

Schedule D

Implementation Procedures for Classification changes:

1. Effective Date of Signing the Lawyer 3 classification will be deleted.
2. Effective Date of Signing the Lawyer 3 classification will be renamed "Senior Lawyer".
3. Effective Date of Signing employees who were in the Lawyer 3 classification will be placed at the step of the Senior Lawyer classification pay scale that represents a 2 step pay adjustment, not to exceed the Control Point Maximum.
4. Effective Date of Signing the Lawyer 1 and 2 classifications will be deleted and combined into a new single classification which will be renamed "Lawyer".
5. Effective Date of Signing employees in the former Lawyer 1 and Lawyer 2 classification will be placed at the step of the Lawyer classification pay scale that represents a 4 step pay adjustment, not to exceed the Control Point Maximum.
6. Effective Date of Signing the Control Point Maximum (CPM) for a Senior Lawyer will be step 22 and all the discretionary pay steps in the Senior Lawyer pay scale will be deleted. Consequently, re-earnable increments will no longer be available to Senior Lawyers at the Control Point Maximum.
7. Effective Date of Signing, the "Gate" Policy will be rescinded.