Equity Adjustment Request Form

NAME:

JOB TITLE:

DEPARTMENT:

CURRENT SALARY RANGE:

PROPOSED SALARY RANGE:

JUSTIFICATION:

\*To justify a wage increase you must show the scope of your duties/responsibilities has changed or increased substantially. IE: Are you required to obtain a higher or new certification, receive training on new equipment or technology or subject to a new threat of discipline for non-compliance? Timelines and whether or not the duties were mandated are important. It also helps to show the District pays less than other comparable agencies for comparable duties/responsibilities. You would need to research what Job Classifications other companies have and what they are paying for those closest to your respective job duties/responsibilities not necessarily those closest in Job Title. All this information will be presented as part of a packet for Management when you make your presentations. The negotiating team will advise you on getting started, provide examples of past proposals and review your presentations but YOU will deliver the final product to the District.\*