HOW TO COMPUTE AN ABOVE SCALE SALARY

1. Take the present "X" Scale O of Step IX
2. Subtract the "X" Scale O of Step VIII
3. Add that difference to Step IX
4. That is the Full Step Merit recommendation for Above Scale

Example:

Step IX	151,800
Step VIII	139,700
Difference	12,100
Add	151,800 + 12,100 =
Above Scale "X"	163,900

If a half-step is going to be recommended, take half of 12,100 which is 6,050 and add to 151,800.