

**MEMORANDUM OF AGREEMENT  
BETWEEN  
THE BOARD OF EDUCATION OF THE  
MANHASSET UNION FREE SCHOOL DISTRICT  
AND  
THE MANHASSET EDUCATIONAL SUPPORT PERSONNEL ASSOCIATION**

The authorized representatives of the Board of Education of the Manhasset Union Free School District (“Board”) and the Manhasset Educational Support Personnel Association (“Association”) have negotiated in good faith with respect to the terms and conditions of employment for the members of the bargaining unit represented by the Association. The parties agree that, except as noted below, the terms and conditions of employment contained in the parties 2019-2023 collective bargaining agreement (“Agreement”) shall remain in full force and effect. The terms of this Memorandum of Agreement are subject to ratification by the members of the bargaining unit and approval of the Board of Education. The signatories to this Memorandum hereby acknowledge and affirm their legal obligation under the Taylor Law to affirmatively recommend the terms of this Memorandum of Agreement to their respective constituencies.

1. **Duration:** Article XX (p.35) July 1, 2023 – June 30, 2027
2. **Retirement:** Article III.B (p. 2)

Revise paragraph B to read in its entirety as follows:

“B. A unit member who intends to retire or separate in vested status from service shall inform his/her supervisor in writing no less than four (4) months prior to the intended date of retirement. *Unit members who fail to provide four-months prior notice shall be docked one week’s pay from their final paycheck.* Upon request of the unit member, the District may, in its sole discretion, waive any portion of the four month notice, which decision shall not be grievable.”

3. **Salary:** Article VI.A.2 (p.5)
  - Effective 7/1/23: 1.5% + step movement
  - Effective 7/1/24: 1.5% + step movement
  - Effective 7/1/25: 1.5% + step movement
  - Effective 7/1/26: 1.0% + step movement
4. **Longevity:** Article VI. C. 3 (p. 8)
  - Add \$500 longevity (one-time payment) for unit members who have completed 30 years’ District service.
  - Article VI, C, 4 (p. 8)  
Amend sentence to read in its entirety: “Full-time service” for purposes of longevity shall mean 30 or more hours per week, as applicable.

**5. Health Insurance:** Article X, A. 2 (p. 20)

| Unit member hired prior to 7/1/14   | Unit member hired on or after 7/1/14 |
|-------------------------------------|--------------------------------------|
| • Effective 7/1/23: 13% (no change) | • Effective 7/1/23: 17% (no change)  |
| • Effective 7/1/24: 14%             | • Effective 7/1/24: 18%              |
| • Effective 7/1/25: 14%             | • Effective 7/1/25: 18%              |
| • Effective 7/1/26: 14%             | • Effective 7/1/26: 18%              |

**6. Meetings:** Article V. III. (p. 5)

Increase from seven (7) to eight (8) meetings each year.

**7. Hiring Salary Range:** Article VI. A. 4. (p. 6)

Modify current language such that new unit members may be placed on steps one (1) through five (5) on the appropriate salary schedule, except in extraordinary circumstances.

**8. Schedule A – Paraprofessionals, Registered Professional Nurses, 10-Month Security Personnel (p. 36)**

Modify section 5 to read as follows:

“Effective with the 2023-2024 school year, 10-month unit members’ work year shall be the teachers’ calendar.”

- NOTE:
  - In order to make up for the two days’ pay (i.e., Superintendent’s Conference Days) which 10-month unit members have previously received for working these days, effective with the 2023-24 school year, the District will increase each cell of the 10-month unit members’ salary schedules by the equivalent of two days’ pay. (See Salary Schedule, attachment \_\_\_\_.)
  - Unit members who do not report for work on August 30 and 31, 2023 will not be paid for those days.
  - If unit member claims illness on August 30 and/or August 31, 2023, unit member must produce a doctor’s note in order to receive personal illness pay.

- Effective with the 2024-25 school year, the work year for all 10-month MESPA unit members will be the same as teachers' work year, including Superintendent's Conference Days.

**9. Schedule B - Clericals (p. 37)**

Modify section 1 (2) to read as follows:

"Effective with the 2023-2024 school year, 10-month unit members' work year shall be the teachers' calendar."

- NOTE:
  - In order to make up for the two days' pay (i.e., Superintendent's Conference Days) which 10-month unit members have previously received for working these days, effective with the 2023-24 school year, the District will increase each cell of the 10-month unit members' salary schedules by the equivalent of two days' pay. (See Salary Schedule, attachment \_\_\_\_.)
  - Unit members who do not report for work on August 30 and 31, 2023 will not be paid for those days.
  - If unit member claims illness on August 30 and/or August 31, 2023, unit member must produce a doctor's note in order to receive personal illness pay.
- Effective with the 2024-25 school year, the work year for all 10-month MESPA unit members will be the same as teachers' work year, including Superintendent's Conference Days.

**10. Article V: Workday, Workweek and Work Year (p. 4)**

Add the following new provision:

**"G. Security Guards/Security Aides**

"Security guards and security aides may be needed after school hours to provide security for meetings of the Board of Education, including community meetings, but excluding athletic events.. The District shall first seek volunteers for such work, but if there is an insufficient number of volunteers, the District will assign in inverse order of seniority. Security guards and security aides who perform such duty shall be paid at overtime rate in accordance with Article VI (B). All security personnel who provide security services noted above shall receive up to \$25 meal reimbursement upon submission of a reimbursement form in accordance with District policy."

- 11. Registered Nurses Bonus Article VI.J.1 (p.10) [Correction as noted in parties' side letter dated 10/21/21]**

Annual bonus for Registered Nurses:  
School Nurse Certification: \$500  
Bachelor's degree: \$500  
Master's Degree: \$750

- 12. Holidays Article IX.A (p. 11)**

A. 1 Holidays: All full-time 12-month unit members shall have the paid holidays listed on page 11 of current agreement, plus Juneteenth and all other individual school holidays as may be determined by the Board of Education.

- 13. Vacation: Article IX. B. 2 (p.12)**

Amend to read in its entirety as follows:

"2. a Vacation days shall be deemed earned and accrued monthly in accordance with section B.1, but may be used in advance of actual accrual, provided, however, that if a unit member leaves District employment for any reason, the District shall recoup the value of any vacation days used in excess of vacation days actually earned.

b. *Vacation days shall be taken by all twelve-month unit members (including custodians, cleaners, groundskeepers, maintainers, maintainer helpers and I.T .managers) during the period starting with the close of schools in June and ending 10 calendar days prior to Superintendent's Conference Day, or August 15<sup>th</sup>, whichever comes later. Vacation requests shall be scheduled with the unit member's supervisor prior to June 1 each year. With the unit member's supervisor's approval, unit members (including custodians, cleaners, groundskeepers, maintainers, maintainer helpers and I.T .managers) can use up to two accrued vacation days during periods when school is in session. The decision to grant such approval, or not, shall be in the sole discretion of the District and shall not be subject to the provisions of Article XI, provided, however, that such approval shall not be unreasonably denied. In addition, all vacation schedules for Buildings and Grounds unit members must also be approved by the Director of Facilities."*

- 14. Personal Illness: Article IX.C.1 (p. 14)**

Add the following:

"g. Unit members employed on a less than half time basis shall be allowed one paid personal illness leave day per year, non-cumulative, which may be used for the unit member's personal illness or family illness in the unit member's household (i.e., spouse, child, parent.)."

