

<b>MANAGERS</b> <i>(Labor Units 02 &amp; 03 assigned to the MP and MD pay plans)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	4% COLA; 3% MIP	6/25/2004	3% COLA
6/26/1992	5% COLA; 3% MIP	10/1/2004	3% PARS
5/14/1993	4.5% COLA	6/24/2005	3% COLA payable 7/22/2005
6/25/1993	3% MIP	6/24/2005	3% PARS lump sum payable 7/22/2005
7/1/1995	Hours increase to 36.25 (multiply annual salary by 1.0357143, round up result)	6/23/2006	3% COLA payable 7/21/2006
9/29/1995	3% PARS	6/23/2006	3% PARS/lump sum payable 7/21/2006
7/1/1996	Hours increase to 37.5 (divide annual salary by 1.0357143, round down result and multiply by 1.0714286, round up result)	6/22/2007	3% COLA payable 8/3/2007
9/27/1996	3% PARS	6/22/2007	3% PARS/lump sum payable 8/3/2007
7/1/1997	Hours increase to 38.75 (divide annual salary by 1.0714286, round down result and multiply it by 1.1071429, round up result)	6/20/2008	3% COLA payable 7/18/2008
7/4/1997	3% COLA	6/20/2008	2.5% AI/PARS/lump sum payable 7/18/2008
9/26/1997	3% PARS	<b>2009 - 2010</b>	<b>No Increases</b>
7/1/1998	Hours increase to 40 (divide annual salary by 1.1071429, round down result and multiply it by 1.1428572, round up result)	<b>2010 - 2011</b>	<b>No Increases</b>
7/3/1998	3% COLA	<b>2011 - 2012</b>	<b>No Increases</b>
9/25/1998	3% PARS	<b>2012 - 2013</b>	<b>No Increases</b>
9/24/1999	3% PARS	7/1/2013	3% COLA payable 7/7/2013
1/14/2000	2% COLA	7/12/2013	Elimination of lump sum longevity payment to non-represented employees. For eligible employees, add annualized longevity (2 x exact amount of last longevity payment) to the annual rate.
7/14/2000	3.5% COLA	9/6/2013	3% AI/PARS/lump sum
12/29/2000	3% PARS	7/1/2014	3% COLA
6/29/2001	3% COLA	12/26/2014	3% AI/PARS/lump sum
12/28/2001	3% PARS	<b>2015 - 2016</b>	<b>No Increases</b>
<b>2002 - 2003</b>	<b>No Increases</b>	<b>2016 - 2017</b>	<b>No Increases</b>
10/3/2003	3% COLA	<b>2017 - 2018</b>	<b>No Increases</b>
12/26/2003	2.5% PARS		

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**MANAGERS***(Labor Units 02 & 03 assigned to the MP and MD pay plans)*

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
7/1/2019	3.5% COLA according to 2664-E
<b>2020 - 2021</b>	<b>No Increases</b>
7/1/2021	3.5% COLA (7/1/2021) according to 2799-E
7/1/2021	4% AI (7/1/2021) according to 2799-E
7/1/2021	If the annual increase takes the employee over the maximum of the range, the remainder of the increase must be paid as a lump sum payment.
7/1/2021	2.5% COLA (7/1/2021) according to 2867-E
12/31/2021	3% AI (1/1/2022) according to 2867-E
12/31/2021	If the annual increase takes the employee over the maximum of the range, the remainder of the increase must be paid as a lump sum payment.
7/1/2022	2.5% COLA (7/1/2022) according to 2867-E
12/30/2022	3% AI (1/1/2023) according to 2867-E
12/30/2022	If the annual increase takes the employee over the maximum of the range, the remainder of the increase must be paid as a lump sum payment.
6/30/2023	2.5% COLA (7/1/2023) according to 2867-E
12/29/2023	3% AI (1/1/2024) according to 2867-E
12/29/2023	If the annual increase takes the employee over the maximum of the range, the remainder of the increase must be paid as a lump sum payment.
6/28/2024	2.5% COLA (7/1/2024) according to 4042-E
12/27/2024	3% AI (1/1/2025) according to 4042-E
12/27/2024	If the annual increase takes the employee over the maximum of the range, the remainder of the increase must be paid as a lump sum payment.

**CONFIDENTIAL EXCLUSIONS**  
**(Labor Unit 03 Assigned to the CA, CR and CN pay plans)**

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
6/29/1990	4% COLA	12/29/2000	AI (1/1/2001)
6/29/1990	AI (7/1/1990)	6/29/2001	3% COLA
12/28/1990	AI (1/1/1991)	6/29/2001	AI (7/1/2001)
6/26/1992	5% COLA	12/28/2001	AI (1/1/2002)
6/26/1992	AI (7/1/1992)	<b>2002 - 2003</b>	<b>No Increases</b>
12/25/1992	AI (1/1/1993)	10/3/2003	3% COLA
5/14/1993	4.5% COLA	12/26/2003	AI (7/1/2003) delayed 6 months
6/25/1993	AI (7/1/1993)	6/25/2004	AI (1/1/2004) delayed 6 months
12/24/1993	AI (1/1/1994)	6/25/2004	3% COLA
7/1/1995	Hours increase to 36.25	10/1/2004	AI (7/1/2004) delayed 3 months payable 10/20/2004
9/29/1995	AI (7/1/1995)	4/1/2005	AI (1/1/2005) delayed 3 months payable 4/29/2005
3/29/1996	AI (1/1/1996)	7/1/2005	AI payable 7/22/2005
7/1/1996	Hours increase to 37.5	1/1/2006	AI payable 1/20/2006
9/27/1996	AI (7/1/1996)	6/23/2006	3% COLA payable 7/21/2006
3/28/1997	AI (1/1/1997)	7/1/2006	AI/lump sum payable 7/21/2006
7/1/1997	Hours increase to 38.75	12/22/2006	AI/lump sum payable 1/19/2007
7/4/1997	3% COLA	6/22/2007	3% COLA payable 8/3/2007
9/26/1997	AI (7/1/1997)	6/22/2007	AI/lump sum (7/1/2007) payable 8/3/2007
3/27/1998	AI (1/1/1998)	12/21/2007	AI/lump sum (1/1/2008) payable 1/18/2008
7/1/1998	Hours increase to 40	6/20/2008	3% COLA payable 7/18/2008
7/3/1998	3% COLA	6/20/2008	AI/lump sum (7/1/2008) payable 7/18/2008
9/25/1998	AI (7/1/1998)	12/19/2008	AI/lump sum (1/1/2009) payable 1/16/2009
3/26/1999	AI (1/1/1999)	4/8/2011	CA: AI (1/1/2011) delayed 3 months payable 5/6/2011. Employees @ the last step prior to this date shall receive a lump sum of \$750.00 payable 5/6/2011
6/18/1999	AI (7/1/1999)	7/1/2011	CA: 2.5% COLA CR: 3% COLA
12/31/1999	AI (1/1/2000)	8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.
1/14/2000	2% COLA	<b>2011 - 2013</b>	<b>No Increases</b>
6/30/2000	AI (7/1/2000)		
7/14/2000	3.5% COLA		

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***CONFIDENTIAL EXCLUSIONS***  
***(Labor Unit 03 Assigned to the CA, CR and CN pay plans)***

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
12/14/2012	The CN pay plan is established and mirrors the FD pay plan. All increases granted employees assigned to the FD pay plan shall apply to the CN pay plan. Refer to Item 1907-E for specifics.	12/27/2013	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)
6/28/2013	AI/Lump Sum (7/1/2013)	6/27/2014	3% AI (7/1/2014)
7/12/2013	CA, CR, CN pay plans change from step to range plans. Elimination of lump sum longevity payment to non-represented employees. Adjust salary of eligible employees: add annualized longevity (2 x exact amount of last longevity payment) to the annual rate. Future pay increases and salary plan changes: CA: same increases granted Administrative Clerical employees (refer to Item 1937-E for specific increase amounts, etc.) CR: same increases granted Administrative & Residual employees (refer to Item 1937-E for specific increase amounts, etc.)	6/27/2014	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)
8/26/2013	CA & CN: Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)	7/1/2014	3% COLA
8/26/2013	3% COLA	12/26/2014	3% AI (1/1/2015)
12/27/2013	3% AI (1/1/2014)	12/26/2014	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)

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**CONFIDENTIAL EXCLUSIONS**  
**(Labor Unit 03 Assigned to the CA, CR and CN pay plans)**  
**(Labor Units 02 & 03)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/26/2015	3% AI (7/1/2015)	12/20/2019	AI/Lump Sum (1/1/2020)
6/26/2015	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)	12/20/2019	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)
7/1/2015	3% COLA	6/19/2020	AI/Lump Sum (7/1/2020)
12/25/2015	3% AI (1/1/2016)	6/19/2020	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)
12/25/2015	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)	7/1/2020	<b>CA and CN: 3.5% COLA</b>
<b>2016 - 2017</b>	<b>No Increases</b>	1/1/2021	AI/Lump Sum (1/1/2021)
<b>2017 - 2018</b>	<b>No Increases</b>	1/1/2021	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)
7/1/2018	CA: One-time \$2,000 payment (see NP-3) CR: One-time \$2,000 payment (see P-5) CN: One-time \$2,000 payment (see P-4)	7/1/2021	AI/Lump Sum (7/1/2021)
6/21/2019	<b>CR only: 3.5% COLA</b>	7/1/2021	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$1000, CN & CR: 2.5% base rate)
6/21/2019	AI/Lump Sum (7/1/2019)	7/1/2021	<b>CA and CN: 2.5% COLA (7/1/2021)</b>
6/21/2019	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$750, CN & CR: 2.5% base rate)		
7/1/2019	<b>CA and CN: 3.5% COLA</b>		<i>Continued on next page...</i>

**CONFIDENTIAL EXCLUSIONS**

**(Labor Unit 03 Assigned to the CA, CR and CN pay plans)**  
**(Labor Units 02 & 03)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
12/31/2021	AI/Lump Sum (1/1/2022)	12/27/2024	AI/Lump Sum (1/1/2025)
12/31/2021	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$1000, CN & CR: 2.5% base rate)	12/27/2024	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$1000, CN & CR: 2.5% base rate)
7/1/2022	AI/Lump Sum (7/1/2022)		
7/1/2022	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$1000, CN & CR: 2.5% base rate)		
7/1/2022	<b>CA and CN: 2.5% COLA (7/1/2022)</b>		
12/30/2022	AI/Lump Sum (1/1/2023)		
12/30/2022	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$1000, CN & CR: 2.5% base rate)		
6/30/2023	<b>CA and CN: 2.5% COLA (7/1/2023)</b>		
6/30/2023	AI/Lump Sum (7/1/2023)		
6/30/2023	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$1000, CN & CR: 2.5% base rate)		
12/29/2023	AI/Lump Sum (1/1/2024)		
12/29/2023	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$1000, CN & CR: 2.5% base rate)		
6/28/2024	<b>CA and CN: 2.5% COLA (7/1/2024)</b>		
6/28/2024	AI/Lump Sum (7/1/2024)		
6/28/2024	Employees at or within 3% of the maximum rate prior to this date shall receive a lump sum payment of (CA: \$1000, CN & CR: 2.5% base rate)		

