

COMPENSATION PROPOSAL DETAIL  
by the  
ROCKPORT SCHOOL COMMITTEE  
to the  
ROCKPORT TEACHERS ASSOCIATION  
February 1, 2007

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**I. Introduction**

The Rockport School System has been facing excessive budget growth with respect to the Town's tight money policy that has been in effect for a number of years. Two areas are consistently identified as the main contributors to the excessive growth: Special Education and Labor costs. So far, the school system has been able to offset these growth areas with reserves from School Choice funds, but the annual increases in our budget have now outpaced our ability to cover the shortfall with these funds. This is forcing us to request a 15% increase in our budget for the coming fiscal year, most of which is needed to cover newly added teaching positions that have been funded by School Choice monies. It is necessary to have all teaching positions funded by Town appropriated funds instead relying on unpredictable sources.

In November, the Finance Committee presented a long-range growth model that encompasses three scenarios. The models make it very clear that the town is in desperate need of a major tax override, as much as \$2 million (or more) to bring immediate reversal of the structural deficit situation (Appendix A has a chart of 5-year forecasts). The designers for Proposition 2½ intended only to limit the growth of property taxes in the overall revenue stream, but expected that additional growth would be funded with new sources of revenue. Unfortunately for Rockport, the Town does not have the necessary land for growth or industrial base that can make up for the missing revenue. In other words, the Town is highly dependent on property taxes for nearly 60% of its revenue. Even state aid money is unreliable and unpredictable.

Even if the Town were to vote a generous override, the salary growth of the current RTA Salary Schedule needs to be addressed. The current Appendix A provides for relatively low starting salaries, but ramps up increases for these newer employees at a rapid pace to compensate. Employees reach top pay after only nine years, which then leaves them to depend on longevity raises for any salary growth beyond the contracted cost-of-living raises. With careers typically lasting 35 years, this can put a difficult ceiling on senior staff for a long time. It appears that the current proposal from the RTA is attempting to address this, but it will come at a significant cost, especially in the second year when all members move one step. The continuation and/or expansion of this salary model will cause the demise of the school system and potentially the town without a significant increase in resources to fund this model.

**II. Considerations by the School Committee**

The School Committee has looked long and hard at the positive and negative aspects of the current and proposed salary models and wants to provide for both the teachers and the Town in the best and fairest way possible. We need to provide for our current staff but at a growth rate the town can afford. We have looked at various funding formulas, five to be exact. After a process of combining the best ideas, tweaking and tuning the scales, we believe we have devised a system that will be fair and equitable for both the Town and the teachers. We have developed a model, based on current FY07 salaries and staff, to approximate salary growth out 35 years to FY-2042 using the proposed system. As a comparison, we use the current RTA schedule projected out 35 years to compare salaries, growth rates, and potential savings to the Town.

### III. Overview of the School Committee Proposal

1. The new model operates on two schedules, one for existing staff as of FY07 (Schedule 1), and one for any staff added in or after FY08 (Schedule 2). The reason for this is explained in section IV.
2. The new model retains the Track system with levels B, M, M15, M30, M45, and M60. The salary differential between each track is shown in the column titled “Diff” on both Schedule 1 and Schedule 2. The School Committee may be willing to consider adding a “D” track to recognize those teachers holding a doctoral degree, but it is currently not part of this proposal.
3. The new model is based on salary ranges for each Track. The range represents a 35-year spread between a first year teacher (bottom of the range) and a teacher with 35 years experience (top of the range) in any given year. The salary ranges are expanded beyond the current RTA salary limitations.
4. The salary range for each track grows each year at a pre-determined rate (1½% to 2% per year). Salaries are still subject to cost-of-living increases as negotiated in the RTA contract. In the new model, salaries and the salary range are actually independent and can grow at different rates.
5. Salary is determined by years of service in Rockport. For the purpose of the salary schedules, years of service will be considered full years and not multiplied by an FTE factor. A teacher added at any point in the school year will be considered as having a full service year.
6. Salary is computed using the following formula, using the scale corresponding to the teacher’s Track from Schedule 1 for current employees, and Schedule 2 for new employees:

$$(\text{Base Salary} + (((\text{ServiceYears} - 1)/34) * \text{Salary Range})) * \text{FTE}$$

7. The new model eliminates the need for Longevity increases since the salary ranges in the new model are expanded, creating greater upside potential for salary growth. Step raises are automatically built into the salary model but are applied at an even, manageable growth rate.
8. The new model is easy to understand and is intended to serve as the basis for salary structure for years to come. The estimated annual savings from this proposal (vs. the current RTA schedule) can be found in Appendix B.
9. The 35-year projections enable the RTA to forecast income at any point in time. Projected salaries for the current RTA schedule, Schedule 1, and Schedule 2, can be found in Appendix D.
10. The new model does not address stipends in general and assumes they will stay the same as defined by the current contract (unless specific stipends are being addressed during these negotiations).

### IV. Details of the Salary Proposal

The proposed model is successful because it spreads step raises out over a 35-year period instead of concentrating them in the first nine years, thus it reduces the rate of salary changes to more acceptable levels that the foreseeable Town budget can afford. It also spreads the salary ranges of all employees more evenly and does not bunch them towards the high end as currently provided in the existing schedule.

As no solution is perfect, the School Committee felt the need to address some of the downside issues associated with the new model. There are two concerns that are evident with the new model:

1. The service-years of existing staff will translate to pay decreases for most staff under the new formula.
2. Salary rate of growth may be deemed too slow.

The School Committee has considered both of these issues and has adjusted the new model to address them as follows:

1. With regards to issue #1, the School Committee feels that it is unacceptable to expect any current staff to take a reduction in pay. Therefore, the School Committee will propose to adjust the service-years for all current FY07 staff, strictly for the use in computing the salary in the new model. Service-years for any other use will go by the teacher's actual years. The School Committee further proposes that the service-years adjustment will be such that their resultant FY08 salary will be equal to the current RTA salary schedule for FY07, plus any additional increase that is negotiated.

For FY09 and beyond, current RTA staff will follow Salary Schedule 1 and continue to use the adjusted service-years number until their actual years becomes greater, at which point, their actual service years will be used in all remaining salary calculations. Salary Schedule 1 will be in effect for all current FY07 employees until the time at which all FY07 employees are no longer employed in the Rockport Public School system.

2. As for issue #2, rapid salary growth is one of the reasons why we are having budget problems. The deliberate spreading of step increases over a long period is one way to resolve the issue. One must keep in mind that the employer (the Town) is a public entity with very limited funding options and is required by law to produce a balanced budget every year. Currently, the only means by which the School Committee has to control labor expense is through a reduction in staff, this provides a less dramatic means of achieving that goal.

With that said, the School Committee also recognizes the need to be able to attract new teachers in the future. We are concerned that low starting salaries in combination with slow salary growth, location, and cost-of-living in Rockport may dissuade new teachers from applying here. With all that in mind, the School Committee has created Salary Schedule 2 for teachers hired in FY08 and beyond. The starting salaries in Schedule 2 are boosted significantly for Tracks M through M60. Salary ranges for Track B are increased but only slightly, as encouragement for teachers to have a Master's degree at minimum. The higher starting salary helps offset the slower salary growth while still enabling us to realize a cost savings over time.

**Important Note:** Salary Schedules 1 and 2 are based on the assumption that FY08 salaries will be equivalent to the current RTA FY07 salary with a 2.5% increase. The actual increase for FY08 is a separate negotiating point.

### **Salary Range vs. Salary**

Section III.4 mentions the difference between salary and salary range. As presented, the salary range represents the spread between the bottom and top salaries in a given track and year. The School Committee could have easily set these ranges as a constant number from year to year, but eventually the meaningful difference between bottom and top salaries begins to degrade. This is especially troublesome

when the range is based on a 35-year period. So to allow for the range to remain meaningful, the School Committee has assigned a set annual increase for continual expansion of the range. These amounts are different for the two salary schedules and are fixed as such:

Salary Schedule 1: annual range increase = 2%

Salary Schedule 2: annual range increase = 1.5%.

The range increases for each schedule have been optimized and are set for the life of the schedule. The annual cost-of-living increase is applied to the bottom salary in each track, as a percentage difference from the previous year's salary. The top salary is then computed by adding the adjusted range to the adjusted bottom salary.

## **V. Forecasting the Effect of the New Salary Structure**

In order to determine the viability of the new salary model, we had to build an environment to prove its effectiveness. To do this, the School Committee developed a model of the current RTA staff based on existing salary records from FY07. Teachers with multiple FTEs were combined as one, and any teacher with an aggregate FTE greater than .5 was rounded up to 1.0. Any teacher with an aggregate FTE of less than .5 was dropped from the model. This left us with 96 fulltime teachers. We then added 4 "dummy" employee records to round out the staff to an even 100. Where information regarding service-years was known, it was used. Otherwise the service-years component was extrapolated using the current FY07 Step/Track assignment and some educated guessing. To retain anonymity, names were removed and teacher records were randomly assigned employee IDs 1 through 100.

The model makes some assumptions. First, all teachers retire after 35 years of service, i.e., there are no early retirements, no leaving for another school system, etc. Secondly, as a teacher retires, a new employee takes their place at a starting salary level on either Track B or M. A few exceptions were thrown in that added a teacher at an M level with 4 or 5 years experience. As each new employee enters the system, they are assigned an employee ID starting at 101. Eventually, all FY07 teachers retire (1 through 100) and the remaining staff is now comprised of the newer employees 101 through 200. This setup also allows us to separately determine the salaries based on Schedule 1 or Schedule 2.

In order to provide as a basis for comparison, we forecasted the current RTA schedule out 35 years as well, using the same percentage increase as the model schedules. Simulation of Step and Track movements were made to imitate real-life scenarios, so the cost comparisons will remain as realistic as possible. The Step movement simulations are only valid for the forecasting of the RTA salaries.

Finally, the two Salary Schedules were applied to both sets of employees, so the differences can be observed in the accompanying charts. The original unmodified Schedule 1 is used as a comparator to both the Proposed Schedule 1 and Proposed Schedule 2 salaries, in addition to resulting salaries using the RTA scale. These charts are represented in Appendix C.

## **VI. Why the RTA should accept this proposal**

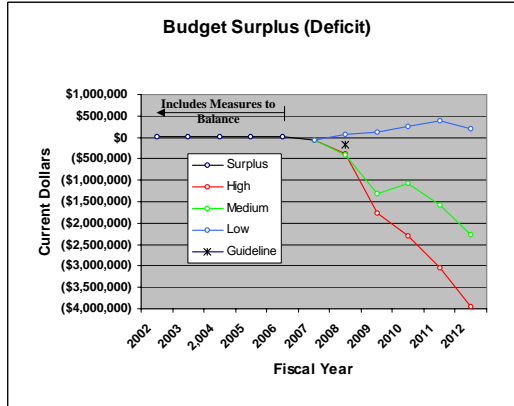
1. This proposal represents a win-win situation for both the RTA and the Town; it solves problems that are being faced by both sides.
2. This is a long-term solution, not a one-time quick fix.

3. It sends a very clear message to the entire Town that the teachers do care about the cost of providing quality education.
4. It shows the teachers are willing to step up to the plate in a time of need, and may be a big selling point if there is a decision to move forward with an override for FY08.
5. The proposal represents progressive thinking and puts Rockport in the forefront of solving a problem that is being experienced by every single city and town in Massachusetts. The RTA now sets the standard by which other union contracts will be measured.
6. This will represent a major breakthrough in our ongoing budget dilemma if the estimated annual savings are anywhere near realistic.

