

<b>Non-Represented Employees</b>		
July 1, 2014	0.0%	
July 1, 2015	0.0%	
January 1, 2016	1.0%	
July 1, 2016	1.5%	
July 1, 2017	1.0%	Greater of \$800 or 1% Bonus
July 1, 2018	0.0%	\$400 Bonus
July 1, 2019	1.0%	
July 1, 2020	0.0%	
July 1, 2021	0.0%	Jul 2021 - \$2,500 (Essential Worker Pay) Nov 2021 - \$2,500 (Essential Worker Pay)
July 1, 2022	3.0%	
July 1, 2023	2.0%	2.3% Bonus
Average	0.95%	