

MEMORANDUM OF AGREEMENT

between

STATE OF CONNECTICUT JUDICIAL BRANCH

and

STATE OF CONNECTICUT JUDICIAL EMPLOYEES
LOCAL 749, AFSCME, AFL-CIO

The parties agree that the collective bargaining agreement between the parties dated July 1, 2009 through June 30, 2012 shall be modified as follows as a result of negotiations between the State of Connecticut and SEBAC:

Article 9 – Statewide Labor Management Advisory Committee:

(New) Section 3. No later than September 1, 2011 this Committee will meet and begin to explore the issues outlined in the 2011 SEBAC Agreement with respect to savings and transformation, with the exception of issues that impact matters of collective bargaining.

Renumber Section 3 to Section 4.

Article 17 – Compensation

Section 1. Base Salary Increases.

- (a) Effective August 26, 2011 the base annual salary for all bargaining unit employees shall be reduced to the rates in effect on June 30, 2011.
- (b) There shall be no other general wage increase paid to any bargaining unit employees for the 2011-2012 and 2012-2013 contract years.
- (c) Effective August 23, 2013, the base annual salary for all bargaining unit employees shall be increased by three percent (3.0%). Affected employees shall also receive a lump sum payment to be made whole for the difference in percentage between the July 2011 increase received, and the wage increase that would have been effective July 2013.
- (d) Effective June 27, 2014 the base annual salary for all bargaining unit employees shall be increased by three percent (3.0%).
- (e) Effective June 26, 2015 the base annual salary for all bargaining unit employees shall be increased by three percent (3.0%).

Section 2. Annual Increments. Employees will be eligible for and shall receive annual increments during each year of this agreement, in accordance with existing practice, except as specifically varied by this agreement.

No annual increment will be made for contract year 2011-2012.

No annual increment will be made for contract year 2012-2013.

Annual increments and lump sum payments shall be paid on time in contract years 2013-2014, 2014-2015 and 2015-2016.

Effective July 1, 2010 and each year of this agreement thereafter with the exception of those noted above, employees at the maximum step of the salary plan who have ceased receiving annual increments shall be eligible for a lump sum payment of seven hundred and fifty dollars (\$750). The payment shall be made as of the date the increment as specified above would have applied and may be denied for an overall "unsatisfactory" performance appraisal period.

Section 3. Longevity. Employees shall continue to be eligible for longevity payments for the life of the contract in accordance with existing practice except for as noted below.

In no event shall any employee first hired on or after July 1, 2011 be entitled to a longevity payment; provided, however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they have the necessary service requirement in the future.

For current employees, no service shall count toward longevity for the two year period beginning January 1, 2012 through December 31, 2013. Effective January 1, 2014, any service accrued during that period shall be added to their service for the purpose of determining their eligibility and level of longevity entitlement.

In accordance with the 2011 SEBAC agreement on longevity payments for uncapped units, longevity for October 2011 shall be reduced by the amount of the longevity payment that would have been made to eligible employees in the NP3 Clerical bargaining unit in the same salary grade. Payment shall be as follows:

	10-14	15-19	20-24	25+
7	\$ 109.25	\$ 218.50	\$ 327.75	\$ 437.00
8	\$ 166.50	\$ 333.00	\$ 499.50	\$ 666.00
9	\$ 184.25	\$ 368.50	\$ 552.75	\$ 737.00
10	\$ 205.00	\$ 410.00	\$ 615.00	\$ 820.00
11	\$ 216.00	\$ 432.00	\$ 648.00	\$ 864.00
12	\$ 226.75	\$ 453.50	\$ 679.25	\$ 907.00
13	\$ 283.50	\$ 567.00	\$ 850.50	\$ 1,134.00
14	\$ 298.25	\$ 596.50	\$ 894.75	\$ 1,197.00
15	\$ 308.25	\$ 616.50	\$ 924.75	\$ 1,233.00
16	\$ 320.75	\$ 641.50	\$ 962.75	\$ 1,283.00
17	\$ 328.50	\$ 657.00	\$ 985.50	\$ 1,314.00
18	\$ 337.75	\$ 675.50	\$ 1,013.25	\$ 1,351.00
19	\$ 346.50	\$ 693.00	\$ 1,039.50	\$ 1,386.00
20	\$ 356.25	\$ 712.50	\$ 1,068.75	\$ 1,425.00
21	\$ 364.00	\$ 728.00	\$ 1,092.00	\$ 1,456.00
22	\$ 430.50	\$ 861.00	\$ 1,291.50	\$ 1,722.00
23	\$ 450.25	\$ 900.50	\$ 1,350.75	\$ 1,801.00
24	\$ 476.25	\$ 952.50	\$ 1,428.75	\$ 1,905.00
25	\$ 499.50	\$ 999.00	\$ 1,498.50	\$ 1,998.00

