

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: June 15, 2006

Locator No: OSER-0113-CLR/LR/PP

Subject: Information for Processing Negotiated Base Pay Adjustments for FY 2006-2007 for Employees in the Professional Patient Care Bargaining Unit

This information is provided to assist appointing authorities in determining and processing FY 2006-2007 base pay adjustments, according to the 2005-2007 collective bargaining agreement, for current employees in the Professional Patient Care Bargaining Unit (BU 11).

SECTION I. MULTIPLE BASE PAY ADJUSTMENTS EFFECTIVE ON JUNE 25, 2006, ORDER OF APPLICATION

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2005-2007 Agreement with the Professional Patient Care bargaining unit, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use the current FY 2005-2006 pay schedule (Attachment B. I.) for adjustments 1. through 9., on June 25, 2006.

Use the new FY 2006-2007 pay schedule (Attachment B. II.) for adjustments 10. through 12., on June 25, 2006, and for all adjustments after June 25, 2006.

1. Completion of the first 6 months of a probationary/trial period adjustment
2. Reallocation/regrade adjustment
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
9. Anniversary Adjustments effective June 25, 2006 for FY 2005-06
10. Negotiated Base Pay Adjustments for the 2006-2007 Fiscal Year (in the order provided in Section II of this bulletin)
11. Establishment of a raised minimum rate (RMR)
12. Original appointment

SECTION II. FY 2006-2007 WAGE ADJUSTMENTS

FY 2006-2007 wage adjustments will be provided to eligible employees subject to the applicable pay range maximums. For any adjustments effective on the same date, adjustments will be applied in the order specified below.

A. FY 2006-07 Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments

1. Effective Date.

NOTE: For purposes of this bulletin, "anniversary date" means the day on which an employee attains another year of continuous service, as determined by the month and day of the employee's adjusted continuous service date.

Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments are effective the first day of the pay period following the employee's anniversary date. If the employee's anniversary date occurs on the first day of a pay period, the anniversary adjustment or payment will be effective on that date.

2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on the effective date of the anniversary adjustment, whose base pay rate is at or above the minimum of the applicable pay range, are eligible for an Anniversary Date Adjustment or Anniversary Date Adjustment Payment, as provided in 3., below.

NOTE: Per 5/3/1 of the Agreement, any employee hired with HAM is not eligible to receive an anniversary adjustment unless the employee's base pay rate is less than or equal to the grid level corresponding to the employee's seniority. See the list of examples below to determine the association of the grid level to seniority for this provision:

<u>Employees Grid Level</u>	<u>Years of Seniority</u>
Grid level A (for Nurse Clinicians level C)	< 1 year of seniority.
Grid level B (for Nurse Clinicians level D)	1 year but less than 2 years
Grid level C (for Nurse Clinicians level E)	2 years but less than 3 years

3. Amount.

a. Anniversary Adjustments:

Use the appropriate Attachment A. I., A. II. or A. III grid depending on the effective date of the Anniversary Adjustment, and subject to the Note, above. Use the Attachment A. II. grid for all Anniversary Adjustments with effective dates from June 26, 2006 through April 1, 2007. Use Attachment A. III. grid for all Anniversary Adjustments with effective dates from April 2, 2007 through June 30, 2007.

- 1) Any employee whose base pay rate is *at or above the applicable pay range minimum and less than the applicable grid endpoint* of the applicable pay range will receive a pay adjustment to the grid point in the employee's pay range that is closest to but greater than the employee's current base pay rate.
- 2) Any employee whose base pay rate is *at or above the grid endpoint but less than the pay range maximum* will receive an increase equal to 1.5% of the employee's base pay rate, subject to the applicable pay range maximum.

b. Annualized Anniversary Adjustment Payments:

- 1) Any employee who receives an Anniversary Adjustment under 3.a.2), above, of less than 1.5% of his/her base pay rate, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Adjustment Payment equal to the difference between the value of 1.5% of the employee's base pay rate prior to application of the Anniversary Adjustment and the amount the employee actually receives, multiplied by the number of work hours remaining in the fiscal year.
- 2) Any employee who does not receive an Anniversary Adjustment under 3.a.2), above, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Adjustment Payment equal to 1.5% of the employee's base pay rate, multiplied by the number of work hours remaining in the fiscal year.
- 3) The Annualized Anniversary Adjustment Payments provided under 1) and 2), above, will be prorated based on the employee's budgeted FTE on the effective date of the adjustment.
- 4) Annualized Anniversary Adjustment Payments will be made as soon after the effective date of the payment as is administratively feasible. Employees who are not in pay status on the effective date of the Annualized Anniversary Adjustment Payment and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Anniversary Adjustment Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

