

COMPENSATION PROPOSAL ADDENDUM
by the
ROCKPORT SCHOOL COMMITTEE
to the
ROCKPORT TEACHERS ASSOCIATION
February 12, 2007

I. Introduction

This addendum provides revisions to the original proposal dated February 1, 2007, as based on discussions at that meeting.

The following changes and additional information are provided and supersede any provisions stated in the February 1, 2007 proposal:

1. In both Schedule 1 and 2, the minimum and maximum salaries are now increased proportionally (e.g., 2.5%). The range is now merely the difference between the two salaries.
2. An additional adjustment was provided for service year calculations so that service years will continue to increment to prevent salary stagnation until the actual service years catch up. Adjustment factors are found on page 1 of the salary schedule.
3. Numerous examples of salary comparisons are provided for a range of employee situations.
4. If the proposal is accepted, section II highlights areas of the current RTA contract that will no longer be applicable and should be deleted from the new contract.

II. RTA Contract Changes

If this salary proposal is accepted, the following RTA contract sections will be eliminated:

1. Section XXII, H., regarding the Masters+60, is no longer needed since the new schedules take that into consideration.
2. Section XXIV, Service Increase/Longevity, is no longer needed since the new schedules take that into consideration.
3. Appendix A, pages 1-3, current salary schedule.

Salary Comparisons for Existing Employees as of FY07

<u>FY</u>	<u>Starting FY</u>	<u>Service Years</u>	<u>Svc Credit Sch 1</u>	<u>Track</u>	<u>Step</u>	<u>RTA Salary</u>	<u>Sched 1 Salary</u>	<u>Pct Chg from RTA</u>
5 years to retirement								
FY07	1978	30		M60	Z	\$69,988	\$69,988	0.00%
FY08	1978	31	31.00	M60	Z	\$71,663	\$71,663	0.00%
FY09	1978	32	32.00	M60	Z	\$73,379	\$76,769	4.62%
FY10	1978	33	33.00	M60	Z	\$75,139	\$79,530	5.84%
FY11	1978	34	34.00	M60	Z	\$76,942	\$82,382	7.07%
FY12	1978	35	35.00	M60	Z	\$78,791	\$85,327	8.30%
al Earnings from FY07						\$445,902	\$465,659	4.43%
Pension Calculation						\$61,566	\$65,930	7.09%
10 years to retirement								
FY07	1983	25		M60	Z	\$69,988	\$69,988	0.00%
FY08	1983	26	27.97	M60	Z	\$71,663	\$71,663	0.00%
FY09	1983	27	27.97	M60	Z	\$73,379	\$73,454	0.10%
FY10	1983	28	28.00	M60	Z	\$75,139	\$75,318	0.24%
FY11	1983	29	29.00	M60	Z	\$76,942	\$78,064	1.46%
FY12	1983	30	30.00	M60	Z	\$78,791	\$80,901	2.68%
FY13	1983	31	31.00	M60	Z	\$80,686	\$83,831	3.90%
FY14	1983	32	32.00	M60	Z	\$82,628	\$86,857	5.12%
FY15	1983	33	33.00	M60	Z	\$84,619	\$89,981	6.34%
FY16	1983	34	34.00	M60	Z	\$86,659	\$93,208	7.56%
FY17	1983	35	35.00	M60	Z	\$88,750	\$96,539	8.78%
al Earnings from FY07						\$869,244	\$899,805	3.52%
Pension Calculation						\$69,341	\$74,594	7.58%
15 years to retirement								
FY07	1988	20		M60	Y	\$68,988	\$68,988	0.00%
FY08	1988	21	26.72	M60	Y	\$70,663	\$70,663	0.00%
FY09	1988	22	26.72	M60	Y	\$72,379	\$72,429	0.07%
FY10	1988	23	26.72	M60	Y	\$74,139	\$74,240	0.14%
FY11	1988	24	26.72	M60	Y	\$75,942	\$76,096	0.20%
FY12	1988	25	26.72	M60	Z	\$78,791	\$77,999	-1.01%
FY13	1988	26	26.72	M60	Z	\$80,686	\$79,948	-0.91%
FY14	1988	27	27.00	M60	Z	\$82,628	\$82,207	-0.51%
FY15	1988	28	28.00	M60	Z	\$84,619	\$85,215	0.71%
FY16	1988	29	29.00	M60	Z	\$86,659	\$88,323	1.92%
FY17	1988	30	30.00	M60	Z	\$88,750	\$91,532	3.13%
FY18	1988	31	31.00	M60	Z	\$90,894	\$94,847	4.35%
FY19	1988	32	32.00	M60	Z	\$93,092	\$98,270	5.56%
FY20	1988	33	33.00	M60	Z	\$95,344	\$101,806	6.78%
FY21	1988	34	34.00	M60	Z	\$97,652	\$105,456	7.99%
FY22	1988	35	35.00	M60	Z	\$100,019	\$109,226	9.21%
al Earnings from FY07						\$1,341,245	\$1,377,245	2.68%
Pension Calculation						\$78,137	\$84,397	8.01%

