

MANAGERS <i>(Labor Units 02 & 03 assigned to the MP and MD pay plans)</i>			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
6/29/1990	4% COLA; 3% MIP	10/1/2004	3% PARS
6/26/1992	5% COLA; 3% MIP	6/24/2005	3% COLA payable 7/22/2005
5/14/1993	4.5% COLA	6/24/2005	3% PARS lump sum payable 7/22/2005
6/25/1993	3% MIP	6/23/2006	3% COLA payable 7/21/2006
7/1/1995	Hours increase to 36.25 (multiply annual salary by 1.0357143, round up result)	6/23/2006	3% PARS/lump sum payable 7/21/2006
9/29/1995	3% PARS	6/22/2007	3% COLA payable 8/3/2007
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% PARS/lump sum payable 8/3/2007
9/27/1996	3% PARS	6/20/2008	3% COLA payable 7/18/2008
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	2.5% AI/PARS/lump sum payable 7/18/2008
7/4/1997	3% COLA	2009 - 2010	No Increases
9/26/1997	3% PARS	2010 - 2011	No Increases
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)	2011 - 2012	No Increases
7/3/1998	3% COLA	2012 - 2013	No Increases
9/25/1998	3% PARS	7/1/2013	3% COLA payable 7/7/2013
9/24/1999	3% PARS	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.
1/14/2000	2% COLA	9/6/2013	3% AI/PARS/lump sum
7/14/2000	3.5% COLA	7/1/2014	3% COLA
12/29/2000	3% PARS	12/26/2014	3% AI/PARS/lump sum
6/29/2001	3% COLA	2015 - 2016	No Increases
12/28/2001	3% PARS	2016 - 2017	No Increases
2002 - 2003	No Increases	2017 - 2018	No Increases
10/3/2003	3% COLA		
12/26/2003	2.5% PARS		
6/25/2004	3% COLA		

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

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)	2002 - 2003	No Increases
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	2011 - 2013	No Increases
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)
(Labor Units 02 & 03)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
6/26/2015	3% AI (7/1/2015)	6/19/2020	AI/Lump Sum (7/1/2020)
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)	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)
7/1/2015	3% COLA	7/1/2020	CA and CN: 3.5% COLA
12/25/2015	3% AI (1/1/2016)	1/1/2021	AI/Lump Sum (1/1/2021)
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)	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)
2016 - 2017	No Increases		
2017 - 2018	No Increases		
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)		
6/21/2019	CR only: 3.5% COLA		
6/21/2019	AI/Lump Sum (7/1/2019)		
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	CA and CN: 3.5% COLA		
12/20/2019	AI/Lump Sum (1/1/2020)		
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)		
6/19/2020	CR only: 3.5% COLA		

STATE POLICE
(NP-1 Labor Unit 05)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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	2004 - 2005	No Increases
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 SP-1, Steps 1-4 payable 7/20/2007
6/21/1996	AI (7/1/1996)	6/22/2007	2.5% CBI SP-1, Steps 5-8 payable 7/20/2007
7/1/1996	3% CBI	6/22/2007	3.25% CBI SP-1, Steps 9-11 payable 7/20/2007
12/20/1996	AI (1/1/1997)	6/22/2007	3.5% CBI SP-3 & SP-4 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 Entire NP-1 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)	2009 - 2010	No CBI Authorized
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 SP-1 Steps 1-4 payable 7/16/2010
6/30/2000	AI (7/1/2000)	6/18/2010	2.5% CBI SP-1 Steps 5-8 payable 7/16/2010
12/29/2000	AI (1/1/2001)	6/18/2010	3.5% CBI SP-1 Steps 9-11, SP-3 & SP-4 payable 7/16/2010
6/29/2001	3% CBI	2010 - 2011	No AI Authorized
6/29/2001	AI (7/1/2001)	7/1/2011	2.5% CBI for Entire NP-1 payable 7/29/2011
12/28/2001	AI (1/1/2002)		<i>Continued on next page...</i>

STATE POLICE
(NP-1 Labor Unit 05)

