

# OFFICE OF STATE EMPLOYMENT RELATIONS

## - COMPENSATION & LABOR RELATIONS BULLETIN -

**Date:** August 5, 2008

**Locator No:** OSER-0215-CLR/LR/PP

**Subject:** Information Necessary to Process FY 2008-2009 General Wage Adjustments, Market Adjustments, and Lump Sum Payment for Employees in the Professional Fiscal and Staff Services Bargaining Unit.

This information is provided to assist appointing authorities in applying the FY 2008-2009 General Wage Adjustments (GWAs), Market Adjustments, and Lump Sum Payments, as well as implementing the pay range and pay progression schedules for the Professional Fiscal and Staff Services bargaining unit. These adjustments are granted in accordance with Article XI, Sections 1 through 6, of the 2007-2009 collective bargaining agreement between the State and the Wisconsin Professional Employees Council (WPEC).

### **SECTION I. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE**

Pursuant to § ER 29.04, Wis. Adm. Code, and the applicable provisions of the WPEC Agreement, multiple pay adjustments with the same effective date will be applied in the order provided below.

**Use the current FY 2007-2008 pay schedule for adjustments 1. through 8. effective July 6, 2008.**

**Use the pay structures effective July 6, 2008, provided in Attachment A, for adjustments under numbers 9. through 11. effective July 6, 2008, and for adjustments under numbers 1. through 8., effective July 7, 2008 through October 12, 2008.**

**Use the pay schedule effective October 12, 2008, provided in Attachment B, for adjustments under numbers 9. through 11., effective October 12, 2008, and for adjustments 1. through 8, effective October 13, 2008 through June 7, 2009.**

**Use the pay schedule effective June 7, 2009, provided in Attachment C, for adjustments under numbers 9. through 11., effective June 7, 2009, and for all other transactions after that date.**

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. **Contractual Adjustments in the order set forth in this bulletin;**
10. Establishment of a raised minimum rate (RMR);
11. Original Appointment

## SECTION II. WAGE ADJUSTMENTS

**A. Special Agent/Excise Tax Agent Pay Progression.** Pay progression adjustments are provided to eligible employees in the Special Agent and Excise Tax Agent series in pay ranges 7-30 and 7-31, in accordance with the “Ongoing Administration” provisions in Appendix H, Section II., of the Agreement. Reference the pay progression amounts in Attachments B and C.

### B. Fiscal Year 2008-2009 1.0% General Wage Adjustment (GWA)

#### 1. Eligibility.

**a. Eligible.** All permanent employees (**employment types 01, 02 and 06**) who are in pay status on July 6, 2008, in the Professional Fiscal and Staff Services bargaining unit (**DP unit code 07**), subject to the pay range maximum indicated in Attachment A.

#### b. Ineligible.

(1) Employees who have previously been considered for or received a FY 2008-2009 1.0% GWA provided under the Compensation Plan or analogous 1.0% wage adjustment in another collective bargaining agreement.

(2) Employees who separated from state service prior to July 6, 2008.

**2. Amount.** Effective July 6, 2008, each eligible employee will be granted a GWA of 1.0% of base pay, subject to the pay range maximum indicated in Attachment A. Eligible employees who do not receive the entire 1% increase due solely to the pay range maximum limitation may be eligible for an Annualized Lump Sum Payment under P., below.

### C. Fiscal Year 2008-2009 Pay Schedule Implementation

Effective July 6, 2008, the pay range and pay progression schedules found in Attachment A are implemented.

### D. Market Adjustment

#### 1. Eligibility.

**a. Eligible.** All permanent employees (**employment types 01, 02, and 06**) in pay status on October 12, 2008, with more than 15 full years of seniority as of June 30, 2008, in one of the following classifications:

<u>Class Code</u>	<u>Classification Title</u>
02205	Consumer Credit Examiner - Adv
02204	Consumer Credit Examiner – Sr
02105	Financial Examiner – Adv
02104	Financial Examiner – Sr
03204	Securities Examiner – Sr

- b. **Ineligible.** Employees who separated from state service prior to October 12, 2008
2. **Amount.** Effective October 12, 2008, each eligible employee will be granted a Market Adjustment of \$1.20, subject to the applicable pay range maximum.