**15. Pregnancy:** Article IX, C.3 (page 15)

Amend to read in its entirety as follows:

“3. *Pregnancy/Childbirth*

“Unit members may utilize accumulated personal illness leave for any physical disability related or incidental to pregnancy. New parents, who are not entitled to pregnancy leave, shall be allowed to utilize up to five (5) days’ accumulated personal illness leave immediately following the birth of a child.”

**16. Family Illness:** Article IX.C.4 (New)

Add the following:

“4. *Family Illness.* Unit members may annually use up to three (3) of their allotted personal illness days for illness in the unit member’s household (i.e., spouse, child, parent.”

**17. Personal Leave Days:** Article IX. D (p.16)

Amend and add to current language in D.1 such that all full-time 12-month unit members shall have three (3) personal days annually.

**18. Association Business:** Article XVI (pp.34)

Add the following:

“The Association President shall be permitted one 45-minute unassigned period daily to conduct union business.”

**19. Retirement:** Article VIII (p.10) (New)

Add the following:

The Board agrees to take required action to make available to eligible unit members the benefits of NY Retirement and Social Security Law section 41-j relating to the application of unused sick leave toward the retirement benefit.

**20. Recognition:** Article I (p.1)

Add the following titles: custodian, bus dispatcher, and administrative officers unless specifically excluded by the February 11, 2022 memorandum of agreement between the parties.

Delete “...and all other unit members.”

**21. MESPA Salary Schedule:** (p. 45)

Delete salary column “7HRTACSI” for all employees hired on or after July 1, 2023. All 7-hour TA’s hired on or after July 1, 2023 will instead be placed on the “7 HR TA” salary column in the salary schedule.

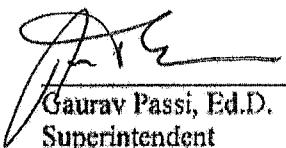
**22. House Keeping:**

Incorporate the following side letters

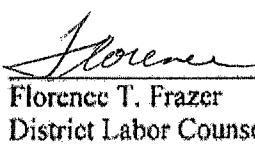
- 03/08/21: Snow Removal on remote Instruction Days
- 07/23/21: Accretion of Security Aides
- 10/12/21: Use of Available Vacation Days
- 10/21/21: Registered Nurses' annual bonus
- 2/11/22: Bus Dispatcher
- 2/11/22: Administrative Officer
- 08/30/22: Custodian

Dated: 8/22, 2023

**FOR THE BOARD OF EDUCATION**

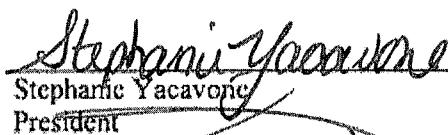


Gaurav Passi, Ed.D.  
Superintendent

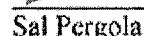


Florence T. Frazer  
District Labor Counsel

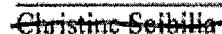
**FOR THE ASSOCIATION**



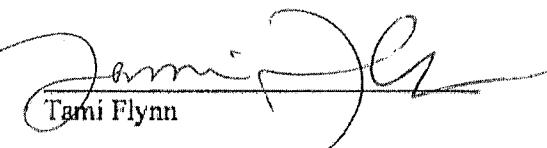
Stephanie Yacavone  
President



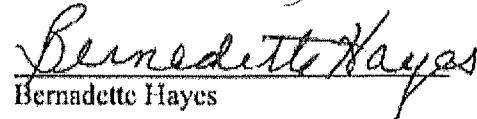
Sal Pergola



Christine Scibilia



Tami Flynn



Bernadette Hayes

This Memorandum may be signed electronically.

## SCHEDULE 385 MESPA 23-24 (1.5% INCR. + 2 DAYS)

Levels -&gt;

|         | Level   | Level   | Level   | Level   | Level   | Level    | Level    | Level   | Level   | Level    | Level     | Level   | Level     | Level   | Level   | Level   | Level   | Level   |
|---------|---------|---------|---------|---------|---------|----------|----------|---------|---------|----------|-----------|---------|-----------|---------|---------|---------|---------|---------|
|         | 6 HR TA | 6.5HRTA | 7 HRTA  | GRDMT   | 12SDMO  | 12SSACPT | 7HRTACSI | 10MTSG  | 12MTSG  | REGNURSE | RN 12-MTH | 6HRSABA | 6.5HRSABA | 7HRSABA |         |         |         |         |
| # Steps  | # Steps  | # Steps | # Steps | # Steps  | # Steps   | # Steps | # Steps   | # Steps | # Steps | # Steps | # Steps | # Steps |
| 20      | 20      | 20      | 20      | 20      | 20      | 20       | 20       | 20      | 20      | 20       | 20        | 20      | 20        | 20      | 20      | 20      | 20      | 20      |
| 1       | 27,828  | 30,148  | 32,465  | 49,662  | 39,212  | 44,903   | 35,636   | 42,925  | 55,809  | 50,498   | 56,202    | 69,239  | 24,398    | 26,432  | 28,465  |         |         |         |
| 2       | 28,973  | 31,385  | 33,799  | 50,743  | 40,833  | 46,487   | 36,892   | 44,049  | 57,274  | 50,805   | 57,383    | 70,694  | 25,230    | 27,332  | 29,433  |         |         |         |
| 3       | 30,023  | 32,526  | 35,027  | 52,050  | 42,421  | 48,053   | 38,135   | 45,367  | 58,985  | 52,581   | 58,656    | 72,263  | 25,945    | 28,106  | 30,269  |         |         |         |
| 4       | 31,113  | 33,706  | 36,302  | 53,288  | 44,043  | 49,639   | 39,393   | 46,510  | 60,473  | 54,089   | 59,548    | 73,852  | 26,583    | 28,796  | 31,011  |         |         |         |
| 5       | 32,182  | 34,862  | 37,544  | 54,503  | 45,608  | 51,185   | 40,620   | 47,707  | 62,028  | 55,633   | 61,142    | 75,324  | 27,334    | 29,613  | 31,891  |         |         |         |
| 6       | 33,246  | 36,017  | 38,787  | 55,696  | 47,194  | 52,773   | 41,877   | 48,901  | 63,580  | 57,280   | 62,417    | 76,895  | 28,075    | 30,415  | 32,754  |         |         |         |
| 7       | 34,323  | 37,186  | 40,044  | 56,959  | 48,761  | 54,356   | 43,137   | 50,130  | 65,179  | 58,808   | 63,690    | 78,464  | 28,790    | 31,188  | 33,586  |         |         |         |
| 8       | 35,417  | 38,366  | 41,318  | 58,175  | 50,345  | 55,943   | 44,394   | 51,308  | 66,710  | 60,313   | 64,978    | 80,052  | 29,516    | 31,976  | 34,437  |         |         |         |
| 9       | 36,480  | 39,521  | 42,561  | 59,391  | 51,931  | 57,508   | 45,638   | 52,504  | 68,264  | 61,958   | 66,251    | 81,620  | 30,232    | 32,751  | 35,270  |         |         |         |
| 10      | 37,572  | 40,701  | 43,833  | 60,607  | 53,479  | 59,093   | 46,897   | 53,681  | 69,796  | 63,525   | 67,509    | 83,168  | 30,972    | 33,554  | 36,135  |         |         |         |
| 11      | 38,650  | 41,871  | 45,091  | 61,914  | 55,043  | 60,679   | 48,152   | 54,896  | 71,373  | 65,108   | 68,751    | 84,700  | 31,662    | 34,298  | 36,937  |         |         |         |
| 12      | 39,729  | 43,040  | 46,351  | 63,131  | 56,611  | 62,303   | 49,443   | 56,091  | 72,927  | 66,685   | 69,996    | 86,232  | 32,400    | 35,103  | 37,801  |         |         |         |
| 13      | 40,807  | 44,209  | 47,608  | 64,414  | 58,196  | 63,869   | 50,685   | 57,302  | 74,503  | 68,278   | 71,267    | 87,799  | 33,103    | 35,862  | 38,621  |         |         |         |
| 14      | 41,871  | 45,362  | 48,851  | 65,651  | 59,761  | 65,453   | 51,944   | 58,497  | 76,058  | 69,847   | 72,496    | 89,312  | 33,844    | 36,663  | 39,484  |         |         |         |
| 15      | 42,939  | 46,515  | 50,055  | 66,914  | 61,346  | 67,076   | 53,233   | 59,711  | 77,635  | 71,470   | 73,739    | 90,844  | 34,533    | 37,411  | 40,287  |         |         |         |
| 16      | 44,217  | 47,901  | 51,588  | 68,417  | 63,265  | 68,967   | 54,733   | 61,144  | 79,499  | 73,386   | 75,239    | 92,692  | 35,291    | 38,232  | 41,174  |         |         |         |
| 17      | 45,496  | 49,286  | 53,076  | 69,922  | 65,182  | 70,857   | 56,234   | 62,577  | 81,364  | 75,289   | 76,740    | 94,540  | 36,050    | 39,053  | 42,057  |         |         |         |
| 18      | 46,773  | 50,670  | 54,568  | 71,428  | 67,101  | 72,750   | 57,733   | 64,013  | 83,228  | 77,155   | 78,239    | 96,388  | 36,808    | 39,876  | 42,944  |         |         |         |
| 19      | 48,051  | 52,057  | 56,059  | 72,932  | 69,017  | 74,640   | 59,234   | 65,446  | 85,094  | 79,049   | 79,740    | 98,237  | 37,567    | 40,697  | 43,828  |         |         |         |
| 20      | 49,330  | 53,442  | 57,551  | 74,436  | 70,935  | 76,532   | 60,733   | 66,880  | 86,958  | 80,944   | 81,240    | 100,084 | 38,325    | 41,519  | 44,714  |         |         |         |

