

**RATES OF PAY - RC-028
EFFECTIVE JULY 1, 2023**

4.00%

STEPS

PAY GRADE		1c	1b	1a	1	2	3	4	5	6	7	8
RC-028-03.5	Regular Formula Rate	3154	3253	3356	3373	3455	3543	3632	3716	3810	3971	4127
	Alternative Formula Rate	3273	3377	3481	3503	3589	3686	3775	3860	3957	4125	4292
	Maximum Security Rate	3349	3457	3563	3587	3681	3774	3864	3946	4045	4215	4384
RC-028-04	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
	Maximum Security Rate	3349	3457	3563	3587	3686	3778	3868	3973	4056	4223	4397
RC-028-06	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
	Maximum Security Rate	3526	3639	3752	3780	3884	3984	4100	4204	4315	4495	4677
RC-028-06h	Regular Formula Rate	20.46	21.11	21.77	21.91	22.46	23.08	23.73	24.32	25.00	26.07	27.10
RC-028-07	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
	Maximum Security Rate	3618	3734	3851	3884	3992	4105	4218	4335	4449	4658	4843
RC-028-08	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
	Maximum Security Rate	3717	3837	3956	3992	4114	4236	4371	4490	4618	4830	5025
RC-028-09	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
	Maximum Security Rate	3829	3951	4076	4114	4241	4377	4513	4657	4794	5020	5223
RC-028-09.5	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
	Maximum Security Rate	3921	4046	4175	4215	4343	4492	4631	4790	4924	5171	5376
RC-028-10	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
	Maximum Security Rate	3948	4076	4203	4245	4398	4531	4682	4826	4984	5241	5450
RC-028-10.5	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
	Maximum Security Rate	4075	4206	4336	4384	4548	4697	4857	5017	5183	5500	5719
RC-028-11	Regular Formula Rate	3858	3983	4105	4145	4287	4426	4586	4736	4884	5143	5348
	Alternative Formula Rate	4010	4139	4267	4315	4468	4612	4778	4938	5093	5368	5582
	Maximum Security Rate	4086	4218	4350	4400	4553	4701	4869	5030	5190	5464	5683
RC-028-11.5	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
	Maximum Security Rate	4184	4319	4455	4504	4663	4811	4978	5149	5333	5622	5848
RC-028-12	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
	Maximum Security Rate	4249	4386	4525	4578	4744	4900	5091	5263	5452	5745	5976
RC-028-12.5	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
	Maximum Security Rate	4350	4491	4632	4687	4864	5033	5230	5411	5582	5893	6127
RC-028-13	Regular Formula Rate	4158	4292	4426	4476	4640	4816	4996	5178	5373	5672	5896
	Alternative Formula Rate	4325	4466	4606	4660	4830	5023	5219	5410	5609	5927	6165
	Maximum Security Rate	4406	4549	4691	4750	4924	5120	5319	5506	5710	6030	6271
RC-028-14	Regular Formula Rate	4331	4471	4610	4668	4843	5033	5254	5444	5650	5982	6221
	Alternative Formula Rate	4514	4658	4805	4866	5048	5258	5484	5690	5908	6250	6498
	Maximum Security Rate	4593	4742	4890	4956	5149	5350	5582	5793	6008	6350	6601
RC-028-15	Regular Formula Rate	4499	4646	4791	4854	5067	5276	5481	5702	5918	6275	6522