<b>STATE POLICE</b> <i>(NP-1 Labor Unit 05)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	6/28/2002	3% CBI
7/13/1990	4% CBI	6/28/2002	AI (7/1/2002)
12/28/1990	AI (1/1/1991)	12/27/2002	AI (1/1/2003)
6/28/1991	AI (7/1/1991)	6/27/2003	3% CBI
7/12/1991	5% CBI	6/27/2003	AI (7/1/2003)
12/27/1991	AI (1/1/1992)	12/26/2003	AI (1/1/2004)
5/14/1993	4.5% CBI	<b>2004 - 2005</b>	<b>No Increases</b>
6/25/1993	AI (7/1/1993)	6/24/2005	3% CBI payable 7/22/2005
12/24/1993	AI (1/1/1994)	7/1/2005	AI payable 7/22/2005
6/24/1994	AI (7/1/1994)	1/1/2006	AI payable 1/20/2006
12/23/1994	AI (1/1/1995)	6/23/2006	3% CBI payable 7/21/2006
6/23/1995	AI (7/1/1995)	6/23/2006	AI (7/1/2006) payable 7/21/2006
7/1/1995	3% CBI	12/22/2006	AI (1/1/2007) payable 1/19/2007
12/22/1995	AI (1/1/1996)	6/22/2007	2% CBI <b>SP-1, Steps 1-4</b> payable 7/20/2007
6/21/1996	AI (7/1/1996)	6/22/2007	2.5% CBI <b>SP-1, Steps 5-8</b> payable 7/20/2007
7/1/1996	3% CBI	6/22/2007	3.25% CBI <b>SP-1, Steps 9-11</b> payable 7/20/2007
12/20/1996	AI (1/1/1997)	6/22/2007	3.5% CBI <b>SP-3 &amp; SP-4</b> payable 7/20/2007
6/20/1997	AI (7/1/1997)	6/22/2007	AI (7/1/2007) payable 7/20/2007
12/19/1997	AI (1/1/1998)	12/21/2007	AI (1/1/2008) payable 1/18/2008
6/19/1998	AI (7/1/1998)	6/20/2008	3% CBI <b>Entire NP-1</b> payable 7/18/2008
11/1/1998	2% CBI	6/20/2008	AI (7/1/2008) payable 7/20/2008
1/1/1999	AI (1/1/1999)	12/19/2008	AI (1/1/2009) payable 1/16/2009
6/18/1999	AI (7/1/1999)	<b>2009 - 2010</b>	<b>No CBI Authorized</b>
12/31/1999	AI (1/1/2000)	6/19/2009	AI (7/1/2009) payable 7/17/2009
1/14/2000	2% CBI	1/1/2010	AI (1/1/2010) payable 1/29/2010
6/30/2000	3.5% CBI	6/18/2010	2.25% CBI <b>SP-1 Steps 1-4</b> payable 7/16/2010
6/30/2000	AI (7/1/2000)	6/18/2010	2.5% CBI <b>SP-1 Steps 5-8</b> payable 7/16/2010
12/29/2000	AI (1/1/2001)	6/18/2010	3.5% CBI <b>SP-1 Steps 9-11, SP-3 &amp; SP-4</b> payable 7/16/2010
6/29/2001	3% CBI	<b>2010 - 2011</b>	<b>No AI Authorized</b>
6/29/2001	AI (7/1/2001)	7/1/2011	2.5% CBI for <b>Entire NP-1</b> payable 7/29/2011
12/28/2001	AI (1/1/2002)	<i>Continued on next page...</i>	

<b>STATE POLICE</b> <b>(NP-1 Labor Unit 05)</b>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
10/7/2011	AI (7/1/2011) delayed 3 months payable 11/4/2011	6/23/2017	AI (7/1/2017)
4/6/2012	AI (1/1/2012) delayed 3 months payable 5/4/2012	12/22/2017	1% CBI
<b>2012 - 2013</b>	<b>No Increases</b>	12/22/2017	AI (1/1/2018)
9/20/2013	AI (6/30/2013) delayed 3 months	6/30/2018	AI (7/1/2018)
10/1/2013	2% CBI	12/31/2018	AI (12/31/2018)
3/21/2014	AI (12/30/2013) delayed 3 months	6/21/2019	2% CBI
6/27/2014	3% CBI	6/30/2019	AI (6/30/2019)
6/27/2014	AI (7/1/2014)	12/31/2019	AI (12/31/2019)
12/26/2014	AI (1/1/2015)	6/19/2020	2.25% CBI
6/26/2015	AI (6/30/2015)	6/30/2020	AI (6/30/2020)
7/1/2015	3% CBI	12/31/2020	AI (12/31/2020)
7/1/2015	SP 01 only: Elimination of Step 8. Therefore, Steps 9, 10 and 11 will be designated the new Steps 8, 9 and 10.	6/18/2021	2.25% CBI (7/1/2021)
7/1/2015	Employees at Step 8 of the June 30, 2014 SP 01 pay plan shall be moved to Step 8 of the (interim) 'IL' pay plan. The IL plan shall have just one step (Step 8 - \$67,219). This rate includes a 3% CBI over the rate for Step 8 of the 7/1/2014 SP 01 plan.	6/30/2021	AI (6/30/2021)
12/25/2015	AI (1/1/2016)	12/31/2021	AI (1/1/2022)
12/25/2015	Employees assigned to the IL plan will move to SP 01 Step 9 of the 7/1/2015 pay plan when AI is effective and in accordance with existing practice. The IL plan will be inactivated.	6/30/2022	AI (6/30/2022)
6/24/2016	2% CBI	As of June 30, 2022 the current step pay plan shall convert to a years of service plan. Employees shall progress based upon years of service. There shall be no compounding or multiple incremental movement upon transition to the years of service plan on June 30, 2022.	
6/24/2016	AI (7/1/2016)	7/1/2022	2.5% CBI (7/1/2022)
12/23/2016	1% CBI	7/1/2022	Effective 7/1/2022, full time employees shall receive a \$3,500 special lump sum payment.
12/23/2016	AI (1/1/2017)	6/30/2023	2.5% CBI (7/1/2023)
6/23/2017	2% CBI	<i>Continued on next page...</i>	

**STATE POLICE**  
**(NP-1 Labor Unit 05)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/28/2024	2.5% CBI (7/1/2024)		
6/27/2025	2.5% CBI (7/1/2025)		

<b>MAINTENANCE &amp; SERVICE</b> <i>(NP-2 Labor Unit 06)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	7/1/2002	3% CBI
7/13/1990	5% CBI	12/27/2002	AI (1/1/2003)
12/28/1990	AI (1/1/1991)	6/27/2003	AI (7/1/2003)
6/28/1991	AI (7/1/1991)	7/1/2003	3% CBI
12/27/1991	AI (1/1/1992)	12/26/2003	AI (1/1/2004)
6/26/1992	5% CBI	6/25/2004	AI (7/1/2004)
5/14/1993	4.5% CBI	7/1/2004	3% CBI
6/25/1993	AI (7/1/1993)	12/24/2004	AI (1/1/2005)
12/24/1993	AI (1/1/1994)	<b>2005 - 2006</b>	<b>No Increases</b>
5/10/1996	3% CBI	5/26/2006	Employees at last step prior to 7/1/2005 or at max receive lump sum payable 6/23/2006
7/4/1997	Hours increase to 37.5 AI(s) (7/1/1995, 1/1/1996, 7/1/1996 & 1/1/1997)	5/26/2006	Employees at last step prior to 1/1/2006 or at max receive lump sum payable 6/23/2006
11/21/1997	AI (7/1/1997)	6/23/2006	AI (7/1/2006) payable 7/21/2006
12/19/1997	1.5% CBI	6/23/2006	Employees @ the last step prior to this date shall receive a lump sum of \$500.00 payable 7/21/2006
5/22/1998	AI (1/1/1998)	7/1/2006	3.5% CBI payable 7/21/2006
11/20/1998	AI (7/1/1998)	12/22/2006	AI (1/1/2007) payable 1/19/2007
1/1/1999	1.5% CBI	12/22/2006	Employees @ the last step prior to this date shall receive a lump sum of \$500.00 payable 1/19/2007
5/21/1999	AI (1/1/1999)	6/22/2007	AI (7/1/2007) payable 7/20/2007
6/18/1999	AI (7/1/1999)	6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 7/20/2007
7/1/1999	4% CBI	7/1/2007	3.5% CBI payable 7/20/2007
12/31/1999	AI (1/1/2000)	12/21/2007	AI (1/1/2008) payable 1/18/2008
6/30/2000	AI (7/1/2000)	1/1/2008	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 1/18/2008
7/1/2000	3.75% CBI	7/4/2008	3% CBI payable 6/5/2009
12/29/2000	AI (1/1/2001)	7/4/2008	AI (7/1/2008) payable 6/5/2009
6/29/2001	AI (7/1/2001)	7/4/2008	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 6/5/2009
7/1/2001	4% CBI	1/2/2009	AI (1/1/2009) payable 6/5/2009
12/28/2001	AI (1/1/2002)		
6/28/2002	AI (7/1/2002)		

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<b>MAINTENANCE &amp; SERVICE</b> <i>(NP-2 Labor Unit 06)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
1/2/2009	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 6/5/2009	12/26/2014	AI (1/1/2015)
7/3/2009	AI (7/1/2009) payable 7/31/2009	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
7/3/2009	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 7/31/2009	6/26/2015	AI (7/1/2015)
1/15/2010	AI (1/1/2010) payable 2/12/2010	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
1/15/2010	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 2/12/2010	7/1/2015	3% CBI
7/2/2010	3% CBI payable 7/30/2010	12/25/2015	AI (1/1/2016)
7/1/2011	2.5% CBI payable 7/29/2011	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.	2016 - 2017	<b>No Increases</b>
<b>2011 - 2013</b>	<b>No Increases</b>	<b>2017 - 2018</b>	<b>No Increases</b>
6/28/2013	AI (7/1/2013)	7/1/2018	<u>Employees not at top step:</u> One-time \$2,000 payment (pro-rated for part-time employees) <u>Employees at top step:</u> One-time \$2,000 payment <u>OR</u> top step lump sum <b>plus</b> one-time \$1,000 payment, whichever is greater (pro-rated for part-time employees) <u>When payments are to be made:</u> One-time payment of \$2,000 or \$1,000: in July 2018 Top step bonus: on employee's AI date
6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
8/26/2013	3% CBI		
8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)		
12/27/2013	AI (1/1/2014)	7/1/2019	AI/Lump Sum (7/1/2019)
12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	7/1/2019	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
6/27/2014	AI (7/1/2014)	7/1/2019	3.5% CBI
6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	1/1/2020	AI/Lump Sum (1/1/2020)
7/1/2014	3% CBI	<i>Continued on next page...</i>	

