

**RATES OF PAY - RC-009
EFFECTIVE JULY 1, 2023**

PAY GRADE		4.00% STEPS										
		1c	1b	1a	1	2	3	4	5	6	7	8
RC-009-01	Regular Formula Rate	3085	3182	3282	3296	3373	3461	3543	3630	3716	3869	4023
	Alternative Formula Rate	3202	3304	3408	3427	3503	3594	3686	3773	3860	4023	4186
RC-009-02	Regular Formula Rate	3154	3253	3356	3373	3461	3556	3635	3734	3819	3980	4142
	Alternative Formula Rate	3273	3377	3481	3503	3594	3692	3777	3882	3971	4138	4304
RC-009-03	Regular Formula Rate	3176	3279	3379	3397	3503	3616	3727	3846	3971	4130	4296
	Alternative Formula Rate	3295	3401	3507	3528	3640	3758	3876	4002	4125	4295	4468
RC-009-04	Regular Formula Rate	3229	3333	3436	3455	3543	3633	3727	3824	3914	4079	4241
	Alternative Formula Rate	3350	3459	3565	3589	3686	3776	3876	3976	4070	4242	4412
RC-009-05	Regular Formula Rate	3250	3356	3460	3480	3587	3702	3819	3942	4066	4228	4402
	Alternative Formula Rate	3378	3487	3595	3620	3729	3851	3971	4101	4227	4401	4577
RC-009-06	Regular Formula Rate	3324	3431	3538	3561	3650	3750	3856	3952	4062	4236	4404
	Alternative Formula Rate	3449	3557	3669	3696	3795	3899	4010	4113	4221	4404	4580
RC-009-07	Regular Formula Rate	3391	3500	3609	3635	3746	3838	3951	4059	4165	4345	4518
	Alternative Formula Rate	3521	3636	3748	3777	3892	3994	4112	4219	4335	4526	4707
RC-009-08	Regular Formula Rate	3408	3518	3628	3650	3755	3867	3975	4081	4197	4387	4561
	Alternative Formula Rate	3537	3650	3766	3795	3903	4021	4131	4245	4363	4569	4751
RC-009-09	Regular Formula Rate	3421	3531	3641	3667	3780	3902	4024	4157	4292	4478	4656
	Alternative Formula Rate	3554	3668	3782	3813	3933	4057	4189	4323	4470	4662	4848
RC-009-10	Regular Formula Rate	3492	3606	3717	3746	3856	3963	4080	4192	4315	4515	4696
	Alternative Formula Rate	3624	3742	3860	3892	4010	4118	4244	4358	4491	4701	4889
RC-009-11	Regular Formula Rate	3502	3614	3726	3755	3875	3987	4113	4223	4346	4551	4734
	Alternative Formula Rate	3638	3755	3871	3903	4032	4145	4280	4395	4527	4740	4931
RC-009-12	Regular Formula Rate	3521	3634	3748	3776	3896	4021	4149	4280	4423	4618	4803
	Alternative Formula Rate	3659	3776	3894	3929	4050	4183	4318	4457	4610	4810	5003
RC-009-13	Regular Formula Rate	3610	3725	3842	3875	3994	4122	4249	4385	4516	4730	4918
	Alternative Formula Rate	3754	3874	3995	4032	4156	4289	4421	4566	4702	4925	5125
RC-009-14	Regular Formula Rate	3618	3734	3851	3884	4005	4140	4267	4411	4561	4763	4954
	Alternative Formula Rate	3759	3879	4001	4038	4166	4304	4441	4594	4751	4966	5167
RC-009-15	Regular Formula Rate	3697	3815	3935	3971	4093	4227	4361	4508	4640	4866	5060
	Alternative Formula Rate	3839	3962	4086	4125	4257	4400	4543	4699	4830	5071	5276
RC-009-16	Regular Formula Rate	3722	3842	3962	3998	4144	4267	4409	4548	4687	4926	5126
	Alternative Formula Rate	3869	3995	4118	4160	4313	4441	4593	4736	4886	5145	5350
RC-009-17	Regular Formula Rate	3725	3846	3966	4002	4130	4267	4408	4558	4711	4948	5145
	Alternative Formula Rate	3874	3999	4123	4163	4295	4441	4592	4748	4911	5167	5371
RC-009-18	Regular Formula Rate	3760	3880	4002	4039	4168	4315	4456	4606	4761	4987	5184
	Alternative Formula Rate	3911	4036	4162	4205	4340	4491	4640	4801	4963	5205	5412
RC-009-19	Regular Formula Rate	3812	3934	4058	4097	4249	4387	4530	4679	4824	5080	5282
	Alternative Formula Rate	3959	4087	4216	4260	4421	4569	4720	4873	5029	5299	5513
RC-009-20	Regular Formula Rate	3841	3966	4089	4130	4280	4421	4576	4725	4878	5173	5381
	Alternative Formula Rate	3994	4122	4250	4295	4457	4607	4763	4923	5089	5404	5619
RC-009-21	Regular Formula Rate	3949	4077	4204	4247	4392	4530	4685	4843	5011	5284	5497
	Alternative Formula Rate	4105	4239	4372	4418	4576	4720	4881	5048	5230	5516	5739
RC-009-22	Regular Formula Rate	4010	4139	4267	4315	4472	4618	4791	4948	5129	5406	5620
	Alternative Formula Rate	4169	4306	4439	4491	4656	4810	4994	5167	5352	5643	5870
RC-009-23	Regular Formula Rate	4102	4236	4369	4415	4579	4738	4919	5088	5254	5540	5763
	Alternative Formula Rate	4268	4408	4546	4599	4769	4941	5129	5311	5484	5795	6021
RC-009-24	Regular Formula Rate	4108	4243	4375	4423	4587	4752	4933	5113	5293	5578	5805

