

Management Proposal

Bargaining Unit: 10

Exclusive Representative: CAPS

Subject: Salaries

ARTICLE 2 – Salaries

2.1 Salaries

Effective July 1, 2013, all classifications shall be adjusted by increasing the salary by 3 percent.

Employees who have been at the salary range for a minimum of twelve (12) qualifying pay periods shall receive the 3 percent increase. Employees at the salary rate for less than twelve (12) qualifying pay periods shall receive a new salary anniversary date based on qualifying service. Qualifying service toward the twelve (12) qualifying pay periods shall be in accordance with DPA Rule 599.682(b) and 599.697.

~~Effective July 1, 2006, employees will receive a general salary increase of three and five-tenths percent (3.5%). The increase shall be calculated by multiplying the base salary by 1.035. The parties recognize that the actual salary increase for each classification may vary slightly due to rounding.~~

~~Effective July 1, 2007, the State agrees to provide a general salary increase to all Unit 10 classifications, as follows:~~

~~1. The salary increase shall be equal to the total percentage change in the Consumer Price Index (CPI) for the twelve month period from April 2006 through March 2007. The specific amount of this cost of living adjustment shall be determined by the increase in the cost of living for the year using the Consumer Price Index, U.S. Department of Labor, Index CPI-W West Urban—All Urban Consumers (Not Seasonally Adjusted, Series CUUR0400SA0, United States).~~

~~2. The adjustment shall not be less than 2.0% or more than 4.0% (e.g., if the cost of living for the year, as determined in #1 above, is less than 2.0%, the adjustment shall be established at 2.0%. If the cost of living for the year is greater than 4.0% for the specified period, the adjustment shall be 4.0%. If the cost of living for the year increases by an amount between 2.0% and 4.0%, employees shall receive the specific cost of living increase rounded to the nearest tenth.)~~

~~3. The parties recognize that the actual salary increase for each classification may vary slightly due to rounding.~~

~~4. The following illustrates the specific method of computation to be used in calculating the salary increase, using fictional data for illustration purposes only.~~

TR 3-17-11
Dixie P
Pam Manville
CAPS
3-17-11
CAPS
3/10/11
1:29pm

EXAMPLE for 2007 Increase (As described in #1)

CPI for March 2007 (EXAMPLE ONLY)	202.4
Less CPI for March 2006	197.1
Index Point Change	5.2
Divided by Previous CPI (March 2006)	197.1
Equals	.02637
Result multiplied by 100 (100 X .02637)	2.6
Cost of Living Adjustment of 2007	2.6%

TA 3/17/11
2:26 PM
[Signature]
[Signature]