<b>MAINTENANCE &amp; SERVICE</b> <i>(NP-2 Labor Unit 06)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
1/1/2020	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	6/28/2024	AI/Lump Sum (7/1/2024)
7/1/2020	AI/Lump Sum (7/1/2020)	6/28/2024	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
7/1/2020	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	6/28/2024	2.5% CBI (7/1/2024)
7/1/2020	3.5% CBI	12/27/2024	AI/Lump Sum (1/1/2025)
1/1/2021	AI/Lump Sum (1/1/2021)	12/27/2024	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
1/1/2021	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
7/1/2021	AI/Lump Sum (7/1/2021)		
7/1/2021	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
7/1/2021	2.5% CBI (7/1/2021)		
12/31/2021	AI/Lump Sum (1/1/2022)		
12/31/2021	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
7/1/2022	AI/Lump Sum (7/1/2022)		
7/1/2022	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
7/1/2022	2.5% CBI (7/1/2022)		
12/30/2022	AI/Lump Sum (1/1/2023)		
12/30/2022	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
6/30/2023	AI/Lump Sum (7/1/2023)		
6/30/2023	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		
6/30/2023	2.5% CBI (7/1/2023)		
12/29/2023	AI/Lump Sum (1/1/2024)		
12/29/2023	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		

**ADMINISTRATIVE CLERICAL**

**(NP-3 Labor Unit 07)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	12/29/2000	AI (1/1/2001)
7/13/1990	4.5% CBI	6/29/2001	AI (7/1/2001)
12/28/1990	AI (1/1/1991)	12/28/2001	3% CBI
6/28/1991	AI (7/1/1991)	12/28/2001	AI (1/1/2002)
12/27/1991	AI (1/1/1992)	<b>2002 - 2003</b>	<b>No Increases</b>
6/26/1992	5% CBI	7/11/2003	3% CBI
5/14/1993	4.5% CBI	12/26/2003	AI (7/1/2003) delayed 6 months payable 1/23/2004
6/25/1993	AI (7/1/1993)	6/25/2004	AI (1/1/2004) delayed 6 months payable 7/23/2004
12/24/1993	AI (1/1/1994)	6/25/2004	3% CBI payable 7/23/2004
9/29/1995	AI (7/1/1995)	12/24/2004	AI (7/1/2004) delayed 6 months payable 1/21/2005
3/29/1996	AI (1/1/1996)	6/24/2005	AI (1/1/2005) delayed 6 months payable 7/22/2005
4/26/1996	Hours increase to 36.25	6/24/2005	3% CBI payable 7/22/2005
6/21/1996	Hours increase to 37.5	6/24/2005	AI (7/1/2005) payable 7/22/2005
11/22/1996	AI (7/1/1996)	12/23/2005	AI (1/1/2006) payable 1/5/2006
12/20/1996	2% CBI	6/23/2006	3% CBI payable 7/21/2006
5/23/1997	AI (1/1/1997)	6/23/2006	AI (7/1/2006) payable 7/21/2006
6/20/1997	Hours increase to 38.75	6/23/2006	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/21/2006
11/21/1997	AI (7/1/1997)	12/22/2006	AI (1/1/2007) payable 1/19/2007
12/19/1997	2% CBI	6/22/2007	3% CBI payable 7/20/2007
5/22/1998	AI (1/1/1998)	6/22/2007	AI (7/1/2007) payable 7/20/2007
6/19/1998	Hours increase to 40	6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/20/2007
11/20/1998	AI (7/1/1998)	12/21/2007	AI (1/1/2008) payable 1/18/2008
1/1/1999	2% CBI	12/21/2007	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 1/18/2008
5/21/1999	AI (1/1/1999)	6/20/2008	3% CBI payable 7/18/2008
11/19/1999	AI (7/1/1999)	6/20/2008	AI (7/1/2008) payable 7/18/2008
12/31/1999	AI (1/1/2000)	6/20/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/18/2008
1/14/2000	2% CBI	12/19/2008	AI (1/1/2009) payable 1/16/2009
6/30/2000	AI (7/1/2000)		
12/29/2000	3.5% CBI		

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<b>ADMINISTRATIVE CLERICAL</b> <i>(NP-3 Labor Unit 07)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
12/19/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 1/16/2009	6/27/2014	AI (7/1/2014)
<b>2009 - 2010</b>	<b>No Increases</b>	6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750
7/2/2010	2.5% CBI payable 7/30/2010	7/1/2014	3% CBI
10/8/2010	AI (7/1/2010) delayed 3 months payable 11/5/2010	12/26/2014	AI (1/1/2015)
10/8/2010	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 11/5/2010	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750
4/8/2011	AI (1/1/2011) delayed 3 months payable 5/6/2011	6/26/2015	AI (7/1/2015)
4/8/2011	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 5/6/2011	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750
7/1/2011	2.5% CBI	7/1/2015	3% CBI
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.	12/25/2015	AI (1/1/2016)
<b>2011 - 2013</b>	<b>No Increases</b>	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750
6/28/2013	AI (7/1/2013)	<b>2016 - 2017</b>	<b>No Increases</b>
6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750	<b>2017 - 2018</b>	<b>No Increases</b>
8/26/2013	3% CBI	7/1/2018	\$2,000 one-time payment; pro-rated for part timers. For employees at the top step, this \$2,000 payment will be in lieu of a top step lump sum bonus.
8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)		
12/27/2013	AI (1/1/2014)	6/21/2019	AI/Lump Sum (7/1/2019)
12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750		

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<b>ADMINISTRATIVE CLERICAL</b> <i>(NP-3 Labor Unit 07)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/21/2019	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment	12/30/2022	AI/Lump Sum (1/1/2023)
7/1/2019	3.5% CBI	12/30/2022	Employees at the top step of the pay scale, shall receive a \$1000 lump sum payment
12/20/2019	AI/Lump Sum (1/1/2020)	6/30/2023	AI/Lump Sum (7/1/2023)
12/20/2019	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment	6/30/2023	Employees at the top step of the pay scale, shall receive a \$1000 lump sum payment
6/19/2020	AI/Lump Sum (7/1/2020)	6/30/2023	2.5% CBI (7/1/2023)
6/19/2020	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment	12/29/2023	AI/Lump Sum (1/1/2024)
7/1/2020	3.5% CBI	12/29/2023	Employees at the top step of the pay scale, shall receive a \$1000 lump sum payment
1/1/2021	AI/Lump Sum (1/1/2021)	6/28/2024	AI/Lump Sum (7/1/2024)
1/1/2021	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment	6/28/2024	Employees at the top step of the pay scale, shall receive a \$1000 lump sum payment
7/1/2021	AI/Lump Sum (7/1/2021)	6/28/2024	2.5% CBI (7/1/2024)
7/1/2021	Employees at the top step of the pay scale, shall receive a \$1000 lump sum payment	12/27/2024	AI/Lump Sum (1/1/2025)
7/1/2021	2.5% CBI (7/1/2021)	12/27/2024	Employees at the top step of the pay scale, shall receive a \$1000 lump sum payment
12/31/2021	AI/Lump Sum (1/1/2022)		
12/31/2021	Employees at the top step of the pay scale, shall receive a \$1000 lump sum payment		
7/1/2022	AI/Lump Sum (7/1/2022)		
7/1/2022	Employees at the top step of the pay scale, shall receive a \$1000 lump sum payment		
7/1/2022	2.5% CBI (7/1/2022)		

<b>CORRECTIONS</b> <i>(NP-4 Labor Unit 08)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	1/11/2002	2% CBI
7/13/1990	4.5% CBI	4/19/2002	40 hours (CP) for BOP only
12/28/1990	AI (1/1/1991)	7/1/2002	AI
6/28/1991	AI (7/1/1991)	7/12/2002	2% CBI
12/27/1991	AI (1/1/1992)	1/1/2003	AI
6/26/1992	5% CBI	1/10/2003	2% CBI
5/14/1993	4.5% CBI	7/1/2003	AI
6/25/1993	AI (7/1/1993)	7/11/2003	3% CBI
12/24/1993	AI (1/1/1994)	1/1/2004	AI
6/20/1997	AI (7/1/1997)	<b>2004 - 2005</b>	<b>No Increases</b>
7/4/1997	AI(s) (7/1/1995, 1/1/1996, 7/1/1996 & 1/1/1997)	6/24/2005	3% CBI payable 7/22/2005
12/5/1997	3% CBI	1/1/2006	AI (7/1/2005) delayed 6 months payable 1/20/2006
12/19/1997	AI (1/1/1998)	1/1/2006	Employees @ the last step prior to this date shall receive a lump sum of \$500 delayed 6 months payable 1/20/2006
6/19/1998	AI (7/1/1998)	6/23/2006	3% CBI payable 7/21/2006
12/4/1998	3% CBI	7/1/2006	AI (1/1/2006) delayed 6 months payable 7/21/2006
1/1/1999	AI (1/1/1999)	7/1/2006	Employees @ the last step prior to this date shall receive a lump sum of \$500 delayed 6 months
9/24/1999	AI (7/1/1999)	10/1/2006	AI (7/1/2006) delayed 3 months payable 10/27/2006
12/3/1999	3% CBI	10/1/2006	Employees @ the last step prior to this date shall receive a lump sum of \$500 delayed 3 months
3/24/2000	AI (1/1/2000) delayed 3 months	4/1/2007	AI (1/1/2007) delayed 3 months payable 4/27/2007
9/22/2000	AI (7/1/2000) delayed 3 months	4/1/2007	Employees @ the last step prior to this date shall receive a lump sum of \$500 delayed 3 months payable 4/27/2007
12/15/2000	3% CBI	6/22/2007	3% CBI payable 7/20/2007
7/1/2001	AI	6/22/2007	AI (7/1/2007) payable 7/20/2007
7/13/2001	2% CBI	6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of \$500 payable 7/20/2007
1/1/2002	AI	12/21/2007	AI (1/1/2008) payable 1/18/2008

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<b>CORRECTIONS</b> <i>(NP-4 Labor Unit 08)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
12/21/2007	Employees @ the last step prior to this date shall receive a lump sum of \$500 payable 1/18/2008	2011 - 2013	No Increases
6/20/2008	AI (7/1/2008) retroactive payable 2/27/2009	6/28/2013	AI (7/1/2013)
6/20/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 2/27/2009	6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750
7/4/2008	3% CBI retroactive payable 2/27/2009	7/1/2013	3% CBI
12/19/2008	AI (1/1/2009) retroactive payable 2/27/2009	12/27/2013	AI (1/1/2014)
12/19/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 2/27/2009	12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750
6/24/2009	2.5% CBI payable 7/17/2009	6/27/2014	AI (7/1/2014)
1/1/2010	AI (7/1/2009) delayed 6 months payable 1/29/2010	6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750
1/1/2010	Employees @ the last step prior to this date with a 7/1/2009 AI date shall receive a lump sum of \$750 delayed 6 months payable 1/29/2010	7/1/2014	3% CBI
6/18/2010	AI (1/1/2010) delayed 6 months payable 7/16/2010	12/26/2014	AI (1/1/2015)
6/18/2010	Employees @ the last step prior to this date with a 1/1/2010 AI date shall receive a lump sum of \$750 delayed 6 months payable 7/16/2010	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750
6/23/2010	2.5% CBI payable 7/16/2010	6/26/2015	AI (7/1/2015)
12/31/2010	AI (7/1/2010) delayed 6 months payable 1/28/2011	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750
12/31/2010	Employees @ the last step prior to this date with a 7/1/2010 AI date shall receive a lump sum of \$750 delayed 6 months payable 1/28/2011	7/1/2015	3% CBI
7/1/2011	AI (1/1/2011) delayed 6 months payable 7/29/2011	12/25/2015	AI (1/1/2016)
7/1/2011	Employees @ the last step prior to this date with a 1/1/2011 AI date shall receive a lump sum of \$750 delayed 6 months payable 7/29/2011	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750

