

## **PROFESSIONAL STAFF: How do I calculate what my new salary will be by the end of the contract?**

The good news here is that there are several pay raises of various kinds included in our Tentative Agreement that, **once it is ratified**, represent advancements from our last contract.

To follow along, you will need the salary grids for July 2020.

There are 6 classification specification grades: 2 – 7. Each Grade has its own salary grid consisting of horizontal columns that value educational attainment, and vertical intervals that value professional achievements. There are seven educational columns, plus an additional column H for those who are off grid for any one of a variety of reasons.

What you need to know: Your Classification Specification Grade, how many years of seniority you have, what education column on the salary grid you are on, and what interval on that grid you are on.

So, let's take a look at a sample salary calculation for a Professional staff unit member with 25 years of seniority, who is Coordinator of Library Services (Grade 6) with a Master's Degree (column B on education) who is on Interval 6 of the grid. This professional staff member's starting salary for these calculations is \$87,059 as of the July, 2020 salary grid. . (These dollar amounts may be rounded up or down in HRCMS and may not be the exact grid value.)

### **Governor's Parameters Salary Increases**

The 2.5% first year raise included in the governor's parameters, effective the first full pay period in July, 2021.

- (Starting salary)  $\$87,059 \times 1.025$  (the multiplication factor that equals a 2.5% raise) =  $\$89,235$ .

This raise is retroactive and will be calculated from the first full pay period of July 2021, until the date this raise is implemented in HRCMS. **The retro will be paid out after she receives her raise.**

In addition, since this professional staff member was employed as of July 1<sup>st</sup>, 2021 and is still employed as of the date of ratification of the agreement, she will receive a **1.5% or \$1,000 COVID recognition bonus, whichever is higher. This will be paid out after the 2.5% increase is calculated.** This is NOT added to base pay.

- (New Salary)  $\$89,235 \times .0150$  (the multiplication factor that equals a 1.5% bonus) =  $\$1,338.53$

Note: These dollar amounts may be rounded up or down in HRCMS. We have no control over that.

The 2.0% second year increase included in the governor's parameters, effective the first full pay period of July, 2022.

- $\$89,235 \times 1.02 = \$91,020$ . This raise is retroactive from the first full pay period of July, 2022.

### **Tenure Review:**

- This Professional staff member has 25 years of seniority, had a "other than unsatisfactory" post tenure review on June 1, 2022 and received 1 Interval payable the first pay period of July, 2022.
  - $\$91,020 \times 1.0125 = \$92,158$
- *Upon ratification*, Professional staff will now earn two intervals for a successful tenure review.

**Longevity and Service Achievement Interval Advancements:**

Upon ratification, FT professional staff who have achieved 15 years, 20 years, 25 years and 30 years of service to the Commonwealth in the MCCC, will receive a one interval increase for each of those service achievements already earned, and for any of these benchmarks they earn going forward.

This means a professional staff member who qualifies for each one will receive an interval increase on the salary grid upon ratification according to the following schedule:

- 15 years and 20 years, as of the first payroll period of July, 2022.
  - (These are retroactive to the first pay period of July, 2022 until the date this raise is implemented in HRCMS. **This will be paid out after the raises.**)
- 25 years, as of 1/1/2023
- 30 years, as of 6/30/2023

This professional staff member, because she has earned an interval advancement for the 15, 20, and 25 years of service, will have earned three interval advancements (1.25% each), and that will put this professional staff member’s salary at \$95,657

**Recruitment and Retention Incentives for Newer Hires**

Once the contract is ratified, an interval adjustment will take place on the salary grids for July, 2022, effective on the first pay period in July, 2022. This means that Intervals 30, 29, and 28 on the Professional staff Grade Grids will be eliminated and the current grid 27 shall become the new Interval 30. In addition, 3 intervals will be added, creating new intervals 1, 2, 3 and all of the intervals will be renumbered from there.

For example, an Academic Counselor, Grade 5, with three years of seniority as of October 2022, holding a Master’s Degree (Column B), at **Interval 27** would receive these salary advancements.

- 2.5% first year raise, effective and retroactive to July, 2021 as calculated above:
  - **Starting Salary \$61,494 x 1.025=\$63,031.**
- This professional staff member has earned the minimum **COVID recognition bonus of \$1,000**
- 2.0% second year increase, effective and retroactive to July, 2022 as calculated above:
  - \$63,031 x 1.02 = \$64,292

Interval advancements resulting from the elimination of Intervals 30, 29, and 28 will change the professional staff member at **Interval 27** to **Interval 30**.

When the new Distance Education language is approved, this professional staff member will be eligible for an additional 2 interval advancements

- That two-interval salary grid advancement will move her salary from \$64,292 to \$65,910.
- Note: This PSM will be eligible for 2 Intervals in her 4<sup>th</sup> year, 3 Intervals in her 7<sup>th</sup> year, and 2 Intervals in her 9<sup>th</sup> year.

<b>Prof. Staff Potential Increases During Term of Contract</b>		
Base 7/1/2021	2.50%	
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New degree	2.5% to 7.8%	
4th Year	2.50%	2 Intervals
7th Year	3.75%	3 Intervals
9th Year	2.50%	2 Intervals
Post tenure review every 3rd year	2.50%	2 Intervals
Upon reaching 15th, 20th, 25th, or 30th year		
Already in 15th year to 19th year	1.25%	1 Interval
Already in 20th year to 24th year	1.25%	1 Interval
Already in 25th year to 29th year	1.25%	1 Interval
Already in 30th year or higher	1.25%	1 Interval