B. General Wage Adjustment (GWA) / Market Grid Implementation (Attachment A. II.) Effective June 25, 2006

1. **Effective Date.** The grid provided in **Attachment A. II.** is implemented effective June 25, 2006.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on June 25, 2006, whose base pay rate is at or below the Attachment A. I. grid endpoint in the applicable pay range, are eligible for a General Wage / Market Adjustment as provided in 3., below.
3. **General Wage Adjustment / Market Grid Implementation Amount.** Provided as follows:
 - a) Eligible employees are placed on the grid provided in **Attachment A. II.** at the grid level in their associated pay range that corresponds to their current grid level. Any employee whose base pay rate falls below the Attachment A. II. grid level A rate will have their base pay rate increased to the Attachment A. II. grid level A rate amount.
 - b) *For purposes of grid implementation only*, employees whose current base pay rate falls *between* two levels, the grid level assigned on the **Attachment A. II.** grid will be the lower of the two grid levels. **Note:** Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base pay rate prior to grid implementation.

4. **Over the Grid Endpoint Amount.** All eligible employees in a classification listed in a), below, whose base pay rate prior to the grid adjustment is *greater than* the grid endpoint specified in **Attachment A. I.**, are eligible to receive a GWA/Market base pay increase of 4.5% (0.5% GWA, and 4.0% Market) of base pay subject to the pay range maximum in Attachment B. II.

All eligible employees in a classification other than those shown in a.) below, whose base pay rate prior to the grid implementation is *greater than* the grid endpoint specified in **Attachment A. I.** are eligible to receive a GWA base pay increase of 0.5% of base pay subject to the pay range maximum in Attachment B. II.

Any employee who is not eligible to receive all or part of this adjustment due to the pay range maximum limitation is eligible for an annualized lump sum payment as follows:

- a) Classifications Eligible for 4.0% Market Adjustment

<u>Classification Title</u>	<u>Class Code</u>
<u>Nurse Clinician 2</u>	<u>38302</u>
<u>Nurse Clinician 2 Weekend</u>	<u>38862</u>
<u>Nurse Clinician 3</u>	<u>38303</u>
<u>Nurse Clinician 3 Weekend</u>	<u>38863</u>
<u>Nurse Clinician 4</u>	<u>38304</u>
<u>Nurse Practitioner</u>	<u>38360</u>
<u>Physician Assistant</u>	<u>38000</u>

- b) Any employee who is eligible to receive an adjustment but does not receive the full applicable 4.5% or 0.5% adjustment due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment B. II. range maximum as an Annualized Lump Sum Payment. The lump sum payment amount will be equal to the difference between the value of the applicable adjustment (i.e., 4.5% or 0.5%) of the employee's base pay rate prior to application of the grid implementation and the amount the employee actually receives, multiplied by 2088, prorated by the employee's budgeted FTE on June 25, 2006.
- c) Any eligible employee who does not receive a grid adjustment, solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to the applicable adjustment (i.e., 4.5% or 0.5%) of the employee's base pay rate multiplied by 2088, prorated by the employee's budgeted FTE on June 25, 2006.
- d) The Annualized Lump Sum Payment will be made as soon after June 25, 2006 as is administratively feasible.

- e) Employees who are not in pay status on June 25, 2006, and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position, during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

C. Pay Range Reassignments

- 1. Effective Date June 25, 2006.** The pay ranges for the following classifications are assigned the next greater pay range as shown in the table below:
- 2. Eligibility and Amount.** All employees (**employment types 01, 02, and 06**) in positions assigned to one of the classifications shown in the table below are reallocated to the next higher pay range and placed on the Attachment II. grid in the new pay range at their current grid level. If, prior to the pay range reassignments, an employee's base pay rate is above the Attachment A. II. grid endpoint, the employee will receive a base pay increase equal to 6.5% of their current base pay rate, subject to the pay range maximum shown in Attachment B. II.