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<b>CORRECTIONS</b> <i>(NP-4 Labor Unit 08)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
2016 - 2017	No Increases	7/1/2022	AI/Lump Sum (7/1/2022)
2017 - 2018	No Increases	7/1/2022	Employees at the top step of the pay scale, shall receive a \$900 lump sum payment
July 2018	\$2,000 on time payment to all employees (pro-rated for part-time employees)	7/1/2022	2.5% CBI (7/1/2022)
6/21/2019	AI/Lump Sum (7/1/2019)	12/30/2022	AI/Lump Sum (1/1/2023)
6/21/2019	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment	12/30/2022	Employees at the top step of the pay scale, shall receive a \$900 lump sum payment
7/1/2019	3.5% CBI	6/30/2023	AI/Lump Sum (7/1/2023)
12/20/2019	AI/Lump Sum (1/1/2020)	6/30/2023	Employees at the top step of the pay scale, shall receive a \$900 lump sum payment
12/20/2019	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment	6/30/2023	2.5% CBI (7/1/2023)
6/19/2020	AI/Lump Sum (7/1/2020)	12/29/2023	AI/Lump Sum (1/1/2024)
6/19/2020	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment	12/29/2023	Employees at the top step of the pay scale, shall receive a \$900 lump sum payment
7/1/2020	3.5% CBI	6/28/2024	AI/Lump Sum (7/1/2024)
1/1/2021	AI/Lump Sum (1/1/2021)	6/28/2024	Employees at the top step of the pay scale, shall receive a \$900 lump sum payment
1/1/2021	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment	6/28/2024	2.5% CBI (7/1/2024)
7/1/2021	AI/Lump Sum (7/1/2021)	12/27/2024	AI/Lump Sum (1/1/2025)
7/1/2021	Employees at the top step of the pay scale, shall receive a \$900 lump sum payment	12/27/2024	Employees at the top step of the pay scale, shall receive a \$900 lump sum payment
7/1/2021	2.5% CBI (7/1/2021)		
12/31/2021	AI/Lump Sum (1/1/2022)		
12/31/2021	Employees at the top step of the pay scale, shall receive a \$900 lump sum payment		

<b>PROTECTIVE SERVICES</b> <i>(NP-5 Labor Unit 09)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	12/28/2001	AI (1/1/2002)
7/13/1990	4% CBI	6/28/2002	3% CBI
12/28/1990	AI (1/1/1991)	6/28/2002	AI (7/1/2002)
6/28/1991	AI (7/1/1991)	12/27/2002	AI (1/1/2003)
12/27/1991	AI (1/1/1992)	6/27/2003	3% CBI
6/26/1992	(7/12/1991 Pay Plan reinstated)	6/27/2003	AI (7/1/2003)
5/14/1993	4.5% CBI	12/26/2003	AI (1/1/2004)
6/25/1993	AI (7/1/1993)	<b>2004 - 2005</b>	<b>No Increases</b>
12/24/1993	AI (1/1/1994)	6/24/2005	3% CBI payable 7/22/2005
7/7/1995	1.5% CBI; Hours increase to 36.25	12/23/2005	AI (7/1/2005) delayed 6 months payable 1/20/2006
9/29/1995	AI (7/1/1995)	6/23/2006	AI (1/1/2006) delayed 6 months payable 7/21/2006
3/29/1996	AI (1/1/1996)	6/23/2006	3% CBI payable 7/21/2006
7/5/1996	1.5% CBI; Hours increase to 37.5	9/29/2006	AI (7/1/2006) delayed 3 months payable 10/27/2006
9/27/1996	AI (7/1/1996)	4/1/2007	AI (1/1/2007) delayed 3 months payable 4/27/2007
3/28/1997	AI (1/1/1997)	4/1/2007	Employees @ the last step prior to this date shall receive a lump sum of \$500 delayed 3 months payable 4/27/2007
6/20/1997	AI (7/1/1997)	6/22/2007	3% CBI payable 7/20/2007
7/4/1997	Increase hours to 38.75	6/22/2007	AI (07/01/2007) payable 7/20/2007
12/19/1997	AI (1/1/1998)	6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of \$500 payable 7/20/2007
6/19/1998	AI (7/1/1998)	12/21/2007	AI (1/1/2008) payable 1/18/2008
7/3/1998	Increase hours to 40	6/20/2008	3% CBI payable 7/18/2008
10/9/1998	1.5% CBI	6/20/2008	AI (7/1/2008) payable 7/18/2008
1/1/1999	AI (1/1/1999)	6/20/2008	Employees @ the last step prior to this date shall receive a lump sum of \$600 payable 7/18/2008
1/14/2000	2% CBI	12/19/2008	AI (1/1/2009) payable 1/16/2009
6/30/2000	3.5% CBI	12/19/2008	Employees @ the last step prior to this date shall receive a lump sum of \$600 payable 1/16/2009
6/30/2000	AI (7/1/2000)	<b>2009 - 2010</b>	<b>No CBI Authorized</b>
12/29/2000	AI (1/1/2001)	6/19/2009	AI (7/1/2009) payable 7/17/2009
6/29/2001	3% CBI		
6/29/2001	AI (7/1/2001)		<i>Continued on next page...</i>

<b>PROTECTIVE SERVICES</b> <i>(NP-5 Labor Unit 09)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/19/2009	Employees @ the last step prior to this date shall receive a lump sum of \$600 payable 7/17/2009	7/1/2014	3% CBI
1/1/2010	AI (1/1/2010) payable 1/29/2010	12/26/2014	AI (1/1/2015)
1/1/2010	Employees @ the last step prior to this date shall receive a lump sum of \$600 payable 1/29/2010	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of \$600
6/18/2010	3% CBI payable 7/16/2010	6/26/2015	AI (7/1/2015)
<b>2010 - 2011</b>	<b>No AIs Authorized</b>	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of \$600
7/1/2011	3% CBI	7/1/2015	3% CBI
7/1/2011	AI (7/1/2011)	12/25/2015	AI (1/1/2016)
7/1/2011	Employees @ the last step prior to this date shall receive a lump sum of \$600	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of \$600
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011. Any top step bonus payment received 7/1/2011 shall be divided by 23 and this amount shall be deducted from pay in equal amounts over the next 23 pay periods.	<b>2016 - 2017</b>	<b>No Increases</b>
<b>2011 - 2013</b>	<b>No Increases</b>	<b>2017 - 2018</b>	<b>No Increases</b>
8/23/2013	AI (7/1/2013) and \$600 top step bonus delayed until 8/23/2013	Effective with the pay period that includes 7/1/2018	One-time \$2,000 Payment . Part-time employees shall receive a pro-rated payment.
8/26/2013	3% CBI	6/21/2019	3.5% CBI
12/27/2013	AI (1/1/2014)	6/21/2019	AI/Lump Sum (7/1/2019)
12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of \$600	7/1/2019	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of seven hundred dollars (\$700)
6/27/2014	AI (7/1/2014)	12/20/2019	AI/Lump Sum (1/1/2020)
6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of \$600	12/20/2019	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of seven hundred dollars (\$700)

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<b>PROTECTIVE SERVICES</b> <i>(NP-5 Labor Unit 09)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/19/2020	3.5% CBI	6/30/2023	AI/Lump Sum (7/1/2023)
6/19/2020	AI/Lump Sum (7/1/2019)	6/30/2023	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of one thousand dollars (\$1000)
7/1/2020	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of seven hundred fifty dollars (\$750)	6/30/2023	2.5% CBI (7/1/2023)
1/1/2021	AI/Lump Sum (1/1/2021)	12/29/2023	AI/Lump Sum (1/1/2024)
1/1/2021	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of seven hundred fifty dollars (\$750)	12/29/2023	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of one thousand dollars (\$1000)
7/1/2021	AI/Lump Sum (7/1/2021)	6/28/2024	AI/Lump Sum (7/1/2024)
7/1/2021	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of seven hundred fifty dollars (\$750)	6/28/2024	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of one thousand dollars (\$1000)
7/1/2021	2.5% CBI (7/1/2021)	6/28/2024	2.5% CBI (7/1/2024)
12/31/2021	AI/Lump Sum (1/1/2022)	12/27/2024	AI/Lump Sum (1/1/2025)
12/31/2021	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of seven hundred fifty dollars (\$750)	12/27/2024	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of one thousand dollars (\$1000)
7/1/2022	AI/Lump Sum (7/1/2022)		
7/1/2022	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of one thousand dollars (\$1000)		
7/1/2022	2.5% CBI (7/1/2022)		
12/30/2022	AI/Lump Sum (1/1/2023)		
12/30/2022	Employees who are in the maximum step, who receive no AI, shall receive a lump sum payment of one thousand dollars (\$1000)		