## SCHEDULE 385 MESPA 23-24 (1.5% INCR. + 2 DAYS)

| Levels -> |          | Steps --> |         | Level   |         | Level   |        | Level   |        | Level   |          | Level   |         | Level  |           | Level |         | Level |           |
|-----------|----------|-----------|---------|---------|---------|---------|--------|---------|--------|---------|----------|---------|---------|--------|-----------|-------|---------|-------|-----------|
| Level     | 10CLKTYP | Level     | 12SRCLK | Level   | CLEANER | Level   | MES    | Level   | ITAST  | Level   | SEC AIDE | Level   | IT MGR  | Level  | IT SPEC 3 | Level | SECADE  | Level | TECHADEII |
| # Steps   | 20       | # Steps   | 20      | # Steps | 20      | # Steps | 20     | # Steps | 20     | # Steps | 10       | OFF     | # Steps | 20     | # Steps   | 20    | # Steps | 20    | # Steps   |
| 1         | 34,992   | 43,212    | 43,770  | 43,220  | 43,873  | 30,084  | 65,963 | 26,114  | 37,633 | 61,741  | 52,947   | 75,386  | 94,233  | 49,055 | 61,741    |       |         |       |           |
| 2         | 35,977   | 44,429    | 45,108  | 44,436  | 45,044  | 30,867  | 67,199 | 27,101  | 38,745 | 63,922  | 54,816   | 76,799  | 95,999  | 50,504 | 63,922    |       |         |       |           |
| 3         | 37,103   | 45,818    | 46,556  | 45,810  | 46,418  | 31,669  | 68,502 | 27,984  | 39,879 | 66,074  | 56,662   | 78,288  | 97,860  | 51,981 | 66,074    |       |         |       |           |
| 4         | 37,988   | 46,911    | 47,812  | 46,891  | 47,566  | 32,424  | 69,715 | 28,850  | 40,872 | 68,256  | 58,533   | 79,674  | 99,594  | 53,277 | 68,256    |       |         |       |           |
| 5         | 39,049   | 48,223    | 49,200  | 48,221  | 48,783  | 33,236  | 70,905 | 29,756  | 41,970 | 70,380  | 60,357   | 81,034  | 101,294 | 54,706 | 70,380    |       |         |       |           |
| 6         | 40,068   | 49,480    | 50,567  | 49,459  | 50,067  | 34,051  | 72,187 | 30,662  | 43,060 | 72,561  | 62,228   | 82,499  | 103,124 | 56,127 | 72,561    |       |         |       |           |
| 7         | 41,077   | 50,726    | 51,923  | 50,699  | 51,282  | 34,807  | 73,401 | 31,557  | 44,145 | 74,739  | 64,095   | 83,886  | 104,859 | 57,543 | 74,739    |       |         |       |           |
| 8         | 42,084   | 51,969    | 53,280  | 51,960  | 52,545  | 35,621  | 74,631 | 32,467  | 45,216 | 76,920  | 65,986   | 85,349  | 106,687 | 58,939 | 76,920    |       |         |       |           |
| 9         | 43,066   | 53,182    | 54,609  | 53,175  | 53,783  | 36,406  | 75,937 | 33,357  | 46,291 | 79,073  | 67,812   | 86,786  | 108,481 | 60,340 | 79,073    |       |         |       |           |
| 10        | 44,089   | 54,447    | 55,980  | 54,436  | 55,067  | 37,191  | 77,173 | 34,273  | 47,370 | 81,254  | 69,681   | 88,198  | 110,248 | 61,744 | 81,254    |       |         |       |           |
| 11        | 45,092   | 55,684    | 57,332  | 55,651  | 56,284  | 37,975  | 78,411 | 35,155  | 48,433 | 83,433  | 71,550   | 89,612  | 112,015 | 63,132 | 83,433    |       |         |       |           |
| 12        | 46,112   | 56,944    | 58,712  | 56,935  | 57,544  | 38,790  | 79,645 | 36,066  | 49,519 | 85,665  | 73,465   | 91,023  | 113,778 | 64,548 | 85,665    |       |         |       |           |
| 13        | 47,093   | 58,154    | 60,040  | 58,152  | 58,783  | 39,561  | 80,858 | 36,955  | 50,593 | 87,820  | 75,312   | 92,409  | 115,511 | 65,947 | 87,820    |       |         |       |           |
| 14        | 48,093   | 59,390    | 61,390  | 59,390  | 60,066  | 40,359  | 82,094 | 37,858  | 51,680 | 90,000  | 77,181   | 93,822  | 117,277 | 67,364 | 90,000    |       |         |       |           |
| 15        | 49,125   | 60,665    | 62,781  | 60,652  | 61,283  | 41,143  | 83,353 | 38,735  | 52,745 | 92,230  | 79,094   | 95,259  | 119,075 | 68,751 | 92,230    |       |         |       |           |
| 16        | 50,611   | 62,501    | 64,634  | 62,147  | 62,741  | 42,079  | 84,821 | 39,755  | 53,963 | 94,830  | 81,324   | 96,939  | 121,173 | 70,341 | 94,830    |       |         |       |           |
| 17        | 52,098   | 64,337    | 66,489  | 63,644  | 64,202  | 43,017  | 86,291 | 40,773  | 55,182 | 97,430  | 83,553   | 98,618  | 123,273 | 71,930 | 97,430    |       |         |       |           |
| 18        | 53,586   | 66,174    | 68,344  | 65,139  | 65,661  | 43,932  | 87,760 | 41,792  | 56,402 | 100,029 | 85,784   | 100,297 | 125,372 | 73,519 | 100,029   |       |         |       |           |
| 19        | 55,073   | 68,010    | 70,198  | 66,635  | 67,121  | 44,883  | 89,230 | 42,808  | 57,623 | 102,629 | 88,013   | 101,977 | 127,471 | 75,110 | 102,629   |       |         |       |           |
| 20        | 56,560   | 69,847    | 72,053  | 68,130  | 68,581  | 45,825  | 90,699 | 43,828  | 58,842 | 105,229 | 90,244   | 103,656 | 129,570 | 76,698 | 105,229   |       |         |       |           |