Classification Title	Class Code	Old Pay Range	New Pay Range
Developmental Disabilities Specialist	39901	8	9
Developmental Disabilities Coordinator	39902	9	10
Dietitian Clinical	37401	7	8
Dietitian Administrative	37402	9	10
Occupational Therapist	39001	8	9
Occupational Therapist Senior	39002	9	10
Therapist	39661	6	7
Therapist Senior	39662	7	8

D. Market Adjustment (Using the Attachment A. II grid) Effective June 25, 2006

1. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in a position assigned to one of the following classifications on June 25, 2006, are eligible for this Market Adjustment, in the amount specified under 3., below.

Classification Title	Classification Code
Audiologist	39100
Epidemiologist	40801
Epidemiologist-Adv	40801
Minimum Data Set Coord	38200
Nursing Consultant 1	38341
Nursing Consultant 2	38342
Nursing Specialist	38260
Nursing Instructor 1	38271
Nursing Instructor 2	38272
Physical Therapist	38901
Physical Therapist-Sr	38902
Public Health Educator	40701
Public Health Educator-Sr	40702
Public Health Educator-Adv	40703
Public Health Nurse 1	38701
Public Health Nurse 2	38702
Public Health Nurse 3	38703
Public Health Nutritionist 1	40501
Public Health Nutritionist 2	40502
Public Health Nutritionist 3	40503
Speech Language Pathologist	40001
Speech Language Pathologist-Sr	40002
Therapies Consultant	39775

2. **Market Adjustment Amount.** Employees assigned to one of the classifications listed above are eligible to receive a Market Adjustment equal to two grid level movements or a 3.0% base pay adjustment.

3. **Market Adjustment - Over the Grid Endpoint Amount.**

If the employee's base pay rate prior to the Market Adjustment is at or above the grid endpoint, s/he is eligible for a 3.0% base pay adjustment, subject to the pay range maximum shown in **Attachment B. II**.

- a) Any employee who is eligible to receive a Market Adjustment but does not receive the full amount due to the pay range maximum limitation is eligible to receive an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 3.0% of the employee's base pay rate prior to application of the Market Adjustment and the hourly amount the employee actually receives, multiplied by 2088, prorated by the employee's budgeted FTE on June 25, 2006.
- b) Any eligible employee who does not receive a Market Adjustment solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to 3.0% of the employee's base pay rate multiplied by 2088, prorated by the employee's budgeted FTE on June 25, 2006.
- c) The Annualized Lump Sum Payment under this subsection will be made as soon after June 25, 2006, as is administratively feasible.

- d) Employees who are not in pay status on June 25, 2006, who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement, will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

E. Implementation of the FY 2006-2007 Pay Schedule (Attachment B. II.) Effective June 25, 2006

The FY 2006-2007 pay schedule provided in **Attachment B. II.** is implemented effective June 25, 2006.

F. Grid Implementation - General Wage Adjustment (Attachment A, III.) Effective April 1, 2007

1. **Effective Date.** The grid provided in **Attachment A. III.** is implemented effective April 1, 2007.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on April 1, 2007, whose base pay rate is at or below the Attachment B, III. grid endpoint in the applicable pay range, are eligible for a Grid Implementation General Wage Adjustment as provided in 3., below.
3. **Grid Implementation - General Wage Adjustment Amount.** Provided as follows:
 - a) Eligible employees are placed on the grid provided in **Attachment A. III.** at the grid level in their associated pay range that corresponds to their current grid level. Any employee whose base pay rate falls below the **Attachment A, II.** grid level A rate will have their base pay rate increased to the **Attachment A. III.** grid level A rate.
 - b) *For purposes of grid implementation only*, employees whose current base pay rate falls *between* two levels, the grid level assigned on the **Attachment A. III.** grid will be the lower of the two grid levels. **Note:** Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base rate prior to grid implementation.
4. **General Wage Adjustment (GWA) - Over the Grid Endpoint Amount.** All employees whose base pay rate prior to the General Wage Adjustment is greater than the grid endpoint specified in **Attachment A. II.**, are eligible to receive a GWA of 2.25% of base pay, subject to the pay range maximum in **Attachment B. III.** Any employee who is not eligible to receive all or part of this adjustment due to the pay range maximum limitation is eligible for an Annualized Lump Sum Payment as follows:
 - a) Any employee who is eligible to receive an adjustment but does not receive the full 2.25% GWA due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment B. III. range maximum as an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 2.25% of the employee's base pay rate prior to application of the GWA grid adjustment and the amount the employee actually receives, multiplied by 480, prorated by the employee's budgeted FTE on April 1, 2007.
 - b) Any eligible employee who does not receive a GWA grid adjustment solely because of the pay range maximum limitation will receive an Annualized Lump Sum Payment equal to 2.25% of the employee's base pay rate, multiplied by 480, prorated by the employee's budgeted FTE on April 1, 2007.
 - c) The Annualized Lump Sum Payment will be made as soon after April 1, 2007, as is administratively feasible.