**PARAPROFESSIONAL HEALTH CARE**  
**(NP-6 Labor Unit 10)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	6/28/2002	AI (7/1/2002)
7/13/1990	4% CBI	7/12/2002	3% CBI
12/28/1990	AI (1/1/1991)	12/27/2002	AI (1/1/2003)
6/28/1991	AI (7/1/1991)	6/27/2003	AI (7/1/2003)
12/27/1991	AI (1/1/1992)	7/11/2003	2.5% CBI
6/26/1992	(7/12/1991 Pay Plan reinstated)	12/26/2003	AI (1/1/2004)
5/14/1993	4.5% CBI	6/25/2004	Additional Step Implementation
6/25/1993	AI (7/1/1993)	6/25/2004	AI (7/1/2004)
12/24/1993	AI (1/1/1994)	7/1/2004	3% CBI
6/24/1994	AI (7/1/1994)	12/24/2004	AI (1/1/2005)
12/23/1994	AI (1/1/1995)	<b>2005 - 2006</b> <b>No Increases</b>	
6/23/1995	AI (7/1/1995)	6/23/2006	AI (7/1/2006) payable 7/21/2006
7/1/1995	3% CBI	7/1/2006	3% CBI payable 7/21/2006
12/22/1995	AI (1/1/1996)	12/22/2006	AI (1/1/2007) payable 1/19/2007
6/21/1996	AI (7/1/1996)	6/22/2007	3% CBI payable 7/20/2007
7/1/1996	3% CBI	6/22/2007	AI (7/1/2007) payable 7/20/2007
12/20/1996	AI (1/1/1997)	12/21/2007	AI (1/1/2008) payable 1/18/2008
6/20/1997	AI (7/1/1997)	6/20/2008	3% CBI payable 7/18/2008
12/19/1997	AI (1/1/1998)	6/20/2008	AI (7/1/2008) payable 7/18/2008
1/1/1998	2% CBI	12/19/2008	AI (1/1/2009) payable 1/16/2009
6/19/1998	AI (7/1/1998)	<b>2009 - 2010</b> <b>No Increases</b>	
1/1/1999	AI (1/1/1999)	7/2/2010	2.5% CBI payable 7/30/2010
1/15/1999	2% CBI	10/8/2010	AI (7/1/2010) delayed 3 months payable 11/5/2010
6/18/1999	AI (7/1/1999)	4/8/2011	AI (1/1/2011) delayed 3 months payable 5/6/2011
12/31/1999	AI (1/1/2000)	7/1/2011	2.5% CBI
1/14/2000	2% CBI	8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.
6/30/2000	AI (7/1/2000)	<b>2011 - 2013</b> <b>No Increases</b>	
7/1/2000	3.5% CBI	6/28/2013	AI (7/1/2013)
12/29/2000	AI (1/1/2001)	8/26/2013	3% CBI
6/29/2001	AI (7/1/2001)	8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)
7/1/2001	3.5% CBI	12/27/2013	AI (1/1/2014)
12/28/2001	AI (1/1/2002)	6/27/2014	AI (7/1/2014)
6/28/2002	Additional Step Implementation	7/1/2014	3% CBI

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**PARAPROFESSIONAL HEALTH CARE**  
**(NP-6 Labor Unit 10)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
12/26/2014	AI (1/1/2015)
6/26/2015	AI (7/1/2015)
7/1/2015	3% CBI
12/25/2015	AI (1/1/2016)
<b>2016 - 2017</b>	<b>No Increases</b>
<b>2017 - 2018</b>	<b>No Increases</b>
Pay period which includes July 1, 2018	\$2,000 one-time payment, pro-rated for part-time employees.
6/21/2019	3.5% CBI
6/21/2019	AI (7/1/2019)
12/20/2019	AI (1/1/2020)
6/19/2020	3.5% CBI
6/19/2020	AI (7/1/2020)
1/1/2021	AI (1/1/2021)
7/1/2021	2.5% CBI (7/1/2021)
7/1/2021	AI (7/1/2021)
12/31/2021	AI (1/1/2022)
7/1/2022	2.5% CBI (7/1/2022)
7/1/2022	AI (7/1/2022)
12/30/2022	AI (1/1/2023)
6/30/2023	2.5% CBI (7/1/2023)
6/30/2023	AI (7/1/2023)
12/29/2023	AI (1/1/2024)
6/28/2024	2.5% CBI (7/1/2024)
6/28/2024	AI (7/1/2024)
12/27/2024	AI (1/1/2025)

<b>CORRECTION SUPERVISORS</b> <i>(NP-8 Labor Unit 67)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/28/2002	3% CBI	9/28/2007	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 10/26/2007
12/27/2002	AI (7/1/2002) delayed 6 months, payable 1/24/2003)	3/28/2008	AI (1/1/2008) delayed 3 months, payable 4/25/2008
6/27/2003	AI (1/1/2003) delayed 6 months, payable 7/25/2003	3/28/2008	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 4/25/2008
6/27/2003	AI (7/1/2003) payable 7/25/2003	6/20/2008	3% CBI payable 6/5/2009
6/27/2003	3% CBI payable 7/25/2003	12/19/2008	AI (7/1/2008) delayed 6 months payable 6/5/2009
12/26/2003	AI (1/1/2004)	6/19/2009	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 7/17/2009
6/25/2004	3% CBI	6/19/2009	AI (1/1/2009) delayed 6 months payable 7/17/2009
10/1/2004	AI (7/1/2004) delayed 3 months, payable 10/29/2004	6/19/2009	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary delayed 6 months payable 7/17/2009
4/1/2005	AI (1/1/2005) delayed 3 months payable 4/29/2005	7/3/2009	2% CBI payable 7/31/2009
<b>2005 - 2006</b>	<b>No Increases</b>	<b>1/1/2010</b>	AI (7/1/2009) delayed 6 months payable 1/29/2010
7/1/2006	AI payable 7/20/2007	1/1/2010	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary delayed 6 months payable 1/29/2010
7/7/2006	3% CBI payable 7/20/2007	6/18/2010	AI (1/1/2010) delayed 6 months payable 7/16/2010
6/22/2007	AI (1/1/2007) delayed 6 months payable 7/20/2007	6/18/2010	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary delayed 6 months payable 7/16/2010
6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 7/20/2007	6/18/2010	AI (7/1/2010) payable 7/16/2010
7/6/2007	3% CBI payable 8/3/2007		
9/28/2007	AI (7/1/2007) delayed 3 months payable 10/26/2007		<i>Continued on next page...</i>

<b>CORRECTION SUPERVISORS</b> <i>(NP-8 Labor Unit 67)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/18/2010	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 7/16/2010	6/30/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
7/2/2010	2% CBI payable 7/30/2010	12/30/2014	AI (1/1/2015)
12/31/2010	AI (1/1/2011) payable 1/28/2011	12/30/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
12/31/2010	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 1/28/2011	6/30/2015	AI (7/1/2015)
7/1/2011	3.5% CBI payable 7/29/2011	6/30/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
7/1/2011	AI (7/1/2011) payable 7/29/2011	7/1/2015	3% CBI
7/1/2011	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 7/29/2011	12/30/2015	AI ( 1/1/2016)
12/30/2011	AI (1/1/2012) payable 1/27/2012	12/30/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
12/30/2011	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 1/27/2012	6/30/2016	AI (7/1/2016)
2011 - 2013	<b>No Increases</b>	6/30/2016	For NP-8 Employees retaining their July AI date employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
9/20/2013	2% CBI	2016 - 2017	<b>No Increases</b>
9/20/2013	AI (7/1/2013) delayed 3 months	2017 - 2018	<b>No Increases</b>
9/20/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary (delayed 3 months)	7/1/2018	\$2,000 one-time payment; employees at maximum rate will receive \$1000 lump sum bonus and the At Max bonus. The At Max bonus will be paid on the AI date.
3/21/2014	AI (1/1/2014) delayed 3 months		
3/21/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary (delayed 3 months)		
6/27/2014	3% CBI		
6/30/2014	AI (7/1/2014)		<i>Continued on next page...</i>

<b>CORRECTION SUPERVISORS</b> <i>(NP-8 Labor Unit 67)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/30/2019	July AI (6/30/2019) For NP-8 employees that retained their July AI dates	6/27/2025	AI/Lump Sum (6/30/2025)
6/30/2019	For NP-8 Employees retaining their July AI date employees @ the last step prior to this date shall receive a lump sum of 2.5% of the annual salary. DWs not eligible.		
7/1/2019	3.5% CBI		
7/1/2019	\$500 Stipend (All pay grades except DW)		
12/30/2019	January AI (12/30/2019)		
12/30/2019	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of the annual salary. DWs not eligible.		
1/1/2020	January AI (1/1/2020 for DWs)		
6/30/2020	July AI (6/30/2020) For NP-8 employees that retained their July AI dates		
6/30/2020	For NP-8 Employees retaining their July AI date employees @ the last step prior to this date shall receive a lump sum of 2.5% of the annual salary. DWs not eligible.		
7/1/2020	3.5% CBI		
7/1/2020	\$650 Stipend (All pay grades except DW)		
12/30/2020	January AI (12/30/2020)		
12/30/2020	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of the annual salary. DWs not eligible.		
1/1/2021	January AI (1/1/2021 for DWs)		
7/1/2021	2.5% CBI (7/1/2021)		
7/1/2021	AI/Lump Sum (7/1/2021)		
12/31/2021	AI/Lump Sum (1/1/2022)		
7/1/2022	2.5% CBI (7/1/2022)		
7/1/2022	AI/Lump Sum (7/1/2022)		
12/30/2022	AI/Lump Sum (1/1/2023)		
6/30/2023	2.5% CBI (7/1/2023)		
6/30/2023	AI/Lump Sum (7/1/2023)		
12/29/2023	AI/Lump Sum (1/1/2024)		
6/28/2024	2.5% CBI (7/1/2024)		
6/28/2024	AI/Lump Sum (7/1/2024)		
12/27/2024	AI/Lump Sum (1/1/2025)		

**STATE POLICE LIEUTENANTS AND CAPTAINS**  
**(NP-9 Labor Unit 68)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
1/13/2012	SS Plan implemented	7/1/2016	Each bargaining unit employee at every salary level in each classification will receive a 2% lump sum payment calculated on the salary levels for the July 1, 2016-June 30, 2017 contract year
7/11/2014	3% CBI	7/1/2017	Each bargaining unit employee at every salary level in each classification will receive a 2% lump sum payment calculated on the salary levels for the July 1, 2017-June 30, 2018 contract year.
AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.		7/1/2018	Each bargaining unit employee at every salary level in each classification will receive a 2% lump sum payment calculated on the salary levels for the July 1, 2018-June 30, 2019 contract year.
7/11/2014	Employees shall receive a lump sum of 2% calculated on annual salary	7/1/2018	Each employee shall receive a \$2,000 lump sum payment.
7/10/2015	3% CBI (7/1/2015)	7/1/2019	Each bargaining unit employee at every salary level in each classification will receive a 2% lump sum payment calculated on the salary levels for the July 1, 2019-June 30, 2020 contract year.
AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.		7/5/2019	3.5% CBI (7/1/2019)
7/10/2015	Employees shall receive a lump sum of 2% calculated on annual salary		AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.

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**STATE POLICE LIEUTENANTS AND CAPTAINS**  
**(NP-9 Labor Unit 68)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
7/1/2020	Each bargaining unit employee at every salary level in each classification will receive a 2% lump sum payment calculated on the salary levels for the July 1, 2020-June 30, 2021 contract year.
7/3/2020	3.5% CBI (7/1/2020)
	AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.
7/2/2021	2.5% CBI (7/1/2021)
	AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.
7/15/2022	2.5% CBI (7/1/2022)
	AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.
7/14/2023	2.5% CBI (7/1/2023)
	AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.
6/28/2024	2.5% CBI (7/1/2024)
	AI - AIs are based on years of service. Movement to the next step which is based on years in grade or rank shall take place the first day of the pay period following the date the individual officer reaches the time in grade based on his or her own date of appointment anniversary as either a Lieutenant or Captain.