| Level | 6 HRTA | 6.5HRTA | 7 HRTA | GRDMT  | Level  | 12SDMO | 12SSACPT | 7HRTACSI | 10MTSG | 12MTSG | CUST   | Level   | 12MTSG | 7HRI2SS | REGNUR | RN 12- | Level | 6.5HRSABA | 6.5HRSAB | 12CLKTYP |
|-------|--------|---------|--------|--------|--------|--------|----------|----------|--------|--------|--------|---------|--------|---------|--------|--------|-------|-----------|----------|----------|
|       |        |         |        |        |        |        |          |          |        |        |        |         |        |         |        |        |       |           |          |          |
| 20    | 20     | 20      | 20     | 20     | 20     | 20     | 20       | 20       | 20     | 20     | 20     | 20      | 20     | 20      | 20     | 20     | 20    | 20        | 20       | 20       |
| 1     | 28,245 | 30,600  | 32,952 | 50,407 | 39,800 | 45,577 | 36,171   | 43,569   | 56,646 | 51,255 | 57,045 | 70,278  | 24,764 | 26,828  | 43,860 |        |       |           |          |          |
| 2     | 29,408 | 31,856  | 34,306 | 51,504 | 41,445 | 47,184 | 37,445   | 44,710   | 58,133 | 51,567 | 58,244 | 71,754  | 25,608 | 27,742  | 45,095 |        |       |           |          |          |
| 3     | 30,473 | 33,014  | 35,552 | 52,831 | 43,057 | 48,774 | 38,707   | 46,048   | 59,870 | 53,370 | 59,536 | 73,347  | 26,334 | 28,528  | 46,505 |        |       |           |          |          |
| 4     | 31,580 | 34,212  | 36,847 | 54,087 | 44,704 | 50,384 | 39,984   | 47,208   | 61,380 | 54,900 | 60,847 | 74,960  | 26,982 | 29,228  | 47,615 |        |       |           |          |          |
| 5     | 32,665 | 35,385  | 38,107 | 55,321 | 46,292 | 51,953 | 41,229   | 48,423   | 62,958 | 56,528 | 62,059 | 76,454  | 27,744 | 30,057  | 48,946 |        |       |           |          |          |
| 6     | 33,745 | 36,557  | 39,369 | 56,531 | 47,902 | 53,565 | 42,505   | 49,635   | 64,534 | 58,119 | 63,353 | 78,048  | 28,496 | 30,871  | 50,222 |        |       |           |          |          |
| 7     | 34,838 | 37,744  | 40,645 | 57,813 | 49,492 | 55,171 | 43,784   | 50,882   | 66,157 | 59,690 | 64,645 | 79,641  | 29,222 | 31,656  | 51,487 |        |       |           |          |          |
| 8     | 35,948 | 38,941  | 41,938 | 59,048 | 51,100 | 56,782 | 45,060   | 52,078   | 67,711 | 61,279 | 65,953 | 81,253  | 29,959 | 32,456  | 52,749 |        |       |           |          |          |
| 9     | 37,027 | 40,114  | 43,199 | 60,282 | 52,710 | 58,371 | 46,323   | 53,292   | 69,288 | 62,887 | 67,245 | 82,844  | 30,685 | 33,242  | 53,980 |        |       |           |          |          |
| 10    | 38,136 | 41,312  | 44,490 | 61,516 | 54,281 | 59,979 | 47,600   | 54,486   | 70,843 | 64,478 | 68,522 | 84,416  | 31,437 | 34,057  | 55,264 |        |       |           |          |          |
| 11    | 39,230 | 42,499  | 45,767 | 62,843 | 55,869 | 61,589 | 48,874   | 55,719   | 72,444 | 66,085 | 69,782 | 85,971  | 32,137 | 34,812  | 56,519 |        |       |           |          |          |
| 12    | 40,325 | 43,686  | 47,046 | 64,078 | 57,460 | 63,238 | 50,185   | 56,932   | 74,021 | 67,695 | 71,046 | 87,525  | 32,886 | 35,630  | 57,798 |        |       |           |          |          |
| 13    | 41,419 | 44,872  | 48,322 | 65,380 | 59,069 | 64,827 | 51,445   | 58,162   | 75,621 | 69,302 | 72,336 | 89,116  | 33,600 | 36,400  | 59,026 |        |       |           |          |          |
| 14    | 42,499 | 46,042  | 49,584 | 66,636 | 60,657 | 66,435 | 52,723   | 59,374   | 77,199 | 70,895 | 73,583 | 90,652  | 34,352 | 37,213  | 60,281 |        |       |           |          |          |
| 15    | 43,583 | 47,213  | 50,846 | 67,918 | 62,266 | 68,082 | 54,031   | 60,607   | 78,800 | 72,542 | 74,845 | 92,207  | 35,051 | 37,972  | 61,575 |        |       |           |          |          |
| 16    | 44,880 | 48,620  | 52,360 | 69,443 | 64,214 | 70,002 | 55,554   | 62,061   | 80,691 | 74,466 | 76,368 | 94,082  | 35,820 | 38,805  | 63,439 |        |       |           |          |          |
| 17    | 46,178 | 50,025  | 53,872 | 70,971 | 66,160 | 71,920 | 57,078   | 63,516   | 82,584 | 76,388 | 77,891 | 95,958  | 36,591 | 39,639  | 65,302 |        |       |           |          |          |
| 18    | 47,475 | 51,430  | 55,387 | 72,499 | 68,108 | 73,841 | 58,599   | 64,973   | 84,476 | 78,312 | 79,413 | 97,834  | 37,360 | 40,474  | 67,167 |        |       |           |          |          |
| 19    | 48,772 | 52,838  | 56,900 | 74,026 | 70,052 | 75,760 | 60,123   | 66,428   | 86,370 | 80,235 | 80,936 | 99,711  | 38,131 | 41,307  | 69,030 |        |       |           |          |          |
| 20    | 50,070 | 54,244  | 58,414 | 75,553 | 71,999 | 77,680 | 61,644   | 67,883   | 88,262 | 82,158 | 82,459 | 101,585 | 38,900 | 42,142  | 70,895 |        |       |           |          |          |

Steps --&gt;