	Alternative Formula Rate	4279	4419	4556	4610	4779	4956	5148	5336	5533	5834	6069	
RC-009-25	Regular Formula Rate	4460	4603	4747	4807	4999	5195	5417	5621	5842	6184	6430	
	Alternative Formula Rate	4645	4795	4946	5012	5220	5425	5662	5879	6109	6464	6723	
RC-009-26	Regular Formula Rate	4635	4785	4934	5001	5224	5440	5670	5895	6119	6479	6733	
	Alternative Formula Rate	4837	4993	5150	5223	5450	5684	5924	6165	6393	6770	7043	
RC-009-27	Regular Formula Rate	4856	5012	5171	5244	5468	5702	5942	6178	6406	6775	7045	
	Alternative Formula Rate	5070	5235	5399	5479	5714	5964	6209	6451	6697	7073	7357	
RC-009-28	Regular Formula Rate	5050	5212	5378	5454	5687	5930	6180	6425	6662	7046	7327	NEW
	Alternative Formula Rate	5273	5444	5615	5698	5943	6203	6457	6709	6965	7356	7651	NEW
RC-009-29	Regular Formula Rate	5252	5420	5593	5672	5914	6167	6427	6682	6928	7328	7620	NEW
	Alternative Formula Rate	5484	5662	5840	5926	6181	6451	6715	6977	7244	7650	7957	NEW