## E. Market Adjustment

### 1. Eligibility.

- a. **Eligible.** All permanent employees (**employment types 01, 02, and 06**) in pay status on October 12, 2008, in one of the following classifications:

<u>Class Code</u>	<u>Classification Title</u>
05900	Corrections Administrative Specialist
15160	DHFS Telecommunications Coordinator
07200	Employment Programs Coordinator
07100	Fleet Operations Specialist
21105	Payroll and Benefit Systems Coordinator
21106	Payroll and Benefit Systems Coordinator – Sr
10461	Procurement Specialist
10462	Procurement Specialist – Obj
10463	Procurement Specialist – Sr
67462	Public Defender Investigator – Sr
00305	Public Utilities Auditor – Adv
00307	Public Utilities Auditor – Consultant
00306	Public Utilities Auditor – Principal
00304	Public Utilities Auditor – Sr
10401	Purchasing Agent
10402	Purchasing Agent – Obj
10403	Purchasing Agent – Sr
03463	Real Estate Specialist – Adv
03462	Real Estate Specialist – Sr
01101	Revenue Tax Specialist 1
01102	Revenue Tax Specialist 2
01103	Revenue Tax Specialist 3
01104	Revenue Tax Specialist 4
01105	Revenue Tax Specialist 5
01803	Tax Resolution Officer – Corporate Office Audit
01804	Tax Resolution Officer – Field Audit
01805	Tax Resolution Officer – Large Case
01802	Tax Resolution Officer – Office Audit Sr
08400	University Benefit Specialist

- b. **Ineligible.** Employees who separated from state service prior to October 12, 2008
2. **Amount.** Effective October 12, 2008, each eligible employee will be granted a Market Adjustment of \$1.00, subject to the applicable pay range maximum.

## F. Market Adjustment

### 1. Eligibility.

- a. **Eligible.** All permanent employees (**employment types 01, 02, and 06**) in pay status on October 12, 2008, in one of the following classifications:

<u>Class Code</u>	<u>Classification Title</u>
67701	Excise Tax Agent
67702	Excise Tax Agent – Sr
67561	Special Agent
67562	Special Agent – Sr

- b. **Ineligible.** Employees who separated from state service prior to October 12, 2008

2. **Amount.** Effective October 12, 2008, each eligible employee will be granted a Market Adjustment of \$0.75, subject to the applicable pay range maximum.

## G. Market Adjustment

### 1. Eligibility.

- a. **Eligible.** All permanent employees (**employment types 01, 02, and 06**) in pay status on October 12, 2008, in one of the classifications listed in 2., below.

- b. **Ineligible.** Employees who separated from state service prior to October 12, 2008

2. **Amount.** Effective October 12, 2008, each eligible employee will be granted a Market Adjustment indicated below, subject to the applicable pay range maximum:

<u>Class Code</u>	<u>Classification Title</u>	<u>Market Adjustment</u>
01370	Property Assessment Chief Training Off	\$1.45
01371	Property Assessment Practices Spec	\$0.58
01372	Property Assessment Practices Spec – Jrny	\$1.45
01373	Property Assessment Practices Spec – Sen	\$1.45
01301	Property Assessment Specialist	\$0.58
01303	Property Assessment Specialist – Adv	\$1.45
01302	Property Assessment Specialist – Jrny	\$1.45
67571	Revenue Agent	\$0.80
67572	Revenue Agent 3	\$0.80
67573	Revenue Agent 4	\$0.80
01500	Revenue Auditor	\$2.68
01563	Revenue Auditor 3	\$1.53
01564	Revenue Auditor 4	\$1.53
01565	Revenue Auditor 5	\$1.65
67671	Revenue Field Agent	\$1.32
67663	Revenue Field Agent 3	\$1.74
67664	Revenue Field Agent 4	\$1.74

67665	Revenue Field Agent 5	\$1.74
01571	Revenue Field Auditor	\$1.56
01574	Revenue Field Auditor 4	\$1.09
01575	Revenue Field Auditor 5	\$1.09
01576	Revenue Field Auditor 6	\$1.09
01577	Revenue Field Auditor 7	\$1.09
01578	Revenue Field Auditor 8	\$1.09

#### **H. IMPLEMENTATION OF CRIMINAL ANALYST SURVEY, PROGRESSION AND PAY SCHEDULE**

Effective October 12, 2008, the Criminal Analyst Survey will be implemented and the pay schedule for pay ranges 07-32 and 07-33, provided in Attachment B, will be implemented. Eligible employees will receive a regrade based on the applicable pay provisions of Appendix H of the Agreement. Details will be provided in a future DMRS bulletin. Also, pay progression adjustments are provided in accordance with the “Ongoing Administration” provisions in Appendix H, Section II., of the Agreement. Reference the pay progression amounts in Attachments B and C.

