

MANAGERS

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

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

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) | 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)

| 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. | 6/27/2014 | 3% AI (7/1/2014) |
| 6/28/2013 | AI/Lump Sum (7/1/2013) | 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) |
| 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.) | 7/1/2014 | 3% COLA |
| 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) | 12/26/2014 | 3% AI (1/1/2015) |
| 8/26/2013 | 3% COLA | 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) |
| 12/27/2013 | 3% AI (1/1/2014) | 6/26/2015 | 3% AI (7/1/2015) |
| 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) | <i>Continued on next page...</i> | |

CONFIDENTIAL EXCLUSIONS

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

| EFFECTIVE DATE | TYPE OF INCREASE |
|-----------------------|---|
| 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) |
| 7/1/2015 | 3% COLA |
| 12/25/2015 | 3% AI (1/1/2016) |
| 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) |

**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) | | |

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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 - 2103 | 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 | Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary |
| 7/3/2009 | AI (7/1/2009) payable 7/31/2009 | 7/1/2014 | 3% CBI |
| 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 | 12/26/2014 | AI (1/1/2015) |
| 1/15/2010 | AI (1/1/2010) 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 |
| 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 | 6/26/2015 | AI (7/1/2015) |
| 7/2/2010 | 3% CBI payable 7/30/2010 | 6/26/2015 | Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary |
| 7/1/2011 | 2.5% CBI payable 7/29/2011 | 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 2.5% of their base salary |
| 6/28/2013 | AI (7/1/2013) | | |
| 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) | | |
| 12/27/2013 | 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) | | |

**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 | | |

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**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 | 12/26/2014 | AI (1/1/2015) |
| 2009 - 2010 | No Increases | 12/26/2014 | 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 | 6/26/2015 | AI (7/1/2015) |
| 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 | | |
| 8/26/2011 | Reduce base annual salary to rates in effect on June 30, 2011. | | |
| 2011 - 2013 | No Increases | | |
| 6/28/2013 | AI (7/1/2013) | | |
| 6/28/2013 | Employees @ the last step prior to this date shall receive a lump sum of \$750 | | |
| 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) | | |
| 12/27/2013 | Employees @ the last step prior to this date shall receive a lump sum of \$750 | | |
| 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 | | |

CORRECTIONS
(NP-4 Labor Unit 08)

| 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
(NP-4 Labor Unit 08)

| 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 |

**PROTECTIVE SERVICES
(NP-5 Labor Unit 09)**

| 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) | | |

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**PROTECTIVE SERVICES
(NP-5 Labor Unit 09)**

| 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 | 7/1/2015 | 3% CBI |
| 1/1/2010 | AI (1/1/2010) payable 1/29/2010 | 12/25/2015 | AI (1/1/2016) |
| 1/1/2010 | Employees @ the last step prior to this date shall receive a lump sum of \$600 payable 1/29/2010 | 12/25/2015 | Employees @ the last step prior to this date shall receive a lump sum of \$600 |
| 6/18/2010 | 3% CBI payable 7/16/2010 | | |
| 2010 - 2011 | No AIs Authorized | | |
| 7/1/2011 | 3% CBI | | |
| 7/1/2011 | AI (7/1/2011) | | |
| 7/1/2011 | 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 | | |
| 2011 - 2013 | No Increases | | |
| 8/23/2013 | AI (7/1/2013) and \$600 top step bonus delayed until 8/23/2013 | | |
| 8/26/2013 | 3% CBI | | |
| 12/27/2013 | AI (1/1/2014) | | |
| 12/27/2013 | Employees @ the last step prior to this date shall receive a lump sum of \$600 | | |
| 6/27/2014 | AI (7/1/2014) | | |
| 6/27/2014 | Employees @ the last step prior to this date shall receive a lump sum of \$600 | | |
| 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 \$600 | | |
| 6/26/2015 | AI (7/1/2015) | | |
| 6/26/2015 | Employees @ the last step prior to this date shall receive a lump sum of \$600 | | |

**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 | 3% AI (7/1/2015) |
| 7/1/2015 | 3% CBI |
| 12/25/2015 | AI (1/1/2016) |

CORRECTION SUPERVISORS
(NP-8 Labor Unit 67)

| 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 | 6/30/2014 | Employees @ the last step prior to this date shall receive a lump sum of \$750 |
| 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 | AI (1/1/2015) |
| 7/2/2010 | 2% CBI payable 7/30/2010 | 12/30/2014 | Employees @ the last step prior to this date shall receive a lump sum of \$750 |
| 12/31/2010 | AI (1/1/2011) payable 1/28/2011 | 6/30/2015 | AI (7/1/2015) |
| 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 | Employees @ the last step prior to this date shall receive a lump sum of \$750 |
| 7/1/2011 | 3.5% CBI payable 7/29/2011 | 12/30/2015 | AI (1/1/2016) |
| 7/1/2011 | AI (7/1/2011) 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 | 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 | AI(7/1/2016) |
| 12/30/2011 | AI (1/1/2012) payable 1/27/2012 | 6/30/2016 | Employees @ the last step prior to this date shall receive a lump sum of \$750 |
| 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 | | |
| 2011 - 2013 | No Increases | | |
| 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) | | |
| 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 \$750 (delayed 3 months) | | |
| 6/27/2014 | 3% CBI | | |
| 6/30/2014 | AI (7/1/2014) | | |