Salary Comparisons for Existing Employees as of FY07

<u>FY</u>	<u>Starting FY</u>	<u>Service Years</u>	<u>Svc Credit Sch 1</u>	<u>Track</u>	<u>Step</u>	<u>RTA Salary</u>	<u>Sched 1 Salary</u>	<u>Pct Chg from RTA</u>
20 years to retirement								
FY07	1993	15		M	X	\$59,380	\$59,380	0.00%
FY08	1993	16	29.07	M	X	\$60,840	\$60,840	0.00%
FY09	1993	17	29.82	M	X	\$62,336	\$62,878	0.87%
FY10	1993	18	30.57	M	X	\$63,869	\$64,980	1.74%
FY11	1993	19	31.32	M	X	\$65,441	\$67,147	2.61%
FY12	1993	20	30.07	M	Y	\$68,052	\$67,898	-0.23%
FY13	1993	21	30.32	M	Y	\$69,703	\$69,786	0.12%
FY14	1993	22	30.57	M	Y	\$71,396	\$71,726	0.46%
FY15	1993	23	30.82	M	Y	\$73,131	\$73,719	0.80%
FY16	1993	24	31.07	M	Y	\$74,909	\$75,766	1.14%
FY17	1993	25	29.07	M30	Z	\$83,437	\$84,166	0.87%
FY18	1993	26	29.07	M30	Z	\$85,448	\$86,270	0.96%
FY19	1993	27	29.07	M30	Z	\$87,509	\$88,427	1.05%
FY20	1993	28	29.07	M30	Z	\$89,622	\$90,638	1.13%
FY21	1993	29	29.07	M30	Z	\$91,787	\$92,904	1.22%
FY22	1993	30	30.00	M30	Z	\$94,007	\$96,209	2.34%
FY23	1993	31	31.00	M30	Z	\$96,282	\$99,693	3.54%
FY24	1993	32	32.00	M30	Z	\$98,614	\$103,292	4.74%
FY25	1993	33	33.00	M30	Z	\$101,005	\$107,008	5.94%
FY26	1993	34	34.00	M30	Z	\$103,455	\$110,845	7.14%
FY27	1993	35	35.00	M30	Z	\$105,966	\$114,807	8.34%
al Earnings from FY07						\$1,706,190	\$1,748,379	2.47%
Pension Calculation						\$82,780	\$88,709	7.16%