#### **I. IMPLEMENTATION OF TRUST FUNDS SPECIALIST SURVEY**

Effective October 12, 2008, the Trust Funds Specialist Survey will be implemented. Eligible employees will receive a regrade based on the applicable pay provisions of Appendix A of the Agreement. Details will be provided in a future DMRS bulletin.

#### **J. IMPLEMENTATION OF PROGRAM AND PLANNING ANALYST AND URBAN AND REGIONAL PLANNER SURVEYS**

Effective October 12, 2008, the Program and Planning Analyst and the Urban and Regional Planner surveys will be implemented. Eligible employees will receive a regrade based on the applicable pay provisions of Appendix A of the Agreement. Details will be provided in a future DMRS bulletin.

##### **1. Eligibility.**

- a. **Eligible.** All permanent employees (**employment types 01, 02, and 06**) in pay status on October 12, 2008, in the Program and Planning Analyst or the Urban and Regional Planner classifications.
- b. **Ineligible.** Employees who separated from state service prior to October 12, 2008.

##### **2. Amount.**

Effective October 12, 2008, each eligible employee who is in a classification that has been assigned to pay range 07-05 will be reassigned to PR 07-04 and will receive an adjustment equal to 8.0% of the 07-04 minimum, subject to the 07-04 pay range maximum. Each employee in pay status who is in a classification that has been assigned to pay range 07-04 and 07-03 will receive an adjustment equal to \$1.00 per hour, subject to the applicable pay range maximum.

## K. Market Adjustment

### 1. Eligibility.

- a. **Eligible.** All permanent employees (**employment types 01, 02, and 06**) in pay status on October 12, 2008, in one of the following classifications:

<u>Class Code</u>	<u>Classification Title</u>
01371	Property Assessment Practices Specialist
01373	Property Assessment Practices Specialist – Senior
01301	Property Assessment Specialist
01303	Property Assessment Specialist – Advanced
67571	Revenue Agent
67573	Revenue Agent 4
01500	Revenue Auditor
01564	Revenue Auditor 4
01566	Revenue Auditor 6
67671	Revenue Field Agent
67664	Revenue Field Agent 4
67665	Revenue Field Agent 5
01571	Revenue Field Auditor
01575	Revenue Field Auditor 5
01577	Revenue Field Auditor 7
01578	Revenue Field Auditor 8

- b. **Ineligible.** Employees who separated from state service prior to October 12, 2008.

2. **Amount.** Effective October 12, 2008, each classification in 1., above, will be assigned to Minimum 2 indicated in Attachment B. All employees whose current base pay rate falls below the new Minimum 2 for their respective pay range will be raised to the new Minimum 2.

## L. Market Adjustment

### 1. Eligibility.

- a. **Eligible.** All permanent employees (**employment types 01, 02, and 06**) in pay status on October 12, 2008, in one of the following classifications:

<u>Class Code</u>	<u>Classification Title</u>
00265	Accountant – Advanced
00263	Accountant – Journey
00264	Accountant – Senior
00600	Auditor (School Finance)
00670	Auditor (Transportation Plan and Review)
00205	Auditor – Advanced
00203	Auditor – Journey

00204	Auditor – Senior
00700	Auditor – Senior (DHFS)
01006	Fuel Tax and Registration Auditor – Lead
02375	Insurance Financial Examiner – Advanced
02373	Insurance Financial Examiner – Journey
02374	Insurance Financial Examiner – Senior
13664	IS Business Automation Consult/Admin
13662	IS Business Automation Senior
13663	IS Business Automation Specialist
13404	IS Comprehensive Consult/Admin
13402	IS Comprehensive Services – Senior
13403	IS Comprehensive Services – Specialist
13304	IS Data Services Consult/Admin
13302	IS Data Services Senior
13303	IS Data Services Specialist
14062	IS Enterprise Data Services Consult/Admin
14061	IS Enterprise Data Services Specialist
14072	IS Enterprise Network Services Consult/Admin
14071	IS Enterprise Network Services Specialist
14362	IS Enterprise Strategic Plan Services Consult/Admin
14361	IS Enterprise Strategic Plan Services Specialist
14262	IS Enterprise Systems Development Services Consult/Admin
14261	IS Enterprise Systems Development Services Specialist
14272	IS Enterprise Technical Services Consult/Admin
14271	IS Enterprise Technical Services Specialist
13364	IS Network Services Consult/Admin
13362	IS Network Services Senior
13363	IS Network Services Specialist
13374	IS Systems Development Services Consult/Admin
13372	IS Systems Development Services Senior
13373	IS Systems Development Services Specialist
13464	IS Technical Services Consult/Admin
13462	IS Technical Services Senior
13463	IS Technical Services Specialist
15001	Paralegal
15002	Paralegal - Advanced
00171	Transportation Fiscal Analyst 1
00172	Transportation Fiscal Analyst 2