Article 37 – Duration:

Section 1. (a) Except as otherwise provided this Agreement shall be effective on approval by the General Assembly through June 30, 2016.

(b) Grievances arising under the prior agreement which were filed and processed in a timely fashion shall be grievable and arbitrable with and to the extent provided by the terms and conditions of that agreement.

Section 2. Successor Negotiations. Negotiations for a successor Agreement shall commence in August 2015. The parties may, by mutual agreement, commence negotiations at a different time.

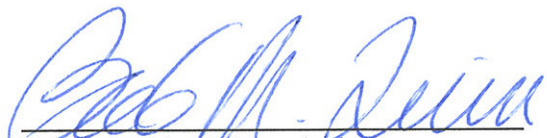
Job Security

The parties agree to all the terms and conditions regarding job security that were reached between the State of Connecticut and SEBAC, as applicable to members of this bargaining unit. These terms and conditions include that there will be no loss of employment, including loss of employment due to programmatic changes, for bargaining unit members subject to the following conditions:

- Applicable only to those hired prior to July 1, 2011
- Applicable only through June 30, 2015
- Protection from loss of employment is for permanent employees and does not apply to employees in their initial probationary period.
- Protection from lay off does not prevent the Judicial Branch from restructuring and/or eliminating positions provided those affected are offered another job comparable in pay. An employee who is laid off due to refusal of such a position will not be considered a lay off for purposes of this agreement.

Dated at Hartford, Connecticut this 22nd day of August 2011:

STATE OF CONNECTICUT
JUDICIAL BRANCH

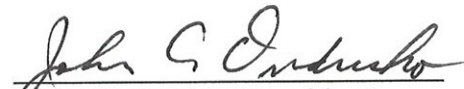


Barbara M. Quinn, Judge
Chief Court Administrator

AFSCME, AFL-CIO
Local 749



Patricia J. Cardin
Staff Representative – Council 4



John Ondusko, President
Local 749



Ian Scott Shackleton
Secretary
Local 749

APPENDIX A
Supersedence

To the extent applicable and necessary, certain provisions of the Agreement supersede pre-existing statutes, as follows:

- (1) The waiver of jury service fee by acceptance of regular salary, pursuant to Article 25, Civil Leave, shall supersede C.G.S. Section 51-247, Compensation of Jurors.
- (2) The exclusive deduction of dues for members of AFSCME under Article 7, Union Security and Payroll Deductions, shall be deemed to supersede the words "any organization" in C.G.S. Section 5-260.
- (3) Article 5, Section 2 and Article 33, Section 2(a) shall be deemed to supersede C.G.S. Section 5-271 (a) and (e) and Section 5-272 (c) except to the extent that Article 33, Section 2(a) mandate impact bargaining.
- (4) Disciplinary interviews (Article 14, Sec. 7 shall be deemed to supersede C.G.S. Section 5-271 (a) 1.

AFSCME PAY PLANS - SEBAC AGREEMENT

Fiscal Year 2011-2012

Effective August 26, 2011

(same pay plan as 6-18-2010 - NO WAGE INCREASE)