- d) Employees who are not in pay status on April 1, 2007, who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position, during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

G. Implementation of the FY 2006-2007 Pay Schedule (Attachment B. III.) Effective April 1, 2007

The FY 2006-2007 pay schedule provided in **Attachment B. III.** is implemented effective April 1, 2007. Any employee whose current base pay rate is less than the new pay range minimum will receive an increase to the new pay range minimum effective April 1, 2007.

SECTION III. REINSTATEMENT OR RESTORATION

- A. FY 2006-2007 Base Pay Adjustments:** Per Appendix C of the 2005-2007 Agreement, the base pay adjustments provided in Section II., above, **must be included** in determining pay on *reinstatement or restoration* of an employee whose eligibility is derived from a position represented by the Professional Patient Care bargaining unit, subject to the pay range maximums applicable for each adjustment. Any adjustment applied upon reinstatement or restoration will be that of the appropriate pay schedule and classification from which the reinstatement eligibility or restoration rights are derived.
- B. Annualized Anniversary Date Adjustment Payments:** Annualized Anniversary Date Adjustment Payments provided under Section II. above, for which the employee would otherwise have been eligible, will be granted to employees upon *restoration* to a Professional Patient Care bargaining unit position after the effective date of the Agreement through June 30, 2007. Employees who *reinstated* to a bargaining unit position after the effective date of the contract are not eligible for this payment.

SECTION IV. PERSONNEL TRANSACTION PAY ADJUSTMENT PROVISIONS

All personnel transaction pay adjustments for employees of the Professional Patient Care bargaining unit will be determined in accordance with the provisions set forth in Appendix C of the 2005-2007 Professional Patient Care collective bargaining agreement.

SECTION V. REFERRAL OF QUESTIONS**Employee Questions:**

Employees with questions regarding their pay rates or pay adjustments included in this bulletin should contact their agency Human Resources or Payroll Office directly.

Employer Questions:

Employer questions regarding the *pay provisions* contained in this bulletin should be directed to Lynn Maulbetsch by phone at (608) 267-5164, by e-mail at Lynn.Maulbetsch@wisconsin.gov or Paul Ostrowski by phone at (608) 267-0343, by e-mail at Paul.Ostrowski@wisconsin.gov

Employer questions regarding *all other contract provisions* should be directed to Michael Soehner by phone at (608) 267-9462, or e-mail at Michael.Soehner@wisconsin.gov or Kathy Kopp by phone at (608) 266-0711 or by e-mail at kathy.kopp@wisconsin.gov

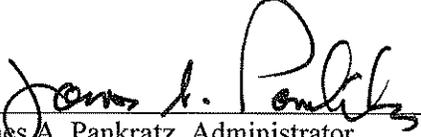
Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

DOA Central Payroll:

Shelley Schwartz at (608) 264-9571

UW-Processing Center:

Payroll and Financial Services (608) 262-3558


James A. Pankratz, Administrator
Division of Compensation and Labor Relations

JAP:ldm

Attachments:

Attachment A: Pay Grids 11 Eff. June 25, 2006 through June 30, 2007

Attachment B: Pay Schedule 11 Eff. June 25, 2006 through June 30, 2007

UPQHC 2005-07 Grids - Attachment A.I**For anniversary adjustments effective June 25, 2006**