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

| EFFECTIVE DATE | TYPE OF INCREASE |
|---|--|
| 1/13/2012 | SS Plan implemented |
| 7/11/2014 | 3% GWI |
| <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> | |
| 7/11/2014 | Employees shall receive a lump sum of 2% calculated on annual salary |
| 7/10/2015 | 3% GWI |
| <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> | |
| 7/10/2015 | Employees shall receive a lump sum of 2% calculated on annual salary |

**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 | 3% AI (7/1/2015) |
| 7/1/2015 | 3% CBI |
| 12/25/2015 | AI (1/1/2016) |

**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 | | |
| 8/26/2011 | Reduce base annual salary to rates in effect on June 30, 2011. | | |
| 2011 - 2013 | No Increases | | |
| 6/28/2013 | AI (7/1/2013) | | |
| 6/28/2013 | Employees @ the last step prior to this date shall receive a lump sum of \$750 | | |
| 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) | | |
| 12/27/2013 | Employees @ the last step prior to this date shall receive a lump sum of \$750 | | |
| 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) |

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) |

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

| 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 | 4.5% CBI | 6/28/2002 | Additional Step Implementation |
| 12/28/1990 | AI (1/1/1991) | 6/28/2002 | AI (7/1/2002) |
| 6/28/1991 | AI (7/1/1991) | 7/12/2002 | 3% CBI |
| 12/27/1991 | AI (1/1/1992) | 12/27/2002 | AI (1/1/2003) |
| 6/26/1992 | 5% CBI | 6/27/2003 | AI (7/1/2003) |
| 5/14/1993 | 4.5% CBI | 7/1/2003 | 3% CBI |
| 6/25/1993 | AI (7/1/1993) | 12/26/2003 | AI (1/1/2004) |
| 12/24/1993 | AI (1/1/1994) | 6/25/2004 | Additional Step Implementation |
| 6/24/1994 | AI (7/1/1994) | 6/25/2004 | AI (7/1/2004) payable 7/9/2004 |
| 12/23/1994 | AI (1/1/1995) | 7/1/2004 | 3% CBI payable 7/9/2004 |
| 7/1/1995 | 3% CBI | 12/24/2004 | AI (1/1/2005) payable 1/21/2005 |
| 9/29/1995 | AI (7/1/1995) | 2005 - 2006 | No Increases |
| 3/29/1996 | AI (1/1/1996) | 6/23/2006 | Payable at current rate of 6/23/06 through 6/30/06 payable 7/21/2006 |
| 6/21/1996 | AI (7/1/1996) | 7/1/2006 | 3.5% CBI payable 7/21/2006 |
| 7/1/1996 | 3% CBI | 7/1/2006 | AI payable 7/21/2006 |
| 12/20/1996 | AI (1/1/1997) | 7/1/2006 | Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary |
| 11/21/1997 | AI (7/1/1997) | 12/22/2006 | AI (1/1/2007) payable 1/19/2007 |
| 1/2/1998 | 2% CBI | 12/22/2006 | Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary |
| 5/22/1998 | AI (1/1/1998) | 6/22/2007 | AI (7/1/2007) payable 7/20/2007 |
| 9/25/1998 | AI (7/1/1998) | 6/22/2007 | Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary |
| 1/15/1999 | 2% CBI | 6/22/2007 | Payable at current rate of 6/22/07 through 6/30/07 payable 7/20/2007 |
| 3/26/1999 | AI (1/1/1999) | 7/1/2007 | 3.5% CBI payable 7/20/2007 |
| 6/18/1999 | AI (7/1/1999) | 12/21/2007 | AI (1/1/2008) payable 1/18/2008 |
| 12/31/1999 | AI (1/1/2000) | 12/21/2007 | Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary |
| 1/14/2000 | 2% CBI | 6/20/2008 | AI (7/1/2008) payable 7/18/2008 |
| 6/30/2000 | AI (7/1/2000) | 6/20/2008 | Payable at current rate of 6/20/08 through 6/30/08 payable 7/18/2008 |
| 7/14/2000 | 3.5% CBI | 7/1/2008 | 3.5% CBI payable 7/18/2008 |
| 12/29/2000 | AI (1/1/2001) | 12/19/2008 | AI (1/1/2009) payable 1/16/2009 |
| 6/29/2001 | AI (7/1/2001) | | |
| 7/13/2001 | 3% CBI | | |

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

| 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 2.5% of their base salary payable 1/16/2009 | 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) |
| 2009 - 2010 | No Increases | 12/27/2013 | AI (1/1/2014) |
| 6/18/2010 | 2.5% CBI payable 7/16/2010 | 12/27/2013 | 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 | 6/27/2014 | AI (7/1/2014) |
| 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 | 6/27/2014 | 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 | 7/1/2014 | 3% CBI |
| 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 | 12/26/2014 | AI (1/1/2015) |
| 7/1/2011 | 2.5% CBI | 12/26/2014 | 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. | 6/26/2015 | AI (7/1/2015) |
| 2011 - 2013 | No Increases | 6/26/2015 | Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary |
| 6/28/2013 | AI (7/1/2013) | 7/1/2015 | 3% CBI |
| 6/28/2013 | Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary | 12/25/2015 | AI (1/1/2016) |
| 8/26/2013 | 3% CBI | 12/25/2015 | Employees @ the last step prior to this date shall receive a lump sum of 2.5% of their base salary |

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

| 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 | | |
| 6/28/2013 | AI (7/1/2013) | | |
| 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 | | |