

# OFFICE OF STATE EMPLOYMENT RELATIONS

## - COMPENSATION AND LABOR RELATIONS BULLETIN-

**Date:** August 5, 2008

**Locator No:** OSER-0214-CLR/LR/PP

**Subject:** Information Necessary to Process FY 2008-2009 Pay Adjustments for Employees Represented by the WSEU Administrative Support, Blue Collar, Professional Social Services, Security and Public Safety, and Technical Bargaining Units

This information is provided to assist appointing authorities in determining FY 2008-2009 base pay adjustments and lump sum payments to employees in the Wisconsin State Employees Union (WSEU) bargaining units: Administrative Support (**AS; DP Unit Code 02**); Blue Collar and Non-Building Trades (**BC; DP Unit Code 03**); Professional Social Services (**PSS; DP Unit Code 12**); Security and Public Safety (**SPS; DP Unit Code 05**); Technical (**T; DP Unit Code 06**). These base pay adjustments are granted in accordance with the wage provisions of the Agreement between the State and the WSEU bargaining units. The pay adjustments in this bulletin are to be applied in the order set forth in this bulletin.

### SECTION I. MULTIPLE PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE, ORDER OF APPLICATION

Use the FY 2007-2008 pay schedule for adjustments effective June 8, 2008, under numbers 1. through 7.

Use the new pay schedules effective July 6, 2008, provided in the Attachments, for adjustments under numbers 8. and 9., effective July 6, 2008, for all transactions after that date through October 11, 2008,

Use the new pay schedules effective October 12, 2008 (or July 6, 2008, if no new schedule is listed), provided in the Attachments, for adjustments under numbers 8. and 9., effective October 12, 2008, for all transactions after that date through June 6, 2009.

Use the new pay schedules effective June 7, 2009, provided in the Attachments, for adjustments under numbers 8. and 9., effective June 7, 2009, and for all transactions after that date.

1. Reallocation/regrade adjustment
2. Reclassification/regrade adjustment
3. Promotion/upward movement adjustment
4. Demotion/downward movement adjustment
5. Transfer/lateral movement adjustment
6. Reinstatement
7. Restoration
8. Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., in the order listed in this bulletin
9. Original appointment

## SECTION II. ADMINISTRATIVE SUPPORT UNIT

### A. Second Fiscal Year (2008-2009)

Except as otherwise provided in this bulletin, all eligible employees in the AS Unit will receive the following wage adjustments in the order set forth below.

#### 1. General Wage Adjustment (GWA)

Effective July 6, 2008, each eligible employee in pay status on that date will receive a GWA in an amount equal to 1.0% of the employee's current base pay rate.

#### 2. Pay Schedule Implementation

Effective July 6, 2008, the pay schedules in Attachment 1-A will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

#### 3. Elimination of Pay Progression for Certain Classifications

Effective October 12, 2008, the Employer will eliminate pay progression for the following classifications and reallocate all employees to the single classification level. Eligible employees **at the A level** on the October 12, 2008, will receive an increase equal to the Range Adjustment for the new pay range. Each eligible employee will receive a regrade based on the applicable provisions of Article 12/11/8.

<b>Old Classification</b>	<b>New Classification</b>	<b>New Pay Range</b>
Disability Associate A/B	Disability Associate	02-10
Investigative Associate A/B	Investigative Associate	02-10
Academic Department Associate A/B	Academic Department Associate	02-11
Consumer Complaint Prog. Assoc. A/B	Consumer Complaint Prog. Associate	02-11
Disability Program Associate A/B	Disability Program Associate	02-11
License/Permit Program Associate A/B	License/Permit Program Associate	02-11
Operations Program Associate A/B	Operations Program Associate	02-11
Real Estate Program Associate A/B	Real Estate Program Associate	02-11
University Serv Program Assoc. A/B	University Services Program Associate	02-11
Vocational Rehab Program Assoc. A/B	Vocational Rehab Program Associate	02-11
Academic Department Specialist A/B	Academic Department Specialist	02-12

#### 4. Personnel Management Survey Implementation

Effective October 12, 2008, the Student Status Examiner Survey will be implemented. Eligible employees will receive a regrade based on the applicable pay provisions of Article 12/11/8.

<b>Old Classification</b>	<b>Old Pay Range</b>	<b>New Classification</b>	<b>New Pay Range</b>
Student Status Examiner 1	02-10	Student Status Examiner Associate	02-11
Student Status Examiner 2	02-11	Student Status Examiner Senior	02-12

#### 5. Market Adjustment

Effective October 12, 2008, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/11/8. Details will be provided in a future DMRS bulletin.

<b>Classification</b>	<b>Class Code</b>	<b>Old Pay Range</b>	<b>New Pay Range</b>
Braillist	08100	02-12	02-14
Financial Clerk	21000	02-08	02-09
Financial Specialist 1	00101	02-09	02-10
Financial Specialist 2	00102	02-10	02-11
Financial Specialist 3	00103	02-11	02-12
Financial Specialist 4	00104	02-12	02-13
Financial Specialist 5	00105	02-13	02-14
Medical Program Assist	23001	02-09	02-10
Medical Program Assist-Assoc	23002	02-10	02-11
Medical Program Assist-Sen	23003	02-11	02-12
Medical Staff Assistant	23000	02-12	02-13
Medical Transcriptionist	38401	02-08	02-09
Medical Transcriptionist-Sen	38402	02-09	02-10
NR Customer Service Rep-Sen	23102	02-11	02-12
NR Customer Service Rep-Lead	23160	02-12	02-13
Rev Customer Serv Rep-Ent	12101	02-09	02-10
Rev Customer Serv Rep-Dev	12102	02-10	02-11
Rev Customer Serv Rep-Obj	12103	02-11	02-12
Rev Customer Serv Rep-Adv	12104	02-12	02-13

#### 6. Market Adjustment

Effective October 12, 2008, a market adjustment of \$0.50 will be provided to employees in positions allocated to the following classifications:

<b>Classification</b>	<b>Class Code</b>
Payroll and Benefits Specialist 1	21301
Payroll and Benefits Specialist 2	21302
Payroll and Benefits Specialist 3	21303
Payroll and Benefits Specialist 4	21304
Payroll and Benefits Specialist 5	21305

#### 7. Market Adjustment

Effective October 12, 2008, a market adjustment of \$0.25 will be provided to employees in positions allocated to the following classifications:

<b>Classification</b>	<b>Class Code</b>
Office Associate	16000
Office Operations Associate	16160

#### 8. Personnel Management Survey

Effective January 4, 2009, the Transportation Customer Representative Survey will be implemented. Eligible employees will receive a regrade based on the applicable pay provisions of Article 12/11/8. Details will be provided in a future DMRS bulletin.

#### 9. Market Adjustment

Effective January 4, 2009, eligible employees in pay status on that date whose base pay rate is less than \$14.00 per hour, will receive a base increase of up to \$0.10 per hour, subject to a maximum base pay rate of \$14.00 per hour.

**10. General Wage Adjustment**

Effective June 7, 2009, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.0% of the employee's current base pay rate.

**11. Pay Schedule Implementation**

Effective the June 7, 2009 the pay schedules in Attachment 1-B will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

**SECTION III. BLUE COLLAR UNIT****A. Second Fiscal Year (2008-2009)**

Except as otherwise provided in this bulletin, all eligible employees in the BC Unit will receive the following wage adjustments in the order set forth below.

**1. General Wage Adjustment (GWA)**

Effective July 6, 2008, each eligible employee in pay status on that date will receive a GWA in an amount equal to 1.0% of the employee's current base pay rate.

**2. Transaction Grid Implementation**

Effective July 6, 2008, the transaction grid in Attachment 2-A will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

**3. Personnel Management Survey Implementation**

Effective October 12, 2008, the Agricultural Research Equipment Operator Survey will be implemented. Eligible employees receive a regrade based on the applicable pay provisions of Appendix 5. Details will be provided in a future DMRS bulletin.

**4. Market Adjustment**

Effective October 12, 2008, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Appendix 5.

<b>Classification</b>	<b>Class Code</b>	<b>Old Pay Range</b>	<b>New Pay Range</b>
Baker 1	84001	03-08	03-10
Baker 2	84002	03-09	03-11
Cheesemaker	84600	03-15	03-16
Cook 1	84401	03-08	03-10
Cook 2	84402	03-09	03-11
Corrections Food Service Leader 1	84201	03-08	03-10
Corrections Food Service Leader 2	84202	03-10	03-12
Corrections Food Service Leader 3	84203	03-11	03-13
Corrections Food Service Leader 4	84204	03-12	03-14
Facilities Repair Worker – Adv	76126	03-11	03-12
Food Production Assistant	84800	03-10	03-12
Food Retail/Catering Leader 1	84901	03-09	03-11
Food Retail/Catering Leader 2	84902	03-10	03-12
Food Retail/Catering Leader 3	84903	03-11	03-13
Grounds Crew Lead	90170	03-09	03-10

Historic Farmer	90250	03-10	03-11
HVAC/Refrigeration Spec. – Adv	77262	03-14	03-15
Industries Specialist 1	92001	03-11	03-12
Industries Specialist 2	92002	03-12	03-13
Industries Specialist 3	92003	03-13	03-14
Inventory Control Coordinator	20501	03-09	03-10
Power Plant Assistant	77000	03-09	03-10
Power Plant Operator	77101	03-13	03-14
Power Plant Operator – Senior	77102	03-14	03-15
Power Plant Operator – In Charge	77103	03-15	03-16
Semi Driver	80470	03-11	03-12
Shipping and Mailing Assoc – Adv	20172	03-09	03-10
Tree Pruner	90440	03-08	03-09
Utility Plant Operator	77700	03-14	03-15

### 5. Market Adjustment

Effective October 12, 2008, a market adjustment of \$0.30 will be provided to employees in positions allocated to the following classifications:

Classification	Class Code
Locksmith – Entry	91301
Locksmith – Journey	91302
Automotive/Equipment Tech – Senior	83103
Automotive/Equipment Tech – Master	83104

### 6. Market Adjustment

Effective January 4, 2009, eligible employees in pay status on that date whose base pay rate is less than \$14.00 per hour, will receive a base increase of up to \$0.10 per hour, subject to a maximum base pay rate of \$14.00 per hour.

### 7. General Wage Adjustment

Effective June 7, 2009, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.0% of the employee's current base pay rate.

### 8. Grid Implementation

Effective June 7, 2009, the transaction grid in Attachment 2-B will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

## SECTION IV. SECURITY AND PUBLIC SAFETY UNIT

### A. Second Fiscal Year (2008-2009)

Except as otherwise provided in this bulletin, all eligible employees in the SPS Unit will receive the following wage adjustments in the order set forth below.

#### 1. General Wage Adjustment

Effective July 6, 2008, each eligible employee in pay status on that date will receive a GWA in an amount equal to 1.0% of the employee's current base pay rate.

**2. Pay Schedule Implementation**

Effective July 6, 2008, the pay schedule in Attachment 3-A will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

**3. Pay Structure Implementation**

Effective July 6, 2008, the pay structure in Attachment 3-C will be implemented for the following classifications. There is no grid placement with this structure implementation. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Conservation Wardens	65100
Environmental Wardens	65160
Safety Specialist Wardens	65110
Special Investigative Wardens	65170

**4. Pay Structure Implementation**

Effective July 6, 2008, the pay structure in Appendix 3-D will be implemented for the following classifications. There is no grid placement with this structure implementation. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Correctional Officer	66500
Correctional Sergeant	66503
Psychiatric Care Technician	66160
Youth Counselor	53760
Youth Counselor Advanced	53703

**5. Market Adjustment**

Effective October 12, 2008, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/11/8.