	Alternative Formula Rate	4692	4844	4997	5064	5285	5506	5727	5964	6184	6551	6818
	Maximum Security Rate	4777	4932	5087	5155	5384	5602	5828	6065	6285	6656	6921
RC-028-16	Regular Formula Rate	4706	4859	5011	5080	5305	5540	5770	6011	6251	6621	6887
	Alternative Formula Rate	4907	5067	5227	5299	5540	5795	6034	6284	6534	6922	7202
	Maximum Security Rate	5001	5164	5322	5402	5640	5893	6136	6381	6635	7018	7300
RC-028-17	Regular Formula Rate	4928	5087	5246	5322	5567	5823	6069	6316	6572	6963	7243
	Alternative Formula Rate	5137	5303	5470	5553	5818	6085	6341	6598	6868	7277	7571
	Maximum Security Rate	5229	5398	5567	5652	5921	6189	6445	6700	6968	7382	7675
RC-028-18	Regular Formula Rate	5181	5350	5517	5601	5870	6141	6425	6684	6953	7367	7664
	Alternative Formula Rate	5408	5583	5757	5851	6138	6424	6714	6989	7268	7703	8011
	Maximum Security Rate	5495	5673	5853	5947	6236	6522	6817	7090	7372	7799	8114
RC-028-19	Regular Formula Rate	5456	5633	5808	5901	6203	6495	6794	7084	7379	7828	8140
	Alternative Formula Rate	5698	5884	6067	6168	6485	6783	7108	7402	7714	8179	8507
	Maximum Security Rate	5793	5978	6168	6274	6588	6889	7207	7506	7817	8280	8611
RC-028-21	Regular Formula Rate	6078	6274	6472	6587	6924	7258	7597	7941	8274	8790	9141
	Alternative Formula Rate	6346	6553	6760	6883	7235	7586	7938	8302	8650	9187	9554
	Maximum Security Rate	6439	6650	6860	6984	7335	7684	8043	8402	8747	9287	9657

RATES OF PAY - RC-028
EFFECTIVE JANUARY 1, 2024

2.50%

STEPS

PAY GRADE		1c	1b	1a	1	2	3	4	5	6	7	8
RC-028-03.5	Regular Formula Rate	3233	3334	3440	3457	3541	3632	3723	3809	3905	4070	4230
	Alternative Formula Rate	3355	3461	3568	3591	3679	3778	3869	3957	4056	4228	4399
	Maximum Security Rate	3433	3543	3652	3677	3773	3868	3961	4045	4146	4320	4494
RC-028-04	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
	Maximum Security Rate	3433	3543	3652	3677	3778	3872	3965	4072	4157	4329	4507
RC-028-06	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
	Maximum Security Rate	3614	3730	3846	3875	3981	4084	4203	4309	4423	4607	4794
RC-028-06h	Regular Formula Rate	20.97	21.64	22.31	22.46	23.02	23.66	24.32	24.93	25.62	26.72	27.78
RC-028-07	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
	Maximum Security Rate	3708	3827	3947	3981	4092	4208	4323	4443	4560	4774	4964
RC-028-08	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
	Maximum Security Rate	3810	3933	4055	4092	4217	4342	4480	4602	4733	4951	5151
RC-028-09	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
	Maximum Security Rate	3925	4050	4178	4217	4347	4486	4626	4773	4914	5146	5354
RC-028-09.5	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
	Maximum Security Rate	4019	4147	4279	4320	4452	4604	4747	4910	5047	5300	5510
RC-028-10	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
	Maximum Security Rate	4047	4178	4308	4351	4508	4644	4799	4947	5109	5372	5586
RC-028-10.5	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
	Maximum Security Rate	4177	4311	4444	4494	4662	4814	4978	5142	5313	5638	5862
RC-028-11	Regular Formula Rate	3954	4083	4208	4249	4394	4537	4701	4854	5006	5272	5482
	Alternative Formula Rate	4110	4242	4374	4423	4580	4727	4897	5061	5220	5502	5722
	Maximum Security Rate	4188	4323	4459	4510	4667	4819	4991	5156	5320	5601	5825
RC-028-11.5	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
	Maximum Security Rate	4289	4427	4566	4617	4780	4931	5102	5278	5466	5763	5994
RC-028-12	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
	Maximum Security Rate	4355	4496	4638	4692	4863	5023	5218	5395	5588	5889	6125
RC-028-12.5	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
	Maximum Security Rate	4459	4603	4748	4804	4986	5159	5361	5546	5722	6040	6280
RC-028-13	Regular Formula Rate	4262	4399	4537	4588	4756	4936	5121	5307	5507	5814	6043
	Alternative Formula Rate	4433	4578	4721	4777	4951	5149	5349	5545	5749	6075	6319
	Maximum Security Rate	4516	4663	4808	4869	5047	5248	5452	5644	5853	6181	6428
RC-028-14	Regular Formula Rate	4439	4583	4725	4785	4964	5159	5385	5580	5791	6132	6377
	Alternative Formula Rate	4627	4774	4925	4988	5174	5389	5621	5832	6056	6406	6660
	Maximum Security Rate	4708	4861	5012	5080	5278	5484	5722	5938	6158	6509	6766
RC-028-15	Regular Formula Rate	4611	4762	4911	4975	5194	5408	5618	5845	6066	6432	6685

