

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

2  
3 **SECTION 23. WAGES.**

4  
5 **23.01 PREFIX DESIGNATION.**

6 The pay grades of Institutional, Health and Correctional salary  
7 schedules shall have a prefix designation of AM, CO and HE and  
8 designated on three (3) separate salary schedules.

9  
10 **23.02 SALARY ADJUSTMENTS.**

11 Subject to the approval of the respective legislative bodies:

12  
13 **23.02 a.** Effective July 1, 2013, all Employees below the maximum step Z2  
14 shall move to the next higher step in their respective pay range of  
15 the June 30, 2013 salary schedule.

16  
17 Effective July 1, 2013, the Institutional, Health and Correctional  
18 salary schedules in effect on June 30, 2013 shall reflect the  
19 elimination of the minimum step 01. Such schedules shall be  
20 designated as Exhibit 1, Exhibit 2, and Exhibit 3. Employees shall  
21 be assigned from their existing pay range and step to the  
22 corresponding pay range and step in Exhibit 1, Exhibit 2, or  
23 Exhibit 3.

24  
25 Effective July 1, 2013, Employees who are at the maximum step Z2  
26 as of June 30, 2013 and Employees not administratively assigned  
27 to the salary schedule shall receive a one-time lump sum payment  
28 equivalent to four percent (4%) of the individual employee's annual

1 basic rate of pay. Employees who are less than full-time shall  
2 receive a prorated amount of this lump sum payment.

3  
4 **23.02 b.** Effective January 1, 2014, Exhibit 1, Exhibit 2, and Exhibit 3 shall  
5 reflect a three-tenths of one percent (.3%) per month across-the-  
6 board increase and be designated as Exhibit 1-A, Exhibit 2-A, and  
7 Exhibit 3-A, respectively. Employees shall then be placed on the  
8 corresponding pay range and step of the respective salary  
9 schedule.

10  
11 Effective January 1, 2014, Employees not administratively assigned  
12 to the salary schedule shall receive a three-tenths of one percent  
13 (.3%) per month increase.

14  
15 **23.02 c.** Effective July 1, 2014, all Employees below the maximum step Z2  
16 shall move to the next higher step in their respective pay range of  
17 the Exhibit 1-A, Exhibit 2-A, or Exhibit 3-A.

18  
19 Effective July 1, 2014, the Institutional, Health and Correctional  
20 salary schedules in effect on June 30, 2014 shall reflect the  
21 elimination of the minimum step 02 and shall be designated as  
22 Exhibit 1-B, Exhibit 2-B, and Exhibit 3-B. Employees shall be  
23 assigned from their existing pay range and step to the  
24 corresponding pay range and step in Exhibit 1-B, Exhibit 2-B, or  
25 Exhibit 3-B.

26  
27 Effective July 1, 2014, Employees who are at the maximum step Z2  
28 as of June 30, 2014 and Employees not administratively assigned  
29 to the salary schedule shall receive a one-time lump sum payment  
30 equivalent to four percent (4%) of the individual employee's annual

1 basic rate of pay. Employees who are less than full-time shall  
2 receive a prorated amount of this lump sum payment.

3  
4 **23.02 d.** Effective January 1, 2015, Exhibit 1-B, Exhibit 2-B, and Exhibit 3-B  
5 shall reflect a five-tenths of one percent (.5%) per month across-  
6 the-board increase and be designated as Exhibit 1-C, Exhibit 2-C,  
7 and Exhibit 3-C, respectively. Employees shall then be placed on  
8 the corresponding pay range and step of the respective salary  
9 schedule.

10  
11 Effective January 1, 2015, Employees not administratively assigned  
12 to the salary schedule shall receive a five-tenths of one percent  
13 (.5%) per month increase.

14  
15 **23.02 e.** The parties agree to make certain technical adjustments to the  
16 salary schedules to address instances where Employees below the  
17 maximum step Z2 move to the next higher step but would not  
18 otherwise realize an increase in their base pay.

19  
20 Effective July 1, 2015, all Employees below the maximum step Z2  
21 shall move to the next higher step in their respective pay range of  
22 the Exhibit 1-C, Exhibit 2-C, or Exhibit 3-C.

23  
24 Effective July 1, 2015, the Institutional, Health and Correctional  
25 salary schedules in effect on June 30, 2015 shall reflect the  
26 elimination of the minimum step 03 and the remaining three (3)  
27 Steps 04, Z1 and Z2 shall be renamed to Steps A, B and C,  
28 respectively. Such amended salary schedules shall be designated  
29 as Exhibit 1-D, Exhibit 2-D, and Exhibit 3-D. Employees shall be  
30 assigned from their existing pay range and step to the

1 corresponding pay range and step in Exhibit 1-D, Exhibit 2-D, or  
2 Exhibit 3-D.

3  
4 Effective July 1, 2015, Employees who are at the maximum step Z2  
5 as of June 30, 2015 and Employees not administratively assigned  
6 to the salary schedule shall receive a one-time lump sum payment  
7 equivalent to four percent (4%) of the individual employee's annual  
8 basic rate of pay. Employees who are less than full-time shall  
9 receive a prorated amount of this lump sum payment.

10  
11 **23.02 f.** Effective January 1, 2016, Exhibit 1-D Exhibit 2-D, and Exhibit 3-D  
12 shall reflect a five-tenths of one percent (.5%) per month across-  
13 the-board increase and be designated as Exhibit 1-E, Exhibit 2-E,  
14 and Exhibit 3-E, respectively. Employees shall then be placed on  
15 the corresponding pay range and step of the respective salary  
16 schedule.

17  
18 Effective January 1, 2016, Employees not administratively assigned  
19 to the salary schedule shall receive a five-tenths of one percent  
20 (.5%) per month increase.

21  
22 **23.02 g.** Effective July 1, 2016, all Employees who are employed as of  
23 June 30, 2016 and who are below the maximum step C shall move  
24 to the next higher step in their respective pay range of the  
25 Exhibit 1-E, Exhibit 2-E, or Exhibit 3-E.

26  
27 Effective July 1, 2016, Employees who are at the maximum step C  
28 as of June 30, 2016 and Employees not administratively assigned  
29 to the salary schedule shall receive a one-time lump sum payment  
30 equivalent to four percent (4%) of the individual employee's annual

1 basic rate of pay. Employees who are less than full-time shall  
2 receive a prorated amount of this lump sum payment.

3  
4 **23.02 h.** Effective January 1, 2017, Exhibit 1-E Exhibit 2-E, and Exhibit 3-E  
5 shall reflect a one percent (1%) per month across-the-board  
6 increase and be designated as Exhibit 1-F, Exhibit 2-F and Exhibit  
7 3-F, respectively. Employees shall then be placed on the  
8 corresponding pay range and step of the respective salary  
9 schedule.

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