<b>Classification</b>	<b>Class Code</b>	<b>Old Pay Range</b>	<b>New Pay Range</b>
Mining Safety Inspector 1	73101	05-14	05-15
Mining Safety Inspector 2	73102	05-15	05-16
Mining Safety Inspector 3	73103	05-16	05-17
Occupational Safety Insp. 1	73311	05-13	05-14
Occupational Safety Insp. 2	73312	05-14	05-15
Occupational Safety Insp. 3	73313	05-15	05-16
Vehicle Emiss QA Spec Entry	74871	05-11	05-12
Vehicle Emiss QA Spec Obj	74872	05-13	05-14
Vehicle Emiss QA Spec Sr	74873	05-14	05-15
Ranger Operations	65670	05-12	05-13
Ranger – Enforcement	65660	05-13	05-14
Ranger – Assist Prop Mgr	65600	05-13	05-14

**6. Personnel Management Survey Implementation**

Effective October 12, 2008, the Boiler Safety Survey will be implemented. Eligible employees will receive a regrade based on the applicable pay provisions of Article 12/11/8. Details will be provided in a future DMRS bulletin.

<b>Old Classification</b>	<b>Old Pay Range</b>	<b>New Classification</b>	<b>New Pay Range</b>
Boiler Safety Insp 1	05-14	Boiler Safety Insp Entry	05-15
Boiler Safety Insp 2	05-15	Boiler Safety Insp Inter	05-16
Boiler Safety Insp 3	05-16	Boiler Safety Insp Advanced	05-17

**7. Personnel Management Survey Implementation**

Effective October 12, 2008, the Elevator Safety Survey will be implemented. Eligible employees will receive a regrade based on the applicable pay provisions of Article 12/11/8. Details will be provided in a future DMRS bulletin.

<b>Old Classification</b>	<b>Old Pay Range</b>	<b>New Classification</b>	<b>New Pay Range</b>
Elevator Safety Insp 1	05-14	Abolished	
Elevator Safety Insp 2	05-15	Elevator Safety Insp Entry	05-16
Elevator Safety Insp 3	05-16	Elevator Safety Insp Objective	05-17

**8. Market Adjustment**

Effective October 12, 2008, employees in the following classifications will be placed on the pay structure in Attachment 3-D. Employees will be placed on the structure based on their adjusted service date year or retain their current pay, whichever is greater.

<b>Classification</b>	<b>Class Code</b>
Correctional Officer	66500
Correctional Sergeant	66503
Psychiatric Care Technician	66160
Youth Counselor	53760
Youth Counselor Advanced	53703

**9. Market Adjustment**

Effective October 12, 2008, employees in the following classifications will be placed on the pay structure in Attachment 3-C. Employees will be placed on the structure based on their adjusted service date year or retain their current pay, whichever is greater.

<b>Classification</b>	<b>Class Code</b>
Conservation Wardens	65100
Environmental Wardens	65160
Safety Specialist Wardens	65110
Special Investigative Wardens	65170

**10. Market Adjustment**

Effective October 12, 2008, a market adjustment will be provided to employees in positions allocated to the following classifications:

<b>Classification</b>	<b>Class Code</b>	<b>Market Adjustment</b>
Animal Health Consultant	70270	\$0.567
Animal Health Inspector - Entry	70261	\$0.485
Animal Health Inspector - Objective	70262	\$0.524
Food Safety Inspector – Entry	70361	\$0.485
Food Safety Inspector – Objective	70362	\$0.524
Meat Safety Consultant	70460	\$0.567
Meat Safety Inspector - Entry	70401	\$0.485
Meat Safety Inspector – Objective	70402	\$0.524
Multiple Products Grader – Entry	71501	\$0.485
Multiple Products Grader – Objective	71502	\$0.524
Weights and Measures Inspector – Dev	70302	\$0.485
Weights and Measures Inspector – Obj	70303	\$0.524
Weights and Measures Tech Spec	70340	\$0.567

#### **11. Market Adjustment**

Effective January 4, 2009, eligible employees in pay status on that date whose base pay rate is less than \$14.00 per hour, will receive a base increase of up to \$0.10 per hour, subject to a maximum base pay rate of \$14.00 per hour.

#### **12. General Wage Adjustment**

Effective June 7, 2009, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.0% of the employee's current base pay rate.

#### **13. Pay Schedule Implementation**

Effective the June 7, 2009, the pay schedules in Attachment 3-B will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

#### **14. Pay Structure Implementation**

Effective June 7, 2009, the pay structure in Attachment 3-C will be implemented for the following classifications. There is no grid placement with this structure implementation. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Conservation Wardens	65100
Environmental Wardens	65160
Safety Specialist Wardens	65110
Special Investigative Wardens	65170

#### **15. Pay Structure Implementation**

Effective June 7, 2009, the pay structure provided in Attachment 3-D will be implemented for the following classifications. There is no grid placement with this structure implementation. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Correctional Officer	66500
Correctional Sergeant	66503

Psychiatric Care Technician	66160
Youth Counselor	53760
Youth Counselor Advanced	53703

## SECTION V. TECHNICAL UNIT

### A. Second Fiscal Year (2008-2009)

Except as otherwise provided in this bulletin, all eligible employees in TECH will receive the following wage adjustments in the order set forth below.

#### 1. General Wage Adjustment

Effective July 6, 2008, each eligible employee in pay status on that date will receive a GWA in an amount equal to 1.0% of the employee's current base pay rate.

#### 2. Pay Schedule Implementation

Effective July 6, 2008, the pay schedule in Attachment 4-A will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

#### 3. Pay Structure Implementation

Effective July 6, 2008, the pay structure for Aircraft Pilots (class code 80300) in Attachment 4-C will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

#### 4. Pay Structure Implementation

Effective July 6, 2008, the pay structure in Attachment 4-E will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Licensed Practical Nurse	38500
Nursing Assistant 1	38101
Nursing Assistant 2	38102
Nursing Assistant 3	38103

#### 5. Pay Structure Implementation

Effective July 6, 2008, the pay structure in Attachment 4-H will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Resident Care Technician 1	38561
Resident Care Technician 2	38562

**6. Market Adjustment**

Effective October 12, 2008, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/11/8.

<b>Classification</b>	<b>Class Code</b>	<b>Old Pay Range</b>	<b>New Pay Range</b>
Audiovisual Prod Spec	61401	06-12	06-13
Audiovisual Prod Spec - Sr	61402	06-13	06-14
Audiovisual Services Assist	61460	06-10	06-11
Audiovisual Services Coord	61470	06-11	06-12
Barber	87100	06-08	06-09
Beautician	87400	06-08	06-09
Building Inspector - Obj	72462	06-16	06-17
Dietetic Technician – Admin	37302	06-12	06-13
Dietetic Technician – Clinical	37301	06-10	06-11
Electronics Tech Agency	93001	06-13	06-14
Electronics Tech Agency - Sr	93002	06-14	06-15
Electronics Tech Media	93171	06-12	06-13
Electronics Tech Media - Int	93172	06-13	06-14
Electronics Tech Media - Sr	93173	06-14	06-15
Electronics Tech Research	93061	06-13	06-14
Electronics Tech Research - Sr	93062	06-14	06-15
Electronics Tech Security	93071	06-13	06-14
Electronics Tech Security - Sr	93072	06-14	06-15
Electronics Tech Special	93161	06-13	06-14
Electronics Tech Special - Int	93162	06-14	06-15
Electronics Tech Special - Adv	93163	06-15	06-16
Mortician	35670	06-12	06-14

**7. Market Adjustment**

Effective October 12, 2008, employees in the following classifications will be placed on the pay structure in Attachment 4-F. Employees will be placed on the structure based on their adjusted service date year or retain their current pay, whichever is greater.

<b>Classification</b>	<b>Class Code</b>
Pharmacy Technician – Entry	36401
Pharmacy Technician - Objective	36402

**8. Market Adjustment**

Effective October 12, 2008, a market adjustment of \$0.50 will be provided to employees in positions allocated to the following classifications:

<b>Classification</b>	<b>Class Code</b>
Dental Assistant	39200
Dental Hygienist	40200
Diagnostic Radiology Technician – Entry	35601
Diagnostic Radiology Technician – Objective	35602
Diagnostic Radiology Technician – Advanced	35603
DNA Technician – Objective	34722

Graphic Designer	61362
Graphic Designer – Entry	61361
Graphic Designer – Senior	61363
Graphic Reproduction Tech	62202
Graphic Reproduction Tech – Entry	62201
Graphic Reproduction Tech – Senior	62203
Hemodialysis Technician	35500
Instrument Maker – Entry	83401
Instrument Maker – Journey	83402
Instrument Maker – Advanced	83403
Instrument Maker – Shop Coordinator	83410
Lab Sample Control Tech – Objective	34661
Lab Sample Control Tech – Senior	34662
Laboratory Prep Tech – Objective	34301
Laboratory Prep Tech – Senior	34302
Medical Assistant 1	35661
Medical Assistant 2	35662
*Nursing Assistant 1	38101
*Nursing Assistant 2	38102
*Nursing Assistant 3	38103
Occupational Therapy Assistant – Entry	39801
Occupational Therapy Assistant – Obj	39802
Ophthalmic Assistant	35070
Orthopedic Appliance Tech Senior	83303
Orthopedic Appliance Tech Lead	83304
Photo Lab Technician	62502
Photo Lab Technician – Entry	62501
Photo Lab Technician – Senior	62503
Photographer	62402
Photographer – Entry	62401
Photographer – Senior	62403
Physical Therapy Assistant	39860
Research Technician 1	46001
Research Technician 2	46002
Research Technician 3	46003
Research Technician 4	46004
*Resident Care Technician 1	38561
*Resident Care Technician 2	38562
Respiratory Therapist 1	35901
Respiratory Therapist 2	35902
Respiratory Therapist 3	35903
Respiratory Therapist 4	35904
Respiratory Therapist 5	35905
Therapy Assistant – Entry	39821
Therapy Assistant – Objective	39822

\*Adjusted seniority date of 2005 or earlier

## 9. Market Adjustment

Effective October 12, 2008, a market adjustment of \$0.60 will be provided to employees in positions allocated to the following classifications:

<b>Classification</b>	<b>Class Code</b>
Licensed Practical Nurse	38500
Engineering Tech 4	25444
Engineering Tech – Transportation	25101
Engineering Tech – Transportation - Adv	25104
Engineering Tech – Transportation - Adv2	25105
Engineering Tech – Transportation – Journey	25102
Engineering Tech – Transportation – Senior	25103

#### **10. Market Adjustment**

Effective October 12, 2008, a market adjustment of \$1.50 will be provided to employees in positions allocated to the following classifications:

<b>Classification</b>	<b>Class Code</b>
Chemical Test Coordinator 1	64001
Chemical Test Coordinator 2	64002
Communications Technician	81361
Communications Technician – Senior	81362

#### **11. Personnel Management Survey Implementation**

Effective October 12, 2008, the Teaching Assistant Survey will be implemented. Eligible employees receive a regrade based on the applicable pay provisions of Article 12. Details will be provided in a future DMRS bulletin.

#### **12. Personnel Management Survey Implementation**

Effective October 12, 2008, the Instrument Maker Survey will be implemented. Eligible employees receive a regrade based on the applicable pay provisions of Article 12. Details will be provided in a future DMRS bulletin.

#### **13. Personnel Management Survey Implementation**

Effective October 12, 2008, the Media Telecommunications Survey will be implemented. Eligible employees receive a regrade based on the applicable pay provisions of Article 12. Details will be provided in a future DMRS bulletin.

