

APPENDIX A

WAGE AND STEP INCREASE PROCEDURE

July 1, 2010 – June 30, 2013
Equipment Operator, Key Class #10

Section 1: Wages

		<u>START</u>	<u>1ST YEAR</u>	<u>2ND YEAR</u>	<u>3RD YEAR</u>
Effective 7/15/2013	1%	\$19.16	\$19.75	\$20.28	\$20.90
Effective 7/01/2014	1%	\$19.35	\$19.95	\$20.48	\$21.11
Effective 7/01/2015	1%	\$19.54	\$20.15	\$20.68	\$21.32

Section 2: Step Increase Procedure

- a. An employee may receive a step increase every twelve (12) months until the top is reached.
- b. In order for a step increase to go into effect it will require authorization in Item (b) from the department head.
- c. If an employee is turned down on three successive reviews for a step increase, the employee will appear before the City Manager and the department head for an executive hearing.