

## ARTICLE 4. WAGES, EQUITIES AND BONUS SCHEDULES

### Section 1. Wage Increases

**Fiscal Year 2017-2018:** 3% wage increase effective October 13, 2017

**Fiscal Year 2018-2019:** 3% wage increase effective January 4, 2019

**Fiscal Year 2019-2020:** 3% wage increase effective January 3, 2020

**Fiscal Year 2020-2021:** 1.5% wage increase effective June 19, 2020

**Fiscal Year 2021-2022:** 1.5% wage increase effective June 18, 2021

### Section 2. Equity Adjustments

The below listed bargaining units have been identified to receive an equity adjustment **effective January 5, 2018:**

- All classifications in the RN bargaining unit will receive an additional 4% wage increase
- All classifications in the SS and SW bargaining units will receive an additional 2% wage increase.
- All classifications in the CL bargaining unit will receive an additional 1% wage increase.
- All employees in the Psychiatrist-Specialist classification (004199) will receive an additional 5% wage increase.

The below listed bargaining units have been identified to receive an equity adjustment **effective June 18, 2021:**

- All classifications in the HS, AE, FS, MM, PR, and PS bargaining units will receive an additional 1% wage increase.

### Section 3. One-Time Bonus Schedule

- **Effective October 13, 2017:** One-time monetary payment of **\$750** for all regular employees who have paid service during Fiscal Year 2016-2017. An employee is not eligible to receive the one-time lump sum payment if they terminated before the first day of the payroll 08 (September 29, 2017). Part-time
- **Effective June 22, 2018:** One-time monetary payment of **\$750** for all regular employees who have paid service during Fiscal Year 2017-2018. Payment to be paid on the payday of payroll 02 (July 27, 2018). Part-time employees shall receive a pro-rated amount according to their standard hours.
- **Effective June 21, 2019:** One-time monetary payment of **\$750** for all regular employees who have paid service during Fiscal Year 2018-2019. Payment to be paid on the payday of payroll 02 (July 26, 2019). Part-time employees shall receive a pro-rated amount according to their standard hours.
- **Effective June 19, 2020:** One-time monetary payment of **\$1,500** for all regular employees who have paid service during Fiscal Year 2019-2020. Payment to be paid on the payday of payroll 02 (July 24, 2020). Part-time employees shall receive a pro-rated amount according to their standard hours.
- **Effective June 18, 2021:** One-time monetary payment of **\$1,500** for all regular employees who have paid service during Fiscal Year 2020-2021. Payment to be paid on the payday of payroll 02 (July 23, 2021). Part-time employees shall receive a pro-rated amount according to their standard hours.
- The one-time lump sum payments will be included in the employees' regular paycheck. For the one-time payments in 2018, 2019, 2020, and 2021, an employee is not eligible to receive the one-time lump sum payment if they terminated before the first day of the payroll 02. An employee shall not be entitled to the one-time lump sum monetary payment above if they received a one-time payment under the terms of a different bargaining unit for the same fiscal year. If an eligible employee is on paid or unpaid leave, the payment will be made when the employee returns to active County service.