

State of Wisconsin

## OFFICE OF STATE EMPLOYMENT RELATIONS

– COMPENSATION & LABOR RELATIONS BULLETIN –

**Date:** July 9, 2013

**Locator No:** OSER-0329- CLR/PP

**Subject:** Processing Fiscal Year 2013-2014 Compensation  
Plan Pay Provisions

The information contained in this bulletin is provided to assist appointing authorities in determining and processing the fiscal year 2013-2014 pay provisions provided in Sections A, B, C, E, G, I, J, and L of the 2013-2015 Compensation Plan. All provisions covered in this bulletin represent changes from the 2011-2013 Compensation Plan and are effective **June 30, 2013**.

### SECTION I. COVERAGE UNDER THIS BULLETIN

**A. Covered Classified Employees.** All nonrepresented permanent (**employment types 01, 02 and 06**) and project (**employment type 05**) employees are covered by this bulletin, except employees of the public safety bargaining unit (i.e., State Patrol Troopers and Inspectors).

**B. Covered Unclassified Employees.** All indefinite-term GSEG, ESG and Non-ESG employees described in Sections B, 3.01 (1) through (3), and Section C, of the 2013-2015 Compensation Plan, are covered by this bulletin.

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

#### **A. Covered Classified Employees**

Pursuant to Section I, 4.01 of the 2013-2015 Compensation Plan, multiple pay adjustments that are effective June 30, 2013, will be applied in the following order, except reassignments of classifications to new broadband pay ranges must occur after the implementation of the new ranges:

**Use 2011-2013 pay schedules for adjustments 1 through 11:**

1. Reallocation/regrade adjustment;
2. Reclassification/regrade adjustment;
3. Progression adjustment carried over from the 2011-2013 Compensation Plan;
4. Promotion;
5. Career executive movement to a higher class;
6. Demotion;
7. Career executive reassignment or voluntary movement to a lower class;
8. Transfer;
9. Career executive reassignment or voluntary movement to a position allocated to a classification in the same pay range;
10. Reinstatement;
11. Restoration.

**Use FY 2013-2014 pay schedules for adjustments 12 through 19:**

12. FY 2013-2014 General Wage Adjustment (GWA);
13. Implementation of the FY 2013-2014 pay schedules;
14. Reassignment of classifications to new broadband pay ranges in Schedules 11, 12, 14 and 15.
15. Establishment of a raised minimum rate (RMR);
16. Discretionary Equity or Retention Adjustment (DERA)
17. Discretionary Merit Compensation (DMC);
18. Parity adjustments;
19. Original appointment.

**B. Covered Unclassified Employees**

1. Multiple pay adjustments with the same effective date will be applied in an order consistent with the order of pay adjustments for analogous transactions in the classified service.
2. The only pay adjustments permitted for covered unclassified employees are those authorized in the Compensation Plan.

**SECTION III IMPLEMENTATION OF NEW TRANSACTION PROVISIONS**

- A. Transactions for Non-Broadband Pay Ranges in Schedules 11, 14 and 15.** For adjustments listed in Section II, above, that occur prior to the 2013-2014 GWA on June 30, 2013 (i.e., 1 through 11), provisions in Section E, 4.01 of the 2011-2013 Compensation Plan, apply. After reassignment to new broadband pay ranges, provisions of Section I will apply.

- B. Transactions for Non-Broadband Pay Ranges in Schedules 02, 03, 05, 06, 12 and 36.** Except for all classifications moving to the new Schedule 12 broadband pay ranges, the provisions of Section E, 4.00 of the 2013-2015 Compensation Plan, apply to all adjustments on June 30, 2013. For classifications moving to the new Schedule 12 broadband pay ranges, the provisions of Section E, 4.00, of the 2013-2015 Compensation Plan, apply only to adjustments that occur prior to the 2013-2014 GWA.
- C. Section E, 4.00, of the 2013-2015 Compensation Plan.** Effective June 30, 2013, transactions for non-broadband pay ranges in schedules 02, 03, 05, 06, 12, and 36 will have pay determined in accordance with ch. ER 29, Wis. Adm. Code, except for the following:
- Pay upon promotion and reclassification or reallocation to a higher pay range will be in accordance with ER 29, except the amount of the increase will be 8% of the minimum of the new pay range, or the minimum of the range, whichever is greater (unless it is to be treated like a reinstatement or restoration). If the movement is more than one pay range, the appointing authority may grant an additional increase so that the total increase does not exceed 12% of the minimum of the new pay range, or the minimum of the range, whichever is greater. However, for reallocations that do not involve a change in duties, the regrade increase **may** be provided at the discretion of the OSER Director.
  - Pay upon promotion, reclassification or reallocation from pay range 05-31 to 05-32 will be treated the same as movement of more than one pay range, as described above.
  - Employees in the classifications of Offender Classification Specialist, Probation and Parole Agent, or Social Worker-Corrections, on June 30, 2013, who are reallocated or reclassified to the Senior level will receive a regrade increase in accordance with the pay structure provided under Schedule 12 in Section Z of the Plan.
  - Employees on a Temporary Transaction Rate (TTR) will remain on the TTR if the employees' pay continues to be above the 2013-2014 pay range maximum. See Section E, 4.00(6), for more details.
- D. Revisions to Broadband Pay Administration.** The following changes were made to the pay administration language of Section I:
- Section I, 4.04(3)(a) is revised to allow greater pay upon appointment flexibility for new supervisory and management employees (up to six within range steps instead of four) to encourage employees to apply for those types of positions and to reduce pay compression.
  - Section I, 4.09(2) is created and 4.10(2) is revised to provide greater flexibility in pay upon reclassification or reallocation to a higher pay range (up to an additional 4% of minimum), allowing more equity with employees appointed to the same classification.
  - Section I, 4.09(5) and 4.10(2) are revised to clarify the situations in which the OSER Director will determine the appropriateness of a pay increase for a reallocation.