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
7	Annual	31,923	32,660	33,397	34,134	34,871	35,608	36,345	37,254	38,930	737
8	Annual	33,972	34,938	35,904	36,870	37,836	38,802	39,768	40,762	42,596	966
9	Annual	34,870	35,907	36,944	37,981	39,018	40,055	41,092	42,119	44,014	1,037
10	Annual	35,853	36,973	38,093	39,213	40,333	41,453	42,573	43,637	45,601	1,120
11	Annual	37,314	38,478	39,642	40,806	41,970	43,134	44,298	45,405	47,448	1,164
12	Annual	38,513	39,721	40,929	42,137	43,345	44,553	45,761	46,905	49,016	1,208
13	Annual	40,661	42,163	43,665	45,167	46,669	48,171	49,673	50,915	53,206	1,502
14	Annual	42,494	44,066	45,638	47,210	48,782	50,354	51,926	53,224	55,619	1,572
15	Annual	44,414	46,037	47,660	49,283	50,906	52,529	54,152	55,506	58,004	1,623
16	Annual	46,556	48,241	49,926	51,611	53,296	54,981	56,666	58,083	60,697	1,685
17	Annual	48,862	50,589	52,316	54,043	55,770	57,497	59,224	60,705	63,437	1,727
18	Annual	51,320	53,095	54,870	56,645	58,420	60,195	61,970	63,519	66,377	1,775
19	Annual	53,854	55,676	57,498	59,320	61,142	62,964	64,786	66,406	69,394	1,822
20	Annual	56,595	58,467	60,339	62,211	64,083	65,955	67,827	69,523	72,652	1,872
21	Annual	59,391	61,306	63,221	65,136	67,051	68,966	70,881	72,653	75,922	1,915
22	Annual	61,011	63,278	65,545	67,812	70,079	72,346	74,613	76,478	79,920	2,267
23	Annual	63,899	66,268	68,637	71,006	73,375	75,744	78,113	80,066	83,669	2,369
24	Annual	66,984	69,480	71,976	74,472	76,968	79,464	81,960	84,009	87,789	2,496
25	Annual	70,253	72,864	75,475	78,086	80,697	83,308	85,919	88,067	92,030	2,611
26	Annual	73,711	76,451	79,191	81,931	84,671	87,411	90,151	92,405	96,563	2,740
27	Annual	77,376	80,255	83,134	86,013	88,892	91,771	94,650	97,016	101,382	2,879
28	Annual	81,469	84,439	87,409	90,379	93,349	96,319	99,289	101,771	106,351	2,970
29	Annual	82,286	85,555	88,824	92,093	95,362	98,631	101,900	104,448	109,148	3,269
30	Annual	85,734	89,094	92,454	95,814	99,174	102,534	105,894	108,541	113,425	3,360
31	Annual	89,345	92,802	96,259	99,716	103,173	106,630	110,087	112,839	117,917	3,457
32	Annual	93,075	96,631	100,187	103,743	107,299	110,855	114,411	117,271	122,548	3,556
33	Annual	96,981	100,633	104,285	107,937	111,589	115,241	118,893	121,865	127,349	3,652
34	Annual	101,129	104,878	108,627	112,376	116,125	119,874	123,623	126,714	132,416	3,749
35	Annual	105,440	109,287	113,134	116,981	120,828	124,675	128,522	131,735	137,663	3,847
36	Annual	109,979	113,925	117,871	121,817	125,763	129,709	133,655	136,996	143,161	3,946
37	Annual	114,711	118,765	122,819	126,873	130,927	134,981	139,035	142,511	148,924	4,054
38	Annual	119,613	123,764	127,915	132,066	136,217	140,368	144,519	148,132	154,798	4,151
39	Annual	124,743	128,989	133,235	137,481	141,727	145,973	150,219	153,974	160,903	4,246
40	Annual	130,111	134,442	138,773	143,104	147,435	151,766	156,097	159,999	167,199	4,331

AFSCME PAY PLANS - SEBAC AGREEMENT

Fiscal Year 2012-2013

Effective June 29,2012

(same pay plan as 6-18-2010 - NO WAGE INCREASE)