25 years to retirement								
FY07	1998	10		B	10	\$52,409	\$52,409	0.00%
FY08	1998	11	27.27	B	10	\$53,720	\$53,720	0.00%
FY09	1998	12	28.02	B	10	\$55,063	\$55,528	0.85%
FY10	1998	13	28.77	B	10	\$56,439	\$57,394	1.69%
FY11	1998	14	29.52	B	10	\$57,850	\$59,318	2.54%
FY12	1998	15	30.27	B	X	\$60,297	\$61,303	1.67%
FY13	1998	16	31.02	B	X	\$61,779	\$63,350	2.54%
FY14	1998	17	31.77	B	X	\$63,298	\$65,460	3.42%
FY15	1998	18	32.52	B	X	\$64,856	\$67,637	4.29%
FY16	1998	19	33.27	B	X	\$66,452	\$69,882	5.16%
FY17	1998	20	34.02	B	Y	\$69,089	\$72,196	4.50%
FY18	1998	21	34.27	B	Y	\$70,766	\$74,195	4.85%
FY19	1998	22	34.97	B	Y	\$72,485	\$76,606	5.69%
FY20	1998	23	35.00	B	Y	\$74,247	\$78,549	5.79%
FY21	1998	24	35.00	B	Y	\$76,053	\$80,513	5.86%
FY22	1998	25	35.00	B	Z	\$78,905	\$82,526	4.59%
FY23	1998	26	35.00	B	Z	\$80,802	\$84,589	4.69%
FY24	1998	27	35.00	B	Z	\$82,747	\$86,704	4.78%
FY25	1998	28	35.00	B	Z	\$84,741	\$88,871	4.87%
FY26	1998	29	35.00	B	Z	\$86,784	\$91,093	4.96%
FY27	1998	30	35.00	B	Z	\$88,879	\$93,371	5.05%
FY28	1998	31	35.00	B	Z	\$91,026	\$95,705	5.14%
FY29	1998	32	35.00	B	Z	\$93,227	\$98,097	5.22%
FY30	1998	33	35.00	B	Z	\$95,482	\$100,550	5.31%
FY31	1998	34	35.00	B	Z	\$97,794	\$103,064	5.39%
FY32	1998	35	35.00	B	Z	\$100,164	\$105,640	5.47%
al Earnings from FY07						\$1,935,355	\$2,018,271	4.28%
Pension Calculation						\$78,251	\$82,468	5.39%

Salary Comparisons for Existing Employees as of FY07

<u>FY</u>	<u>Starting FY</u>	<u>Service Years</u>	<u>Svc Credit Sch 1</u>	<u>Track</u>	<u>Step</u>	<u>RTA Salary</u>	<u>Sched 1 Salary</u>	<u>Pct Chg from RTA</u>
30 years to retirement								
FY07	2003	5		M	6	\$46,265	\$46,265	0.00%
FY08	2003	6	11.76	M	7	\$49,203	\$49,203	0.00%
FY09	2003	7	12.51	M	8	\$52,870	\$50,950	-3.63%
FY10	2003	8	13.26	M15	9	\$58,904	\$55,787	-5.29%
FY11	2003	9	14.01	M15	10	\$66,374	\$57,756	-12.98%
FY12	2003	10	14.76	M15	10	\$68,033	\$59,789	-12.12%
FY13	2003	11	15.51	M30	10	\$72,872	\$64,827	-11.04%
FY14	2003	12	16.26	M30	10	\$74,694	\$67,096	-10.17%
FY15	2003	13	17.01	M30	10	\$76,561	\$69,437	-9.30%
FY16	2003	14	17.76	M45	10	\$81,223	\$74,548	-8.22%
FY17	2003	15	18.51	M45	X	\$84,253	\$77,136	-8.45%
FY18	2003	16	17.76	M45	X	\$86,335	\$78,322	-9.28%
FY19	2003	17	17.00	M45	X	\$88,468	\$79,506	-10.13%
FY20	2003	18	18.00	M60	X	\$93,344	\$85,628	-8.27%
FY21	2003	19	19.00	M60	X	\$95,652	\$88,875	-7.09%
FY22	2003	20	20.00	M60	Y	\$99,019	\$92,230	-6.86%
FY23	2003	21	21.00	M60	Y	\$101,444	\$95,697	-5.67%
FY24	2003	22	22.00	M60	Y	\$103,930	\$99,280	-4.47%
FY25	2003	23	23.00	M60	Y	\$106,479	\$102,982	-3.28%
FY26	2003	24	24.00	M60	Y	\$109,091	\$106,807	-2.09%
FY27	2003	25	25.00	M60	Z	\$112,768	\$110,759	-1.78%
FY28	2003	26	26.00	M60	Z	\$115,512	\$114,842	-0.58%
FY29	2003	27	27.00	M60	Z	\$118,325	\$119,060	0.62%
FY30	2003	28	28.00	M60	Z	\$121,208	\$123,417	1.82%
FY31	2003	29	29.00	M60	Z	\$124,163	\$127,917	3.02%
FY32	2003	30	30.00	M60	Z	\$127,192	\$132,566	4.22%
FY33	2003	31	31.00	M60	Z	\$130,297	\$137,367	5.43%
FY34	2003	32	32.00	M60	Z	\$133,479	\$142,325	6.63%
FY35	2003	33	33.00	M60	Z	\$136,741	\$147,445	7.83%
FY36	2003	34	34.00	M60	Z	\$140,085	\$152,732	9.03%
FY37	2003	35	35.00	M60	Z	\$143,512	\$158,191	10.23%
al Earnings from FY07						\$3,018,296	\$2,968,742	-1.64%
Pension Calculation						\$112,090	\$122,231	9.05%