# Appendix A

## Town-wide Bottom Line – Next 5 Years

- **Tight Money – Low Rev.**
  - Nearly in Balance
  - But at What Cost?
- **Partial Health – Med. Rev**
  - Growing Structural Deficit
  - Modest Progress at Tough Spending Issues
  - Needs Override to Implement
- **Full Health – High Rev.**
  - Increased Structural Deficit
  - May be Accurate Measure of Fiscal Problems
- **Guideline**
  - Realistic Given No Override



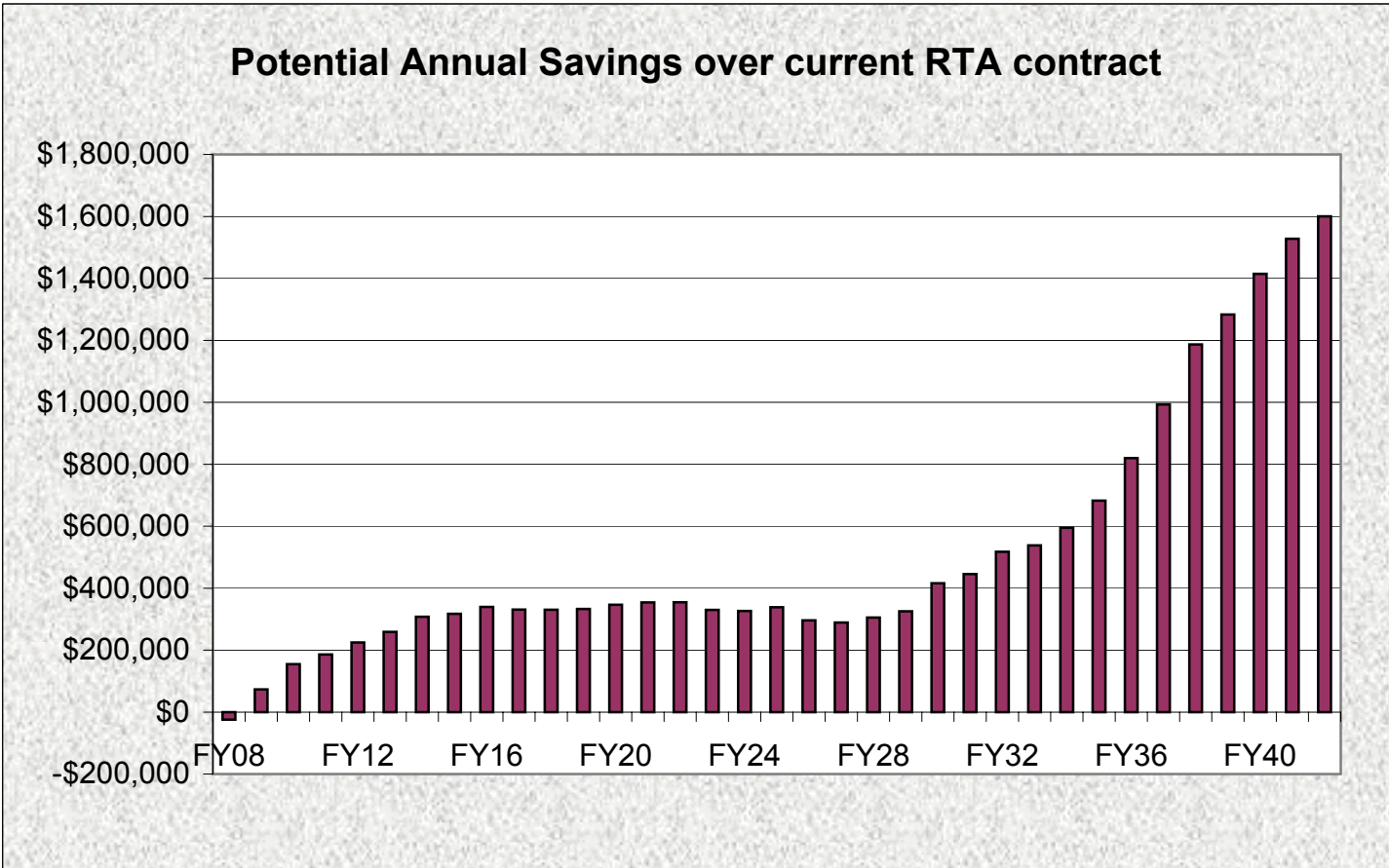
Slide and comments courtesy of Frank Hassler, Finance Committee, November 2006

The bottom line of the model results is shown in the figure above. The Tight Money expenditure scenario combined with the low revenue scenario yields a budget that is in balance or has a slight surplus in each year from FY2008 out through FY2012.

At the other extreme, the Full Financial Health scenario combined with the most optimistic revenue scenario, yields increasing deficits ending in FY2012 almost \$4 million in the red. The middle scenarios taken together may be a reasonable middle ground if the Town adopts a policy to restore financial health to Town operations. The structural deficit implied is between \$2.0 and \$2.5 million by FY2012. An override of \$750,000 in FY2008 would restore balance through FY2012 but an additional \$1 million override in FY2011 would be required to preserve balance through 2012. At that rate, with additional continuing periodic overrides, financial health as defined in the high scenarios might be achieved after ten years or more.

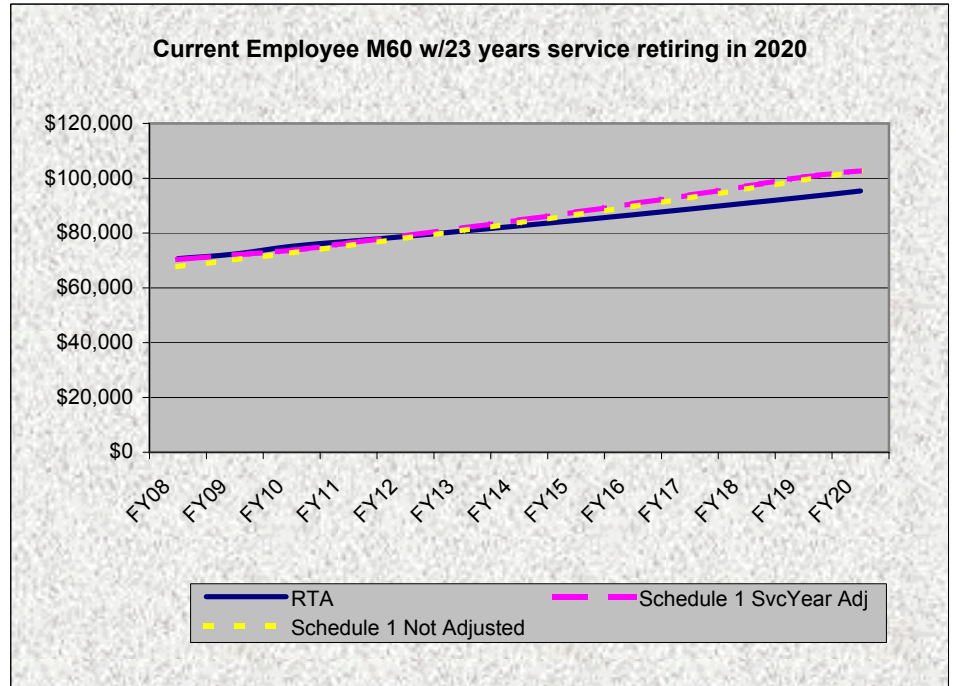
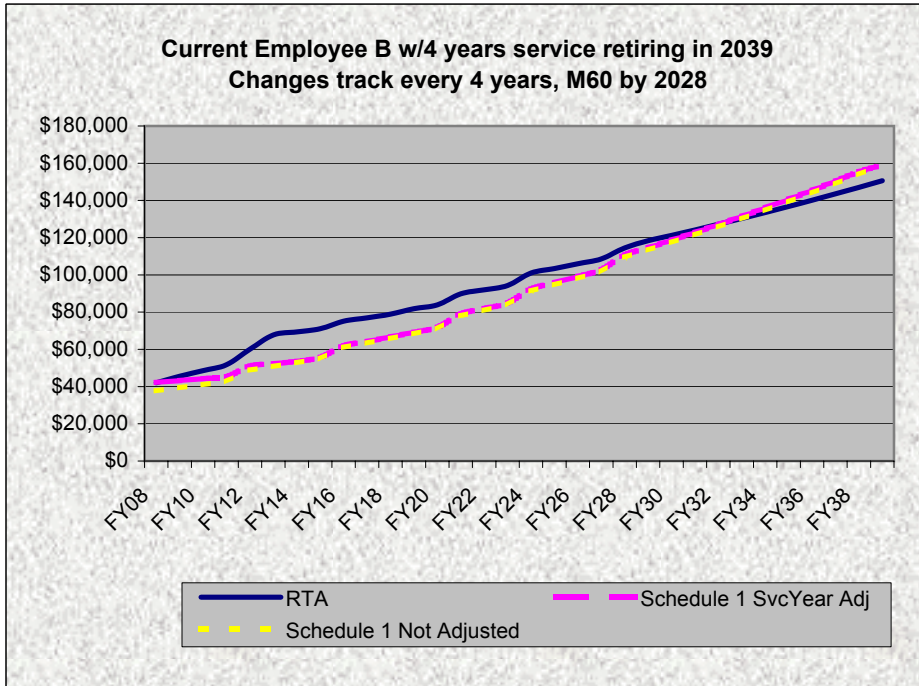
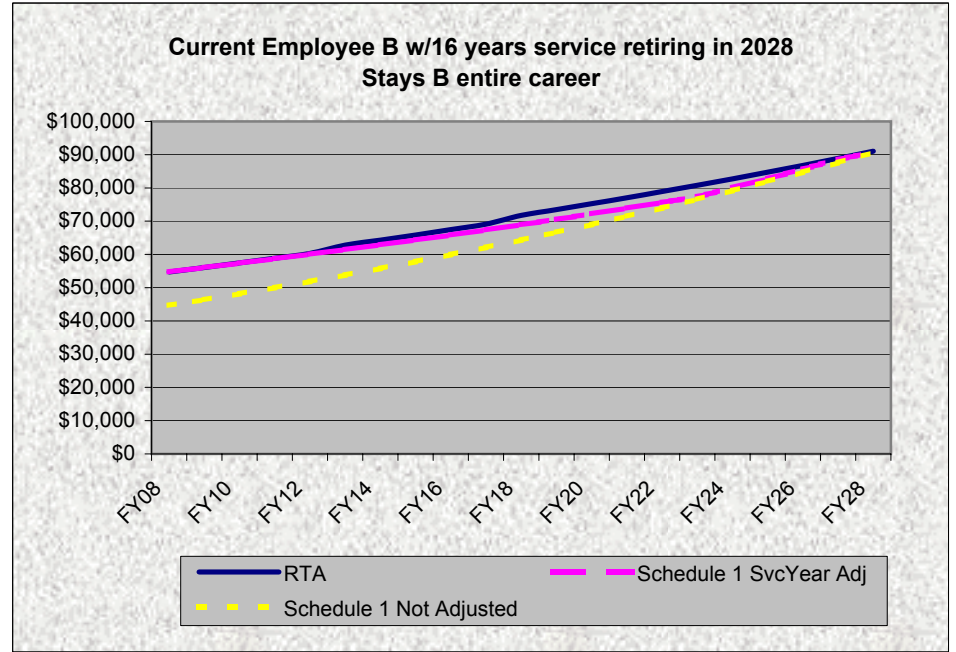
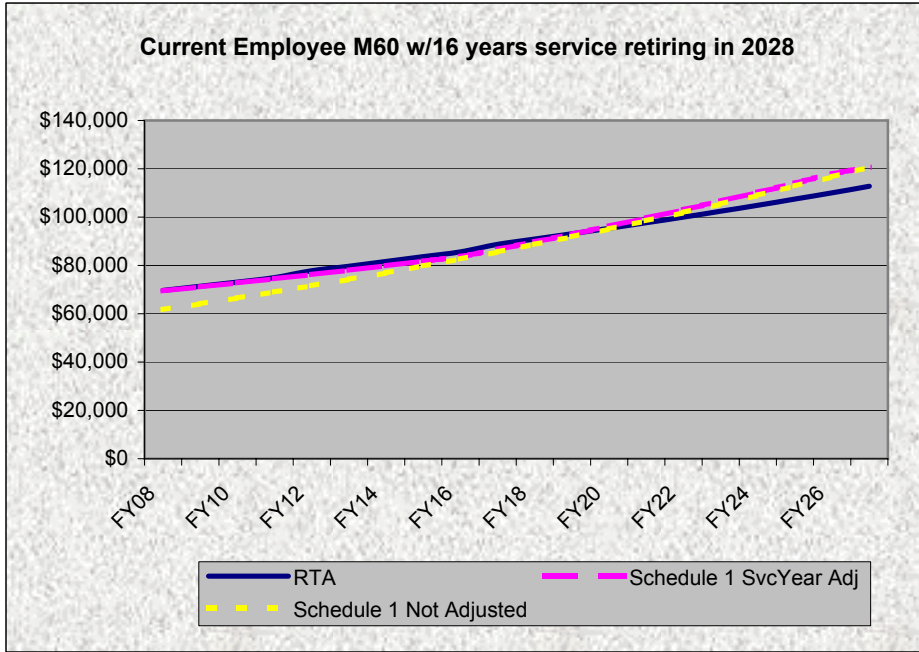
The model gives planners a quantitative feel for the magnitude of the Town's financial problems and the size and time frames for intervention. It is only a guide. Future uncertainties will have to be taken into consideration as they occur. The Finance Committee plans to continue model development and refinement in concert with Town department heads and officials and use it to help in the formulations of its recommendations to the Town's residents. Any interested parties are welcome to participate in the efforts.