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
7	Annual	31,923	32,660	33,397	34,134	34,871	35,608	36,345	37,254	38,930	737
8	Annual	33,972	34,938	35,904	36,870	37,836	38,802	39,768	40,762	42,596	966
9	Annual	34,870	35,907	36,944	37,981	39,018	40,055	41,092	42,119	44,014	1,037
10	Annual	35,853	36,973	38,093	39,213	40,333	41,453	42,573	43,637	45,601	1,120
11	Annual	37,314	38,478	39,642	40,806	41,970	43,134	44,298	45,405	47,448	1,164
12	Annual	38,513	39,721	40,929	42,137	43,345	44,553	45,761	46,905	49,016	1,208
13	Annual	40,661	42,163	43,665	45,167	46,669	48,171	49,673	50,915	53,206	1,502
14	Annual	42,494	44,066	45,638	47,210	48,782	50,354	51,926	53,224	55,619	1,572
15	Annual	44,414	46,037	47,660	49,283	50,906	52,529	54,152	55,506	58,004	1,623
16	Annual	46,556	48,241	49,926	51,611	53,296	54,981	56,666	58,083	60,697	1,685
17	Annual	48,862	50,589	52,316	54,043	55,770	57,497	59,224	60,705	63,437	1,727
18	Annual	51,320	53,095	54,870	56,645	58,420	60,195	61,970	63,519	66,377	1,775
19	Annual	53,854	55,676	57,498	59,320	61,142	62,964	64,786	66,406	69,394	1,822
20	Annual	56,595	58,467	60,339	62,211	64,083	65,955	67,827	69,523	72,652	1,872
21	Annual	59,391	61,306	63,221	65,136	67,051	68,966	70,881	72,653	75,922	1,915
22	Annual	61,011	63,278	65,545	67,812	70,079	72,346	74,613	76,478	79,920	2,267
23	Annual	63,899	66,268	68,637	71,006	73,375	75,744	78,113	80,066	83,669	2,369
24	Annual	66,984	69,480	71,976	74,472	76,968	79,464	81,960	84,009	87,789	2,496
25	Annual	70,253	72,864	75,475	78,086	80,697	83,308	85,919	88,067	92,030	2,611
26	Annual	73,711	76,451	79,191	81,931	84,671	87,411	90,151	92,405	96,563	2,740
27	Annual	77,376	80,255	83,134	86,013	88,892	91,771	94,650	97,016	101,382	2,879
28	Annual	81,469	84,439	87,409	90,379	93,349	96,319	99,289	101,771	106,351	2,970
29	Annual	82,286	85,555	88,824	92,093	95,362	98,631	101,900	104,448	109,148	3,269
30	Annual	85,734	89,094	92,454	95,814	99,174	102,534	105,894	108,541	113,425	3,360
31	Annual	89,345	92,802	96,259	99,716	103,173	106,630	110,087	112,839	117,917	3,457
32	Annual	93,075	96,631	100,187	103,743	107,299	110,855	114,411	117,271	122,548	3,556
33	Annual	96,981	100,633	104,285	107,937	111,589	115,241	118,893	121,865	127,349	3,652
34	Annual	101,129	104,878	108,627	112,376	116,125	119,874	123,623	126,714	132,416	3,749
35	Annual	105,440	109,287	113,134	116,981	120,828	124,675	128,522	131,735	137,663	3,847
36	Annual	109,979	113,925	117,871	121,817	125,763	129,709	133,655	136,996	143,161	3,946
37	Annual	114,711	118,765	122,819	126,873	130,927	134,981	139,035	142,511	148,924	4,054
38	Annual	119,613	123,764	127,915	132,066	136,217	140,368	144,519	148,132	154,798	4,151
39	Annual	124,743	128,989	133,235	137,481	141,727	145,973	150,219	153,974	160,903	4,246
40	Annual	130,111	134,442	138,773	143,104	147,435	151,766	156,097	159,999	167,199	4,331

AFSCME PAY PLANS - SEBAC AGREEMENT

*Fiscal Year 2013-2014
Effective August 23, 2013*

(includes GWI of 3.0%)

