

How to Find Your New Pay Rate

SHARE Contract 10/1/2016 - 9/30/2018

1. Find the chart for your grade
2. Look for your current rate in the column titled "10/1/2015". If you are...
 - exactly on a platform and not at the grade max, use **Method A** (below)
 - between platforms, at max/over max, or in a grade without platforms, then use **Method B** (on the back)

Example:

If your grade is NSG4 and you make 15.74
 → use **Method A** because 15.74 is in the 10/1/2015 column

If your grade is NSG4 and you make 15.80
 → use **Method B** because 15.80 is not in the 10/1/2015 column

NSG4	10/1/2015	1/1/2017	10/1/2017
Min	15.13	15.13	15.43
1	15.43	15.43	15.74
2	15.74	15.74	16.05
3	16.03	16.05	16.37
4	16.35	16.35	16.68
5	16.65	16.68	17.01

Method A – “one over and one down”

For each year’s raise, you move one column to the right and one row down to the next platform.

Example:

Current rate: \$15.74 (platform 2)
 1/1/17: \$16.05 (platform 3)
 10/1/17: \$16.68 (platform 4)

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Method B – multiplication

Round result at each step to the nearest cent.

Your Calculations	Instructions
	1. Current rate
	2. Multiply (1) x 1.02 This is your 1/1/17 base rate
	3. Multiply (2) x 1.02 to add 10/1/17 across the board raise
	4. Multiply (3) x 1.0193 to add 10/1/17 platform movement
	5. 10/1/17 Max Cap for your grade
	If (4) is less than or equal to (5) : STOP your 10/1/17 base rate is (4)

<i>Example Calculations</i>
15.80
16.12
16.44
16.77
26.23
16.77

20	22.08	22.09	22.53
Max	22.51	22.52	22.97
		*	*
Max cap	-	25.72	26.23

Your Calculations	Instructions if (4) is more than (5):
	6. Take the higher of (3) or (5) this is your 10/1/17 base rate
	7. Subtract: (4) minus (6) amount over max cap is paid as bonus

<i>Example Calculations</i>