**PROFESSIONAL HEALTH CARE**  
**(P-1 Labor Unit 11)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	6/28/2002	AI (7/1/2002)
7/13/1990	4% CBI	7/12/2002	3% CBI
12/28/1990	AI (1/1/1991)	12/27/2002	AI (1/1/2003)
6/28/1991	AI (7/1/1991)	6/27/2003	AI (7/1/2003)
12/27/1991	AI (1/1/1992)	7/11/2003	2.5% CBI
6/26/1992	(7/12/1991 Pay Plan reinstated)	12/26/2003	AI (1/1/2004)
5/14/1993	4.5% CBI	6/25/2004	Additional Step Implementation
6/25/1993	AI (7/1/1993)	6/25/2004	AI (7/1/2004)
12/24/1993	AI (1/1/1994)	7/1/2004	3% CBI
6/24/1994	AI (7/1/1994)	12/24/2004	AI (1/1/2005)
12/23/1994	AI (1/1/1995)	<b>2005 - 2006</b>	<b>No Increases</b>
6/23/1995	AI (7/1/1995)	6/23/2006	AI (7/1/2006) payable 7/21/2006
7/1/1995	3% CBI	7/1/2006	3% CBI payable 7/21/2006
12/22/1995	AI (1/1/1996)	12/22/2006	AI (1/1/2007) payable 1/19/2007
6/21/1996	AI (7/1/1996)	6/22/2007	3% CBI payable 7/20/2007
7/1/1996	3% CBI	6/22/2007	AI (7/1/2007) payable 7/20/2007
12/20/1996	AI (1/1/1997)	12/21/2007	AI (1/1/2008) payable 1/18/2008
6/20/1997	AI (7/1/1997)	6/20/2008	3% CBI payable 7/18/2008
12/19/1997	AI (1/1/1998)	6/20/2008	AI (7/1/2008) payable 7/18/2008
1/1/1998	2% CBI	12/19/2008	AI (1/1/2009) payable 1/16/2009
6/19/1998	AI (7/1/1998)	<b>2009 - 2010</b>	<b>No Increases</b>
1/1/1999	AI (1/1/1999)	7/2/2010	2.5% CBI payable 7/30/2010
1/15/1999	2% CBI	10/8/2010	AI (7/1/2010) delayed 3 months payable 11/5/2010
6/18/1999	AI (7/1/1999)	4/8/2011	AI (1/1/2011) delayed 3 months payable 5/6/2011
12/31/1999	AI (1/1/2000)	7/1/2011	2.5% CBI
1/14/2000	2% CBI	8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011
6/30/2000	AI (7/1/2000)	<b>2011 - 2013</b>	<b>No Increases</b>
7/1/2000	3.5% CBI	6/28/2013	AI (7/1/2013)
12/29/2000	AI (1/1/2001)	8/26/2013	3% CBI
6/29/2001	AI (7/1/2001)	8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)
7/1/2001	3.5% CBI		
12/28/2001	AI (1/1/2002)		
6/28/2002	Additional Step Implementation		

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**PROFESSIONAL HEALTH CARE**  
**(P-1 Labor Unit 11)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
12/27/2013	AI (1/1/2014)
6/27/2014	AI (7/1/2014)
7/1/2014	3% CBI
12/26/2014	AI (1/1/2015)
6/26/2015	AI (7/1/2015)
7/1/2015	3% CBI
12/25/2015	AI (1/1/2016)
<b>2016 - 2017</b>	<b>No Increases</b>
<b>2017 - 2018</b>	<b>No Increases</b>
Pay period which includes July 1, 2018	\$2,000 one-time payment, pro-rated for part-time employees.
6/21/2019	3.5% CBI
6/21/2019	AI (7/1/2019)
12/20/2019	AI (1/1/2020)
6/19/2020	3.5% CBI
6/19/2020	AI (7/1/2020)
1/1/2021	AI (1/1/2021)
7/1/2021	2.5% CBI (7/1/2021)
7/1/2021	AI (7/1/2021)
12/31/2021	AI (1/1/2022)
7/1/2022	2.5% CBI (7/1/2022)
7/1/2022	AI (7/1/2022)
12/30/2022	AI (1/1/2023)
6/30/2023	2.5% CBI (7/1/2023)
6/30/2023	AI (7/1/2023)
12/29/2023	AI (1/1/2024)
6/28/2024	2.5% CBI (7/1/2024)
6/28/2024	AI (7/1/2024)
12/27/2024	AI (1/1/2025)

**SOCIAL AND HUMAN SERVICES**

**(P-2 Labor Unit 12)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	12/27/2002	AI (1/1/2003)
7/13/1990	4.5% CBI	7/11/2003	2.5% CBI
12/28/1990	AI (1/1/1991)	12/26/2003	AI (7/1/2003) delayed 6 months payable 1/23/2004
6/28/1991	AI (7/1/1991)	6/25/2004	AI (1/1/2004) delayed 6 months payable 7/23/2004
12/27/1991	AI (1/1/1992)	6/25/2004	3% CBI
6/26/1992	5% CBI	10/1/2004	AI (7/1/2004) delayed 3 months payable 10/29/2004
5/14/1993	4.5% CBI	4/1/2005	AI (1/1/2004) delayed 3 months payable 4/29/2005
6/25/1993	AI (7/1/1993)	6/24/2005	3% CBI payable 7/22/2005
12/24/1993	AI (1/1/1994)	6/24/2005	AI (7/1/2005) payable 7/22/2005
9/29/1995	AI (7/1/1995)	12/23/2005	AI (1/1/2006) payable 1/20/2006
3/29/1996	AI (1/1/1996)	6/23/2006	3% CBI payable 7/21/2006
6/7/1996	Hours increase to 36.25	6/23/2006	AI (7/1/2006) payable 7/21/2006
6/21/1996	Hours increase to 37.5	12/22/2006	AI (1/1/2007) payable 1/19/2007
11/22/1996	AI (7/1/1996)	6/22/2007	3% CBI payable 7/20/2007
12/20/1996	2% CBI	6/22/2007	AI (7/1/2007) payable 7/20/2007
5/23/1997	AI (1/1/1997)	6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/20/2007
6/20/1997	Hours increase to 38.75	12/21/2007	AI (1/1/2008) payable 1/18/2008
11/21/1997	AI (7/1/1997)	12/21/2007	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 1/18/2008
12/19/1997	2% CBI	6/20/2008	3% CBI payable 7/18/2008
5/22/1998	AI (1/1/1998)	6/20/2008	AI (7/1/2008) payable 7/18/2008
6/19/1998	Hours increase to 40	6/20/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 7/18/2008
11/20/1998	AI (7/1/1998)	12/19/2008	AI (1/1/2009) payable 1/16/2009
1/1/1999	2% CBI	12/19/2008	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 1/16/2009
1/14/2000	2% CBI	<b>2009 - 2010</b>	<b>No Increases</b>
6/30/2000	3.5% CBI	7/2/2010	2.5% CBI payable 7/30/2010
12/29/2000	AI (1/1/2001)		
6/29/2001	3% CBI		
6/29/2001	AI (7/1/2001)		
12/28/2001	AI (1/1/2002)		
6/28/2002	AI (7/1/2002)		

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<b>SOCIAL AND HUMAN SERVICES</b> <i>(P-2 Labor Unit 12)</i>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
10/8/2010	AI (7/1/2010) delayed 3 months payable 11/5/2010	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750
10/8/2010	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 11/5/2010	7/1/2015	3% CBI
4/8/2011	AI (1/1/2011) delayed 3 months payable 5/6/2011	12/25/2015	AI (1/1/2016)
4/8/2011	Employees @ the last step prior to this date shall receive a lump sum of \$750 payable 5/6/2011	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750
7/1/2011	2.5% CBI	2016 - 2017	<b>No Increases</b>
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.	2017 - 2018	<b>No Increases</b>
2011 - 2013	<b>No Increases</b>	1st pay period in July	\$2,000 one-time payment to all employees, pro-rated for part-time employees
6/28/2013	AI (7/1/2013)	7/1/2019	3.5% CBI
6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750	7/1/2019	AI/Lump Sum (7/1/2019)
8/26/2013	3% CBI	1/1/2020	AI/Lump Sum (1/1/2020)
8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)	7/1/2020	3.5% CBI
12/27/2013	AI (1/1/2014)	7/1/2020	AI/Lump Sum (7/1/2020)
12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750	1/1/2021	AI/Lump Sum (1/1/2021)
6/27/2014	AI (7/1/2014)	7/1/2021	2.5% CBI (7/1/2021)
6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750	7/1/2021	AI/Lump Sum (7/1/2021)
7/1/2014	3% CBI	12/31/2021	AI/Lump Sum (1/1/2022)
12/26/2014	AI (1/1/2015)	7/1/2022	2.5% CBI (7/1/2022)
12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750	7/1/2022	AI/Lump Sum (7/1/2022)
6/26/2015	AI (7/1/2015)	12/30/2022	AI/Lump Sum (1/1/2023)

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**SOCIAL AND HUMAN SERVICES**  
**(P-2 Labor Unit 12)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/30/2023	2.5% CBI (7/1/2023)
6/30/2023	AI/Lump Sum (7/1/2023)
12/29/2023	AI/Lump Sum (1/1/2024)
6/28/2024	2.5% CBI (7/1/2024)
6/28/2024	AI/Lump Sum (7/1/2024)
12/27/2024	AI/Lump Sum (1/1/2025)

**EDUCATION ADMINISTRATORS**

**(P-3A Labor Unit 13)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	7/12/2002	3% CBI
7/13/1990	4% CBI	12/27/2002	AI (1/1/2003)
12/28/1990	AI (1/1/1991)	6/27/2003	AI (7/1/2003)
6/28/1991	AI (7/1/1991)	7/11/2003	2.5% CBI
12/27/1991	AI (1/1/1992)	12/26/2003	AI (1/1/2004)
6/26/1992	(7/12/1991 Pay Plan reinstated)	6/25/2004	AI (7/1/2004)
5/14/1993	4.5% CBI	7/1/2004	3% CBI
6/25/1993	AI (7/1/1993)	12/24/2004	AI (1/1/2005)
12/24/1993	AI (1/1/1994)	<b>2005 - 2006</b>	<b>No Increases</b>
6/24/1994	AI (7/1/1994)	6/23/2006	AI (7/1/2006) payable 7/21/2006
12/23/1994	AI (1/1/1995)	7/7/2006	3% CBI payable 8/4/2006
6/23/1995	AI (7/1/1995)	12/22/2006	AI (1/1/2007) payable 1/19/2007
7/1/1995	3% CBI	6/22/2007	AI (7/1/2007) payable 7/20/2007
12/22/1995	AI (1/1/1996)	7/6/2007	3% CBI payable 8/3/2007
6/21/1996	AI (7/1/1996)	12/21/2007	AI (1/1/2008) payable 1/18/2008
7/1/1996	3% CBI	6/20/2008	AI (7/1/2008) payable 7/18/2008
12/20/1996	AI (1/1/1997)	7/1/2008	3.5% CBI payable 7/18/2008
11/21/1997	AI (7/1/1997)	12/19/2008	AI (1/1/2009) payable 1/16/2009
1/2/1998	2% CBI	<b>2009 - 2010</b>	<b>No Increases</b>
5/22/1998	AI (1/1/1998)	6/18/2010	2.5% CBI payable 7/16/2010
6/19/1998	AI (7/1/1998)	9/24/2010	AI (7/1/2010) delayed 3 months payable 10/22/2010
1/1/1999	AI (1/1/1999)	3/25/2011	AI (1/1/2011) delayed 3 months payable 4/21/2011
1/15/1999	2% CBI	7/1/2011	2.5% CBI
6/18/1999	AI (7/1/1999)	8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.
12/31/1999	AI (1/1/2000)	<b>2011 - 2013</b>	<b>No Increases</b>
1/14/2000	2% CBI	6/28/2013	AI (7/1/2013)
6/30/2000	AI (7/1/2000)	8/26/2013	3% CBI
7/14/2000	3.5% CBI	8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)
12/29/2000	AI (1/1/2001)	12/27/2013	AI (1/1/2014)
6/29/2001	AI (7/1/2001)	6/27/2014	AI (7/1/2014)
7/1/2001	3.5% CBI	7/1/2014	3% CBI
12/28/2001	AI (1/1/2002)	12/26/2014	AI (1/1/2015)
6/28/2002	AI (7/1/2002)	6/26/2015	AI (7/1/2015)

