

1 Delete existing language in its entirety and replace with the following:

2  
3

**SECTION 23. WAGES.**

4

5 **23.01** Effective July 1, 2013, the salary schedule in effect on June 30,  
6 2009 shall be designated as Exhibit A. Employees shall be  
7 assigned from their existing pay range and step to the  
8 corresponding pay range and step in Exhibit A.

9

10 Effective July 1, 2013, Employees not administratively assigned to  
11 the salary schedule shall continue to receive their June 30, 2013  
12 basic rate of pay.

13

14 **23.02 SALARY ADJUSTMENTS.**

15 Subject to the approval of the respective legislative bodies:

16

17 **23.02 a.** Effective October 1, 2013, a two percent (2.0%) per month across-  
18 the-board salary increase shall be applied to Exhibit A. This new  
19 schedule shall be designated as Exhibit B. Each Employee shall be  
20 assigned from their existing pay range and step to the  
21 corresponding pay range and step in Exhibit B.

22

23 Employees compensated at BC-01 on June 30, 2007, shall receive  
24 a Temporary Differential (TD) equivalent to the difference between  
25 a two percent (2.0%) adjustment and the rate shown on the salary  
26 schedule in Exhibit B.

1 Effective October 1, 2013, Employees not administratively assigned  
2 to the salary schedule shall receive a two percent (2.0%) per month  
3 pay increase.

4  
5 **23.02 b.** Effective April 1, 2014, a two percent (2.0%) per month across-the-  
6 board salary increase shall be applied to Exhibit B. This new  
7 schedule shall be designated as Exhibit C. Each Employee shall be  
8 assigned from Exhibit B to the corresponding pay range and step in  
9 Exhibit C.

10  
11 Effective April 1, 2014, Employees not administratively assigned to  
12 the salary schedule shall receive a two percent (2.0%) per month  
13 pay increase.

14  
15 **23.02 c.** Effective October 1, 2014, a two percent (2.0%) per month across-  
16 the-board salary increase shall be applied to Exhibit C. This new  
17 schedule shall be designated as Exhibit D. Each Employee shall  
18 be assigned from Exhibit C to the corresponding pay range and  
19 step in Exhibit D.

20  
21 Effective October 1, 2014, Employees not administratively assigned  
22 to the salary schedule shall receive a two percent (2.0%) per month  
23 pay increase.

24  
25 **23.02 d.** Effective April 1, 2015, a two percent (2.0%) per month across-the-  
26 board salary increase shall be applied to Exhibit D. This new  
27 schedule shall be designated as Exhibit E. Each Employee shall be  
28 assigned from Exhibit D to the corresponding pay range and step in  
29 Exhibit E.

30

1           Effective April 1, 2015, Employees not administratively assigned to  
2           the salary schedule shall receive a two percent (2.0%) per month  
3           pay increase.

4

5    23.02 e.       Effective October 1, 2015, a two percent (2.0%) per month across-  
6           the-board salary increase shall be applied to Exhibit E. This new  
7           schedule shall be designated as Exhibit F. Each Employee shall be  
8           assigned from Exhibit E to the corresponding pay range and step in  
9           Exhibit F.

10

11           Effective October 1, 2015, Employees not administratively assigned  
12           to the salary schedule shall receive a two percent (2.0%) per month  
13           pay increase.

14

15    23.02 f.       Effective April 1, 2016, a two percent (2.0%) per month across-the-  
16           board salary increase shall be applied to Exhibit F. This new  
17           schedule shall be designated as Exhibit G. Each Employee shall be  
18           assigned from Exhibit F to the corresponding pay range and step in  
19           Exhibit G.

20

21           Effective April 1, 2016, Employees not administratively assigned to  
22           the salary schedule shall receive a two percent (2.0%) per month  
23           pay increase.

24

25    23.02 g.       Effective October 1, 2016, a two percent (2.0%) per month across-  
26           the-board salary increase shall be applied to Exhibit G. This new  
27           schedule shall be designated as Exhibit H. Each Employee shall be  
28           assigned from Exhibit G to the corresponding pay range and step in  
29           Exhibit H.

30

1 Effective October 1, 2016, Employees not administratively assigned  
2 to the salary schedule shall receive a two percent (2.0%) per month  
3 pay increase.

4  
5 23.02 h. Effective April 1, 2017, a two percent (2.0%) per month across-the-  
6 board salary increase shall be applied to Exhibit H. This new  
7 schedule shall be designated as Exhibit I. Each Employee shall be  
8 assigned from Exhibit H to the corresponding pay range and step in  
9 Exhibit I.

10  
11 Effective April 1, 2017, Employees not administratively assigned to  
12 the salary schedule shall receive a two percent (2.0%) per month  
13 pay increase.

14  
15 23.02 i. Any Employee receiving a Temporary Differential (TD) from 23.02  
16 a. above, shall retain such differential during the salary adjustments  
17 in 23.02 b, c, d, e, f, g and h however, the TD shall be reduced or  
18 eliminated due to promotion, reallocation, or repricing upward.

19  
20 23.02 j. Employees receiving a Shortage Differential (SD) at the time of pay  
21 increase shall retain the differential for salary adjustments in 23.02  
22 a, b, c, d, e, f, g and h above. However, nothing herein shall  
23 preclude adjustment of the shortage differential at a later date or  
24 preclude elimination of the SD upon termination of the shortage  
25 category declaration or movement of an Employee to a class or  
26 position without SD.

27  
28 This agreement does not constitute negotiation of shortage rates  
29 and the Employer maintains the right to determine these amounts.

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