## SCHEDULE 387 MESPA 24-25 (1.5 % INCR)

| Level<br>12SRCLK<br>TYP | Level<br>CLEANER | Level<br>MAINTHEL | Level<br>MES | Level<br>IT AST | Level<br>MGR | Level<br>HLTH AIDE | Level<br>SEC AIDE | Level<br>ADMIN | Level<br>BUS DISP | Level<br>IT SPEC 3 | Level<br>IT MGR | Level<br>SECAIDE 12 | Level<br>TECHAIDEII |
|-------------------------|------------------|-------------------|--------------|-----------------|--------------|--------------------|-------------------|----------------|-------------------|--------------------|-----------------|---------------------|---------------------|
|                         |                  |                   |              |                 |              |                    |                   |                |                   |                    |                 |                     |                     |
| 20                      | 20               | 20                | 20           | 20              | 20           | 20                 | 20                | 20             | 20                | 20                 | 20              | 20                  | 20                  |
| 1                       | 44,427           | 43,868            | 44,531       | 30,535          | 66,952       | 26,506             | 38,197            | 62,667         | 53,741            | 76,517             | 95,646          | 49,791              | 62,667              |
| 2                       | 45,785           | 45,103            | 45,720       | 31,330          | 68,207       | 27,508             | 39,326            | 64,881         | 55,638            | 77,951             | 97,439          | 51,262              | 64,881              |
| 3                       | 47,254           | 46,497            | 47,114       | 32,144          | 69,530       | 28,404             | 40,477            | 67,065         | 57,512            | 79,462             | 99,328          | 52,761              | 67,065              |
| 4                       | 48,529           | 47,594            | 48,279       | 32,910          | 70,761       | 29,283             | 41,485            | 69,280         | 59,411            | 80,869             | 101,088         | 54,076              | 69,280              |
| 5                       | 49,938           | 48,944            | 49,515       | 33,735          | 71,969       | 30,202             | 42,600            | 71,436         | 61,262            | 82,250             | 102,813         | 55,527              | 71,436              |
| 6                       | 51,326           | 50,201            | 50,818       | 34,562          | 73,270       | 31,122             | 43,706            | 73,649         | 63,161            | 83,736             | 104,671         | 56,969              | 73,649              |
| 7                       | 52,702           | 51,459            | 52,051       | 35,329          | 74,502       | 32,030             | 44,807            | 75,860         | 65,056            | 85,144             | 106,432         | 58,406              | 75,860              |
| 8                       | 54,079           | 52,739            | 53,333       | 36,155          | 75,801       | 32,954             | 45,894            | 78,074         | 66,955            | 86,629             | 108,287         | 59,823              | 78,074              |
| 9                       | 55,428           | 53,973            | 54,590       | 36,952          | 77,076       | 33,857             | 46,985            | 80,259         | 68,829            | 88,088             | 110,108         | 61,245              | 80,259              |
| 10                      | 56,820           | 55,253            | 55,893       | 37,749          | 78,331       | 34,787             | 48,081            | 82,473         | 70,726            | 89,521             | 111,902         | 62,670              | 82,473              |
| 11                      | 58,192           | 56,486            | 57,128       | 38,545          | 79,587       | 35,682             | 49,159            | 84,684         | 72,623            | 90,956             | 113,695         | 64,079              | 84,684              |
| 12                      | 59,593           | 57,789            | 58,407       | 39,372          | 80,840       | 36,607             | 50,262            | 86,950         | 74,567            | 92,388             | 115,485         | 65,516              | 86,950              |
| 13                      | 60,941           | 59,024            | 59,665       | 40,154          | 82,071       | 37,509             | 51,352            | 89,137         | 76,442            | 93,795             | 117,244         | 66,936              | 89,137              |
| 14                      | 62,311           | 60,281            | 60,967       | 40,964          | 83,325       | 38,426             | 52,455            | 91,350         | 78,339            | 95,229             | 119,036         | 68,374              | 91,350              |
| 15                      | 63,723           | 61,562            | 62,202       | 41,760          | 84,603       | 39,316             | 53,536            | 93,613         | 80,280            | 96,688             | 120,861         | 69,782              | 93,613              |
| 16                      | 65,604           | 63,079            | 63,682       | 42,710          | 86,093       | 40,351             | 54,772            | 96,252         | 82,544            | 98,393             | 122,991         | 71,396              | 96,252              |
| 17                      | 67,486           | 64,599            | 65,165       | 43,662          | 87,585       | 41,385             | 56,010            | 98,891         | 84,806            | 100,097            | 125,122         | 73,009              | 98,891              |
| 18                      | 69,369           | 66,116            | 66,646       | 44,611          | 89,076       | 42,419             | 57,248            | 101,529        | 87,071            | 101,801            | 127,253         | 74,622              | 101,529             |
| 19                      | 71,251           | 67,635            | 68,128       | 45,561          | 90,568       | 43,450             | 58,487            | 104,168        | 89,333            | 103,507            | 129,383         | 76,237              | 104,168             |
| 20                      | 73,134           | 69,152            | 69,610       | 46,512          | 92,059       | 44,485             | 59,725            | 106,807        | 91,598            | 105,211            | 131,514         | 77,848              | 106,807             |

