

Prorating 2016 New Hires

Probationary employees will receive a prorated increase after successful completion of their probationary period of six (6) full months (*will not be retroactive to January 2017; if applicable*) according to the following schedule:

2016 Month Hired	Proration	Final % Increase
January-March	Full Amount	3.00%
April	0.9	2.70%
May	0.8	2.40%
June	0.7	2.10%
July	0.6	1.80%
August	0.5	1.50%
September	0.4	1.20%

If hired in the Fourth Quarter of 2015 (October-December), the following proration schedule below will apply:

2015 Month Hired	Proration	Final % Increase
October	1.3	3.90%
November	1.2	3.60%
December	1.1	3.30%