

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.

Old Classification	New Classification	New Pay Range
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.

Old Classification	Old Pay Range	New Classification	New Pay Range
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.

Classification	Class Code	Old Pay Range	New Pay Range
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:

Classification	Class Code
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:

Classification	Class Code
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.

Classification	Class Code	Old Pay Range	New Pay Range
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.

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code	Old Pay Range	New Pay Range
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.

Old Classification	Old Pay Range	New Classification	New Pay Range
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.

Old Classification	Old Pay Range	New Classification	New Pay Range
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.

Classification	Class Code
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.

Classification	Class Code
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:

Classification	Class Code	Market Adjustment
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.

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code	Old Pay Range	New Pay Range
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.

Classification	Class Code
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:

Classification	Class Code
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:

Classification	Class Code
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:

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code
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.

Classification	Class Code	Old Pay Range	New Pay Range
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.

Classification	Class Code
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:

Classification	Class Code
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:

Classification	Class Code
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:

Classification	Class Code
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.

Old Classification	Old Pay Range	New Classification	New Pay Range
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.

Classification	Class Code
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.

Classification	Class Code
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.

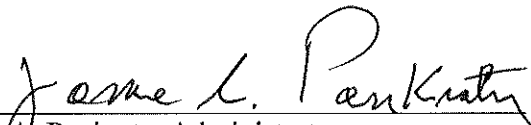
Agency questions regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-3381; e-mail Tim.Borchert@Wisconsin.Gov; or Erin Fath at (608) 266-0364; e-mail Erin.Fath@Wisconsin.Gov.

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; or Leia Sarnstrom at (608) 267-9462; e-mail 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

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
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

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
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

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

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

Structure Point 1 Less than 24 Months of Adjusted Continuous Service					Structure Point 2 More than 24 Months of Adjusted Continuous Service			
Classification	Through 7/5/08	7/6/08- 10/11/08	10/12/08- 6/6/09	6/7/09- 6/30/09	Through 7/5/08	7/6/08- 10/11/08	10/12/08- 6/6/09	6/7/09- 6/30/09
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

