

Article 29

WAGES

Section 1. Salary Increases. The following shall be the wage increases for Fiscal Year 2008-2009.

A. Upon ratification by the parties, each eligible employee shall receive a non-recurring one-time lump sum bonus payment of \$1000, less applicable taxes and withholding.

B. The pay ranges for each of the respective ranks are as follows:

1. Officer: \$35,440 - \$49,378
2. Corporal: \$40,700- \$54,631
3. Sergeant: \$45,790 - \$65,137

Once an officer is sworn and certified, the Law Enforcement Officer shall receive no less than 95 percent of the minimum salary for a two month period during the Law Enforcement Officer FTEP. After this two month initial training period, the Law Enforcement Officer shall receive no less than the minimum salary listed above for the duration of the FTEP.

C. For Fiscal Year 2008-2009, the University will also implement a 1.75% across-the-board pay adjustment to all eligible employees effective on October 3, 2008.

Section 2. Eligibility Criteria.

A. Employees are eligible for the increases referenced in this article unless an employee has a current performance appraisal evaluation rating of not meeting performance standards in effect on the date salary increases are implemented.

B. Employees are eligible for the increases referenced in this article if they were employed in a regular position on July 1, 2008, and continuously employed until the administration of the increases.

C. Employees who have given notice of a resignation or terminated employment prior to the implementation of such salary increases shall be ineligible.

Section 3. Other Funds. Eligible employees whose salaries are funded from a contract, grant, auxiliary, or local fund shall receive salary increases equivalent to employees whose salaries are funded from E&G sources, provided that such salary increase funds are available within the contract, grant, auxiliary, or local fund. In the event such salary increases are not permitted by the terms of the contract or grant, or in the event adequate funds are not available, the University shall seek to have the contract or grant modified to permit such increases.

Section 4. Nothing contained herein prevents the University from providing salary increases beyond those increases specified. Prior to such salary increases being administered, the University shall consult with PBA representative(s).