

# CWA State Executive Branch - How To Estimate Your Retro\*

## What you need to do this work:

- NJ State Salary Chart for July 1, 2015 – download from [www.cwanj.org](http://www.cwanj.org)
- Your Anniversary Dates (if you were due increments)
- Remember, moving from step 8 to 9 is 18 months, moving from step 9 to 10 is 24 months

**Starting Point** → What was your annual base salary as of June 30, 2015: \_\_\_\_\_

## Section A Year 1 - Calculate how much you are due from 7-1-2015 through 6-30-2016:

If you were due an increment, put the full annual value of an increment in **Box 1**. If you were NOT due an increment, leave **Box 1** blank:  
(get this from the Salary Chart)

Box 1

1. If you were **not** due an increment (you were at max), then skip questions 2-6 and put \$0.00 below.
2. If you were due an increment between July – September 2015, put the entire amount of the increment due here: \_\_\_\_\_ (skip 3, 4, and 5 below)
3. If you were due an increment between October – December 2015, put  $\frac{3}{4}$  of the increment due here: \_\_\_\_\_ (skip 4 and 5 below)
4. If you were due an increment between January – March 2016, put  $\frac{1}{2}$  of the increment here: \_\_\_\_\_ (skip 5 below)
5. If you were due an increment between April – June 2016, put  $\frac{1}{4}$  of the increment here: \_\_\_\_\_

**TOTAL SECTION A** → Add up A1-A5: \_\_\_\_\_

## Section B Year 2 - Were you due an increment between 7-1-2016 and 6-30-2017?

If you were due an increment, put the full annual value of an increment in **Box 2**.  
If you were NOT due an increment, leave **Box 2** blank.  
(get this from the Salary Chart)

Box 2

1. If you were **not** due an increment (you were at max), then skip questions 2-5 and put \$0.00 below.
2. If you were due an increment under Section A., write down what a full year of that increment is worth (use Box 1 above): \_\_\_\_\_
3. If you were due an increment between July -September 2016, put the entire amount of the increment here: \_\_\_\_\_ (skip 4, 5, and 6 below)
4. If you were due an increment between October – December 2016, put  $\frac{3}{4}$  of the amount here: \_\_\_\_\_ (skip 5 and 6 below)
5. If you were due an increment between January – March 2017, put  $\frac{1}{2}$  of the amount here: \_\_\_\_\_ (skip 6 below)
6. If you were due an increment between April 1 – June 2017, put  $\frac{1}{4}$  of the amount here: \_\_\_\_\_

**TOTAL SECTION B** → Add up Section B1-B6: \_\_\_\_\_

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## Section C Year 3 – Were you due an increment between 7-1-2017 and 6-30-2018?

Box 3

If you were due an increment, put the full annual value of an increment in Box 3: If you were NOT due an increment, leave Box 3 blank.  
(get this from the Salary Chart)

1. Put your starting base salary from 2015 here: \_\_\_\_\_
2. Add Box 1 and Box 2 and put the total here: \_\_\_\_\_
3. Add C1 plus C2 and put the total here: \_\_\_\_\_
4. Multiply the amount in C3 above by X .02, which represents the 2% wage increase, and put that here: \_\_\_\_\_
5. If you were due an increment between July – September 2017, put the entire amount of the increment here: \_\_\_\_\_
6. If you were due an increment between October – December 2017, put  $\frac{3}{4}$  of the amount here: \_\_\_\_\_
7. If you were due an increment between January – March 2018, put  $\frac{1}{2}$  of the amount here: \_\_\_\_\_
8. If you were due an increment between April 1 – June 2018, put  $\frac{1}{4}$  of the amount here: \_\_\_\_\_

**TOTAL SECTION C → Add up C2, C4, C5, C6, C7, C8: \_\_\_\_\_**

### Summary:

Amount owed under A: \_\_\_\_\_

Amount owed under B: \_\_\_\_\_

Amount owed under C: \_\_\_\_\_

**Total GROSS Retroactive owed: \_\_\_\_\_**

**Don't forget that you will have to pay pension contribution, taxes, and other standard deductions out of retroactive payments.**