<u>Grid Level</u>	<u>11-06</u>	<u>11-07</u>	<u>11-08</u>	<u>11-09</u>	<u>11-10</u>	<u>11-11</u>	<u>11-12</u>	<u>11-22</u>	<u>11-40</u>	<u>11-41</u>	<u>11-42</u>
A	17.748	18.901	20.132	21.439	22.833	24.318	26.935	32.038			
B	18.015	19.185	20.434	21.761	23.176	24.683	27.340	32.519			
C	18.286	19.473	20.741	22.088	23.524	25.054	27.751	33.007	24.561	26.158	27.858
D	18.561	19.766	21.053	22.420	23.877	25.430	28.168	33.503	24.930	26.551	28.276
E	18.840	20.063	21.369	22.757	24.236	25.812	28.591	34.006	25.304	26.950	28.701
F	19.123	20.364	21.690	23.099	24.600	26.200	29.020	34.517	25.684	27.355	29.132
G	19.410	20.670	22.016	23.446	24.969	26.593	29.456	35.035	26.070	27.766	29.569
H	19.702	20.981	22.347	23.798	25.344	26.992	29.898	35.561	26.462	28.183	30.013
I	19.998	21.296	22.683	24.155	25.725	27.397	30.347	36.095	26.859	28.606	30.464
J	20.298	21.616	23.024	24.518	26.111	27.808	30.803	36.637	27.262	29.036	30.921
K	20.603	21.941	23.370	24.886	26.503	28.226	31.266	37.187	27.671	29.472	31.385
L	20.913	22.271	23.721	25.260	26.901	28.650	31.735	37.745	28.087	29.915	31.856
M	21.227	22.606	24.077	25.639	27.305	29.080	32.212	38.312	28.509	30.364	32.334
N	21.546	22.946	24.439	26.024	27.715	29.517	32.696	38.887	28.937	30.820	32.820
O	21.870	23.291	24.806	26.415	28.131	29.960	33.187	39.471	29.372	31.283	33.313
P	22.199	23.641	25.179	26.812	28.553	30.410	33.685	40.064	29.813	31.753	33.813
Q	22.532	23.996	25.557	27.215	28.982	30.867	34.191	40.665	30.261	32.230	34.321
R	22.870	24.356	25.941	27.624	29.417	31.331	34.704	41.275	30.715	32.714	34.836
S	23.214	24.722	26.331	28.039	29.859	31.801	35.225	41.895	31.176	33.205	35.359
T	23.563	25.093	26.726	28.460	30.307	32.279	35.754	42.524	31.644	33.704	35.890
U	23.917	25.470	27.127	28.887	30.762	32.764	36.291	43.162	32.119	34.210	36.429
Range Max	30.118	32.074	34.163	36.382	38.748	41.269	43.740	52.024	39.883	42.475	45.237

UPQHC 2005-07 Grids - Appendix A.II.

Effective June 25, 2006 through March 31, 2007

<u>Grid Level</u>	<u>11-06</u>	<u>11-07</u>	<u>11-08</u>	<u>11-09</u>	<u>11-10</u>	<u>11-11</u>	<u>11-12</u>	<u>11-22</u>	<u>11-40</u>	<u>11-41</u>	<u>11-42</u>
A	17.837	18.996	20.233	21.547	22.948	24.440	28.148	33.480			
B	18.105	19.281	20.537	21.871	23.293	24.807	28.571	33.983			
C	18.377	19.571	20.846	22.200	23.643	25.180	29.000	34.493	25.667	27.336	29.112
D	18.653	19.865	21.159	22.533	23.998	25.558	29.435	35.011	26.053	27.747	29.549
E	18.933	20.163	21.477	22.871	24.358	25.942	29.877	35.537	26.444	28.164	29.993
F	19.217	20.466	21.800	23.215	24.724	26.332	30.326	36.071	26.841	28.587	30.443
G	19.506	20.773	22.127	23.564	25.095	26.727	30.781	36.613	27.244	29.016	30.900
H	19.799	21.085	22.459	23.918	25.472	27.128	31.243	37.163	27.653	29.452	31.364
I	20.096	21.402	22.796	24.277	25.855	27.535	31.712	37.721	28.068	29.894	31.835
J	20.398	21.724	23.138	24.642	26.243	27.949	32.188	38.287	28.490	30.343	32.313
K	20.704	22.050	23.486	25.012	26.637	28.369	32.671	38.862	28.918	30.799	32.798
L	21.015	22.381	23.839	25.388	27.037	28.795	33.162	39.445	29.352	31.261	33.290
M	21.331	22.717	24.197	25.769	27.443	29.227	33.660	40.037	29.793	31.730	33.790
N	21.651	23.058	24.560	26.156	27.855	29.666	34.165	40.638	30.240	32.206	34.297
O	21.976	23.404	24.929	26.549	28.273	30.111	34.678	41.248	30.694	32.690	34.812
P	22.306	23.756	25.303	26.948	28.698	30.563	35.199	41.867	31.155	33.181	35.335
Q	22.641	24.113	25.683	27.353	29.129	31.022	35.727	42.496	31.623	33.679	35.866
R	22.981	24.475	26.069	27.764	29.566	31.488	36.263	43.134	32.098	34.185	36.404
S	23.326	24.843	26.461	28.181	30.010	31.961	36.807	43.782	32.580	34.698	36.951
T	23.676	25.216	26.858	28.604	30.461	32.441	37.360	44.439	33.069	35.219	37.506
U	24.032	25.595	27.261	29.034	30.918	32.928	37.921	45.106	33.566	35.748	38.069
Range Max	31.624	33.678	35.872	38.202	40.686	43.333	46.365	55.146	42.276	45.024	47.952

