

## University of Massachusetts Medical School

**AFSCME Salary Chart W2A**

2020

Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Promotional Factor	Step Increment
8	Hourly	\$13.11	\$13.97	\$14.83	\$15.69	\$16.55	\$17.41	\$18.27	\$19.13	\$0.43	\$0.86
	Bi-Weekly	\$1,048.80	\$1,117.60	\$1,186.40	\$1,255.20	\$1,324.00	\$1,392.80	\$1,461.60	\$1,530.40		
	Yearly	\$27,268.80	\$29,057.60	\$30,846.40	\$32,635.20	\$34,424.00	\$36,212.80	\$38,001.60	\$39,790.40		\$1,788.80
9	Hourly	\$16.17	\$16.82	\$17.47	\$18.12	\$18.77	\$19.42	\$20.07	\$20.72	\$0.33	\$0.65
	Bi-Weekly	\$1,293.60	\$1,345.60	\$1,397.60	\$1,449.60	\$1,501.60	\$1,553.60	\$1,605.60	\$1,657.60		
	Yearly	\$33,633.60	\$34,985.60	\$36,337.60	\$37,689.60	\$39,041.60	\$40,393.60	\$41,745.60	\$43,097.60		\$1,352.00
10	Hourly	\$16.81	\$17.50	\$18.19	\$18.88	\$19.57	\$20.26	\$20.95	\$21.64	\$0.35	\$0.69
	Bi-Weekly	\$1,344.80	\$1,400.00	\$1,455.20	\$1,510.40	\$1,565.60	\$1,620.80	\$1,676.00	\$1,731.20		
	Yearly	\$34,964.80	\$36,400.00	\$37,835.20	\$39,270.40	\$40,705.60	\$42,140.80	\$43,576.00	\$45,011.20		\$1,435.20
11	Hourly	\$17.41	\$18.16	\$18.91	\$19.66	\$20.41	\$21.16	\$21.91	\$22.66	\$0.38	\$0.75
	Bi-Weekly	\$1,392.80	\$1,452.80	\$1,512.80	\$1,572.80	\$1,632.80	\$1,692.80	\$1,752.80	\$1,812.80		
	Yearly	\$36,212.80	\$37,772.80	\$39,332.80	\$40,892.80	\$42,452.80	\$44,012.80	\$45,572.80	\$47,132.80		\$1,560.00
12	Hourly	\$18.14	\$18.93	\$19.72	\$20.51	\$21.30	\$22.09	\$22.88	\$23.67	\$0.40	\$0.79
	Bi-Weekly	\$1,451.20	\$1,514.40	\$1,577.60	\$1,640.80	\$1,704.00	\$1,767.20	\$1,830.40	\$1,893.60		
	Yearly	\$37,731.20	\$39,374.40	\$41,017.60	\$42,660.80	\$44,304.00	\$45,947.20	\$47,590.40	\$49,233.60		\$1,643.20
13	Hourly	\$19.16	\$19.99	\$20.82	\$21.65	\$22.48	\$23.31	\$24.14	\$24.97	\$0.42	\$0.83
	Bi-Weekly	\$1,532.80	\$1,599.20	\$1,665.60	\$1,732.00	\$1,798.40	\$1,864.80	\$1,931.20	\$1,997.60		
	Yearly	\$39,852.80	\$41,579.20	\$43,305.60	\$45,032.00	\$46,758.40	\$48,484.80	\$50,211.20	\$51,937.60		\$1,726.40
14	Hourly	\$19.98	\$20.97	\$21.96	\$22.95	\$23.94	\$24.93	\$25.92	\$26.91	\$0.50	\$0.99
	Bi-Weekly	\$1,598.40	\$1,677.60	\$1,756.80	\$1,836.00	\$1,915.20	\$1,994.40	\$2,073.60	\$2,152.80		
	Yearly	\$41,558.40	\$43,617.60	\$45,676.80	\$47,736.00	\$49,795.20	\$51,854.40	\$53,913.60	\$55,972.80		\$2,059.20
15	Hourly	\$20.97	\$22.04	\$23.11	\$24.18	\$25.25	\$26.32	\$27.39	\$28.46	\$0.54	\$1.07
	Bi-Weekly	\$1,677.60	\$1,763.20	\$1,848.80	\$1,934.40	\$2,020.00	\$2,105.60	\$2,191.20	\$2,276.80		
	Yearly	\$43,617.60	\$45,843.20	\$48,068.80	\$50,294.40	\$52,520.00	\$54,745.60	\$56,971.20	\$59,196.80		\$2,225.60
16	Hourly	\$22.11	\$23.29	\$24.47	\$25.65	\$26.83	\$28.01	\$29.19	\$30.37	\$0.59	\$1.18
	Bi-Weekly	\$1,768.80	\$1,863.20	\$1,957.60	\$2,052.00	\$2,146.40	\$2,240.80	\$2,335.20	\$2,429.60		
	Yearly	\$45,988.80	\$48,443.20	\$50,897.60	\$53,352.00	\$55,806.40	\$58,260.80	\$60,715.20	\$63,169.60		\$2,454.40
17	Hourly	\$23.43	\$24.65	\$25.87	\$27.09	\$28.31	\$29.53	\$30.75	\$31.97	\$0.61	\$1.22
	Bi-Weekly	\$1,874.40	\$1,972.00	\$2,069.60	\$2,167.20	\$2,264.80	\$2,362.40	\$2,460.00	\$2,557.60		
	Yearly	\$48,734.40	\$51,272.00	\$53,809.60	\$56,347.20	\$58,884.80	\$61,422.40	\$63,960.00	\$66,497.60		\$2,537.60
18	Hourly	\$24.52	\$25.83	\$27.14	\$28.45	\$29.76	\$31.07	\$32.38	\$33.69	\$0.66	\$1.31
	Bi-Weekly	\$1,961.60	\$2,066.40	\$2,171.20	\$2,276.00	\$2,380.80	\$2,485.60	\$2,590.40	\$2,695.20		
	Yearly	\$51,001.60	\$53,726.40	\$56,451.20	\$59,176.00	\$61,900.80	\$64,625.60	\$67,350.40	\$70,075.20		\$2,724.80
19	Hourly	\$25.83	\$27.21	\$28.59	\$29.97	\$31.35	\$32.73	\$34.11	\$35.49	\$0.69	\$1.38
	Bi-Weekly	\$2,066.40	\$2,176.80	\$2,287.20	\$2,397.60	\$2,508.00	\$2,618.40	\$2,728.80	\$2,839.20		
	Yearly	\$53,726.40	\$56,596.80	\$59,467.20	\$62,337.60	\$65,208.00	\$68,078.40	\$70,948.80	\$73,819.20		\$2,870.40
20	Hourly	\$27.22	\$28.63	\$30.04	\$31.45	\$32.86	\$34.27	\$35.68	\$37.09	\$0.71	\$1.41
	Bi-Weekly	\$2,177.60	\$2,290.40	\$2,403.20	\$2,516.00	\$2,628.80	\$2,741.60	\$2,854.40	\$2,967.20		
	Yearly	\$56,617.60	\$59,550.40	\$62,483.20	\$65,416.00	\$68,348.80	\$71,281.60	\$74,214.40	\$77,147.20		\$2,932.80
21	Hourly	\$28.47	\$29.99	\$31.51	\$33.03	\$34.55	\$36.07	\$37.59	\$39.11	\$0.76	\$1.52
	Bi-Weekly	\$2,277.60	\$2,399.20	\$2,520.80	\$2,642.40	\$2,764.00	\$2,885.60	\$3,007.20	\$3,128.80		
	Yearly	\$59,217.60	\$62,379.20	\$65,540.80	\$68,702.40	\$71,864.00	\$75,025.60	\$78,187.20	\$81,348.80		\$3,161.60
22	Hourly	\$29.86	\$31.47	\$33.08	\$34.69	\$36.30	\$37.91	\$39.52	\$41.13	\$0.81	\$1.61
	Bi-Weekly	\$2,388.80	\$2,517.60	\$2,646.40	\$2,775.20	\$2,904.00	\$3,032.80	\$3,161.60	\$3,290.40		
	Yearly	\$62,108.80	\$65,457.60	\$68,806.40	\$72,155.20	\$75,504.00	\$78,852.80	\$82,201.60	\$85,550.40		\$3,348.80
23	Hourly	\$31.37	\$33.03	\$34.69	\$36.35	\$38.01	\$39.67	\$41.33	\$42.99	\$0.83	\$1.66

