

## Butler 4/2 Proposal – Examples for On-Scale and Off-Scale Pay Increases

To more clearly illustrate how pay increases would work over the life of the contract, we’re providing examples using fictional employees “Gloria” and “Phil”. Gloria is on the EVS Tech step scale begins on the scale but moves off scale during the course of the contract, and Phil is also an EVS Tech who is currently off scale.

### Example 1: Gloria, an EVS Tech at Butler who is currently on the Start Rate Step

#### EVS Tech

Date	On-Scale	STR	1YR	2YR	Off-Scale	15YR	20YR	25YR	30YR
4/1/2024 - 1%	1%	\$16.08	\$16.55	\$17.05	1% every 6 mo.	2%	1%	\$500.00	\$750.00
4 Weeks After Ratification	2%	\$16.40	\$16.88	\$17.39	4%	2%	1%	\$500.00	\$750.00
4/1/2026	1%	\$16.56	\$17.05	\$17.56	2%	2%	1%	\$500.00	\$750.00
4/1/2027	1%	\$16.73	\$17.22	\$17.74	2%	2%	1%	\$500.00	\$750.00
4/1/2028	2%	\$17.06	\$17.56	\$18.09	4%	2%	1%	\$500.00	\$750.00

- Gloria currently makes \$16.08/hr. If the Butler proposal were to be ratified, 4 weeks after contract ratification Gloria will move to the new Start Rate Step, which is \$16.40 and reflects the 2% across the board scale increase.
- The next year, the pay period of 4/1/2026 Gloria will move up one step onto the new 1YR Step, which is \$17.05/hr. – a total of a 3.9% increase. (1% across the board scale increase and 2.9% step increase)
- In 2027, the pay period of 4/1/2027 Gloria will move up another step onto the new 2 YR Step, which is \$17.74/hr. – a 4.0% increase. (1% across the board scale increase and 3% step increase)
- In 2028, the pay period of 4/1/2028 Gloria will move “off-scale” and receive a 4% increase to \$18.45/hr., (4% across the board off-scale increase).
- **Over the course of this contract, Gloria’s salary has increased 14.7%.**

### Example 2: Phil, an EVS Tech at Butler who is currently Off-Scale

#### EVS Tech

Date	On-Scale	STR	1YR	2YR	Off-Scale	15YR	20YR	25YR	30YR
4/1/2024 - 1%	1%	\$16.08	\$16.55	\$17.05	1% every 6 mo.	2%	1%	\$500.00	\$750.00
4 Weeks After Ratification	2%	\$16.40	\$16.88	\$17.39	4%	2%	1%	\$500.00	\$750.00
4/1/2026	1%	\$16.56	\$17.05	\$17.56	2%	2%	1%	\$500.00	\$750.00
4/1/2027	1%	\$16.73	\$17.22	\$17.74	2%	2%	1%	\$500.00	\$750.00
4/1/2028	2%	\$17.06	\$17.56	\$18.09	4%	2%	1%	\$500.00	\$750.00

- Phil currently makes \$17.39/hr. If the Butler proposal were to be ratified, 4 weeks later Phil’s rate will increase to \$18.09/hr. and reflects the 4% across the board scale increase.
- The next year, the pay period of 4/1/2026 Phil will receive a 2% increase to \$18.45/hr. – a total of a 2.0% increase. (2% across the board off-scale scale increase)
- The year after that, the pay period of 4/1/2027 Phil will receive a 2% increase to \$18.82/hr. (2% across the board off-scale increase).
- During the final year of the contract, the pay period of 4/1/2028 Phil will receive a 4% increase to \$19.57 (4% across the board off-scale increase).
- **Over the course of this contract, Phil’s salary has increased 12.5%.**

The examples above reflect the EVS Tech scale only. While % raises are across the board, step increase amounts and number of steps vary by job description. To determine your current position on the scale for your job, check your pay stub on iCare.