	Alternative Formula Rate	4809	4965	5122	5191	5417	5644	5870	6113	6339	6715	6988
	Maximum Security Rate	4896	5055	5214	5284	5519	5742	5974	6217	6442	6822	7094
RC-028-16	Regular Formula Rate	4824	4980	5136	5207	5438	5679	5914	6161	6407	6787	7059
	Alternative Formula Rate	5030	5194	5358	5431	5679	5940	6185	6441	6697	7095	7382
	Maximum Security Rate	5126	5293	5455	5537	5781	6040	6289	6541	6801	7193	7483
RC-028-17	Regular Formula Rate	5051	5214	5377	5455	5706	5969	6221	6474	6736	7137	7424
	Alternative Formula Rate	5265	5436	5607	5692	5963	6237	6500	6763	7040	7459	7760
	Maximum Security Rate	5360	5533	5706	5793	6069	6344	6606	6868	7142	7567	7867
RC-028-18	Regular Formula Rate	5311	5484	5655	5741	6017	6295	6586	6851	7127	7551	7856
	Alternative Formula Rate	5543	5723	5901	5997	6291	6585	6882	7164	7450	7896	8211
	Maximum Security Rate	5632	5815	5999	6096	6392	6685	6987	7267	7556	7994	8317
RC-028-19	Regular Formula Rate	5592	5774	5953	6049	6358	6657	6964	7261	7563	8024	8344
	Alternative Formula Rate	5840	6031	6219	6322	6647	6953	7286	7587	7907	8383	8720
	Maximum Security Rate	5938	6127	6322	6431	6753	7061	7387	7694	8012	8487	8826
RC-028-21	Regular Formula Rate	6230	6431	6634	6752	7097	7439	7787	8140	8481	9010	9370
	Alternative Formula Rate	6505	6717	6929	7055	7416	7776	8136	8510	8866	9417	9793
	Maximum Security Rate	6600	6816	7032	7159	7518	7876	8244	8612	8966	9519	9898

**RATES OF PAY - RC-028
EFFECTIVE JULY 1, 2024**

4.00% & Elimination of Step 1c

STEPS

PAY GRADE			1b	1a	1	2	3	4	5	6	7	8
RC-028-03.5	Regular Formula Rate		3467	3578	3595	3683	3777	3872	3961	4061	4233	4399
	Alternative Formula Rate		3599	3711	3735	3826	3929	4024	4115	4218	4397	4575
	Maximum Security Rate		3685	3798	3824	3924	4023	4119	4207	4312	4493	4674
RC-028-04	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
	Maximum Security Rate		3685	3798	3824	3929	4027	4124	4235	4323	4502	4687
RC-028-06	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
	Maximum Security Rate		3879	4000	4030	4140	4247	4371	4481	4600	4791	4986
RC-028-06h	Regular Formula Rate		22.51	23.21	23.36	23.94	24.6	25.29	25.93	26.65	27.79	28.89
RC-028-07	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
	Maximum Security Rate		3980	4105	4140	4256	4376	4496	4621	4742	4965	5163
RC-028-08	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
	Maximum Security Rate		4090	4217	4256	4386	4516	4659	4786	4922	5149	5357
RC-028-09	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
	Maximum Security Rate		4212	4345	4386	4521	4665	4811	4964	5111	5352	5568
RC-028-09.5	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
	Maximum Security Rate		4313	4450	4493	4630	4788	4937	5106	5249	5512	5730
RC-028-10	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
	Maximum Security Rate		4345	4480	4525	4688	4830	4991	5145	5313	5587	5809
RC-028-10.5	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
	Maximum Security Rate		4483	4622	4674	4848	5007	5177	5348	5526	5864	6096
RC-028-11	Regular Formula Rate		4246	4376	4419	4570	4718	4889	5048	5206	5483	5701
	Alternative Formula Rate		4412	4549	4600	4763	4916	5093	5263	5429	5722	5951
	Maximum Security Rate		4496	4637	4690	4854	5012	5191	5362	5533	5825	6058
RC-028-11.5	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
	Maximum Security Rate		4604	4749	4802	4971	5128	5306	5489	5685	5994	6234
RC-028-12	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
	Maximum Security Rate		4676	4824	4880	5058	5224	5427	5611	5812	6125	6370
RC-028-12.5	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
	Maximum Security Rate		4787	4938	4996	5185	5365	5575	5768	5951	6282	6531
RC-028-13	Regular Formula Rate		4575	4718	4772	4946	5133	5326	5519	5727	6047	6285
	Alternative Formula Rate		4761	4910	4968	5149	5355	5563	5767	5979	6318	6572
	Maximum Security Rate		4850	5000	5064	5249	5458	5670	5870	6087	6428	6685
RC-028-14	Regular Formula Rate		4766	4914	4976	5163	5365	5600	5803	6023	6377	6632
	Alternative Formula Rate		4965	5122	5188	5381	5605	5846	6065	6298	6662	6926
	Maximum Security Rate		5055	5212	5283	5489	5703	5951	6176	6404	6769	7037
RC-028-15	Regular Formula Rate		4952	5107	5174	5402	5624	5843	6079	6309	6689	6952