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
Min/point 0	14.456	15.179	Min/point 0	14.601	15.331	Min/point 0	14.601	15.331	Min/point 0	14.894	15.639
point 1	14.456	15.179	point 1	14.601	15.331	point 1	14.601	15.331	point 1	14.894	15.639
point 2	16.393	18.030	point 2	16.500	18.150	point 2	16.500	18.150	point 2	16.830	18.513
2004	16.393	18.030	2005	16.557	18.211	2005	16.851	18.536	2005	17.189	18.907
2003	16.393	18.030	2004	16.557	18.211	2004	17.202	18.919	2004	17.547	19.301
2002	16.823	18.506	2003	16.557	18.211	2003	17.553	19.307	2003	17.905	19.693
2001	17.262	18.988	2002	16.992	18.692	2002	17.905	19.696	2002	18.263	20.090
2000	17.700	19.470	2001	17.435	19.178	2001	18.255	20.080	2001	18.621	20.482
1999	18.138	19.952	2000	17.877	19.665	2000	18.697	20.567	2000	19.071	20.979
1998	18.576	20.433	1999	18.320	20.152	1999	19.140	21.054	1999	19.523	21.476
1997	19.014	20.916	1998	18.762	20.638	1998	19.582	21.540	1998	19.974	21.971
1996	19.452	21.397	1997	19.205	21.126	1997	20.025	22.028	1997	20.426	22.469
1995	19.890	21.878	1996	19.647	21.611	1996	20.467	22.513	1996	20.877	22.964
1994	20.328	22.361	1995	20.089	22.097	1995	20.909	22.999	1995	21.328	23.459
1993	20.766	22.842	1994	20.532	22.585	1994	21.352	23.487	1994	21.780	23.957
1992	21.204	23.325	1993	20.974	23.071	1993	21.794	23.973	1993	22.230	24.453
1991	21.642	23.806	1992	21.417	23.559	1992	22.237	24.461	1992	22.682	24.951
1990	22.080	24.288	1991	21.859	24.045	1991	22.679	24.947	1991	23.133	25.446
1989	22.518	24.770	1990	22.301	24.531	1990	23.121	25.433	1990	23.584	25.942
1988	22.957	25.252	1989	22.744	25.018	1989	23.564	25.920	1989	24.036	26.439
1987	23.061	25.367	1988	23.187	25.505	1988	24.007	26.407	1988	24.488	26.936
1986	23.165	25.481	1987	23.292	25.621	1987	24.112	26.523	1987	24.595	27.054
1985	23.269	25.596	1986	23.397	25.736	1986	24.217	26.638	1986	24.702	27.171
1984	23.374	25.711	1985	23.502	25.852	1985	24.322	26.754	1985	24.809	27.290
1983	23.478	25.826	1984	23.608	25.969	1984	24.428	26.871	1984	24.917	27.409
1982	23.582	25.940	1983	23.713	26.085	1983	24.533	26.987	1983	25.024	27.527
1981	23.686	26.055	1982	23.818	26.200	1982	24.638	27.102	1982	25.131	27.645
1980	23.791	26.170	1981	23.923	26.316	1981	24.743	27.218	1981	25.238	27.763
1979	23.895	26.285	1980	24.029	26.432	1980	24.849	27.334	1980	25.346	27.881
1978	23.999	26.399	1979	24.134	26.548	1979	24.954	27.450	1979	25.454	27.999
1977	24.103	26.513	1978	24.239	26.663	1978	25.059	27.565	1978	25.561	28.117
1976	24.208	26.629	1977	24.345	26.779	1977	25.165	27.681	1977	25.669	28.235
1975	24.312	26.743	1976	24.451	26.896	1976	25.271	27.798	1976	25.777	28.354
1974	24.416	26.858	1975	24.556	27.011	1975	25.376	27.913	1975	25.884	28.472
1973	24.520	26.972	1974	24.661	27.127	1974	25.481	28.029	1974	25.991	28.590
1972	24.625	27.088	1973	24.766	27.242	1973	25.586	28.144	1973	26.098	28.707
1971	24.729	27.202	1972	24.872	27.359	1972	25.692	28.261	1972	26.206	28.827
1970	24.833	27.317	1971	24.977	27.475	1971	25.797	28.377	1971	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
1969	24.937	27.431	1970	25.082	27.591	1970	25.902	28.493	1970	26.421	29.063
1968	25.043	27.547	1969	25.187	27.706	1969	26.007	28.608	1969	26.528	29.181
1967	25.147	27.661	1968	25.294	27.823	1968	26.114	28.725	1968	26.637	29.300
1966	25.251	27.776	1967	25.399	27.938	1967	26.219	28.840	1967	26.744	29.417
			1966	25.504	28.054	1966	26.324	28.956	1966	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					
Range	Minimum	Maximum	Within Step	Range Pay	Range Adjustment
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)

PAY SCHEDULE 06: TECHNICAL PAY SCHEDULE						
Effective June 7, 2009 through June 30, 2009						
Range	Minimum	Maximum	Within Step	Range	Pay	Range Adjustment
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)

Pay Grid 6-25 Technical Bargaining Unit (Pilots)	
Effective July 6, 2008 through June 6, 2009	
	<u>PR 06-25</u>
2008	\$20.602
2007	\$20.602
2006	\$20.806
2005	\$21.214
2004	\$21.685
2003	\$22.158
2002	\$22.630
2001	\$23.100
2000	\$23.572
1999	\$24.044
1998	\$24.724
1997	\$25.196
*This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.	