c. **Ineligible.** Employees who separated from state service prior to October 12, 2008.

2. **Amount.** Each eligible employee will receive a base pay increase corresponding to their full years of state seniority as of October 12, 2008, according to the table below, subject to the pay applicable range maximum.

<u>Full Years of Seniority</u> <u>as of October 12, 2008</u>	<u>Base Pay Increase</u>
0-4	\$0.40
5-9	\$0.60

10-14	\$0.80
15 or more	\$1.00

**M. 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 pay increase of up to \$0.10 per hour, subject to a maximum base pay rate of \$14.00 per hour.

**N. Fiscal Year 2008-2009 2.0% General Wage Adjustment (GWA)**

**1. Eligibility.**

**a. Eligible.** All permanent employees (**employment types 01, 02 and 06**) who are in pay status on June 7, 2009 in the Professional Fiscal and Staff Services bargaining unit (**DP unit code 07**), subject to the pay range maximum indicated in Attachment C.

**b. Ineligible.**

(1) Employees who have previously been considered for or received a FY 2008-2009 2.0% GWA provided under the Compensation Plan or analogous 2.0% wage adjustment in another collective bargaining agreement.

(3) Employees who separated from state service prior to June 7, 2009.

**2. Amount.** Effective June 7, 2009, each eligible employee will be granted a GWA of 2.0% of base pay, subject to the pay range maximum indicated in Attachment C.

**O. Pay Schedule Implementation.**

Effective June 7, 2009, the pay range and pay progression schedules found in Attachment C are implemented.

**P. Annualized Wage Adjustment Payment.** Eligible employees will be granted Annualized Wage Adjustment Payments as follows:

1. Employees who receive a wage adjustment under B., above, of less than 1.0% of their base pay rate solely because of the pay range maximum limitation 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 application of the wage adjustment, and the amount the employee actually received, multiplied by 2088.
2. Employees who receive no wage adjustment under B., above, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to 1.0% of the employee's base pay rate, multiplied by 2088.
3. Employees who receive a wage adjustment under D., above, of less than \$1.20 solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to the difference between \$1.20 and the amount the employee actually received, multiplied by 1520.

4. Employees who receive no wage adjustment under D., above, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to \$1.20 multiplied by 1520.
5. Employees who receive a wage adjustment under E., above, of less than \$1.00 solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the difference between \$1.00 and the amount the employee actually received, multiplied by 1520.
6. Employees who receive no wage adjustment under E., above, solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to \$1.00 multiplied by 1520.
7. Employees who receive a wage adjustment under F., above, of less than \$0.75 solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the difference between \$0.75 and the amount the employee actually received, multiplied by 1520.
8. Employees who receive no wage adjustment under F., above, solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to \$0.75 multiplied by 1520.
9. Employees who receive a wage adjustment under G., above, of less than their applicable market adjustment solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the difference between the value of the applicable Market Adjustment, and the amount the employee actually received, multiplied by 1520.
10. Employees who receive no wage adjustment under G., above, solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the value of the applicable Market Adjustment, multiplied by 1520.
11. Employees who receive a wage adjustment under I., above, of less than their applicable market adjustment solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the difference between the value of the applicable Market Adjustment, and the amount the employee actually received, multiplied by 1520.
12. Employees who receive no wage adjustment under I., above, solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the value of the applicable Market Adjustment, multiplied by 1520.
13. Employees who receive a wage adjustment under J., above, of less than their applicable market adjustment solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the difference between the value of the applicable Market Adjustment, and the amount the employee actually received, multiplied by 1520.
14. Employees who receive no wage adjustment under J., above, solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the value of the applicable Market Adjustment, multiplied by 1520.

