

ARTICLE 51 - SALARIES

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

A. The salary schedule in effect on June 30, **2007** [2005] shall be designated as Exhibit A.

~~[B. Subject to the approval of the respective legislative bodies and effective July 1, 2005, the salary schedule designated as Exhibit A shall be amended as follows and designated as Exhibit B:~~

~~1. The L1 pay rates shall be two percent (2%) more than the Step A pay rates; and~~

~~2. The L2 pay rates shall be two percent (2%) more than the L1 pay rates; and~~

~~3. A new longevity step L3 shall be added and the L3 pay rates shall be two percent (2%) more than the L2 pay rates.]~~

B. ~~[C.]~~ Subject to the approval of the respective legislative bodies and effective July 1, **2007** [2005], Employees who are eligible for step movements from July 1, **2007** [2005] through June 30, **2009** [2006] in accordance with Paragraph O of Article 14, Compensation Adjustments, shall receive their step movements on the first day of the pay period immediately following the completion of the required years of continuous creditable service. ~~[Notwithstanding any provision of this Agreement to the contrary, including Paragraph O of Article 14, Compensation Adjustments, Employees who have completed at least twenty (20) years of continuous creditable service in the bargaining unit as of June 30, 2005 shall be placed on Step L3 on July 1, 2005.]~~

1 C. [D-] Subject to the approval of the respective legislative bodies and effective
2 July 1, 2007, [October 1, 2005] the salary schedule designated as Exhibit A shall
3 be amended as follows and designated as Exhibit B:

4
5 1. The salary schedule designated as Exhibit A shall be amended to
6 reflect a 4% (four percent) increase.

7
8 2. In addition, new longevity steps L4 and L5 shall be added as shown
9 in Exhibit B. The L4 pay rates shall be two percent (2%) more than the L3 pay
10 rates and the L5 pay rates shall be two percent (2%) more than the L4 pay rates.

11
12 [~~1. The salary schedule designated as Exhibit B shall be amended to reflect a~~
13 ~~three and one-half percent (3.5%) increase and such amended schedule shall be~~
14 ~~designated as Exhibit C.~~]

15
16 3. [2.] Following [D-1.] C.1. and C.2. above, effective July 1, 2007, Employees
17 shall be assigned to the corresponding pay range and applicable step of Exhibit B [C-]
18 based on their years of creditable service on June 30, 2007 as follows:

<u>Step</u>	<u>Years of Continuous Creditable Service (as defined in Paragraph O of Article 14, Compensation Adjustments)</u>
<u>L1</u>	<u>5 but less than 10 years of service</u>
<u>L2</u>	<u>10 but less than 15 years of service</u>
<u>L3</u>	<u>15 but less than 20 years of service</u>
<u>L4</u>	<u>20 but less than 25 years of service</u>
<u>L5</u>	<u>25 or more years of service</u>

19
20
21
22
23
24
25
26
27
28 4. [3.] Employees not administratively assigned to the salary schedule shall
29 receive a four percent (4%) [three and one-half percent (3.5%)] pay increase.

1 ~~[4. It is provided that any Employee who is receiving a compression~~
2 ~~differential shall be entitled to retain such differential, subject to the conditions in the~~
3 ~~Model Conversion Plan.~~

4
5 ~~E. Subject to the approval of the respective legislative bodies and effective~~
6 ~~July 1, 2006, Employees who are eligible for step movements from July 1, 2006 through~~
7 ~~June 30, 2007 in accordance with Paragraph O of Article 14, Compensation~~
8 ~~Adjustments, shall receive their step movements on the first day of the pay period~~
9 ~~immediately following completion of the required years of continuous creditable~~
10 ~~service.]~~

11
12 D. ~~[F.]~~ Subject to the approval of the respective legislative bodies and effective
13 July 1, 2008 ~~[October 1, 2006]:~~

14
15 1. The salary schedule designated as Exhibit B ~~[C]~~ shall be amended to
16 reflect a four percent (4%) ~~[three and one half percent (3.5%)]~~ increase and such
17 amended schedule shall be designated as Exhibit C ~~[D]~~.

18
19 2. Following D.1. ~~[F.1.]~~ above, Employees shall be assigned to the
20 corresponding pay range and step of Exhibit C ~~[D]~~.

21
22 3. Employees not administratively assigned to the salary schedule shall
23 receive a four percent (4%) ~~[three and one half percent (3.5%)]~~ pay increase.

24
25 ~~[4. It is provided that any Employee who is receiving a compression~~
26 ~~differential shall be entitled to retain such differential subject to the conditions in the~~
27 ~~Model Conversion Plan.]~~