RATES OF PAY - RC-009
EFFECTIVE JANUARY 1, 2024

2.50%		STEPS										
PAY GRADE		1c	1b	1a	1	2	3	4	5	6	7	8
RC-009-01	Regular Formula Rate	3162	3262	3364	3378	3457	3548	3632	3721	3809	3966	4124
	Alternative Formula Rate	3282	3387	3493	3513	3591	3684	3778	3867	3957	4124	4291
RC-009-02	Regular Formula Rate	3233	3334	3440	3457	3548	3645	3726	3827	3914	4080	4246
	Alternative Formula Rate	3355	3461	3568	3591	3684	3784	3871	3979	4070	4241	4412
RC-009-03	Regular Formula Rate	3255	3361	3463	3482	3591	3706	3820	3942	4070	4233	4403
	Alternative Formula Rate	3377	3486	3595	3616	3731	3852	3973	4102	4228	4402	4580
RC-009-04	Regular Formula Rate	3310	3416	3522	3541	3632	3724	3820	3920	4012	4181	4347
	Alternative Formula Rate	3434	3545	3654	3679	3778	3870	3973	4075	4172	4348	4522
RC-009-05	Regular Formula Rate	3331	3440	3547	3567	3677	3795	3914	4041	4168	4334	4512
	Alternative Formula Rate	3462	3574	3685	3711	3822	3947	4070	4204	4333	4511	4691
RC-009-06	Regular Formula Rate	3407	3517	3626	3650	3741	3844	3952	4051	4164	4342	4514
	Alternative Formula Rate	3535	3646	3761	3788	3890	3996	4110	4216	4327	4514	4695
RC-009-07	Regular Formula Rate	3476	3588	3699	3726	3840	3934	4050	4160	4269	4454	4631
	Alternative Formula Rate	3609	3727	3842	3871	3989	4094	4215	4324	4443	4639	4825
RC-009-08	Regular Formula Rate	3493	3606	3719	3741	3849	3964	4074	4183	4302	4497	4675
	Alternative Formula Rate	3625	3741	3860	3890	4001	4122	4234	4351	4472	4683	4870
RC-009-09	Regular Formula Rate	3507	3619	3732	3759	3875	4000	4125	4261	4399	4590	4772
	Alternative Formula Rate	3643	3760	3877	3908	4031	4158	4294	4431	4582	4779	4969
RC-009-10	Regular Formula Rate	3579	3696	3810	3840	3952	4062	4182	4297	4423	4628	4813
	Alternative Formula Rate	3715	3836	3957	3989	4110	4221	4350	4467	4603	4819	5011
RC-009-11	Regular Formula Rate	3590	3704	3819	3849	3972	4087	4216	4329	4455	4665	4852
	Alternative Formula Rate	3729	3849	3968	4001	4133	4249	4387	4505	4640	4859	5054
RC-009-12	Regular Formula Rate	3609	3725	3842	3870	3993	4122	4253	4387	4534	4733	4923
	Alternative Formula Rate	3750	3870	3991	4027	4151	4288	4426	4568	4725	4930	5128
RC-009-13	Regular Formula Rate	3700	3818	3938	3972	4094	4225	4355	4495	4629	4848	5041
	Alternative Formula Rate	3848	3971	4095	4133	4260	4396	4532	4680	4820	5048	5253
RC-009-14	Regular Formula Rate	3708	3827	3947	3981	4105	4244	4374	4521	4675	4882	5078
	Alternative Formula Rate	3853	3976	4101	4139	4270	4412	4552	4709	4870	5090	5296
RC-009-15	Regular Formula Rate	3789	3910	4033	4070	4195	4333	4470	4621	4756	4988	5187
	Alternative Formula Rate	3935	4061	4188	4228	4363	4510	4657	4816	4951	5198	5408
RC-009-16	Regular Formula Rate	3815	3938	4061	4098	4248	4374	4519	4662	4804	5049	5254
	Alternative Formula Rate	3966	4095	4221	4264	4421	4552	4708	4854	5008	5274	5484
RC-009-17	Regular Formula Rate	3818	3942	4065	4102	4233	4374	4518	4672	4829	5072	5274
	Alternative Formula Rate	3971	4099	4226	4267	4402	4552	4707	4867	5034	5296	5505
RC-009-18	Regular Formula Rate	3854	3977	4102	4140	4272	4423	4567	4721	4880	5112	5314
	Alternative Formula Rate	4009	4137	4266	4310	4449	4603	4756	4921	5087	5335	5547
RC-009-19	Regular Formula Rate	3907	4032	4159	4199	4355	4497	4643	4796	4945	5207	5414
	Alternative Formula Rate	4058	4189	4321	4367	4532	4683	4838	4995	5155	5431	5651
RC-009-20	Regular Formula Rate	3937	4065	4191	4233	4387	4532	4690	4843	5000	5302	5516
	Alternative Formula Rate	4094	4225	4356	4402	4568	4722	4882	5046	5216	5539	5759
RC-009-21	Regular Formula Rate	4048	4179	4309	4353	4502	4643	4802	4964	5136	5416	5634
	Alternative Formula Rate	4208	4345	4481	4528	4690	4838	5003	5174	5361	5654	5882
RC-009-22	Regular Formula Rate	4110	4242	4374	4423	4584	4733	4911	5072	5257	5541	5761
	Alternative Formula Rate	4273	4414	4550	4603	4772	4930	5119	5296	5486	5784	6017
RC-009-23	Regular Formula Rate	4205	4342	4478	4525	4693	4856	5042	5215	5385	5679	5907
	Alternative Formula Rate	4375	4518	4660	4714	4888	5065	5257	5444	5621	5940	6172
RC-009-24	Regular Formula Rate	4211	4349	4484	4534	4702	4871	5056	5241	5425	5717	5950