Salary Comparisons for Existing Employees as of FY07

<u>FY</u>	<u>Starting FY</u>	<u>Service Years</u>	<u>Svc Credit Sch 1</u>	<u>Track</u>	<u>Step</u>	<u>RTA Salary</u>	<u>Sched 1 Salary</u>	<u>Pct Chg from RTA</u>
Sally - M7, all service in Rockport								
FY07	2002	6		M	7	\$48,003	\$48,003	0.00%
FY08	2002	7	17.85	M	8	\$51,581	\$51,581	0.00%
FY09	2002	8	18.60	M	9	\$55,793	\$55,145	-1.16%
FY10	2002	9	19.35	M	10	\$62,869	\$57,054	-9.25%
FY11	2002	10	20.10	M	10	\$64,441	\$59,024	-8.41%
FY12	2002	11	20.85	M	10	\$66,052	\$61,056	-7.56%
FY13	2002	12	21.60	M	10	\$67,703	\$63,153	-6.72%
FY14	2002	13	22.35	M	10	\$69,396	\$65,317	-5.88%
FY15	2002	14	23.10	M	10	\$71,131	\$67,549	-5.04%
FY16	2002	15	23.85	M	X	\$73,909	\$69,853	-5.49%
FY17	2002	16	24.60	M	X	\$75,732	\$72,229	-4.63%
FY18	2002	17	25.35	M	X	\$77,600	\$74,680	-3.76%
FY19	2002	18	26.10	M	X	\$79,515	\$77,209	-2.90%
FY20	2002	19	26.85	M	X	\$81,478	\$79,818	-2.04%
FY21	2002	20	27.60	M	Y	\$84,490	\$82,508	-2.35%
FY22	2002	21	27.65	M	Y	\$86,552	\$84,619	-2.23%
FY23	2002	22	28.35	M	Y	\$88,666	\$87,416	-1.41%
FY24	2002	23	29.05	M	Y	\$90,833	\$90,300	-0.59%
FY25	2002	24	29.75	M	Y	\$93,053	\$93,274	0.24%
FY26	2002	25	30.45	M	Z	\$96,330	\$96,340	0.01%
FY27	2002	26	30.20	M	Z	\$98,663	\$98,480	-0.19%
FY28	2002	27	30.85	M	Z	\$101,055	\$101,658	0.60%
FY29	2002	28	31.50	M	Z	\$103,506	\$104,934	1.38%
FY30	2002	29	32.15	M	Z	\$106,019	\$108,310	2.16%
FY31	2002	30	32.80	M	Z	\$108,594	\$111,789	2.94%
FY32	2002	31	32.25	M	Z	\$111,234	\$113,914	2.41%
FY33	2002	32	32.85	M	Z	\$113,940	\$117,510	3.13%
FY34	2002	33	33.45	M	Z	\$116,713	\$121,215	3.86%
FY35	2002	34	34.05	M	Z	\$119,556	\$125,031	4.58%
FY36	2002	35	35.00	M	Z	\$122,470	\$129,434	5.69%

Total Earnings from FY07	\$2,586,878	\$2,568,401	-0.71%
Pension Calculation	\$95,664	\$100,181	4.72%

