

DISTRICT ISSUE #1—ARTICLE 40--SALARY

The District proposes to pay significant and above-market increases to the Federation’s employees over the life of the successor CBA, and to pay full retroactive increases to all Federation employees who are currently employed at the time the new CBA is ratified. The retroactive pay which would be paid to all current Federation employees is shown on the graph at Tab B in this section.

Below is the proposed salary schedule which would apply to staff members for the years indicated.

The raises paid under this proposal are \$.065 per hour, \$0.65 per hour, \$0.70 per hour, \$0.70 per hour, \$0.75 per hour and \$0.75 per hour. These proposed increases equate to a 5.17% increase over the life of the proposed six-year successor CBA, inclusive of any step movement. These increases are significantly in excess of the increases paid under the expired CBA.

These proposed increases are directly tied and paired with the District’s proposal to revise Article 3 of the CBA and remove the language indicated.

SALARY SCHEDULE

| Step | 2015-16 [exp. CBA] | 2016-17 | 2017-18 | 2018-19 | 2019-20 | 2020-21 | 2021-22 |
|--------------------|-----------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|
| 2 | \$11.69 | \$11.79 | \$11.89 | \$11.99 | \$12.09 | \$12.19 | \$12.29 |
| 3 | \$11.82 | \$12.34 | \$12.44 | \$12.59 | \$12.69 | \$12.84 | \$12.94 |
| 4 | \$11.82 | \$12.47 | \$12.99 | \$13.14 | \$13.29 | \$13.44 | \$13.59 |
| 5 | \$12.09 | \$12.61 | \$13.12 | \$13.69 | \$13.84 | \$14.04 | \$14.19 |
| 6 | \$12.69 | \$12.74 | \$13.26 | \$13.82 | \$14.39 | \$14.59 | \$14.79 |
| 7 | \$12.81 | \$13.34 | \$13.39 | \$13.96 | \$14.52 | \$15.14 | \$15.34 |
| 8 | \$13.11 | \$13.46 | \$13.99 | \$14.09 | \$14.66 | \$15.27 | \$15.89 |
| 9 | \$13.56 | \$13.76 | \$14.11 | \$14.69 | \$14.79 | \$15.41 | \$16.02 |
| 10 | \$17.84 | \$18.49 | \$19.14 | \$19.84 | \$20.54 | \$21.29 | \$22.04 |
| Technicians | \$15.75 | \$16.40 | \$17.05 | \$19.84 | \$20.54 | \$21.29 | \$22.04 |

Notes to salary proposal

1. Nursing hires are started on Step 8
2. For the 2016-2017 retroactive pay, Step 5 is paid the average of Step 4 and Step 6