### SECTION III IMPLEMENTATION OF THE 2013-2014 GWA

- A. Effective Date.** The GWA is effective June 30, 2013, for employees on biweekly payroll systems.
- B. Eligibility.**
- (1) **Eligible.** Except as specified in (2) below, all classified employees covered in Section A, non-fixed term employees covered in Section B, 3.05, and Attorneys covered by Section C who are not eligible for progression, and who are in pay status on June 30, 2013, are eligible to receive a GWA.
  - (2) **Ineligible.**
    - (a) Employees whose job performances were rated below satisfactory as a result of formal performance evaluations conducted during the 12-month period ending June 29, 2013.
    - (b) Except as noted in (3)(b) below, supervisors covered in Sections A and C who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the 12-month period ending June 29, 2013.

*NOTE: Performance evaluations are required for both represented and nonrepresented classified subordinate staff. Extenuating circumstances may exist (e.g., leaves of absence) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated timeframes. For assistance with case-by-case determinations, contact Paul Ostrowski, Office of State Employment Relations (OSER) Division of Compensation and Labor Relations, (608) 267-0343.*

- (c) Any employee paid at or above the FY 2013-2014 pay range maximum. (Refer to the applicable FY 2013-2014 pay schedules attached to this bulletin.)
- (d) Attorneys eligible for progression under s. 230.12(10) through (12), Wis. Stats., or Section C, 3.00, except those attorneys who receive no progression increase solely due to being at the maximum of the pay range will be eligible for annualized GWA.
- (e) Employees represented by a certified collective bargaining unit on the effective date of the GWA. The following bargaining units are considered certified by the WERC;

DP Code

- |    |                                      |
|----|--------------------------------------|
| 04 | Building Trades                      |
| 08 | Research, Statistics & Analysis      |
| 09 | Wisconsin State Attorney Association |
| 11 | Patient Care                         |
| 13 | Education                            |
| 20 | Assistant District Attorneys         |
| 63 | Public Safety                        |

- (f) Trainees eligible for scheduled trainee increases (refer to Section E, 1.04, of the Plan).

**(3) Delayed Eligibility.**

- (a) Employees in employment status on June 30, 2013, but who were ineligible under (2)(e), above, who do not receive or are not considered for a GWA under a collective bargaining agreement, and who subsequently are no longer represented by a certified collective bargaining unit, will be granted a GWA or annualized GWA as described in E., below. Classified employees receiving a GWA will be granted the GWA prior to setting pay upon appointment if moving to a new position.
- (b) Supervisors who do not receive the GWA on June 30, 2013, per (2)(b), above, because performance evaluations for subordinates were not completed, may receive a delayed GWA. To receive the delayed GWA, the evaluations must be completed by September 30, 2013. The GWA will be effective October 6, 2013, with no retroactive pay or lump sum payment for the delay.

**C. Amount.**

- (1) Each eligible employee will be granted a GWA in an amount equal to 1.0% of the employee's base pay rate immediately preceding the GWA, subject to the FY 2013-2014 pay range maximum as noted in (2)(c) above. (Refer to the applicable FY 2013-2014 pay schedules attached to this bulletin.)
- (2) Employees whose pay after the 1.0% GWA is less than \$15.00 per hour will receive an additional GWA increase of \$0.25 per hour, except that the increase cannot result in a base pay rate exceeding \$15.00 per hour.

**D. Ineligibility Due to Performance.** Any employee who is not eligible to receive a GWA because of less than satisfactory performance must receive a written notice that states the extent to which the employee's performance has not met management's expectations. This notice must also include management's recommendations for performance improvement.