#### **14. Pay Structure Implementation**

Effective October 12, 2008, the pay structure in Appendix 4-F will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Licensed Practical Nurse	38500
Nursing Assistant 1	38101
Nursing Assistant 2	38102
Nursing Assistant 3	38103
Pharmacy Technician – Entry	36401
Pharmacy Technician – Objective	36402

**15. Pay Structure Implementation**

Effective October 12, 2008, the pay structure in Attachment 4-H will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Resident Care Technician 1	38561
Resident Care Technician 2	38562

**16. Market Adjustment**

Effective January 4, 2009, eligible employees in pay status on that date whose base pay rate is less than \$14.00 per hour, will receive a base increase of up to \$0.10 per hour, subject to a maximum base pay rate of \$14.00 per hour.

**17. General Wage Adjustment**

Effective June 7, 2009, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.0% of the employee's current base pay rate.

**18. Pay Schedule Implementation**

Effective the June 7, 2009, the pay schedule in Attachment 4-B will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

**19. Pay Structure Implementation**

Effective June 7, 2009, the pay structure for Aircraft Pilots (class code 80300) in Attachment 4-D will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

**20. Pay Structure Implementation**

Effective June 7, 2009, the pay structure in Attachment 4-G will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Licensed Practical Nurse	38500
Nursing Assistant 1	38101
Nursing Assistant 2	38102
Nursing Assistant 3	38103
Pharmacy Technician – Entry	36401
Pharmacy Technician – Objective	36402

**21. Pay Structure Implementation**

Effective June 7, 2009, the pay structure in Attachment 4-H will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Resident Care Technician 1	38561
Resident Care Technician 2	38562

## **SECTION VI. PROFESSIONAL SOCIAL SERVICES UNIT**

### **A. Second Fiscal Year (2008-2009)**

Except as otherwise provided in this bulletin, all eligible employees in the PSS Unit will receive the following wage adjustments in the order set forth below.

#### **1. General Wage Adjustment**

- a. Except as indicated in b., below, effective July 6, 2008, each eligible employee in pay status on that date will receive a GWA in an amount equal to 1.0% of the employee's current base pay rate.
- b. Effective July 6, 2008, each eligible employee in the following classifications, in pay status on that date, will receive a GWA equal to the **lesser** of 1.0% or an amount that places the employee at the appropriate structure point (implemented in A.3. below). Employees at or above the appropriate structure point will retain their current base pay rate.

<b>Classification</b>	<b>Class Code</b>
Probation and Parole Agent C	51703
Social Worker – Corrections C	51803

- c. Effective July 6, 2008, each eligible employee, in pay status on that date who receives a General Wage Adjustment of less than 1.0% of their base pay rate solely because of the pay structure point limitation in b., above, will receive an Annualized Wage Adjustment Payment equal to the difference between the value of 1.0% of the employee's base pay rate, prior to the application of the General Wage Adjustment, and the amount the employee actually received as a base pay increase, times 2088, prorated based on the employee's budgeted FTE on July 6, 2008 of the GWA.

#### **2. Pay Schedule Implementation**

Effective the July 6, 2008, the pay schedule in Attachment 5-A will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

#### **3. Pay Structure Implementation**

Effective July 6, 2008, the pay structure in Attachment 5-C will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Probation and Parole Agent A	51701
Probation and Parole Agent B	51702
Probation and Parole Agent C	51703

Social Worker – Corrections A	51801
Social Worker – Corrections B	51802
Social Worker – Corrections C	51803

#### 4. Market Adjustment

Effective October 12, 2008, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/11/8.

<b>Classification</b>	<b>Class Code</b>	<b>Old Pay Range</b>	<b>New Pay Range</b>
Juvenile Review and Rel Spec	51710	12-08	12-09
Unemployment Ben Analyst 3	48703	12-08	12-09
Unemployment Ben Analyst 4	48704	12-09	12-10
Veterans Benefits Specialist 1	50701	12-03	12-04
Veterans Benefits Specialist 2	50702	12-04	12-05
Veterans Claims Officer 1	50771	12-05	12-06
Veterans Claims Officer 2	50772	12-06	12-07

#### 5. Market Adjustment

Effective October 12, 2008, employees in the following classifications will be placed on the pay structure in Attachment 5-C. Employees will be placed on the structure based on their adjusted service date year or retain their current pay, whichever is greater.

<b>Classification</b>	<b>Class Code</b>
Corrections Program Specialist – Obj	51572
Offender Classification Specialist B	51602
Probation and Parole Agent C	51703
Social Worker – Corrections C	51803

#### 6. Market Adjustment

Effective October 12, 2008, a market adjustment of \$0.75 will be provided to employees in positions allocated to the following classifications:

<b>Classification</b>	<b>Class Code</b>
Social Worker	50862
Social Worker – Advanced	50864
Social Worker – Clinical	51800
Social Worker – Senior	50863

#### 7. Market Adjustment

Effective October 12, 2008, a market adjustment of \$0.50 will be provided to employees in positions allocated to the following classifications:

<b>Classification</b>	<b>Class Code</b>
Chief Regional Psychologist	52360
Psychologist – Lisc	52160
School Psychologist	52461
School Psychologist - Senior	52462

**8. Market Adjustment**

Effective October 12, 2008, a market adjustment of \$0.25 will be provided to employees in positions allocated to the following classifications:

<b>Classification</b>	<b>Class Code</b>
Psychological Associate A	52101
Psychological Associate B	52102
Psychological Services Asst A	52561
Psychological Services Asst B	52562

**9. Personnel Management Survey Implementation**

Effective October 12, 2008, the Victim Services Specialist Survey will be implemented. Eligible employees will receive a regrade based on the applicable pay provisions of Article 12/11/8. Details will be provided in a future DMRS bulletin.

<b>Old Classification</b>	<b>Old Pay Range</b>	<b>New Classification</b>	<b>New Pay Range</b>
Victim Serv Spec 1	12-05	Victim Services Specialist	12-06
Victim Serv Spec 2	12-07	Victim Services Specialist - Adv	12-08

**10. Market Adjustment**

Effective January 4, 2009, eligible employees in pay status on that date whose base pay rate is less than \$14.00 per hour, will receive a base increase of up to \$0.10 per hour, subject to a maximum base pay rate of \$14.00 per hour.

**11. General Wage Adjustment**

- a. Except as indicated in b., below, effective June 7, 2009, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.0% of the employee's current base pay rate.
- b. Effective June 7, 2009, each eligible employee in the following classifications, in pay status on that date, will receive a GWA equal to the **lesser** of 2.0% or an amount that places the employee at the appropriate structure point (implemented in A.13. below). Employees at or above the appropriate structure point will retain their current base pay rate.

<b>Classification</b>	<b>Class Code</b>
Corrections Program Specialist – Obj.	51572
Offender Classification Specialist B	51602
Probation and Parole Agent C	51703
Social Worker – Corrections C	51803

- c. Effective June 7, 2009, each eligible employee, in pay status on that date who receives a General Wage Adjustment of less than 2.0% of their base pay rate solely because of the pay structure point limitation in b., above, will receive an Annualized Wage Adjustment Payment equal to the difference between the value of 2.0% of the employee's base pay rate, prior to the application of the General Wage Adjustment, and the amount the employee actually received as a base pay increase, times 160, prorated based on the employee's budgeted FTE on June 7, 2009, of the GWA.

**12. Pay Schedule Implementation**

Effective the June 7, 2009, the pay schedule in Attachment 5-B will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

**13. Pay Structure Implementation**

Effective June 7, 2009, the pay structure in Attachment 5-C will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

<b>Classification</b>	<b>Class Code</b>
Corrections Program Specialist – Obj	51572
Offender Classification Specialist A	51601
Offender Classification Specialist B	51602
Probation and Parole Agent A	51701
Probation and Parole Agent B	51702
Probation and Parole Agent C	51703
Social Worker – Corrections A	51801
Social Worker – Corrections B	51802
Social Worker – Corrections C	51803

**SECTION VII: PROVISIONS FOR DETERMINING PAY UPON PERSONNEL TRANSACTIONS**

All personnel transaction pay adjustments for employees covered by the 2007-2009 WSEU collective bargaining agreement will be determined in accordance with the provisions set forth in Article 12, Section 11 for pay schedules, and Appendix 5 or Appendix 7 of the Agreement for transaction grids. Personnel transaction pay adjustments for project employees (**employment type 05**) shall be determined in accordance with Section E of the 2005-2007 Compensation Plan.

**SECTION VIII: TRAINEE INCREASES**

Except for trainees being paid at or above the minimum of the applicable pay range (due to prior permanent state service), trainees will receive wage adjustments under the Agreement only as allowed in accordance with the provisions of Section E, 1.04 of the 2007-2009 Compensation Plan, (i.e., remain at the same number of within range pay steps below the pay range minimum as prior to the adjustment). Trainees subject to Section E of the Compensation Plan are not eligible for any lump sum payments.

**SECTIONS IX: REFERRAL OF QUESTIONS**

**Employee questions** regarding pay rates or pay adjustments included in this bulletin should be referred to the agency Human Resources Office or Payroll Office.

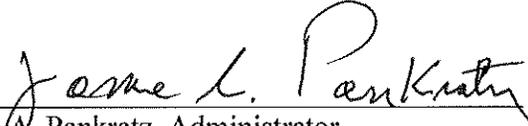
**Agency questions** regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-3381; e-mail [Tim.Borchert@Wisconsin.Gov](mailto:Tim.Borchert@Wisconsin.Gov); or Erin Fath at (608) 266-0364; e-mail [Erin.Fath@Wisconsin.Gov](mailto:Erin.Fath@Wisconsin.Gov).

**Questions** regarding *all other provisions of the WSEU Agreement* should be referred to Mark Wild at (608) 266-9564; e-mail [Mark.Wild@Wisconsin.Gov](mailto:Mark.Wild@Wisconsin.Gov); or Leia Sarnstrom at (608) 267-9462; e-mail [Leia.Sarnstrom@Wisconsin.Gov](mailto:Leia.Sarnstrom@Wisconsin.Gov).

