

SEIU SELECTIVE SALARY ADJUSTMENTS

ELIGIBILITY AND PROGRAM INFORMATION

Selective Salary Adjustments. Effective February 1, 2022, employees in the classifications listed in Section 3(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 February 1, 2022, with a new salary eligibility date of February 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 February 1, 2022 at a salary rate equivalent to their current rate and shall be eligible for increases on their next salary eligibility date, after February 1, 2022.
- (D)** List of selectives and changes in salary ranges.

CLASSIFICATION	CLASS #	CURRENT RANGE	NEW RANGE
Office Assistant	0102	10	11
Office Specialist 1	0103	12	13
Office Specialist 2	0104	15	16
Administration Program Assistant	0107	17	18
Administration Program Specialist	0108	19	20
Executive Support Specialist 1	0118	17	18
Executive Support Specialist 2	0119	19	20
Paralegal 1	1523	18	19
Paralegal 2	1524	22	23
Paralegal 3	1525	25	26
Word Processing Tech 1	0530	11	12
Word Processing Tech 2	0531	13	14
Word Processing Tech 3	0532	15	16
Medical Records Specialist	0015	15	16
Accounting Technician	0201	15	16
Payroll Technician	0205	15	16
Custodian	4101	11	12
Custodial Coordinator	4103	17	18
Food Service Worker 1	9100	7	8
Food Service Worker 2	9101	9	10
Food Service Worker 3	9102	12	13
Cook 1	9116	12	13
Cook 2	9117	16	17
Daycare Center Cook	9114	12	13
Baker	9110	16	17
Food Service Coordinator	9103	17	18
Medical Aide	6107	15	16
Registered Nurse	6224	28	29
Registered Nurse	6225	30	31
Mid-Level Medical Practitioner	6258	35	36

NOTES:

1. Not all employees receive a rate increase on 2/1/2022 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 would be no associated SED date for this employee group.