

## FY2027 Tentative Agreement

### Article 6. Wages

#### Section 1A. Wages

Effective July 1, 2026, a general cost of living adjustment wage increase (COLA) consisting of 1.5% will be added to each grade and step of the pay plan(s) affecting bargaining unit employees.

#### Section 1B. Salary Schedule Increment (step) adjustment

For fiscal year 2027, the State shall modify the Standard Salary Schedules, as well as all other salary schedule(s) affecting bargaining unit employees, that currently have an average increment (step) width of below 2%, to achieve a uniform 2.0% between each increment (step) on the affected schedules as follows:

1. Effective June 30, 2026, the percentage increase between each salary step shall be adjusted to 2.0%, applied uniformly across all steps of the affected salary schedule(s). The revised salaries shall be rounded up to the next whole dollar.

The intent of this provision is strictly to adjust the percentage increase between each step on the affected salary schedule(s); it is not intended to impact the step placement of employees.

#### Section 1C. Annual Salary Review

As a result of the Annual Salary Review (ASR) process, effective July 1, 2026:

The following classifications in the OSH Compliance Hygienist series will receive a 1-grade increase. Employees will receive a 6% increase in pay:

Class Code	Classification Title	Current Grade	ASR Grade
0638	OSH Compliance Hygienist III	STD 0018	STD 0019
0639	OSH Compliance Hygienist Lead	STD 0020	STD 0021