Questions regarding payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll  
UW Processing Center

Shelley Schwartz (608) 264-9571  
Payroll and Financial Svcs. (608) 262-3558

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

JAP:tb

Attachment: 2008-2009 Pay Schedules, Grids, and Structures

**ATTACHMENT 1-A (AS)**

**PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT PAY SCHEDULE**

**Effective July 6, 2008 through June 6, 2009**

---

<b>Range</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Within Range Pay Step</b>	<b>Range Adjustment</b>
8	11.723	18.233	0.352	0.870
9	12.670	19.344	0.381	0.947
10	13.694	20.917	0.411	1.024
11	14.809	22.618	0.445	1.115
12	16.017	24.467	0.481	1.208
13	17.321	26.464	0.520	1.304
14	18.731	28.624	0.562	1.410
15	20.255	30.968	0.608	1.524

---

**ATTACHMENT 1-B (AS)**

**PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT UNIT PAY SCHEDULE**

Effective June 7, 2009 through June 30, 2009

---

<b>Range</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Within Range Pay Step</b>	<b>Range Adjustment</b>
8	11.958	18.598	0.359	0.870
9	12.924	19.731	0.388	0.966
10	13.968	21.336	0.420	1.044
11	15.106	23.071	0.454	1.138
12	16.338	24.957	0.491	1.232
13	17.668	26.994	0.531	1.330
14	19.106	29.197	0.574	1.438
15	20.661	31.588	0.620	1.555

---

**ATTACHMENT 2-A (BC)**

**PAY SCHEDULE 03: BLUE COLLAR & NON-BUILDING TRADES SENIORITY BASED TRANSACTION GRID**  
**Effective July 6, 2008 through June 6, 2009**

---

	<b>Grid Point</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>Minimum</b>	<b>0</b>	11.063	11.715	12.639	13.640	14.726	15.900	17.170	18.545	20.030	21.634
	<b>1</b>	11.118	11.773	12.702	13.708	14.799	15.979	17.255	18.637	20.130	21.742
	<b>2</b>	11.228	11.889	12.829	13.844	14.945	16.137	17.426	18.822	20.330	21.958
	<b>3</b>	11.365	12.028	12.965	13.981	15.083	16.275	17.562	18.960	20.469	22.099
	<b>4</b>	11.500	12.162	13.100	14.116	15.217	16.409	17.698	19.094	20.600	22.225
	<b>5</b>	11.554	12.219	13.162	14.183	15.290	16.488	17.783	19.185	20.698	22.329
	<b>6</b>	11.659	12.324	13.266	14.287	15.394	16.592	17.887	19.289	20.801	22.431
	<b>7</b>	11.766	12.438	13.389	14.420	15.539	16.749	18.056	19.473	21.001	22.649
	<b>8</b>	11.822	12.496	13.452	14.488	15.612	16.829	18.142	19.564	21.097	22.751
	<b>9</b>	12.232	12.933	13.924	14.998	16.166	17.424	18.749	20.182	21.725	23.385
	<b>10</b>	12.460	13.175	14.188	15.284	16.472	17.757	19.082	20.517	22.060	23.719
<b>* Years</b>	<b>11</b>	12.826	13.539	14.529	15.600	16.755	18.034	19.357	20.791	22.331	23.986
	<b>12</b>	12.986	13.697	14.695	15.777	16.938	18.229	19.554	20.987	22.525	24.176
	<b>13</b>	13.143	13.857	14.859	15.953	17.120	18.425	19.748	21.181	22.718	24.366
	<b>14</b>	13.304	14.014	15.023	16.130	17.304	18.618	19.942	21.373	22.907	24.550
	<b>15</b>	13.462	14.175	15.189	16.307	17.485	18.813	20.136	21.568	23.102	24.745
	<b>16</b>	13.620	14.332	15.354	16.482	17.667	19.005	20.331	21.763	23.296	24.937
	<b>17</b>	13.779	14.492	15.518	16.661	17.849	19.201	20.525	21.958	23.491	25.131
	<b>18</b>	13.940	14.652	15.682	16.837	18.031	19.395	20.719	22.150	23.680	25.315
	<b>19</b>	14.096	14.810	15.849	17.014	18.214	19.589	20.912	22.345	23.876	25.512
	<b>20</b>	14.255	14.970	16.013	17.190	18.398	19.782	21.105	22.539	24.070	25.706
	<b>21</b>	14.415	15.127	16.180	17.365	18.579	19.975	21.301	22.734	24.263	25.896
	<b>22</b>	14.574	15.287	16.343	17.543	18.763	20.171	21.496	22.929	24.458	26.088
	<b>23</b>	14.734	15.444	16.508	17.719	18.945	20.365	21.689	23.121	24.648	26.275
	<b>24</b>	14.892	15.603	16.672	17.895	19.127	20.559	21.882	23.315	24.842	26.469

---

\* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation, based on years of seniority as of June 30, 2008.

---

**ATTACHMENT 2-B (BC)**

**PAY SCHEDULE 03: BLUE COLLAR & NON-BUILDING TRADES SENIORITY BASED TRANSACTION GRID**  
**Effective June 7, 2009 through June 30, 2009**

	<b>Grid Point</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>
<b>Minimum</b>	<b>0</b>	11.284	11.949	12.892	13.913	15.021	16.218	17.513	18.916	20.431	22.067
	<b>1</b>	11.340	12.008	12.956	13.982	15.095	16.299	17.600	19.010	20.532	22.177
	<b>2</b>	11.453	12.127	13.086	14.121	15.244	16.460	17.775	19.198	20.736	22.398
	<b>3</b>	11.592	12.269	13.224	14.261	15.385	16.601	17.913	19.339	20.879	22.541
	<b>4</b>	11.730	12.405	13.362	14.398	15.521	16.737	18.052	19.476	21.012	22.670
	<b>5</b>	11.785	12.463	13.425	14.467	15.596	16.818	18.139	19.569	21.111	22.776
	<b>6</b>	11.892	12.570	13.531	14.573	15.702	16.924	18.245	19.675	21.217	22.880
	<b>7</b>	12.001	12.687	13.657	14.708	15.850	17.084	18.417	19.862	21.421	23.102
	<b>8</b>	12.058	12.746	13.721	14.778	15.924	17.166	18.505	19.955	21.519	23.206
	<b>9</b>	12.477	13.192	14.202	15.298	16.489	17.772	19.124	20.586	22.159	23.853
<b>* Years</b>	<b>10</b>	12.709	13.439	14.472	15.590	16.801	18.112	19.464	20.927	22.501	24.193
	<b>11</b>	13.083	13.810	14.820	15.912	17.090	18.395	19.744	21.207	22.778	24.465
	<b>12</b>	13.246	13.971	14.989	16.093	17.277	18.594	19.945	21.407	22.976	24.659
	<b>13</b>	13.406	14.134	15.156	16.272	17.462	18.794	20.143	21.605	23.172	24.854
	<b>14</b>	13.570	14.294	15.323	16.453	17.650	18.990	20.341	21.800	23.365	25.041
	<b>15</b>	13.731	14.459	15.493	16.633	17.835	19.189	20.539	21.999	23.564	25.240
	<b>16</b>	13.892	14.619	15.661	16.812	18.020	19.385	20.738	22.198	23.762	25.435
	<b>17</b>	14.055	14.782	15.828	16.994	18.206	19.585	20.936	22.397	23.961	25.634
	<b>18</b>	14.219	14.945	15.996	17.174	18.392	19.783	21.133	22.593	24.153	25.822
	<b>19</b>	14.378	15.106	16.166	17.354	18.578	19.981	21.330	22.792	24.354	26.023
	<b>20</b>	14.540	15.269	16.333	17.534	18.766	20.178	21.527	22.990	24.552	26.220
	<b>21</b>	14.703	15.430	16.504	17.712	18.951	20.375	21.727	23.189	24.749	26.414
	<b>22</b>	14.865	15.593	16.670	17.894	19.138	20.574	21.926	23.388	24.947	26.610
	<b>23</b>	15.029	15.753	16.838	18.073	19.324	20.772	22.123	23.583	25.140	26.800
	<b>24</b>	15.190	15.915	17.005	18.253	19.510	20.970	22.320	23.781	25.339	26.998

\* This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation, based on years of seniority as of June 30, 2008.

**ATTACHMENT 3-A (SPS)**

**PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY PAY SCHEDULE  
Effective July 6, 2008 through June 6, 2009**

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
8	\$11.254	\$19.240	\$0.338	\$1.250
9	\$12.162	\$20.783	\$0.365	\$1.300
10	\$13.147	\$22.457	\$0.395	\$1.350
11	\$14.214	\$24.273	\$0.427	\$1.400
12	\$15.374	\$26.242	\$0.462	\$1.450
13	\$16.625	\$28.369	\$0.499	\$1.500
14	\$17.982	\$30.674	\$0.540	\$1.550
15	\$19.451	\$33.176	\$0.584	\$1.600
16	\$20.804	\$35.476	\$0.625	\$1.650
17	\$22.261	\$37.959	\$0.668	\$1.700
31	\$14.601	\$24.631	\$0.439	NA
32	\$15.331	\$25.835	\$0.460	NA

**ATTACHMENT 3-B (SPS)**

---

**PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY**  
**Effective June 7, 2009 through June 30, 2009**

---

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
8	\$11.480	\$19.625	\$0.345	\$1.250
9	\$12.406	\$21.199	\$0.373	\$1.300
10	\$13.410	\$22.907	\$0.403	\$1.350
11	\$14.499	\$24.759	\$0.435	\$1.400
12	\$15.682	\$26.767	\$0.471	\$1.450
13	\$16.958	\$28.937	\$0.509	\$1.500
14	\$18.342	\$31.288	\$0.551	\$1.550
15	\$19.841	\$33.840	\$0.596	\$1.600
16	\$21.221	\$36.186	\$0.637	\$1.650
17	\$22.707	\$38.719	\$0.682	\$1.700
31	\$14.894	\$25.124	\$0.447	NA
32	\$15.639	\$26.352	\$0.470	NA

---

**ATTACHMENT 3-C (SPS)**  
**SPS – Pay Ranges 05-40 and 05-41 ONLY**

Effective the first pay period following the effective date of the contract through July 5, 2008			Effective July 6, 2008 through October 11, 2008			Effective October 12, 2008 through June 6, 2009			Effective June 7, 2009 through June 30, 2009		
Year	PR 5-40	PR 5-41	Year	PR 5-40	PR 5-41	Year	PR 5-40	PR 5-41	Year	PR 5-40	PR 5-41
2007	\$20.234	\$22.750	2008	\$20.437	\$22.978	2008	\$21.186	\$23.728	2008	\$21.610	\$24.203
2006	\$20.234	\$22.750	2007	\$20.437	\$22.978	2007	\$21.302	\$23.728	2007	\$21.729	\$24.203
2005	\$20.234	\$22.750	2006	\$20.437	\$22.978	2006	\$21.417	\$23.728	2006	\$21.846	\$24.203
2004	\$20.891	\$23.387	2005	\$20.437	\$22.978	2005	\$21.633	\$23.728	2005	\$22.066	\$24.203
2003	\$21.683	\$24.023	2004	\$21.100	\$23.621	2004	\$21.850	\$24.371	2004	\$22.287	\$24.859
2002	\$22.476	\$24.660	2003	\$21.900	\$24.264	2003	\$22.650	\$25.013	2003	\$23.103	\$25.514
2001	\$23.269	\$25.296	2002	\$22.701	\$24.907	2002	\$23.451	\$25.657	2002	\$23.920	\$26.170
2000	\$24.061	\$25.932	2001	\$23.502	\$25.549	2001	\$24.252	\$26.299	2001	\$24.737	\$26.825
1999	\$24.854	\$26.569	2000	\$24.302	\$26.192	2000	\$25.052	\$26.941	2000	\$25.553	\$27.481
1998	\$25.647	\$27.205	1999	\$25.103	\$26.835	1999	\$25.853	\$27.585	1999	\$26.370	\$28.137
1997	\$26.439	\$27.842	1998	\$25.904	\$27.478	1998	\$26.818	\$28.227	1998	\$27.355	\$28.792
1996	\$27.232	\$28.478	1997	\$26.704	\$28.121	1997	\$27.453	\$29.210	1997	\$28.003	\$29.795
1995	\$27.639	\$29.114	1996	\$27.505	\$28.763	1996	\$28.254	\$30.155	1996	\$28.820	\$30.759
1994	\$27.639	\$29.114	1995	\$27.916	\$29.406	1995	\$28.665	\$30.155	1995	\$29.239	\$30.759
1993	\$27.639	\$29.114	1994	\$27.916	\$29.406	1994	\$28.665	\$30.155	1994	\$29.239	\$30.759
1992	\$27.639	\$29.114	1993	\$27.916	\$29.406	1993	\$28.665	\$30.155	1993	\$29.239	\$30.759
1991	\$27.639	\$29.114	1992	\$27.916	\$29.406	1992	\$28.665	\$30.155	1992	\$29.239	\$30.759
1990	\$27.639	\$29.114	1991	\$27.916	\$29.406	1991	\$28.665	\$30.155	1991	\$29.239	\$30.759
1989	\$27.639	\$29.114	1990	\$27.916	\$29.406	1990	\$28.665	\$30.155	1990	\$29.239	\$30.759
1988	\$27.639	\$29.114	1989	\$27.916	\$29.406	1989	\$28.665	\$30.155	1989	\$29.239	\$30.759
1987	\$27.639	\$29.114	1988	\$27.916	\$29.406	1988	\$28.665	\$30.155	1988	\$29.239	\$30.759
1986	\$27.639	\$29.114	1987	\$27.916	\$29.406	1987	\$28.665	\$30.155	1987	\$29.239	\$30.759
1985	\$27.931	\$29.114	1986	\$27.916	\$29.406	1986	\$28.665	\$30.155	1986	\$29.239	\$30.759
1984	\$27.931	\$29.114	1985	\$28.211	\$29.406	1985	\$28.960	\$30.155	1985	\$29.540	\$30.759
1983	\$27.931	\$29.114	1984	\$28.211	\$29.406	1984	\$28.960	\$30.155	1984	\$29.540	\$30.759
1992	\$27.931	\$29.114	1983	\$28.211	\$29.406	1983	\$28.960	\$30.155	1983	\$29.540	\$30.759
1981	\$27.931	\$29.114	1992	\$28.211	\$29.406	1992	\$28.960	\$30.155	1992	\$29.540	\$30.759
1980	\$27.931	\$29.114	1981	\$28.211	\$29.406	1981	\$28.960	\$30.155	1981	\$29.540	\$30.759
1979	\$29.022	\$29.114	1980	\$28.211	\$29.406	1980	\$28.960	\$30.155	1980	\$29.540	\$30.759
1978	\$29.022	\$29.114	1979	\$29.313	\$29.406	1979	\$29.313	\$30.155	1979	\$29.900	\$30.759
1977	\$29.022	\$29.114	1978	\$29.313	\$29.406	1978	\$29.313	\$30.155	1978	\$29.900	\$30.759
1976	\$29.022	\$29.114	1977	\$29.313	\$29.406	1977	\$29.313	\$30.155	1977	\$29.900	\$30.759
1975	\$29.022	\$29.114	1976	\$29.313	\$29.406	1976	\$29.313	\$30.155	1976	\$29.900	\$30.759
1974	\$29.022	\$29.114	1975	\$29.313	\$29.406	1975	\$29.313	\$30.155	1975	\$29.900	\$30.759
1973	\$29.022	\$29.114	1974	\$29.313	\$29.406	1974	\$29.313	\$30.155	1974	\$29.900	\$30.759
1972	\$29.022	\$29.114	1973	\$29.313	\$29.406	1973	\$29.313	\$30.155	1973	\$29.900	\$30.759
1971	\$29.022	\$29.114	1972	\$29.313	\$29.406	1972	\$29.313	\$30.155	1972	\$29.900	\$30.759