15. Employees who receive a wage adjustment under L., above, of less than their applicable market adjustment solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the difference between the value of the applicable Market Adjustment, and the amount the employee actually received, multiplied by 1520.
  16. Employees who receive no wage adjustment under L., above, solely because of the pay range maximum limitation will receive an Annualized Market Adjustment Payment equal to the value of the applicable Market Adjustment, multiplied by 1520 .
  17. Employees who receive a wage adjustment under N., above, of less than 2.0% of their base pay rate solely because of the pay range maximum limitation 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 application of the wage adjustment, and the amount the employee actually received, multiplied by 160.
  18. Employees who receive no wage adjustment under N., above, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to 2.0% of the employee's base pay rate, multiplied by 160.
  19. The Annualized Wage Adjustment Payment provided under 1. through 16., above, will be prorated based on the employee's budgeted FTE on applicable wage adjustment date.
  20. Employees who are not in pay status on the effective date of the applicable Annualized Wage Adjustment Payment, and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement, will receive any Annualized Wage Adjustment Payment for which they would otherwise have been eligible when they return to work.
- Q. Criminal Analyst Pay Progression.** Effective October 12, 2008, pay progression adjustments are provided to eligible employees in the Criminal Analyst series in pay ranges 7-32 and 7-33, in accordance with the "Ongoing Administration" provisions in Appendix H, Section II., of the Agreement. Reference the pay progression amounts in Attachments B and C.

#### **SECTION V. Wage Adjustment Due to Movement from an Unsettled Bargaining Unit to WPEC**

- A. Eligibility.** Employees entering the WPEC bargaining unit who have not received a respective fiscal year General Wage Adjustment due to a delay in implementation of a new 2007-2009 Agreement in the employee's previous bargaining unit, will receive the General Wage Adjustment(s) or Annualized General Wage Adjustment(s), effective prior to any pay on appointment adjustments.
- B. Amount.** The General Wage Adjustment amount equals the value of the General Wage Adjustment(s) in Sections II. B. and II. N., above.

The Annualized General Wage Adjustment amount equals the value of the respective General Wage Adjustment(s) in Sections II. B. and II N., above, minus the amount the employee actually received, multiplied by the number of hours remaining in the fiscal year. This lump sum shall be prorated based on FTE of the new WPEC position on the appointment date.

Employees are also eligible to receive an associated lump sum payment for all hours in pay status from the effective date(s) of the GWA(s) provided in Section II. B. and II. N., above, to the effective date of

on FTE of the new WPEC position on the appointment date.

Employees are also eligible to receive an associated lump sum payment for all hours in pay status from the effective date(s) of the GWA(s) provided in Section II. B. and II. N., above, to the effective date of the movement to a position covered by this Agreement.

## SECTION VI. REFERRAL OF QUESTIONS

### Employee Questions:

Individual 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:

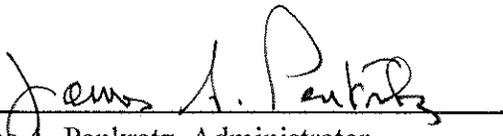
Employer questions regarding the *pay provisions* contained in this bulletin should be referred to the Division of Compensation and Labor Relations: **Tim Borchert** by phone at (608) 266-3381; or e-mail [Tim.Borchert@Wisconsin.Gov](mailto:Tim.Borchert@Wisconsin.Gov).

Employer questions regarding *all other contract provisions* of the WPEC Agreement should be referred to the Division of Compensation and Labor Relations: **Wil Mickelson** by phone at (608) 267-5169; or e-mail [Wil.Mickelson@Wisconsin.gov](mailto:Wil.Mickelson@Wisconsin.gov).

Employer questions concerning payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll: Shelley Schwartz (608) 264-9571

UW Processing Center-Payroll and Financial Services: (608) 262-3558

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

JAP:tfb

Attachments: Pay Schedules and Structures 07 (FY 2008-2009 effective July 6, 2008, October 12, 2008 and June 7, 2009).