**Remember, we negotiated to eliminate Chapter 78 healthcare contributions from your retro.**

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Pay Scales as of June 30, 2015										
Range :	03	04	05	06	07	08	09	10	11	12
Increment :	\$987.14	\$1,036.44	\$1,089.53	\$1,146.56	\$1,203.50	\$1,264.21	\$1,325.00	\$1,389.51	\$1,457.84	\$1,530.00
Step 1 :	\$23,728.40	\$24,715.54	\$25,751.98	\$26,841.51	\$27,988.07	\$29,191.57	\$30,455.78	\$31,780.78	\$33,170.29	\$34,628.13
Step 2 :	\$24,715.54	\$25,751.98	\$26,841.51	\$27,988.07	\$29,191.57	\$30,455.78	\$31,780.78	\$33,170.29	\$34,628.13	\$36,158.13
Step 3 :	\$25,702.68	\$26,788.42	\$27,931.04	\$29,134.63	\$30,395.07	\$31,719.99	\$33,105.78	\$34,559.80	\$36,085.97	\$37,688.13
Step 4 :	\$26,689.82	\$27,824.86	\$29,020.57	\$30,281.19	\$31,598.57	\$32,984.20	\$34,430.78	\$35,949.31	\$37,543.81	\$39,218.13
Step 5 :	\$27,676.96	\$28,861.30	\$30,110.10	\$31,427.75	\$32,802.07	\$34,248.41	\$35,755.78	\$37,338.82	\$39,001.65	\$40,748.13
Step 6 :	\$28,664.10	\$29,897.74	\$31,199.63	\$32,574.31	\$34,005.57	\$35,512.62	\$37,080.78	\$38,728.33	\$40,459.49	\$42,278.13
Step 7 :	\$29,651.24	\$30,934.18	\$32,289.16	\$33,720.87	\$35,209.07	\$36,776.83	\$38,405.78	\$40,117.84	\$41,917.33	\$43,808.13
Step 8 :	\$30,638.38	\$31,970.62	\$33,378.69	\$34,867.43	\$36,412.57	\$38,041.04	\$39,730.78	\$41,507.35	\$43,375.17	\$45,338.13
Step 9 :	\$31,625.52	\$33,007.06	\$34,468.22	\$36,013.99	\$37,616.07	\$39,305.25	\$41,055.78	\$42,896.86	\$44,833.01	\$46,868.13
Step 10 :	\$32,612.66	\$34,043.50	\$35,557.75	\$37,160.55	\$38,819.57	\$40,569.46	\$42,380.78	\$44,286.37	\$46,290.85	\$48,398.13
Range :	13	14	15	16	17	18	19	20	21	22
Increment :	\$1,609.62	\$1,689.48	\$1,772.92	\$1,864.06	\$1,959.04	\$2,053.82	\$2,156.36	\$2,266.52	\$2,380.39	\$2,498.08
Step 1 :	\$36,158.13	\$37,767.75	\$39,457.23	\$41,230.15	\$43,094.21	\$45,053.25	\$47,107.07	\$49,263.43	\$51,529.95	\$53,910.34
Step 2 :	\$37,767.75	\$39,457.23	\$41,230.15	\$43,094.21	\$45,053.25	\$47,107.07	\$49,263.43	\$51,529.95	\$53,910.34	\$56,408.42
Step 3 :	\$39,377.37	\$41,146.71	\$43,003.07	\$44,958.27	\$47,012.29	\$49,160.89	\$51,419.79	\$53,796.47	\$56,290.73	\$58,906.50
Step 4 :	\$40,986.99	\$42,836.19	\$44,775.99	\$46,822.33	\$48,971.33	\$51,214.71	\$53,576.15	\$56,062.99	\$58,671.12	\$61,404.58
Step 5 :	\$42,596.61	\$44,525.67	\$46,548.91	\$48,686.39	\$50,930.37	\$53,268.53	\$55,732.51	\$58,329.51	\$61,051.51	\$63,902.66
Step 6 :	\$44,206.23	\$46,215.15	\$48,321.83	\$50,550.45	\$52,889.41	\$55,322.35	\$57,888.87	\$60,596.03	\$63,431.90	\$66,400.74
Step 7 :	\$45,815.85	\$47,904.63	\$50,094.75	\$52,414.51	\$54,848.45	\$57,376.17	\$60,045.23	\$62,862.55	\$65,812.29	\$68,898.82
Step 8 :	\$47,425.47	\$49,594.11	\$51,867.67	\$54,278.57	\$56,807.49	\$59,429.99	\$62,201.59	\$65,129.07	\$68,192.68	\$71,396.90
Step 9 :	\$49,035.09	\$51,283.59	\$53,640.59	\$56,142.63	\$58,766.53	\$61,483.81	\$64,357.95	\$67,395.59	\$70,573.07	\$73,894.98
Step 10 :	\$50,644.71	\$52,973.07	\$55,413.51	\$58,006.69	\$60,725.57	\$63,537.63	\$66,514.31	\$69,662.11	\$72,953.46	\$76,393.06

