

**AFSCME 3800/3801, Council 5
Counterproposal
September 6, 2017 at 6:30 pm**

UNION PROPOSALS:

STEP FIX:

In accordance with the Step Committee Letter that was agreed upon between the University and AFSCME, we are proposing salary grids of no more than 19 steps. This proposal also adjusts the top of the ranges to address inequities for long-term employees.

1. Apply the Across the Board for Year 1.
2. Increase the top of the ranges for Grids c4-27, 28, 29, 30 (Principal, Exec, and Program Project) by 4% (equivalent of 2 steps).
3. Create new grids with 19 even steps between the bottom and top of the range.
- 4 a). Individuals will receive their 2% step on their anniversary date, then
- 4b). Individual will slide into the new grid, being place on the next highest step, so that everybody is on step.
5. Apply the across the board in year 2.

Please see the attached new grids.

C4-26 1811 Office Support Assistant

Step **CONTINUE CURRENT**
GRID

<u>Step</u>	<u>6/29/2015</u>	<u>6/13/2016</u>
1	15.00	15.23
2	15.23	15.46
3	15.53	15.76
4	15.83	16.07
5	16.15	16.39
6	16.48	16.73
7	16.81	17.06
8	17.14	17.40
9	17.49	17.75
10	17.82	18.09
11	18.19	18.55

C4-27 1815 - Principal Operations Student Service Specialist

<u>Step</u>	<u>New Grid</u>
1	15.23
2	15.57
3	15.92
4	16.28
5	16.65
6	17.02
7	17.41
8	17.80
9	18.20
10	18.61
11	19.03
12	19.45
13	19.89
14	20.34
15	20.80
16	21.26
17	21.74
18	22.23
19	22.73

C4-28 1826 and 1858: Principal Office and Admin Specialist and Principal Accounts Specialist

<u>Step</u>	<u>New Grid</u>
1	15.23
2	15.57
3	15.92
4	16.28
5	16.65
6	17.02
7	17.41
8	17.80
9	18.20
10	18.61
11	19.03
12	19.45
13	19.89
14	20.34
15	20.80
16	21.26
17	21.74
18	22.23
19	22.73

Proposal: New Grid C4-29 - Job Codes 1865, 1885 and 1888 / Executive Office, Accounts and Student Support Group

<u>Step</u>	<u>NEW GRID</u>
1	15.70
2	16.21
3	16.74
4	17.28
5	17.84
6	18.42
7	19.02
8	19.64
9	20.28
10	20.94
11	21.62
12	22.32
13	23.05
14	23.79
15	24.57
16	25.37
17	26.19
18	27.04
19	27.92

Salary Plan/Grade: 1897 Program Project Specialist

C4 / 30

<u>Step</u>	<u>New Grid</u>
1	16.80
2	17.35
3	17.91
4	18.49
5	19.09
6	19.71
7	20.35
8	21.02
9	21.70
10	22.40
11	23.13
12	23.88
13	24.66
14	25.46
15	26.29
16	27.14
17	28.03
18	28.94
19	29.88