**ATTACHMENT A**

**PAY SCHEDULE 07: FISCAL & STAFF SERVICES**

Effective July 6, 2008 through October 11, 2008

Official Hourly Basis

<b>Pay Range</b>	<b>Minimum</b>	<b>Appointment Maximum 1</b>	<b>Appointment Maximum 2</b>	<b>Maximum</b>	<b>Within Range Step</b>	<b>8% of the minimum</b>
<b>2</b>	25.257	41.675	46.218	58.092	0.758	2.021
<b>3</b>	21.594	35.631	na	49.667	0.648	1.728
<b>4</b>	16.570	27.341	na	38.111	0.498	1.326
<b>5</b>	13.160	21.714	na	30.268	0.395	1.053
<b>30</b>	23.512	na	na	27.774	0.706	1.881
<b>31</b>	29.078	na	na	33.857	0.873	2.327

**PAY SCHEDULE 07: FISCAL & STAFF SERVICES**

Semi-Automatic Pay Progression Structure

Effective July 6, 2008 through October 11, 2008

Special Agent and Excise Tax Agent Schedule

<b>Range 07-30</b>	
<b>min</b>	<b>max</b>
<b>23.512</b>	<b>27.774</b>
<b>progression points:</b>	
<b>A</b>	23.512
<b>B</b>	24.934
<b>C</b>	26.352
<b>D</b>	27.774

<b>Range 07-31</b>	
<b>min</b>	<b>max</b>
<b>29.078</b>	<b>33.857</b>
<b>progression points:</b>	
<b>A</b>	29.078
<b>B</b>	30.273
<b>C</b>	31.466
<b>D</b>	32.661
<b>E</b>	33.857

## ATTACHMENT B

### PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective October 12, 2008 through June 6, 2009

#### Official Hourly Basis

Pay Range	Minimum	Minimum 2	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of the minimum
2	25.257	27.278	41.675	46.218	58.092	0.758	2.021
3	21.594	23.322	35.631	na	49.667	0.648	1.728
4	16.570	17.896	27.341	na	38.111	0.498	1.326
5	13.160	na	21.714	na	30.268	0.395	1.053
30	24.262	na	na	na	28.524	0.728	1.941
31	29.828	na	na	na	34.607	0.895	2.387
32	16.570	na	na	na	20.338	0.498	1.326
33	21.594	na	na	na	26.618	0.648	1.728

### PAY SCHEDULE 07: FISCAL & STAFF SERVICES

#### Semi-Automatic Pay Progression Structure

Effective October 12, 2008 through June 6, 2009

#### Special Agent and Excise Tax Agent Schedule

Range 07-30	
min	max
24.262	28.524
progression points:	
A	24.262
B	25.684
C	27.102
D	28.524

Range 07-31	
min	max
29.828	34.607
progression points:	
A	29.828
B	31.023
C	32.216
D	33.411
E	34.607

#### Criminal Analyst Schedule

Range 07-32	
min	max
16.570	20.338
progression points:	
A	16.570
B	17.826
C	19.082
D	20.338

Range 07-33	
min	max
21.594	26.618
progression points:	
A	21.594
B	22.850
C	24.106
D	25.362
E	26.618

## ATTACHMENT C

### PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective June 7, 2009 through June 30, 2009

#### Official Hourly Basis

Pay Range	Minimum	Minimum 2	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of the minimum
2	25.763	27.825	42.509	47.143	59.255	0.773	2.062
3	22.026	23.789	36.343	na	50.660	0.661	1.763
4	16.902	18.255	27.889	na	38.875	0.508	1.353
5	13.424	na	22.150	na	30.876	0.403	1.074
30	24.748	na	na	na	29.095	0.743	1.980
31	30.425	na	na	na	35.300	0.913	2.434
32	16.902	na	na	na	20.745	0.508	1.353
33	22.026	na	na	na	27.151	0.661	1.763

### PAY SCHEDULE 07: FISCAL & STAFF SERVICES

#### Semi-Automatic Pay Progression Structure

Effective June 7, 2009 through June 30, 2009

#### Special Agent and Excise Tax Agent Schedule

Range 07-30	
min	max
24.748	29.095
<b>progression points:</b>	
A	24.748
B	26.198
C	27.645
D	29.095

Range 07-31	
min	max
30.425	35.300
<b>progression points:</b>	
A	30.425
B	31.644
C	32.861
D	34.080
E	35.300

#### Criminal Analyst Schedule

Range 07-32	
min	max
16.902	20.745
<b>progression points:</b>	
A	16.902
B	18.183
C	19.464
D	20.745

Range 07-33	
min	max
22.026	27.151
<b>progression points:</b>	
A	22.026
B	23.307
C	24.589
D	25.870
E	27.151