

# UMPNC/MNA Tentative Agreement - 2011-2014 Proposed Pay Scale

	Minimum	1	2	3	4	5	6	7	8	9	10	11	12	13	14
<b>Level A</b>															
<b>CURRENT RATE</b>	\$25.55														
1st yr 3% (effective 11/1/11)	\$26.32														
2nd yr 3% (effective 7/1/12)	\$27.11														
3rd yr 4% (effective 7/1/13)	\$28.19														
<b>Level CB</b>															
<b>CURRENT RATE</b>		\$25.59	\$25.95	\$26.08	\$26.59	\$27.59	\$28.56	\$29.57	\$30.59	\$31.66	\$32.77	\$33.92	\$37.41	\$39.05	\$39.83
1st yr 3% (effective 11/1/11)		\$26.36	\$26.73	\$26.86	\$27.39	\$28.42	\$29.42	\$30.46	\$31.51	\$32.61	\$33.75	\$34.94	\$38.53	\$40.22	\$41.03
2nd yr 3% (effective 7/1/12)		\$27.15	\$27.53	\$27.67	\$28.21	\$29.27	\$30.30	\$31.37	\$32.45	\$33.59	\$34.77	\$35.99	\$39.69	\$41.43	\$42.26
3rd yr 4% (effective 7/1/13)		\$28.23	\$28.63	\$28.78	\$29.34	\$30.44	\$31.51	\$32.63	\$33.75	\$34.93	\$36.16	\$37.43	\$41.28	\$43.09	\$43.95
<b>Level C</b>															
<b>CURRENT RATE</b>		\$25.59	\$25.95	\$26.08	\$26.59	\$27.59	\$28.56	\$29.57	\$30.59	\$31.66	\$32.77	\$33.92	\$37.41	\$39.62	\$40.41
1st yr 3% (effective 11/1/11)		\$26.36	\$26.73	\$26.86	\$27.39	\$28.42	\$29.42	\$30.46	\$31.51	\$32.61	\$33.75	\$34.94	\$38.53	\$40.81	\$41.62
2nd yr 3% (effective 7/1/12)		\$27.15	\$27.53	\$27.67	\$28.21	\$29.27	\$30.30	\$31.37	\$32.45	\$33.59	\$34.77	\$35.99	\$39.69	\$42.03	\$42.87
3rd yr 4% (effective 7/1/13)		\$28.23	\$28.63	\$28.78	\$29.34	\$30.44	\$31.51	\$32.63	\$33.75	\$34.93	\$36.16	\$37.43	\$41.28	\$43.71	\$44.59
<b>Level D</b>															
<b>CURRENT RATE</b>		\$26.59	\$26.95	\$27.08	\$27.59	\$28.59	\$29.56	\$30.57	\$31.59	\$32.66	\$33.77	\$34.92	\$38.41	\$41.41	
1st yr 3% (effective 11/1/11)		\$27.36	\$27.73	\$27.86	\$28.39	\$29.42	\$30.42	\$31.46	\$32.51	\$33.61	\$34.75	\$35.94	\$39.53	\$42.60	\$43.41
2nd yr 3% (effective 7/1/12)		\$28.15	\$28.53	\$28.67	\$29.21	\$30.27	\$31.30	\$32.37	\$33.45	\$34.59	\$35.77	\$36.99	\$40.69	\$43.82	\$44.66
3rd yr 4% (effective 7/1/13)		\$29.23	\$29.63	\$29.78	\$30.34	\$31.44	\$32.51	\$33.63	\$34.75	\$35.93	\$37.16	\$38.43	\$42.28	\$45.50	\$46.38
<b>Level E</b>															
<b>CURRENT RATE</b>		\$27.09	\$27.45	\$27.58	\$28.09	\$29.09	\$30.06	\$31.07	\$32.09	\$33.16	\$34.27	\$35.42	\$38.91	\$42.25	
