

ITEM NO. 471 – Q Amended

RE: **Pay Increases for Employees Promoted to Pre-Professional Trainee**

EFF: July 3, 1998

The rate of compensation for employees being promoted to Pre-Professional Trainee will be determined as follows:

- Initial appointment to Pre-Professional Trainee-
Minimum of Salary Group CL 13 or current rate plus 3%, whichever is higher, but not to exceed the maximum of Salary Group CL 19.
- Salary adjustment after completion of two (2) years of training-
Maximum of Salary Group CL 13, i.e., Step 10, or current Pre-Professional Trainee rate plus 3%, whichever is higher, but not to exceed the maximum of Salary Group CL 19.
- Anniversary Increase -
Increase of 3% of current salary to be provided on the anniversary date, but not to exceed the maximum of Salary Group CL 19.

Providing an adjustable salary schedule for Pre-Professional Trainees is necessary because of the varying salary relationships among jobs from which Pre-Professional Trainees are selected and the salary range variances resulting from the SCOPE agreement.