	Alternative Formula Rate		5164	5327	5399	5634	5870	6105	6358	6593	6984	7268
	Maximum Security Rate		5257	5423	5495	5740	5972	6213	6466	6700	7095	7378
RC-028-16	Regular Formula Rate		5179	5341	5415	5656	5906	6151	6407	6663	7058	7341
	Alternative Formula Rate		5402	5572	5648	5906	6178	6432	6699	6965	7379	7677
	Maximum Security Rate		5505	5673	5758	6012	6282	6541	6803	7073	7481	7782
RC-028-17	Regular Formula Rate		5423	5592	5673	5934	6208	6470	6733	7005	7422	7721
	Alternative Formula Rate		5653	5831	5920	6202	6486	6760	7034	7322	7757	8070
	Maximum Security Rate		5754	5934	6025	6312	6598	6870	7143	7428	7870	8182
RC-028-18	Regular Formula Rate		5703	5881	5971	6258	6547	6849	7125	7412	7853	8170
	Alternative Formula Rate		5952	6137	6237	6543	6848	7157	7451	7748	8212	8539
	Maximum Security Rate		6048	6239	6340	6648	6952	7266	7558	7858	8314	8650
RC-028-19	Regular Formula Rate		6005	6191	6291	6612	6923	7243	7551	7866	8345	8678
	Alternative Formula Rate		6272	6468	6575	6913	7231	7577	7890	8223	8718	9069
	Maximum Security Rate		6372	6575	6688	7023	7343	7682	8002	8332	8826	9179
RC-028-21	Regular Formula Rate		6688	6899	7022	7381	7737	8098	8466	8820	9370	9745
	Alternative Formula Rate		6986	7206	7337	7713	8087	8461	8850	9221	9794	10185
	Maximum Security Rate		7089	7313	7445	7819	8191	8574	8956	9325	9900	10294

