,783	14.6%
136	R(13)	\$75,570	Q	\$ 78,117	O	\$ 82,239	M	\$ 86,579	\$ 11,009	14.6%
127	Q(14)	\$77,153	P	\$ 79,755	N	\$ 83,962	L	\$ 88,392	\$ 11,239	14.6%
	P(15)	\$78,770	O	\$ 81,425	M	\$ 85,722	K	\$ 90,244	\$ 11,474	14.6%
112	O(16)	\$80,420	N	\$ 83,131	L	\$ 87,517	J	\$ 92,134	\$ 11,714	14.6%
128	N(17)	\$82,105	M	\$ 84,873	K	\$ 89,350	I	\$ 94,064	\$ 11,959	14.6%
125	M(18)	\$83,825	L	\$ 86,650	J	\$ 91,222	H	\$ 96,035	\$ 12,210	14.6%
132	L(19)	\$85,580	K	\$ 88,465	I	\$ 93,133	G	\$ 98,048	\$ 12,468	14.6%
124	K(20)	\$87,373	J	\$ 90,319	H	\$ 95,084	F	\$ 100,101	\$ 12,728	14.6%
192	J(21)	\$89,204	I	\$ 92,211	G	\$ 97,077	E	\$ 102,199	\$ 12,995	14.6%
119	I(22)	\$91,073	H	\$ 94,143	F	\$ 99,110	D	\$ 104,340	\$ 13,267	14.6%
77	H(23)	\$92,981	G	\$ 96,116	E	\$ 101,187	C	\$ 106,526	\$ 13,545	14.6%
146	G(24)	\$94,929	F	\$ 98,129	D	\$ 103,307	B	\$ 108,757	\$ 13,828	14.6%
63	F(25)	\$96,918	E	\$ 100,185	C	\$ 105,471	A	\$ 111,035	\$ 14,117	14.6%
79	E(26)	\$98,948	D	\$ 102,284	B	\$ 107,680	A	\$ 111,035	\$ 12,087	12.2%
57	D(27)	\$101,021	C	\$ 104,427	A	\$ 109,936	A	\$ 111,035	\$ 10,014	9.9%
48	C(28)	\$103,138	B	\$ 106,614	A	\$ 109,936	A	\$ 111,035	\$ 7,897	7.7%
38	B(29)	\$105,298	A	\$ 108,848	A	\$ 109,936	A	\$ 111,035	\$ 5,737	5.4%
147	A(30)	\$107,504	A	\$ 108,538	A	\$ 109,936	A	\$ 111,035	\$ 3,531	3.3%



