

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: June 17, 2008

Locator No: OSER-0192-CLR/LR/PP

Subject: Information for Processing Negotiated Base Pay Adjustments for FY 2007-2008 for Employees in the Professional Patient Care Bargaining Unit, SEIU Healthcare 1199 Wisconsin

This information is provided to assist appointing authorities in determining and processing FY 2007-2008 base pay adjustments, according to the 2007-2009 collective bargaining agreement for current employees in the Professional Patient Care Bargaining Unit, SEIU Healthcare 1199 Wisconsin (BU 11).

SECTION I. MULTIPLE BASE PAY ADJUSTMENTS EFFECTIVE ON JUNE 8, 2008, ORDER OF APPLICATION

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2007-2009 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 2006-2007 pay schedule (Attachment B. I.) for adjustments 1. through 9., on June 8, 2008.

Use the new FY 2007-2008 pay schedule (Attachment B. II.) for adjustment 10., on June 8, 2008.

Use the new FY 2007-2008 pay schedule (Attachment B. III.), for adjustments 11. through 13., and for all adjustments on or after June 8, 2008.

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 8, 2008 for FY 2007-2008
10. Grid implementation effective June 8, 2008 (for June 24, 2007)
11. All other Negotiated Base Pay Adjustments for the 2007-2008 Fiscal Year (in the order provided in Section II of this bulletin)
12. Establishment of a raised minimum rate (RMR)
13. Original appointment

SECTION II. FY 2007-2008 WAGE ADJUSTMENTS

FY 2007-2008 wage adjustments will be provided to eligible employees or former employees who have retired or were laid off prior to the effective date of the adjustments, 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 2007-2008 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, beginning December 28, 2003, any employee hired with HAM on or after December 28, 2003, 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 Date Adjustments:

Use the appropriate Attachment A. I. or A. II., grid depending on the effective date of the FY 2007-2008 Anniversary Adjustment, and subject to the Note above. Use the Attachment A. III. grid for all adjustments with effective dates from June 8, 2008 through July 5, 2008.

- 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 Attachment A. I. 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 Date Adjustment Payments:

- 1) Any employee who receives an Anniversary Date 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 Date 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 Date 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 Date Adjustment under 3.a.2), above, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Date 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 Date 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 Date 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 Date 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 Date Adjustment Payment for which they would otherwise have been eligible. (See Section IV., of this bulletin, regarding Reinstatement or Restoration.)

B. Grid Implementation Adjustment (Attachment A. II.) Effective June 8, 2008 (for June 24, 2007)

1. **Effective Date.** The grid provided in **Attachment A. II.** is implemented effective June 8, 2008.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on June 8, 2008, whose base pay rate is at or below the Attachment A. I. grid endpoint in the applicable pay range, are eligible for a Grid Implementation Adjustment as provided in 3., below.
3. **Grid Implementation Adjustment 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 will have their base pay rate increased to the Attachment A. II. 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. 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 rate prior to grid implementation.*

4. Over the Grid Endpoint Amount. All eligible employees 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 base pay increase of 0.50% of base pay subject to the pay range maximum in Attachment A. 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) Any employee who is eligible to receive an adjustment but does not receive the full 0.50% GWA due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment A. II. range maximum as an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 0.50% of the employee's base pay rate prior to application of the grid adjustment and the amount the employee actually receives, multiplied by 2088, prorated by the employee's budgeted FTE on June 8, 2008.
- b) 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 0.50% of the employee's base pay rate multiplied by 2088, prorated by the employee's budgeted FTE on June 8, 2008.
- c) The annualized payment will be made as soon after June 8, 2008, as is administratively feasible.
- d) Employees who are not in pay status on June 8, 2008, 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 IV., of this bulletin, regarding Reinstatement or Restoration.)

C. Implementation of the FY 2007-2008 Pay Schedule (Attachment B. II.) Effective June 8, 2008 (for June 24, 2007)

The FY 2007-2008 pay schedule provided in **Attachment B. II.** will be implemented effective June 8, 2008. Any employee whose current base pay rate is less than the applicable new pay range minimum will receive an increase to the new pay range minimum effective June 8, 2008.

