

OFFICE OF STATE EMPLOYMENT RELATIONS

– COMPENSATION & LABOR RELATIONS BULLETIN –

Date: June 25, 2015

Locator No: OSER-0395- CLR/PP

Subject: Processing 2015-2017 Compensation Plan Pay Provisions

This information will assist appointing authorities to determine and process the pay provisions provided in Sections A, B, C, D, E, I, J, and L of the 2015-2017 Compensation Plan. All provisions covered in this bulletin represent changes from the 2013-2015 Compensation Plan, and **are effective June 28, 2015, unless otherwise specified.**

NOTE: Section 20.928(3), Wis. Stats., does not allow for the payment of compensation adjustments until the biennial budget is enacted. As of the date of this bulletin, a 2015-2017 state budget has not yet been approved by the Legislature. Thus, it is not known when any pay adjustment increases or new adjustments scheduled to be effective June 28, 2015, will actually be reflected on employees' paychecks. This restriction does not apply to the Raised Minimum Rates effective June 28, 2015, that are provided in page 3 of this bulletin because they are not specifically provided for in the Compensation Plan. The restriction also does not apply to the Travel Schedule Amount provisions (covered in bulletin OSER-0394-CLR) which will be effective July 1, 2015, and may be paid out on that date.

Also effective with the enactment of the budget bill, the Office of State Employment Relations (OSER) becomes the Department of Administration, Division of Personnel Management (DPM). Therefore, effective with the enactment of the budget bill, any reference to OSER, its Director, its divisions, its administrators, and the Bureau of Compensation, will be a reference to the Division, its Administrator, its bureaus, its bureau directors, and the Classification and Compensation Section, respectively, until the titles are changed at a later date.

NOTE: The above changes regarding OSER and some pay provisions contained in the Compensation Plan are provided for in the budget bill. If the bill that is eventually enacted does not include these provisions, the provisions will be invalid and considered deleted from the Compensation Plan.

UW classified employees will not be covered by the 2015-2017 Compensation Plan due to implementation of a new UW personnel system effective July 1, 2015. Therefore, UW specific classifications and provisions are removed from the Plan.

SECTION I. COVERAGE UNDER THIS BULLETIN

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

B. Covered Unclassified Employees. All indefinite-term GSEG, ESG, and Non-ESG employees described in Section B, 3.01 (1) through (3), and Section C, of the 2015-2017 Compensation Plan, are covered by this bulletin.

SECTION II. 2015-2017 GENERAL WAGE ADJUSTMENTS

Except as noted below, there will be no General Wage Adjustments (GWAs) or Annualized GWAs for FY 2015-2016 or FY 2016-2017 for classified and unclassified employees.

Permanent employees covered by the Compensation Plan but represented by a certified collective bargaining unit will have their GWAs determined through the collective bargaining process. At this time certified bargaining units otherwise covered by the Compensation Plan are:

Wisconsin State Attorneys Association (WSAA)
Wisconsin State Building Trades (Trades)

SECTION III ROUNDING OF PAY RATES

In anticipation of PeopleSoft implementation, all employee pay rates and rates provided in the Compensation Plan are rounded up to two decimal places effective June 28, 2015. The Official Hourly Rate will also be calculated to two decimal places. Directions for such calculations will be provided in Chapter 504 of the Wisconsin Human Resources Handbook.

Regarding order of multiple adjustments occurring on June 28, 2015, this pay adjustment should be considered to be covered under Section I, 4.01 (13).

SECTION IV. IMPLEMENTATION OF THE 2015-2017 PAY SCHEDULES

The 2015-2017 classified and unclassified pay schedules (see attachment) will be implemented effective June 28, 2015. Any classified employee (except trainees) whose pay is less than the new minimum of the applicable pay range will 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 2013-2015 Compensation Plan as follows:

- Changed all hourly amounts from three decimal places to two decimal places in anticipation of PeopleSoft implementation;
- Changed annual amounts to be based on 2080 hours instead of 2088 hours in anticipation of PeopleSoft implementation;
- Added a within range pay step to pay schedules 01 and 04 for calculating lump sum DMC;
- Removed pay schedule 4 language that was not approved by JCOER for the 2013-2015 Compensation Plan and replace it with a reference to the Building Trades Rate Booklet which lists the current pay rates for each trade by location;
- Created broadband pay ranges for pay schedules 05 and 06 for future use;
- Removed schedule 12 grid structures that are now obsolete; and
- Increased the spread of the schedule 90 pay ranges to 165% (i.e., the maximums are 165% of the minimums).

