BU 3
TENTATIVE AGREEMENT
Union
Employer
Date 4-23-13

ARTICLE 53 – SALARIES

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

A. The salary schedule in effect on June 30, 2009 shall be designated as Exhibit A.

B. Subject to the approval of the respective legislative bodies and effective July 1, 2013:

1. The salary schedule designated as Exhibit A shall be amended to reflect the addition of a Step M for each respective salary range. The pay rate for Step M shall be four percent (4%) greater than the Step L pay rate for each salary range and such amended schedule shall be designated as Exhibit B. The required years of service to move to Step M shall be three (3) years at Step L.

2. Notwithstanding Paragraph O. of Article 14, Compensation Adjustment, all Employees who are employed as of June 30, 2013 shall receive a step movement on July 1, 2013.

3. No employee shall receive more than one (1) step movement during the period July 1, 2013 through June 30, 2015.

4. Employees who are employed as of June 30, 2013 and not administratively assigned to the salary schedule shall receive a one-time lump sum payment of one thousand five hundred ($1,500) dollars.

C. Subject to the approval of the respective legislative bodies and effective July 1, 2014:

1. The salary schedule designated as Exhibit B shall be amended to reflect a four percent (4%) increase and such amended schedule shall be designated as Exhibit C.

2. Following C.1. above, Employees shall be placed on the corresponding pay range and step of Exhibit C, provided that Employees whose basic rate of pay on June 30, ~~2009,~~ 2014 falls between two steps or exceeds the maximum step of their pay range shall receive a four percent (4%) increase.

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3. Employees not administratively assigned to the salary schedule shall receive a four percent (4%) pay increase.