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Effective June 24, 2018

Grade	Pay Frequency	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Promotional Factor	Step Increment
	Bi-Weekly	\$2,509.60	\$2,642.40	\$2,775.20	\$2,908.00	\$3,040.80	\$3,173.60	\$3,306.40	\$3,439.20		
	Yearly	\$65,249.60	\$68,702.40	\$72,155.20	\$75,608.00	\$79,060.80	\$82,513.60	\$85,966.40	\$89,419.20		\$3,452.80
24	Hourly	\$32.82	\$34.56	\$36.30	\$38.04	\$39.78	\$41.52	\$43.26	\$45.00	\$0.87	\$1.74
	Bi-Weekly	\$2,625.60	\$2,764.80	\$2,904.00	\$3,043.20	\$3,182.40	\$3,321.60	\$3,460.80	\$3,600.00		
	Yearly	\$68,265.60	\$71,884.80	\$75,504.00	\$79,123.20	\$82,742.40	\$86,361.60	\$89,980.80	\$93,600.00		\$3,619.20
25	Hourly	\$34.23	\$36.05	\$37.87	\$39.69	\$41.51	\$43.33	\$45.15	\$46.97	\$0.91	\$1.82
	Bi-Weekly	\$2,738.40	\$2,884.00	\$3,029.60	\$3,175.20	\$3,320.80	\$3,466.40	\$3,612.00	\$3,757.60		
	Yearly	\$71,198.40	\$74,984.00	\$78,769.60	\$82,555.20	\$86,340.80	\$90,126.40	\$93,912.00	\$97,697.60		\$3,785.60
26	Hourly	\$35.48	\$37.39	\$39.30	\$41.21	\$43.12	\$45.03	\$46.94	\$48.85	\$0.96	\$1.91
	Bi-Weekly	\$2,838.40	\$2,991.20	\$3,144.00	\$3,296.80	\$3,449.60	\$3,602.40	\$3,755.20	\$3,908.00		
	Yearly	\$73,798.40	\$77,771.20	\$81,744.00	\$85,716.80	\$89,689.60	\$93,662.40	\$97,635.20	\$101,608.00		\$3,972.80
27	Hourly	\$36.86	\$38.83	\$40.80	\$42.77	\$44.74	\$46.71	\$48.68	\$50.65	\$0.99	\$1.97
	Bi-Weekly	\$2,948.80	\$3,106.40	\$3,264.00	\$3,421.60	\$3,579.20	\$3,736.80	\$3,894.40	\$4,052.00		
	Yearly	\$76,668.80	\$80,766.40	\$84,864.00	\$88,961.60	\$93,059.20	\$97,156.80	\$101,254.40	\$105,352.00		\$4,097.60