MA30

FTEs	7/1/23 Step	7/1/23 Salary	7/1/24 1 Step	7/1/24 Salary	7/1/25 1 Step + Compression	7/1/25 Salary	7/1/26 1 Step + Compression	7/1/26 Salary	Total Increase from 7/1/23	% over 3 years
37	AB(3)	\$64,320	AA	\$ 66,489	Y	\$ 69,997	W	\$ 73,690	\$ 9,370	14.6%
23	AA(4)	\$65,668	Z	\$ 67,882	X	\$ 71,464	V	\$ 75,235	\$ 9,567	14.6%
37	Z(5)	\$67,044	Y	\$ 69,304	W	\$ 72,960	U	\$ 76,811	\$ 9,767	14.6%
43	Y(6)	\$68,448	X	\$ 70,756	V	\$ 74,490	T	\$ 78,419	\$ 9,971	14.6%
58	X(7)	\$69,882	W	\$ 72,238	U	\$ 76,050	S	\$ 80,063	\$ 10,181	14.6%
72	W(8)	\$71,346	V	\$ 73,752	T	\$ 77,643	R	\$ 81,738	\$ 10,392	14.6%
77	V(9)	\$72,841	U	\$ 75,297	S	\$ 79,270	Q	\$ 83,451	\$ 10,610	14.6%
	U(10)	\$74,367	T	\$ 76,874	R	\$ 80,929	P	\$ 85,200	\$ 10,833	14.6%
87	T(11)	\$75,925	S	\$ 78,485	Q	\$ 82,625	O	\$ 86,984	\$ 11,059	14.6%
	S(12)	\$77,516	R	\$ 80,128	P	\$ 84,356	N	\$ 88,807	\$ 11,291	14.6%
106	R(13)	\$79,139	Q	\$ 81,807	O	\$ 86,123	M	\$ 90,668	\$ 11,529	14.6%
78	Q(14)	\$80,797	P	\$ 83,521	N	\$ 87,928	L	\$ 92,567	\$ 11,770	14.6%
	P(15)	\$82,490	O	\$ 85,270	M	\$ 89,770	K	\$ 94,507	\$ 12,017	14.6%
100	O(16)	\$84,217	N	\$ 87,057	L	\$ 91,650	J	\$ 96,486	\$ 12,269	14.6%
99	N(17)	\$85,982	M	\$ 88,881	K	\$ 93,571	I	\$ 98,507	\$ 12,525	14.6%
97	M(18)	\$87,784	L	\$ 90,743	J	\$ 95,531	H	\$ 100,572	\$ 12,788	14.6%
110	L(19)	\$89,623	K	\$ 92,645	I	\$ 97,532	G	\$ 102,680	\$ 13,057	14.6%
112	K(20)	\$91,501	J	\$ 94,585	H	\$ 99,576	F	\$ 104,830	\$ 13,329	14.6%
219	J(21)	\$93,417	I	\$ 96,566	G	\$ 101,663	E	\$ 107,025	\$ 13,608	14.6%
108	I(22)	\$95,374	H	\$ 98,590	F	\$ 103,792	D	\$ 109,267	\$ 13,893	14.6%
114	H(23)	\$97,373	G	\$ 100,656	E	\$ 105,965	C	\$ 111,557	\$ 14,184	14.6%
167	G(24)	\$99,413	F	\$ 102,764	D	\$ 108,185	B	\$ 113,893	\$ 14,480	14.6%
86	F(25)	\$101,495	E	\$ 104,916	C	\$ 110,452	A	\$ 116,279	\$ 14,784	14.6%
75	E(26)	\$103,621	D	\$ 107,114	B	\$ 112,765	A	\$ 116,279	\$ 12,658	12.2%
84	D(27)	\$105,792	C	\$ 109,358	A	\$ 115,128	A	\$ 116,279	\$ 10,487	9.9%
68	C(28)	\$108,008	B	\$ 111,649	A	\$ 115,128	A	\$ 116,279	\$ 8,271	7.7%
66	B(29)	\$110,271	A	\$ 113,988	A	\$ 115,128	A	\$ 116,279	\$ 6,008	5.4%
238	A(30)	\$112,581	A	\$ 113,988	A	\$ 115,128	A	\$ 116,279	\$ 3,698	3.3%