1st yr 3% (effective 11/1/11)		\$27.86	\$28.23	\$28.36	\$28.89	\$29.92	\$30.92	\$31.96	\$33.01	\$34.11	\$35.25	\$36.44	\$40.03	\$43.44	\$44.25
2nd yr 3% (effective 7/1/12)		\$28.65	\$29.03	\$29.17	\$29.71	\$30.77	\$31.80	\$32.87	\$33.95	\$35.09	\$36.27	\$37.49	\$41.19	\$44.66	\$45.50
3rd yr 4% (effective 7/1/13)		\$29.73	\$30.13	\$30.28	\$30.84	\$31.94	\$33.01	\$34.13	\$35.25	\$36.43	\$37.66	\$38.93	\$42.78	\$46.34	\$47.22
<b>RSAM - Competent</b>															
<b>CURRENT RATE</b>		\$26.59	\$26.95	\$27.08	\$27.59	\$28.59	\$29.56	\$30.57	\$31.59	\$32.66	\$33.77	\$34.92	\$38.41	\$41.50	
1st yr 3% (effective 11/1/11)		\$27.36	\$27.73	\$27.86	\$28.39	\$29.42	\$30.42	\$31.46	\$32.51	\$33.61	\$34.75	\$35.94	\$39.53	\$42.60	\$43.41
2nd yr 3% (effective 7/1/12)		\$28.15	\$28.53	\$28.67	\$29.21	\$30.27	\$31.30	\$32.37	\$33.45	\$34.59	\$35.77	\$36.99	\$40.69	\$43.82	\$44.66
3rd yr 4% (effective 7/1/13)		\$29.23	\$29.63	\$29.78	\$30.34	\$31.44	\$32.51	\$33.63	\$34.75	\$35.93	\$37.16	\$38.43	\$42.28	\$45.50	\$46.38
<b>RSAM - Expert</b>															
<b>CURRENT RATE</b>		\$27.09	\$27.45	\$27.58	\$28.09	\$29.09	\$30.06	\$31.07	\$32.09	\$33.16	\$34.27	\$35.42	\$38.91	\$42.00	
1st yr 3% (effective 11/1/11)		\$27.86	\$28.23	\$28.36	\$28.89	\$29.92	\$30.92	\$31.96	\$33.01	\$34.11	\$35.25	\$36.44	\$40.03	\$43.10	\$43.91
2nd yr 3% (effective 7/1/12)		\$28.65	\$29.03	\$29.17	\$29.71	\$30.77	\$31.80	\$32.87	\$33.95	\$35.09	\$36.27	\$37.49	\$41.19	\$44.32	\$45.16
3rd yr 4% (effective 7/1/13)		\$29.73	\$30.13	\$30.28	\$30.84	\$31.94	\$33.01	\$34.13	\$35.25	\$36.43	\$37.66	\$38.93	\$42.78	\$46.00	\$46.88
<b>RSAM - Mastery</b>															
<b>CURRENT RATE</b>		\$27.34	\$27.70	\$27.83	\$28.34	\$29.34	\$30.31	\$31.32	\$32.34	\$33.41	\$34.52	\$35.67	\$39.16	\$42.25	
1st yr 3% (effective 11/1/11)		\$28.11	\$28.48	\$28.61	\$29.14	\$30.17	\$31.17	\$32.21	\$33.26	\$34.36	\$35.50	\$36.69	\$40.28	\$43.44	\$44.25
2nd yr 3% (effective 7/1/12)		\$28.90	\$29.28	\$29.42	\$29.96	\$31.02	\$32.05	\$33.12	\$34.20	\$35.34	\$36.52	\$37.74	\$41.44	\$44.66	\$45.50
3rd yr 4% (effective 7/1/13)		\$29.98	\$30.38	\$30.53	\$31.09	\$32.19	\$33.26	\$34.38	\$35.50	\$36.68	\$37.91	\$39.18	\$43.03	\$46.34	\$47.22

