

ARTICLE 51 – 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 a four percent (4%) increase and such amended schedule shall be designated as Exhibit B.

2. Following B.1. above, Employees shall be placed on the corresponding pay range and step of Exhibit B.

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

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

1. Step Movements:

a. Employees who were eligible but did not receive a step movement or step movements during the period July 1, 2009 through June 30, 2014 in accordance with Paragraph P. of

1 Article 14, Compensation Adjustment, shall be placed on their
2 appropriate step and receive such step movement(s) effective
3 July 1, 2014.

4
5 b. Employees who are eligible for step movements during the
6 period July 1, 2014 through June 30, 2015 in accordance with
7 Paragraph P. of Article 14, Compensation Adjustment, shall receive
8 their step movements on their step movement dates.

9
10 c. Employees who were or become eligible for step movements
11 from July 1, 2009 through June 30, 2014 in accordance with
12 Paragraph P. of Article 14, Compensation Adjustment, shall be
13 credited for service towards step movements as though step
14 movements were granted through the entire period from
15 July 1, 2009 through June 30, 2014.

16
17 2. Lump Sum Payment:

18
19 a. The following Employees shall receive a one-time lump sum
20 payment of one thousand five hundred (\$1,500) dollars; provided
21 that, Employees who are less than full-time shall receive a prorated
22 amount:

- 23
24 1) Employees on the maximum step as of
25 June 30, 2014;
26 2) Employees not administratively assigned to the salary
27 schedule; and
28 3) Employees who were employed prior to July 1, 2013
29 but are not scheduled to receive a step movement
30 during the period July 1, 2014 through June 30, 2015

1 and who did not receive any step movement on July
2 1, 2014 pursuant to C.1.a and/or b.

3
4 D. Subject to the approval of the respective legislative bodies and
5 effective July 1, 2015, Employees who are eligible for step movements from
6 July 1, 2015 through June 30, 2016 in accordance with Paragraph P. of
7 Article 14, Compensation Adjustment, shall receive their step movements on
8 their step movement dates.

9
10 E. Subject to the approval of the respective legislative bodies and
11 effective January 1, 2016:

12
13 1. The salary schedule designated as Exhibit B shall be amended to
14 reflect a three and one-half percent (3.5%) increase and such amended
15 schedule shall be designated as Exhibit C.

16
17 2. Following E.1. above, Employees shall be placed on the
18 corresponding pay range and step of Exhibit C.

19
20 3. Employees not administratively assigned to the salary schedule
21 shall receive a three and one-half percent (3.5%) pay increase.

22
23 F. Subject to the approval of the respective legislative bodies and
24 effective July 1, 2016, Employees who are eligible for step movements from
25 July 1, 2016 through June 30, 2017 in accordance with Paragraph P. of
26 Article 14, Compensation Adjustment, shall receive their step movements on
27 their step movement dates.

28
29 G. Subject to the approval of the respective legislative bodies and
30 effective January 1, 2017:

1 1. The salary schedule designated as Exhibit C shall be amended to
2 reflect a three and one-half percent (3.5%) increase and such amended
3 schedule shall be designated as Exhibit D.

4
5 2. Following G.1. above, Employees shall be placed on the
6 corresponding pay range and step of Exhibit D.

7
8 3. Employees not administratively assigned to the salary schedule
9 shall receive a three and one-half percent (3.5%) pay increase.