

## Understanding Placement on the New Wage Scale in the New 2018-2019 Collective Bargaining Agreement

**Scenario #1:** Employee will be placed on the new 2018 wage scale at the closest wage to their current wage without going down. Once the employee reaches their anniversary they will receive a step increase.

		Start	6 Month	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year
<b>New Range</b>	I-E	30,504	31,724	32,993	34,312	35,685	37,112	38,597	40,141
<b>Existing Range</b>		35,546	36,174	36,842	38,221	39,642			

Example: Employee X has an anniversary date of May 5<sup>th</sup> and is currently at the 2 Year Step (\$38,221). Upon Board ratification they will be placed on the new scale at the 5 Year Step (\$38,597). On their anniversary date they will move to the 6 Year Step (\$40,141). All increases go into effect the date of Board ratification. Employee will not receive retroactive pay prior to this date.

**Scenario #2:** For anniversary dates that occurred in 2018 prior to ratification (in other words, missed the 2018 anniversary date), the employee will be placed on the 2018 wage scale at the next step.

		Start	6 Month	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year
<b>New Range</b>	I-F	32,993	34,312	35,685	37,112	38,597	40,141	41,746	43,416
<b>Existing Range</b>		37,843	38,449	39,250	40,746	42,323			

Example: Employee Y had an anniversary date of 1/20/2018 and is currently at the 6 month Step (\$38,449). Upon Board ratification they will be placed on the new scale at the 4 Year Step (\$40,141). All increases go into effect the date of Board ratification. Employee will not receive retroactive pay prior to this date.

**Scenario #3:** All employees who are currently in a position that is proposed to have a new wage range less than the current wage range will not be placed on the new 2018 wage scale. They will be placed on the “Hired On or Before December 31, 2017” wage scale in the new contract. Future employees placed into these positions will be placed on the 2018 new wage scale.

		Start	6 Month	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year
<b>New Range</b>	I-EE	31,724	32,993	34,312	35,685	37,112	38,597	40,141	41,746
<b>Existing Range</b>		37,843	38,449	39,250	40,746	42,323			
<b>Hired On or Before December 31, 2017</b>		38,221	38,833	39,643	41,153	42,746			

Example #1: Employee A is an Office Coordinator with an anniversary of June 1<sup>st</sup> and currently making \$39,250 on the existing wage scale. The new wage range for this position is I-EE which maximum wage is lower than the existing wage scale. Upon Board ratification, Employee A will be placed on the “Hired On Or Before December 31, 2017” wage scale at the 1 year step (\$39,643). On their June 1<sup>st</sup> anniversary, they will be placed at the 2 Year step (\$41,153) on the “Hired On or Before” wage scale. All increases go into effect the date of Board ratification. Employee will not receive retroactive pay prior to this date.

Example #2: Employee B is an Office Coordinator who is at the maximum of the existing wage scale at the 3 Year step (\$42,323). Upon Board ratification, Employee B will be placed at the 3 Year step (\$42,746) on the “Hired On or Before December 31, 2017” wage scale. All increases go into effect the date of Board ratification. Employee will not receive retroactive pay prior to this date.