

**PROPOSAL 1 ARTICLE 5 WAGES AND SPECIAL PAY (3 Yrs, .5% conditionally in last yr)**

5.1 Salary Ranges/Additional Retirement Contributions.

5.1.1 Wages.

5.1.1.1 Fiscal Year 2024-2025. Effective July 1, 2024, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 7.00%

5.1.1.2 Fiscal Year 2025-2026. Effective the first full pay period of Fiscal Year 2025- 2026, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 6.00%.

5.1.1.3 Fiscal Year 2026-2027. Effective the first full pay period of Fiscal Year 2026- 2027, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 4.50%.

If the revised 5-Year Forecast included as part of the 2026-2027 Proposed Operating Budget includes a \$10 million dollar surplus or more in Fiscal Year 2025-2026, the general wage increase effective the first full pay period of Fiscal Year 2025-2026, for employees holding positions in classifications assigned to OE3 shall be 5.00%.

**PROPOSAL 2 ARTICLE 5 WAGES AND SPECIAL PAY (3 yrs, .25% in first yr)**

5.1 Salary Ranges/Additional Retirement Contributions.

5.1.1 Wages.

5.1.1.1 Fiscal Year 2024-2025. Effective July 1, 2024, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 7.00%

In-lieu of the proposed additional 0.5% based on the 2026-2027 proposed operating budget, all salary ranges for all salary ranges for all salary ranges for employees holding positions in classifications assigned to OE3 shall be additionally increased by .25%

5.1.1.2 Fiscal Year 2025-2026. Effective the first full pay period of Fiscal Year 2025- 2026, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 6.00%.

5.1.1.3 Fiscal Year 2026-2027. Effective the first full pay period of Fiscal Year 2026- 2027, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 4.50%.

**PROPOSAL 3 ARTICLE 5 WAGES AND SPECIAL PAY (4 Yrs, .5% conditionally in last yr)**

5.1 Salary Ranges/Additional Retirement Contributions.

5.1.1 Wages.

5.1.1.1 Fiscal Year 2024-2025. Effective July 1, 2024, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 7.00%

5.1.1.2 Fiscal Year 2025-2026. Effective the first full pay period of Fiscal Year 2025- 2026, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 6.00%.

5.1.1.3 Fiscal Year 2026-2027. Effective the first full pay period of Fiscal Year 2026- 2027, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 5.00%.

5.1.1.4 Fiscal Year 2027-2028. Effective the first full pay period of Fiscal Year 2026- 2027, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 4.50%.

If the revised 5-Year Forecast included as part of the 2027-2028 Proposed Operating Budget includes a \$10 million dollar surplus or more in Fiscal Year 2025-2026, the general wage increase effective the first full pay period of Fiscal Year 2025-2026, for employees holding positions in classifications assigned to OE3 shall be 5.00%.

**PROPOSAL 4 ARTICLE 5 WAGES AND SPECIAL PAY (4 yrs, .25% in first yr)**

5.1 Salary Ranges/Additional Retirement Contributions.

5.1.1 Wages.

5.1.1.1 Fiscal Year 2024-2025. Effective July 1, 2024, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 7.00%

In-lieu of the proposed additional 0.5% based on the 2027-2028 proposed operating budget, all salary ranges for all salary ranges for employees holding positions in classifications assigned to OE3 shall be additionally increased by .25%

5.1.1.2 Fiscal Year 2025-2026. Effective the first full pay period of Fiscal Year 2025- 2026, all salary ranges for employees holding positions in classifications

assigned to OE3 shall be increased by approximately 6.00%.

5.1.1.3 Fiscal Year 2026-2027. Effective the first full pay period of Fiscal Year 2026- 2027, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 5.00%.

5.1.1.4 Fiscal Year 2027-2028. Effective the first full pay period of Fiscal Year 2026- 2027, all salary ranges for employees holding positions in classifications assigned to OE3 shall be increased by approximately 4.50%.