Appendix B

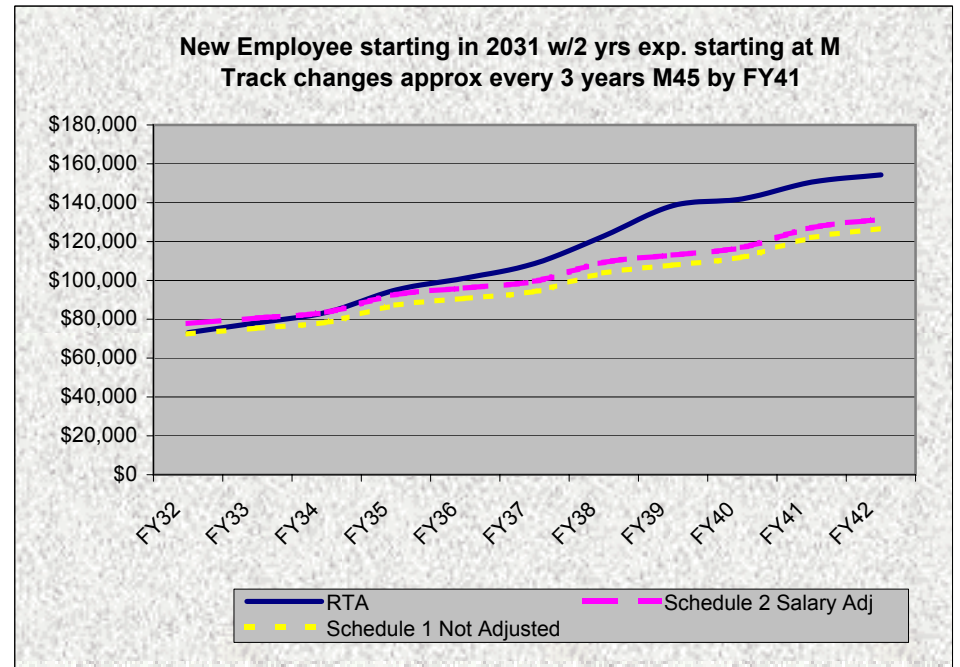
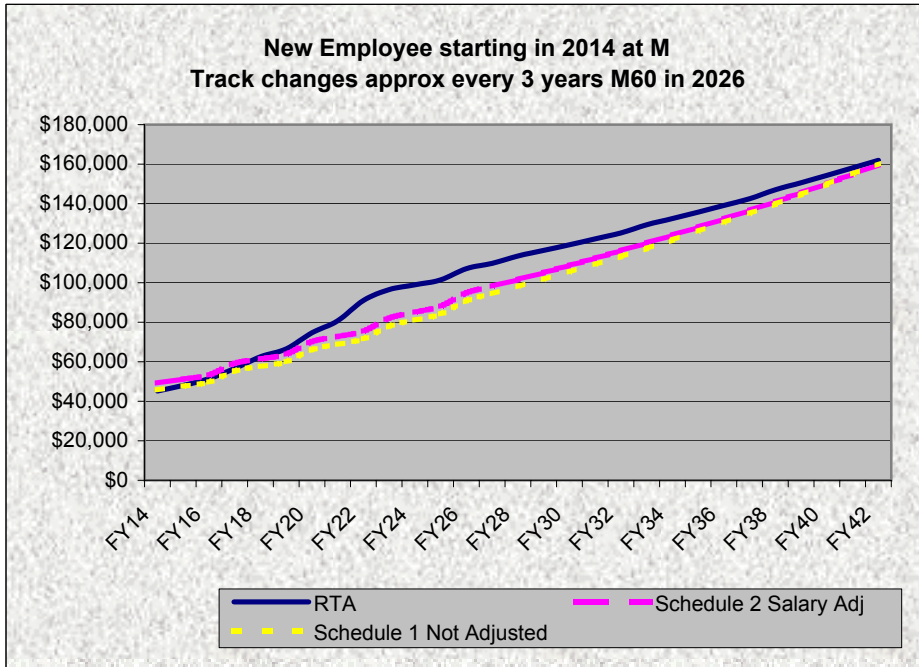
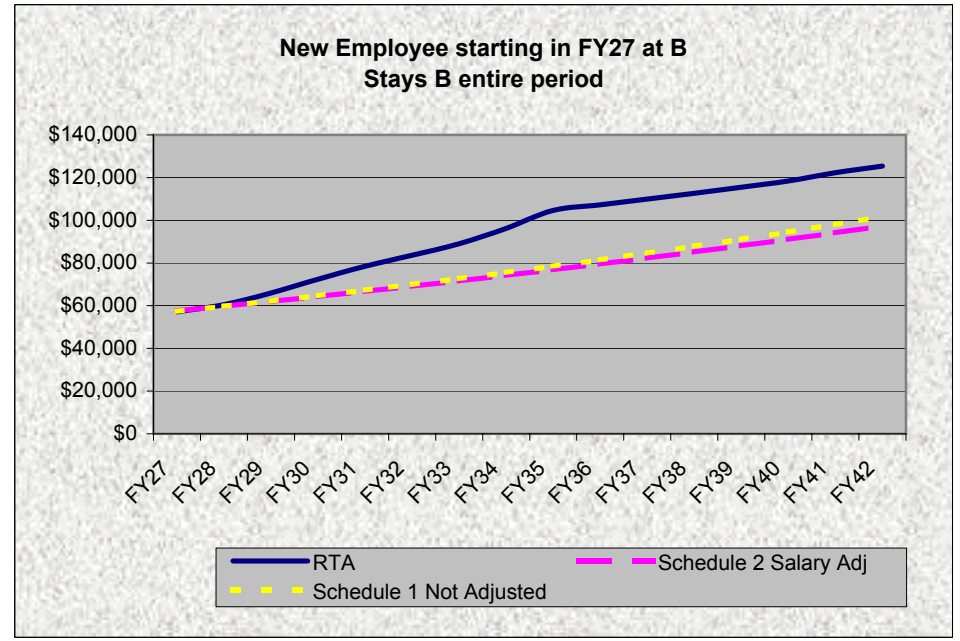
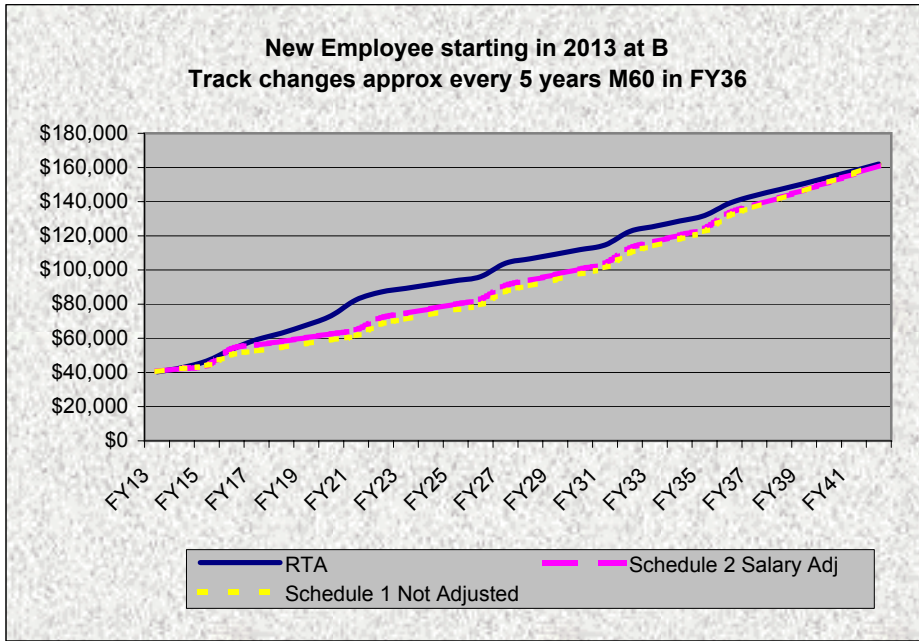




### Appendix C - Salary Comparisons



## Appendix C - Salary Comparisons



## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY07	2007					
Step	B	M	M15	M30	M45	M60
2	\$34,843	\$38,032	\$39,172	\$40,935	\$42,368	
3	\$36,003	\$39,423	\$40,606	\$42,433	\$43,918	
4	\$38,322	\$41,162	\$42,397	\$44,304	\$45,856	\$47,321
5	\$41,047	\$42,902	\$44,189	\$46,177	\$47,793	\$49,227
6	\$43,366	\$46,265	\$47,652	\$49,795	\$51,539	\$53,085
7	\$45,105	\$48,003	\$49,443	\$51,669	\$53,478	\$54,855
8	\$46,843	\$50,323	\$51,832	\$54,165	\$56,060	\$57,742
9	\$49,395	\$53,105	\$54,698	\$57,160	\$59,160	\$60,936
10	\$52,409	\$58,380	\$60,131	\$62,837	\$65,037	\$66,988
X	\$53,409	\$59,380	\$61,131	\$63,837	\$66,037	\$67,988
Y	\$54,409	\$60,380	\$62,131	\$64,837	\$67,037	\$68,988
Z	\$55,409	\$61,380	\$63,131	\$65,837	\$68,037	\$69,988

Schedule 1				
FY07	2007			
Track	Diff	Range	Min	Max
B		\$21,000	\$35,000	\$56,000
M	10%	\$23,100	\$38,500	\$61,600
M15		Estimation Use Only		
M30		Estimation Use Only		
M45	5%	\$27,510	\$45,850	\$73,360
M60	4%	\$28,610	\$47,684	\$76,294

Schedule 2				
FY07	2007			
Track	Diff	Range	Min	Max
B		\$18,627	\$35,122	\$53,749
M	18%	\$21,980	\$41,444	\$63,424
M15		Estimation Use Only		
M30		Estimation Use Only		
M45	5%	\$26,175	\$49,356	\$75,531
M60	4%	\$27,223	\$51,330	\$78,553

FY08	2008					
Step	B	M	M15	M30	M45	M60
2	\$35,714	\$38,983	\$40,151	\$41,959	\$43,427	
3	\$36,903	\$40,409	\$41,621	\$43,494	\$45,016	
4	\$39,280	\$42,191	\$43,457	\$45,412	\$47,002	\$48,504
5	\$42,073	\$43,974	\$45,294	\$47,331	\$48,988	\$50,457
6	\$44,450	\$47,421	\$48,843	\$51,040	\$52,828	\$54,412
7	\$46,232	\$49,203	\$50,679	\$52,961	\$54,815	\$56,226
8	\$48,014	\$51,581	\$53,127	\$55,519	\$57,461	\$59,185
9	\$50,630	\$54,432	\$56,066	\$58,589	\$60,639	\$62,459
10	\$53,720	\$59,840	\$61,635	\$64,408	\$66,663	\$68,663
X	\$54,720	\$60,840	\$62,635	\$65,408	\$67,663	\$69,663
Y	\$55,720	\$61,840	\$63,635	\$66,408	\$68,663	\$70,663
Z	\$56,720	\$62,840	\$64,635	\$67,408	\$69,663	\$71,663

FY08	2008			
Track	Diff	Range	Min	Max
B		\$21,420	\$35,875	\$57,295
M	10%	\$23,562	\$39,463	\$63,025
M15	7%	\$25,211	\$42,225	\$67,436
M30	6%	\$26,724	\$44,758	\$71,482
M45	5%	\$28,060	\$46,996	\$75,056
M60	4%	\$29,182	\$48,876	\$78,058

FY08	2008			
Track	Diff	Range	Min	Max
B		\$19,000	\$36,000	\$55,000
M	18%	\$22,420	\$42,480	\$64,900
M15	7%	\$23,989	\$45,454	\$69,443
M30	6%	\$25,428	\$48,181	\$73,609
M45	5%	\$26,699	\$50,590	\$77,289
M60	4%	\$27,767	\$52,613	\$80,380

FY09	2009					
Step	B	M	M15	M30	M45	M60
2	\$36,607	\$39,957	\$41,155	\$43,008	\$44,513	
3	\$37,825	\$41,419	\$42,661	\$44,581	\$46,142	
4	\$40,262	\$43,246	\$44,543	\$46,547	\$48,177	\$49,717
5	\$43,125	\$45,073	\$46,426	\$48,515	\$50,213	\$51,719
6	\$45,561	\$48,607	\$50,064	\$52,316	\$54,148	\$55,773
7	\$47,388	\$50,433	\$51,946	\$54,285	\$56,185	\$57,632
8	\$49,215	\$52,870	\$54,456	\$56,907	\$58,898	\$60,665
9	\$51,895	\$55,793	\$57,467	\$60,054	\$62,155	\$64,021
10	\$55,063	\$61,336	\$63,176	\$66,018	\$68,330	\$70,379
X	\$56,063	\$62,336	\$64,176	\$67,018	\$69,330	\$71,379
Y	\$57,063	\$63,336	\$65,176	\$68,018	\$70,330	\$72,379
Z	\$58,063	\$64,336	\$66,176	\$69,018	\$71,330	\$73,379

FY09	2009			
Track	Diff	Range	Min	Max
B		\$21,848	\$36,772	\$58,620
M	10%	\$24,033	\$40,449	\$64,482
M15	7%	\$25,716	\$43,280	\$68,996
M30	6%	\$27,258	\$45,877	\$73,136
M45	5%	\$28,621	\$48,171	\$76,793
M60	4%	\$29,766	\$50,098	\$79,864

FY09	2009			
Track	Diff	Range	Min	Max
B		\$19,285	\$36,900	\$56,185
M	18%	\$22,756	\$43,542	\$66,298
M15	7%	\$24,349	\$46,590	\$70,939
M30	6%	\$25,809	\$49,385	\$75,195
M45	5%	\$27,099	\$51,855	\$78,954
M60	4%	\$28,184	\$53,929	\$82,112

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY10	2010					
Step	B	M	M15	M30	M45	M60
2	\$37,522	\$40,956	\$42,184	\$44,083	\$45,626	
3	\$38,771	\$42,455	\$43,728	\$45,696	\$47,295	
4	\$41,269	\$44,327	\$45,657	\$47,711	\$49,381	\$50,960
5	\$44,203	\$46,200	\$47,587	\$49,728	\$51,468	\$53,012
6	\$46,701	\$49,822	\$51,316	\$53,624	\$55,502	\$57,167
7	\$48,573	\$51,694	\$53,245	\$55,642	\$57,590	\$59,073
8	\$50,445	\$54,192	\$55,817	\$58,329	\$60,370	\$62,182
9	\$53,193	\$57,188	\$58,904	\$61,555	\$63,709	\$65,621
10	\$56,439	\$62,869	\$64,755	\$67,669	\$70,038	\$72,139
X	\$57,439	\$63,869	\$65,755	\$68,669	\$71,038	\$73,139
Y	\$58,439	\$64,869	\$66,755	\$69,669	\$72,038	\$74,139
Z	\$59,439	\$65,869	\$67,755	\$70,669	\$73,038	\$75,139