**E. Annualized GWA Payment**

- (1) **Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after June 30, 2013.
- (2) **Eligibility.** Any eligible classified employee or eligible unclassified employee covered by Section C, will receive an Annualized GWA Payment if either of the conditions described under a. or b., below, apply:
  - (a) The employee was not eligible to receive a GWA solely because the employee's base pay rate was at or above the FY 2013-2014 pay range maximum.

- (b) The employee did not receive the full GWA amount (i.e., 1.0% of base pay rate) because of the pay range maximum limitation.
- (3) **Amount.** The amount of an employee's Annualized GWA Payment is subject to the following limitations:
- (a) For employees who qualify because of the condition described in (2)(a), above, the hourly amount used in calculating an Annualized GWA Payment will equal 1.0% of the employee's base pay rate.
  - (b) For employees who qualify because of the condition described in (2)(b), above, the hourly amount used in calculating an Annualized GWA Payment will equal the difference between 1.0% of the employee's base pay rate (prior to receipt of the partial GWA), and the partial GWA the employee actually received.
- (4) **Calculating Annualized GWA Payments.** To calculate an employee's Annualized GWA Payment, multiply the hourly amount that is appropriate for the employee, in accordance with (3), above, by 2088. Annualized GWA Payments will be prorated for permanent part-time and seasonal employees based on the employee's budgeted percentage of full time equivalency (FTE) status on June 30, 2013.

F. **Annualized GWA Payments for Employees on Approved Unpaid Leaves of Absence.** Any employee who is on an approved unpaid leave of absence (LOA) on June 30, 2013, and who qualifies for an Annualized GWA Payment will receive such payment subject to the following restrictions:

- (1) The employee must return from the LOA to pay status by June 28, 2015, and the employee's restoration right must be derived from a position covered by this bulletin.
- (2) The employee will not receive the Annualized GWA until the employee returns to pay status.
- (3) The hourly amount used in the calculation of the employee's Annualized GWA Payment will equal the amount determined under E., above.

#### **SECTION IV. IMPLEMENTATION OF THE 2013-2014 PAY SCHEDULES**

The 2013-2014 classified and unclassified pay schedules (see attachment) shall be implemented effective June 30, 2013. Any classified employee (except trainees) whose pay is less than the new minimum of the applicable pay range shall receive an increase to that minimum. Trainee pay will be adjusted, if necessary, to maintain the same relationship to the applicable pay range minimum that was in place prior to implementation of the new schedules. These pay schedules differ from those in the 2011-2013 Compensation Plan as follows:

- Increase all pay schedule amounts by the value of the GWA, except for Attorney ranges subject to the statutory progression and ranges 09-76 and 71-02 created for the progressions.

- A formula used to calculate Crafts Worker adjusted prevailing rates is provided but not applicable due to the modifications made to the Plan by the Joint Committee on Employment Relations;
- Delete pay ranges 07-30, 07-31, 07-32, 56-01, and 56-02 because they are no longer used, and correct the classification titles and pay ranges for the Fiscal and Staff Services progressions because of pay range reassignments for the listed classifications;
- Remove Pay Range Minimum 2 from schedule 07;
- Delete schedule 11 and replace with broadband pay schedule 11;
- Create schedule 12 broadbands for certain Psychologist-related and Treatment Provider classifications and other broadbands for future reassignments;
- Delete pay schedule 14 (Engineering Professionals) pay ranges, create broadband pay ranges 14-13 through 14-15 to replace them, and clarify coverage of the progressions once the new pay ranges are utilized;
- Delete pay ranges 15-24 and 15-35 (Science Professionals), create broadband pay range 15-04 replacing them, and clarify coverage of the progressions after 15-04 is implemented;
- Where appropriate, increase schedule 3, 5, 6 and 12 range maximums to be equal to schedule 02 range maximums;
- Change 05-31 and 05-32 maximums to the previous gridpoint values, \$25.991 and \$28.590, respectively, prior to the GWA increase;
- Increase 36-42 minimum by \$1.00 prior to GWA increase;
- Increase 50-11 minimum to \$34.500 prior to GWA increase;
- Delete pay schedule 56 (all classifications have been moved to schedule 81);
- Increase the Raised Minimum Rate for Aircraft Pilot from \$21.015 per hour to \$21.226 per hour.

## SECTION V. PROGRESSION ADJUSTMENTS

Progression Adjustments in Section A of the Plan are revised as follows:

- A. **Annual Progression Adjustment.** Program and Policy Analyst-Confidential is added to the list of classifications receiving a two-time progression adjustment of \$1.20 per hour.
- B. **Pay Schedule 12, 12 Month Progressions.** These progressions are deleted and do not apply on June 30, 2013.
- C. **Pay Schedule 12, 18 Month Progressions.** These progressions are deleted and do not apply on June 30, 2013.
- D. **Law Enforcement Dispatcher.** A progression is created to provide a one-time \$1.00 per hour increase upon attaining one year of time in the classification. A \$2.00 per hour increase is also provided, effective June 30, 2013, for employees in the classification (i.e., in the former Police Communications Operator classification) who have already attained the required time in class. See Section A, 2.05, for more details.
- E. **Pay Range 05-31 and 05-32 Progressions.** The one-time progression increase (after two years of adjusted continuous service) provided in Section E, 4.02 of the 2011-2013 Compensation Plan, are moved to Section A, 2.06 of the 2013-2015 Compensation Plan. The progressions are also increased by the 1% GWA and the 05-31 progression is now broken into 6-month intervals.

