

## **Summary of Employee Outcomes 2007 to 2009**

1. Outcome for employees in 2007 using your salary as of December 31, 2006. If you are:
  - a. within 2006 range or at 2006 range maximum: add 2.5% adjustment plus 2% increment up to the range maximum.
  - b. above 2006 range maximum: add to base salary an increase up to the 2007 range maximum. If applicable\*, add a one time payment so that the total received for the year is 4.5%.
  
2. Outcome for employees in 2008 using your salary as of December 31, 2007. If you are:
  - a. within 2007 range or at 2007 range maximum: add 2.75% adjustment plus 2% increment (up to the 2008 range maximum). If applicable\*, add a one time payment so that the total received for the year is 4.75%.
  - b. above 2007 range maximum: add to base salary an increase up to the 2008 range maximum. If applicable\*, add a one time payment so that the total received for the year is 4.75%.
  
3. Outcome for employees in 2009 using your salary as of December 31, 2008. If you are:
  - a. within 2008 range or at 2008 range maximum: add 3.0% adjustment plus 2% increment (up to the 2009 range maximum). If applicable\*, add a one time payment so that the total received for the year is 5%.
  - b. above 2008 range maximum: add to base salary increase up to 2009 range maximum. If applicable\*, add a one time payment so that the total received for the year is 5%.

\*Total increase of either adds-to-base and/or one-time payments shall be the equivalent of 4.5% in 2007, 4.75% in 2008, and 5% in 2009.

**Scenario 1:** Employee within the range at December 31, 2006

**CLERICAL, PHASE 4**

		<b>Hourly</b>	<b>One-time</b>	<b>Annual</b>
	Salary as of December 31, 2006*	\$18.54		\$33,743
<b>January 1, 2007</b>	<b>Add:</b> 2.5% salary adjustment	\$19.00		
	2.0% increment	\$19.38		
	4.5% one-time		n/a	<b>\$35,272</b>
<b>January 1, 2008</b>	<b>Add:</b> 2.75% salary adjustment	\$19.91		
	2.0% increment	\$20.31		
	4.75% one-time		n/a	<b>\$36,964</b>
<b>January 1, 2009</b>	<b>Add:</b> 3.0% salary adjustment	\$20.92		
	2.0% increment	\$21.34		
	5% one-time		n/a	<b>\$38,839</b>

**Scenario 2:** Employee over range at December 31, 2006, coming within range by January 1, 2009

**CARETAKER, PHASE 1**

		<b>Hourly</b>	<b>One-time</b>	<b>Annual</b>
	Salary as of December 31, 2006*	\$15.35		\$30,332
<b>January 1, 2007</b>	<b>Add:</b> 2.5% salary adjustment	n/a		
	2.0% increment	n/a		
	4.5% one-time		\$1,365	<b>\$31,697</b>
<b>January 1, 2008</b>	<b>Add:</b> 2.75% salary adjustment	n/a		
	2.0% increment	n/a		
	4.75% one-time		\$1,441	<b>\$31,773</b>
<b>January 1, 2009</b>	<b>Add:</b> 3.0% salary adjustment (0.99% salary adjustment)	\$15.48		
	2.0% increment	n/a		
	5.0% one-time (4.01% one-time)		\$1,265	<b>\$31,853</b>

\* assumes a full rate of salary as at December 31, 2006

**Scenario 3:** Employee below minimum of range at December 31, 2006

**LIBRARY ASSISTANT, PHASE 3**

		<b>Hourly</b>	<b>One-time</b>	<b>Annual</b>
	Salary as of December 31, 2006*	\$16.40		\$32,406
<b>January 1, 2007</b>	<b>Add:</b> 2.5% salary adjustment	\$16.81		
	2.0% increment	\$17.15		
	4.5% one-time		n/a	<b>\$31,213</b>
<b>January 1, 2008</b>	<b>Add:</b> 2.75% salary adjustment	\$17.62		
	2.0% increment	\$17.97		
	4.75% one-time		n/a	<b>\$32,705</b>
<b>January 1, 2009</b>	<b>Add:</b> 3.0% salary adjustment	\$18.51		
	2.0% increment	\$18.88		
	5.0% one-time		n/a	<b>\$34,362</b>

**Scenario 4:** Employee above range at December 31, 2009

**GENERAL MAINTENANCE, PHASE 3**

		<b>Hourly</b>	<b>One-time</b>	<b>Annual</b>
	Salary as of December 31, 2006*	\$21.84		\$43,156
<b>January 1, 2007</b>	<b>Add:</b> 2.5% salary adjustment	n/a		
	2.0% increment	n/a		
	4.5% one-time		\$1,942	<b>\$45,098</b>
<b>January 1, 2008</b>	<b>Add:</b> 2.75% salary adjustment	n/a		
	2.0% increment	n/a		
	4.75% one-time		\$2,050	<b>\$45,206</b>
<b>January 1, 2009</b>	<b>Add:</b> 3.0% salary adjustment	n/a		
	2.0% increment	n/a		
	5.0% one-time		\$2,158	<b>\$45,314</b>

\* assumes a full rate of salary as at December 31, 2006