Schedule 1				
FY10	2010			
Track	Diff	Range	Min	Max
B		\$22,285	\$37,691	\$59,977
M	10%	\$24,514	\$41,460	\$65,974
M15	7%	\$26,230	\$44,363	\$70,592
M30	6%	\$27,804	\$47,024	\$74,828
M45	5%	\$29,194	\$49,375	\$78,569
M60	4%	\$30,361	\$51,350	\$81,712

Schedule 2				
FY10	2010			
Track	Diff	Range	Min	Max
B		\$19,574	\$37,823	\$57,397
M	18%	\$23,098	\$44,631	\$67,728
M15	7%	\$24,714	\$47,755	\$72,469
M30	6%	\$26,197	\$50,620	\$76,817
M45	5%	\$27,506	\$53,151	\$80,657
M60	4%	\$28,606	\$55,277	\$83,883

FY11 2011						
Step	B	M	M15	M30	M45	M60
2	\$38,460	\$41,980	\$43,238	\$45,185	\$46,766	
3	\$39,740	\$43,516	\$44,821	\$46,838	\$48,477	
4	\$42,301	\$45,435	\$46,798	\$48,904	\$50,616	\$52,234
5	\$45,308	\$47,355	\$48,776	\$50,971	\$52,755	\$54,337
6	\$47,868	\$51,067	\$52,599	\$54,965	\$56,890	\$58,596
7	\$49,787	\$52,986	\$54,576	\$57,033	\$59,029	\$60,549
8	\$51,706	\$55,547	\$57,212	\$59,788	\$61,880	\$63,736
9	\$54,522	\$58,618	\$60,377	\$63,094	\$65,302	\$67,262
10	\$57,850	\$64,441	\$66,374	\$69,361	\$71,789	\$73,942
X	\$58,850	\$65,441	\$67,374	\$70,361	\$72,789	\$74,942
Y	\$59,850	\$66,441	\$68,374	\$71,361	\$73,789	\$75,942
Z	\$60,850	\$67,441	\$69,374	\$72,361	\$74,789	\$76,942

FY11 2011				
Track	Diff	Range	Min	Max
B		\$22,731	\$38,633	\$61,365
M	10%	\$25,004	\$42,497	\$67,501
M15	7%	\$26,754	\$45,472	\$72,226
M30	6%	\$28,360	\$48,200	\$76,560
M45	5%	\$29,778	\$50,610	\$80,388
M60	4%	\$30,968	\$52,634	\$83,603

FY11 2011				
Track	Diff	Range	Min	Max
B		\$19,868	\$38,768	\$58,636
M	18%	\$23,444	\$45,746	\$69,190
M15	7%	\$25,085	\$48,949	\$74,033
M30	6%	\$26,590	\$51,885	\$78,475
M45	5%	\$27,919	\$54,480	\$82,398
M60	4%	\$29,035	\$56,659	\$85,694

FY12 2012						
Step	B	M	M15	M30	M45	M60
2	\$39,421	\$43,029	\$44,319	\$46,315	\$47,936	
3	\$40,734	\$44,604	\$45,942	\$48,009	\$49,689	
4	\$43,358	\$46,571	\$47,968	\$50,126	\$51,881	\$53,539
5	\$46,440	\$48,539	\$49,996	\$52,245	\$54,073	\$55,696
6	\$49,065	\$52,344	\$53,914	\$56,339	\$58,312	\$60,061
7	\$51,032	\$54,311	\$55,940	\$58,459	\$60,505	\$62,063
8	\$52,999	\$56,936	\$58,643	\$61,282	\$63,427	\$65,330
9	\$55,886	\$60,083	\$61,886	\$64,671	\$66,934	\$68,943
10	\$59,297	\$66,052	\$68,033	\$71,095	\$73,584	\$75,791
X	\$60,297	\$67,052	\$69,033	\$72,095	\$74,584	\$76,791
Y	\$61,297	\$68,052	\$70,033	\$73,095	\$75,584	\$77,791
Z	\$62,297	\$69,052	\$71,033	\$74,095	\$76,584	\$78,791

FY12 2012				
Track	Diff	Range	Min	Max
B		\$23,186	\$39,599	\$62,785
M	10%	\$25,504	\$43,559	\$69,063
M15	7%	\$27,290	\$46,608	\$73,898
M30	6%	\$28,927	\$49,405	\$78,332
M45	5%	\$30,373	\$51,875	\$82,248
M60	4%	\$31,588	\$53,950	\$85,538

FY12 2012				
Track	Diff	Range	Min	Max
B		\$20,166	\$39,737	\$59,903
M	18%	\$23,796	\$46,890	\$70,686
M15	7%	\$25,461	\$50,172	\$75,633
M30	6%	\$26,988	\$53,183	\$80,171
M45	5%	\$28,337	\$55,842	\$84,179
M60	4%	\$29,471	\$58,075	\$87,546

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY13	2013					
Step	B	M	M15	M30	M45	M60
2	\$40,407	\$44,105	\$45,427	\$47,472	\$49,134	
3	\$41,752	\$45,719	\$47,090	\$49,209	\$50,932	
4	\$44,442	\$47,735	\$49,167	\$51,380	\$53,178	\$54,878
5	\$47,601	\$49,753	\$51,246	\$53,551	\$55,425	\$57,088
6	\$50,291	\$53,653	\$55,262	\$57,747	\$59,770	\$61,563
7	\$52,308	\$55,669	\$57,339	\$59,920	\$62,018	\$63,615
8	\$54,324	\$58,359	\$60,109	\$62,814	\$65,012	\$66,963
9	\$57,283	\$61,585	\$63,433	\$66,288	\$68,608	\$70,667
10	\$60,779	\$67,703	\$69,734	\$72,872	\$75,423	\$77,686
X	\$61,779	\$68,703	\$70,734	\$73,872	\$76,423	\$78,686
Y	\$62,779	\$69,703	\$71,734	\$74,872	\$77,423	\$79,686
Z	\$63,779	\$70,703	\$72,734	\$75,872	\$78,423	\$80,686

Schedule 1				
FY13	2013			
Track	Diff	Range	Min	Max
B		\$23,649	\$40,589	\$64,239
M	10%	\$26,014	\$44,648	\$70,663
M15	7%	\$27,835	\$47,774	\$75,609
M30	6%	\$29,505	\$50,640	\$80,145
M45	5%	\$30,981	\$53,172	\$84,153
M60	4%	\$32,220	\$55,299	\$87,518

Schedule 2				
FY13	2013			
Track	Diff	Range	Min	Max
B		\$20,468	\$40,731	\$61,199
M	18%	\$24,153	\$48,062	\$72,215
M15	7%	\$25,843	\$51,427	\$77,270
M30	6%	\$27,393	\$54,512	\$81,905
M45	5%	\$28,762	\$57,238	\$86,000
M60	4%	\$29,913	\$59,527	\$89,440

FY14 2014						
Step	B	M	M15	M30	M45	M60
2	\$41,417	\$45,208	\$46,563	\$48,659	\$50,362	
3	\$42,796	\$46,862	\$48,267	\$50,439	\$52,205	
4	\$45,553	\$48,929	\$50,397	\$52,664	\$54,508	\$56,250
5	\$48,791	\$50,996	\$52,527	\$54,890	\$56,811	\$58,515
6	\$51,549	\$54,994	\$56,643	\$59,191	\$61,264	\$63,102
7	\$53,615	\$57,061	\$58,772	\$61,418	\$63,568	\$65,205
8	\$55,682	\$59,818	\$61,612	\$64,385	\$66,637	\$68,637
9	\$58,715	\$63,125	\$65,019	\$67,945	\$70,323	\$72,434
10	\$62,298	\$69,396	\$71,477	\$74,694	\$77,309	\$79,628
X	\$63,298	\$70,396	\$72,477	\$75,694	\$78,309	\$80,628
Y	\$64,298	\$71,396	\$73,477	\$76,694	\$79,309	\$81,628
Z	\$65,298	\$72,396	\$74,477	\$77,694	\$80,309	\$82,628

FY14 2014				
Track	Diff	Range	Min	Max
B		\$24,122	\$41,604	\$65,726
M	10%	\$26,535	\$45,764	\$72,299
M15	7%	\$28,392	\$48,968	\$77,360
M30	6%	\$30,096	\$51,906	\$82,002
M45	5%	\$31,600	\$54,501	\$86,102
M60	4%	\$32,864	\$56,681	\$89,545

FY14 2014				
Track	Diff	Range	Min	Max
B		\$20,775	\$41,749	\$62,524
M	18%	\$24,515	\$49,264	\$73,779
M15	7%	\$26,231	\$52,712	\$78,943
M30	6%	\$27,804	\$55,875	\$83,679
M45	5%	\$29,194	\$58,669	\$87,863
M60	4%	\$30,362	\$61,015	\$91,377

FY15 2015						
Step	B	M	M15	M30	M45	M60
2	\$42,453	\$46,338	\$47,727	\$49,876	\$51,621	
3	\$43,866	\$48,033	\$49,474	\$51,700	\$53,510	
4	\$46,692	\$50,152	\$51,656	\$53,981	\$55,871	\$57,656
5	\$50,011	\$52,271	\$53,840	\$56,262	\$58,231	\$59,978
6	\$52,837	\$56,369	\$58,059	\$60,671	\$62,795	\$64,679
7	\$54,956	\$58,487	\$60,242	\$62,954	\$65,157	\$66,835
8	\$57,074	\$61,313	\$63,152	\$65,994	\$68,303	\$70,353
9	\$60,183	\$64,703	\$66,644	\$69,644	\$72,081	\$74,244
10	\$63,856	\$71,131	\$73,264	\$76,561	\$79,242	\$81,619
X	\$64,856	\$72,131	\$74,264	\$77,561	\$80,242	\$82,619
Y	\$65,856	\$73,131	\$75,264	\$78,561	\$81,242	\$83,619
Z	\$66,856	\$74,131	\$76,264	\$79,561	\$82,242	\$84,619

FY15 2015				
Track	Diff	Range	Min	Max
B		\$24,605	\$42,644	\$67,249
M	10%	\$27,065	\$46,909	\$73,974
M15	7%	\$28,960	\$50,192	\$79,152
M30	6%	\$30,697	\$53,204	\$83,901
M45	5%	\$32,232	\$55,864	\$88,096
M60	4%	\$33,521	\$58,098	\$91,620

FY15 2015				
Track	Diff	Range	Min	Max
B		\$21,087	\$42,793	\$63,880
M	18%	\$24,883	\$50,495	\$75,378
M15	7%	\$26,624	\$54,030	\$80,654
M30	6%	\$28,221	\$57,272	\$85,493
M45	5%	\$29,632	\$60,135	\$89,767
M60	4%	\$30,817	\$62,541	\$93,358

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY16	2016					
Step	B	M	M15	M30	M45	M60
2	\$43,514	\$47,496	\$48,920	\$51,123	\$52,912	
3	\$44,962	\$49,234	\$50,711	\$52,993	\$54,848	
4	\$47,859	\$51,406	\$52,948	\$55,330	\$57,267	\$59,097
5	\$51,261	\$53,578	\$55,186	\$57,669	\$59,687	\$61,478
6	\$54,158	\$57,778	\$59,511	\$62,188	\$64,365	\$66,296
7	\$56,330	\$59,949	\$61,748	\$64,527	\$66,786	\$68,506
8	\$58,501	\$62,846	\$64,731	\$67,644	\$70,011	\$72,112
9	\$61,687	\$66,321	\$68,310	\$71,385	\$73,883	\$76,101
10	\$65,452	\$72,909	\$75,096	\$78,475	\$81,223	\$83,659
X	\$66,452	\$73,909	\$76,096	\$79,475	\$82,223	\$84,659
Y	\$67,452	\$74,909	\$77,096	\$80,475	\$83,223	\$85,659
Z	\$68,452	\$75,909	\$78,096	\$81,475	\$84,223	\$86,659

Schedule 1				
FY16	2016			
Track	Diff	Range	Min	Max
B		\$25,097	\$43,710	\$68,807
M	10%	\$27,607	\$48,081	\$75,688
M15	7%	\$29,539	\$51,447	\$80,986
M30	6%	\$31,311	\$54,534	\$85,845
M45	5%	\$32,877	\$57,260	\$90,137
M60	4%	\$34,192	\$59,551	\$93,742

Schedule 2				
FY16	2016			
Track	Diff	Range	Min	Max
B		\$21,403	\$43,863	\$65,266
M	18%	\$25,256	\$51,758	\$77,014
M15	7%	\$27,023	\$55,381	\$82,404
M30	6%	\$28,644	\$58,704	\$87,348
M45	5%	\$30,076	\$61,639	\$91,715
M60	4%	\$31,279	\$64,104	\$95,384