MA60

FTEs	7/1/23 Step	7/1/23 Salary	7/1/24 1 Step	7/1/24 Salary	7/1/25 1 Step + Compression	7/1/25 Salary	7/1/26 1 Step + Compression	7/1/26 Salary	Total Increase from 7/1/23	% over 3 years
8	AB(3)	\$65,993	AA	\$ 68,217	Y	\$ 71,817	W	\$ 75,606	\$ 9,613	14.6%
10	AA(4)	\$67,375	Z	\$ 69,646	X	\$ 73,321	V	\$ 77,190	\$ 9,815	14.6%
6	Z(5)	\$68,786	Y	\$ 71,106	W	\$ 74,857	U	\$ 78,807	\$ 10,021	14.6%
15	Y(6)	\$70,228	X	\$ 72,595	V	\$ 76,426	T	\$ 80,458	\$ 10,230	14.6%
27	X(7)	\$71,699	W	\$ 74,116	U	\$ 78,027	S	\$ 82,142	\$ 10,443	14.6%
20	W(8)	\$73,201	V	\$ 75,669	T	\$ 79,661	R	\$ 83,864	\$ 10,663	14.6%
35	V(9)	\$74,735	U	\$ 77,254	S	\$ 81,329	Q	\$ 85,620	\$ 10,885	14.6%
	U(10)	\$76,300	T	\$ 78,872	R	\$ 83,034	P	\$ 87,414	\$ 11,114	14.6%
25	T(11)	\$77,898	S	\$ 80,524	Q	\$ 84,772	O	\$ 89,246	\$ 11,348	14.6%
	S(12)	\$79,530	R	\$ 82,212	P	\$ 86,549	N	\$ 91,114	\$ 11,584	14.6%
40	R(13)	\$81,197	Q	\$ 83,933	O	\$ 88,362	M	\$ 93,023	\$ 11,826	14.6%
31	Q(14)	\$82,897	P	\$ 85,692	N	\$ 90,212	L	\$ 94,971	\$ 12,074	14.6%
	P(15)	\$84,634	O	\$ 87,487	M	\$ 92,102	K	\$ 96,961	\$ 12,327	14.6%
39	O(16)	\$86,407	N	\$ 89,319	L	\$ 94,031	J	\$ 98,992	\$ 12,585	14.6%
60	N(17)	\$88,216	M	\$ 91,190	K	\$ 96,001	I	\$ 101,067	\$ 12,851	14.6%
66	M(18)	\$90,064	L	\$ 93,100	J	\$ 98,012	H	\$ 103,185	\$ 13,121	14.6%
73	L(19)	\$91,951	K	\$ 95,050	I	\$ 100,066	G	\$ 105,347	\$ 13,396	14.6%
89	K(20)	\$93,877	J	\$ 97,042	H	\$ 102,163	F	\$ 107,553	\$ 13,676	14.6%
169	J(21)	\$95,844	I	\$ 99,075	G	\$ 104,304	E	\$ 109,805	\$ 13,961	14.6%
90	I(22)	\$97,852	H	\$ 101,151	F	\$ 106,488	D	\$ 112,107	\$ 14,255	14.6%
87	H(23)	\$99,902	G	\$ 103,271	E	\$ 108,718	C	\$ 114,454	\$ 14,552	14.6%
173	G(24)	\$101,996	F	\$ 105,434	D	\$ 110,997	B	\$ 116,853	\$ 14,857	14.6%
74	F(25)	\$104,132	E	\$ 107,642	C	\$ 113,321	A	\$ 119,302	\$ 15,170	14.6%
79	E(26)	\$106,313	D	\$ 109,898	B	\$ 115,696	A	\$ 119,302	\$ 12,989	12.2%
66	D(27)	\$108,541	C	\$ 112,199	A	\$ 118,121	A	\$ 119,302	\$ 10,761	9.9%
72	C(28)	\$110,814	B	\$ 114,550	A	\$ 118,121	A	\$ 119,302	\$ 8,488	7.7%
74	B(29)	\$113,136	A	\$ 116,951	A	\$ 118,121	A	\$ 119,302	\$ 6,166	5.5%
264	A(30)	\$115,507	A	\$ 116,951	A	\$ 118,121	A	\$ 119,302	\$ 3,795	3.3%