D. Market Adjustment Grid Implementation (Attachment A. III.) Effective June 8, 2008 (for December 23, 2007)

1. **Effective Date.** The grid provided in **Attachment A. III.** is implemented effective June 8, 2008.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the Professional Patient Care bargaining unit (**DP unit code 11**) on June 8, 2008, whose base pay rate is at or below the Attachment A. II. grid endpoint in the applicable pay range, are eligible for a Grid Implementation Adjustment as provided in 3., below.
3. **Market Adjustment Grid Implementation 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. III. grid level A 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. Market Adjustment – Over the Grid Endpoint Amount.** All eligible employees in classifications listed below whose base pay rate prior to the grid adjustment is *greater than* the grid endpoint specified in **Attachment A. II.** are eligible to receive a base pay increase equal to the applicable percentage shown below, subject to the applicable pay range maximum in **Attachment B. III.** Any eligible employee who does not receive all or part of this Market Adjustment due to the pay range maximum limitation is eligible for an annualized lump sum payment as follows:

Classification Title	Class Code	Grid Placement Percentage increase
Nurse Clinician 2	38302	3.0%
Nurse Clinician 2 Weekend	38862	3.0%
Nurse Clinician 3	38303	3.0%
Nurse Clinician 3 Weekend	38863	3.0%
Nurse Clinician 4	38304	3.0%
Nurse Practitioner	38360	3.5%
Physician Assistant	38000	3.5%
All other Bargaining Unit Classifications		1.0%

- a) Any employee who is eligible to receive a Market Adjustment but does not receive the full amount shown in the applicable percentage column above, due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment A. II. range maximum as an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of percentage increase of the employee's base pay rate prior to application of the Market Adjustment and the amount the employee actually receives, multiplied by 1120, prorated by the employee's budgeted FTE on June 8, 2008.
- 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 the value of the applicable percentage above, of the employee's base pay rate multiplied by 1120, prorated by the employee's budgeted FTE on June 8, 2008.
- c) The Annualized Lump Sum Payment will be made as soon after June 8, 2008, as is administratively feasible.
- d) Employees who are not in pay status on June 8, 2008, but 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 IV., of this bulletin, regarding Reinstatement or Restoration.)

F. Implementation of the FY 2007-2008 Pay Schedule (Attachment B. III.) Effective June 8, 2008

The FY 2007-2008 pay schedule provided in **Attachment B. III.** will be implemented effective June 8, 2008.

SECTION III. LUMP SUM PAYMENTS**A. Lump Sum Payment for Delay in Implementation of the FY 2007-2008 Wage Adjustments**

1. **Granting Date.** The lump sum payment will be made as soon as administratively feasible after June 8, 2008.

2. **Eligibility.**

a. Except as provided in b., below, the following employees are eligible to receive a lump sum wage payment, under 3. below:

- 1) Employees who were at all times in the bargaining unit during the period from June 24, 2007 through June 7, 2008.
- 2) Employees hired into the bargaining unit on or after June 24, 2007.
- 3) Employees who retired or were laid off from the bargaining unit during the period from June 24, 2007 through June 7, 2008.
- 4) Employees who returned from layoff to the bargaining unit during the period from June 24, 2007 through June 7, 2008.
- 5) Employees who returned from leave of absence during the period from June 24, 2007 through June 8, 2008.

NOTE: Employees who went on leave of absence from a position in the bargaining unit on or after June 24, 2007, and have not returned to pay status as of June 8, 2008, will receive no payment until they return to pay status in the bargaining unit during the term of the Agreement.

b. **Ineligible.**

- 1) Any employee who began a leave of absence from a position in the bargaining unit on or after June 24, 2007, and who fails to return from leave during the term of this Agreement.
- 2) Any employee who left the bargaining unit prior to June 8, 2008.
- 3) Any former employee who has separated from state employment prior to June 8, 2008.

3. **Amount.** Eligible employees shall receive a lump sum payment equal to the sum of the following:

- a. The hourly amount received by an eligible employee under the **GWA Grid adjustment under Section II. B.**, multiplied by the employee's hours in pay status in the bargaining unit during the period from June 24, 2007 through June 7, 2008.
- b. The hourly amount received by an eligible employee under the **Market Adjustment under Section II. D.**, multiplied by the employee's hours in pay status in the bargaining unit during the period from December 23, 2007 through June 7, 2008.

SECTION IV. REINSTATEMENT OR RESTORATION

A. FY 2007-2008 Base Pay Adjustments: Per Appendix C of the 2007-2009 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 during the term of the Agreement. Employees who *reinstate* to a bargaining unit position after June 7, 2008, are not eligible for this payment.

SECTION V. PERSONNEL TRANSACTION PAY ADJUSTMENT PROVISIONS

All personnel transaction pay adjustments for employees in the Professional Patient Care bargaining unit will be determined in accordance with the provisions set forth in Appendix C of the 2007-2009 Professional Patient Care collective bargaining agreement.