UPQHC 2005-07 Grids - Attachment A.III.**Effective April 1, 2007 through June 30, 2007**

<u>Grid Level</u>	<u>11-06</u>	<u>11-07</u>	<u>11-08</u>	<u>11-09</u>	<u>11-10</u>	<u>11-11</u>	<u>11-12</u>	<u>11-22</u>	<u>11-40</u>	<u>11-41</u>	<u>11-42</u>
A	18.239	19.424	20.689	22.032	23.465	24.990	28.782	34.234			
B	18.513	19.716	21.000	22.363	23.817	25.365	29.214	34.748			
C	18.791	20.012	21.315	22.699	24.175	25.746	29.653	35.270	26.245	27.952	29.768
D	19.073	20.313	21.635	23.040	24.538	26.133	30.098	35.800	26.639	28.372	30.215
E	19.360	20.618	21.960	23.386	24.907	26.525	30.550	36.337	27.039	28.798	30.669
F	19.651	20.928	22.290	23.737	25.281	26.923	31.009	36.883	27.445	29.230	31.130
G	19.946	21.242	22.625	24.094	25.661	27.327	31.475	37.437	27.857	29.669	31.597
H	20.246	21.561	22.965	24.456	26.046	27.737	31.948	37.999	28.275	30.115	32.071
I	20.550	21.885	23.310	24.823	26.437	28.154	32.428	38.569	28.700	30.567	32.553
J	20.859	22.214	23.660	25.196	26.834	28.577	32.915	39.148	29.131	31.026	33.042
K	21.172	22.548	24.015	25.574	27.237	29.006	33.409	39.736	29.568	31.492	33.538
L	21.490	22.887	24.376	25.958	27.646	29.442	33.911	40.333	30.012	31.965	34.042
M	21.813	23.231	24.742	26.348	28.061	29.884	34.420	40.938	30.463	32.445	34.553
N	22.141	23.580	25.114	26.744	28.482	30.333	34.937	41.553	30.920	32.932	35.072
O	22.474	23.934	25.491	27.146	28.910	30.788	35.462	42.177	31.384	33.426	35.599
P	22.812	24.294	25.874	27.554	29.344	31.250	35.994	42.810	31.855	33.928	36.133
Q	23.155	24.659	26.263	27.968	29.785	31.719	36.534	43.453	32.333	34.437	36.675
R	23.503	25.029	26.657	28.388	30.232	32.195	37.083	44.105	32.818	34.954	37.226
S	23.856	25.405	27.057	28.814	30.686	32.678	37.640	44.767	33.311	35.479	37.785
T	24.214	25.787	27.463	29.247	31.147	33.169	38.205	45.439	33.811	36.012	38.352
U	24.578	26.174	27.875	29.686	31.615	33.667	38.779	46.121	34.319	36.553	38.928
Range Max	32.336	34.436	36.680	39.062	41.602	44.308	47.409	56.387	43.228	46.038	49.031

Attachment B.I. Pay Schedule 11: United Professionals for Quality Health Care**Effective through June 24, 2006**