These pay structures are applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.

**ATTACHMENT 3-D (SPS)**  
**SPS – Pay Ranges 05-31 and 05-32 ONLY**

Starting base pay for all employees is listed in the Structure Point 1 columns below. After completion of 24 months of adjusted continuous service, an employee's base pay will be set at the rates listed in the Structure Point 2 columns except as provided for in Appendix 7 of this Agreement.

<b>Structure Point 1 Less than 24 Months of Adjusted Continuous Service</b>					<b>Structure Point 2 More than 24 Months of Adjusted Continuous Service</b>			
<b>Classification</b>	<b>Through 7/5/08</b>	<b>7/6/08- 10/11/08</b>	<b>10/12/08- 6/6/09</b>	<b>6/7/09- 6/30/09</b>	<b>Through 7/5/08</b>	<b>7/6/08- 10/11/08</b>	<b>10/12/08- 6/6/09</b>	<b>6/7/09- 6/30/09</b>
05-31	\$14.456	\$14.601	\$14.601	\$14.894	\$16.393	\$16.500	\$16.500	\$16.830
05-32	\$15.179	\$15.331	\$15.331	\$15.639	\$18.030	\$18.150	\$18.150	\$18.513

<b>Effective the first pay period following the effective date of the contract through July 5, 2008</b>	<b>Effective July 6, 2008 through October 11, 2008</b>					<b>Effective October 12, 2008 through June 6, 2009</b>					<b>Effective June 7, 2009 through June 30, 2009</b>									
	<b>PR 05-31 and 05-32</b>					<b>PR 05-31 and 05-32</b>					<b>PR 05-31 and 05-32</b>					<b>PR 05-31 and 05-32</b>				
	<b>05-31</b>	<b>05-32</b>	<b>05-31</b>	<b>05-32</b>	<b>05-31</b>	<b>05-32</b>	<b>05-31</b>	<b>05-32</b>	<b>05-31</b>	<b>05-32</b>	<b>05-31</b>	<b>05-32</b>	<b>05-31</b>	<b>05-32</b>	<b>05-31</b>	<b>05-32</b>				
<b>Min/point 0</b>	14.456	15.179	<b>Min/point 0</b>	14.601	15.331	<b>Min/point 0</b>	14.601	15.331	<b>Min/point 0</b>	14.894	15.639	<b>Min/point 0</b>	14.894	15.639	<b>Min/point 0</b>	14.894	15.639			
<b>point 1</b>	14.456	15.179	<b>point 1</b>	14.601	15.331	<b>point 1</b>	14.601	15.331	<b>point 1</b>	14.894	15.639	<b>point 1</b>	14.894	15.639	<b>point 1</b>	14.894	15.639			
<b>point 2</b>	16.393	18.030	<b>point 2</b>	16.500	18.150	<b>point 2</b>	16.500	18.150	<b>point 2</b>	16.830	18.513	<b>point 2</b>	16.830	18.513	<b>point 2</b>	16.830	18.513			
<b>2004</b>	16.393	18.030	<b>2005</b>	16.557	18.211	<b>2005</b>	16.851	18.536	<b>2005</b>	17.189	18.907	<b>2005</b>	17.189	18.907	<b>2005</b>	17.189	18.907			
<b>2003</b>	16.393	18.030	<b>2004</b>	16.557	18.211	<b>2004</b>	17.202	18.919	<b>2004</b>	17.547	19.301	<b>2004</b>	17.547	19.301	<b>2004</b>	17.547	19.301			
<b>2002</b>	16.823	18.506	<b>2003</b>	16.557	18.211	<b>2003</b>	17.553	19.307	<b>2003</b>	17.905	19.693	<b>2003</b>	17.905	19.693	<b>2003</b>	17.905	19.693			
<b>2001</b>	17.262	18.988	<b>2002</b>	16.992	18.692	<b>2002</b>	17.905	19.696	<b>2002</b>	18.263	20.090	<b>2002</b>	18.263	20.090	<b>2002</b>	18.263	20.090			
<b>2000</b>	17.700	19.470	<b>2001</b>	17.435	19.178	<b>2001</b>	18.255	20.080	<b>2001</b>	18.621	20.482	<b>2001</b>	18.621	20.482	<b>2001</b>	18.621	20.482			
<b>1999</b>	18.138	19.952	<b>2000</b>	17.877	19.665	<b>2000</b>	18.697	20.567	<b>2000</b>	19.071	20.979	<b>2000</b>	19.071	20.979	<b>2000</b>	19.071	20.979			
<b>1998</b>	18.576	20.433	<b>1999</b>	18.320	20.152	<b>1999</b>	19.140	21.054	<b>1999</b>	19.523	21.476	<b>1999</b>	19.523	21.476	<b>1999</b>	19.523	21.476			
<b>1997</b>	19.014	20.916	<b>1998</b>	18.762	20.638	<b>1998</b>	19.582	21.540	<b>1998</b>	19.974	21.971	<b>1998</b>	19.974	21.971	<b>1998</b>	19.974	21.971			
<b>1996</b>	19.452	21.397	<b>1997</b>	19.205	21.126	<b>1997</b>	20.025	22.028	<b>1997</b>	20.426	22.469	<b>1997</b>	20.426	22.469	<b>1997</b>	20.426	22.469			
<b>1995</b>	19.890	21.878	<b>1996</b>	19.647	21.611	<b>1996</b>	20.467	22.513	<b>1996</b>	20.877	22.964	<b>1996</b>	20.877	22.964	<b>1996</b>	20.877	22.964			
<b>1994</b>	20.328	22.361	<b>1995</b>	20.089	22.097	<b>1995</b>	20.909	22.999	<b>1995</b>	21.328	23.459	<b>1995</b>	21.328	23.459	<b>1995</b>	21.328	23.459			
<b>1993</b>	20.766	22.842	<b>1994</b>	20.532	22.585	<b>1994</b>	21.352	23.487	<b>1994</b>	21.780	23.957	<b>1994</b>	21.780	23.957	<b>1994</b>	21.780	23.957			
<b>1992</b>	21.204	23.325	<b>1993</b>	20.974	23.071	<b>1993</b>	21.794	23.973	<b>1993</b>	22.230	24.453	<b>1993</b>	22.230	24.453	<b>1993</b>	22.230	24.453			
<b>1991</b>	21.642	23.806	<b>1992</b>	21.417	23.559	<b>1992</b>	22.237	24.461	<b>1992</b>	22.682	24.951	<b>1992</b>	22.682	24.951	<b>1992</b>	22.682	24.951			
<b>1990</b>	22.080	24.288	<b>1991</b>	21.859	24.045	<b>1991</b>	22.679	24.947	<b>1991</b>	23.133	25.446	<b>1991</b>	23.133	25.446	<b>1991</b>	23.133	25.446			
<b>1989</b>	22.518	24.770	<b>1990</b>	22.301	24.531	<b>1990</b>	23.121	25.433	<b>1990</b>	23.584	25.942	<b>1990</b>	23.584	25.942	<b>1990</b>	23.584	25.942			
<b>1988</b>	22.957	25.252	<b>1989</b>	22.744	25.018	<b>1989</b>	23.564	25.920	<b>1989</b>	24.036	26.439	<b>1989</b>	24.036	26.439	<b>1989</b>	24.036	26.439			
<b>1987</b>	23.061	25.367	<b>1988</b>	23.187	25.505	<b>1988</b>	24.007	26.407	<b>1988</b>	24.488	26.936	<b>1988</b>	24.488	26.936	<b>1988</b>	24.488	26.936			
<b>1986</b>	23.165	25.481	<b>1987</b>	23.292	25.621	<b>1987</b>	24.112	26.523	<b>1987</b>	24.595	27.054	<b>1987</b>	24.595	27.054	<b>1987</b>	24.595	27.054			
<b>1985</b>	23.269	25.596	<b>1986</b>	23.397	25.736	<b>1986</b>	24.217	26.638	<b>1986</b>	24.702	27.171	<b>1986</b>	24.702	27.171	<b>1986</b>	24.702	27.171			
<b>1984</b>	23.374	25.711	<b>1985</b>	23.502	25.852	<b>1985</b>	24.322	26.754	<b>1985</b>	24.809	27.290	<b>1985</b>	24.809	27.290	<b>1985</b>	24.809	27.290			
<b>1983</b>	23.478	25.826	<b>1984</b>	23.608	25.969	<b>1984</b>	24.428	26.871	<b>1984</b>	24.917	27.409	<b>1984</b>	24.917	27.409	<b>1984</b>	24.917	27.409			
<b>1982</b>	23.582	25.940	<b>1983</b>	23.713	26.085	<b>1983</b>	24.533	26.987	<b>1983</b>	25.024	27.527	<b>1983</b>	25.024	27.527	<b>1983</b>	25.024	27.527			
<b>1981</b>	23.686	26.055	<b>1982</b>	23.818	26.200	<b>1982</b>	24.638	27.102	<b>1982</b>	25.131	27.645	<b>1982</b>	25.131	27.645	<b>1982</b>	25.131	27.645			
<b>1980</b>	23.791	26.170	<b>1981</b>	23.923	26.316	<b>1981</b>	24.743	27.218	<b>1981</b>	25.238	27.763	<b>1981</b>	25.238	27.763	<b>1981</b>	25.238	27.763			
<b>1979</b>	23.895	26.285	<b>1980</b>	24.029	26.432	<b>1980</b>	24.849	27.334	<b>1980</b>	25.346	27.881	<b>1980</b>	25.346	27.881	<b>1980</b>	25.346	27.881			
<b>1978</b>	23.999	26.399	<b>1979</b>	24.134	26.548	<b>1979</b>	24.954	27.450	<b>1979</b>	25.454	27.999	<b>1979</b>	25.454	27.999	<b>1979</b>	25.454	27.999			
<b>1977</b>	24.103	26.513	<b>1978</b>	24.239	26.663	<b>1978</b>	25.059	27.565	<b>1978</b>	25.561	28.117	<b>1978</b>	25.561	28.117	<b>1978</b>	25.561	28.117			
<b>1976</b>	24.208	26.629	<b>1977</b>	24.345	26.779	<b>1977</b>	25.165	27.681	<b>1977</b>	25.669	28.235	<b>1977</b>	25.669	28.235	<b>1977</b>	25.669	28.235			
<b>1975</b>	24.312	26.743	<b>1976</b>	24.451	26.896	<b>1976</b>	25.271	27.798	<b>1976</b>	25.777	28.354	<b>1976</b>	25.777	28.354	<b>1976</b>	25.777	28.354			
<b>1974</b>	24.416	26.858	<b>1975</b>	24.556	27.011	<b>1975</b>	25.376	27.913	<b>1975</b>	25.884	28.472	<b>1975</b>	25.884	28.472	<b>1975</b>	25.884	28.472			
<b>1973</b>	24.520	26.972	<b>1974</b>	24.661	27.127	<b>1974</b>	25.481	28.029	<b>1974</b>	25.991	28.590	<b>1974</b>	25.991	28.590	<b>1974</b>	25.991	28.590			
<b>1972</b>	24.625	27.088	<b>1973</b>	24.766	27.242	<b>1973</b>	25.586	28.144	<b>1973</b>	26.098	28.707	<b>1973</b>	26.098	28.707	<b>1973</b>	26.098	28.707			
<b>1971</b>	24.729	27.202	<b>1972</b>	24.872	27.359	<b>1972</b>	25.692	28.261	<b>1972</b>	26.206	28.827	<b>1972</b>	26.206	28.827	<b>1972</b>	26.206	28.827			
<b>1970</b>	24.833	27.317	<b>1971</b>	24.977	27.475	<b>1971</b>	25.797	28.377	<b>1971</b>	26.313	28.945	<b>1971</b>	26.313	28.945	<b>1971</b>	26.313	28.945			