SECTION VI. 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 Jill Thomas by phone at (608) 266-6435, or e-mail at BarbaraJill.Thomsa@wisconsin.gov.

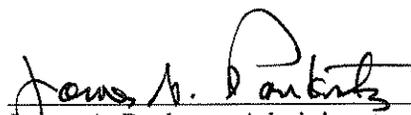
Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

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 BU 11 Eff. June 8, 2008, through July 5, 2008

Attachment B: Pay Schedule BU 11 Eff. June 8, 2008, through July 5, 2008

2007-09 BU 11 SEIU Healthcare 1199 Wisconsin Grid Attachment A.I

Effective prior to June 8, 2008

Grid Level	11-06	11-07	11-08	11-09	11-10	11-11	11-12	11-22	11-40	11-41	11-42
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

2007-09 Pay Schedule 11 SEIU Healthcare 1199 Wisconsin Attachment B.I

Effective June 8, 2008

Pay Range	Official Hourly Basis			Within Range Step	Monthly Basis*			Annual Basis*		
	Minimum	Maximum			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		

* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes

2007-09 Pay Schedule 11 SEIU Healthcare 1199 Wisconsin Attachment B.II
Effective June 8, 2008 - effective for Specific Transactions

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>Monthly Basis*</u>			<u>Annual Basis*</u>		
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
11-06	\$18.331	\$32.986	\$0.550	\$3,190	\$5,740	\$38,275	\$68,875	\$38,275	\$68,875
11-07	\$19.522	\$35.129	\$0.586	\$3,397	\$6,112	\$40,762	\$73,349	\$40,762	\$73,349
11-08	\$20.793	\$37.417	\$0.624	\$3,618	\$6,511	\$43,416	\$78,127	\$43,416	\$78,127
11-09	\$22.143	\$39.847	\$0.665	\$3,853	\$6,933	\$46,235	\$83,201	\$46,235	\$83,201
11-10	\$23.583	\$42.439	\$0.708	\$4,103	\$7,384	\$49,241	\$88,613	\$49,241	\$88,613
11-11	\$25.115	\$45.198	\$0.754	\$4,370	\$7,864	\$52,440	\$94,373	\$52,440	\$94,373
11-12	\$28.926	\$48.361	\$0.868	\$5,033	\$8,415	\$60,397	\$100,978	\$60,397	\$100,978
11-22	\$34.406	\$57.519	\$1.033	\$5,987	\$10,008	\$71,840	\$120,100	\$71,840	\$120,100
11-40	\$26.377	\$44.096	\$0.792	\$4,590	\$7,673	\$55,075	\$92,072	\$55,075	\$92,072
11-41	\$28.092	\$46.963	\$0.843	\$4,888	\$8,172	\$58,656	\$98,059	\$58,656	\$98,059
11-42	\$29.917	\$50.016	\$0.898	\$5,206	\$8,703	\$62,467	\$104,433	\$62,467	\$104,433

* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes

2007-09 Pay Schedule 11 SEIU Healthcare 1199 Wisconsin Appendix B.III

Effective June 8, 2008 through July 5, 2008

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>Monthly Basis*</u>			<u>Annual Basis*</u>		
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
11-06	\$18.515	\$33.316	\$0.556	\$3,222	\$5,797	\$38,659	\$69,564		
11-07	\$19.718	\$35.481	\$0.592	\$3,431	\$6,174	\$41,171	\$74,084		
11-08	\$21.001	\$37.792	\$0.631	\$3,654	\$6,576	\$43,850	\$78,910		
11-09	\$22.365	\$40.246	\$0.671	\$3,892	\$7,003	\$46,698	\$84,034		
11-10	\$23.819	\$42.864	\$0.715	\$4,145	\$7,458	\$49,734	\$89,500		
11-11	\$25.367	\$45.650	\$0.762	\$4,414	\$7,943	\$52,966	\$95,317		
11-12	\$29.939	\$50.054	\$0.899	\$5,209	\$8,709	\$62,513	\$104,513		
11-22	\$35.611	\$59.533	\$1.069	\$6,196	\$10,359	\$74,356	\$124,305		
11-40	\$27.169	\$45.419	\$0.816	\$4,727	\$7,903	\$56,729	\$94,835		
11-41	\$28.935	\$48.372	\$0.869	\$5,035	\$8,417	\$60,416	\$101,001		
11-42	\$30.815	\$51.517	\$0.925	\$5,362	\$8,964	\$64,342	\$107,567		

* Estimated for informational purposes only The Official Hourly Rate is used for payroll purposes