	Alternative Formula Rate	4386	4529	4670	4725	4898	5080	5277	5469	5671	5980	6221	
RC-009-25	Regular Formula Rate	4572	4718	4866	4927	5124	5325	5552	5762	5988	6339	6591	
	Alternative Formula Rate	4761	4915	5070	5137	5351	5561	5804	6026	6262	6626	6891	
RC-009-26	Regular Formula Rate	4751	4905	5057	5126	5355	5576	5812	6042	6272	6641	6901	
	Alternative Formula Rate	4958	5118	5279	5354	5586	5826	6072	6319	6553	6939	7219	
RC-009-27	Regular Formula Rate	4977	5137	5300	5375	5605	5845	6091	6332	6566	6944	7221	
	Alternative Formula Rate	5197	5366	5534	5616	5857	6113	6364	6612	6864	7250	7541	
RC-009-28	Regular Formula Rate	5176	5342	5512	5590	5829	6078	6335	6586	6829	7222	7510	NEW
	Alternative Formula Rate	5405	5580	5755	5840	6092	6358	6618	6877	7139	7540	7842	NEW
RC-009-29	Regular Formula Rate	5383	5556	5733	5814	6062	6321	6588	6849	7101	7511	7811	NEW
	Alternative Formula Rate	5621	5804	5986	6074	6336	6612	6883	7151	7425	7841	8156	NEW

**RATES OF PAY - RC-009
EFFECTIVE JULY 1, 2024**

4.00% & Elimination of Step 1c

STEPS

PAY GRADE			1b	1a	1	2	3	4	5	6	7	8
RC-009-01	Regular Formula Rate		3392	3499	3513	3595	3690	3777	3870	3961	4125	4289
	Alternative Formula Rate		3522	3633	3654	3735	3831	3929	4022	4115	4289	4463
RC-009-02	Regular Formula Rate		3467	3578	3595	3690	3791	3875	3980	4071	4243	4416
	Alternative Formula Rate		3599	3711	3735	3831	3935	4026	4138	4233	4411	4588
RC-009-03	Regular Formula Rate		3495	3602	3621	3735	3854	3973	4100	4233	4402	4579
	Alternative Formula Rate		3625	3739	3761	3880	4006	4132	4266	4397	4578	4763
RC-009-04	Regular Formula Rate		3553	3663	3683	3777	3873	3973	4077	4172	4348	4521
	Alternative Formula Rate		3687	3800	3826	3929	4025	4132	4238	4339	4522	4703
RC-009-05	Regular Formula Rate		3578	3689	3710	3824	3947	4071	4203	4335	4507	4692
	Alternative Formula Rate		3717	3832	3859	3975	4105	4233	4372	4506	4691	4879
RC-009-06	Regular Formula Rate		3658	3771	3796	3891	3998	4110	4213	4331	4516	4695
	Alternative Formula Rate		3792	3911	3940	4046	4156	4274	4385	4500	4695	4883
RC-009-07	Regular Formula Rate		3732	3847	3875	3994	4091	4212	4326	4440	4632	4816
	Alternative Formula Rate		3876	3996	4026	4149	4258	4384	4497	4621	4825	5018
RC-009-08	Regular Formula Rate		3750	3868	3891	4003	4123	4237	4350	4474	4677	4862
	Alternative Formula Rate		3891	4014	4046	4161	4287	4403	4525	4651	4870	5065
RC-009-09	Regular Formula Rate		3764	3881	3909	4030	4160	4290	4431	4575	4774	4963
	Alternative Formula Rate		3910	4032	4064	4192	4324	4466	4608	4765	4970	5168
RC-009-10	Regular Formula Rate		3844	3962	3994	4110	4224	4349	4469	4600	4813	5006
	Alternative Formula Rate		3989	4115	4149	4274	4390	4524	4646	4787	5012	5211
RC-009-11	Regular Formula Rate		3852	3972	4003	4131	4250	4385	4502	4633	4852	5046
	Alternative Formula Rate		4003	4127	4161	4298	4419	4562	4685	4826	5053	5256
RC-009-12	Regular Formula Rate		3874	3996	4025	4153	4287	4423	4562	4715	4922	5120
	Alternative Formula Rate		4025	4151	4188	4317	4460	4603	4751	4914	5127	5333
RC-009-13	Regular Formula Rate		3971	4096	4131	4258	4394	4529	4675	4814	5042	5243
	Alternative Formula Rate		4130	4259	4298	4430	4572	4713	4867	5013	5250	5463
RC-009-14	Regular Formula Rate		3980	4105	4140	4269	4414	4549	4702	4862	5077	5281
	Alternative Formula Rate		4135	4265	4305	4441	4588	4734	4897	5065	5294	5508
RC-009-15	Regular Formula Rate		4066	4194	4233	4363	4506	4649	4806	4946	5188	5394
	Alternative Formula Rate		4223	4356	4397	4538	4690	4843	5009	5149	5406	5624
RC-009-16	Regular Formula Rate		4096	4223	4262	4418	4549	4700	4848	4996	5251	5464
	Alternative Formula Rate		4259	4390	4435	4598	4734	4896	5048	5208	5485	5703
RC-009-17	Regular Formula Rate		4100	4228	4266	4402	4549	4699	4859	5022	5275	5485
	Alternative Formula Rate		4263	4395	4438	4578	4734	4895	5062	5235	5508	5725
RC-009-18	Regular Formula Rate		4136	4266	4306	4443	4600	4750	4910	5075	5316	5527
	Alternative Formula Rate		4302	4437	4482	4627	4787	4946	5118	5290	5548	5769
RC-009-19	Regular Formula Rate		4193	4325	4367	4529	4677	4829	4988	5143	5415	5631
	Alternative Formula Rate		4357	4494	4542	4713	4870	5032	5195	5361	5648	5877
RC-009-20	Regular Formula Rate		4228	4359	4402	4562	4713	4878	5037	5200	5514	5737
	Alternative Formula Rate		4394	4530	4578	4751	4911	5077	5248	5425	5761	5989
RC-009-21	Regular Formula Rate		4346	4481	4527	4682	4829	4994	5163	5341	5633	5859
	Alternative Formula Rate		4519	4660	4709	4878	5032	5203	5381	5575	5880	6117
RC-009-22	Regular Formula Rate		4412	4549	4600	4767	4922	5107	5275	5467	5763	5991
	Alternative Formula Rate		4591	4732	4787	4963	5127	5324	5508	5705	6015	6258
RC-009-23	Regular Formula Rate		4516	4657	4706	4881	5050	5244	5424	5600	5906	6143
	Alternative Formula Rate		4699	4846	4903	5084	5268	5467	5662	5846	6178	6419
RC-009-24	Regular Formula Rate		4523	4663	4715	4890	5066	5258	5451	5642	5946	6188