Billy - M7, 17 years elsewhere but starts in Rockport FY07 @ M7

FY07	2002	1		M	7	\$48,003	\$48,003	0.00%
FY08	2002	2	15.30	M	8	\$51,581	\$51,581	0.00%
FY09	2002	3	16.05	M	9	\$55,793	\$53,387	-4.31%
FY10	2002	4	16.80	M	10	\$62,869	\$55,252	-12.12%
FY11	2002	5	17.55	M	10	\$64,441	\$57,176	-11.27%
FY12	2002	6	18.30	M	10	\$66,052	\$59,163	-10.43%
FY13	2002	7	19.05	M	10	\$67,703	\$61,212	-9.59%
FY14	2002	8	19.80	M	10	\$69,396	\$63,328	-8.74%
FY15	2002	9	20.55	M	10	\$71,131	\$65,510	-7.90%
FY16	2002	10	21.30	M	10	\$72,909	\$67,763	-7.06%
FY17	2002	11	22.05	M	10	\$74,732	\$70,087	-6.22%
FY18	2002	12	22.80	M	10	\$76,600	\$72,484	-5.37%
FY19	2002	13	23.55	M	10	\$78,515	\$74,958	-4.53%
FY20	2002	14	24.30	M	10	\$80,478	\$77,511	-3.69%
FY21	2002	15	25.05	M	X	\$83,490	\$80,144	-4.01%
FY22	2002	16	25.80	M	X	\$85,552	\$82,860	-3.15%
FY23	2002	17	26.55	M	X	\$87,666	\$85,662	-2.29%
FY24	2002	18	27.30	M	X	\$89,833	\$88,552	-1.43%
FY25	2002	19	28.05	M	X	\$92,053	\$91,534	-0.56%

Total Earnings from FY07	\$1,378,798	\$1,306,167	-5.27%
Pension Calculation	\$71,881	\$70,866	-1.41%

Salary Comparisons for Existing Employees as of FY07

<u>FY</u>	<u>Starting FY</u>	<u>Service Years</u>	<u>Svc Credit Sch 1</u>	<u>Track</u>	<u>Step</u>	<u>RTA Salary</u>	<u>Sched 1 Salary</u>	<u>Pct Chg from RTA</u>
Billy - M7, 17 years elsewhere but given salary credit for 17 years								
FY07	2002	1		M	7	\$48,003	\$48,003	0.00%
FY08	2002	2	18.00	M	8	\$51,581	\$51,581	0.00%
FY09	2002	3	18.75	M	9	\$55,793	\$55,249	-0.97%
FY10	2002	4	19.50	M	10	\$62,869	\$57,161	-9.08%
FY11	2002	5	20.25	M	10	\$64,441	\$59,133	-8.24%
FY12	2002	6	21.00	M	10	\$66,052	\$61,168	-7.39%
FY13	2002	7	21.75	M	10	\$67,703	\$63,268	-6.55%
FY14	2002	8	22.50	M	10	\$69,396	\$65,434	-5.71%
FY15	2002	9	23.25	M	10	\$71,131	\$67,670	-4.87%
FY16	2002	10	24.00	M	10	\$72,909	\$69,976	-4.02%
FY17	2002	11	24.75	M	10	\$74,732	\$72,356	-3.18%
FY18	2002	12	25.50	M	10	\$76,600	\$74,810	-2.34%
FY19	2002	13	26.25	M	10	\$78,515	\$77,342	-1.49%
FY20	2002	14	27.00	M	10	\$80,478	\$79,954	-0.65%
FY21	2002	15	27.75	M	X	\$83,490	\$82,648	-1.01%
FY22	2002	16	28.50	M	X	\$85,552	\$85,427	-0.15%
FY23	2002	17	29.25	M	X	\$87,666	\$88,293	0.72%
FY24	2002	18	30.00	M	X	\$89,833	\$91,249	1.58%
FY25	2002	19	30.75	M	X	\$92,053	\$94,298	2.44%
Total Earnings from FY07						\$1,378,798	\$1,345,021	-2.45%
Pension Calculation						\$71,881	\$73,024	1.59%