Steps ↓

## SCHEDULE 388 MESPA 25-26 (1.5% INCR)

| Level → | Level   |           | Level   |         | Level   |         | Level    |         | Level   |         | Level   |           | Level   |           | Level   |       |
|---------|---------|-----------|---------|---------|---------|---------|----------|---------|---------|---------|---------|-----------|---------|-----------|---------|-------|
|         | 6 HR TA | 6.5 HR TA | 7 HR TA | GRD/MT  | 12SDMO  | 12SSACP | 7HRTACSI | 10MTSG  | 12MTSG  | 7HR12SS | REGNUR  | RN 12-MTH | 6HRSABA | 6.5HRSABA | 7HRSABA | Level |
| # Steps | # Steps | # Steps   | # Steps | # Steps | # Steps | # Steps | # Steps  | # Steps | # Steps | # Steps | # Steps | # Steps   | # Steps | # Steps   | # Steps | Level |
| 20      | 20      | 20        | 20      | 20      | 20      | 20      | 20       | 20      | 20      | 20      | 20      | 20        | 20      | 20        | 20      | 20    |
| 1       | 28,669  | 31,059    | 33,446  | 51,163  | 40,397  | 46,261  | 36,714   | 44,223  | 57,496  | 52,024  | 57,901  | 71,332    | 25,135  | 27,230    | 29,325  |       |
| 2       | 29,849  | 32,334    | 34,821  | 52,277  | 42,067  | 47,892  | 38,007   | 45,381  | 59,005  | 52,341  | 59,118  | 72,830    | 25,992  | 28,158    | 30,322  |       |
| 3       | 30,930  | 33,509    | 36,085  | 53,623  | 43,703  | 49,506  | 39,288   | 46,739  | 60,768  | 54,171  | 60,429  | 74,447    | 26,729  | 28,956    | 31,184  |       |
| 4       | 32,054  | 34,725    | 37,400  | 54,898  | 45,375  | 51,140  | 40,584   | 47,916  | 62,301  | 55,724  | 61,760  | 76,084    | 27,387  | 29,666    | 31,948  |       |
| 5       | 33,155  | 35,916    | 38,679  | 56,151  | 46,986  | 52,732  | 41,847   | 49,149  | 63,902  | 57,376  | 62,990  | 77,601    | 28,160  | 30,508    | 32,855  |       |
| 6       | 34,251  | 37,105    | 39,960  | 57,379  | 48,621  | 54,368  | 43,143   | 50,380  | 65,502  | 58,991  | 64,303  | 79,219    | 28,923  | 31,334    | 33,744  |       |
| 7       | 35,361  | 38,310    | 41,255  | 58,680  | 50,234  | 55,999  | 44,441   | 51,645  | 67,149  | 60,585  | 65,615  | 80,836    | 29,660  | 32,131    | 34,601  |       |
| 8       | 36,487  | 39,525    | 42,567  | 59,934  | 51,867  | 57,634  | 45,736   | 52,859  | 68,727  | 62,198  | 66,942  | 82,472    | 30,408  | 32,943    | 35,478  |       |
| 9       | 37,582  | 40,716    | 43,847  | 61,186  | 53,501  | 59,247  | 47,018   | 54,091  | 70,327  | 63,830  | 68,254  | 84,087    | 31,145  | 33,741    | 36,336  |       |
| 10      | 38,708  | 41,932    | 45,157  | 62,439  | 55,095  | 60,879  | 48,314   | 55,303  | 71,906  | 65,445  | 69,550  | 85,682    | 31,909  | 34,568    | 37,227  |       |
| 11      | 39,818  | 43,136    | 46,454  | 63,786  | 56,707  | 62,513  | 49,607   | 56,555  | 73,531  | 67,076  | 70,829  | 87,261    | 32,619  | 35,334    | 38,053  |       |
| 12      | 40,930  | 44,341    | 47,752  | 65,039  | 58,322  | 64,187  | 50,938   | 57,786  | 75,131  | 68,710  | 72,112  | 88,838    | 33,379  | 36,164    | 38,944  |       |
| 13      | 42,040  | 45,545    | 49,047  | 66,361  | 59,955  | 65,799  | 52,217   | 59,034  | 76,755  | 70,342  | 73,421  | 90,453    | 34,104  | 36,946    | 39,788  |       |
| 14      | 43,136  | 46,733    | 50,328  | 67,636  | 61,567  | 67,432  | 53,514   | 60,265  | 78,357  | 71,958  | 74,687  | 92,012    | 34,867  | 37,771    | 40,677  |       |
| 15      | 44,237  | 47,921    | 51,609  | 68,937  | 63,200  | 69,103  | 54,841   | 61,516  | 79,982  | 73,630  | 75,968  | 93,590    | 35,577  | 38,542    | 41,504  |       |
| 16      | 45,553  | 49,349    | 53,145  | 70,485  | 65,177  | 71,052  | 56,387   | 62,992  | 81,901  | 75,583  | 77,514  | 95,493    | 36,357  | 39,387    | 42,419  |       |
| 17      | 46,871  | 50,775    | 54,680  | 72,036  | 67,152  | 72,999  | 57,934   | 64,469  | 83,823  | 77,534  | 79,059  | 97,397    | 37,140  | 40,234    | 43,328  |       |
| 18      | 48,187  | 52,201    | 56,218  | 73,586  | 69,130  | 74,949  | 59,478   | 65,948  | 85,743  | 79,487  | 80,604  | 99,302    | 37,920  | 41,081    | 44,242  |       |
| 19      | 49,504  | 53,631    | 57,754  | 75,136  | 71,103  | 76,896  | 61,025   | 67,424  | 87,666  | 81,439  | 82,150  | 101,207   | 38,703  | 41,927    | 45,152  |       |
| 20      | 50,821  | 55,058    | 59,290  | 76,686  | 73,079  | 78,845  | 62,569   | 68,901  | 89,586  | 83,390  | 83,696  | 103,109   | 39,484  | 42,774    | 46,066  |       |

## SCHEDULE 388 MESPA 25-26 (1.5% INCR)

| Level | Level    |            | Level   |         | Level    |         | Level   |         | Level   |         | Level   |          | Level     |         | Level   |        |
|-------|----------|------------|---------|---------|----------|---------|---------|---------|---------|---------|---------|----------|-----------|---------|---------|--------|
|       | 10CLKTYP | 12SRCLKTYP | 12SRCLK | CLEANER | MAINTEL. | MES     | IT AST  | MGR     | HLTH    | AIDE    | ADMIN   | BUS DISP | IT SPEC 3 | IT MGR  | SECAIDE | TECHAD |
|       | # Steps  | # Steps    | # Steps | # Steps | # Steps  | # Steps | # Steps | # Steps | # Steps | # Steps | # Steps | # Steps  | # Steps   | # Steps | ELI     |        |
|       | 20       | 20         | 20      | 20      | 20       | 20      | 20      | 20      | 20      | 20      | 20      | 20       | 20        | 20      | 20      | 20     |
| 1     | 36,050   | 44,518     | 45,093  | 44,526  | 45,199   | 30,993  | 67,956  | 26,904  | 38,770  | 63,607  | 54,547  | 77,665   | 97,081    | 50,538  | 63,607  |        |
| 2     | 37,065   | 45,771     | 46,472  | 45,780  | 46,406   | 31,800  | 69,230  | 27,921  | 39,916  | 65,854  | 56,473  | 79,120   | 98,901    | 52,031  | 65,854  |        |
| 3     | 38,225   | 47,203     | 47,963  | 47,194  | 47,821   | 32,626  | 70,573  | 28,830  | 41,084  | 68,071  | 58,375  | 80,654   | 100,818   | 53,552  | 68,071  |        |
| 4     | 39,136   | 48,329     | 49,257  | 48,308  | 49,003   | 33,404  | 71,822  | 29,722  | 42,107  | 70,319  | 60,302  | 82,082   | 102,604   | 54,887  | 70,319  |        |
| 5     | 40,230   | 49,680     | 50,687  | 49,678  | 50,258   | 34,241  | 73,049  | 30,655  | 43,239  | 72,508  | 62,181  | 83,484   | 104,355   | 56,360  | 72,508  |        |
| 6     | 41,279   | 50,975     | 52,096  | 50,954  | 51,580   | 35,080  | 74,369  | 31,589  | 44,362  | 74,754  | 64,108  | 84,992   | 106,241   | 57,824  | 74,754  |        |
| 7     | 42,318   | 52,259     | 53,493  | 52,231  | 52,832   | 35,859  | 75,620  | 32,510  | 45,479  | 76,998  | 66,032  | 86,421   | 108,028   | 59,282  | 76,998  |        |
| 8     | 43,356   | 53,540     | 54,890  | 53,530  | 54,133   | 36,697  | 76,938  | 33,448  | 46,582  | 79,245  | 67,959  | 87,928   | 109,911   | 60,720  | 79,245  |        |
| 9     | 44,368   | 54,790     | 56,259  | 54,783  | 55,409   | 37,506  | 78,232  | 34,365  | 47,690  | 81,463  | 69,861  | 89,409   | 111,760   | 62,164  | 81,463  |        |
| 10    | 45,421   | 56,093     | 57,672  | 56,082  | 56,731   | 38,315  | 79,506  | 35,309  | 48,802  | 83,710  | 71,787  | 90,864   | 113,581   | 63,610  | 83,710  |        |
| 11    | 46,455   | 57,367     | 59,065  | 57,333  | 57,985   | 39,123  | 80,781  | 36,217  | 49,896  | 85,954  | 73,712  | 92,320   | 115,400   | 65,040  | 85,954  |        |
| 12    | 47,506   | 58,665     | 60,487  | 58,656  | 59,283   | 39,963  | 82,053  | 37,156  | 51,016  | 88,254  | 75,686  | 93,774   | 117,217   | 66,499  | 88,254  |        |
| 13    | 48,516   | 59,911     | 61,855  | 59,909  | 60,560   | 40,756  | 83,302  | 38,072  | 52,122  | 90,474  | 77,589  | 95,202   | 119,003   | 67,940  | 90,474  |        |
| 14    | 49,546   | 61,185     | 63,246  | 61,185  | 61,882   | 41,578  | 84,575  | 39,002  | 53,242  | 92,720  | 79,514  | 96,657   | 120,822   | 69,400  | 92,720  |        |
| 15    | 50,610   | 62,499     | 64,679  | 62,485  | 63,135   | 42,386  | 85,872  | 39,906  | 54,339  | 95,017  | 81,484  | 98,138   | 122,674   | 70,829  | 95,017  |        |
| 16    | 52,141   | 64,391     | 66,588  | 64,025  | 64,637   | 43,351  | 87,384  | 40,956  | 55,594  | 97,636  | 83,782  | 99,869   | 124,836   | 72,467  | 97,636  |        |
| 17    | 53,672   | 66,282     | 68,498  | 65,568  | 66,142   | 44,317  | 88,899  | 42,006  | 56,850  | 100,374 | 86,078  | 101,598  | 126,999   | 74,104  | 100,374 |        |
| 18    | 55,206   | 68,175     | 70,410  | 67,108  | 67,646   | 45,280  | 90,412  | 43,055  | 58,107  | 103,052 | 88,377  | 103,328  | 129,162   | 75,741  | 103,052 |        |
| 19    | 56,737   | 70,065     | 72,320  | 68,650  | 69,150   | 46,244  | 91,927  | 44,102  | 59,364  | 105,731 | 90,673  | 105,060  | 131,324   | 77,381  | 105,731 |        |
| 20    | 58,269   | 71,958     | 74,231  | 70,189  | 70,654   | 47,210  | 93,440  | 45,152  | 60,621  | 108,409 | 92,972  | 106,789  | 133,487   | 79,016  | 108,409 |        |