FY17 2017						
Step	B	M	M15	M30	M45	M60
2	\$44,602	\$48,684	\$50,143	\$52,401	\$54,235	
3	\$46,086	\$50,465	\$51,979	\$54,318	\$56,219	
4	\$49,056	\$52,691	\$54,272	\$56,713	\$58,699	\$60,575
5	\$52,543	\$54,918	\$56,566	\$59,110	\$61,179	\$63,014
6	\$55,512	\$59,222	\$60,998	\$63,742	\$65,974	\$67,954
7	\$57,738	\$61,448	\$63,291	\$66,141	\$68,456	\$70,219
8	\$59,963	\$64,417	\$66,349	\$69,335	\$71,761	\$73,914
9	\$63,229	\$67,979	\$70,018	\$73,169	\$75,730	\$78,003
10	\$67,089	\$74,732	\$76,973	\$80,437	\$83,253	\$85,750
X	\$68,089	\$75,732	\$77,973	\$81,437	\$84,253	\$86,750
Y	\$69,089	\$76,732	\$78,973	\$82,437	\$85,253	\$87,750
Z	\$70,089	\$77,732	\$79,973	\$83,437	\$86,253	\$88,750

FY17 2017				
Track	Diff	Range	Min	Max
B		\$25,599	\$44,803	\$70,402
M	10%	\$28,159	\$49,283	\$77,442
M15	7%	\$30,130	\$52,733	\$82,863
M30	6%	\$31,938	\$55,897	\$87,835
M45	5%	\$33,535	\$58,692	\$92,226
M60	4%	\$34,875	\$61,040	\$95,915

FY17 2017				
Track	Diff	Range	Min	Max
B		\$21,724	\$44,959	\$66,683
M	18%	\$25,635	\$53,052	\$78,687
M15	7%	\$27,429	\$56,765	\$84,194
M30	6%	\$29,074	\$60,171	\$89,245
M45	5%	\$30,527	\$63,180	\$93,707
M60	4%	\$31,749	\$65,707	\$97,456

FY18 2018						
Step	B	M	M15	M30	M45	M60
2	\$45,717	\$49,901	\$51,397	\$53,711	\$55,591	
3	\$47,239	\$51,727	\$53,278	\$55,676	\$57,624	
4	\$50,282	\$54,008	\$55,628	\$58,131	\$60,167	\$62,089
5	\$53,857	\$56,291	\$57,980	\$60,588	\$62,709	\$64,590
6	\$56,900	\$60,703	\$62,523	\$65,336	\$67,624	\$69,652
7	\$59,181	\$62,984	\$64,874	\$67,794	\$70,167	\$71,974
8	\$61,463	\$66,028	\$68,008	\$71,069	\$73,555	\$75,762
9	\$64,810	\$69,678	\$71,769	\$74,999	\$77,623	\$79,953
10	\$68,766	\$76,600	\$78,898	\$82,448	\$85,335	\$87,894
X	\$69,766	\$77,600	\$79,898	\$83,448	\$86,335	\$88,894
Y	\$70,766	\$78,600	\$80,898	\$84,448	\$87,335	\$89,894
Z	\$71,766	\$79,600	\$81,898	\$85,448	\$88,335	\$90,894

FY18 2018				
Track	Diff	Range	Min	Max
B		\$26,111	\$45,923	\$72,034
M	10%	\$28,722	\$50,515	\$79,237
M15	7%	\$30,732	\$54,051	\$84,784
M30	6%	\$32,576	\$57,294	\$89,871
M45	5%	\$34,205	\$60,159	\$94,364
M60	4%	\$35,573	\$62,566	\$98,139

FY18 2018				
Track	Diff	Range	Min	Max
B		\$22,050	\$46,083	\$68,133
M	18%	\$26,019	\$54,378	\$80,397
M15	7%	\$27,840	\$58,184	\$86,025
M30	6%	\$29,510	\$61,676	\$91,186
M45	5%	\$30,985	\$64,759	\$95,745
M60	4%	\$32,225	\$67,350	\$99,574

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY19	2019					
Step	B	M	M15	M30	M45	M60
2	\$46,860	\$51,148	\$52,682	\$55,053	\$56,980	
3	\$48,420	\$53,020	\$54,610	\$57,068	\$59,065	
4	\$51,539	\$55,358	\$57,019	\$59,585	\$61,671	\$63,641
5	\$55,203	\$57,698	\$59,429	\$62,103	\$64,276	\$66,205
6	\$58,323	\$62,221	\$64,087	\$66,969	\$69,314	\$71,394
7	\$60,661	\$64,559	\$66,495	\$69,489	\$71,921	\$73,773
8	\$62,999	\$67,678	\$69,708	\$72,845	\$75,394	\$77,656
9	\$66,430	\$71,420	\$73,563	\$76,874	\$79,564	\$81,952
10	\$70,485	\$78,515	\$80,870	\$84,509	\$87,468	\$90,092
X	\$71,485	\$79,515	\$81,870	\$85,509	\$88,468	\$91,092
Y	\$72,485	\$80,515	\$82,870	\$86,509	\$89,468	\$92,092
Z	\$73,485	\$81,515	\$83,870	\$87,509	\$90,468	\$93,092

Schedule 1				
FY19	2019			
Track	Diff	Range	Min	Max
B		\$26,633	\$47,071	\$73,704
M	10%	\$29,296	\$51,778	\$81,075
M15	7%	\$31,347	\$55,403	\$86,750
M30	6%	\$33,228	\$58,727	\$91,955
M45	5%	\$34,889	\$61,663	\$96,553
M60	4%	\$36,284	\$64,130	\$100,414

Schedule 2				
FY19	2019			
Track	Diff	Range	Min	Max
B		\$22,381	\$47,235	\$69,616
M	18%	\$26,410	\$55,737	\$82,147
M15	7%	\$28,258	\$59,639	\$87,897
M30	6%	\$29,953	\$63,217	\$93,170
M45	5%	\$31,450	\$66,378	\$97,828
M60	4%	\$32,708	\$69,033	\$101,742

FY20 2020						
Step	B	M	M15	M30	M45	M60
2	\$48,031	\$52,427	\$53,999	\$56,430	\$58,405	
3	\$49,630	\$54,345	\$55,975	\$58,494	\$60,542	
4	\$52,828	\$56,742	\$58,445	\$61,074	\$63,212	\$65,233
5	\$56,583	\$59,140	\$60,915	\$63,655	\$65,883	\$67,860
6	\$59,781	\$63,776	\$65,689	\$68,643	\$71,047	\$73,178
7	\$62,177	\$66,173	\$68,158	\$71,226	\$73,719	\$75,618
8	\$64,574	\$69,370	\$71,451	\$74,667	\$77,279	\$79,598
9	\$68,091	\$73,205	\$75,402	\$78,795	\$81,553	\$84,001
10	\$72,247	\$80,478	\$82,892	\$86,622	\$89,655	\$92,344
X	\$73,247	\$81,478	\$83,892	\$87,622	\$90,655	\$93,344
Y	\$74,247	\$82,478	\$84,892	\$88,622	\$91,655	\$94,344
Z	\$75,247	\$83,478	\$85,892	\$89,622	\$92,655	\$95,344

FY20 2020				
Track	Diff	Range	Min	Max
B		\$27,166	\$48,248	\$75,414
M	10%	\$29,882	\$53,073	\$82,955
M15	7%	\$31,974	\$56,788	\$88,762
M30	6%	\$33,892	\$60,195	\$94,088
M45	5%	\$35,587	\$63,205	\$98,792
M60	4%	\$37,010	\$65,733	\$102,743

FY20 2020				
Track	Diff	Range	Min	Max
B		\$22,717	\$48,416	\$71,133
M	18%	\$26,806	\$57,131	\$83,937
M15	7%	\$28,682	\$61,130	\$89,812
M30	6%	\$30,402	\$64,798	\$95,200
M45	5%	\$31,922	\$68,038	\$99,960
M60	4%	\$33,199	\$70,759	\$103,958

FY21 2021						
Step	B	M	M15	M30	M45	M60
2	\$49,232	\$53,738	\$55,349	\$57,840	\$59,865	
3	\$50,871	\$55,704	\$57,375	\$59,957	\$62,055	
4	\$54,148	\$58,161	\$59,906	\$62,601	\$64,793	\$66,863
5	\$57,998	\$60,619	\$62,438	\$65,247	\$67,530	\$69,556
6	\$61,275	\$65,371	\$67,331	\$70,360	\$72,823	\$75,008
7	\$63,732	\$67,827	\$69,862	\$73,007	\$75,562	\$77,508
8	\$66,188	\$71,105	\$73,237	\$76,533	\$79,211	\$81,588
9	\$69,793	\$75,036	\$77,287	\$80,765	\$83,592	\$86,101
10	\$74,053	\$82,490	\$84,964	\$88,787	\$91,896	\$94,652
X	\$75,053	\$83,490	\$85,964	\$89,787	\$92,896	\$95,652
Y	\$76,053	\$84,490	\$86,964	\$90,787	\$93,896	\$96,652
Z	\$77,053	\$85,490	\$87,964	\$91,787	\$94,896	\$97,652

FY21 2021				
Track	Diff	Range	Min	Max
B		\$27,709	\$49,454	\$77,163
M	10%	\$30,480	\$54,399	\$84,879
M15	7%	\$32,614	\$58,207	\$90,821
M30	6%	\$34,570	\$61,700	\$96,270
M45	5%	\$36,299	\$64,785	\$101,084
M60	4%	\$37,750	\$67,376	\$105,127

FY21 2021				
Track	Diff	Range	Min	Max
B		\$23,057	\$49,626	\$72,684
M	18%	\$27,208	\$58,559	\$85,767
M15	7%	\$29,112	\$62,658	\$91,770
M30	6%	\$30,858	\$66,418	\$97,276
M45	5%	\$32,401	\$69,739	\$102,139
M60	4%	\$33,697	\$72,528	\$106,225

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY22	2022					
Step	B	M	M15	M30	M45	M60
2	\$50,463	\$55,081	\$56,733	\$59,287	\$61,362	
3	\$52,143	\$57,097	\$58,809	\$61,456	\$63,607	
4	\$55,502	\$59,615	\$61,403	\$64,166	\$66,413	\$68,535
5	\$59,448	\$62,134	\$63,999	\$66,878	\$69,219	\$71,295
6	\$62,807	\$67,005	\$69,014	\$72,119	\$74,644	\$76,883
7	\$65,325	\$69,523	\$71,608	\$74,832	\$77,452	\$79,446
8	\$67,843	\$72,882	\$75,068	\$78,447	\$81,191	\$83,627
9	\$71,538	\$76,911	\$79,219	\$82,785	\$85,681	\$88,253
10	\$75,905	\$84,552	\$87,088	\$91,007	\$94,193	\$97,019
X	\$76,905	\$85,552	\$88,088	\$92,007	\$95,193	\$98,019
Y	\$77,905	\$86,552	\$89,088	\$93,007	\$96,193	\$99,019
Z	\$78,905	\$87,552	\$90,088	\$94,007	\$97,193	\$100,019

Schedule 1				
FY22	2022			
Track	Diff	Range	Min	Max
B		\$28,263	\$50,690	\$78,954
M	10%	\$31,090	\$55,759	\$86,849
M15	7%	\$33,266	\$59,663	\$92,928
M30	6%	\$35,262	\$63,242	\$98,504
M45	5%	\$37,025	\$66,405	\$103,429
M60	4%	\$38,505	\$69,061	\$107,566

Schedule 2				
FY22	2022			
Track	Diff	Range	Min	Max
B		\$23,403	\$50,867	\$74,270
M	18%	\$27,616	\$60,023	\$87,639
M15	7%	\$29,549	\$64,225	\$93,773
M30	6%	\$31,321	\$68,078	\$99,399
M45	5%	\$32,887	\$71,482	\$104,369
M60	4%	\$34,202	\$74,341	\$108,544

FY23 2023						
Step	B	M	M15	M30	M45	M60
2	\$51,724	\$56,458	\$58,151	\$60,769	\$62,896	
3	\$53,446	\$58,524	\$60,279	\$62,992	\$65,197	
4	\$56,889	\$61,105	\$62,938	\$65,770	\$68,073	\$70,248
5	\$60,934	\$63,688	\$65,599	\$68,550	\$70,949	\$73,077
6	\$64,377	\$68,680	\$70,740	\$73,921	\$76,510	\$78,805
7	\$66,958	\$71,261	\$73,399	\$76,703	\$79,388	\$81,432
8	\$69,539	\$74,704	\$76,944	\$80,408	\$83,221	\$85,718
9	\$73,327	\$78,834	\$81,200	\$84,854	\$87,824	\$90,460
10	\$77,802	\$86,666	\$89,265	\$93,282	\$96,548	\$99,444
X	\$78,802	\$87,666	\$90,265	\$94,282	\$97,548	\$100,444
Y	\$79,802	\$88,666	\$91,265	\$95,282	\$98,548	\$101,444
Z	\$80,802	\$89,666	\$92,265	\$96,282	\$99,548	\$102,444

FY23 2023				
Track	Diff	Range	Min	Max
B		\$28,828	\$51,958	\$80,786
M	10%	\$31,711	\$57,153	\$88,865
M15	7%	\$33,931	\$61,154	\$95,085
M30	6%	\$35,967	\$64,823	\$100,790
M45	5%	\$37,765	\$68,065	\$105,830
M60	4%	\$39,275	\$70,787	\$110,063

FY23 2023				
Track	Diff	Range	Min	Max
B		\$23,754	\$52,139	\$75,893
M	18%	\$28,030	\$61,524	\$89,554
M15	7%	\$29,992	\$65,830	\$95,822
M30	6%	\$31,791	\$69,780	\$101,571
M45	5%	\$33,380	\$73,269	\$106,649
M60	4%	\$34,715	\$76,200	\$110,915

