

**ARTICLE X10****WAGES****Section 1 - Salary Range Adjustments**

(A) The salary ranges in effect at the ratification Board of County Commissioners' approval of this Agreement shall be those set forth in Schedule A and attached hereto. Effective the first full pay period following July 1, 2017, employees on the payroll on the date of the Board of County Commissioners' approval of this Agreement by the COUNTY in the classifications with a negotiated market adjustment will move to the negotiated pay grade. Employees will be placed at a step closest in pay to their current step which does not result in a decrease in pay.

(A)(B) Effective the first full pay period following January 1, 2018 all employees on the payroll on that date on step one (1) in the Medical Assistant 2 classification will receive a one-time payment of one-hundred and seventy-five dollars (\$175.00).

(B)(C) Cost of Living Adjustments

(1) Effective the first full pay period following July 1, ~~2014~~2017, employees on the payroll on ~~that~~at date the Board of County Commissioners' approval of this Agreement by the COUNTY, shall receive a ~~one and a half~~two percent (~~1.52~~2%) cost of living adjustment (COLA) and the pay ranges shall be changed to reflect the increase. The salary ranges shall be set forth in Schedule A and attached hereto.

(2) Effective the first full pay period following July 1, ~~2015~~2018, employees on the payroll on that date shall receive a two percent (2%) cost of living adjustment (COLA) and the pay ranges shall be changed to reflect the increase. The salary ranges shall be set forth in Schedule B and attached hereto.

(3) Effective the first full pay period following July 1, ~~2016~~2019, employees on the payroll on that date shall receive a two percent (2%) cost of living adjustment (COLA) and the pay ranges shall be changed to reflect the increase. The salary ranges shall be set forth in Schedule C and attached hereto.

**Section 2- Steps in Compensation Plan**

(A) Employees hired at Step 1 of the compensation plan shall advance to Step 2 upon the completion of six months of employment with the **COUNTY**. Otherwise, step increases shall occur at twelve (12) month intervals unless the employee receives "needs improvement" or lower rating on their performance evaluation.

(B) Employees who are denied a step increase must be notified in writing prior to the scheduled date of the increase. The notice must identify the areas of deficiency. Employee will be given the opportunity to sign the notice. Employees who are denied a step increase may utilize either the Administrative Procedures Manual (APM) evaluation appeal process or may use the grievance procedure in Article ~~V16~~16. The only permissible claim of contract violation is a management rights violation because the performance deficiency is alleged to be unsubstantiated or the denial is alleged to be inequitable. The parties agree to make every reasonable effort to resolve the issue at or before Step 3.

(C) In the event an employee's evaluation is not completed within thirty (30) calendar days of when due, the following pay period the employee shall advance to the next higher step.

**Section - 3 - Promotion**