

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 “Jake” and “Rosa”. Jake is on the Mental Health Worker step scale on the 1YR Step, and Rosa is also a Mental Health Worker is on the 4 Yr Step and will go off scale during the course of this contract.

Example 1: Jake, a Mental Health Worker at Butler who is currently on the 1 Yr Rate Step

Mental Health Worker

Date	On Scale % Inc	1	2	3	4	5	6	7	Off-Scale	15YR	20YR	25YR	30YR
		STR	3MOS	1YR	2YR	3YR	4YR	5YR					
4/1/2024 - 1%	1%	\$18.27	\$18.94	\$19.46	\$19.99	\$20.73	\$21.27	\$21.90	1% every 6 mo.	2%	1%	\$500.00	\$750.00
4 Weeks After Ratification	2%	\$18.64	\$19.32	\$19.85	\$20.39	\$21.14	\$21.70	\$22.34	4%	2%	1%	\$500.00	\$750.00
4/1/2026	1%	\$18.83	\$19.51	\$20.05	\$20.59	\$21.35	\$21.92	\$22.56	2%	2%	1%	\$500.00	\$750.00
4/1/2027	1%	\$19.02	\$19.71	\$20.25	\$20.80	\$21.56	\$22.14	\$22.79	2%	2%	1%	\$500.00	\$750.00
4/1/2028	2%	\$19.40	\$20.10	\$20.66	\$21.22	\$21.99	\$22.58	\$23.25	4%	2%	1%	\$500.00	\$750.00

- Jake currently makes \$19.46/hr. If the Butler proposal were to be ratified, 4 weeks after contract ratification Jake will move to the new 1Yr Step, which is \$19.85/hr. and reflects the 2% across the board scale increase.
- The next year, the pay period of 4/1/2026 Jake will move up one step onto the new 2YR Step, which is \$20.59/hr. - a total of a 3.7% increase. (1% across the board scale increase and 2.7% step increase)
- In 2027, the pay period of 4/1/2027 Jake will move up one step onto the new 3YR Step, which is \$21.56/hr. - a total of a 4.7% increase. (1% across the board scale increase and 3.7% step increase)
- In 2028, the pay period of 4/1/2028 Jake will move up one step onto the new 4YR Step, which is \$22.58/hr. - a total of a 4.7% increase. (1% across the board scale increase and 3.7% step increase)
- **Over the course of this contract, Jake’s salary has increased 15.93%.**

Example 2: Rosa, a Mental Health Worker at Butler who is currently On the 4 Yr Rate Step

Mental Health Worker

Date	On Scale % Inc	1	2	3	4	5	6	7	Off-Scale	15YR	20YR	25YR	30YR
		STR	3MOS	1YR	2YR	3YR	4YR	5YR					
4/1/2024 - 1%	1%	\$18.27	\$18.94	\$19.46	\$19.99	\$20.73	\$21.27	\$21.90	1% every 6 mo.	2%	1%	\$500.00	\$750.00
4 Weeks After Ratification	2%	\$18.64	\$19.32	\$19.85	\$20.39	\$21.14	\$21.70	\$22.34	4%	2%	1%	\$500.00	\$750.00
4/1/2026	1%	\$18.83	\$19.51	\$20.05	\$20.59	\$21.35	\$21.92	\$22.56	2%	2%	1%	\$500.00	\$750.00
4/1/2027	1%	\$19.02	\$19.71	\$20.25	\$20.80	\$21.56	\$22.14	\$22.79	2%	2%	1%	\$500.00	\$750.00
4/1/2028	2%	\$19.40	\$20.10	\$20.66	\$21.22	\$21.99	\$22.58	\$23.25	4%	2%	1%	\$500.00	\$750.00

- Rosa currently makes \$21.27/hr. If the Butler proposal were to be ratified, 4 weeks after contract ratification Rosa will most to the new 4Yr Step, which is \$21.70/hr. and reflects the 2% across the board scale increase.
- The next year, the pay period of 4/1/2026 Rosa will move up one step onto the new 5YR Step, which is \$22.56/hr. - a total of a 3.9% increase. (1% across the board scale increase and 2.9% step increase)
- The year after that, the pay period of 4/1/2027 Rosa will receive a 2% increase to \$23.01/hr. (2% across the board off-scale increase).
- During the final year of the contract, the pay period of 4/1/2028 Rosa will receive a 4% increase to \$23.94 (4% across the board off-scale increase).
- **Over the course of this contract, Rosa’s salary has increased 12.55%.**

The examples above reflect the Mental Health Worker 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.