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**EDUCATION ADMINISTRATORS**  
**(P-3A Labor Unit 13)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
7/1/2015	3% CBI
12/25/2015	AI (1/1/2016)
<b>2016 - 2017</b>	<b>No Increases</b>
<b>2017 - 2018</b>	<b>No Increases</b>
7/1/2018	Effective July 1, 2018, bargaining unit employees shall receive a one-time two thousand dollar (\$2,000) payment. This one-time payment shall be pro-rated for part-time unit employees.
7/1/2019	3.5% CBI
7/1/2019	AI (7/1/2019)
1/1/2020	AI (1/1/2020)
7/1/2020	3.5% CBI
7/1/2020	AI (7/1/2020)
1/1/2021	AI (1/1/2021)
7/1/2021	2.5% CBI (7/1/2021)
7/1/2021	AI (7/1/2021)
12/31/2021	AI (1/1/2022)
7/1/2022	2.5% CBI (7/1/2022)
7/1/2022	AI (7/1/2022)
12/30/2022	AI (1/1/2023)
6/30/2023	2.5% CBI (7/1/2023)
6/30/2023	AI (7/1/2023)
12/29/2023	AI (1/1/2024)
6/28/2024	2.5% CBI (7/1/2024)
6/28/2024	AI (7/1/2024)
12/27/2024	AI (1/1/2025)

<b>EDUCATION PROFESSIONS</b> <b>(P-3B Labor Unit 14)</b>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	7/1/2002	Additional Step Implementation
7/13/1990	4% CBI	7/12/2002	3% CBI
12/28/1990	AI (1/1/1991)	11/29/2002	AI (7/1/2002)
6/28/1991	AI (7/1/1991)	5/30/2003	AI (1/1/2003)
12/27/1991	AI (1/1/1992)	6/27/2003	AI (7/1/2003)
6/26/1992	(6/28/1991 Pay Plan reinstated)	7/1/2003	3% CBI
5/14/1993	4.5% CBI	12/26/2003	AI (1/1/2004)
6/25/1993	AI (7/1/1993)	6/25/2004	AI (7/1/2004) payable 7/9/2004
12/24/1993	AI (1/1/1994)	7/1/2004	Eliminate Step 1
6/24/1994	AI (7/1/1994)	7/1/2004	Additional Step Implementation
12/23/1994	AI (1/1/1995)	7/1/2004	3% CBI payable 7/9/2004
6/23/1995	AI (7/1/1995)	12/24/2004	AI (1/1/2005) payable 7/6/2005
7/1/1995	3% CBI	<b>2005 - 2006</b>	<b>No Increases</b>
12/22/1995	AI (1/1/1996)	6/23/2006	AI (7/1/2006) payable 7/21/2006
6/21/1996	AI (7/1/1996)	6/23/2006	Employees @ the last step prior to this date shall receive a lump sum = \$500 payable 7/21/2006
7/1/1996	3% CBI	7/7/2006	3% CBI payable 8/4/2006
12/20/1996	AI (1/1/1997)	12/22/2006	AI (1/1/2007) payable 1/19/2007
11/21/1997	AI (7/1/1997)	6/22/2007	AI (7/1/2007) payable 7/20/2007
1/2/1998	2% CBI	7/6/2007	3% CBI payable 8/3/2007
5/22/1998	AI (1/1/1998)	12/21/2007	AI (1/1/2008) payable 1/18/2008
9/25/1998	AI (7/1/1998)	6/20/2008	AI (7/1/2008) payable 7/18/2008
1/15/1999	2% CBI	7/1/2008	3.5% CBI payable 7/18/2008 (split pay)
3/26/1999	AI (1/1/1999)	12/19/2008	AI (1/1/2009) payable 1/16/2009
6/18/1999	AI (7/1/1999)	<b>2009 - 2010</b>	<b>No Increases</b>
12/31/1999	AI (1/1/2000)	6/18/2010	2.5% CBI payable 7/16/2010
1/14/2000	2% CBI	9/24/2010	AI (7/1/2010) delayed 3 months payable 10/22/2010
6/30/2000	AI (7/1/2000)	3/25/2011	AI (1/1/2011) delayed 3 months payable 4/21/2011
7/14/2000	3.5% CBI	7/1/2011	2.5% CBI
12/29/2000	AI (1/1/2001)	8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.
6/29/2001	AI (7/1/2001)	<b>2011 - 2013</b>	<b>No Increases</b>
7/13/2001	3% CBI	6/28/2013	AI (7/1/2013)
12/28/2001	AI (1/1/2002)	8/26/2013	3% CBI
7/1/2002	Eliminate Step 1		

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**EDUCATION PROFESSIONS**  
**(P-3B Labor Unit 14)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)
12/27/2013	AI (1/1/2014)
6/27/2014	AI (7/1/2014)
7/1/2014	3% CBI
12/26/2014	AI (1/1/2015)
6/26/2015	AI (7/1/2015)
7/1/2015	3% CBI
12/25/2015	AI (1/1/2016)
<b>2016 - 2017</b>	<b>No Increases</b>
<b>2017 - 2018</b>	<b>No Increases</b>
7/1/2018	Effective July 1, 2018, bargaining unit employees shall receive a one-time two thousand dollar (\$2,000) payment. This one-time payment shall be pro-rated for part-time unit employees.
7/1/2019	3.5% CBI
7/1/2019	AI (7/1/2019)
1/1/2020	AI (1/1/2020)
7/1/2020	3.5% CBI
7/1/2020	AI (7/1/2020)
1/1/2021	AI (1/1/2021)
7/1/2021	2.5% CBI (7/1/2021)
7/1/2021	AI (7/1/2021)
12/31/2021	AI (1/1/2022)
7/1/2022	2.5% CBI (7/1/2022)
7/1/2022	AI (7/1/2022)
12/30/2022	AI (1/1/2023)
6/30/2023	2.5% CBI (7/1/2023)
6/30/2023	AI (7/1/2023)
12/29/2023	AI (1/1/2024)
6/28/2024	2.5% CBI (7/1/2024)
6/28/2024	AI (7/1/2024)
12/27/2024	AI (1/1/2025)

<b>ENGINEERING &amp; SCIENTIFIC</b> <b>(P-4 Labor Unit 15)</b>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	7/13/2001	3% CBI
7/13/1990	4.5% CBI	12/28/2001	AI (1/1/2002)
12/28/1990	AI (1/1/1991)	6/28/2002	Additional Step Implementation
6/28/1991	AI (7/1/1991)	6/28/2002	AI (7/1/2002)
12/27/1991	AI (1/1/1992)	7/12/2002	3% CBI
6/26/1992	5% CBI	12/27/2002	AI (1/1/2003)
5/14/1993	4.5% CBI	6/27/2003	AI (7/1/2003)
6/25/1993	AI (7/1/1993)	7/1/2003	3% CBI
12/24/1993	AI (1/1/1994)	12/26/2003	AI (1/1/2004)
6/24/1994	AI (7/1/1994)	6/25/2004	Additional Step Implementation
12/23/1994	AI (1/1/1995)	6/25/2004	AI (7/1/2004) payable 7/9/2004
7/1/1995	3% CBI	7/1/2004	3% CBI payable 7/9/2004
9/29/1995	AI (7/1/1995)	12/24/2004	AI (1/1/2005) payable 1/21/2005
3/29/1996	AI (1/1/1996)	<b>2005 - 2006</b>	<b>No Increases</b>
6/21/1996	AI (7/1/1996)	6/23/2006	Payable at current rate of 6/23/06 through 6/30/06 payable 7/21/2006
7/1/1996	3% CBI	7/1/2006	3.5% CBI payable 7/21/2006
12/20/1996	AI (1/1/1997)	7/1/2006	AI payable 7/21/2006
11/21/1997	AI (7/1/1997)	7/1/2006	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
1/2/1998	2% CBI	12/22/2006	AI (1/1/2007) payable 1/19/2007
5/22/1998	AI (1/1/1998)	12/22/2006	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
9/25/1998	AI (7/1/1998)	6/22/2007	AI (7/1/2007) payable 7/20/2007
1/15/1999	2% CBI	6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
3/26/1999	AI (1/1/1999)	6/22/2007	Payable at current rate of 6/22/07 through 6/30/07 payable 7/20/2007
6/18/1999	AI (7/1/1999)	7/1/2007	3.5% CBI payable 7/20/2007
12/31/1999	AI (1/1/2000)	12/21/2007	AI (1/1/2008) payable 1/18/2008
1/14/2000	2% CBI	12/21/2007	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
6/30/2000	AI (7/1/2000)	6/20/2008	AI (7/1/2008) payable 7/18/2008
7/14/2000	3.5% CBI	6/20/2008	Payable at current rate of 6/20/08 through 6/30/08 payable 7/18/2008
12/29/2000	AI (1/1/2001)	7/1/2008	3.5% CBI payable 7/18/2008
6/29/2001	AI (7/1/2001)	<i>Continued on next page...</i>	

<b>ENGINEERING &amp; SCIENTIFIC</b> <b>(P-4 Labor Unit 15)</b>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
12/19/2008	AI (1/1/2009) payable 1/16/2009	12/27/2013	AI (1/1/2014)
12/19/2008	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 1/16/2009	12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
<b>2009 - 2010</b>	<b>No Increases</b>	6/27/2014	AI (7/1/2014)
6/18/2010	2.5% CBI payable 7/16/2010	6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
10/8/2010	AI (7/1/2010) delayed 3 months payable 11/5/2010	7/1/2014	3% CBI
10/8/2010	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 11/5/2010	12/26/2014	AI (1/1/2015)
4/8/2011	AI (1/1/2011) delayed 3 months payable 5/6/2011	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
4/8/2011	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 5/6/2011	6/26/2015	AI (7/1/2015)
7/1/2011	2.5% CBI	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.	7/1/2015	3% CBI
<b>2011 - 2013</b>	<b>No Increases</b>	12/25/2015	AI (1/1/2016)
6/28/2013	AI (7/1/2013)	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	<b>2016 - 2017</b>	<b>No Increases</b>
8/26/2013	3% CBI	<b>2017 - 2018</b>	<b>No Increases</b>
8/26/2013	Eligible employees shall receive a lump sum payment for the difference in percentage between the July 2011 increase received and the wage increase that would have been effective July 2013 (one-half of a percent or .005)	July 2018	\$2,000 one-time payment to all employees, or top step lump sum plus \$1,000 if greater. The one-time payment shall be paid in July of 2018. The top step lump payment shall be paid on the employee's normal increment date. The one-time payment shall be pro-rated for part-time employees.