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
7	Annual	32,881	33,641	34,401	35,161	35,921	36,681	37,441	38,377	40,104	760
8	Annual	34,992	35,987	36,982	37,977	38,972	39,967	40,962	41,986	43,875	995
9	Annual	35,917	36,986	38,055	39,124	40,193	41,262	42,331	43,389	45,342	1,069
10	Annual	36,929	38,083	39,237	40,391	41,545	42,699	43,853	44,949	46,972	1,154
11	Annual	38,434	39,633	40,832	42,031	43,230	44,429	45,628	46,769	48,874	1,199
12	Annual	39,669	40,914	42,159	43,404	44,649	45,894	47,139	48,317	50,491	1,245
13	Annual	41,881	43,429	44,977	46,525	48,073	49,621	51,169	52,448	54,808	1,548
14	Annual	43,769	45,389	47,009	48,629	50,249	51,869	53,489	54,826	57,293	1,620
15	Annual	45,747	47,419	49,091	50,763	52,435	54,107	55,779	57,173	59,746	1,672
16	Annual	47,953	49,689	51,425	53,161	54,897	56,633	58,369	59,828	62,520	1,736
17	Annual	50,328	52,107	53,886	55,665	57,444	59,223	61,002	62,527	65,341	1,779
18	Annual	52,860	54,689	56,518	58,347	60,176	62,005	63,834	65,430	68,374	1,829
19	Annual	55,470	57,347	59,224	61,101	62,978	64,855	66,732	68,400	71,478	1,877
20	Annual	58,293	60,222	62,151	64,080	66,009	67,938	69,867	71,614	74,837	1,929
21	Annual	61,173	63,146	65,119	67,092	69,065	71,038	73,011	74,836	78,204	1,973
22	Annual	62,842	65,178	67,514	69,850	72,186	74,522	76,858	78,779	82,324	2,336
23	Annual	65,816	68,257	70,698	73,139	75,580	78,021	80,462	82,474	86,185	2,441
24	Annual	68,994	71,565	74,136	76,707	79,278	81,849	84,420	86,531	90,425	2,571
25	Annual	72,361	75,051	77,741	80,431	83,121	85,811	88,501	90,714	94,796	2,690
26	Annual	75,923	78,746	81,569	84,392	87,215	90,038	92,861	95,183	99,466	2,823
27	Annual	79,698	82,664	85,630	88,596	91,562	94,528	97,494	99,931	104,428	2,966
28	Annual	83,914	86,974	90,034	93,094	96,154	99,214	102,274	104,831	109,548	3,060
29	Annual	84,755	88,123	91,491	94,859	98,227	101,595	104,963	107,587	112,428	3,368
30	Annual	88,307	91,768	95,229	98,690	102,151	105,612	109,073	111,800	116,831	3,461
31	Annual	92,026	95,587	99,148	102,709	106,270	109,831	113,392	116,227	121,457	3,561
32	Annual	95,868	99,531	103,194	106,857	110,520	114,183	117,846	120,792	126,228	3,663
33	Annual	99,891	103,653	107,415	111,177	114,939	118,701	122,463	125,525	131,174	3,762
34	Annual	104,163	108,025	111,887	115,749	119,611	123,473	127,335	130,518	136,391	3,862
35	Annual	108,604	112,567	116,530	120,493	124,456	128,419	132,382	135,692	141,798	3,963
36	Annual	113,279	117,344	121,409	125,474	129,539	133,604	137,669	141,111	147,461	4,065
37	Annual	118,153	122,329	126,505	130,681	134,857	139,033	143,209	146,789	153,395	4,176
38	Annual	123,202	127,478	131,754	136,030	140,306	144,582	148,858	152,579	159,445	4,276
39	Annual	128,486	132,860	137,234	141,608	145,982	150,356	154,730	158,598	165,735	4,374
40	Annual	134,015	138,476	142,937	147,398	151,859	156,320	160,781	164,801	172,217	4,461

AFCSCME PAY PLANS - SEBAC AGREEMENT

Fiscal Year 2014-2015

Effective June 27, 2014

(Includes GWI of 3.0%)

