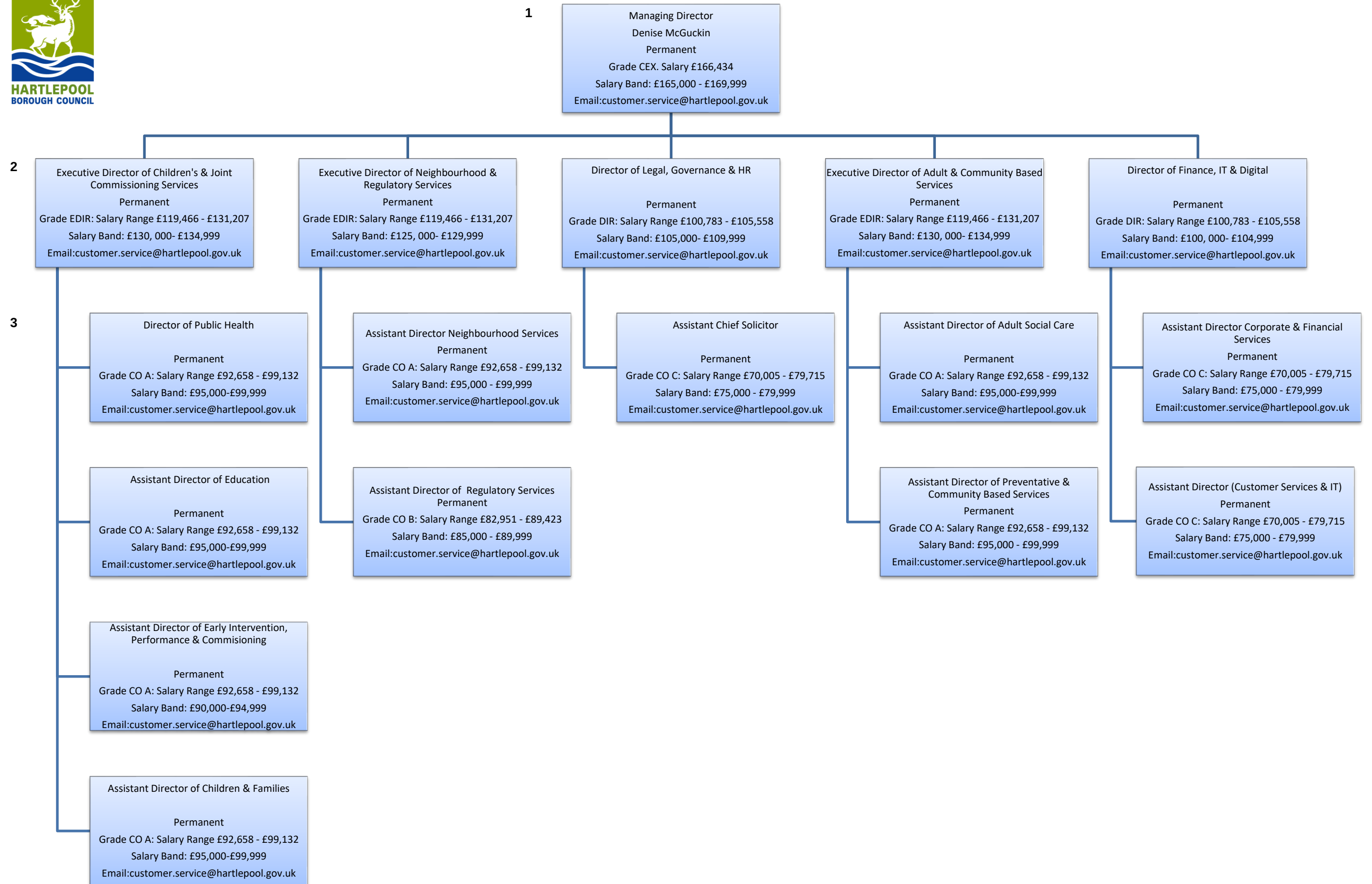




An employee's starting salary shall normally be the minimum of the pay band and any increment due shall be payable on the anniversary of appointment.