

SEIU SELECTIVE SALARY ADJUSTMENTS

ELIGIBILITY AND PROGRAM INFORMATION

Selective Salary Adjustments. Effective September 1, 2022, employees in the classifications listed in Section (D) below shall be placed in the new salary range in the following manner:

- (A)** Employees who are below the first step of the new salary range shall be placed at the first step of the new salary range on September 1, 2022, with a new salary eligibility date of September 1.
- (B)** For an employee whose rate is within the new salary range, but not at a corresponding salary step, the employee's salary shall be maintained at the current rate. If qualified, the employee shall be granted a salary rate increase of one full step within the new salary range plus that amount that their current salary rate is below the next higher rate in the salary range on the employee's next salary eligibility date.
- (C)** All other employees shall be placed in the new salary range on September 1, 2022 at a salary rate equivalent to their current rate and shall be eligible for increases on their next salary eligibility date, after September 1, 2022.
- (D)** List of selective salary adjustments.

CLASSIFICATION	CLASS #	CURRENT RANGE	NEW RANGE
Automotive Mechanic 2	4411	16B	22
Co-Generation Engineer	4251	25	33
Licensed Practical Nurse	6135	18	19

NOTES:

1. Most impacted employees will not receive a rate increase on 9/1/2022 as a result of this process. The most common result of a selective salary adjustment is that the employee moves down a step into the higher classification and will be able to see more merit increases on subsequent annual merit dates.
2. Some employees had merit increases that went into effect on the same day as the Selective Salary Adjustment. These will show as two separate entries on the job record, with the merit applied after the selective salary adjustment.
3. Employees who previously were eligible for longevity pay (DLP) will continue to be eligible for an equivalent pay adjustment (DLS) until their next merit date.
4. A few employees will receive a new Salary Eligibility Date as a result of this process. This relatively small group of classified employees was at the lowest step of their classification prior to the selective salary adjustment. Since the Selective Salary process puts their new rate below the lowest rate of the new range, they will be placed at the lowest step in the new range, resulting in a pay increase with the selective salary adjustment. Because they are receiving a pay increase earlier than they would have had their classification not been adjusted, the CBA calls for us to set a new SED one year out from the effective date of the Salary Adjustment. Note: Temp Classified employees do not receive annual merit increases, so there is no associated SED date for this employee group.