

- 1 **Q. Please provide the percentage of union employees, managerial employees and**  
2 **executives/directors that received a progression increase in each of 2016 and 2017.**  
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4 A. Table 1 provides the percentage of union employees, managerial employees and  
5 executives/directors that received a progression increase in each of 2016 and 2017.  
6

**Table 1**  
**Employees Receiving Progression Increase**  
**2016 and 2017**

	<b>2016</b>	<b>2017</b>
Union	16%	14%
Managerial	47%	44%
Executive/Directors	33%	40%

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8 Unionized employees can earn progression increases. However, most unionized  
9 employees are paid at the full rate of the job classification effective the date of hire.  
10 This compares to managerial employees that typically enter a position at between 80%  
11 and 100% of the full salary of the position.