DOC

FTEs	7/1/23 Step	7/1/23 Salary	7/1/24 1 Step	7/1/24 Salary	7/1/25 1 Step + Compression	7/1/25 Salary	7/1/26 1 Step + Compression	7/1/26 Salary	Total Increase from 7/1/23	% over 3 years
3	AB(3)	\$67,441	AA	\$ 69,715	Y	\$ 73,393	W	\$ 77,265	\$ 9,824	14.6%
4	AA(4)	\$68,854	Z	\$ 71,176	X	\$ 74,930	V	\$ 78,884	\$ 10,030	14.6%
6	Z(5)	\$70,297	Y	\$ 72,666	W	\$ 76,500	U	\$ 80,538	\$ 10,241	14.6%
1	Y(6)	\$71,769	X	\$ 74,188	V	\$ 78,103	T	\$ 82,224	\$ 10,455	14.6%
5	X(7)	\$73,272	W	\$ 75,743	U	\$ 79,741	S	\$ 83,947	\$ 10,675	14.6%
4	W(8)	\$74,808	V	\$ 77,330	T	\$ 81,410	R	\$ 85,705	\$ 10,897	14.6%
3	V(9)	\$76,375	U	\$ 78,951	S	\$ 83,116	Q	\$ 87,501	\$ 11,126	14.6%
	U(10)	\$77,976	T	\$ 80,604	R	\$ 84,856	P	\$ 89,335	\$ 11,359	14.6%
7	T(11)	\$79,609	S	\$ 82,293	Q	\$ 86,635	O	\$ 91,206	\$ 11,597	14.6%
	S(12)	\$81,277	R	\$ 84,016	P	\$ 88,450	N	\$ 93,116	\$ 11,839	14.6%
3	R(13)	\$82,979	Q	\$ 85,777	O	\$ 90,303	M	\$ 95,067	\$ 12,088	14.6%
3	Q(14)	\$84,718	P	\$ 87,574	N	\$ 92,194	L	\$ 97,058	\$ 12,340	14.6%
	P(15)	\$86,493	O	\$ 89,409	M	\$ 94,126	K	\$ 99,091	\$ 12,598	14.6%
8	O(16)	\$88,305	N	\$ 91,281	L	\$ 96,097	J	\$ 101,168	\$ 12,863	14.6%
7	N(17)	\$90,154	M	\$ 93,194	K	\$ 98,110	I	\$ 103,289	\$ 13,135	14.6%
5	M(18)	\$92,043	L	\$ 95,146	J	\$ 100,166	H	\$ 105,452	\$ 13,409	14.6%
7	L(19)	\$93,971	K	\$ 97,139	I	\$ 102,266	G	\$ 107,661	\$ 13,690	14.6%
7	K(20)	\$95,940	J	\$ 99,174	H	\$ 104,408	F	\$ 109,917	\$ 13,977	14.6%
7	J(21)	\$97,950	I	\$ 101,253	G	\$ 106,595	E	\$ 112,219	\$ 14,269	14.6%
20	I(22)	\$100,003	H	\$ 103,374	F	\$ 108,829	D	\$ 114,571	\$ 14,568	14.6%
6	H(23)	\$102,098	G	\$ 105,540	E	\$ 111,108	C	\$ 116,971	\$ 14,873	14.6%
13	G(24)	\$104,237	F	\$ 107,751	D	\$ 113,437	B	\$ 119,421	\$ 15,184	14.6%
8	F(25)	\$106,421	E	\$ 110,008	C	\$ 115,813	A	\$ 121,924	\$ 15,503	14.6%
15	E(26)	\$108,650	D	\$ 112,314	B	\$ 118,239	A	\$ 121,924	\$ 13,274	12.2%
2	D(27)	\$110,927	C	\$ 114,666	A	\$ 120,717	A	\$ 121,924	\$ 10,997	9.9%
7	C(28)	\$113,250	B	\$ 117,068	A	\$ 120,717	A	\$ 121,924	\$ 8,674	7.7%
5	B(29)	\$115,623	A	\$ 119,522	A	\$ 120,717	A	\$ 121,924	\$ 6,301	5.4%
26	A(30)	\$118,046	A	\$ 119,522	A	\$ 120,717	A	\$ 121,924	\$ 3,878	3.3%



Average Raises

Average Raise under proposed 3-year contract
12.9%
Average Raise under the past two contracts
12.1%
Average Raises over 5 years
25.0%

