**NP-4 Wages/Steps/Lump Sums**

**For The 2021-2025 Collective Bargaining Agreement**

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| **Year 1 (2021-2022) Wages** | |
| **GWI** | Effective and retroactive to 07.01.2021 the NP-4 wage grid will be increased by 2.5%. |
| **Retro** | All active Members will receive this increase and retroactive payment. |
| **Retired** | All Members who retired after 07.01.2021 or Members who left in good standing and had at least ten (10) years of service will also receive the retro payment, which is pensionable and will be calculated into their pension upon their post retirement pension audit. |
| **Year 1 (2021-2022) Steps/AIs** | |
| **Step/AI** | Effective and retroactive to 07.01.2021, All Members not at the top step shall advance one (1) step “on time” |
| **Top Step** | Effective and retroactive to 07.01.2021, All Members who are at the top step shall receive their top step lump sum at the time they would have received their AI/Step. ***\*Top Step Lump sum increased to $900.*** |
| **Retro** | All active Members will receive this Step/AI, top step lump sum retroactive to the date they would normally have received it. |
| **Retired** | All Members who retired after 07.01.2021 or Members who left in good standing and had at least ten (10) years of service will also receive the retro Step/AI, top step lump sum, which is pensionable and will be calculated into their pension upon their post retirement pension audit. |
| **Year 1 (2021-2022) Lump Sum** | |
| **Lump Sum** | All active Members will receive a $2,500 Lump Sum payment after Legislative approval. |
| **Retired** | All Members who were actively employed on 03.31.2022 and retire before Legislative approval or before the payment is issued will also receive the $2,500 Lump Sum, which is pensionable and will be calculated into their pension upon their post retirement pension audit. |

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| **Year 2 (2022-2023) Wages** | |
| **GWI** | Effective 07.01.2022 the NP-4 wage grid will be increased by 2.5%. |
| **Year 2 (2022-2023) Steps/AIs** | |
| **Step/AI** | Effective 07.01.2022, All Members not at the top step shall advance one (1) step “on time” |
| **Top Step** | Effective 07.01.2022, All Members who are at the top step shall receive their top step lump sum at the time they would have received their AI/Step. ***\*Top Step Lump sum increased to $900.*** |
| **Year 2 (2022-2023) Lump Sum** | |
| **Lump Sum** | All active Members will receive a $1,000 Lump Sum payment effective approximately 07.14.2022. |

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| **Year 3 (2023-2024) Wages** | |
| **GWI** | Effective 07.01.2023 the NP-4 wage grid will be increased by 2.5%. |
| **Year 3 (2023-2024) Steps/AIs** | |
| **Step/AI** | Effective 07.01.2023, All Members not at the top step shall advance one (1) step “on time” |
| **Top Step** | Effective 07.01.2023, All Members who are at the top step shall receive their top step lump sum at the time they would have received their AI/Step. ***\*Top Step Lump sum increased to $900.*** |

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| **Year 4 (2024-2025) Wages** | |
| **GWI** | Reopener. Negotiations to commence in January 2024 |
| **Year 3 (2024-2025) Steps/AIs** | |
| **Step/AI** | Reopener. Negotiations to commence in January 2024 |
| **Top Step** | Reopener. Negotiations to commence in January 2024 |

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| **CO-7 (Step 5 in 2020) Year 1** | |
| GWI and Step (New Step 6) | 3,102 |
| Lump Sum | 2,500 |
| **Total Amount of Increase and Lump Sum** | **$5602** |
| **CO-7 (Step 5 in 2020) Year 2** | |
| GWI and Step (New Step 7) | 3,217 |
| Lump Sum | 1,000 |
| **Total Amount of Increase and Lump Sum** | **$4,217** |
| **CO-7 (Step 5 in 2020) Year 3** | |
| GWI and Step (New Step 8) | 3,121 |
| **Total Amount of Increase** | **$3,121** |
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| **CO-7 (Step 5 in 2020) 3 Year totals** | **$12,940** |

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| **CO-10 Year 1** | |
| GWI and Step | 2,501 |
| Lump Sum | 2,500 |
| **Total Amount of Increase and Lump Sum** | **$5,001** |
| **CO-10 Year 2** | |
| GWI and Step | 2,541 |
| Lump Sum | 1,000 |
| **Total Amount of Increase and Lump Sum** | **$3,541** |
| **CO-10 Year 3** | |
| GWI and Step | 2,582 |
| **Total Amount of Increase** | **$2,582** |
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| **CO-10 3 Year totals** | **$11,124** |