Effective the first pay period following the effective date of the contract through July 5, 2008			Effective July 6, 2008 through October 11, 2008			Effective October 12, 2008 through June 6, 2009			Effective June 7, 2009 through June 30, 2009		
	PR 05-31 and 05-32		PR 05-31 and 05-32			PR 05-31 and 05-32			PR 05-31 and 05-32		
	05-31	05-32	05-31	05-32	05-31	05-32	05-31	05-32	05-31	05-32	
<b>1969</b>	24.937	27.431	<b>1970</b>	25.082	27.591	<b>1970</b>	25.902	28.493	<b>1970</b>	26.421	29.063
<b>1968</b>	25.043	27.547	<b>1969</b>	25.187	27.706	<b>1969</b>	26.007	28.608	<b>1969</b>	26.528	29.181
<b>1967</b>	25.147	27.661	<b>1968</b>	25.294	27.823	<b>1968</b>	26.114	28.725	<b>1968</b>	26.637	29.300
<b>1966</b>	25.251	27.776	<b>1967</b>	25.399	27.938	<b>1967</b>	26.219	28.840	<b>1967</b>	26.744	29.417
			<b>1966</b>	25.504	28.054	<b>1966</b>	26.324	28.956	<b>1966</b>	26.851	29.536

This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.

**ATTACHMENT 4-A (TECH)**

**Pay Schedule 06: Technical Pay Schedule  
Effective July 6, 2008 through June 6, 2009**

<b>Range</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Within Step</b>	<b>Range Pay</b>	<b>Range Adjustment</b>
8	\$11.415	\$17.121	\$0.343		\$0.840
9	\$11.642	\$17.462	\$0.350		\$1.010
10	\$12.592	\$18.887	\$0.378		\$1.050
11	\$13.626	\$20.438	\$0.409		\$1.400
12	\$14.744	\$22.115	\$0.443		\$1.600
13	\$15.953	\$23.930	\$0.479		\$1.700
14	\$17.263	\$25.894	\$0.518		\$1.900
15	\$18.680	\$28.021	\$0.561		\$2.000
16	\$20.219	\$30.328	\$0.607		\$2.200
17	\$21.883	\$32.823	\$0.657		\$2.250
18	\$23.683	\$35.524	\$0.711		\$2.300
19	\$25.579	\$38.365	\$0.768		\$2.350

**ATTACHMENT 4-B (TECH)**

<b>PAY SCHEDULE 06: TECHNICAL PAY SCHEDULE</b>						
<b>Effective June 7, 2009 through June 30, 2009</b>						
<b>Range</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Within Step</b>	<b>Range Pay</b>	<b>Pay</b>	<b>Range Adjustment</b>
8	\$11.644	\$17.464	\$0.350			\$0.840
9	\$11.875	\$17.812	\$0.357			\$1.010
10	\$12.844	\$19.265	\$0.386			\$1.050
11	\$13.899	\$20.847	\$0.417			\$1.400
12	\$15.039	\$22.558	\$0.452			\$1.600
13	\$16.273	\$24.409	\$0.489			\$1.700
14	\$17.609	\$26.412	\$0.529			\$1.900
15	\$19.054	\$28.582	\$0.572			\$2.000
16	\$20.624	\$30.935	\$0.619			\$2.200
17	\$22.321	\$33.480	\$0.670			\$2.250
18	\$24.157	\$36.235	\$0.725			\$2.300
19	\$26.091	\$39.133	\$0.783			\$2.350

**ATTACHMENT 4-C (TECH)**

<b>Pay Grid 6-25 Technical Bargaining Unit (Pilots)</b>	
Effective July 6, 2008 through June 6, 2009	
	<u>PR 06-25</u>
<b>2008</b>	\$20.602
<b>2007</b>	\$20.602
<b>2006</b>	\$20.806
<b>2005</b>	\$21.214
<b>2004</b>	\$21.685
<b>2003</b>	\$22.158
<b>2002</b>	\$22.630
<b>2001</b>	\$23.100
<b>2000</b>	\$23.572
<b>1999</b>	\$24.044
<b>1998</b>	\$24.724
<b>1997</b>	\$25.196

\*This structure is applicable to the following transactions:  
Original Appointment, Promotion, Demotion, Transfer,  
Reinstatement, Restoration, Reclassification, and Reallocation.

**ATTACHMENT 4-D (TECH)**

<b>Pay Grid 6-25 Technical Bargaining Unit (Pilots)</b>	
Effective June 7, 2009 through June 30, 2009	
	<u>PR 06-25</u>
<b>2008</b>	\$21.015
<b>2007</b>	\$21.015
<b>2006</b>	\$21.223
<b>2005</b>	\$21.639
<b>2004</b>	\$22.119
<b>2003</b>	\$22.602
<b>2002</b>	\$23.083
<b>2001</b>	\$23.562
<b>2000</b>	\$24.044
<b>1999</b>	\$24.525
<b>1998</b>	\$25.219
<b>1997</b>	\$25.700

\*This structure is applicable to the following transactions:  
Original Appointment, Promotion, Demotion, Transfer,  
Reinstatement, Restoration, Reclassification, and Reallocation.

## ATTACHMENT 4-E (TECH)

Effective July 6, 2008 through October 11, 2008

	PR 6-14	PR 6-10	PR 6-11	PR 6-12
	LPN	NA 1	NA 2	NA 3
<b>Min</b>	17.263	12.592	13.626	14.744
<b>2007</b>	17.263	12.592	13.626	14.744
<b>2006</b>	17.995	12.841	13.905	15.126
<b>2005</b>	18.172	12.968	14.043	15.276
<b>2004</b>	18.399	13.148	14.232	15.486
<b>2003</b>	18.625	13.326	14.422	15.697
<b>2002</b>	18.851	13.506	14.612	15.907
<b>2001</b>	19.078	13.685	14.802	16.118
<b>2000</b>	19.305	13.865	14.992	16.328
<b>1999</b>	19.532	14.043	15.181	16.540
<b>1998</b>	19.757	14.222	15.371	16.750
<b>1997</b>	19.983	14.401	15.561	16.961
<b>1996</b>	20.211	14.581	15.749	17.172
<b>1995</b>	20.437	14.760	15.939	17.383
<b>1994</b>	20.664	14.938	16.129	17.593
<b>1993</b>	20.890	15.117	16.318	17.804
<b>1992</b>	21.117	15.296	16.508	18.014
<b>1991</b>	21.343	15.476	16.698	18.225
<b>1990</b>	21.569	15.654	16.887	18.435
<b>1989</b>	21.796	15.834	17.077	18.646
<b>1988</b>	22.023	16.012	17.266	18.857
<b>1987</b>	22.249	16.192	17.455	19.068
<b>1986</b>	22.476	16.371	17.645	19.278
<b>1985</b>	22.701	16.550	17.835	19.489
<b>1984</b>	22.929	16.729	18.024	19.700
<b>1983</b>	23.155	16.909	18.215	19.911
<b>1982</b>	23.381	17.087	18.405	20.121
<b>1981</b>	23.608	17.266	18.594	20.332
<b>1980</b>	23.834	17.445	18.783	20.542
<b>1979</b>	24.061	17.625	18.973	20.753
<b>1978</b>	24.287	17.804	19.162	20.963
<b>1977</b>	24.513	17.984	19.352	21.175
<b>1976</b>	24.740	18.161	19.542	21.385
<b>1975</b>	24.967	18.341	19.732	21.596
<b>1974</b>	25.194	18.520	19.921	21.806
<b>1973</b>	25.419	18.699	20.111	22.017
<b>1972</b>	25.645	18.878	20.300	22.228
<b>1971</b>	25.873	19.057	20.489	22.439
<b>1970</b>	26.099	19.236	20.679	22.649
<b>1969</b>	26.326	19.415	20.869	22.860
<b>1968</b>	26.552	19.594	21.058	23.070
<b>1967</b>	26.778	19.773	21.248	23.281
<b>1966</b>	27.005	19.953	21.438	23.492

This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation. For transaction determination the range maximum from the related pay schedule will be used if needed.