The Raised Minimum Rate (RMR) for Aircraft Pilot is increased to \$22.44 per hour.

Pursuant to s. 230.12, Wis. Stats, granting authority to the OSER Director for establishing RMRs, an RMR of \$22.50 per hour is established effective June 28, 2015, for the classifications listed below. This RMR will remain in effect until an expiration date is set by OSER.

Revenue Auditor (class code 01500)

Revenue Field Auditor (class code 01571)

SECTION V. PROGRESSION ADJUSTMENTS

- A. Annual Progression Adjustment.** Section A, 2.03, is revised to remove restrictions on the number of adjustments that an employee can receive in different classifications. The number of progression adjustments paid remains the same for time spent within a specific classification. In addition, the progression formerly received by Revenue Auditors and Revenue Field Auditors under Section A, 2.03 (2) (f), is removed and replaced by 2.03 (2) (j), which provides a two-time progression of \$1.50 per hour, subject to the 07-04 appointment maximum.
- B. Fire/Crash Rescue Specialist Progression.** A progression is created to provide \$1.00 per hour upon successful completion of 18 months of employment as a Fire Crash Rescue Specialist, subject to the federal rate established for the classification (currently \$15.00 per hour). Employees who have held the title of Fire/Crash Rescue Specialist 2 or Fire Crash Rescue Specialist 3 are not eligible for the progression adjustment. See Section A, 2.11, for details.
- C. Revenue Progression.** A progression is created that covers several Department of Revenue classifications. See Section A, 2.12, for details.
- D. Department of Corrections Security Pay System.** Section A, 2.13, is created to allow a new pay system to be developed for employees in positions assigned to Correctional Officer, Correctional Sergeant, Youth Counselor, and Youth Counselor – Advanced classifications at the Department of Corrections.

SECTION VI. TRADES RELATED EMPLOYEES' PAY

The provisions for Crafts Worker Lead, Crafts Worker Supervisor, and Shop Supervisor are removed from Section A, 4.08, and are now provided in Section A, 2.14, to clarify that the amounts provided are not supplemental pay, but additional base pay amounts.

SECTION VII. SUPPLEMENTAL PAY

- A. Night Differential.** Fire/Crash Rescue Specialists, Fire/Crash Rescue Specialist – Crew Chiefs, and Fire/Crash Rescue Supervisors are excluded from the night differential provisions in Section A, 4.05.
- B. Weekend Differential.** Fire/Crash Rescue Specialists, Fire/Crash Rescue Specialist – Crew Chiefs, and Fire/Crash Rescue Supervisors are excluded from the weekend differential provisions in Section A, 4.06.
- C. Differentials for Certain Nursing Related Classifications.** The Nursing Differential provisions in Section A, 4.07, are revised to provide clarity, including language that indicates that the appointing authority determines if a supervisory employee should be readily available on the premises but is not.
- D. Psychologist Add-on.** The Psychologist add-on in Section A, 4.12, is changed to now allow all employees classified as Psychologist-Licensed-Chapter 980 to receive the add-on.
- E. Supplemental Pay for Revenue Field Auditor and Related Classifications.** The add-on provided in Section A, 4.19, is terminated and affected employees will receive a base pay increase equal to the amount of add-on being received as of June 27, 2015.
- F. Bilingual Skills Add-on.** Section A, 4.28, is revised to include use of American Sign Language.
- G. Fire/Crash Rescue Skills Add-on.** The add-on provided in Section A, 4.30, is terminated and affected employees will receive a base pay increase equal to the amount of add-on being received as of June 27, 2015.
- H. DNR Fire Duty Readiness Add-on.** The supplemental pay for DNR Fire Duty Readiness in Section A, 4.32, is expanded to now include employees in the Conservation Biologist, Wildlife Biologist, and Wildlife Technician classification series.
- I. AODA Treatment Programs Add-on.** The add-on in Section A, 4.33, is expanded to include employees in positions not allocated to listed classifications, but which have been approved by OSER or by the appointing authority if approval has been delegated.