ATTACHMENT 4-D (TECH)

Pay Grid 6-25 Technical Bargaining Unit (Pilots)	
Effective June 7, 2009 through June 30, 2009	
	<u>PR 06-25</u>
2008	\$21.015
2007	\$21.015
2006	\$21.223
2005	\$21.639
2004	\$22.119
2003	\$22.602
2002	\$23.083
2001	\$23.562
2000	\$24.044
1999	\$24.525
1998	\$25.219
1997	\$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
Min	17.263	12.592	13.626	14.744
2007	17.263	12.592	13.626	14.744
2006	17.995	12.841	13.905	15.126
2005	18.172	12.968	14.043	15.276
2004	18.399	13.148	14.232	15.486
2003	18.625	13.326	14.422	15.697
2002	18.851	13.506	14.612	15.907
2001	19.078	13.685	14.802	16.118
2000	19.305	13.865	14.992	16.328
1999	19.532	14.043	15.181	16.540
1998	19.757	14.222	15.371	16.750
1997	19.983	14.401	15.561	16.961
1996	20.211	14.581	15.749	17.172
1995	20.437	14.760	15.939	17.383
1994	20.664	14.938	16.129	17.593
1993	20.890	15.117	16.318	17.804
1992	21.117	15.296	16.508	18.014
1991	21.343	15.476	16.698	18.225
1990	21.569	15.654	16.887	18.435
1989	21.796	15.834	17.077	18.646
1988	22.023	16.012	17.266	18.857
1987	22.249	16.192	17.455	19.068
1986	22.476	16.371	17.645	19.278
1985	22.701	16.550	17.835	19.489
1984	22.929	16.729	18.024	19.700
1983	23.155	16.909	18.215	19.911
1982	23.381	17.087	18.405	20.121
1981	23.608	17.266	18.594	20.332
1980	23.834	17.445	18.783	20.542
1979	24.061	17.625	18.973	20.753
1978	24.287	17.804	19.162	20.963
1977	24.513	17.984	19.352	21.175
1976	24.740	18.161	19.542	21.385
1975	24.967	18.341	19.732	21.596
1974	25.194	18.520	19.921	21.806
1973	25.419	18.699	20.111	22.017
1972	25.645	18.878	20.300	22.228
1971	25.873	19.057	20.489	22.439
1970	26.099	19.236	20.679	22.649
1969	26.326	19.415	20.869	22.860
1968	26.552	19.594	21.058	23.070
1967	26.778	19.773	21.248	23.281
1966	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
	LPN	NA 1	NA 2	NA 3	PT E	PT O
Min	17.263	12.592	13.626	14.744	12.592	13.626
2007	17.863	12.592	14.126	15.244	13.092	14.126
2006	18.595	12.841	14.405	15.626	13.216	14.228
2005	18.772	13.468	14.543	15.776	13.343	14.365
2004	18.999	13.648	14.732	15.986	13.543	14.565
2003	19.225	13.826	14.922	16.197	13.743	14.764
2002	19.451	14.006	15.112	16.407	13.943	14.964
2001	19.678	14.185	15.302	16.618	14.143	15.165
2000	19.905	14.365	15.492	16.828	14.343	15.365
1999	20.132	14.543	15.681	17.040	14.543	15.565
1998	20.357	14.722	15.871	17.250	14.744	15.766
1997	20.583	14.901	16.061	17.461	14.943	15.966
1996	20.811	15.081	16.249	17.672	15.143	16.166
1995	21.037	15.260	16.439	17.883	15.344	16.365
1994	21.264	15.438	16.629	18.093	15.544	16.566
1993	21.490	15.617	16.818	18.304	15.743	16.766
1992	21.717	15.796	17.008	18.514	15.943	16.966
1991	21.943	15.976	17.198	18.725	16.144	17.165
1990	22.169	16.154	17.387	18.935	16.344	17.366
1989	22.396	16.334	17.577	19.146	16.544	17.566
1988	22.623	16.512	17.766	19.357	16.744	17.766
1987	22.849	16.692	17.955	19.568	16.945	17.967
1986	23.076	16.871	18.145	19.778	17.145	18.166
1985	23.301	17.050	18.335	19.989	17.344	18.366
1984	23.529	17.229	18.524	20.200	17.545	18.566
1983	23.755	17.409	18.715	20.411	17.745	18.767
1982	23.981	17.587	18.905	20.621	17.945	18.967
1981	24.208	17.766	19.094	20.832	18.145	19.167
1980	24.434	17.945	19.283	21.042	18.346	19.367
1979	24.661	18.125	19.473	21.253	18.546	19.568
1978	24.887	18.304	19.662	21.463	18.746	19.768