- F. Schedule 14 and 15 Progressions.** These progressions now apply to permanent and project employees.
- G. Initial Assessment Specialist Progression.** A progression is created to provide a one-time \$1.70 per hour increase upon attaining 14 months in the classification. An increase up to \$1.70 per hour, subject to a maximum of the minimum of the applicable pay range plus \$1.70, is also provided for employees in the classification (i.e., as a Social Worker and/or Social Worker-Adv in the Bureau of Milwaukee Child Welfare) who already attained the required time in class. See Section A, 2.10, for more details.
- H. Attorney Progression.** A progression is provided for Assistant District Attorneys, Deputy District Attorneys, all Assistant Attorney General attorneys, and Assistant State Public Defender Attorneys in s. 230.12(10) through (12), Wis. Stats. The same progression is provided for the classifications of Assistant State Public Defender Attorney Confidential, Assistant State Public Defender Attorney Confidential/Supervisor, Assistant State Public Defender Attorney Management and Assistant State Public Defender Attorney Supervisor under Section C, 3.00 of the 2013-2015 Compensation Plan. The first attorney progression adjustment will be effective July 14, 2013.

## SECTION VI. OVERTIME

**General Administrative Provisions.** The General Administrative Provisions listed in the 2011-2013 Compensation Plan regarding overtime for FLSA exempt employees now cover both exempt and nonexempt employees (see Section A, 4.03(3)).

## SECTION VII. SUPPLEMENTAL PAY

- A. Payment for Leave Upon Termination.** Base-building supplemental pay will be provided as part of lump sum payments for leave credit balances upon termination under Section A, 4.02(3)(b), but should not include differentials, standby/on-call, call-back/call-in, or add-ons provided only for hours performing special duties (e.g., responsibility pay).
- B. Standby Pay.** Standby pay in Section A, 4.09, is revised to allow lottery drawing and security staff required to be on standby for a drawing to be provided standby pay of \$20 per standby assignment.
- C. Teaching Related Add-on.** The classification of Teacher is revised to remove "Master's Degree" from the table heading. [Section A, 4.14]
- D. Engineer Related Add-on.** Agricultural Engineering Practitioner is added to the list of certifications and licensures eligible for the \$0.30 per hour add-on. [Section A, 4.16(1)]
- E. Financial Examiner Training and Education Add-on.** This add-on is revised to reflect new classifications, amounts, and criteria. See Section A, 4.27, for more details.
- F. DNR Fire Duty Readiness Add-on.** This add-on is revised to change the report period from one hour to 30 minutes and to change the language to reflect the possibility of non-standard workweeks. [Section A, 4.34]

- G. AODA Treatment Programs Add-on.** This add-on is revised to add Social Services Supervisor to the list of eligible classifications. [Section A, 4.35]
- H. Department of Public Instruction Special Activities Add-on.** This add-on is revised to eliminate some activities, add new activities or combine activities, and to increase some of the add-on amounts. [Section A, 4.38]
- I. Department of Corrections Physician Add-on.** Section A, 4.48, is created to provide a Physician add-on that was left out of the 2011-2013 Compensation Plan in error.
- J. Supplemental Pay for Certain Enterprise Classifications.** Section A, 4.49, is created to provide an add-on for certain employees of the Department of Administration's State Budget Office
- K. Supplemental Pay for Psychiatric Care Technician Trainers.** Section A, 4.50, is created to add a Department of Health Services Psychiatric Care Technician trainer add-on
- L. Pilot Supplemental Pay Provisions.** Section A, 4.51, is created to allow the Office of State Employment Relations Director to implement emergency pilot add-ons prior to JCOER approval, for severe recruitment, retention, and other issues. JCOER approval will be obtained to make permanent any pilot add-on developed.

## **SECTION VIII. LIMITED TERM EMPLOYEES (LTES)**

The following changes have been made to the Schedule 18 LTE classification list in Section D of the Compensation Plan:

- The maximum rate for Engineer-Student Engineer Trainee has been changed to NTE the appointment maximum of pay range 14-15.
- Occupational Therapist LTE and Physical Therapist LTE have been added.
- Temporary Nurse has been deleted.

## **SECTION IX. FEDERAL INCENTIVES**

Section G, 11.00, has been revised to indicate that monetary awards are provided at the sole discretion of the appointing authority to employees working under a federal grant, in accordance with the criteria and amounts established within the grants.