## ATTACHMENT 4-F (TECH)

Effective October 12, 2009 through June 6, 2009

	PR 6-14	PR 6-10	PR 6-11	PR 6-12	PR 6-10	PR 6-11
	<u>LPN</u>	<u>NA 1</u>	<u>NA 2</u>	<u>NA 3</u>	<u>PT E</u>	<u>PT O</u>
<b>Min</b>	17.263	12.592	13.626	14.744	12.592	13.626
<b>2007</b>	17.863	12.592	14.126	15.244	13.092	14.126
<b>2006</b>	18.595	12.841	14.405	15.626	13.216	14.228
<b>2005</b>	18.772	13.468	14.543	15.776	13.343	14.365
<b>2004</b>	18.999	13.648	14.732	15.986	13.543	14.565
<b>2003</b>	19.225	13.826	14.922	16.197	13.743	14.764
<b>2002</b>	19.451	14.006	15.112	16.407	13.943	14.964
<b>2001</b>	19.678	14.185	15.302	16.618	14.143	15.165
<b>2000</b>	19.905	14.365	15.492	16.828	14.343	15.365
<b>1999</b>	20.132	14.543	15.681	17.040	14.543	15.565
<b>1998</b>	20.357	14.722	15.871	17.250	14.744	15.766
<b>1997</b>	20.583	14.901	16.061	17.461	14.943	15.966
<b>1996</b>	20.811	15.081	16.249	17.672	15.143	16.166
<b>1995</b>	21.037	15.260	16.439	17.883	15.344	16.365
<b>1994</b>	21.264	15.438	16.629	18.093	15.544	16.566
<b>1993</b>	21.490	15.617	16.818	18.304	15.743	16.766
<b>1992</b>	21.717	15.796	17.008	18.514	15.943	16.966
<b>1991</b>	21.943	15.976	17.198	18.725	16.144	17.165
<b>1990</b>	22.169	16.154	17.387	18.935	16.344	17.366
<b>1989</b>	22.396	16.334	17.577	19.146	16.544	17.566
<b>1988</b>	22.623	16.512	17.766	19.357	16.744	17.766
<b>1987</b>	22.849	16.692	17.955	19.568	16.945	17.967
<b>1986</b>	23.076	16.871	18.145	19.778	17.145	18.166
<b>1985</b>	23.301	17.050	18.335	19.989	17.344	18.366
<b>1984</b>	23.529	17.229	18.524	20.200	17.545	18.566
<b>1983</b>	23.755	17.409	18.715	20.411	17.745	18.767
<b>1982</b>	23.981	17.587	18.905	20.621	17.945	18.967
<b>1981</b>	24.208	17.766	19.094	20.832	18.145	19.167
<b>1980</b>	24.434	17.945	19.283	21.042	18.346	19.367
<b>1979</b>	24.661	18.125	19.473	21.253	18.546	19.568
<b>1978</b>	24.887	18.304	19.662	21.463	18.746	19.768
<b>1977</b>	25.113	18.484	19.852	21.675	18.946	19.967
<b>1976</b>	25.340	18.661	20.042	21.885	19.146	20.168
<b>1975</b>	25.567	18.841	20.232	22.096	19.346	20.368
<b>1974</b>	25.794	19.020	20.421	22.306	19.546	20.568
<b>1973</b>	26.019	19.199	20.611	22.517	19.747	20.768
<b>1972</b>	26.245	19.378	20.800	22.728	19.947	20.969
<b>1971</b>	26.473	19.557	20.989	22.939	20.147	21.169
<b>1970</b>	26.699	19.736	21.179	23.149	20.347	21.369
<b>1969</b>	26.926	19.915	21.369	23.360	20.548	21.568
<b>1968</b>	27.152	20.094	21.558	23.570	20.748	21.769
<b>1967</b>	27.378	20.273	21.748	23.781	20.947	21.969
<b>1966</b>	27.605	20.453	21.938	23.992	21.147	22.169

This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation. For transaction determination the range maximum from the related pay schedule will be used if needed.

**ATTACHMENT 4-G (TECH)**

**Effective June 7, 2009 through June 30, 2009**

	PR 6-14	PR 6-10	PR 6-11	PR 6-12	PR 6-10	PR 6-11
	LPN	NA 1	NA 2	NA 3	PT E	PT O
	1	4	5	6	7	8
<b>Min</b>	17.609	12.844	13.899	15.039	12.844	13.899
<b>2007</b>	18.221	12.844	14.409	15.549	13.354	14.409
<b>2006</b>	18.967	13.098	14.694	15.939	13.481	14.513
<b>2005</b>	19.148	13.738	14.834	16.092	13.610	14.653
<b>2004</b>	19.379	13.921	15.027	16.306	13.814	14.857
<b>2003</b>	19.610	14.103	15.221	16.521	14.018	15.060
<b>2002</b>	19.841	14.287	15.415	16.736	14.222	15.264
<b>2001</b>	20.072	14.469	15.609	16.951	14.426	15.469
<b>2000</b>	20.304	14.653	15.802	17.165	14.630	15.673
<b>1999</b>	20.535	14.834	15.995	17.381	14.834	15.877
<b>1998</b>	20.765	15.017	16.189	17.595	15.039	16.082
<b>1997</b>	20.995	15.200	16.383	17.811	15.242	16.286
<b>1996</b>	21.228	15.383	16.574	18.026	15.446	16.490
<b>1995</b>	21.458	15.566	16.768	18.241	15.651	16.693
<b>1994</b>	21.690	15.747	16.962	18.455	15.855	16.898
<b>1993</b>	21.920	15.930	17.155	18.671	16.058	17.102
<b>1992</b>	22.152	16.112	17.349	18.885	16.262	17.306
<b>1991</b>	22.382	16.296	17.542	19.100	16.467	17.509
<b>1990</b>	22.613	16.478	17.735	19.314	16.671	17.714
<b>1989</b>	22.844	16.661	17.929	19.529	16.875	17.918
<b>1988</b>	23.076	16.843	18.122	19.745	17.079	18.122
<b>1987</b>	23.306	17.026	18.315	19.960	17.284	18.327
<b>1986</b>	23.538	17.209	18.508	20.174	17.488	18.530
<b>1985</b>	23.768	17.391	18.702	20.389	17.691	18.734
<b>1984</b>	24.000	17.574	18.895	20.604	17.896	18.938
<b>1983</b>	24.231	17.758	19.090	20.820	18.100	19.143
<b>1982</b>	24.461	17.939	19.284	21.034	18.304	19.347
<b>1981</b>	24.693	18.122	19.476	21.249	18.508	19.551
<b>1980</b>	24.923	18.304	19.669	21.463	18.713	19.755
<b>1979</b>	25.155	18.488	19.863	21.679	18.917	19.960
<b>1978</b>	25.385	18.671	20.056	21.893	19.121	20.164
<b>1977</b>	25.616	18.854	20.250	22.109	19.325	20.367
<b>1976</b>	25.847	19.035	20.443	22.323	19.529	20.572
<b>1975</b>	26.079	19.218	20.637	22.538	19.733	20.776
<b>1974</b>	26.310	19.401	20.830	22.753	19.937	20.980
<b>1973</b>	26.540	19.583	21.024	22.968	20.142	21.184
<b>1972</b>	26.770	19.766	21.216	23.183	20.346	21.389
<b>1971</b>	27.003	19.949	21.409	23.398	20.550	21.593
<b>1970</b>	27.233	20.131	21.603	23.612	20.754	21.797
<b>1969</b>	27.465	20.314	21.797	23.828	20.959	22.000
<b>1968</b>	27.696	20.496	21.990	24.042	21.163	22.205
<b>1967</b>	27.926	20.679	22.183	24.257	21.366	22.409
<b>1966</b>	28.158	20.863	22.377	24.472	21.570	22.613

This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation. For transaction determination the range maximum from the related pay schedule will be used if needed.

## ATTACHMENT 4-H (TECH) - Resident Care Technician

Except as noted below, an employee who completes 24 months in pay status as a Resident Care Technician 1 (RCT) will be paid a base pay rate equivalent to the rate for the appropriate years of adjusted continuous service date in the RCT 2 structure. Pay will be effective the first day of the pay period following the date in which the 24 months in pay status is attained. In counting time in pay status, sixty (60) days will be waived per occurrence of time charged to a s. 230.36 claim or worker's compensation. Pay will continue to be based on the structure rate for an RCT 2 as long as the employee remains in the RCT 1 classification. At the time such an employee is reclassified to RCT 2, there will be no increase in pay. An RCT 1 is not eligible to be paid the RCT 2 pay rate, at the appropriate time for such a pay adjustment, if the employee is on a concentrated performance evaluation program in accordance with 4/13/1A of this Agreement. Such an employee will be moved to the RCT 2 pay rate the first day of the pay period following the successful completion of the concentrated performance evaluation program.

<b>Resident Care Technician</b>								
<b>Effective July 6, 2008 through October 11, 2008</b>			<b>Effective October 12, 2009 through June 6, 2009</b>			<b>Effective June 7, 2009 through June 30, 2009</b>		
	PR 6-10	PR 6-11		PR 6-10	PR 6-11		PR 6-10	PR 6-11
	<b>RCT 1</b>	<b>RCT 2</b>		<b>RCT 1</b>	<b>RCT 2</b>		<b>RCT 1</b>	<b>RCT 2</b>
<b>Min</b>	12.592	13.626	<b>Min</b>	12.592	13.626	<b>Min</b>	12.844	13.899
<b>2007</b>	12.592	13.626	<b>2007</b>	12.592	13.626	<b>2007</b>	12.844	13.899
<b>2006</b>	12.716	13.728	<b>2006</b>	12.716	13.728	<b>2006</b>	12.971	14.003
<b>2005</b>	12.843	13.865	<b>2005</b>	13.343	14.365	<b>2005</b>	13.610	14.653
<b>2004</b>	13.043	14.065	<b>2004</b>	13.543	14.565	<b>2004</b>	13.814	14.857
<b>2003</b>	13.243	14.264	<b>2003</b>	13.743	14.764	<b>2003</b>	14.018	15.060
<b>2002</b>	13.443	14.464	<b>2002</b>	13.943	14.964	<b>2002</b>	14.222	15.264
<b>2001</b>	13.643	14.665	<b>2001</b>	14.143	15.165	<b>2001</b>	14.426	15.469
<b>2000</b>	13.843	14.865	<b>2000</b>	14.343	15.365	<b>2000</b>	14.630	15.673
<b>1999</b>	14.043	15.065	<b>1999</b>	14.543	15.565	<b>1999</b>	14.834	15.877
<b>1998</b>	14.244	15.266	<b>1998</b>	14.744	15.766	<b>1998</b>	15.039	16.082
<b>1997</b>	14.443	15.466	<b>1997</b>	14.943	15.966	<b>1997</b>	15.242	16.286
<b>1996</b>	14.643	15.666	<b>1996</b>	15.143	16.166	<b>1996</b>	15.446	16.490
<b>1995</b>	14.844	15.865	<b>1995</b>	15.344	16.365	<b>1995</b>	15.651	16.693
<b>1994</b>	15.044	16.066	<b>1994</b>	15.544	16.566	<b>1994</b>	15.855	16.898
<b>1993</b>	15.243	16.266	<b>1993</b>	15.743	16.766	<b>1993</b>	16.058	17.102
<b>1992</b>	15.443	16.466	<b>1992</b>	15.943	16.966	<b>1992</b>	16.262	17.306
<b>1991</b>	15.644	16.665	<b>1991</b>	16.144	17.165	<b>1991</b>	16.467	17.509
<b>1990</b>	15.844	16.866	<b>1990</b>	16.344	17.366	<b>1990</b>	16.671	17.714
<b>1989</b>	16.044	17.066	<b>1989</b>	16.544	17.566	<b>1989</b>	16.875	17.918
<b>1988</b>	16.244	17.266	<b>1988</b>	16.744	17.766	<b>1988</b>	17.079	18.122
<b>1987</b>	16.445	17.467	<b>1987</b>	16.945	17.967	<b>1987</b>	17.284	18.327
<b>1986</b>	16.645	17.666	<b>1986</b>	17.145	18.166	<b>1986</b>	17.488	18.530
<b>1985</b>	16.844	17.866	<b>1985</b>	17.344	18.366	<b>1985</b>	17.691	18.734
<b>1984</b>	17.045	18.066	<b>1984</b>	17.545	18.566	<b>1984</b>	17.896	18.938
<b>1983</b>	17.245	18.267	<b>1983</b>	17.745	18.767	<b>1983</b>	18.100	19.143
<b>1982</b>	17.445	18.467	<b>1982</b>	17.945	18.967	<b>1982</b>	18.304	19.347
<b>1981</b>	17.645	18.667	<b>1981</b>	18.145	19.167	<b>1981</b>	18.508	19.551
<b>1980</b>	17.846	18.867	<b>1980</b>	18.346	19.367	<b>1980</b>	18.713	19.755
<b>1979</b>	18.046	19.068	<b>1979</b>	18.546	19.568	<b>1979</b>	18.917	19.960
<b>1978</b>	18.246	19.268	<b>1978</b>	18.746	19.768	<b>1978</b>	19.121	20.164
<b>1977</b>	18.446	19.467	<b>1977</b>	18.946	19.967	<b>1977</b>	19.325	20.367
<b>1976</b>	18.646	19.668	<b>1976</b>	19.146	20.168	<b>1976</b>	19.529	20.572
<b>1975</b>	18.846	19.868	<b>1975</b>	19.346	20.368	<b>1975</b>	19.733	20.776
<b>1974</b>	19.046	20.068	<b>1974</b>	19.546	20.568	<b>1974</b>	19.937	20.980
<b>1973</b>	19.247	20.268	<b>1973</b>	19.747	20.768	<b>1973</b>	20.142	21.184
<b>1972</b>	19.447	20.469	<b>1972</b>	19.947	20.969	<b>1972</b>	20.346	21.389
<b>1971</b>	19.647	20.669	<b>1971</b>	20.147	21.169	<b>1971</b>	20.550	21.593
<b>1970</b>	19.847	20.869	<b>1970</b>	20.347	21.369	<b>1970</b>	20.754	21.797
<b>1969</b>	20.048	21.068	<b>1969</b>	20.548	21.568	<b>1969</b>	20.959	22.000
<b>1968</b>	20.248	21.269	<b>1968</b>	20.748	21.769	<b>1968</b>	21.163	22.205
<b>1967</b>	20.447	21.469	<b>1967</b>	20.947	21.969	<b>1967</b>	21.366	22.409
<b>1966</b>	20.647	21.669	<b>1966</b>	21.147	22.169	<b>1966</b>	21.570	22.613

