

## APPENDIX D

### 2007 CCSEA SALARY SCHEDULE

3.25% increase over 2006 Salary Schedule

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
9	13.90	14.58	15.13	15.62	16.29	16.89	17.57	18.09	18.55
10	14.36	15.13	15.62	16.29	16.89	17.52	18.26	18.81	19.27
11	14.85	15.62	16.29	16.89	17.52	18.25	18.96	19.51	20.03
12	15.50	16.29	16.89	17.52	18.25	18.93	19.67	20.25	20.76
13	16.05	16.89	17.52	18.25	18.93	19.72	20.51	21.10	21.64
14	16.61	17.52	18.25	18.93	19.72	20.53	21.36	21.99	22.55
15	17.36	18.25	18.93	19.72	20.53	21.41	22.29	22.94	23.51
16	17.98	18.93	19.72	20.53	21.41	22.19	23.10	23.79	24.37
17	18.77	19.72	20.53	21.41	22.19	23.18	24.12	24.83	25.45
18	19.52	20.53	21.41	22.19	23.18	24.12	25.09	25.85	26.50
19	20.33	21.41	22.19	23.18	24.12	25.09	26.14	26.93	27.60

Section 5.12 Salary changes shall be made effective as follows:

- A. The 2004 salary schedule shall be identical to the 2003 salary schedule.
- B. Effective January 1, 2005, the previous year's salary schedule shall be increased by three percent (3.0%).
- C. Effective January 1, 2006, the previous year's salary schedule shall be increased by three percent (3%).
- D. Effective January 1, 2007, the previous year's salary schedule shall be increased by three and one-quarter percent (3.25%).

Section 5.13 All employees covered by this Agreement currently paid on a bi-weekly basis shall continue to be paid on a bi-weekly basis pursuant to the salary schedules in Appendices A, B, C and D.

Section 5.14 A sixty cents (\$.60) per hour premium will be added to the pay of an Emergency and Police Dispatcher who is regularly assigned as "in-charge". An employee who is continuously assigned to a higher-level position for more than four (4) weeks shall receive the rate of pay for the higher-level position as per Section 5.01 of this contract.

Section 5.15 In computing increases in salary, any fractional part of a cent will be rounded up or down to the nearest whole cent according to the normal rounding method.

Section 5.16

- A. Each title in the C.C.S.E.A. bargaining unit shall be allocated to the appropriate grade in the appropriate salary schedule as follows:
  1. Salary Schedule "A" shall include the following full-time titles and corresponding grade allocations: Cook, Grade 9; Seasonal Navigation Deputy, Grade 11; Emergency and Police Dispatcher, Grade 14; Senior Emergency and Police Dispatcher, Grade 15; Pilot, Grade 19. All new appointments to Emergency and Police Dispatcher Trainee shall be paid at Grade 10 for a one (1) year traineeship. At the conclusion of the one (1) year training, the employee shall move to Grade 12, and shall serve in Grade 12 for one (1) additional year, at which time he shall move to the permanent allocation Grade 14.
  2. Salary Schedule "B" shall include the following full-time titles and corresponding grade allocations: Part-time and substitute Correction Officer, Grade 9; Correction Officer, Grade 14; Recreation Specialist/Correction Officer, Grade 14; Senior Correction Officer, Grade 17.
  3. Effective on January 1, 2006 all titles formerly paid from Salary Schedule "B" shall be paid from Salary Schedule "A"
  4. All employees that are scheduled to be paid from Salary Schedule "A" on December 31, 2005 shall be paid a one-time cash bonus of \$500.00 to be included in a regular bi-weekly pay in January 2006. The \$500.00 one-time payment shall not be added to the employee's base wages.
- B. Both seasonal Navigation Deputies and part-time/substitute Correction Officers shall proceed through step increments as follows: Step 1 – one through five years of employment; Step 2 – six through ten years of employment; Step 3 – eleven through fifteen years of employment; and Step 4 – sixteen or more years of employment. For such employees, a year of employment shall be counted as such when the employee works 400 hours or more during the calendar year.

Section 5.17

- A. Employees that have attained twelve (12) years of continuous full-time service shall be eligible to receive the Step 8 increment pursuant to the terms of Section 5.09 of this Agreement. The Step 8 increment, if granted, will be paid on either January 1<sup>st</sup> or July 1<sup>st</sup> immediately following the attainment of twelve (12) years of service.