1977	25.113	18.484	19.852	21.675	18.946	19.967
1976	25.340	18.661	20.042	21.885	19.146	20.168
1975	25.567	18.841	20.232	22.096	19.346	20.368
1974	25.794	19.020	20.421	22.306	19.546	20.568
1973	26.019	19.199	20.611	22.517	19.747	20.768
1972	26.245	19.378	20.800	22.728	19.947	20.969
1971	26.473	19.557	20.989	22.939	20.147	21.169
1970	26.699	19.736	21.179	23.149	20.347	21.369
1969	26.926	19.915	21.369	23.360	20.548	21.568
1968	27.152	20.094	21.558	23.570	20.748	21.769
1967	27.378	20.273	21.748	23.781	20.947	21.969
1966	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
Min	17.609	12.844	13.899	15.039	12.844	13.899
2007	18.221	12.844	14.409	15.549	13.354	14.409
2006	18.967	13.098	14.694	15.939	13.481	14.513
2005	19.148	13.738	14.834	16.092	13.610	14.653
2004	19.379	13.921	15.027	16.306	13.814	14.857
2003	19.610	14.103	15.221	16.521	14.018	15.060
2002	19.841	14.287	15.415	16.736	14.222	15.264
2001	20.072	14.469	15.609	16.951	14.426	15.469
2000	20.304	14.653	15.802	17.165	14.630	15.673
1999	20.535	14.834	15.995	17.381	14.834	15.877
1998	20.765	15.017	16.189	17.595	15.039	16.082
1997	20.995	15.200	16.383	17.811	15.242	16.286
1996	21.228	15.383	16.574	18.026	15.446	16.490
1995	21.458	15.566	16.768	18.241	15.651	16.693
1994	21.690	15.747	16.962	18.455	15.855	16.898
1993	21.920	15.930	17.155	18.671	16.058	17.102
1992	22.152	16.112	17.349	18.885	16.262	17.306
1991	22.382	16.296	17.542	19.100	16.467	17.509
1990	22.613	16.478	17.735	19.314	16.671	17.714
1989	22.844	16.661	17.929	19.529	16.875	17.918
1988	23.076	16.843	18.122	19.745	17.079	18.122
1987	23.306	17.026	18.315	19.960	17.284	18.327
1986	23.538	17.209	18.508	20.174	17.488	18.530
1985	23.768	17.391	18.702	20.389	17.691	18.734
1984	24.000	17.574	18.895	20.604	17.896	18.938
1983	24.231	17.758	19.090	20.820	18.100	19.143
1982	24.461	17.939	19.284	21.034	18.304	19.347
1981	24.693	18.122	19.476	21.249	18.508	19.551
1980	24.923	18.304	19.669	21.463	18.713	19.755
1979	25.155	18.488	19.863	21.679	18.917	19.960
1978	25.385	18.671	20.056	21.893	19.121	20.164
1977	25.616	18.854	20.250	22.109	19.325	20.367
1976	25.847	19.035	20.443	22.323	19.529	20.572
1975	26.079	19.218	20.637	22.538	19.733	20.776
1974	26.310	19.401	20.830	22.753	19.937	20.980
1973	26.540	19.583	21.024	22.968	20.142	21.184
1972	26.770	19.766	21.216	23.183	20.346	21.389
1971	27.003	19.949	21.409	23.398	20.550	21.593
1970	27.233	20.131	21.603	23.612	20.754	21.797
1969	27.465	20.314	21.797	23.828	20.959	22.000
1968	27.696	20.496	21.990	24.042	21.163	22.205
1967	27.926	20.679	22.183	24.257	21.366	22.409
1966	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.

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

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
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

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
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>
Social Worker - Corrections	(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).
Probation & Parole Agent	(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).
Offender Classification Specialist	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***

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

* Effective 10-12-08

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