## **SECTION X. DISCRETIONARY EQUITY OR RETENTION ADJUSTMENT (DERA)**

The equity and retention criteria have been removed from Section J of the 2011-2013 Compensation Plan under the Discretionary Merit Compensation (DMC) program and re-created as DERA in Section I, 6.00 of the 2013-2015 Compensation Plan.

DERA provisions are very similar to those equity and retention adjustments that were previously authorized in Section J. Eligible employees will be able to receive a DERA of up to 4 within range pay steps (WRPS) in a fiscal year as a base-building adjustment, a lump payment, or a combination of both. Eligibility for a DERA continues to apply only to employees in broadband classifications. The main differences between the DMC and DERA programs are:

- Employees covered under the progression language in s. 230.12(10) through (12) and Section C, 3.00, are not eligible for a DERA.
- OSER may delegate final approval of DERA adjustments and may also remove the delegation.
- The 4 WRPS limitation for DERA is separate from the limitation for DMC.

Please see Section I, 6.00, and the forthcoming Wisconsin Human Resources Handbook chapter for more information.

## **SECTION XI. DISCRETIONARY MERIT COMPENSATION (DMC)**

DMC has been revised as follows:

- DMC can only be provided for merit (see Section X., above).
- Employees in non-broadband classifications are now eligible for base-building adjustments or lump sum payments.
- Employees covered under the progression language in s. 230.12(10) through (12) and Section C, 3.00, are not eligible for DMC.
- OSER may delegate final approval of DMC adjustments and may also remove the delegation.
- The 4 WRPS limitation for DMC is separate from the limitation for DERA.
- Unclassified employees of State Fair Park, except the Director, are subject to a 4 WRPS limitation instead of the 2 WRPS limitation for other unclassified employees.

Please see Section J and the forthcoming revised Chapter 550 of the Wisconsin Human Resources Handbook for more information.

## **SECTION XII. AGENCY-FUNDED MARKET AND/OR PARITY ADJUSTMENTS**

Agency funded market and/or parity adjustments effective June 30, 2013, are provided in accordance with Section L of the Plan. These market or parity adjustments are provided after all other adjustments effective on June 30, 2013, except DERA, DMC, and original appointments.

## **SECTION XIII. REFERRAL OF QUESTIONS**

**Employee Questions:** Employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their agency Human Resources or Payroll Office directly.

**Employer Questions:** Employer questions regarding the *pay provisions* contained in this bulletin should be directed to:

Paul Ostrowski at [Paul.Ostrowski@Wisconsin.gov](mailto:Paul.Ostrowski@Wisconsin.gov) or by phone at (608) 267-0343;  
Lynn Maulbetsch at [Lynn.Maulbetsch@Wisconsin.gov](mailto:Lynn.Maulbetsch@Wisconsin.gov) or by phone at (608) 267-5164; or  
John Wiesman at [John.Wiesman@Wisconsin.gov](mailto:John.Wiesman@Wisconsin.gov) or by phone at (608) 266-1418.

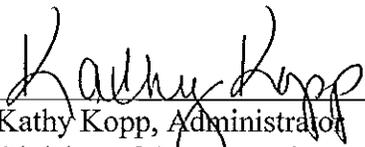
Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

**DOA Central Payroll:**

Sandy Karnovsky at (608) 264-9571

**UW-Processing Center:**

Payroll and Financial Services (608) 262-3558

  
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Kathy Kopp, Administrator  
Division of Compensation and Labor Relations

Attachment: 2013-2015 Pay Schedules and Structures from Section Z of the 2013-2015 Compensation Plan

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective June 30, 2013 through June 28, 2014

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	12,078	18,842	0.363	0.967
9	13,054	19,973	0.392	1.045
10	14,108	21,586	0.424	1.129
11	15,258	23,345	0.458	1.221
12	16,502	25,249	0.496	1.321
13	17,845	27,303	0.536	1.428
14	19,298	29,526	0.579	1.544
15	20,868	31,929	0.627	1.670

PAY SCHEDULE 03: BLUE COLLAR

Effective June 30, 2013 through June 28, 2014

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.397	18.842	0.342	0.912
9	12.069	19.973	0.363	0.966
10	13.021	21.586	0.391	1.042
11	14.053	23.345	0.422	1.125
12	15.172	25.249	0.456	1.214
13	16.381	27.303	0.492	1.311
14	17.689	29.526	0.531	1.416
15	19.106	31.929	0.574	1.529
16	20.636	34.166	0.620	1.651
17	22.288	36.954	0.669	1.784

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective June 30, 2013 through June 28, 2014

