

The following examples assume a 2% across-the-board increase:

Full-Time Employee:

Assume the employee earns \$20 per hour, and the increase is 2%.

$\$20 \times 2\% = \$0.40$  per hour

$\$0.40 \times 2080$  (# of work hours in a year) = \$832 one-time payment

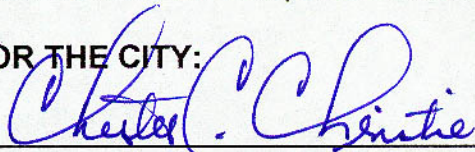
Part-time Employee:

Same calculation, but replace 2080 with 1040.

Finally, MOU #2003-02 was accepted by City Council on July 28, 2003, with an effective date of August 3, 2003. The classification of Help Desk Representative was assigned a slightly lower pay range through the execution of this MOU. It is the intent of the parties that the Step X mechanism apply retrospectively to August 3, 2003 so that those employees who were in the Help Desk Representative classification would not suffer a reduction in pay.

An ordinance to accept this MOU will be submitted to City Council, and the effective date will be specified therein.

FOR THE CITY:

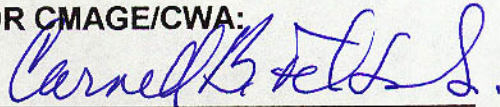


Chester C. Christie  
Director of Human Resources

Date

8/13/03

FOR CMAGE/CWA:



Carnell Felton, President

Date

8-12-03