

**Union Proposal #7
Pay Equity Adjustment**

April 6, 2021

ARTICLE 24: WAGES
SECTION 18: EQUITY ADJUSTMENTS

Section 18. Equity Adjustments ~~(Pilot)~~. Upon request of the Appointing Authority or an incumbent employee, MMB may make an equity adjustment and advance incumbents within a range, and/or provide a one-time lump sum of no more than \$2,500 to an individual at the top of their salary range, to maintain internal equity.

- ~~• Only those with documented “satisfactory” or better performance are eligible for an equity adjustment.~~
- ~~• Any request for an adjustment under this section must include an explanation of the inequity, and documentation to support an equity adjustment for an incumbent.~~
- ~~• This provision is not subject to the grievance or arbitration process.~~

Requests shall be made in writing directly to the MMB Deputy Commissioner of Enterprise Human Capital. Requests shall include an explanation of the inequity and may include documentation to support an equity adjustment for the incumbent.

MMB shall acknowledge receipt and notify the incumbent employee and the Association of any request made within ten (10) calendar days of receipt of request. MMB shall make a determination on the request and notify the incumbent employee and the Association of the determination in writing within ninety (90) calendar days. If the request is denied, the written determination shall include an explanation of the reason for the denial.