

**January 1, 2023 through December 30, 2023**

**MOU 3, Article 53, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**TO:**

**B. SALARY ADJUSTMENTS**

Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable "adds to rate" salary adjustment of 2.75% while in that classification.

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**MOU 4, Article 5.10, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

The following salary adjustments are reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

1. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%.

**TO:**

**B. SALARY ADJUSTMENTS**

Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.

The following salary adjustments are reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

1. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%.

**MOU 6 Article 18, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**TO:**

**B. SALARY ADJUSTMENTS**

Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**MOU 10, Article 4.9, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**TO:**

**B. SALARY ADJUSTMENTS**

Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**MOU 11, Article 4.11, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**TO:**

**B. SALARY ADJUSTMENTS**

Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**MOU 14, Article 5.10, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

The following salary adjustments are reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

1. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%.

**TO:**

**B. SALARY ADJUSTMENTS**

Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.

The following salary adjustments are reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

1. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%.

**MOU 15, Article 5.10, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

The following salary adjustments are reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

1. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%.

**TO:**

**B. SALARY ADJUSTMENTS**

Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.

The following salary adjustments are reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

1. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%.

**MOU 16, Article 18, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step (do not move on a salary range)):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**TO:**

**B. SALARY ADJUSTMENTS**

Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**MOU 36, Article 32, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

1. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**TO:**

**B. SALARY ADJUSTMENTS**

1. Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.
2. Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**MOU 37, Article 3.6, Salaries**

**FROM:**

**B. SALARY ADJUSTMENTS**

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step (do not move on a salary range)):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.

**TO:**

**B. SALARY ADJUSTMENTS**

Effective January 7, 2018, each employee in a classification on a salary range, who is on a fixed step (does not move up the salary range), shall receive a pensionable “adds to rate” salary adjustment of 2.75% while in that classification.

The following salary adjustment is reflected in Appendix A and applies to all Unit employees (salary range, flat-rate, fixed-step do not move on a salary range):

Effective January 1, 2023, the base hourly wages for all Unit employees shall be increased by 3.0%, as reflected in Appendix A.