FY24 2024						
Step	B	M	M15	M30	M45	M60
2	\$53,018	\$57,870	\$59,605	\$62,288	\$64,468	
3	\$54,782	\$59,987	\$61,786	\$64,567	\$66,827	
4	\$58,312	\$62,633	\$64,512	\$67,414	\$69,775	\$72,004
5	\$62,457	\$65,280	\$67,239	\$70,264	\$72,723	\$74,904
6	\$65,987	\$70,397	\$72,508	\$75,770	\$78,423	\$80,775
7	\$68,632	\$73,042	\$75,234	\$78,620	\$81,372	\$83,468
8	\$71,278	\$76,572	\$78,868	\$82,418	\$85,302	\$87,861
9	\$75,160	\$80,805	\$83,230	\$86,975	\$90,019	\$92,721
10	\$79,747	\$88,833	\$91,497	\$95,614	\$98,962	\$101,930
X	\$80,747	\$89,833	\$92,497	\$96,614	\$99,962	\$102,930
Y	\$81,747	\$90,833	\$93,497	\$97,614	\$100,962	\$103,930
Z	\$82,747	\$91,833	\$94,497	\$98,614	\$101,962	\$104,930

FY24 2024				
Track	Diff	Range	Min	Max
B		\$29,405	\$53,257	\$82,662
M	10%	\$32,346	\$58,582	\$90,928
M15	7%	\$34,610	\$62,683	\$97,293
M30	6%	\$36,686	\$66,444	\$103,130
M45	5%	\$38,521	\$69,766	\$108,287
M60	4%	\$40,061	\$72,557	\$112,618

FY24 2024				
Track	Diff	Range	Min	Max
B		\$24,111	\$53,442	\$77,553
M	18%	\$28,451	\$63,062	\$91,512
M15	7%	\$30,442	\$67,476	\$97,918
M30	6%	\$32,268	\$71,525	\$103,792
M45	5%	\$33,881	\$75,101	\$108,982
M60	4%	\$35,236	\$78,105	\$113,341



## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY25	2025					
Step	B	M	M15	M30	M45	M60
2	\$54,343	\$59,317	\$61,095	\$63,845	\$66,080	
3	\$56,152	\$61,487	\$63,331	\$66,181	\$68,497	
4	\$59,770	\$64,199	\$66,125	\$69,100	\$71,519	\$73,805
5	\$64,019	\$66,912	\$68,920	\$72,020	\$74,541	\$76,777
6	\$67,636	\$72,157	\$74,321	\$77,664	\$80,383	\$82,795
7	\$70,348	\$74,869	\$77,114	\$80,586	\$83,407	\$85,555
8	\$73,060	\$78,486	\$80,840	\$84,478	\$87,434	\$90,058
9	\$77,039	\$82,825	\$85,310	\$89,150	\$92,270	\$95,039
10	\$81,741	\$91,053	\$93,784	\$98,005	\$101,436	\$104,479
X	\$82,741	\$92,053	\$94,784	\$99,005	\$102,436	\$105,479
Y	\$83,741	\$93,053	\$95,784	\$100,005	\$103,436	\$106,479
Z	\$84,741	\$94,053	\$96,784	\$101,005	\$104,436	\$107,479

Schedule 1				
FY25	2025			
Track	Diff	Range	Min	Max
B		\$29,993	\$54,588	\$84,581
M	10%	\$32,992	\$60,047	\$93,039
M15	7%	\$35,302	\$64,250	\$99,552
M30	6%	\$37,420	\$68,105	\$105,525
M45	5%	\$39,291	\$71,510	\$110,801
M60	4%	\$40,862	\$74,371	\$115,233

Schedule 2				
FY25	2025			
Track	Diff	Range	Min	Max
B		\$24,472	\$54,778	\$79,251
M	18%	\$28,877	\$64,638	\$93,516
M15	7%	\$30,898	\$69,163	\$100,061
M30	6%	\$32,752	\$73,313	\$106,065
M45	5%	\$34,389	\$76,978	\$111,367
M60	4%	\$35,764	\$80,058	\$115,822

RTA Schedule						
FY26	2026					
Step	B	M	M15	M30	M45	M60
2	\$55,702	\$60,799	\$62,622	\$65,441	\$67,732	
3	\$57,556	\$63,024	\$64,914	\$67,835	\$70,210	
4	\$61,264	\$65,803	\$67,778	\$70,827	\$73,307	\$75,650
5	\$65,619	\$68,585	\$70,643	\$73,821	\$76,404	\$78,696
6	\$69,327	\$73,961	\$76,179	\$79,605	\$82,393	\$84,865
7	\$72,107	\$76,740	\$79,042	\$82,601	\$85,492	\$87,693
8	\$74,886	\$80,448	\$82,861	\$86,590	\$89,620	\$92,309
9	\$78,965	\$84,896	\$87,443	\$91,379	\$94,576	\$97,415
10	\$83,784	\$93,330	\$96,129	\$100,455	\$103,972	\$107,091
X	\$84,784	\$94,330	\$97,129	\$101,455	\$104,972	\$108,091
Y	\$85,784	\$95,330	\$98,129	\$102,455	\$105,972	\$109,091
Z	\$86,784	\$96,330	\$99,129	\$103,455	\$106,972	\$110,091

Schedule 1				
FY26	2026			
Track	Diff	Range	Min	Max
B		\$30,593	\$55,953	\$86,546
M	10%	\$33,652	\$61,548	\$95,200
M15	7%	\$36,008	\$65,856	\$101,864
M30	6%	\$38,168	\$69,808	\$107,976
M45	5%	\$40,077	\$73,298	\$113,375
M60	4%	\$41,679	\$76,230	\$117,909

Schedule 2				
FY26	2026			
Track	Diff	Range	Min	Max
B		\$24,839	\$56,148	\$80,987
M	18%	\$29,311	\$66,254	\$95,565
M15	7%	\$31,362	\$70,892	\$102,254
M30	6%	\$33,243	\$75,146	\$108,389
M45	5%	\$34,905	\$78,903	\$113,808
M60	4%	\$36,301	\$82,059	\$118,360

RTA Schedule						
FY27	2027					
Step	B	M	M15	M30	M45	M60
2	\$57,094	\$62,319	\$64,188	\$67,077	\$69,425	
3	\$58,994	\$64,600	\$66,537	\$69,531	\$71,965	
4	\$62,795	\$67,449	\$69,472	\$72,598	\$75,140	\$77,541
5	\$67,260	\$70,299	\$72,409	\$75,666	\$78,314	\$80,664
6	\$71,060	\$75,810	\$78,083	\$81,595	\$84,453	\$86,986
7	\$73,909	\$78,659	\$81,018	\$84,666	\$87,629	\$89,886
8	\$76,758	\$82,460	\$84,932	\$88,755	\$91,861	\$94,617
9	\$80,939	\$87,018	\$89,629	\$93,663	\$96,941	\$99,850
10	\$85,879	\$95,663	\$98,532	\$102,966	\$106,571	\$109,768
X	\$86,879	\$96,663	\$99,532	\$103,966	\$107,571	\$110,768
Y	\$87,879	\$97,663	\$100,532	\$104,966	\$108,571	\$111,768
Z	\$88,879	\$98,663	\$101,532	\$105,966	\$109,571	\$112,768

Schedule 1				
FY27	2027			
Track	Diff	Range	Min	Max
B		\$31,205	\$57,352	\$88,556
M	10%	\$34,325	\$63,087	\$97,412
M15	7%	\$36,728	\$67,503	\$104,231
M30	6%	\$38,932	\$71,553	\$110,485
M45	5%	\$40,878	\$75,131	\$116,009
M60	4%	\$42,513	\$78,136	\$120,649

Schedule 2				
FY27	2027			
Track	Diff	Range	Min	Max
B		\$25,212	\$57,551	\$82,763
M	18%	\$29,750	\$67,911	\$97,661
M15	7%	\$31,832	\$72,664	\$104,497
M30	6%	\$33,742	\$77,024	\$110,766
M45	5%	\$35,428	\$80,875	\$116,304
M60	4%	\$36,845	\$84,111	\$120,956

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY28	2028					
Step	B	M	M15	M30	M45	M60
2	\$58,521	\$63,877	\$65,792	\$68,754	\$71,161	
3	\$60,469	\$66,215	\$68,201	\$71,270	\$73,764	
4	\$64,365	\$69,135	\$71,209	\$74,413	\$77,018	\$79,479
5	\$68,941	\$72,057	\$74,219	\$77,558	\$80,272	\$82,680
6	\$72,837	\$77,705	\$80,035	\$83,635	\$86,564	\$89,161
7	\$75,757	\$80,625	\$83,044	\$86,782	\$89,820	\$92,133
8	\$78,677	\$84,521	\$87,056	\$90,974	\$94,157	\$96,982
9	\$82,962	\$89,194	\$91,870	\$96,005	\$99,364	\$102,347
10	\$88,026	\$98,055	\$100,996	\$105,540	\$109,235	\$112,512
X	\$89,026	\$99,055	\$101,996	\$106,540	\$110,235	\$113,512
Y	\$90,026	\$100,055	\$102,996	\$107,540	\$111,235	\$114,512
Z	\$91,026	\$101,055	\$103,996	\$108,540	\$112,235	\$115,512

Schedule 1				
FY28	2028			
Track	Diff	Range	Min	Max
B		\$31,829	\$58,785	\$90,614
M	10%	\$35,012	\$64,664	\$99,676
M15	7%	\$37,463	\$69,190	\$106,653
M30	6%	\$39,710	\$73,342	\$113,052
M45	5%	\$41,696	\$77,009	\$118,705
M60	4%	\$43,363	\$80,089	\$123,452

Schedule 2				
FY28	2028			
Track	Diff	Range	Min	Max
B		\$25,590	\$58,990	\$84,580
M	18%	\$30,196	\$69,608	\$99,805
M15	7%	\$32,310	\$74,481	\$106,791
M30	6%	\$34,248	\$78,950	\$113,198
M45	5%	\$35,960	\$82,897	\$118,857
M60	4%	\$37,398	\$86,213	\$123,611

FY29 2029						
Step	B	M	M15	M30	M45	M60
2	\$59,984	\$65,474	\$67,437	\$70,473	\$72,940	
3	\$61,981	\$67,870	\$69,906	\$73,051	\$75,608	
4	\$65,974	\$70,863	\$72,989	\$76,273	\$78,944	\$81,466
5	\$70,665	\$73,858	\$76,075	\$79,497	\$82,279	\$84,747
6	\$74,658	\$79,648	\$82,036	\$85,726	\$88,728	\$91,390
7	\$77,651	\$82,641	\$85,120	\$88,952	\$92,066	\$94,436
8	\$80,644	\$86,634	\$89,232	\$93,248	\$96,511	\$99,407
9	\$85,036	\$91,424	\$94,167	\$98,405	\$101,848	\$104,905
10	\$90,227	\$100,506	\$103,520	\$108,179	\$111,966	\$115,325
X	\$91,227	\$101,506	\$104,520	\$109,179	\$112,966	\$116,325
Y	\$92,227	\$102,506	\$105,520	\$110,179	\$113,966	\$117,325
Z	\$93,227	\$103,506	\$106,520	\$111,179	\$114,966	\$118,325

FY29 2029				
Track	Diff	Range	Min	Max
B		\$32,466	\$60,255	\$92,721
M	10%	\$35,712	\$66,280	\$101,993
M15	7%	\$38,212	\$70,920	\$109,132
M30	6%	\$40,505	\$75,175	\$115,680
M45	5%	\$42,530	\$78,934	\$121,464
M60	4%	\$44,230	\$82,091	\$126,322

FY29 2029				
Track	Diff	Range	Min	Max
B		\$25,974	\$60,465	\$86,439
M	18%	\$30,649	\$71,349	\$101,998
M15	7%	\$32,794	\$76,343	\$109,137
M30	6%	\$34,762	\$80,924	\$115,685
M45	5%	\$36,499	\$84,970	\$121,469
M60	4%	\$37,959	\$88,369	\$126,328

FY30 2030						
Step	B	M	M15	M30	M45	M60
2	\$61,484	\$67,111	\$69,123	\$72,235	\$74,763	
3	\$63,531	\$69,567	\$71,653	\$74,878	\$77,498	
4	\$67,624	\$72,635	\$74,814	\$78,180	\$80,917	\$83,503
5	\$72,431	\$75,705	\$77,976	\$81,484	\$84,336	\$86,866
6	\$76,524	\$81,639	\$84,087	\$87,869	\$90,947	\$93,675
7	\$79,592	\$84,707	\$87,248	\$91,176	\$94,367	\$96,797
8	\$82,660	\$88,800	\$91,463	\$95,579	\$98,924	\$101,892
9	\$87,162	\$93,709	\$96,521	\$100,865	\$104,395	\$107,528
10	\$92,482	\$103,019	\$106,109	\$110,883	\$114,765	\$118,208
X	\$93,482	\$104,019	\$107,109	\$111,883	\$115,765	\$119,208
Y	\$94,482	\$105,019	\$108,109	\$112,883	\$116,765	\$120,208
Z	\$95,482	\$106,019	\$109,109	\$113,883	\$117,765	\$121,208