## SCHEDULE 389 MESPA 26-27 (1% INCR)

| Levels --> |         | Level   |         | Level   |          | Level    |         | Level           |          | Level        |               | Level   |          | Level   |         | Level   |         | Level   |         |
|------------|---------|---------|---------|---------|----------|----------|---------|-----------------|----------|--------------|---------------|---------|----------|---------|---------|---------|---------|---------|---------|
| 6 HR TA    | 6.5HRTA | 7 HR TA | GRD/MT  | 12SDMO  | 12SSACPT | 7HRTACSI | 10MTCG  | 12MTCG/<br>CUST | 7HRT12SS | REGNUR<br>SE | RN 12-<br>MTH | 6HRSABA | 6.5HRSAB | 7HRSABA |         |         |         |         |         |
| # Steps    | # Steps | # Steps | # Steps | # Steps | # Steps  | # Steps  | # Steps | # Steps         | # Steps  | # Steps      | # Steps       | # Steps | # Steps  | # Steps | # Steps | # Steps | # Steps | # Steps | # Steps |
| 20         | 20      | 20      | 20      | 20      | 20       | 20       | 20      | 20              | 20       | 20           | 20            | 20      | 20       | 20      | 20      | 20      | 20      | 20      | 20      |
| 1          | 28,956  | 31,370  | 33,780  | 51,675  | 40,801   | 46,724   | 37,081  | 44,665          | 58,071   | 52,544       | 58,480        | 72,045  | 25,386   | 27,502  | 29,618  |         |         |         |         |
| 2          | 30,147  | 32,657  | 35,169  | 52,800  | 42,488   | 48,371   | 38,387  | 45,835          | 59,595   | 52,864       | 59,709        | 73,558  | 26,252   | 28,440  | 30,625  |         |         |         |         |
| 3          | 31,239  | 33,844  | 36,446  | 54,159  | 44,140   | 50,001   | 39,681  | 47,206          | 61,376   | 54,713       | 61,033        | 75,191  | 26,996   | 29,246  | 31,496  |         |         |         |         |
| 4          | 32,375  | 35,072  | 37,774  | 55,447  | 45,829   | 51,651   | 40,990  | 48,395          | 62,924   | 56,281       | 62,378        | 76,845  | 27,661   | 29,963  | 32,267  |         |         |         |         |
| 5          | 33,487  | 36,275  | 39,066  | 56,713  | 47,456   | 53,259   | 42,265  | 49,640          | 64,541   | 57,950       | 63,620        | 78,377  | 28,442   | 30,813  | 33,184  |         |         |         |         |
| 6          | 34,594  | 37,476  | 40,360  | 57,953  | 49,107   | 54,912   | 43,574  | 50,884          | 66,157   | 59,581       | 64,946        | 80,011  | 29,212   | 31,647  | 34,081  |         |         |         |         |
| 7          | 35,715  | 38,693  | 41,668  | 59,267  | 50,736   | 56,559   | 44,885  | 52,161          | 67,820   | 61,191       | 66,271        | 81,644  | 29,957   | 32,452  | 34,947  |         |         |         |         |
| 8          | 36,852  | 39,920  | 42,993  | 60,533  | 52,386   | 58,210   | 46,193  | 53,388          | 69,414   | 62,820       | 67,611        | 83,297  | 30,712   | 33,272  | 35,833  |         |         |         |         |
| 9          | 37,958  | 41,123  | 44,285  | 61,798  | 54,036   | 59,839   | 47,488  | 54,632          | 71,030   | 64,468       | 68,937        | 84,928  | 31,456   | 34,078  | 36,699  |         |         |         |         |
| 10         | 39,095  | 42,351  | 45,609  | 63,063  | 55,646   | 61,488   | 48,797  | 55,856          | 72,625   | 66,099       | 70,246        | 86,539  | 32,228   | 34,914  | 37,599  |         |         |         |         |
| 11         | 40,216  | 43,567  | 46,919  | 64,424  | 57,274   | 63,138   | 50,103  | 57,121          | 74,266   | 67,747       | 71,537        | 88,134  | 32,945   | 35,687  | 38,434  |         |         |         |         |
| 12         | 41,339  | 44,784  | 48,230  | 65,689  | 58,905   | 64,829   | 51,447  | 58,364          | 75,882   | 69,397       | 72,833        | 89,726  | 33,713   | 36,526  | 39,333  |         |         |         |         |
| 13         | 42,460  | 46,000  | 49,537  | 67,025  | 60,555   | 66,457   | 52,739  | 59,624          | 77,523   | 71,045       | 74,155        | 91,358  | 34,445   | 37,315  | 40,186  |         |         |         |         |
| 14         | 43,567  | 47,200  | 50,831  | 68,312  | 62,183   | 68,106   | 54,049  | 60,868          | 79,141   | 72,678       | 75,324        | 92,932  | 35,216   | 38,149  | 41,084  |         |         |         |         |
| 15         | 44,679  | 48,400  | 52,125  | 69,626  | 63,832   | 69,794   | 55,389  | 62,131          | 80,782   | 74,366       | 76,728        | 94,526  | 35,933   | 38,927  | 41,919  |         |         |         |         |
| 16         | 46,009  | 49,842  | 53,676  | 71,190  | 65,829   | 71,763   | 56,951  | 63,622          | 82,720   | 76,339       | 78,289        | 96,448  | 36,721   | 39,781  | 42,843  |         |         |         |         |
| 17         | 47,340  | 51,283  | 55,227  | 72,756  | 67,824   | 73,729   | 58,513  | 65,114          | 84,661   | 78,309       | 79,850        | 98,371  | 37,511   | 40,636  | 43,761  |         |         |         |         |
| 18         | 48,669  | 52,723  | 56,780  | 74,322  | 69,821   | 75,698   | 60,073  | 66,607          | 86,600   | 80,282       | 81,410        | 100,295 | 38,299   | 41,492  | 44,684  |         |         |         |         |
| 19         | 49,999  | 54,167  | 58,332  | 75,887  | 71,814   | 77,665   | 61,635  | 68,098          | 88,543   | 82,253       | 82,972        | 102,219 | 39,090   | 42,346  | 45,604  |         |         |         |         |
| 20         | 51,329  | 55,609  | 59,883  | 77,453  | 73,810   | 79,633   | 63,195  | 69,590          | 90,482   | 84,224       | 84,533        | 104,140 | 39,879   | 43,202  | 46,527  |         |         |         |         |

