	Non-Union	AFSCME	IAFF	РВА
	eligible for comp study increases plus	eligible for comp study increases plus 3.5%		
FY06/07	up to 7%	union plus 1.5% performance	step increase 10/1 and 4/1 - each step 5-7%	step increase on 10/1 of 5%
FY07/08	up to 7% plus 3%	3.5% union + 1.5% performance	stan ingresses 10/1 and 1/1 analystan F 70/	step increase on 10/1 of 5%
1107/08	up to 7% pius 3%	3.5% union + 1.5% performance	step increase 10/1 and 4/1 - each step 5-7%	step increase on 10/1 or 5%
			step increase 10/1 - 5-7% plus increase to step plan o	
FY08/09	up to 5%	3%	up to 17%	step increase on 10/1 of 5%
			step increase of 6% or 3% lump sum for employees	
FY09/10	up to 3%	3%	step 8 or higher and lump sum payments for	stan in anger on 10/1 of E0/
F109/10	up to 5%	370	employees receiving Competitive salary adjustments	step increase on 10/1 of 5%
	up to 3%; Ees > \$100,000 5%	RESIDENCE AND RESIDENCE OF THE RESIDENCE		
1	reduction; Ees ,\$100,000 but >\$75,000	Market Market Control of the Control	100,7400	
FY10/11	3% reduction	2% union + 2% performance	increase to step plan of 3% plus step increase of 6%	step increase on 10/1 of 5%
F)// / // O			224	step increase on 10/1 of 5% plus 3% increase to
FY11/12	0	0% - no longer eligible for lump sum payments	3% step	step plan
FY12/13	0	0	0	
		The state of the s		
FY13/14	0	0	0	3% at anniversary/2% at Max
		The state of the s		
FY14/15	3%	3%	3% up to max - 2% for over max	3% at anniversary/2% at Max
EV1 E /1 G	3%	3%	20/ +> 0.20/ £	20/
FY15/16	370	370	3% up to max - 2% for over max	3% at anniversary/Max same as Gen'l EEs
FY16/17	3% at anniversary	3% at anniversary	3% at anniversary/Max same as Gen'l EEs	3% at anniversary/Max same as Gen'l EEs
o (12)(12)		STATE OF THE PARTY	. The second sec	The state of the s
FY17/18	Up to 3% based on performance	In negotiations	3% at anniversary/Max same as Gen'l EEs	3% at anniversary/Max same as Gen'l EEs