EFFECTIVE DATE	TYPE OF INCREASE
10/7/2011	AI (7/1/2011) delayed 3 months payable 11/4/2011
4/6/2012	AI (1/1/2012) delayed 3 months payable 5/4/2012
2012 - 2013	No Increases
9/20/2013	AI (6/30/2013) delayed 3 months
10/1/2013	2% CBI
3/21/2014	AI (12/30/2013) delayed 3 months
6/27/2014	3% CBI
6/27/2014	AI (7/1/2014)
12/26/2014	AI (1/1/2015)
6/26/2015	AI (6/30/2015)
7/1/2015	3% CBI
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.
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.
12/25/2015	AI (1/1/2016)
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.
6/24/2016	2% CBI
6/24/2016	AI (7/1/2016)
12/23/2016	1% CBI
12/23/2016	AI (1/1/2017)
6/23/2017	2% CBI
6/23/2017	AI (7/1/2017)
12/22/2017	1% CBI
12/22/2017	AI (1/1/2018)

MAINTENANCE & SERVICE
(NP-2 Labor Unit 06)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)	2005 - 2006	No Increases
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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MAINTENANCE & SERVICE (NP-2 Labor Unit 06)			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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	6/27/2014	AI (7/1/2014)
7/3/2009	AI (7/1/2009) payable 7/31/2009	6/27/2014	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	7/1/2014	3% CBI
1/15/2010	AI (1/1/2010) payable 2/12/2010	12/26/2014	AI (1/1/2015)
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	12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
7/2/2010	3% CBI payable 7/30/2010	6/26/2015	AI (7/1/2015)
7/1/2011	2.5% CBI payable 7/29/2011	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
2011 - 2013	No Increases	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	2016 - 2017	No Increases
8/26/2013	3% CBI	2017 - 2018	No Increases
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)		<i>Continued on next page...</i>
12/27/2013	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary		

MAINTENANCE & SERVICE
(NP-2 Labor Unit 06)

EFFECTIVE DATE	TYPE OF INCREASE
7/1/2018	<p><u>Employees not at top step:</u> One-time \$2,000 payment (pro-rated for part-time employees)</p> <p><u>Employees at top step:</u> One-time \$2,000 payment OR top step lump sum plus one-time \$1,000 payment, whichever is greater (pro-rated for part-time employees)</p> <p><u>When payments are to be made:</u> One-time payment of \$2,000 or \$1,000: in July 2018</p> <p>Top step bonus: on employee's AI date</p>
7/1/2019	AI/Lump Sum (7/1/2019)
7/1/2019	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
7/1/2019	3.5% CBI
1/1/2020	AI/Lump Sum (1/1/2020)
1/1/2020	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
7/1/2020	AI/Lump Sum (7/1/2020)
7/1/2020	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
7/1/2020	3.5% CBI

ADMINISTRATIVE CLERICAL
(NP-3 Labor Unit 07)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)	2002 - 2003	No Increases
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		<i>Continued on next page...</i>

ADMINISTRATIVE CLERICAL
(NP-3 Labor Unit 07)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)
2009 - 2010	No Increases	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)
2011 - 2013	No Increases	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)	2016 - 2017	No Increases
6/28/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750	2017 - 2018	No Increases
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		<i>Continued on next page...</i>

ADMINISTRATIVE CLERICAL
(NP-3 Labor Unit 07)

EFFECTIVE DATE	TYPE OF INCREASE
6/21/2019	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment
7/1/2019	3.5% CBI
12/20/2019	AI/Lump Sum (1/1/2020)
12/20/2019	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment
6/19/2020	AI/Lump Sum (7/1/2020)
6/19/2020	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment
7/1/2020	3.5% CBI

CORRECTIONS <i>(NP-4 Labor Unit 08)</i>			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)	2004 - 2005	No Increases
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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CORRECTIONS <i>(NP-4 Labor Unit 08)</i>			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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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CORRECTIONS
(NP-4 Labor Unit 08)

EFFECTIVE DATE	TYPE OF INCREASE
2016 - 2017	No Increases
2017 - 2018	No Increases
July 2018	\$2,000 on time payment to all employees (pro-rated for part-time employees)
6/21/2019	AI/Lump Sump (7/1/2019)
6/21/2019	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment
7/1/2019	3.5% CBI
12/20/2019	AI/Lump Sum (1/1/2020)
12/20/2019	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment
6/19/2020	AI/Lump Sum (7/1/2020)
6/19/2020	Employees at the top step of the pay scale, shall receive a \$750 lump sum payment
7/1/2020	3.5% CBI
1/1/2021	AI/Lump Sum (1/1/2021)

PROTECTIVE SERVICES <i>(NP-5 Labor Unit 09)</i>			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)	2004 - 2005	No Increases
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)	2009 - 2010	No CBI Authorized
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>