Gertie - M7, 30 years elsewhere but starts in Rockport FY07 @ M7								
FY07	2002	6		M	7	\$48,003	\$48,003	0.00%
FY08	2002	7	18.00	M	8	\$51,581	\$51,581	0.00%
FY09	2002	8	18.75	M	9	\$55,793	\$55,249	-0.97%
FY10	2002	9	19.50	M	10	\$62,869	\$57,161	-9.08%
FY11	2002	10	20.25	M	10	\$64,441	\$59,133	-8.24%
FY12	2002	11	21.00	M	10	\$66,052	\$61,168	-7.39%
Total Earnings from FY07						\$348,740	\$332,295	-4.72%
Pension Calculation						\$51,563	\$47,323	-8.22%

Gertie - M7, 30 years elsewhere but given salary credit for 30 years								
FY07	2002	30	30.00	M	7	\$48,003	\$48,003	0.00%
FY08	2002	31	31.00	M	8	\$51,581	\$51,581	0.00%
FY09	2002	32	32.00	M	9	\$55,793	\$64,383	15.40%
FY10	2002	33	33.00	M	10	\$62,869	\$66,699	6.09%
FY11	2002	34	34.00	M	10	\$64,441	\$69,091	7.22%
FY12	2002	35	35.00	M	10	\$66,052	\$71,561	8.34%
Total Earnings from FY07						\$348,740	\$371,319	6.47%
Pension Calculation						\$51,563	\$55,294	7.23%

Salary Comparisons for New Employees as of FY08

<u>FY</u>	<u>Starting FY</u>	<u>Service Years</u>	<u>Svc Credit Sch 1</u>	<u>Employee</u>	<u>Track</u>	<u>Step</u>	<u>RTA Salary</u>	<u>Sched 1 Salary</u>	<u>Pct Chg from RTA</u>
Starting FY08									
FY08	2008	1		197	M	2	\$38,983	\$38,983	0.00%
FY09	2008	2		197	M	3	\$41,419	\$47,183	13.92%
FY10	2008	3		197	M	4	\$44,327	\$48,912	10.34%
FY11	2008	4		197	M	5	\$47,355	\$50,697	7.06%
FY12	2008	5		197	M	6	\$52,344	\$52,541	0.38%
FY13	2008	6		197	M	7	\$55,669	\$54,445	-2.20%
FY14	2008	7		197	M15	8	\$61,612	\$59,233	-3.86%
FY15	2008	8		197	M15	9	\$66,644	\$61,366	-7.92%
FY16	2008	9		197	M15	10	\$75,096	\$63,568	-15.35%
FY17	2008	10		197	M30	10	\$80,437	\$68,805	-14.46%
FY18	2008	11		197	M30	10	\$82,448	\$71,259	-13.57%
FY19	2008	12		197	M30	10	\$84,509	\$73,792	-12.68%
FY20	2008	13		197	M45	10	\$89,655	\$79,464	-11.37%
FY21	2008	14		197	M45	10	\$91,896	\$82,273	-10.47%
FY22	2008	15		197	M45	X	\$95,193	\$85,172	-10.53%
FY23	2008	16		197	M60	X	\$100,444	\$91,691	-8.71%
FY24	2008	17		197	M60	X	\$102,930	\$94,903	-7.80%
FY25	2008	18		197	M60	X	\$105,479	\$98,219	-6.88%
FY26	2008	19		197	M60	X	\$108,091	\$101,642	-5.97%
FY27	2008	20		197	M60	Y	\$111,768	\$105,174	-5.90%
FY28	2008	21		197	M60	Y	\$114,512	\$108,819	-4.97%
FY29	2008	22		197	M60	Y	\$117,325	\$112,581	-4.04%
FY30	2008	23		197	M60	Y	\$120,208	\$116,462	-3.12%
FY31	2008	24		197	M60	Y	\$123,163	\$120,468	-2.19%
FY32	2008	25		197	M60	Z	\$127,192	\$124,601	-2.04%
FY33	2008	26		197	M60	Z	\$130,297	\$128,865	-1.10%
FY34	2008	27		197	M60	Z	\$133,479	\$133,265	-0.16%
FY35	2008	28		197	M60	Z	\$136,741	\$137,804	0.78%
FY36	2008	29		197	M60	Z	\$140,085	\$142,487	1.71%
FY37	2008	30		197	M60	Z	\$143,512	\$147,317	2.65%
FY38	2008	31		197	M60	Z	\$147,025	\$152,301	3.59%
FY39	2008	32		197	M60	Z	\$150,626	\$157,441	4.52%
FY40	2008	33		197	M60	Z	\$154,316	\$162,743	5.46%
FY41	2008	34		197	M60	Z	\$158,099	\$168,212	6.40%
FY42	2008	35		197	M60	Z	\$161,977	\$173,853	7.33%
Total Earnings from FY08							\$3,594,855	\$3,516,540	-2.18%
Pension Calculation							\$126,504	\$134,615	6.41%