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
7	Annual	33,868	34,628	35,388	36,148	36,908	37,668	38,428	39,530	41,309	783
8	Annual	36,042	37,067	38,092	39,117	40,142	41,167	42,192	43,247	45,193	1,025
9	Annual	36,995	38,097	39,199	40,301	41,403	42,505	43,607	44,697	46,708	1,102
10	Annual	38,037	39,226	40,415	41,604	42,793	43,982	45,171	46,300	48,384	1,189
11	Annual	39,588	40,823	42,058	43,293	44,528	45,763	46,998	48,173	50,341	1,235
12	Annual	40,860	42,143	43,426	44,709	45,992	47,275	48,558	49,772	52,012	1,283
13	Annual	43,138	44,733	46,328	47,923	49,518	51,113	52,708	54,026	56,457	1,595
14	Annual	45,083	46,752	48,421	50,090	51,759	53,428	55,097	56,474	59,015	1,669
15	Annual	47,120	48,843	50,566	52,289	54,012	55,735	57,458	58,894	61,544	1,723
16	Annual	49,392	51,181	52,970	54,759	56,548	58,337	60,126	61,629	64,402	1,789
17	Annual	51,838	53,671	55,504	57,337	59,170	61,003	62,836	64,407	67,305	1,833
18	Annual	54,446	56,330	58,214	60,098	61,982	63,866	65,750	67,394	70,427	1,884
19	Annual	57,135	59,069	61,003	62,937	64,871	66,805	68,739	70,457	73,628	1,934
20	Annual	60,042	62,029	64,016	66,003	67,990	69,977	71,964	73,763	77,082	1,987
21	Annual	63,009	65,042	67,075	69,108	71,141	73,174	75,207	77,087	80,556	2,033
22	Annual	64,728	67,135	69,542	71,949	74,356	76,763	79,170	81,149	84,801	2,407
23	Annual	67,791	70,306	72,821	75,336	77,851	80,366	82,881	84,953	88,776	2,515
24	Annual	71,064	73,713	76,362	79,011	81,660	84,309	86,958	89,132	93,143	2,649
25	Annual	74,532	77,303	80,074	82,845	85,616	88,387	91,158	93,437	97,642	2,771
26	Annual	78,201	81,109	84,017	86,925	89,833	92,741	95,649	98,040	102,452	2,908
27	Annual	82,089	85,144	88,199	91,254	94,309	97,364	100,419	102,929	107,561	3,055
28	Annual	86,432	89,584	92,736	95,888	99,040	102,192	105,344	107,978	112,837	3,152
29	Annual	87,298	90,768	94,238	97,708	101,178	104,648	108,118	110,821	115,808	3,470
30	Annual	90,957	94,522	98,087	101,652	105,217	108,782	112,347	115,156	120,338	3,565
31	Annual	94,787	98,455	102,123	105,791	109,459	113,127	116,795	119,715	125,102	3,668
32	Annual	98,745	102,518	106,291	110,064	113,837	117,610	121,383	124,418	130,017	3,773
33	Annual	102,888	106,763	110,638	114,513	118,388	122,263	126,138	129,291	135,109	3,875
34	Annual	107,288	111,266	115,244	119,222	123,200	127,178	131,156	134,435	140,485	3,978
35	Annual	111,863	115,945	120,027	124,109	128,191	132,273	136,355	139,764	146,053	4,082
36	Annual	116,678	120,865	125,052	129,239	133,426	137,613	141,800	145,345	151,886	4,187
37	Annual	121,698	126,000	130,302	134,604	138,906	143,208	147,510	151,198	158,002	4,302
38	Annual	126,899	131,304	135,709	140,114	144,519	148,924	153,329	157,162	164,234	4,405
39	Annual	132,341	136,847	141,353	145,859	150,365	154,871	159,377	163,361	170,712	4,506
40	Annual	138,036	142,631	147,226	151,821	156,416	161,011	165,606	169,746	177,385	4,595

AFSCME PAY PLANS - SEBAC AGREEMENT

Fiscal Year 2015-2016

Effective June 26, 2015

(includes GWI of 3.0%)

