

# CAPS PROPOSAL

**Bargaining Unit:** 10

**Date:** March 9,  
2021; 4:03PM

**Exclusive Representative:** CAPS

**Article:** 2

**Subject:** Salaries

## 2.XX Longevity Pay

Effective July 1, 2020, all BU 10 employees who meet the service criteria listed below will be eligible for a longevity pay differential based on the following:

- A. All BU 10 employees with 20 or more years of state service will be eligible to receive two (2) percent of base salary.
- B. All BU 10 employees with 21 or more years of state service will be eligible to receive three (3) percent of base salary.
- C. All BU 10 employees with 22 or more years of state service will be eligible to receive four (4) percent of base salary.
- D. All BU 10 employees with 23 or more years of state service will be eligible to receive five and one half (5.5) percent of base salary.

The above percentages are non-cumulative (i.e. an employee who has 22 years of state service is only eligible for four (4) percent, not the cumulative total of 20, 21, and 22 years). The amounts above shall be subject to retirement contributions.