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11,595	19,828	0.348	0.928
9	12,531	21,429	0.376	1.003
10	13,545	23,162	0.407	1.084
11	14,644	25,042	0.440	1.172
12	15,839	27,085	0.476	1.268
13	17,128	29,289	0.514	1.371
14	18,526	31,680	0.556	1.483
15	20,04	34,269	0.602	1.604
16	21,434	36,653	0.644	1.715
17	22,935	39,219	0.689	1.835
31	15,043	26,251	0.452	1.204
32	15,796	28,876	0.474	1.264
40	21,827	31,929	0.655	1.747
41	24,446	34,166	0.734	1.956

PAY SCHEDULE 06: TECHNICAL

Effective June 30, 2013 through June 28, 2014

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11,761	18,842	0.353	0.941
9	11,994	19,973	0.360	0.960
10	12,973	21,586	0.390	1.038
11	14,038	23,345	0.422	1.124
12	15,190	25,249	0.456	1.216
13	16,436	27,303	0.494	1.315
14	17,786	29,526	0.534	1.423
15	19,245	31,929	0.578	1.540
16	20,831	34,166	0.625	1.667
17	22,545	36,954	0.677	1.804
18	24,399	39,970	0.732	1.952
19	26,352	43,232	0.791	2.109

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

Effective June 30, 2013 through June 28, 2014

<u>Pay Range</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Maximum 1</u>			<u>Maximum 2</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	
2	26,021	42,935	47,618	0.781	2.082	4,528	10,414	54,332	124,965
3	22,247	36,708	na	0.668	1.780	3,871	8,904	46,452	106,841
4	17,072	28,169	na	0.513	1.366	2,971	6,833	35,647	81,988
5	13,559	22,373	na	0.407	1.085	2,360	5,427	28,312	65,117

PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective June 30, 2013 through June 28, 2014

Excise Tax Agent Special Agent	Excise Tax Agent - Senior Special Agent - Senior	Criminal Analyst	Criminal Analyst - Senior
progression points:	progression points:	progression points:	progression points:
A 24,996	A 30,730	A 17,072	A 22,247
B 26,460	B 31,961	B 18,365	B 23,541
C 27,922	C 33,190	C 19,659	C 24,835
D 29,386	D 34,421	D 20,953	D 26,129
	E 35,653		E 27,423

BROADBAND PAY SCHEDULE 08: PROFESSIONAL EMPLOYEES IN RESEARCH, STATISTICS AND ANALYSIS

Effective June 30, 2013 through June 28, 2014

Pay Range	Official Hourly Rate				Within		8% of		Monthly Basis		Annual Basis	
	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Range Step	Minimum	Minimum	Minimum	Maximum	Maximum	Minimum	Maximum
3	22,247	36,708	na	51,169	0.668	1.780	3,871	8,904	46,452	106,841		
4	17,072	28,169	na	39,266	0.513	1.366	2,971	6,893	35,647	81,988		

BROADBAND PAY SCHEDULE 09: ATTORNEYS

Effective June 30, 2013 through June 28, 2014

Pay Range	Appointment		Official Hourly Rate		Within Range Step	8% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Maximum	Minimum	Maximum			Minimum	Maximum	Minimum	Maximum
09-75	23,910	40,851	57,791	57,791	0.718	1.913	4,161	10,056	49,925	120,668
09-76	23,673	40,446	57,218	57,218	0.711	1.894	4,120	9,956	49,430	119,472

**BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT**

Effective June 30, 2013 through June 28, 2014

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
49	60.041	78.053	96.064	1.802	3.920	10,448	16,716	125,366	200,582
50	65.488	80.776	96.064	1.965	4.000	11,395	16,716	136,739	200,582
51	65.577	85.250	104.922	1.968	4.080	11,411	18,257	136,925	219,078
52	71.538	92.999	114.460	2.147	4.160	12,448	19,917	149,372	238,993

BROADBAND PAY SCHEDULE 11: PATIENT CARE

Effective June 30, 2013 through June 28, 2014

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Pay Range	Official Hourly Rate		Within Range Step		8% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Maximum	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
1	32.620	45.096	0.979	57.571	2.610	5,676	10,018	68,111	120,209
2	28.761	41.075	0.863	53.388	2.301	5,005	9,290	60,053	111,475
3	25.090	36.594	0.751	48.158	2.003	4,356	8,380	52,263	100,554
4	22.070	32.499	0.663	42.927	1.766	3,841	7,470	46,083	89,632
5	19.245	25.783	0.578	32.321	1.540	3,349	5,624	40,184	67,487

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 30, 2013 through June 28, 2014

Range	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>% of Minimum</u>
1	12,593	19,973	0.378	1.008
2	13,613	21,586	0.409	1.090
3	14,718	23,345	0.442	1.178
4	15,914	25,249	0.478	1.274
5	17,212	27,303	0.517	1.377
6	18,616	29,526	0.559	1.490
7	20,139	31,929	0.605	1.612
8	21,784	34,166	0.654	1.743
9	23,552	36,954	0.707	1.885
10	25,455	39,970	0.764	2.037
11	27,402	43,232	0.823	2.193
12	29,490	46,760	0.885	2.360
13	31,744	50,576	0.953	2.540

