

ARTICLE 7

WAGES

~~Effective 12/01/11 employees shall receive a 2.5% across the board increase.~~

~~Effective 12/01/12 employees shall receive the same general increase as non-union employees.~~

~~The parties shall reopen the contract for fiscal year 2013 to negotiate wages only.~~

Effective 12/1/14 employees shall receive a 2.75% across the board increase.

Effective 12/01/15 employees shall receive a 2.5% across the board increase. Additionally, Jeff Grom shall receive a 5% equity increase effective 12/1/2015.

Effective 12/01/16 employees shall receive the same across the board increase as non-union employees.

Effective 12/01/17 employees shall receive the same across the board increase as non-union employees.

Effective 12/01/18 employees shall receive the same across the board increase as non-union employees.

ARTICLE 8

HOURS OF WORK AND OVERTIME

Section 1. Normal Work Hours

The employer reserves the right to set schedules and hours of work for the efficient operation of the Division. However, the current hours of operations are as follows:

Maintenance

Monday through Friday	7:00 am to 3:30 pm
Monday through Friday	8:30 am to 5:00 pm