Pay Range	Official Hourly Basis			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	Within Range Step	Minimum	Maximum	Minimum	Maximum
11-06	\$17.748	\$30.118	\$0.533	\$3,088	\$5,241	\$37,058	\$62,886
11-07	\$18.901	\$32.074	\$0.568	\$3,289	\$5,581	\$39,465	\$66,971
11-08	\$20.132	\$34.163	\$0.604	\$3,503	\$5,944	\$42,036	\$71,332
11-09	\$21.439	\$36.382	\$0.644	\$3,730	\$6,330	\$44,765	\$75,966
11-10	\$22.833	\$38.748	\$0.685	\$3,973	\$6,742	\$47,675	\$80,906
11-11	\$24.318	\$41.269	\$0.730	\$4,231	\$7,181	\$50,776	\$86,170
11-12	\$26.935	\$43.740	\$0.809	\$4,687	\$7,611	\$56,240	\$91,329
11-22	\$32.038	\$52.024	\$0.962	\$5,575	\$9,052	\$66,895	\$108,626
11-40	\$24.561	\$39.883	\$0.737	\$4,274	\$6,940	\$51,283	\$83,276
11-41	\$26.158	\$42.475	\$0.785	\$4,551	\$7,391	\$54,618	\$88,688
11-42	\$27.858	\$45.237	\$0.836	\$4,847	\$7,871	\$58,168	\$94,455

Attachment B.II. Pay Schedule 11: United Professionals for Quality Health Care**Effective June 25, 2006 through March 31, 2007**

Pay Range	Official Hourly Basis			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	Within Range Step	Minimum	Maximum	Minimum	Maximum
11-06	\$17.837	\$31.624	\$0.536	\$3,104	\$5,503	\$37,244	\$66,031
11-07	\$18.996	\$33.678	\$0.570	\$3,305	\$5,860	\$39,664	\$70,320
11-08	\$20.233	\$35.872	\$0.607	\$3,521	\$6,242	\$42,247	\$74,901
11-09	\$21.547	\$38.202	\$0.647	\$3,749	\$6,647	\$44,990	\$79,766
11-10	\$22.948	\$40.686	\$0.689	\$3,993	\$7,079	\$47,915	\$84,952
11-11	\$24.440	\$43.333	\$0.734	\$4,253	\$7,540	\$51,031	\$90,479
11-12	\$28.148	\$46.365	\$0.845	\$4,898	\$8,068	\$58,773	\$96,810
11-22	\$33.480	\$55.146	\$1.005	\$5,826	\$9,595	\$69,906	\$115,145
11-40	\$25.667	\$42.276	\$0.771	\$4,466	\$7,356	\$53,593	\$88,272
11-41	\$27.336	\$45.024	\$0.821	\$4,756	\$7,834	\$57,078	\$94,010
11-42	\$29.112	\$47.952	\$0.874	\$5,065	\$8,344	\$60,786	\$100,124

Attachment III. Pay Schedule 11: United Professionals for Quality Health Care**Effective April 1, 2007 through June 30, 2007**

Pay Range	Official Hourly Basis			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	Within Range Step	Minimum	Maximum	Minimum	Maximum
11-06	\$18.239	\$32.336	\$0.548	\$3,174	\$5,626	\$38,083	\$67,518
11-07	\$19.424	\$34.436	\$0.583	\$3,380	\$5,992	\$40,557	\$71,902
11-08	\$20.689	\$36.680	\$0.621	\$3,600	\$6,382	\$43,199	\$76,588
11-09	\$22.032	\$39.062	\$0.661	\$3,834	\$6,797	\$46,003	\$81,561
11-10	\$23.465	\$41.602	\$0.704	\$4,083	\$7,239	\$48,995	\$86,865
11-11	\$24.990	\$44.308	\$0.750	\$4,348	\$7,710	\$52,179	\$92,515
11-12	\$28.782	\$47.409	\$0.864	\$5,008	\$8,249	\$60,097	\$98,990
11-22	\$34.234	\$56.387	\$1.028	\$5,957	\$9,811	\$71,481	\$117,736
11-40	\$26.245	\$43.228	\$0.788	\$4,567	\$7,522	\$54,800	\$90,260
11-41	\$27.952	\$46.038	\$0.839	\$4,864	\$8,011	\$58,364	\$96,127
11-42	\$29.768	\$49.031	\$0.894	\$5,180	\$8,531	\$62,156	\$102,377