PAY SCHEDULE 12 GRID STRUCTURE

Applies only to Offender Specialist-Senior, Probation & Parole Agent-Senior and Social Worker-Corrections-Senior reclassifications/reallocations for employees whose positions were allocated to applicable series prior to June 30, 2013

Effective June 30, 2013 -  
June 28, 2014

Year	Pay Rate
2007 - 2013	21.784
2006	22.299
2005	22.557
2004	22.831
2003	22.960
2002	23.177
2001	23.341
2000	23.504
1999	23.991
1998	24.425
1997	25.175
1996	25.501
1995	25.762
1994	26.032
1993	26.347
1992	26.727
1991	26.998
1990	27.259
1989	27.529
1988	27.791
1987	28.115
1986	28.441
1985	28.701
1984	28.972
1983	29.234
1982	29.612
1981	29.884
1980	30.144
1979	30.416
1978	30.675

Effective June 29, 2014 -  
June 27, 2015

Year	Pay Rate
2007 - 2013	22.002
2006	22.522
2005	22.783
2004	23.060
2003	23.190
2002	23.409
2001	23.575
2000	23.740
1999	24.231
1998	24.670
1997	25.427
1996	25.757
1995	26.020
1994	26.293
1993	26.611
1992	26.995
1991	27.268
1990	27.532
1989	27.805
1988	28.069
1987	28.397
1986	28.726
1985	28.989
1984	29.262
1983	29.527
1982	29.909
1981	30.183
1980	30.446
1979	30.721
1978	30.982

Employee will be placed at structure rate corresponding to employee's year of adjusted continuous service

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 30, 2013 through June 28, 2014

<u>Pay Range</u>	<u>Official Hourly Basis</u>		<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
80	32,000	60,000	0.960	2,560	5,568	12,528	66,816	150,336
60	25,500	41,438	0.765	2,040	4,437	9,984	53,244	119,799
63	19,000	35,085	0.570	1,520	3,306	8,904	39,672	106,841
64	15,914	27,590	0.478	1,274	2,770	6,833	33,229	81,988
65	12,593	21,890	0.378	1,008	2,192	5,427	26,295	65,117

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective June 30, 2013 through June 28, 2014

<u>Pay Range</u>	<u>Official Hourly Basis</u>		<u>WRPS</u>	<u>% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>			<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
2	26.021	42.935	59.849	2.082	4,528	10,414	54,332	124,965
3	22.247	36.708	51.169	1.780	3,871	8,904	46,452	106,841
4	17.072	28.169	39.266	1.366	2,971	6,833	35,647	81,988

**BROADBAND PAY SCHEDULE 14: ENGINEERING**

Effective June 30, 2013 through June 28, 2014

Pay Range	Official Hourly Rate				Within Range Step	8% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum			Minimum	Maximum	Minimum	Maximum
13	22.247	36.708	na	51.169	0.668	1.780	3,871	8,904	46,452	106,841
14	17.072	28.169	na	39.266	0.513	1.366	2,971	6,833	35,647	81,988
15	13.559	22.373	na	31.186	0.407	1.085	2,360	5,427	28,312	65,117

PAY SCHEDULE 14: ENGINEERING

Effective June 30, 2013 through June 28, 2014

Specialist	Engineer	Construction Representative Facility Designer
6 month progression points:	6 month progression points:	6 month progression points:
A (year 1) 17.138	A (year 1) 23.443	A (year 1) 20.627
B 18.173	B 24.257	B 21.787
C (year 2) 19.213	C (year 2) 25.070	C (year 2) 22.951
D 20.249	D 25.884	
E (year 3) 21.285	E (year 3) 26.699	

BROADBAND PAY SCHEDULE 15: SCIENCE

Effective June 30, 2013 through June 28, 2014

Pay Range	Official Hourly Rate		Within Range Step		8% of Minimum		Monthly Basis		Annual Basis	
	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Range Step	Minimum	Minimum	Maximum	Minimum	Maximum
2	41,323	49,588	na	57,853	1,240	3,306	7,190	10,066	86,282	120,797
3	22,247	36,708	na	51,169	0,668	1,780	3,871	8,904	46,452	106,841
4	17,072	28,169	na	39,266	0,513	1,366	2,971	6,833	35,647	81,988

PAY SCHEDULE 15: SCIENCE

Effective June 30, 2013 through June 28, 2014

Developmental (15-04)

6 month progression points:

A (year 1)	17,877
B	18,801
C (year 2)	19,723
D	20,648
E (year 3)	21,569

Hydrogeologist (15-04)

6 month progression points:

A (year 1)	19,925
B	21,523
C (year 2)	23,124

**PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS**

Effective June 30, 2013 through June 27, 2015

<u>Official Hourly Rate</u>		<u>Within Range</u>	<u>8% of</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Step</u>	<u>Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
20-75	23.673	0.711	1.894	4,120	9,956	49,430	119,472

**BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS**

Effective June 30, 2013 through June 27, 2015

<u>Official Hourly Rate</u>		<u>Within Range</u>	<u>8% of</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum I</u>	<u>Step</u>	<u>Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
21-75	23.673	0.711	1.894	4,120	9,956	49,430	119,472

PAY SCHEDULE 36: LAW ENFORCEMENT

Effective June 30, 2013 through June 28, 2014

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>% of Minimum</u>
11.	14.537	23.345	0.437	1.163
12	15.722	25.249	0.472	1.258
13	17.002	27.303	0.511	1.361
14	18.389	29.526	0.552	1.472
15	19.892	31.929	0.597	1.592
40	20.151	31.929	0.605	1.613
41	28.004	34.166	0.841	2.241
42	17.675	27.303	0.531	1.414

GENERAL BROADBAND PAY SCHEDULES

Effective: June 30, 2013 through June 28, 2014

Pay Schedule	Pay Range	Official Hourly Rate				Monthly Basis		Annual Basis			
		Minimum	Maximum 1	Appointment Maximum 2	Maximum 2	Minimum	Maximum	Minimum	Maximum		
		Appointment		Within Range Step	Maximum	% of Minimum	Minimum	Maximum	Minimum	Maximum	
Patient-Related											
50	50-11	34,845	52,268	na	69,690	1.046	2,788	6,064	12,127	72,757	145,513
	50-20	40,400	60,600	na	80,800	1.212	3,232	7,030	14,060	84,356	168,711
	50-50	65,488	85,135	na	104,781	1.965	5,240	11,395	18,232	136,739	218,783
	50-51	66,232	86,168	na	106,104	1.987	5,299	11,525	18,463	138,293	221,546
	50-52	72,253	94,002	na	115,750	2.168	5,781	12,573	20,141	150,865	241,686
Information											
Systems-Related											
70	70-02	26,021	42,935	47,618	59,849	0.781	2,082	4,528	10,414	54,332	124,965
Professional											
Legal-Related											
71	71-01	23,910	40,851	na	57,791	0.718	1,913	4,161	10,056	49,925	120,668
	71-02	23,673	40,446	na	57,218	0.711	1,894	4,120	9,956	49,430	119,472
General											
81	81-01	28,736	48,133	na	67,530	0.863	2,299	5,001	11,751	60,001	141,003
	81-02	26,021	42,935	na	59,849	0.781	2,082	4,528	10,414	54,332	124,965
	81-03	22,247	36,708	na	51,169	0.668	1,780	3,871	8,904	46,452	106,841
	81-04	17,072	28,169	na	39,266	0.513	1,366	2,971	6,833	35,647	81,988
	81-05	13,559	22,373	na	31,186	0.407	1,085	2,360	5,427	28,312	65,117

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: June 30, 2015 through June 28, 2014

Pay Range	Official Hourly Rate		% of Minimum*	Monthly Basis		Annual Basis	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
90-01	28.736	44.541	0.863	5,000	7,750	60,001	93,002
90-02	31.035	48.105	0.932	5,400	8,370	64,801	100,443
90-03	33.518	51.953	1.006	5,832	9,040	69,986	108,478
90-04	36.200	56.110	1.086	6,299	9,763	75,586	117,158
90-05	39.096	60.599	1.173	6,803	10,544	81,632	126,531
90-06	42.224	65.448	1.267	7,347	11,388	88,164	136,655
90-07	45.602	70.684	1.369	7,935	12,299	95,217	147,588
90-08	49.251	76.340	1.478	8,570	13,283	102,836	159,398
90-09	53.192	82.448	1.596	9,255	14,346	111,065	172,151
90-10	57.448	89.045	1.724	9,996	15,494	119,951	185,926

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective: June 30, 2013 through June 28, 2014

Pay Range	Official Hourly Rate		3% of Minimum*		Monthly Basis		Annual Basis	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
95-01	41,988	73,605	1,260	12,807	7,306	12,807	87,671	153,687
95-02	55,983	98,083	1,680	17,066	9,741	17,066	116,893	204,797

ATTORNEY PROGRESSION  
PAY RANGES 09-76, 20-75, 21-75 AND 71-02

June 30, 2013 through June 27, 2015

<u>Pay Range Minimum</u>	<u>Pay Step</u>	<u>Step Rates</u>
		23.673
	1	25.646
	2	27.619
	3	29.593
	4	31.566
	5	33.539
	6	35.512
	7	37.486
	8	39.459
	9	41.432
	10	43.405
	11	45.379
	12	47.352
	13	49.325
	14	51.298
	15	53.272
	16	55.245
	17	57.218