FY30 2030				
Track	Diff	Range	Min	Max
B		\$33,115	\$61,761	\$94,876
M	10%	\$36,426	\$67,938	\$104,364
M15	7%	\$38,976	\$72,693	\$111,669
M30	6%	\$41,315	\$77,055	\$118,369
M45	5%	\$43,380	\$80,907	\$124,288
M60	4%	\$45,115	\$84,144	\$129,259

FY30 2030				
Track	Diff	Range	Min	Max
B		\$26,364	\$61,977	\$88,340
M	18%	\$31,109	\$73,132	\$104,242
M15	7%	\$33,286	\$78,252	\$111,538
M30	6%	\$35,283	\$82,947	\$118,230
M45	5%	\$37,047	\$87,094	\$124,141
M60	4%	\$38,528	\$90,578	\$129,106

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY31	2031					
Step	B	M	M15	M30	M45	M60
2	\$63,021	\$68,789	\$70,851	\$74,041	\$76,632	
3	\$65,119	\$71,306	\$73,445	\$76,750	\$79,436	
4	\$69,314	\$74,451	\$76,684	\$80,135	\$82,940	\$85,591
5	\$74,242	\$77,597	\$79,926	\$83,521	\$86,444	\$89,038
6	\$78,437	\$83,680	\$86,189	\$90,066	\$93,220	\$96,017
7	\$81,582	\$86,825	\$89,429	\$93,455	\$96,726	\$99,217
8	\$84,727	\$91,020	\$93,749	\$97,969	\$101,397	\$104,439
9	\$89,341	\$96,052	\$98,934	\$103,387	\$107,004	\$110,216
10	\$94,794	\$105,594	\$108,761	\$113,655	\$117,635	\$121,163
X	\$95,794	\$106,594	\$109,761	\$114,655	\$118,635	\$122,163
Y	\$96,794	\$107,594	\$110,761	\$115,655	\$119,635	\$123,163
Z	\$97,794	\$108,594	\$111,761	\$116,655	\$120,635	\$124,163

Schedule 1				
FY31	2031			
Track	Diff	Range	Min	Max
B		\$33,777	\$63,305	\$97,083
M	10%	\$37,155	\$69,636	\$106,791
M15	7%	\$39,756	\$74,510	\$114,266
M30	6%	\$42,141	\$78,981	\$121,122
M45	5%	\$44,248	\$82,930	\$127,178
M60	4%	\$46,017	\$86,247	\$132,265

Schedule 2				
FY31	2031			
Track	Diff	Range	Min	Max
B		\$26,759	\$63,526	\$90,285
M	18%	\$31,576	\$74,961	\$106,536
M15	7%	\$33,786	\$80,208	\$113,993
M30	6%	\$35,812	\$85,020	\$120,833
M45	5%	\$37,602	\$89,271	\$126,874
M60	4%	\$39,106	\$92,842	\$131,949

FY32 2032						
Step	B	M	M15	M30	M45	M60
2	\$64,597	\$70,509	\$72,623	\$75,892	\$78,548	
3	\$66,747	\$73,089	\$75,281	\$78,668	\$81,422	
4	\$71,047	\$76,312	\$78,601	\$82,138	\$85,014	\$87,730
5	\$76,098	\$79,537	\$81,924	\$85,610	\$88,606	\$91,264
6	\$80,398	\$85,772	\$88,344	\$92,318	\$95,551	\$98,417
7	\$83,622	\$88,995	\$91,665	\$95,791	\$99,144	\$101,698
8	\$86,845	\$93,295	\$96,093	\$100,418	\$103,932	\$107,050
9	\$91,575	\$98,453	\$101,407	\$105,971	\$109,680	\$112,972
10	\$97,164	\$108,234	\$111,480	\$116,497	\$120,575	\$124,192
X	\$98,164	\$109,234	\$112,480	\$117,497	\$121,575	\$125,192
Y	\$99,164	\$110,234	\$113,480	\$118,497	\$122,575	\$126,192
Z	\$100,164	\$111,234	\$114,480	\$119,497	\$123,575	\$127,192

FY32 2032				
Track	Diff	Range	Min	Max
B		\$34,453	\$64,888	\$99,341
M	10%	\$37,898	\$71,377	\$109,275
M15	7%	\$40,551	\$76,373	\$116,924
M30	6%	\$42,984	\$80,956	\$123,939
M45	5%	\$45,133	\$85,003	\$130,136
M60	4%	\$46,938	\$88,404	\$135,341

FY32 2032				
Track	Diff	Range	Min	Max
B		\$27,161	\$65,114	\$92,275
M	18%	\$32,049	\$76,835	\$108,884
M15	7%	\$34,292	\$82,213	\$116,505
M30	6%	\$36,349	\$87,146	\$123,495
M45	5%	\$38,166	\$91,503	\$129,669
M60	4%	\$39,693	\$95,163	\$134,856

FY33 2033						
Step	B	M	M15	M30	M45	M60
2	\$66,212	\$72,271	\$74,438	\$77,789	\$80,512	
3	\$68,416	\$74,916	\$77,163	\$80,635	\$83,457	
4	\$72,823	\$78,220	\$80,566	\$84,191	\$87,139	\$89,924
5	\$78,000	\$81,526	\$83,972	\$87,750	\$90,821	\$93,545
6	\$82,408	\$87,916	\$90,553	\$94,626	\$97,939	\$100,877
7	\$85,712	\$91,220	\$93,956	\$98,186	\$101,623	\$104,240
8	\$89,016	\$95,628	\$98,495	\$102,929	\$106,530	\$109,726
9	\$93,864	\$100,915	\$103,942	\$108,620	\$112,422	\$115,796
10	\$99,593	\$110,940	\$114,267	\$119,409	\$123,590	\$127,297
X	\$100,593	\$111,940	\$115,267	\$120,409	\$124,590	\$128,297
Y	\$101,593	\$112,940	\$116,267	\$121,409	\$125,590	\$129,297
Z	\$102,593	\$113,940	\$117,267	\$122,409	\$126,590	\$130,297

FY33 2033				
Track	Diff	Range	Min	Max
B		\$35,142	\$66,510	\$101,652
M	10%	\$38,656	\$73,161	\$111,817
M15	7%	\$41,362	\$78,283	\$119,644
M30	6%	\$43,844	\$82,980	\$126,823
M45	5%	\$46,036	\$87,128	\$133,164
M60	4%	\$47,876	\$90,614	\$138,490

FY33 2033				
Track	Diff	Range	Min	Max
B		\$27,568	\$66,742	\$94,310
M	18%	\$32,530	\$78,756	\$111,286
M15	7%	\$34,807	\$84,268	\$119,075
M30	6%	\$36,895	\$89,325	\$126,219
M45	5%	\$38,739	\$93,791	\$132,530
M60	4%	\$40,288	\$97,542	\$137,831

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY34	2034					
Step	B	M	M15	M30	M45	M60
2	\$67,867	\$74,078	\$76,299	\$79,734	\$82,524	
3	\$70,126	\$76,789	\$79,092	\$82,651	\$85,544	
4	\$74,644	\$80,175	\$82,581	\$86,296	\$89,318	\$92,172
5	\$79,950	\$83,564	\$86,071	\$89,943	\$93,091	\$95,884
6	\$84,468	\$90,114	\$92,816	\$96,991	\$100,388	\$103,399
7	\$87,855	\$93,501	\$96,305	\$100,641	\$104,164	\$106,846
8	\$91,242	\$98,019	\$100,958	\$105,502	\$109,193	\$112,469
9	\$96,211	\$103,437	\$106,541	\$111,336	\$115,232	\$118,691
10	\$102,083	\$113,713	\$117,124	\$122,394	\$126,680	\$130,479
X	\$103,083	\$114,713	\$118,124	\$123,394	\$127,680	\$131,479
Y	\$104,083	\$115,713	\$119,124	\$124,394	\$128,680	\$132,479
Z	\$105,083	\$116,713	\$120,124	\$125,394	\$129,680	\$133,479

Schedule 1				
FY34	2034			
Track	Diff	Range	Min	Max
B		\$35,845	\$68,173	\$104,018
M	10%	\$39,429	\$74,990	\$114,419
M15	7%	\$42,189	\$80,240	\$122,429
M30	6%	\$44,720	\$85,054	\$129,774
M45	5%	\$46,956	\$89,307	\$136,263
M60	4%	\$48,834	\$92,879	\$141,713

Schedule 2				
FY34	2034			
Track	Diff	Range	Min	Max
B		\$27,981	\$68,411	\$96,392
M	18%	\$33,018	\$80,724	\$113,743
M15	7%	\$35,329	\$86,375	\$121,704
M30	6%	\$37,448	\$91,558	\$129,006
M45	5%	\$39,320	\$96,136	\$135,455
M60	4%	\$40,893	\$99,981	\$140,874

FY35 2035						
Step	B	M	M15	M30	M45	M60
2	\$69,564	\$75,930	\$78,207	\$81,727	\$84,588	
3	\$71,879	\$78,708	\$81,069	\$84,717	\$87,682	
4	\$76,510	\$82,180	\$84,645	\$88,454	\$91,550	\$94,476
5	\$81,949	\$85,653	\$88,223	\$92,192	\$95,419	\$98,281
6	\$86,580	\$92,367	\$95,137	\$99,416	\$102,898	\$105,984
7	\$90,051	\$95,838	\$98,713	\$103,157	\$106,768	\$109,517
8	\$93,523	\$100,469	\$103,482	\$108,139	\$111,923	\$115,281
9	\$98,616	\$106,023	\$109,205	\$114,119	\$118,113	\$121,658
10	\$104,635	\$116,556	\$120,052	\$125,454	\$129,847	\$133,741
X	\$105,635	\$117,556	\$121,052	\$126,454	\$130,847	\$134,741
Y	\$106,635	\$118,556	\$122,052	\$127,454	\$131,847	\$135,741
Z	\$107,635	\$119,556	\$123,052	\$128,454	\$132,847	\$136,741

FY35 2035				
Track	Diff	Range	Min	Max
B		\$36,562	\$69,877	\$106,439
M	10%	\$40,218	\$76,865	\$117,083
M15	7%	\$43,033	\$82,246	\$125,279
M30	6%	\$45,615	\$87,180	\$132,795
M45	5%	\$47,896	\$91,539	\$139,435
M60	4%	\$49,811	\$95,201	\$145,012

FY35 2035				
Track	Diff	Range	Min	Max
B		\$28,401	\$70,121	\$98,522
M	18%	\$33,513	\$82,743	\$116,256
M15	7%	\$35,859	\$88,535	\$124,393
M30	6%	\$38,010	\$93,847	\$131,856
M45	5%	\$39,910	\$98,539	\$138,449
M60	4%	\$41,506	\$102,480	\$143,987

FY36 2036						
Step	B	M	M15	M30	M45	M60
2	\$71,303	\$77,828	\$80,162	\$83,770	\$86,702	
3	\$73,676	\$80,676	\$83,096	\$86,835	\$89,874	
4	\$78,423	\$84,234	\$86,761	\$90,665	\$93,839	\$96,838
5	\$83,998	\$87,794	\$90,429	\$94,497	\$97,804	\$100,738
6	\$88,745	\$94,676	\$97,515	\$101,902	\$105,470	\$108,634
7	\$92,303	\$98,234	\$101,181	\$105,736	\$109,437	\$112,255
8	\$95,861	\$102,981	\$106,069	\$110,843	\$114,721	\$118,163
9	\$101,082	\$108,674	\$111,935	\$116,972	\$121,066	\$124,700
10	\$107,251	\$119,470	\$123,053	\$128,591	\$133,093	\$137,085
X	\$108,251	\$120,470	\$124,053	\$129,591	\$134,093	\$138,085
Y	\$109,251	\$121,470	\$125,053	\$130,591	\$135,093	\$139,085
Z	\$110,251	\$122,470	\$126,053	\$131,591	\$136,093	\$140,085

FY36 2036				
Track	Diff	Range	Min	Max
B		\$37,293	\$71,624	\$108,917
M	10%	\$41,022	\$78,787	\$119,809
M15	7%	\$43,894	\$84,302	\$128,195
M30	6%	\$46,527	\$89,360	\$135,887
M45	5%	\$48,853	\$93,828	\$142,681
M60	4%	\$50,807	\$97,581	\$148,388

FY36 2036				
Track	Diff	Range	Min	Max
B		\$28,827	\$71,874	\$100,701
M	18%	\$34,016	\$84,811	\$118,827
M15	7%	\$36,397	\$90,748	\$127,145
M30	6%	\$38,580	\$96,193	\$134,773
M45	5%	\$40,508	\$101,002	\$141,511
M60	4%	\$42,129	\$105,042	\$147,171

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY37	2037					
Step	B	M	M15	M30	M45	M60
2	\$73,085	\$79,774	\$82,166	\$85,865	\$88,870	
3	\$75,518	\$82,693	\$85,173	\$89,006	\$92,121	
4	\$80,383	\$86,340	\$88,930	\$92,932	\$96,185	\$99,259
5	\$86,098	\$89,989	\$92,690	\$96,859	\$100,249	\$103,257
6	\$90,963	\$97,043	\$99,953	\$104,449	\$108,107	\$111,350
7	\$94,610	\$100,690	\$103,710	\$108,379	\$112,173	\$115,061
8	\$98,257	\$105,555	\$108,720	\$113,614	\$117,589	\$121,117
9	\$103,609	\$111,391	\$114,733	\$119,897	\$124,092	\$127,817
10	\$109,932	\$122,457	\$126,130	\$131,805	\$136,420	\$140,512
X	\$110,932	\$123,457	\$127,130	\$132,805	\$137,420	\$141,512
Y	\$111,932	\$124,457	\$128,130	\$133,805	\$138,420	\$142,512
Z	\$112,932	\$125,457	\$129,130	\$134,805	\$139,420	\$143,512

