

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.

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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.

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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.

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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.

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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.

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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.

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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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