

ARTICLE 56 - SALARIES

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

A. Subject to the approval of the respective legislative bodies and effective January 1, 2014:

1. Step Movement:

a. Employees who were eligible for step movements during the period July 1, 2013 through December 31, 2013 in accordance with the step movement plan provided in C. below, shall receive their step movements effective January 1, 2014 as though step movements were granted for the period July 1, 2013 through December 31, 2013; provided that there shall be no retroactive payments.

b. For the period January 1, 2014 through June 30, 2014, Employees who are eligible for step movements shall receive their step movements on the first day of the pay period immediately following the completion of the required amount of service. Step movements shall occur as provided in C. below.

2. Salary Schedule:

a. The Salary Schedule in effect on December 31, 2013 shall be amended to reflect a four percent (4%) across-the-board increase and such amended schedule shall be designated as Exhibit A.

b. Following A.2.a. above, Employees shall be placed on the corresponding salary range and step of Exhibit A, provided that

1 Employees whose basic rate of pay on December 31, 2013 exceeds the
2 maximum step of their pay range shall receive a four percent (4%)
3 increase and shall remain above the maximum rate of the salary range.

4
5 c. Employees not administratively assigned to the Salary Schedule
6 shall receive a four percent (4%) pay increase.

7
8 B. Subject to the approval of the respective legislative bodies and effective
9 July 1, 2014:

10
11 1. Step Movement:

12
13 a. For the period July 1, 2014 through June 30, 2015, Employees who
14 are eligible for step movements shall receive their step movements on the
15 first day of the pay period immediately following the completion of the
16 required amount of service. Step movements shall occur as provided in
17 C. below.

18
19 2. Salary Schedule:

20
21 a. The Salary Schedule designated as Exhibit A shall be amended to
22 reflect a four and three-tenths percent (4.3%) across-the-board increase
23 and such amended schedule shall be re-designated as Exhibit B.

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25 b. Following B.2.a. above, Employees shall be placed on the
26 corresponding salary range and step of Exhibit B, provided that
27 Employees whose basic rate of pay on June 30, 2014 exceeds the
28 maximum step of their pay range shall receive a four and three-tenths
29 percent (4.3%) increase and shall remain above the maximum rate of the
30 salary range.

1 c. Employees not administratively assigned to the Salary Schedule
2 shall receive a four and three-tenths percent (4.3%) pay increase.
3

4 C. Step Movement Plan:
5

6 1. Following A.1.a., A.1.b. and B.1.a. above, Employees shall move to their
7 appropriate step on the salary schedule in accordance with the following step
8 movement plan:
9

10 a. All Employees at SR 18 B shall remain at that range and step until
11 their positions are reallocated.
12

13 b. Step movements. All Employees at SR 20 and above, shall move
14 as follows:
15

16 1) Step B to Step C upon completion of three (3) or more
17 months of satisfactory service with the Employer to equal at least
18 twelve (12) months of registered professional nurse experience,
19 including the three (3) months with the Employer; provided that the
20 previous registered professional nurse experience was gained
21 within the preceding five (5) years.
22

23 2) Step B to Step D upon completion of three (3) or more
24 months of satisfactory service with the Employer to equal at least
25 eighteen (18) months registered professional nurse experience,
26 including the three (3) months with the Employer; provided that the
27 previous registered professional nurse experience was gained
28 within the preceding five (5) years.
29

30 3) Step B to Step E upon completion of three (3) or more
31 months of satisfactory service with the Employer to equal at least
32 twenty-four (24) months registered professional nurse experience;

1 provided that the previous registered professional nurse experience
2 was gained within the preceding five (5) years.

3
4 4) Step C to Step D upon completion of the required months of
5 satisfactory service with the Employer to equal to at least eighteen
6 (18) months registered professional nurse experience, including
7 time with the Employer; provided that the previous registered
8 professional nurse experience was gained within the preceding five
9 (5) years.

10
11 5) Step C or Step D to Step E upon completion of the required
12 months of satisfactory service with the Employer to equal to at least
13 twenty-four (24) months of registered professional nurse
14 experience, including time with the Employer; provided the previous
15 registered professional nurse experience was gained within the
16 preceding five (5) years.

17
18 6) Longevity (5 years). All Employees with at least five (5)
19 years of creditable service but less than ten (10) years of creditable
20 service as a registered professional nurse with the Employer, and
21 who are on Step D or Step E, shall move to Step L-1 of their
22 respective salary ranges.

23
24 7) Longevity (10 years). All Employees with at least ten (10)
25 years of creditable service but less than fifteen (15) years of
26 creditable service as a registered professional nurse with the
27 Employer, and who are on Step E or Step L-1, shall move to Step
28 L-2 of their respective salary ranges.

29
30 8) Longevity (15 years). All Employees with at least fifteen (15)
31 years of creditable service but less than twenty (20) years of
32 creditable service as a registered professional nurse with the

1 Employer, and who are on Step L-1 or Step L-2, shall move to Step
2 L-3 of their respective salary ranges.

3
4 9) Longevity (20 years). All Employees with at least twenty
5 (20) years of creditable service as a registered professional nurse
6 with the Employer, and who are on Step L-1, Step L-2 or Step L-3,
7 shall move to Step L-4 of their respective salary ranges.

8
9 D. For purposes of this Article, satisfactory service is defined as receiving a
10 satisfactory or meets expectations rating in the Employees' performance evaluations
11 made by the respective Employer. Creditable service shall include service in all
12 Employer jurisdictions and incorporates all leaves of absences with pay and the
13 following authorized leaves without pay (LWOP).

14
15 1. LWOP to pursue a course of instruction relating to the Employee's work;

16
17 2. LWOP to engage in research, relating to the Employee's work;

18
19 3. LWOP to render service at the State Legislature;

20
21 4. LWOP to serve on loan by contract to other governments;

22
23 5. Sabbatical Leave;

24
25 6. Military Leave;

26
27 7. LWOP to recuperate from an injury for which weekly workers'
28 compensation payments are made;

29
30 8. LWOP to work in an exempt position.