Schedule 1				
FY37	2037			
Track	Diff	Range	Min	Max
B		\$38,039	\$73,415	\$111,453
M	10%	\$41,842	\$80,756	\$122,599
M15	7%	\$44,771	\$86,409	\$131,181
M30	6%	\$47,458	\$91,594	\$139,052
M45	5%	\$49,831	\$96,174	\$146,004
M60	4%	\$51,823	\$100,020	\$151,844

Schedule 2				
FY37	2037			
Track	Diff	Range	Min	Max
B		\$29,260	\$73,671	\$102,930
M	18%	\$34,526	\$86,931	\$121,458
M15	7%	\$36,943	\$93,017	\$129,959
M30	6%	\$39,159	\$98,598	\$137,756
M45	5%	\$41,116	\$103,527	\$144,643
M60	4%	\$42,761	\$107,669	\$150,429

FY38 2038						
Step	B	M	M15	M30	M45	M60
2	\$74,912	\$81,768	\$84,220	\$88,011	\$91,092	
3	\$77,406	\$84,760	\$87,303	\$91,231	\$94,424	
4	\$82,393	\$88,498	\$91,154	\$95,255	\$98,590	\$101,740
5	\$88,250	\$92,239	\$95,007	\$99,281	\$102,755	\$105,838
6	\$93,237	\$99,469	\$102,452	\$107,060	\$110,809	\$114,133
7	\$96,975	\$103,207	\$106,303	\$111,089	\$114,977	\$117,938
8	\$100,714	\$108,194	\$111,438	\$116,454	\$120,529	\$124,145
9	\$106,199	\$114,176	\$117,601	\$122,894	\$127,195	\$131,012
10	\$112,681	\$125,518	\$129,283	\$135,100	\$139,831	\$144,025
X	\$113,681	\$126,518	\$130,283	\$136,100	\$140,831	\$145,025
Y	\$114,681	\$127,518	\$131,283	\$137,100	\$141,831	\$146,025
Z	\$115,681	\$128,518	\$132,283	\$138,100	\$142,831	\$147,025

FY38 2038				
Track	Diff	Range	Min	Max
B		\$38,799	\$75,250	\$114,050
M	10%	\$42,679	\$82,775	\$125,455
M15	7%	\$45,667	\$88,570	\$134,236
M30	6%	\$48,407	\$93,884	\$142,291
M45	5%	\$50,827	\$98,578	\$149,405
M60	4%	\$52,860	\$102,521	\$155,381

FY38 2038				
Track	Diff	Range	Min	Max
B		\$29,699	\$75,512	\$105,211
M	18%	\$35,044	\$89,105	\$124,149
M15	7%	\$37,497	\$95,342	\$132,839
M30	6%	\$39,746	\$101,063	\$140,809
M45	5%	\$41,733	\$106,116	\$147,848
M60	4%	\$43,402	\$110,360	\$153,762

FY39 2039						
Step	B	M	M15	M30	M45	M60
2	\$76,785	\$83,813	\$86,325	\$90,211	\$93,369	
3	\$79,341	\$86,879	\$89,485	\$93,512	\$96,785	
4	\$84,453	\$90,711	\$93,432	\$97,636	\$101,055	\$104,284
5	\$90,457	\$94,545	\$97,382	\$101,763	\$105,324	\$108,484
6	\$95,568	\$101,956	\$105,013	\$109,737	\$113,580	\$116,987
7	\$99,400	\$105,787	\$108,961	\$113,866	\$117,852	\$120,886
8	\$103,231	\$110,899	\$114,224	\$119,366	\$123,542	\$127,249
9	\$108,854	\$117,030	\$120,541	\$125,966	\$130,375	\$134,288
10	\$115,498	\$128,656	\$132,515	\$138,478	\$143,326	\$147,626
X	\$116,498	\$129,656	\$133,515	\$139,478	\$144,326	\$148,626
Y	\$117,498	\$130,656	\$134,515	\$140,478	\$145,326	\$149,626
Z	\$118,498	\$131,656	\$135,515	\$141,478	\$146,326	\$150,626

FY39 2039				
Track	Diff	Range	Min	Max
B		\$39,575	\$77,131	\$116,707
M	10%	\$43,533	\$84,845	\$128,378
M15	7%	\$46,580	\$90,784	\$137,364
M30	6%	\$49,375	\$96,231	\$145,606
M45	5%	\$51,844	\$101,042	\$152,886
M60	4%	\$53,917	\$105,084	\$159,001

FY39 2039				
Track	Diff	Range	Min	Max
B		\$30,144	\$77,400	\$107,544
M	18%	\$35,570	\$91,332	\$126,902
M15	7%	\$38,059	\$97,726	\$135,785
M30	6%	\$40,342	\$103,589	\$143,931
M45	5%	\$42,359	\$108,769	\$151,127
M60	4%	\$44,053	\$113,119	\$157,172

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

RTA Schedule						
FY40	2040					
Step	B	M	M15	M30	M45	M60
2	\$78,705	\$85,908	\$88,484	\$92,467	\$95,703	
3	\$81,325	\$89,051	\$91,722	\$95,850	\$99,205	
4	\$86,564	\$92,979	\$95,768	\$100,077	\$103,581	\$106,891
5	\$92,718	\$96,908	\$99,816	\$104,307	\$107,957	\$111,196
6	\$97,958	\$104,505	\$107,639	\$112,480	\$116,419	\$119,911
7	\$101,885	\$108,432	\$111,685	\$116,712	\$120,798	\$123,909
8	\$105,812	\$113,671	\$117,080	\$122,350	\$126,631	\$130,430
9	\$111,575	\$119,956	\$123,555	\$129,116	\$133,634	\$137,645
10	\$118,385	\$131,873	\$135,828	\$141,940	\$146,910	\$151,316
X	\$119,385	\$132,873	\$136,828	\$142,940	\$147,910	\$152,316
Y	\$120,385	\$133,873	\$137,828	\$143,940	\$148,910	\$153,316
Z	\$121,385	\$134,873	\$138,828	\$144,940	\$149,910	\$154,316

Schedule 1				
FY40	2040			
Track	Diff	Range	Min	Max
B		\$40,367	\$79,060	\$119,427
M	10%	\$44,404	\$86,966	\$131,369
M15	7%	\$47,512	\$93,053	\$140,565
M30	6%	\$50,362	\$98,637	\$148,999
M45	5%	\$52,881	\$103,568	\$156,449
M60	4%	\$54,995	\$107,711	\$162,706

Schedule 2				
FY40	2040			
Track	Diff	Range	Min	Max
B		\$30,596	\$79,335	\$109,931
M	18%	\$36,103	\$93,616	\$129,719
M15	7%	\$38,630	\$100,169	\$138,799
M30	6%	\$40,947	\$106,179	\$147,126
M45	5%	\$42,994	\$111,488	\$154,482
M60	4%	\$44,714	\$115,947	\$160,661

FY41	2041					
Step	B	M	M15	M30	M45	M60
2	\$80,672	\$88,056	\$90,696	\$94,778	\$98,096	
3	\$83,358	\$91,278	\$94,015	\$98,246	\$101,685	
4	\$88,728	\$95,303	\$98,162	\$102,579	\$106,170	\$109,563
5	\$95,036	\$99,331	\$102,312	\$106,915	\$110,656	\$113,976
6	\$100,406	\$107,117	\$110,330	\$115,292	\$119,330	\$122,909
7	\$104,432	\$111,143	\$114,477	\$119,630	\$123,818	\$127,006
8	\$108,457	\$116,513	\$120,007	\$125,409	\$129,797	\$133,691
9	\$114,365	\$122,955	\$126,644	\$132,343	\$136,975	\$141,086
10	\$121,345	\$135,169	\$139,224	\$145,488	\$150,582	\$155,099
X	\$122,345	\$136,169	\$140,224	\$146,488	\$151,582	\$156,099
Y	\$123,345	\$137,169	\$141,224	\$147,488	\$152,582	\$157,099
Z	\$124,345	\$138,169	\$142,224	\$148,488	\$153,582	\$158,099

FY41	2041			
Track	Diff	Range	Min	Max
B		\$41,174	\$81,036	\$122,210
M	10%	\$45,292	\$89,140	\$134,432
M15	7%	\$48,462	\$95,380	\$143,842
M30	6%	\$51,370	\$101,102	\$152,472
M45	5%	\$53,938	\$106,158	\$160,096
M60	4%	\$56,095	\$110,404	\$166,499

FY41	2041			
Track	Diff	Range	Min	Max
B		\$31,055	\$81,319	\$112,374
M	18%	\$36,645	\$95,956	\$132,601
M15	7%	\$39,210	\$102,673	\$141,882
M30	6%	\$41,562	\$108,833	\$150,395
M45	5%	\$43,639	\$114,275	\$157,914
M60	4%	\$45,385	\$118,846	\$164,231

FY42	2042					
Step	B	M	M15	M30	M45	M60
2	\$82,689	\$90,257	\$92,963	\$97,148	\$100,548	
3	\$85,442	\$93,559	\$96,366	\$100,702	\$104,227	
4	\$90,946	\$97,686	\$100,616	\$105,143	\$108,825	\$112,302
5	\$97,412	\$101,814	\$104,870	\$109,587	\$113,423	\$116,825
6	\$102,917	\$109,795	\$113,088	\$118,175	\$122,313	\$125,982
7	\$107,043	\$113,921	\$117,339	\$122,621	\$126,913	\$130,181
8	\$111,169	\$119,426	\$123,007	\$128,544	\$133,041	\$137,033
9	\$117,224	\$126,028	\$129,810	\$135,652	\$140,399	\$144,613
10	\$124,378	\$138,549	\$142,704	\$149,126	\$154,347	\$158,977
X	\$125,378	\$139,549	\$143,704	\$150,126	\$155,347	\$159,977
Y	\$126,378	\$140,549	\$144,704	\$151,126	\$156,347	\$160,977
Z	\$127,378	\$141,549	\$145,704	\$152,126	\$157,347	\$161,977

FY42	2042			
Track	Diff	Range	Min	Max
B		\$41,998	\$83,062	\$125,060
M	10%	\$46,197	\$91,368	\$137,566
M15	7%	\$49,431	\$97,764	\$147,195
M30	6%	\$52,397	\$103,630	\$156,027
M45	5%	\$55,017	\$108,812	\$163,829
M60	4%	\$57,217	\$113,164	\$170,381

FY42	2042			
Track	Diff	Range	Min	Max
B		\$31,521	\$83,352	\$114,873
M	18%	\$37,195	\$98,355	\$135,550
M15	7%	\$39,798	\$105,240	\$145,037
M30	6%	\$42,185	\$111,554	\$153,739
M45	5%	\$44,294	\$117,132	\$161,425
M60	4%	\$46,065	\$121,817	\$167,882

## Appendix D - RTA and Proposed Salary Schedules

Annual Inc= 2.50%

Sched 1 Range Inc= 2.00%

Sched 2 Range Inc= 1.50%

**RTA Schedule**

FY43		2043				
Step	B	M	M15	M30	M45	M60
2	\$84,756	\$92,514	\$95,287	\$99,577	\$103,062	
3	\$87,578	\$95,898	\$98,775	\$103,220	\$106,832	
4	\$93,220	\$100,128	\$103,132	\$107,772	\$111,545	\$115,110
5	\$99,847	\$104,360	\$107,491	\$112,327	\$116,258	\$119,746
6	\$105,490	\$112,540	\$115,915	\$121,129	\$125,371	\$129,132
7	\$109,719	\$116,769	\$120,272	\$125,686	\$130,086	\$133,436
8	\$113,948	\$122,412	\$126,082	\$131,757	\$136,367	\$140,459
9	\$120,154	\$129,179	\$133,055	\$139,043	\$143,909	\$148,229
10	\$127,488	\$142,012	\$146,272	\$152,854	\$158,206	\$162,951
X	\$128,488	\$143,012	\$147,272	\$153,854	\$159,206	\$163,951
Y	\$129,488	\$144,012	\$148,272	\$154,854	\$160,206	\$164,951
Z	\$130,488	\$145,012	\$149,272	\$155,854	\$161,206	\$165,951

**Schedule 1**

FY43		2043		
Track	Diff	Range	Min	Max
B		\$42,838	\$85,139	\$127,976
M	10%	\$47,121	\$93,653	\$140,774
M15	7%	\$50,420	\$100,208	\$150,628
M30	6%	\$53,445	\$106,221	\$159,666
M45	5%	\$56,117	\$111,532	\$167,649
M60	4%	\$58,361	\$115,993	\$174,354

**Schedule 2**

FY43		2043		
Track	Diff	Range	Min	Max
B		\$31,994	\$85,435	\$117,429
M	18%	\$37,753	\$100,814	\$138,566
M15	7%	\$40,395	\$107,871	\$148,265
M30	6%	\$42,818	\$114,343	\$157,161
M45	5%	\$44,958	\$120,060	\$165,018
M60	4%	\$46,756	\$124,863	\$171,619