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ARTICLE 10. WAGES

10.1. Employees in the bargaining unit will be paid wages in accordance with the **following;**

Year One:

Effective the second full pay period following ratification, bargaining unit employees will be placed on the wage Step and Grade scale (Exhibit A) based on their relevant years of work experience in comparable positions as determined in the sole discretion of the Employer. Thereafter, bargaining unit employees will move one step on the wage chart each year on their salary review date (SRD).

Year Two:

Effective April 1, 2027 the Step and Grade Scale (Exhibit A) will be increased by 2%. Thereafter, employees will move up one step on their salary review date (SRD) with average step increases of approximately 2%.

Year Three:

Effective April 1, 2028, the Step and Grade Scale from the Second Year (Exhibit B) will be increased by 2%. Thereafter, employees will move up one step on their salary review date (SRD) with average step increases of approximately 2%.

Year Four:

Effective April 1, 2029, the Step and Grade Scale from the Third Year (Exhibit C) will be increased by 1%. Thereafter, employees will move up one step on their salary review date (SRD) with average step increases of approximately 2%.

10.2. New **Hires.**

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New hires will be placed on the Step and Grade Scale for their job classification based on their relevant years of work experience in comparable positions as determined in the sole discretion of the Employer.

Wage Placement.

10.2.1.[10.1.1.] Wage placement is dictated by the annual wage charts found in this Agreement.

10.3.[10.2.] Wage Placement Audit

10.3.1.[10.2.1.] The Employer agrees to conduct an audit of wage placement on Appendix A for any employee in the bargaining unit who makes a request of their direct report leader within thirty days of placement on the annual wage chart. The employee will be responsible for providing the Employer with all documentation supporting their years of experience in their field. The Employer will review the data presented by the employee within thirty days to assess placement on the range. If an adjustment is deemed necessary, the employee's new pay rate will be effective at the beginning of the next pay period after the thirty-day assessment period. No employee's pay rate will be reduced from the audit. Pay adjustments are prospective only.

10.6 Compensation Above Contractual Rates.

The Employer may choose to compensate employees over and above the amounts set forth in this Agreement in its discretion. The Employer agrees to notify the Union of all new pay enhancement plans prior to implementation.

Ratification Bonus:

The following will be provided based on primary work assignment and pro-rated based on FTE:

30+ years of Tenure: $1,200

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> 20 to <30 years: $800
>
> 10 to <20 years: $500
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> 1 to <10 years: $250
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> **Under year: Not eligible**