

SEIU SELECTIVE SALARY ADJUSTMENTS

ELIGIBILITY AND PROGRAM INFORMATION

Selective Salary Adjustments. Effective July 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 July 1, 2022, with a new salary eligibility date of July 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 July 1, 2022 at a salary rate equivalent to their current rate and shall be eligible for increases on their next salary eligibility date, after July 1, 2022.
- (D)** List of selective salary adjustments.

CLASSIFICATION	CLASS #	CURRENT RANGE	NEW RANGE
Medical Laboratory Technologist	6823	23	24
Medical Laboratory Tech 1	6820	15	16
Medical Laboratory Tech 2	6821	18	19
Radiologic Technologist 1	6347	20	21
Radiologic Technologist 2	6348	23	24

NOTES:

1. Not all employees receive a rate increase on 7/1/2022 as a result of this process. In fact, most don't. The most common scenario is that they move 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.
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.