	Alternative Formula Rate		4710	4857	4914	5094	5283	5488	5688	5898	6219	6470	
RC-009-25	Regular Formula Rate		4907	5061	5124	5329	5538	5774	5992	6228	6593	6855	
	Alternative Formula Rate		5112	5273	5342	5565	5783	6036	6267	6512	6891	7167	
RC-009-26	Regular Formula Rate		5101	5259	5331	5569	5799	6044	6284	6523	6907	7177	
	Alternative Formula Rate		5323	5490	5568	5809	6059	6315	6572	6815	7217	7508	
RC-009-27	Regular Formula Rate		5342	5512	5590	5829	6079	6335	6585	6829	7222	7510	
	Alternative Formula Rate		5581	5755	5841	6091	6358	6619	6876	7139	7540	7843	
RC-009-28	Regular Formula Rate		5556	5732	5814	6062	6321	6588	6849	7102	7511	7810	NEW
	Alternative Formula Rate		5803	5985	6074	6336	6612	6883	7152	7425	7842	8156	NEW
RC-009-29	Regular Formula Rate		5778	5962	6047	6304	6574	6852	7123	7385	7811	8123	NEW
	Alternative Formula Rate		6036	6225	6317	6589	6876	7158	7437	7722	8155	8482	NEW

**RATES OF PAY - RC-009
EFFECTIVE JULY 1, 2025**

PAY GRADE		3.95% STEPS										
		1b	1a	1	2	3	4	5	6	7	8	
RC-009-01	Regular Formula Rate	3526	3637	3652	3737	3836	3926	4023	4117	4288	4458	
	Alternative Formula Rate	3661	3777	3798	3883	3982	4084	4181	4278	4458	4639	
RC-009-02	Regular Formula Rate	3604	3719	3737	3836	3941	4028	4137	4232	4411	4590	
	Alternative Formula Rate	3741	3858	3883	3982	4090	4185	4301	4400	4585	4769	
RC-009-03	Regular Formula Rate	3633	3744	3764	3883	4006	4130	4262	4400	4576	4760	
	Alternative Formula Rate	3768	3887	3910	4033	4164	4295	4435	4571	4759	4951	
RC-009-04	Regular Formula Rate	3693	3808	3828	3926	4026	4130	4238	4337	4520	4700	
	Alternative Formula Rate	3833	3950	3977	4084	4184	4295	4405	4510	4701	4889	
RC-009-05	Regular Formula Rate	3719	3835	3857	3975	4103	4232	4369	4506	4685	4877	
	Alternative Formula Rate	3864	3983	4011	4132	4267	4400	4545	4684	4876	5072	
RC-009-06	Regular Formula Rate	3802	3920	3946	4045	4156	4272	4379	4502	4694	4880	
	Alternative Formula Rate	3942	4065	4096	4206	4320	4443	4558	4678	4880	5076	
RC-009-07	Regular Formula Rate	3879	3999	4028	4152	4253	4378	4497	4615	4815	5006	
	Alternative Formula Rate	4029	4154	4185	4313	4426	4557	4675	4804	5016	5216	
RC-009-08	Regular Formula Rate	3898	4021	4045	4161	4286	4404	4522	4651	4862	5054	
	Alternative Formula Rate	4045	4173	4206	4325	4456	4577	4704	4835	5062	5265	
RC-009-09	Regular Formula Rate	3913	4034	4063	4189	4324	4459	4606	4756	4963	5159	
