

1 **ARTICLE 51 - SALARIES**

2
3 ~~[A. Employees who are receiving a shortage differential shall have their~~
4 ~~compensation adjusted by provisions contained in a separate supplemental~~
5 ~~agreement.]~~
6

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

9
10 **B.** ~~[C.]~~ Subject to the approval of the respective legislative bodies and effective
11 July 1, **2007** ~~[2005]~~, Employees who are eligible for step movements from July 1, **2007**
12 ~~[2005]~~ through June 30, **2008** ~~[2006]~~ in accordance with Paragraph O of Article 14,
13 Compensation Adjustment, shall receive their step movements on their step movement
14 dates.

15
16 **C.** ~~[D.]~~ Subject to the approval of the respective legislative bodies and effective
17 **July 1, 2007** ~~[October 1, 2005]~~:

18
19 1. The salary schedule designated as Exhibit A shall be amended to reflect a
20 **four percent (4%)** ~~[three and one-half percent (3.5%)]~~ increase and such amended
21 schedule shall be designated as Exhibit B.

22
23 2. Following **C.1.** ~~[D.1.]~~ above, Employees shall be placed on the
24 corresponding pay range and step of Exhibit B, provided that Employees whose basic
25 rate of pay on **June 30, 2007** ~~[September 30, 2005]~~, falls between two steps or
26 exceeds the maximum step of their pay range shall receive a **four percent (4%)** ~~[three~~
27 ~~and one-half percent (3.5%)]~~ increase.
28

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

3
4 **D.** [~~E.~~] Subject to the approval of the respective legislative bodies and effective
5 July 1, **2008** [~~2006~~], Employees who are eligible for step movements from July 1, **2008**
6 [~~2006~~] through June 30, **2009** [~~2007~~] in accordance with Paragraph O of Article 14,
7 Compensation Adjustment, shall receive their step movements on their step movement
8 dates.

9
10 **E.** [~~F.~~] Subject to the approval of the respective legislative bodies and effective
11 **July 1, 2008** [~~October 1, 2006~~]:

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

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17 2. Following **E.1.** [~~F.1.~~] above, Employees shall be placed on the
18 corresponding pay range and step of Exhibit C, provided that Employees whose basic
19 rate of pay on **June 30, 2008** [~~September 30, 2006~~] falls between two steps or exceeds
20 the maximum step of their pay range shall receive a **four percent (4%)** [~~three and one-~~
21 ~~half percent (3.5%)~~] increase.

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

25
26 **F.** [~~G.~~] Step Movement provisions as contained in Article 14, Compensation
27 Adjustments, of this Agreement shall be continued in successor Agreements, unless
28 modified or terminated by mutual consent of the parties. It is provided that the costs of
29 step movements in such successor Agreements shall be treated as "cost items" as
30 defined in Section 89-2, HRS, and included in the costs of collective bargaining and
31 submitted to the respective legislative bodies for approval as required in subsection
32 89-10(b), HRS.