

Per the Letter of Agreement, Article 22 - Salary Administration and Article 66 - IT Compensation Plan, the Performance/Step Advancement Freeze is lifted effective October 1, 2010 and performance step increases will resume. Employees who received a performance step increase in July, August, or September of 2009 which was rolled back on October 1, 2009 will have the step restored on October 1, 2010 to the higher rate that was in effect through September 30, 2009. All other eligible employees will begin to receive performance step increases on their next Salary Eligibility Date effective on or after October 1, 2010.

The full text of the Letter of Agreement is as follows:

Letter of Agreement

Article 22 - Salary Administration and Article 66 - Information Technology Compensation Plan

Salary Eligibility Date - Performance /Step Advancement Freeze

This Agreement supersedes all provisions in the collective bargaining agreement pertaining to step advancement upon the affected employees' salary eligibility dates (SED).

Upon implementation of the LOA, the following applies:

- Employees who advanced on the pay scale within their classifications' salary range on or after July 1, 2009 through September 30, 2009 will be restored to their former step in effect on June 30, 2009.
- Employees shall not receive any step increases between October 1, 2009 through September 30, 2010, during the freeze period except for initial increases upon promotion and reclassification.
- Employees will continue to receive the initial increase upon promotion and reclassification upward during the freeze period.
- The step freeze will continue for twelve (12) months through September 30, 2010.

When the step freeze is lifted:

- An employee who received a step increase in July, August, or September of 2009 will have the step restored on October 1, 2010 to the higher rate that was in effect through September 30, 2009.
- All other employees will commence receiving step increases on their Salary Eligibility Date effective October 1, 2010.

This Agreement is effective October 1, 2009.