	Alternative Formula Rate	4064	4191	4225	4358	4495	4642	4790	4953	5166	5372	
RC-009-10	Regular Formula Rate	3996	4118	4152	4272	4391	4521	4646	4782	5003	5204	
	Alternative Formula Rate	4147	4278	4313	4443	4563	4703	4830	4976	5210	5417	
RC-009-11	Regular Formula Rate	4004	4129	4161	4294	4418	4558	4680	4816	5044	5245	
	Alternative Formula Rate	4161	4290	4325	4468	4594	4742	4870	5017	5253	5464	
RC-009-12	Regular Formula Rate	4027	4154	4184	4317	4456	4598	4742	4901	5116	5322	
	Alternative Formula Rate	4184	4315	4353	4488	4636	4785	4939	5108	5330	5544	
RC-009-13	Regular Formula Rate	4128	4258	4294	4426	4568	4708	4860	5004	5241	5450	
	Alternative Formula Rate	4293	4427	4468	4605	4753	4899	5059	5211	5457	5679	
RC-009-14	Regular Formula Rate	4137	4267	4304	4438	4588	4729	4888	5054	5278	5490	
	Alternative Formula Rate	4298	4433	4475	4616	4769	4921	5090	5265	5503	5726	
RC-009-15	Regular Formula Rate	4227	4360	4400	4535	4684	4833	4996	5141	5393	5607	
	Alternative Formula Rate	4390	4528	4571	4717	4875	5034	5207	5352	5620	5846	
RC-009-16	Regular Formula Rate	4258	4390	4430	4593	4729	4886	5039	5193	5458	5680	
	Alternative Formula Rate	4427	4563	4610	4780	4921	5089	5247	5414	5702	5928	
RC-009-17	Regular Formula Rate	4262	4395	4435	4576	4729	4885	5051	5220	5483	5702	
	Alternative Formula Rate	4431	4569	4613	4759	4921	5088	5262	5442	5726	5951	
RC-009-18	Regular Formula Rate	4299	4435	4476	4618	4782	4938	5104	5275	5526	5745	
	Alternative Formula Rate	4472	4612	4659	4810	4976	5141	5320	5499	5767	5997	
RC-009-19	Regular Formula Rate	4359	4496	4539	4708	4862	5020	5185	5346	5629	5853	
	Alternative Formula Rate	4529	4672	4721	4899	5062	5231	5400	5573	5871	6109	
RC-009-20	Regular Formula Rate	4395	4531	4576	4742	4899	5071	5236	5405	5732	5964	
	Alternative Formula Rate	4568	4709	4759	4939	5105	5278	5455	5639	5989	6226	
RC-009-21	Regular Formula Rate	4518	4658	4706	4867	5020	5191	5367	5552	5856	6090	
	Alternative Formula Rate	4698	4844	4895	5071	5231	5409	5594	5795	6112	6359	
RC-009-22	Regular Formula Rate	4586	4729	4782	4955	5116	5309	5483	5683	5991	6228	
	Alternative Formula Rate	4772	4919	4976	5159	5330	5534	5726	5930	6253	6505	
RC-009-23	Regular Formula Rate	4694	4841	4892	5074	5249	5451	5638	5821	6139	6386	
	Alternative Formula Rate	4885	5037	5097	5285	5476	5683	5886	6077	6422	6673	
RC-009-24	Regular Formula Rate	4702	4847	4901	5083	5266	5466	5666	5865	6181	6432	