PROTECTIVE SERVICES <i>(NP-5 Labor Unit 09)</i>			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)
2010 - 2011	No AIs Authorized	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.	2016 - 2017	No Increases
2011 - 2013	No Increases	2017 - 2018	No Increases
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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PROTECTIVE SERVICES
(NP-5 Labor Unit 09)

EFFECTIVE DATE	TYPE OF INCREASE
6/19/2020	3.5% CBI
6/19/2020	AI/Lump Sum (7/1/2019)
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)
1/1/2021	AI/Lump Sum (1/1/2021)
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)

PARAPROFESSIONAL HEALTH CARE
(NP-6 Labor Unit 10)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)	2005 - 2006 No Increases	
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)	2009 - 2010 No Increases	
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)	2011 - 2013 No Increases	
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)

EFFECTIVE DATE	TYPE OF INCREASE
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)
2016 - 2017	No Increases
2017 - 2018	No Increases
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)

CORRECTION SUPERVISORS <i>(NP-8 Labor Unit 67)</i>			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
6/28/2002	3% CBI	9/28/2007	AI (7/1/2007) delayed 3 months payable 10/26/2007
12/27/2002	AI (7/1/2002) delayed 6 months, payable 1/24/2003)	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
6/27/2003	AI (1/1/2003) delayed 6 months, payable 7/25/2003	3/28/2008	AI (1/1/2008) delayed 3 months, payable 4/25/2008
6/27/2003	AI (7/1/2003) 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	3% CBI payable 7/25/2003	6/20/2008	3% CBI payable 6/5/2009
12/26/2003	AI (1/1/2004)	12/19/2008	AI (7/1/2008) delayed 6 months payable 6/5/2009
6/25/2004	3% CBI	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
10/1/2004	AI (7/1/2004) delayed 3 months, payable 10/29/2004	6/19/2009	AI (1/1/2009) delayed 6 months payable 7/17/2009
4/1/2005	AI (1/1/2005) delayed 3 months payable 4/29/2005	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
2005 - 2006	No Increases	7/3/2009	2% CBI payable 7/31/2009
7/1/2006	AI payable 7/20/2007	1/1/2010	AI (7/1/2009) delayed 6 months payable 1/29/2010
7/7/2006	3% CBI 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
6/22/2007	AI (1/1/2007) delayed 6 months payable 7/20/2007	6/18/2010	AI (1/1/2010) 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	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
7/6/2007	3% CBI payable 8/3/2007		

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CORRECTION SUPERVISORS*(NP-8 Labor Unit 67)*

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
6/18/2010	AI (7/1/2010) payable 7/16/2010	12/30/2014	AI (1/1/2015)
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	12/30/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750
7/2/2010	2% CBI payable 7/30/2010	6/30/2015	AI (7/1/2015)
12/31/2010	AI (1/1/2011) payable 1/28/2011	6/30/2015	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 shall receive a lump sum of 2.5% of their base salary payable 1/28/2011	12/30/2015	AI (1/1/2016)
7/1/2011	3.5% CBI payable 7/29/2011	12/30/2015	Employees @ the last step prior to this date shall receive a lump sum of \$750
7/1/2011	AI (7/1/2011) payable 7/29/2011	6/30/2016	AI(7/1/2016)
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	6/30/2016	Employees @ the last step prior to this date shall receive a lump sum of \$750
12/30/2011	AI (1/1/2012) payable 1/27/2012	2016 - 2017	No Increases
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	2017 - 2018	No Increases
2011 - 2013	No Increases	7/1/2018	\$2,000 one-time payment; except employees at maximum pay will receive \$1,000 lump sum bonus.
9/20/2013	2% CBI		
9/20/2013	AI (7/1/2013) delayed 3 months		
9/20/2013	Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months)	6/21/2019	AI/Lump Sum (7/1/2019)
3/21/2014	AI (1/1/2014) delayed 3 months	7/1/2019	3.5% CBI
3/21/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750 (delayed 3 months)	12/20/2019	AI/Lump Sum (1/1/2020)
6/27/2014	3% CBI	7/1/2020	3.5% CBI
6/30/2014	AI (7/1/2014)	6/19/2020	AI/Lump Sum (7/1/2020)
6/30/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750	1/1/2021	AI/Lump Sum (1/1/2021)

STATE POLICE LIEUTENANTS AND CAPTAINS

(NP-9 Labor Unit 68)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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	7/1/2019	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.		Effective with first pay period after 7/1/2019	3.5% CBI
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)

EFFECTIVE DATE	TYPE OF INCREASE
Effective with first pay period after 7/1/2020	3.5% CBI
	<p>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.</p>
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.

