

## 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 “John” and “Alexis”. John is on the Unit Secretary step scale begins on the scale but moves off scale during the course of the contract, and Alexis is also a Unit Secretary who is currently off scale.

### Example 1: John, a Unit Secretary at Butler who is currently on the 1 Yr Rate Step

#### Unit Secretary

Date	On-Scale	STR	1YR	2YR	Off-Scale	15YR	20YR	25YR	30YR
4/1/2024 - 1%	1%	\$19.76	\$20.53	\$21.34	1% every 6 mo.	2%	1%	\$500.00	\$750.00
4 Weeks After Ratification	2%	\$20.16	\$20.94	\$21.77	4%	2%	1%	\$500.00	\$750.00
4/1/2026	1%	\$20.36	\$21.15	\$21.99	2%	2%	1%	\$500.00	\$750.00
4/1/2027	1%	\$20.56	\$21.36	\$22.21	2%	2%	1%	\$500.00	\$750.00
4/1/2028	2%	\$20.97	\$21.79	\$22.65	4%	2%	1%	\$500.00	\$750.00

- John currently makes \$20.53/hr. If the Butler proposal were to be ratified, 4 weeks after contract ratification John will move to the new 1Yr Step, which is \$20.94/hr. and reflects the 2% across the board scale increase.
- The next year, the pay period of 4/1/2026 John will move up one step onto the new 2YR Step, which is \$21.99/hr. - a total of a 5.0% increase. (1% across the board scale increase and 4% step increase)
- In 2027, the pay period of 4/1/2027 John will move “off-scale” and receive a 2% increase, which is \$22.43/hr. (2% across the board off-scale increase)
- In 2028, the pay period of 4/1/2028 John will receive a 4% increase to \$23.33/hr., (4% across the board off-scale increase).
- **Over the course of this contract, John’s salary has increased 13.63%.**

### Example 2: Alexis, a Unit Secretary at Butler who is currently Off-Scale

#### Unit Secretary

Date	On-Scale	STR	1YR	2YR	Off-Scale	15YR	20YR	25YR	30YR
4/1/2024 - 1%	1%	\$19.76	\$20.53	\$21.34	1% every 6 mo.	2%	1%	\$500.00	\$750.00
4 Weeks After Ratification	2%	\$20.16	\$20.94	\$21.77	4%	2%	1%	\$500.00	\$750.00
4/1/2026	1%	\$20.36	\$21.15	\$21.99	2%	2%	1%	\$500.00	\$750.00
4/1/2027	1%	\$20.56	\$21.36	\$22.21	2%	2%	1%	\$500.00	\$750.00
4/1/2028	2%	\$20.97	\$21.79	\$22.65	4%	2%	1%	\$500.00	\$750.00

- Alexis currently makes \$21.77/hr. If the Butler proposal were to be ratified, 4 weeks later Alexis’s rate will increase to \$22.64/hr. and reflects the 4% across the board scale increase.
- The next year, the pay period of 4/1/2026 Alexis will receive a 2% increase to \$23.09/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 Alexis will receive a 2% increase to \$23.55. (2% across the board off-scale increase).
- During the final year of the contract, the pay period of 4/1/2028 Alexis will receive a 4% increase to \$24.49 (4% across the board off-scale increase).
- **Over the course of this contract, Alexis’s salary has increased 12.49%.**

**The examples above reflect the Unit Secretary 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.**