## SCHEDULE 389 MESPA 26-27 (1% INCR)

| Level | Levels --> |          | Steps -->   |         | Level       |         | Level       |         | Level      |         | Level         |         | Level     |         | Level    |         | Level            |         |                  |  |
|-------|------------|----------|-------------|---------|-------------|---------|-------------|---------|------------|---------|---------------|---------|-----------|---------|----------|---------|------------------|---------|------------------|--|
|       | 10CLKTYP   | 12CLKTYP | 12SRCLK TYP |         | 12SRCLK TYP |         | MAINTEL MES |         | IT AST MGR |         | SEC AIDE AIDE |         | ADMIN OFF |         | BUS DISP |         | IT SPEC 3 IT MGR |         | SECAIDE TECHAIDE |  |
|       |            |          | # Steps     | # Steps | # Steps     | # Steps | # Steps     | # Steps | # Steps    | # Steps | # Steps       | # Steps | # Steps   | # Steps | # Steps  | # Steps | # Steps          | # Steps | # Steps          |  |
| 20    | 20         | 20       | 20          | 20      | 20          | 20      | 20          | 20      | 20         | 20      | 20            | 20      | 20        | 20      | 20       | 20      | 20               | 20      | 20               |  |
| 1     | 36,411     | 44,963   | 45,544      | 44,971  | 45,651      | 31,303  | 68,636      | 27,173  | 39,158     | 64,243  | 55,092        | 78,442  | 98,052    | 51,043  | 64,243   |         |                  |         |                  |  |
| 2     | 37,436     | 46,229   | 46,937      | 46,238  | 46,870      | 32,118  | 69,922      | 28,200  | 40,315     | 66,513  | 57,038        | 79,911  | 99,890    | 52,551  | 66,513   |         |                  |         |                  |  |
| 3     | 38,607     | 47,675   | 48,443      | 47,666  | 48,299      | 32,952  | 71,279      | 29,118  | 41,495     | 68,752  | 58,959        | 81,461  | 101,826   | 54,088  | 68,752   |         |                  |         |                  |  |
| 4     | 39,527     | 48,812   | 49,750      | 48,791  | 49,493      | 33,738  | 72,540      | 30,019  | 42,528     | 71,022  | 60,905        | 82,903  | 103,630   | 55,436  | 71,022   |         |                  |         |                  |  |
| 5     | 40,632     | 50,177   | 51,194      | 50,175  | 50,761      | 34,583  | 73,779      | 30,962  | 43,671     | 73,233  | 62,803        | 84,319  | 105,399   | 56,924  | 73,233   |         |                  |         |                  |  |
| 6     | 41,692     | 51,485   | 52,617      | 51,464  | 52,096      | 35,431  | 75,113      | 31,905  | 44,806     | 75,502  | 64,749        | 85,842  | 107,303   | 58,402  | 75,502   |         |                  |         |                  |  |
| 7     | 42,741     | 52,782   | 54,028      | 52,753  | 53,360      | 36,218  | 76,376      | 32,835  | 45,934     | 77,768  | 66,692        | 87,285  | 109,108   | 59,875  | 77,768   |         |                  |         |                  |  |
| 8     | 43,790     | 54,075   | 55,439      | 54,065  | 54,674      | 37,064  | 77,707      | 33,782  | 47,048     | 80,037  | 68,639        | 88,807  | 111,010   | 61,327  | 80,037   |         |                  |         |                  |  |
| 9     | 44,812     | 55,338   | 56,822      | 55,331  | 55,963      | 37,881  | 79,014      | 34,709  | 48,167     | 82,278  | 70,560        | 90,303  | 112,878   | 62,786  | 82,278   |         |                  |         |                  |  |
| 10    | 45,875     | 56,654   | 58,249      | 56,643  | 57,298      | 38,698  | 80,301      | 35,662  | 49,290     | 84,547  | 72,505        | 91,773  | 114,771   | 64,246  | 84,547   |         |                  |         |                  |  |
| 11    | 46,920     | 57,941   | 59,656      | 57,906  | 58,565      | 39,574  | 81,589      | 36,579  | 50,395     | 86,814  | 74,449        | 93,243  | 116,554   | 65,690  | 86,814   |         |                  |         |                  |  |
| 12    | 47,981     | 59,252   | 61,092      | 59,243  | 59,876      | 40,363  | 82,874      | 37,528  | 51,526     | 89,137  | 76,443        | 94,712  | 118,389   | 67,164  | 89,137   |         |                  |         |                  |  |
| 13    | 49,001     | 60,510   | 62,474      | 60,508  | 61,166      | 41,164  | 84,135      | 38,453  | 52,643     | 91,379  | 78,365        | 96,154  | 120,193   | 68,619  | 91,379   |         |                  |         |                  |  |
| 14    | 50,041     | 61,797   | 63,878      | 61,797  | 62,501      | 41,994  | 85,421      | 39,392  | 53,774     | 93,647  | 80,309        | 97,624  | 122,030   | 70,094  | 93,647   |         |                  |         |                  |  |
| 15    | 51,116     | 63,124   | 65,326      | 63,110  | 63,766      | 42,810  | 86,731      | 40,305  | 54,882     | 95,967  | 82,299        | 99,119  | 123,901   | 71,537  | 95,967   |         |                  |         |                  |  |
| 16    | 52,662     | 65,035   | 67,254      | 64,665  | 65,283      | 43,785  | 88,258      | 41,366  | 56,150     | 98,673  | 84,620        | 100,868 | 126,084   | 73,192  | 98,673   |         |                  |         |                  |  |
| 17    | 54,209     | 66,945   | 69,183      | 66,224  | 66,803      | 44,760  | 89,788      | 42,426  | 57,419     | 101,378 | 86,939        | 102,614 | 128,269   | 74,845  | 101,378  |         |                  |         |                  |  |
| 18    | 55,758     | 68,857   | 71,114      | 67,779  | 68,322      | 45,733  | 91,316      | 43,486  | 58,688     | 104,083 | 89,261        | 104,361 | 130,454   | 76,498  | 104,083  |         |                  |         |                  |  |
| 19    | 57,304     | 70,766   | 73,043      | 69,337  | 69,842      | 46,706  | 92,846      | 44,543  | 59,958     | 106,788 | 91,580        | 106,111 | 132,637   | 78,155  | 106,788  |         |                  |         |                  |  |
| 20    | 58,852     | 72,678   | 74,973      | 70,891  | 71,361      | 47,682  | 94,374      | 45,604  | 61,227     | 109,493 | 93,902        | 107,857 | 134,822   | 79,806  | 109,493  |         |                  |         |                  |  |