**RATES OF PAY - RC-028
EFFECTIVE JULY 1, 2025**

3.95%

STEPS

PAY GRADE			1b	1a	1	2	3	4	5	6	7	8
RC-028-03.5	Regular Formula Rate		3604	3719	3737	3828	3926	4025	4117	4221	4400	4573
	Alternative Formula Rate		3741	3858	3883	3977	4084	4183	4278	4385	4571	4756
	Maximum Security Rate		3831	3948	3975	4079	4182	4282	4373	4482	4670	4859
RC-028-04	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
	Maximum Security Rate		3831	3948	3975	4084	4186	4287	4402	4494	4680	4872
RC-028-06	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
	Maximum Security Rate		4032	4158	4189	4304	4415	4544	4658	4782	4980	5183
RC-028-06h	Regular Formula Rate		23.40	24.12	24.28	24.89	25.58	26.29	26.95	27.70	28.89	30.03
RC-028-07	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
	Maximum Security Rate		4137	4267	4304	4424	4549	4674	4804	4929	5161	5367
RC-028-08	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
	Maximum Security Rate		4252	4384	4424	4559	4694	4843	4975	5116	5352	5569
RC-028-09	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
	Maximum Security Rate		4378	4517	4559	4700	4849	5001	5160	5313	5563	5788
RC-028-09.5	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
	Maximum Security Rate		4483	4626	4670	4813	4977	5132	5308	5456	5730	5956
RC-028-10	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
	Maximum Security Rate		4517	4657	4704	4873	5021	5188	5348	5523	5808	6038
RC-028-10.5	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
	Maximum Security Rate		4660	4805	4859	5039	5205	5381	5559	5744	6096	6337
RC-028-11	Regular Formula Rate		4414	4549	4594	4751	4904	5082	5247	5412	5700	5926
	Alternative Formula Rate		4586	4729	4782	4951	5110	5294	5471	5643	5948	6186
	Maximum Security Rate		4674	4820	4875	5046	5210	5396	5574	5752	6055	6297
RC-028-11.5	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
	Maximum Security Rate		4786	4937	4992	5167	5331	5516	5706	5910	6231	6480
RC-028-12	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
	Maximum Security Rate		4861	5015	5073	5258	5430	5641	5833	6042	6367	6622
RC-028-12.5	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
	Maximum Security Rate		4976	5133	5193	5390	5577	5795	5996	6186	6530	6789
RC-028-13	Regular Formula Rate		4756	4904	4960	5141	5336	5536	5737	5953	6286	6533
	Alternative Formula Rate		4949	5104	5164	5352	5567	5783	5995	6215	6568	6832
	Maximum Security Rate		5042	5198	5264	5456	5674	5894	6102	6327	6682	6949
RC-028-14	Regular Formula Rate		4954	5108	5173	5367	5577	5821	6032	6261	6629	6894
	Alternative Formula Rate		5161	5324	5393	5594	5826	6077	6305	6547	6925	7200
	Maximum Security Rate		5255	5418	5492	5706	5928	6186	6420	6657	7036	7315
RC-028-15	Regular Formula Rate		5148	5309	5378	5615	5846	6074	6319	6558	6953	7227

	Alternative Formula Rate		5368	5537	5612	5857	6102	6346	6609	6853	7260	7555
	Maximum Security Rate		5465	5637	5712	5967	6208	6458	6721	6965	7375	7669
RC-028-16	Regular Formula Rate		5384	5552	5629	5879	6139	6394	6660	6926	7337	7631
	Alternative Formula Rate		5615	5792	5871	6139	6422	6686	6964	7240	7670	7980
	Maximum Security Rate		5722	5897	5985	6249	6530	6799	7072	7352	7776	8089
RC-028-17	Regular Formula Rate		5637	5813	5897	6168	6453	6726	6999	7282	7715	8026
	Alternative Formula Rate		5876	6061	6154	6447	6742	7027	7312	7611	8063	8389
	Maximum Security Rate		5981	6168	6263	6561	6859	7141	7425	7721	8181	8505
RC-028-18	Regular Formula Rate		5928	6113	6207	6505	6806	7120	7406	7705	8163	8493
	Alternative Formula Rate		6187	6379	6483	6801	7118	7440	7745	8054	8536	8876
	Maximum Security Rate		6287	6485	6590	6911	7227	7553	7857	8168	8642	8992
RC-028-19	Regular Formula Rate		6242	6436	6539	6873	7196	7529	7849	8177	8675	9021
	Alternative Formula Rate		6520	6723	6835	7186	7517	7876	8202	8548	9062	9427
	Maximum Security Rate		6624	6835	6952	7300	7633	7985	8318	8661	9175	9542
RC-028-21	Regular Formula Rate		6952	7172	7299	7673	8043	8418	8800	9168	9740	10130
	Alternative Formula Rate		7262	7491	7627	8018	8406	8795	9200	9585	10181	10587
	Maximum Security Rate		7369	7602	7739	8128	8515	8913	9310	9693	10291	10701