PROFESSIONAL HEALTH CARE
(P-1 Labor Unit 11)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)	2005 - 2006	No Increases
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)	2009 - 2010	No Increases
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)	2011 - 2013	No Increases
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)

EFFECTIVE DATE	TYPE OF INCREASE
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)
2016 - 2017	No Increases
2017 - 2018	No Increases
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)

SOCIAL AND HUMAN SERVICES

(P-2 Labor Unit 12)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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	2009 - 2010	No Increases
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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SOCIAL AND HUMAN SERVICES (P-2 Labor Unit 12)			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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	No Increases
8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.	2017 - 2018	No Increases
2011 - 2013	No Increases	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)		
6/27/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750		
7/1/2014	3% CBI		
12/26/2014	AI (1/1/2015)		
12/26/2014	Employees @ the last step prior to this date shall receive a lump sum of \$750		
6/26/2015	AI (7/1/2015)		

EDUCATION ADMINISTRATORS
(P-3A Labor Unit 13)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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)	2005 - 2006	No Increases
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	2009 - 2010	No Increases
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)	2011 - 2013	No Increases
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)

EFFECTIVE DATE	TYPE OF INCREASE
7/1/2015	3% CBI
12/25/2015	AI (1/1/2016)
2016 - 2017	No Increases
2017 - 2018	No Increases
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)

EDUCATION PROFESSIONS (P-3B Labor Unit 14)			
EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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	2005 - 2006	No Increases
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)	2009 - 2010	No Increases
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)	2011 - 2013	No Increases
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)

EFFECTIVE DATE	TYPE OF INCREASE
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)
2016 - 2017	No Increases
2017 - 2018	No Increases
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)

ENGINEERING & SCIENTIFIC
(P-4 Labor Unit 15)

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

ENGINEERING & SCIENTIFIC
(P-4 Labor Unit 15)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
6/22/2007	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary	7/1/2011	2.5% CBI
6/22/2007	Payable at current rate of 6/22/07 through 6/30/07 payable 7/20/2007	8/26/2011	Reduce base annual salary to rates in effect on June 30, 2011.
7/1/2007	3.5% CBI payable 7/20/2007	2011 - 2013	No Increases
12/21/2007	AI (1/1/2008) payable 1/18/2008	6/28/2013	AI (7/1/2013)
12/21/2007	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
6/20/2008	AI (7/1/2008) payable 7/18/2008	8/26/2013	3% CBI
6/20/2008	Payable at current rate of 6/20/08 through 6/30/08 payable 7/18/2008	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)
7/1/2008	3.5% CBI payable 7/18/2008	12/27/2013	AI (1/1/2014)
12/19/2008	AI (1/1/2009) 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
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	6/27/2014	AI (7/1/2014)
2009 - 2010	No Increases	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	2.5% CBI payable 7/16/2010	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 2.5% of their base salary payable 11/5/2010	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	AI (1/1/2011) delayed 3 months payable 5/6/2011		
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		<i>Continued on next page...</i>

ENGINEERING & SCIENTIFIC
(P-4 Labor Unit 15)

EFFECTIVE DATE	TYPE OF INCREASE
6/26/2015	AI (7/1/2015)
6/26/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
7/1/2015	3% CBI
12/25/2015	AI (1/1/2016)
12/25/2015	Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary
2016 - 2017	No Increases
2017 - 2018	No Increases
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.
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)

ADMINISTRATIVE & RESIDUAL
(P-5 Labor Unit 16)

EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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	2003 - 2004	No Increases
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	6/19/2009	No CBI
12/31/1999	AI (1/1/2000)		
12/31/1999	2% CBI		
6/30/2000	AI (7/1/2000) 8 th 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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EFFECTIVE DATE	TYPE OF INCREASE	EFFECTIVE DATE	TYPE OF INCREASE
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	12/27/2013	AI (1/1/2014)
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 th) 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		<i>Continued on next page...</i>
8/26/2013	3% CBI		

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EFFECTIVE DATE	TYPE OF INCREASE
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.
6/21/2019	3.5% CBI
6/21/2019	AI/Lump Sum (7/1/2019)
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.
12/20/2019	AI/Lump Sum (1/1/2020)
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.
6/19/2020	3.5% CBI
6/19/2020	AI/Lump Sum (7/1/2020)
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 2.5% of employee's annual rate of pay in effect when the payment is made.
1/1/2021	AI/Lump Sum (1/1/2021)
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 2.5% of employee's annual rate of pay in effect when the payment is made.