

Article 47 – Salary and Compensation Program

Pursuant to Article 47, Section I of the Collective Bargaining Agreement between the ACUA and Local 68, dated January 1, 2005 - December 31, 2007, the following provisions shall prevail.

In addition to all matters previously agreed between the parties, the ACUA and the Union agree to the following:

- A. The entry-level salary for each job classification as of December 31, 2006 shall remain unchanged.
- B. Each job classification for a full-time regular position in the bargaining unit shall have a salary range established with a defined entry salary and a top salary (attached hereto).
- C. Effective January 1, 2007, or the employees one year anniversary date, whichever is later, full time regular employees, will receive a merit increase of \$.45 per hour for a 2.8 or better rating on their 2006 or one year performance review.
- D. Effective October 8, 2007, or on the employees one year anniversary date, whichever is later, full time regular employees, will receive an increase of \$.55 per hour in their hourly rate.
- E. Increases mentioned in section C and D above are conditioned upon the employee still carried on payroll as an active full-time regular employee at the time the contract is adopted, or on the one-year anniversary date and October 8, 2007.
- F. Employees in the bargaining unit, who receives a rating of 1 in any category on their annual performance evaluation, shall be placed on a 90-day probation period, without regard to salary increases addressed in this addendum. At the end of the 90-day probation period, the bargaining unit employee will again be evaluated and the appropriate action taken at that time (i.e. removed from probation, placed on another 90-day probation period, demotion, termination).
- G. Two consecutive performance evaluations with any rating of 1 in any category may be cause for dismissal or demotion.
- H. Full time regular employees, hired during 2007, will not be eligible for any salary increase in 2007.

- I. Salaries paid to members of the bargaining unit represent an annualized figure based on 2088 hours per year. Consequently, the hourly rate shall remain unchanged during any Leap Year.