This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation. For transaction determination the range maximum from the related pay schedule will be used if needed.

**ATTACHMENT 5-A (PSS)**

**PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES PAY  
SCHEDULE**

**Effective July 6, 2008 through June 6, 2009**

<b>Range</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Within Range Pay Step</b>	<b>Range Adjustment</b>
1	\$12.223	\$18.441	\$0.367	\$1.300
2	\$13.213	\$19.927	\$0.397	\$1.350
3	\$14.286	\$21.537	\$0.429	\$1.400
4	\$15.447	\$23.281	\$0.464	\$1.450
5	\$16.706	\$25.169	\$0.502	\$1.500
6	\$18.069	\$27.214	\$0.543	\$1.550
7	\$19.548	\$29.432	\$0.587	\$1.600
8	\$21.145	\$31.826	\$0.635	\$1.700
9	\$22.860	\$34.397	\$0.686	\$1.800
10	\$24.707	\$37.171	\$0.742	\$1.900
11	\$26.598	\$40.003	\$0.798	\$2.000
12	\$28.625	\$43.047	\$0.859	\$2.100
13	\$30.812	\$46.325	\$0.925	\$2.250

**ATTACHMENT 5-B (PSS)**

**PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES PAY  
SCHEDULE**

**Effective June 7, 2009 through June 30, 2009**

<b>Range</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Within Range Pay Step</b>	<b>Range Adjustment</b>
1	\$12.468	\$18.810	\$0.375	\$1.300
2	\$13.478	\$20.326	\$0.405	\$1.350
3	\$14.572	\$21.968	\$0.438	\$1.400
4	\$15.756	\$23.747	\$0.473	\$1.450
5	\$17.041	\$25.673	\$0.512	\$1.500
6	\$18.431	\$27.759	\$0.553	\$1.550
7	\$19.939	\$30.021	\$0.599	\$1.600
8	\$21.568	\$32.463	\$0.648	\$1.700
9	\$23.318	\$35.085	\$0.700	\$1.800
10	\$25.202	\$37.915	\$0.757	\$1.900
11	\$27.130	\$40.804	\$0.814	\$2.000
12	\$29.198	\$43.908	\$0.876	\$2.100
13	\$31.429	\$47.252	\$0.943	\$2.250

## ATTACHMENT 5-C (PSS)

### **PSS – PROBATION AND PAROLE AGENT A, B, C, SOCIAL WORKER - CORRECTIONS A, B, C, CORRECTIONS PROGRAM SPECIALIST – OBJ, AND CLASSIFICATION SPECIALIST A, B ONLY** **Effective the first pay period following the effective date of the agreement**

Starting base pay for all employees is listed in the chart below unless otherwise provided for in Appendix 7 of this Agreement. Placement and progression for each group of classifications is as follows below. In addition when counting the number of hours (time) in pay status as required in the provision, the Employer will waive up to sixty (60) days, per occurrence, of the time charged to a s.230.36 claim or Workers Compensation claim.

**Social Worker – Corrections (A), (B) and (C):** Employees with a temporary certification/license through the Department of Regulation and Licensing (DRL) will be placed at the (A) level, pay range 12-05. When the employee is fully certified/licensed through DRL and the employee provides a copy of the certification/license to his/her immediate supervisor, the employee will be moved to the (B) level effective the first day of the pay period following receipt of the copy. Employees fully certified/licensed through the DRL with less than eighteen (18) months in pay status as a Social Worker – Corrections (B) will be placed at the Social Worker – Corrections (B) level, pay range 12-06. When placed at the (B) level, the employee will be moved to the Social Worker – Corrections (C) level, pay range 12-08, after a total of eighteen (18) months in pay status as a Social Worker – Corrections (B). Movement to the (C) level is effective the first day of the pay period following completion of the required time frame.

**Probation & Parole Agent (A), (B) and (C):** Employees with less than eighteen (18) months in pay status in the Probation & Parole Agent classifications will be placed at the (A) level, pay range 12-05. If placed at the (A) level, the employee will be moved to the (B) level after a total of eighteen (18) months in pay status as a Probation & Parole Agent – Entry or Probation & Parole Agent (A) or combination of both. Employees with greater than 18 months in pay status as a Probation & Parole Agent will be placed at the (B) level (pay range 12-06). When placed at the (B) level, the employee will be moved to the (C) level after a total of eighteen (18) months in pay status as a Probation & Parole Agent (B). Employees with greater than thirty-six (36) months in pay status as a Probation & Parole Agent will be placed at the (C) level, pay range 12-08. All level movements are effective the first day of the pay period following completion of the required time frame.

**Offender Classification Specialist (A) and (B):** Employees with less than eighteen (18) months in pay status in the Offender Classification Specialist classification will be placed at the (A) level, pay range 12-07. If placed at the (A) level, the employee will be moved to the (B) level after a total of eighteen (18) months in pay status as an Offender Classification Specialist (A). Employees with greater than (18) months in pay status as an Offender Classification Specialist will be placed at the (B) level, pay range 12-08. All level movements are effective the first day of the pay period following completion of the required time frame. (Effective 10-12-08)

**Corrections Program Specialist – Objective:** All employees will be placed at the structure rate corresponding to employees' year of adjusted continuous service date, pay range 12-08. (Effective 10-12-08)

**ATTACHMENT 5-C – continued**

<i>Classification</i>	<i>A Level Structure Rate *</i>	<i>A Level Structure Rate 7-6-08</i>	<i>A Level Structure Rate 6-7-09</i>	<i>B Level Structure Rate *</i>	<i>B Level Structure Rate 7-6-08</i>	<i>B Level Structure Rate 6-7-09</i>	<i>C Level Structure Rates (12-08)</i>
<b>Social Worker - Corrections</b>	(12-05) 16.540	(12-05) 16.706	(12-05) 17.041	(12-06) 18.156	(12-06) 18.338	(12-06) 18.705	Structure rate corresponding to employee's year of adjusted continuous service date (see below).
<b>Probation &amp; Parole Agent</b>	(12-05) 16.540	(12-05) 16.706	(12-05) 17.041	(12-06) 18.156	(12-06) 18.338	(12-06) 18.705	Structure rate corresponding to employee's year of adjusted continuous service date (see below).
<b>Offender Classification Specialist</b>	N/A	(12-07) 19.548 **	(12-07) 19.939	N/A	(12-08) Structure rate corresponding to employee's year of adjusted continuous service date (see below). **	(12-08) Structure rate corresponding to employee's year of adjusted continuous service date (see below).	N/A

\* Effective the first pay period following the effective date of the agreement.

\*\* Effective 10-12-08

**ATTACHMENT 5-C - continued**

**Social Worker - Corrections C; Probation and Parole Agent C; Offender Classification Specialist B Structure\*; and Correction Program Specialist\***

<b>Year</b>	<b>**</b>	<b>7/6/2008</b>	<b>10/12/2008</b>	<b>6/7/2009</b>
<b>2008</b>		21.145	21.145	21.568
<b>2007</b>	20.935	21.145	21.145	21.568
<b>2006</b>	20.935	21.145	21.645	22.078
<b>2005</b>	20.935	21.145	21.895	22.333
<b>2004</b>	21.058	21.269	22.160	22.604
<b>2003</b>	21.183	21.395	22.286	22.732
<b>2002</b>	21.392	21.606	22.497	22.947
<b>2001</b>	21.548	21.764	22.655	23.109
<b>2000</b>	21.705	21.923	22.814	23.271
<b>1999</b>	22.174	22.396	23.287	23.753
<b>1998</b>	22.591	22.817	23.708	24.183
<b>1997</b>	23.311	23.545	24.436	24.925
<b>1996</b>	23.624	23.861	24.752	25.248
<b>1995</b>	23.875	24.114	25.005	25.506
<b>1994</b>	24.135	24.377	25.268	25.774
<b>1993</b>	24.438	24.683	25.574	26.086
<b>1992</b>	24.803	25.052	25.943	26.462
<b>1991</b>	25.063	25.314	26.205	26.730
<b>1990</b>	25.314	25.568	26.459	26.989
<b>1989</b>	25.574	25.830	26.721	27.256
<b>1988</b>	25.825	26.084	26.975	27.515
<b>1987</b>	26.137	26.399	27.290	27.836
<b>1986</b>	26.450	26.715	27.606	28.159
<b>1985</b>	26.700	26.967	27.858	28.416
<b>1984</b>	26.961	27.231	28.122	28.685
<b>1983</b>	27.212	27.485	28.376	28.944
<b>1982</b>	27.576	27.852	28.743	29.318
<b>1981</b>	27.837	28.116	29.007	29.588
<b>1980</b>	28.087	28.368	29.259	29.845
<b>1979</b>	28.348	28.632	29.523	30.114
<b>1978</b>	28.598	28.884	29.775	30.371
<b>1977</b>	28.651	28.938	30.035	30.636
<b>1976</b>	28.703	28.991	30.088	30.690
<b>1975</b>	28.755	29.043	30.140	30.743
<b>1974</b>	28.807	29.096	30.193	30.797
<b>1973</b>	28.859	29.148	30.245	30.850
<b>1972</b>	28.911	29.201	30.298	30.904
<b>1971</b>	28.963	29.253	30.350	30.957
<b>1970</b>	29.015	29.306	30.403	31.012
<b>1969</b>	29.068	29.359	30.456	31.066
<b>1968</b>	29.120	29.412	30.509	31.120
<b>1967</b>	29.172	29.464	30.561	31.173
<b>1966</b>	29.225	29.518	30.615	31.228

\* Effective 10-12-08

\*\* Effective the first pay period following the effective date of the agreement.