**RATES OF PAY - RC-028
EFFECTIVE JULY 1, 2026**

3.50%

STEPS

PAY GRADE		1b	1a	1	2	3	4	5	6	7	8
RC-028-03.5	Regular Formula Rate	3730	3849	3868	3962	4063	4166	4261	4369	4554	4733
	Alternative Formula Rate	3872	3993	4019	4116	4227	4329	4428	4538	4731	4922
	Maximum Security Rate	3965	4086	4114	4222	4328	4432	4526	4639	4833	5029
RC-028-04	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
	Maximum Security Rate	3965	4086	4114	4227	4333	4437	4556	4651	4844	5043
RC-028-06	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
	Maximum Security Rate	4173	4304	4336	4455	4570	4703	4821	4949	5154	5364
RC-028-06h	Regular Formula Rate	24.22	24.97	25.13	25.77	26.47	27.21	27.89	28.68	29.9	31.08
RC-028-07	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
	Maximum Security Rate	4282	4416	4455	4579	4708	4838	4972	5102	5342	5555
RC-028-08	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
	Maximum Security Rate	4401	4537	4579	4719	4858	5013	5149	5295	5539	5764
RC-028-09	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
	Maximum Security Rate	4531	4675	4719	4865	5019	5176	5341	5499	5758	5991
RC-028-09.5	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
	Maximum Security Rate	4640	4788	4833	4981	5151	5312	5494	5647	5931	6164
RC-028-10	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
	Maximum Security Rate	4675	4820	4869	5044	5197	5370	5535	5716	6011	6249
RC-028-10.5	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
	Maximum Security Rate	4823	4973	5029	5215	5387	5569	5754	5945	6309	6559
RC-028-11	Regular Formula Rate	4568	4708	4755	4917	5076	5260	5431	5601	5900	6133
	Alternative Formula Rate	4747	4895	4949	5124	5289	5479	5662	5841	6156	6403
	Maximum Security Rate	4838	4989	5046	5223	5392	5585	5769	5953	6267	6517
RC-028-11.5	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
	Maximum Security Rate	4954	5110	5167	5348	5518	5709	5906	6117	6449	6707
RC-028-12	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
	Maximum Security Rate	5031	5191	5251	5442	5620	5838	6037	6253	6590	6854
RC-028-12.5	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
	Maximum Security Rate	5150	5313	5375	5579	5772	5998	6206	6403	6759	7027
RC-028-13	Regular Formula Rate	4922	5076	5134	5321	5523	5730	5938	6161	6506	6762
	Alternative Formula Rate	5122	5283	5345	5539	5762	5985	6205	6433	6798	7071
	Maximum Security Rate	5218	5380	5448	5647	5873	6100	6316	6548	6916	7192
RC-028-14	Regular Formula Rate	5127	5287	5354	5555	5772	6025	6243	6480	6861	7135
	Alternative Formula Rate	5342	5510	5582	5790	6030	6290	6526	6776	7167	7452
	Maximum Security Rate	5439	5608	5684	5906	6135	6403	6645	6890	7282	7571
RC-028-15	Regular Formula Rate	5328	5495	5566	5812	6051	6287	6540	6788	7196	7480

	Alternative Formula Rate		5556	5731	5808	6062	6316	6568	6840	7093	7514	7819
	Maximum Security Rate		5656	5834	5912	6176	6425	6684	6956	7209	7633	7937
RC-028-16	Regular Formula Rate		5572	5746	5826	6085	6354	6618	6893	7168	7594	7898
	Alternative Formula Rate		5812	5995	6076	6354	6647	6920	7208	7493	7938	8259
	Maximum Security Rate		5922	6103	6194	6468	6759	7037	7320	7609	8048	8372
RC-028-17	Regular Formula Rate		5834	6016	6103	6384	6679	6961	7244	7537	7985	8307
	Alternative Formula Rate		6082	6273	6369	6673	6978	7273	7568	7877	8345	8683
	Maximum Security Rate		6190	6384	6482	6791	7099	7391	7685	7991	8467	8803
RC-028-18	Regular Formula Rate		6135	6327	6424	6733	7044	7369	7665	7975	8449	8790
	Alternative Formula Rate		6404	6602	6710	7039	7367	7700	8016	8336	8835	9187
	Maximum Security Rate		6507	6712	6821	7153	7480	7817	8132	8454	8944	9307
RC-028-19	Regular Formula Rate		6460	6661	6768	7114	7448	7793	8124	8463	8979	9337
	Alternative Formula Rate		6748	6958	7074	7438	7780	8152	8489	8847	9379	9757
	Maximum Security Rate		6856	7074	7195	7556	7900	8264	8609	8964	9496	9876
RC-028-21	Regular Formula Rate		7195	7423	7554	7942	8325	8713	9108	9489	10081	10485
	Alternative Formula Rate		7516	7753	7894	8299	8700	9103	9522	9920	10537	10958
	Maximum Security Rate		7627	7868	8010	8412	8813	9225	9636	10032	10651	11076