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**ENGINEERING & SCIENTIFIC**  
**(P-4 Labor Unit 15)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/21/2019	AI/Lump Sum (7/1/2019)
7/1/2019	3.5% CBI
12/20/2019	AI/Lump Sum (1/1/2020)
6/19/2020	AI/Lump Sum (7/1/2020)
7/1/2020	3.5% CBI
1/1/2021	AI/Lump Sum (1/1/2021)
7/1/2021	2.5% CBI (7/1/2021)
7/1/2021	AI/Lump Sum (7/1/2021)
12/31/2021	AI/Lump Sum (1/1/2022)
7/1/2022	2.5% CBI (7/1/2022)
7/1/2022	AI/Lump Sum (7/1/2022)
12/30/2022	AI/Lump Sum (1/1/2023)
6/30/2023	2.5% CBI (7/1/2023)
6/30/2023	AI/Lump Sum (7/1/2023)
12/29/2023	AI/Lump Sum (1/1/2024)
6/28/2024	2.5% CBI (7/1/2024)
6/28/2024	AI/Lump Sum (7/1/2024)
12/27/2024	AI/Lump Sum (1/1/2025)

**ADMINISTRATIVE & RESIDUAL**  
**(P-5 Labor Unit 16)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/29/1990	AI (7/1/1990)	6/29/2001	3% CBI
7/13/1990	4% CBI	12/28/2001	AI (1/1/2002)
12/28/1990	AI (1/1/1991)	6/28/2002	AI (7/1/2002)
6/28/1991	AI (7/1/1991)	6/28/2002	3% CBI
7/12/1991	5% CBI	12/27/2002	AI (1/1/2003)
5/14/1993	4.5% CBI	<b>2003 - 2004</b>	<b>No Increases</b>
6/25/1993	AI (7/1/1993)	6/25/2004	3.5% CBI
12/24/1993	AI (1/1/1994)	10/1/2004	AI (7/1/2004) delayed 3 months
7/1/1995	Hours increase to 36.25	4/1/2005	AI (1/1/2005) delayed 3 months
9/29/1995	AI (7/1/1995)	6/24/2005	3.5% CBI payable 7/22/2005
3/29/1996	AI (1/1/1996)	9/30/2005	AI (7/1/2005) delayed 3 months payable 10/28/2005
7/1/1996	Hours increase to 37.5	3/31/2006	AI (1/1/2006) delayed 3 months payable 4/28/2006
9/27/1996	AI (7/1/1996)	6/23/2006	3.5% CBI payable 7/21/2006
3/28/1997	AI (1/1/1997)	7/7/2006	AI (7/1/2006) payable 8/4/2006
4/1/1997	2% CBI	1/5/2007	AI (1/1/2007) payable 2/2/2007
7/1/1997	Hours increase to 38.75	6/22/2007	AI (7/1/2007) payable 7/20/2007
9/26/1997	AI (7/1/1997)	7/1/2007	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
12/19/1997	2% CBI	7/1/2007	3% CBI payable 7/20/2007
3/27/1998	AI (1/1/1998)	12/21/2007	AI (1/1/2008) payable 1/18/2008
7/1/1998	Hours increase to 40	6/20/2008	3% CBI payable 7/18/2008
9/25/1998	AI (7/1/1998)	6/20/2008	AI (7/1/2008) payable 7/18/2008
1/1/1999	2% CBI	6/20/2008	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 7/18/08
3/26/1999	AI (1/1/1999)	12/19/2008	AI (1/1/2009) payable 1/16/2009
6/18/1999	AI (7/1/1999)	12/19/2008	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary payable 1/16/2009
6/18/1999	2% CBI	<b>6/19/2009</b>	<b>No CBI</b>
12/31/1999	AI (1/1/2000)	6/19/2009	Only employees who received the top step bonus effective 6/20/2008 will be eligible to receive a lump sum of 2.5% of their base salary payable 7/17/2009
12/31/1999	2% CBI		
6/30/2000	AI (7/1/2000) 8 <sup>th</sup> step added		
6/30/2000	3.5% CBI		
12/29/2000	AI (1/1/2001)		
6/29/2001	AI (7/1/2001)		

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ADMINISTRATIVE & RESIDUAL (P-5 Labor Unit 16)			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
6/19/2009	No AI Authorized	12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
1/1/2010	Only employees who received the top step bonus effective 12/19/2008 will be eligible to receive a lump sum of 2.5% of their base salary payable 1/29/2010	6/27/2014	AI (7/1/2014)
1/1/2010	No AI Authorized	6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
6/18/2010	3.25% CBI payable 7/16/2010	7/1/2014	3% CBI
6/18/2010	Additional (9 <sup>th</sup> ) step implementation	12/26/2014	AI (1/1/2015)
6/18/2010	AI (7/1/2010) payable 7/16/2010	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
6/18/2010	No top step bonus to be paid	6/26/2015	AI (7/1/2015)
12/31/2010	AI (1/1/2011) payable 1/28/2011	6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
12/31/2010	No top step bonus to be paid	7/1/2015	3% CBI
7/1/2011	3% CBI	12/25/2015	AI (1/1/2016)
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011. Any top step bonus payment received 7/1/2011 shall be divided by 23 and this amount shall be deducted from pay in equal amounts over the next 23 pay periods	12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
2011 - 2013	No Increases	2016 - 2017	No Increases
6/28/2013	AI (7/1/2013)	2017 - 2018	No Increases
6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	July 2018	One-time \$2,000 payment, or top step lump sum plus \$1,000 if greater. The one-time payment shall be paid in July 2018. The top step lump sum payment shall be paid on the employee's normal increment date. One-time payment pro-rated for part-time unit employees.
8/26/2013	3% CBI	6/21/2019	3.5% CBI
12/27/2013	AI (1/1/2014)		

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**ADMINISTRATIVE & RESIDUAL**

**(P-5 Labor Unit 16)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/21/2019	AI/Lump Sum (7/1/2019)	7/1/2021	AI/Lump Sum (7/1/2021)
6/21/2019	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.	7/1/2021	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.
12/20/2019	AI/Lump Sum (1/1/2020)	12/31/2021	AI/Lump Sum (1/1/2022)
12/20/2019	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.	12/31/2021	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.
6/19/2020	3.5% CBI	7/1/2022	2.5% CBI (7/1/2022)
6/19/2020	AI/Lump Sum (7/1/2020)	7/1/2022	AI/Lump Sum (7/1/2022)
6/19/2020	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2% of employee's annual rate of pay in effect when the payment is made.	7/1/2022	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.
1/1/2021	AI/Lump Sum (1/1/2021)	12/30/2022	AI/Lump Sum (1/1/2023)
1/1/2021	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2% of employee's annual rate of pay in effect when the payment is made.	12/30/2022	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.
7/1/2021	2.5% CBI (7/1/2021)	6/30/2023	2.5% CBI (7/1/2023)
		6/30/2023	AI/Lump Sum (7/1/2023)
		6/30/2023	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.

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**ADMINISTRATIVE & RESIDUAL**  
**(P-5 Labor Unit 16)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
12/29/2023	AI/Lump Sum (1/1/2024)
12/29/2023	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.
6/28/2024	2.5% CBI (7/1/2024)
6/28/2024	AI/Lump Sum (7/1/2024)
6/28/2024	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.
12/27/2024	AI/Lump Sum (1/1/2025)
12/27/2024	Employees who are on the maximum step of the salary schedule, who receive no AI, shall receive a lump sum payment of 2.5% of employee's annual rate of pay in effect when the payment is made.

<b>ASSISTANT ATTORNEYS GENERAL &amp; ASSISTANT ATTORNEYS GENERAL DEPARTMENT HEADS</b> <b>(P-6 &amp; P-7 Labor Unit 37 &amp; 48)</b>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/21/2019	3.5% CBI	6/19/2020	Effective with the pay period that includes July 1, 2020, AAG Department Heads shall receive a stipend for fiscal year 2020-2021 in the amount of twelve thousand dollars (\$12,000).
6/21/2019	Effective with the pay period that includes July 1, 2019, AAG Department Heads shall receive a stipend for fiscal year 2019-2020 in the amount of six thousand dollars (\$6,000).	1/1/2021	Effective January 1, 2021, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2020-2021, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.
7/1/2019	There shall be a \$2,000 one-time payment to all bargaining unit members effective July 1 following legislative approval. The one-time payment amount shall be prorated for parttime bargaining unit members.	7/1/2021	2.5% CBI (7/1/2021)
1/1/2020	Effective January 1, 2020, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2019-2020, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.	12/31/2021	Effective January 1, 2022, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2021-2022, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.
6/19/2020	3.5% CBI	<i>Continued on next page...</i>	

**ASSISTANT ATTORNEYS GENERAL & ASSISTANT ATTORNEYS GENERAL DEPARTMENT HEADS**  
**(P-6 & P-7 Labor Unit 37 & 48)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
7/1/2022	2.5% CBI (7/1/2022)
12/30/2022	Effective January 1, 2023, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2022-2023, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.
6/30/2023	2.5% CBI (7/1/2023)
12/29/2023	Effective January 1, 2024, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2023-2024, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.
6/28/2024	2.5% CBI (7/1/2024)
12/27/2024	Effective January 1, 2025, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2024-2025, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.

<b>PROGRAM SUPERVISORS</b> <b>(P-8 Labor Unit 51)</b>			
<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>	<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
7/1/2019	3.5% CBI	7/1/2021	2.5% CBI (7/1/2021)
1/1/2020	Effective and retroactive to January 1, 2020, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2019-2020, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.	12/31/2021	Effective January 1, 2022, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2021-2022, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.
Upon Legislative Approval	All Program Supervisors shall receive a one-time \$2,000 payment unless the employee received this payment prior to entering the (P-8) bargaining unit. The one-time payment amount shall be prorated for part-time bargaining unit members.	7/1/2022	2.5% CBI (7/1/2022)
7/1/2020	3.5% CBI	12/30/2022	Effective January 1, 2023, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2022-2023, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.
1/1/2021	Effective January 1, 2021, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2020-2021, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.		

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**PROGRAM SUPERVISORS**  
**(P-8 Labor Unit 51)**

<b>EFFECTIVE DATE</b>	<b>TYPE OF INCREASE</b>
6/30/2023	2.5% CBI (7/1/2023)
12/29/2023	Effective January 1, 2024, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2023-2024, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.
6/28/2024	2.5% CBI (7/1/2024)
12/27/2024	Effective January 1, 2025, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2024-2025, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.