

**ESTIMATED RETRO PAY AMOUNTS - One Year Retro Pay Period**

<u>Salary Grade</u>	<u>Hiring Rate</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Job Rate</u>	<u>10-Year Longevity</u>	<u>15-Year Longevity</u>	<u>20-Year Longevity</u>	<u>25-Year Longevity</u>
<b>SG-6 - 3% Retro</b>	<b>\$1,103</b>	<b>\$1,147</b>	<b>\$1,192</b>	<b>\$1,237</b>	<b>\$1,281</b>	<b>\$1,326</b>	<b>\$1,370</b>	<b>\$1,449</b>	<b>\$1,519</b>	<b>\$1,630</b>	<b>\$1,715</b>
SG-6 - OT Retro	\$398	\$414	\$430	\$446	\$462	\$478	\$494	\$523	\$548	\$588	\$618
<b>SG-8 - 3% Retro</b>	<b>\$1,223</b>	<b>\$1,272</b>	<b>\$1,320</b>	<b>\$1,368</b>	<b>\$1,416</b>	<b>\$1,464</b>	<b>\$1,512</b>	<b>\$1,598</b>	<b>\$1,673</b>	<b>\$1,788</b>	<b>\$1,879</b>
SG-8 - OT Retro	\$441	\$459	\$476	\$493	\$511	\$528	\$545	\$576	\$603	\$645	\$677
<b>SG-9 - 3% Retro</b>	<b>\$1,288</b>	<b>\$1,338</b>	<b>\$1,389</b>	<b>\$1,439</b>	<b>\$1,489</b>	<b>\$1,539</b>	<b>\$1,590</b>	<b>\$1,679</b>	<b>\$1,757</b>	<b>\$1,876</b>	<b>\$1,970</b>
SG-9 - OT Retro	\$464	\$483	\$501	\$519	\$537	\$555	\$573	\$605	\$634	\$676	\$710
<b>SG-10 - 3% Retro</b>	<b>\$1,358</b>	<b>\$1,411</b>	<b>\$1,463</b>	<b>\$1,516</b>	<b>\$1,569</b>	<b>\$1,622</b>	<b>\$1,675</b>	<b>\$1,768</b>	<b>\$1,850</b>	<b>\$1,972</b>	<b>\$2,070</b>
SG-10 - OT Retro	\$490	\$509	\$528	\$547	\$566	\$585	\$604	\$638	\$667	\$711	\$746
<b>SG-11 - 3% Retro</b>	<b>\$1,434</b>	<b>\$1,489</b>	<b>\$1,544</b>	<b>\$1,599</b>	<b>\$1,654</b>	<b>\$1,709</b>	<b>\$1,764</b>	<b>\$1,861</b>	<b>\$1,947</b>	<b>\$2,072</b>	<b>\$2,173</b>
SG-11 - OT Retro	\$517	\$537	\$557	\$577	\$596	\$616	\$636	\$671	\$702	\$747	\$783
<b>SG-12 - 3% Retro</b>	<b>\$1,510</b>	<b>\$1,568</b>	<b>\$1,625</b>	<b>\$1,683</b>	<b>\$1,740</b>	<b>\$1,797</b>	<b>\$1,855</b>	<b>\$1,957</b>	<b>\$2,046</b>	<b>\$2,175</b>	<b>\$2,279</b>
SG-12 - OT Retro	\$545	\$565	\$586	\$607	\$627	\$648	\$669	\$706	\$738	\$784	\$822
<b>SG-14 - 3% Retro</b>	<b>\$1,685</b>	<b>\$1,748</b>	<b>\$1,810</b>	<b>\$1,873</b>	<b>\$1,936</b>	<b>\$1,999</b>	<b>\$2,061</b>	<b>\$2,173</b>	<b>\$2,270</b>	<b>\$2,406</b>	<b>\$2,519</b>
SG-14 - OT Retro	\$607	\$630	\$653	\$675	\$698	\$721	\$743	\$783	\$819	\$867	\$908
<b>SG-15 - 3% Retro</b>	<b>\$1,778</b>	<b>\$1,843</b>	<b>\$1,909</b>	<b>\$1,974</b>	<b>\$2,039</b>	<b>\$2,104</b>	<b>\$2,170</b>	<b>\$2,285</b>	<b>\$2,387</b>	<b>\$2,526</b>	<b>\$2,643</b>
SG-15 - OT Retro	\$641	\$665	\$688	\$712	\$735	\$759	\$782	\$824	\$861	\$911	\$953
<b>SG-16 - 3% Retro</b>	<b>\$1,875</b>	<b>\$1,943</b>	<b>\$2,011</b>	<b>\$2,079</b>	<b>\$2,148</b>	<b>\$2,216</b>	<b>\$2,284</b>	<b>\$2,405</b>	<b>\$2,511</b>	<b>\$2,654</b>	<b>\$2,776</b>
SG-16 - OT Retro	\$676	\$701	\$725	\$750	\$774	\$799	\$824	\$867	\$906	\$957	\$1,001
<b>SG-17 - 3% Retro</b>	<b>\$1,976</b>	<b>\$2,048</b>	<b>\$2,120</b>	<b>\$2,192</b>	<b>\$2,264</b>	<b>\$2,336</b>	<b>\$2,408</b>	<b>\$2,535</b>	<b>\$2,647</b>	<b>\$2,795</b>	<b>\$2,922</b>
SG-17 - OT Retro	\$713	\$739	\$764	\$790	\$816	\$842	\$868	\$914	\$954	\$1,008	\$1,054
<b>SG-18 - 3% Retro</b>	<b>\$2,085</b>	<b>\$2,160</b>	<b>\$2,236</b>	<b>\$2,311</b>	<b>\$2,387</b>	<b>\$2,462</b>	<b>\$2,538</b>	<b>\$2,671</b>	<b>\$2,789</b>	<b>\$2,942</b>	<b>\$3,075</b>
SG-18 - OT Retro	\$752	\$779	\$806	\$833	\$861	\$888	\$915	\$963	\$1,006	\$1,061	\$1,109

Notes:

The **bold** number represents retro-pay based on the 3% increase to your base salary for the first year of the new contract

The bottom number represents **an added retro-pay amount** assuming that 500 hours of overtime were worked during the back pay period

Add the **bold** number and bottom number for your final estimated retro pay amount

This calculation estimates a retro-pay check assuming a back pay period of April 1, 2023 to March 31, 2024

This calculation does not include the \$3000 signing bonus, or Inconvenience Pay

The retro-pay and overtime calculations do not include various soft monies (hazardous, expanded, facility security, location).