

RPA Salary Schedule B Conversion

This documents the implementation of the RPA salary schedule B conversion, effective January 1, 2022, per Chapter 2, Article 1, Salaries (D):

D. Salary Schedule B Salary Ranges: Reduce from 15 steps to 12 steps

Effective the first full pay period in January or the first full pay period after Council approval, whichever is later, the Schedule B salary ranges will be reduced from 15 steps to 12 steps, using the same top and bottom salary steps, establishing 3 percent between salary steps, except creating a new entry salary step that is 4.7% below the new step B.

The following conversion table places an employee's salary step at the closest salary step in the new Salary Schedule B salary range that results in the closest, but not lower pay rate effective for the employee as of December 31, 2021 (plus the 3% General Wage Increase):

Step conversion

| Current Step | New Step |
|--------------|----------|
| STEP A | STEP A |
| STEP B | STEP B |
| STEP C | STEP C |
| STEP D | STEP C |
| STEP E | STEP D |
| STEP F | STEP E |
| STEP G | STEP F |
| STEP H | STEP G |
| STEP I | STEP H |
| STEP J | STEP H |
| STEP K | STEP I |
| STEP L | STEP J |
| STEP M | STEP K |
| STEP N | STEP L |
| STEP O | STEP L |