

Section 2: Wages

Year 1: The Employers propose the following wage grid, which shall be implemented the first full pay period after ratification. It is a market adjustment.

	Step 1	Step 2	Step 3	Step 4	Step 5	10yr Step 6	15 yr Step 7
CLS	46.15	48.00	49.92	51.92			
CLS PD	53.08	55.20	57.41	59.70			
CLS II	49.95	51.95	54.03	56.19	58.44	60.19	62.00
CLS II, PD	57.45	59.75	62.14	64.62	67.21	69.22	71.30
CLS lead	54.95	57.15	59.43	61.81	64.28	66.21	68.20
CLS Specialist 6%)	58.25	60.58	63.00	65.52	68.14	70.18	72.29
MLT	40.13	41.74	43.41	45.15	Step 4 is top of scale	Step 4 is top of scale	Step 4 is top of scale

Year 2: Effective the first full pay period following May 23, 2018, an across the board increase of 3% for all bargaining unit members.

Year 3: Effective the first full pay period following May 23, 2019, an across the board increase of 3% for all bargaining unit members.

Section 3: Advancement

Step Advancement for CLS

CLS I-1	
CLS I-2	after 1 year
CLS I-3	after 2 years
CLS I-4	after 3 years
CLS II-3	after 4 years
CLS II-4	after 5 years
CLS II-5	after 6 years
CLS II-6	after 10 years, or after 5 years at CLS II-5
CLS II-7	after 15 years, or after 5 years at CLS II-6

Advancement to CLS II

A CLS I who, after at least one year as a CLS I at Step 4 shall receive a competency evaluation. Upon receipt of a satisfactory competency evaluation, the member will be promoted to CLS II, *Step 3*. The competency evaluation shall review the members' knowledge, skill and technical

ability related to the members' role. If the member receives a less than satisfactory competency evaluation, the member shall be informed of the basis of the denial for advancement to CLS II.

MLT Advancement

The MLT shall advance on his or her anniversary, up to Step 4, which is top of scale, and thereafter shall have across the board advancement as negotiated.

Per Diem Advancement

No Per Diem shall advance to the next step until the Per Diem has worked at least 400 hours at his/her current step. In no event shall the Per Diem member advance steps prior to his/her 12 month anniversary date.

DRAFT