	Alternative Formula Rate		4896	5049	5108	5295	5492	5705	5913	6131	6465	6726	
RC-009-25	Regular Formula Rate		5101	5261	5326	5539	5757	6002	6229	6474	6853	7126	
	Alternative Formula Rate		5314	5481	5553	5785	6011	6274	6515	6769	7163	7450	
RC-009-26	Regular Formula Rate		5302	5467	5542	5789	6028	6283	6532	6781	7180	7460	
	Alternative Formula Rate		5533	5707	5788	6038	6298	6564	6832	7084	7502	7805	
RC-009-27	Regular Formula Rate		5553	5730	5811	6059	6319	6585	6845	7099	7507	7807	
	Alternative Formula Rate		5801	5982	6072	6332	6609	6880	7148	7421	7838	8153	
RC-009-28	Regular Formula Rate		5775	5958	6044	6301	6571	6848	7120	7383	7808	8118	NEW
	Alternative Formula Rate		6032	6221	6314	6586	6873	7155	7435	7718	8152	8478	NEW
RC-009-29	Regular Formula Rate		6006	6197	6286	6553	6834	7123	7404	7677	8120	8444	NEW
	Alternative Formula Rate		6274	6471	6567	6849	7148	7441	7731	8027	8477	8817	NEW

**RATES OF PAY - RC-009
EFFECTIVE JULY 1, 2026**

PAY GRADE		STEPS									
		1b	1a	1	2	3	4	5	6	7	8
RC-009-01	Regular Formula Rate	3649	3764	3780	3868	3970	4063	4164	4261	4438	4614
	Alternative Formula Rate	3789	3909	3931	4019	4121	4227	4327	4428	4614	4801
RC-009-02	Regular Formula Rate	3730	3849	3868	3970	4079	4169	4282	4380	4565	4751
	Alternative Formula Rate	3872	3993	4019	4121	4233	4331	4452	4554	4745	4936
RC-009-03	Regular Formula Rate	3760	3875	3896	4019	4146	4275	4411	4554	4736	4927
	Alternative Formula Rate	3900	4023	4047	4174	4310	4445	4590	4731	4926	5124
RC-009-04	Regular Formula Rate	3822	3941	3962	4063	4167	4275	4386	4489	4678	4865
	Alternative Formula Rate	3967	4088	4116	4227	4330	4445	4559	4668	4866	5060
RC-009-05	Regular Formula Rate	3849	3969	3992	4114	4247	4380	4522	4664	4849	5048
	Alternative Formula Rate	3999	4122	4151	4277	4416	4554	4704	4848	5047	5250
RC-009-06	Regular Formula Rate	3935	4057	4084	4187	4301	4422	4532	4660	4858	5051
	Alternative Formula Rate	4080	4207	4239	4353	4471	4599	4718	4842	5051	5254
RC-009-07	Regular Formula Rate	4015	4139	4169	4297	4402	4531	4654	4777	4984	5181
	Alternative Formula Rate	4170	4299	4331	4464	4581	4716	4839	4972	5192	5399
RC-009-08	Regular Formula Rate	4034	4162	4187	4307	4436	4558	4680	4814	5032	5231
	Alternative Formula Rate	4187	4319	4353	4476	4612	4737	4869	5004	5239	5449
RC-009-09	Regular Formula Rate	4050	4175	4205	4336	4475	4615	4767	4922	5137	5340
	Alternative Formula Rate	4206	4338	4373	4511	4652	4804	4958	5126	5347	5560
RC-009-10	Regular Formula Rate	4136	4262	4297	4422	4545	4679	4809	4949	5178	5386
	Alternative Formula Rate	4292	4428	4464	4599	4723	4868	4999	5150	5392	5607
RC-009-11	Regular Formula Rate	4144	4274	4307	4444	4573	4718	4844	4985	5221	5429
	Alternative Formula Rate	4307	4440	4476	4624	4755	4908	5040	5193	5437	5655
RC-009-12	Regular Formula Rate	4168	4299	4330	4468	4612	4759	4908	5073	5295	5508
