

**EXHIBIT "A"**  
**ARTICLE 33 - WAGES**

- 33.1 For fiscal years, FY 2016/2017, 2017/2018 and 2018/2019 employees will receive a 2.5% anniversary increase, or the same increase as non-union employees under the County Administrator's purview if greater than 2.5%, not to exceed the top of the employee's pay range. Bargaining unit employees who are topped out in their pay range shall receive a lump sum anniversary amount in the amount of \$800 for FY2016/2017, \$1000 for FY2017/2018, and \$1200 for FY2018/2019 (prorated for part-time employees), or the same amount as non-union employees under the County Administrator's purview if greater than the stated amounts not added to their base upon successful evaluation. Employees within the established lump sum payment amount (prorated for part-timers) of the maximum of the range shall receive an increase in base pay up to the maximum of the range and shall receive the difference between that amount and the established lump sum payment in a lump sum payment. Any anniversary increases or lump sum increases after the expiration of this Agreement shall be subject to collective bargaining.
- 33.2 For fiscal year FY2016/2017, bargaining unit employees will receive a 3% cost of living increase effective the first full pay period in October 2016, or the same increase as employees under the County Administrator's purview for fiscal year FY 2016/2017 if greater than 3%. For fiscal year FY2017/2018, bargaining unit employees will receive a 2.5% general wage increase effective the first full pay period in October 2017, or the same increase as employees under the County Administrator's purview for fiscal year FY2017/2018 if greater than 2.5%. For FY ~~2017/2018~~ and 2018/2019, the parties mutually agree to reopen this section and collectively bargain future ~~cost-of-living~~ general wage increases. Any ~~cost-of-living~~ general wage increases after the expiration of this agreement shall be subject to collective bargaining.
- 33.3 For the life of this Agreement the promotion probation pay increase shall be 5%.

- 33.4 Full-time employees who actually work established full-time shifts (8 hours, 10 hours, etc.) that start at or after 1:00 p.m. or before 4:00 a.m. will be eligible for shift differential at a rate of 5% of the regular hourly rate for the shift worked. Any shift beginning between 4:00 a.m. and 1:00 p.m. is excluded. Shift differential is automatically added to the regular hourly rate for the purpose of computing overtime pay. Any employees receiving shift differential, whose established shift is outside the stated guidelines, will no longer receive it.
- 33.5 For the life of this Agreement, if the County identifies a bonifide recruitment and retention issue for a bargaining unit position, the parties may meet to discuss and present practical solutions to address the concern. Nothing herein is intended to expand the rights and privileges extended to the Union pursuant to Article 33.2 of this Agreement with respect to wage reopening and collective bargaining process for FY 2017/2018 and FY2018/2019.