Note: FY08 Salary adjusted to current RTA contract (\$45510)

Salary Comparisons for New Employees as of FY08

<u>FY</u>	<u>Starting FY</u>	<u>Service Years</u>	<u>Svc Credit Sch 1</u>	<u>Employee</u>	<u>Track</u>	<u>Step</u>	<u>RTA Salary</u>	<u>Sched 1 Salary</u>	<u>Pct Chg from RTA</u>
Starting FY13									
FY13	2013	1		105	B	2	\$40,407	\$46,388	14.80%
FY14	2013	2		105	B	3	\$42,796	\$48,093	12.38%
FY15	2013	3		105	M	4	\$50,152	\$55,339	10.34%
FY16	2013	4		105	M	5	\$53,578	\$57,359	7.06%
FY17	2013	5		105	M	6	\$59,222	\$59,445	0.38%
FY18	2013	6		105	M	7	\$62,984	\$61,600	-2.20%
FY19	2013	7		105	M	8	\$67,678	\$63,825	-5.69%
FY20	2013	8		105	M	9	\$73,205	\$66,123	-9.67%
FY21	2013	9		105	M	10	\$82,490	\$68,497	-16.96%
FY22	2013	10		105	M15	10	\$87,088	\$74,494	-14.46%
FY23	2013	11		105	M15	10	\$89,265	\$77,151	-13.57%
FY24	2013	12		105	M15	10	\$91,497	\$79,894	-12.68%
FY25	2013	13		105	M15	10	\$93,784	\$82,726	-11.79%
FY26	2013	14		105	M15	10	\$96,129	\$85,650	-10.90%
FY27	2013	15		105	M30	X	\$103,966	\$92,658	-10.88%
FY28	2013	16		105	M30	X	\$106,540	\$95,913	-9.97%
FY29	2013	17		105	M30	X	\$109,179	\$99,274	-9.07%
FY30	2013	18		105	M30	X	\$111,883	\$102,742	-8.17%
FY31	2013	19		105	M30	X	\$114,655	\$106,322	-7.27%
FY32	2013	20		105	M45	Y	\$122,575	\$114,418	-6.66%
FY33	2013	21		105	M45	Y	\$125,590	\$118,383	-5.74%
FY34	2013	22		105	M45	Y	\$128,680	\$122,476	-4.82%
FY35	2013	23		105	M45	Y	\$131,847	\$126,699	-3.90%
FY36	2013	24		105	M60	Y	\$139,085	\$136,298	-2.00%
FY37	2013	25		105	M60	Z	\$143,512	\$140,974	-1.77%
FY38	2013	26		105	M60	Z	\$147,025	\$145,799	-0.83%
FY39	2013	27		105	M60	Z	\$150,626	\$150,777	0.10%
FY40	2013	28		105	M60	Z	\$154,316	\$155,912	1.03%
FY41	2013	29		105	M60	Z	\$158,099	\$161,211	1.97%
FY42	2013	30		105	M60	Z	\$161,977	\$166,676	2.90%
Total Earnings from FY13							\$3,099,832	\$2,963,117	-4.41%
Pension Calculation							\$126,504	\$129,013	1.98%

Note: Last 5 years salary to retirement not included here.