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Pay Scales as of June 30, 2015										
Range :	23	24	25	26	27	28	29	30	31	32
Increment :	\$2,623.37	\$2,752.42	\$2,892.88	\$3,037.20	\$3,189.03	\$3,348.47	\$3,515.51	\$3,690.21	\$3,876.15	\$4,069.81
Step 1 :	\$56,408.42	\$59,031.79	\$61,784.21	\$64,677.09	\$67,714.29	\$70,903.32	\$74,251.79	\$77,767.30	\$81,457.51	\$85,333.66
Step 2 :	\$59,031.79	\$61,784.21	\$64,677.09	\$67,714.29	\$70,903.32	\$74,251.79	\$77,767.30	\$81,457.51	\$85,333.66	\$89,403.47
Step 3 :	\$61,655.16	\$64,536.63	\$67,569.97	\$70,751.49	\$74,092.35	\$77,600.26	\$81,282.81	\$85,147.72	\$89,209.81	\$93,473.28
Step 4 :	\$64,278.53	\$67,289.05	\$70,462.85	\$73,788.69	\$77,281.38	\$80,948.73	\$84,798.32	\$88,837.93	\$93,085.96	\$97,543.09
Step 5 :	\$66,901.90	\$70,041.47	\$73,355.73	\$76,825.89	\$80,470.41	\$84,297.20	\$88,313.83	\$92,528.14	\$96,962.11	\$101,612.90
Step 6 :	\$69,525.27	\$72,793.89	\$76,248.61	\$79,863.09	\$83,659.44	\$87,645.67	\$91,829.34	\$96,218.35	\$100,838.26	\$105,682.71
Step 7 :	\$72,148.64	\$75,546.31	\$79,141.49	\$82,900.29	\$86,848.47	\$90,994.14	\$95,344.85	\$99,908.56	\$104,714.41	\$109,752.52
Step 8 :	\$74,772.01	\$78,298.73	\$82,034.37	\$85,937.49	\$90,037.50	\$94,342.61	\$98,860.36	\$103,598.77	\$108,590.56	\$113,822.33
Step 9 :	\$77,395.38	\$81,051.15	\$84,927.25	\$88,974.69	\$93,226.53	\$97,691.08	\$102,375.87	\$107,288.98	\$112,466.71	\$117,892.14
Step 10 :	\$80,018.75	\$83,803.57	\$87,820.13	\$92,011.89	\$96,415.56	\$101,039.55	\$105,891.38	\$110,979.19	\$116,342.86	\$121,961.95
Range :	33	34	35	37	38	40	41			
Increment :	\$ 4,271.05	\$ 4,487.42	\$ 4,707.59	\$ 5,193.57	\$ 5,451.69	\$ 6,009.84	\$ 6,313.46			
Step 1 :	\$ 89,403.47	\$ 93,674.52	\$ 98,161.94	\$ 107,812.56	\$ 113,006.13	\$ 124,182.89	\$ 130,192.73			
Step 2 :	\$ 93,674.52	\$ 98,161.94	\$ 102,869.53	\$ 113,006.13	\$ 118,457.82	\$ 130,192.73	\$ 136,506.19			
Step 3 :	\$ 97,945.57	\$ 102,649.36	\$ 107,577.12	\$ 118,199.70	\$ 123,909.51	\$ 136,202.57	\$ 142,819.65			
Step 4 :	\$ 102,216.62	\$ 107,136.78	\$ 112,284.71	\$ 123,393.27	\$ 129,361.20	\$ 142,212.41	\$ 149,133.11			
Step 5 :	\$ 106,487.67	\$ 111,624.20	\$ 116,992.30	\$ 128,586.84	\$ 134,812.89	\$ 148,222.25	\$ 155,446.57			
Step 6 :	\$ 110,758.72	\$ 116,111.62	\$ 121,699.89	\$ 133,780.41	\$ 140,264.58	\$ 154,232.09	\$ 161,760.03			
Step 7 :	\$ 115,029.77	\$ 120,599.04	\$ 126,407.48	\$ 138,973.98	\$ 145,716.27	\$ 160,241.93	\$ 168,073.49			
Step 8 :	\$ 119,300.82	\$ 125,086.46	\$ 131,115.07	\$ 144,167.55	\$ 151,167.96	\$ 166,251.77	\$ 174,386.95			
Step 9 :	\$ 123,571.87	\$ 129,573.88	\$ 135,822.66	\$ 149,361.12	\$ 156,619.65	\$ 172,261.61	\$ 180,700.41			
Step 10 :	\$ 127,842.92	\$ 134,061.30	\$ 140,530.25	\$ 154,554.69	\$ 162,071.34	\$ 178,271.45	\$ 187,013.87			

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