GRP	PER	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	AI
7	Annual	34,885	35,645	36,405	37,165	37,925	38,685	39,445	40,720	42,552	807
8	Annual	37,124	38,180	39,236	40,292	41,348	42,404	43,460	44,547	46,552	1,056
9	Annual	38,105	39,241	40,377	41,513	42,649	43,785	44,921	46,044	48,116	1,136
10	Annual	39,179	40,404	41,629	42,854	44,079	45,304	46,529	47,692	49,838	1,225
11	Annual	40,776	42,049	43,322	44,595	45,868	47,141	48,414	49,624	51,857	1,273
12	Annual	42,086	43,408	44,730	46,052	47,374	48,696	50,018	51,268	53,575	1,322
13	Annual	44,433	46,076	47,719	49,362	51,005	52,648	54,291	55,648	58,152	1,643
14	Annual	46,436	48,156	49,876	51,596	53,316	55,036	56,756	58,175	60,793	1,720
15	Annual	48,534	50,309	52,084	53,859	55,634	57,409	59,184	60,664	63,394	1,775
16	Annual	50,874	52,717	54,560	56,403	58,246	60,089	61,932	63,480	66,340	1,843
17	Annual	53,394	55,282	57,170	59,058	60,946	62,834	64,722	66,340	69,325	1,888
18	Annual	56,080	58,021	59,962	61,903	63,844	65,785	67,726	69,419	72,543	1,941
19	Annual	58,850	60,843	62,836	64,829	66,822	68,815	70,808	72,578	75,844	1,993
20	Annual	61,844	63,891	65,938	67,985	70,032	72,079	74,126	75,979	79,398	2,047
21	Annual	64,900	66,994	69,088	71,182	73,276	75,370	77,464	79,401	82,974	2,094
22	Annual	66,670	69,150	71,630	74,110	76,590	79,070	81,550	83,589	87,351	2,480
23	Annual	69,825	72,416	75,007	77,598	80,189	82,780	85,371	87,505	91,443	2,591
24	Annual	73,196	75,925	78,654	81,383	84,112	86,841	89,570	91,809	95,940	2,729
25	Annual	76,768	79,623	82,478	85,333	88,188	91,043	93,898	96,245	100,576	2,855
26	Annual	80,548	83,544	86,540	89,536	92,532	95,528	98,524	100,987	105,531	2,996
27	Annual	84,552	87,699	90,846	93,993	97,140	100,287	103,434	106,020	110,791	3,147
28	Annual	89,025	92,272	95,519	98,766	102,013	105,260	108,507	111,220	116,225	3,247
29	Annual	89,917	93,492	97,067	100,642	104,217	107,792	111,367	114,151	119,288	3,575
30	Annual	93,686	97,358	101,030	104,702	108,374	112,046	115,718	118,611	123,948	3,672
31	Annual	97,631	101,410	105,189	108,968	112,747	116,526	120,305	123,313	128,862	3,779
32	Annual	101,708	105,595	109,482	113,369	117,256	121,143	125,030	128,156	133,923	3,887
33	Annual	105,975	109,967	113,959	117,951	121,943	125,935	129,927	133,175	139,168	3,992
34	Annual	110,507	114,605	118,703	122,801	126,899	130,997	135,095	138,472	144,703	4,098
35	Annual	115,219	119,424	123,629	127,834	132,039	136,244	140,449	143,960	150,438	4,205
36	Annual	120,179	124,492	128,805	133,118	137,431	141,744	146,057	149,708	156,445	4,313
37	Annual	125,349	129,781	134,213	138,645	143,077	147,509	151,941	155,740	162,748	4,432
38	Annual	130,706	135,244	139,782	144,320	148,858	153,396	157,934	161,882	169,167	4,538
39	Annual	136,312	140,954	145,596	150,238	154,880	159,522	164,164	168,268	175,840	4,642
40	Annual	142,178	146,911	151,644	156,377	161,110	165,843	170,576	174,840	182,708	4,733

AFSCME Contract -- Judicial Employees
 Costs associated with five-year MOA (Fiscal Years 2012-2016)

	Fiscal Year '11-'12	Fiscal Year '12-'13	Fiscal Year '13-'14	Fiscal Year '14-'15	Fiscal Year '15-'16
2012 (27 pays) no AI					
2.5% GWI for 4 pays	274,695	0	0	0	0
TOTAL	274,695	0	0	0	0
2013 no AI no GWI					
TOTAL	0	0	0	0	0
2014 AI on time 3% GWI eff 8/26/13					
TOTAL	0	0	882,306	1,275,596	1,275,596
			1,730,579	2,142,621	2,142,621
TOTAL	0	0	2,612,885	3,418,217	3,418,217
2015 AI on time 3% GWI eff 6/27/14					
TOTAL	0	0	0	800,333	1,168,635
				2,122,019	2,206,900
TOTAL	0	0	0	2,922,352	3,375,535
2016 AI on time 3% GWI eff 6/26/15					
TOTAL	0	0	0	0	723,681
					2,185,680
TOTAL	0	0	0	0	2,909,361
TOTAL					
AI	0	0	882,306	2,075,929	3,167,912
COLA	274,695	0	1,730,579	4,264,641	6,535,201
Lump Sum @ Max (JUL)	0	0	215,250	275,250	317,250
Lump Sum @ Max (JAN)	0	0	186,750	222,000	245,250
subtotal	274,695	0	3,014,885	6,837,819	10,265,613
TOTAL	274,695	0	3,014,885	6,837,819	10,265,613

based on 1165 fulltime and 166 part time filled positions

Conference Fund previous contract
 Tuition Reimbursement previous contract
 Automobile Availability Fee previous contract