	Alternative Formula Rate	4330	4466	4505	4645	4798	4952	5112	5287	5517	5738
RC-009-13	Regular Formula Rate	4272	4407	4444	4581	4728	4873	5030	5179	5424	5641
	Alternative Formula Rate	4443	4582	4624	4766	4919	5070	5236	5393	5648	5878
RC-009-14	Regular Formula Rate	4282	4416	4455	4593	4749	4895	5059	5231	5463	5682
	Alternative Formula Rate	4448	4588	4632	4778	4936	5093	5268	5449	5696	5926
RC-009-15	Regular Formula Rate	4375	4513	4554	4694	4848	5002	5171	5321	5582	5803
	Alternative Formula Rate	4544	4686	4731	4882	5046	5210	5389	5539	5817	6051
RC-009-16	Regular Formula Rate	4407	4544	4585	4754	4895	5057	5215	5375	5649	5879
	Alternative Formula Rate	4582	4723	4771	4947	5093	5267	5431	5603	5902	6135
RC-009-17	Regular Formula Rate	4411	4549	4590	4736	4895	5056	5228	5403	5675	5902
	Alternative Formula Rate	4586	4729	4774	4926	5093	5266	5446	5632	5926	6159
RC-009-18	Regular Formula Rate	4449	4590	4633	4780	4949	5111	5283	5460	5719	5946
	Alternative Formula Rate	4629	4773	4822	4978	5150	5321	5506	5691	5969	6207
RC-009-19	Regular Formula Rate	4512	4653	4698	4873	5032	5196	5366	5533	5826	6058
	Alternative Formula Rate	4688	4836	4886	5070	5239	5414	5589	5768	6076	6323
RC-009-20	Regular Formula Rate	4549	4690	4736	4908	5070	5248	5419	5594	5933	6173
	Alternative Formula Rate	4728	4874	4926	5112	5284	5463	5646	5836	6199	6444
RC-009-21	Regular Formula Rate	4676	4821	4871	5037	5196	5373	5555	5746	6061	6303
	Alternative Formula Rate	4862	5014	5066	5248	5414	5598	5790	5998	6326	6582
RC-009-22	Regular Formula Rate	4747	4895	4949	5128	5295	5495	5675	5882	6201	6446
	Alternative Formula Rate	4939	5091	5150	5340	5517	5728	5926	6138	6472	6733
RC-009-23	Regular Formula Rate	4858	5010	5063	5252	5433	5642	5835	6025	6354	6610
	Alternative Formula Rate	5056	5213	5275	5470	5668	5882	6092	6290	6647	6907
RC-009-24	Regular Formula Rate	4867	5017	5073	5261	5450	5657	5864	6070	6397	6657

	Alternative Formula Rate		5067	5226	5287	5480	5684	5905	6120	6346	6691	6961	
RC-009-25	Regular Formula Rate		5280	5445	5512	5733	5958	6212	6447	6701	7093	7375	
	Alternative Formula Rate		5500	5673	5747	5987	6221	6494	6743	7006	7414	7711	
RC-009-26	Regular Formula Rate		5488	5658	5736	5992	6239	6503	6761	7018	7431	7721	
	Alternative Formula Rate		5727	5907	5991	6249	6518	6794	7071	7332	7765	8078	
RC-009-27	Regular Formula Rate		5747	5931	6014	6271	6540	6815	7085	7347	7770	8080	
	Alternative Formula Rate		6004	6191	6285	6554	6840	7121	7398	7681	8112	8438	
RC-009-28	Regular Formula Rate		5977	6167	6256	6522	6801	7088	7369	7641	8081	8402	NEW
	Alternative Formula Rate		6243	6439	6535	6817	7114	7405	7695	7988	8437	8775	NEW
RC-009-29	Regular Formula Rate		6216	6414	6506	6782	7073	7372	7663	7946	8404	8740	NEW
	Alternative Formula Rate		6494	6697	6797	7089	7398	7701	8002	8308	8774	9126	NEW