- J. Department of Public Instruction Special Activities Add-on.** The special activities supplemental pay titles and amounts are revised. See Section A, 4.36, for details.
- K. Bureau of Milwaukee Child Welfare On Call.** The add-on for Initial Assessment Specialists, Supervisors, and Program Managers is revised to provide specific amounts per on-call shift instead of an hourly amount. See Section A, 4.38, for details.
- L. Enterprise Classification Add-on.** Section A, 4.47, is revised to include Department of Administration employees in procurement classifications.
- M. Supplemental Pay for the DOT Dignitary Protection Unit.** An add-on is created that provides \$4.00 per hour for nonrepresented employees of the Department of Transportation assigned to the Governor's Dignitary Protection Unit. See Section A, 4.49, for details.
- N. Revenue Auditor/Revenue Field Auditor Sign-on Bonus:** A sign-on bonus is created for new hires into Department of Revenue positions at specific locations or which require certain skills. See Section A, 4.50, for details.

SECTION VIII. ATTORNEYS

- A. Attorney Progression.** A note is added that clarifies that the progression provided in s. 230.12 (10) to (12) and in Section C, 3.00, may be grieved only to the appointing authority.
- B. Assistant District Attorney Pay Upon Appointment.** Section C, 4.00, is revised to clarify under which conditions the appointing authority may choose how to set pay upon appointment of an Assistant District Attorney.
- C. Legal Holidays of Attorneys.** The provision regarding the pay for any Attorney-related classification for working on a legal holiday was moved from Section K to Section C. The provision was re-written in Section C, 5.03, for clarity purposes only and the intent of the language does not change. The employee will receive eight hours of holiday pay at the straight rate, but otherwise not get paid for the hours worked. The employee will receive equivalent time off at a later date.

SECTION IX. JUDGES AND JUSTICES

The Rates for Office of Judges and Justices, as well as the supplemental pay of the Chief Justice, remain the same as in the 2013-2015 Compensation Plan. However, language is added that would allow them to be changed by the Joint Committee on Employment Relations upon recommendation of the Judicial Compensation Commission, as now provided for under s. 20.923 (3), Wis. Stats.

SECTION X. LIMITED TERM EMPLOYEES (LTES)

- A. Pay Limitation.** Section D, 2.01 (1) (c), is revised to clarify that once OSER has set a pay limitation for Schedule 18 LTE classifications that have no tie to a specific pay range, the appointing authority has the ability set pay for each individual, subject to the limitation. The appointing authority cannot exceed the OSER limitation.
- B. Schedule 18 Changes.** LTE classifications in Section D, 6.00, that have had their pay set at not to exceed (NTE) the minimum of pay range 12-04 will now have it set at NTE the appointment maximum of pay range 12-64.

SECTION XI. PAY ADMINISTRATION

- A. Schedule 12 Grid Structure.** The language regarding the pay administration of the Schedule 12 grid structure is removed from Section E, 4.00, and the grid structure is removed from Section Z.
- B. Temporary Transaction Rate.** Language is added to Section E, 4.00 (4), to acknowledge that all remaining temporary transaction rates will expire no later than July 12, 2015, and that the provisions regarding them will become obsolete on that date.
- C. Fire/Crash Rescue Related Positions.** Under Section E, 4.00 (7) and Section I, 7.00, pay adjustments under 4.00 for employees in Fire/Crash related positions are subject to the applicable federally funded maximum rate.
- D. Project Appointments.** Language is removed from Section I so project appointments from unclassified positions are no longer allowed to receive higher appointment rates than they could have received had they been appointments to permanent positions.
- E. Movements to Supervisory or Management Positions.** Section I, 4.04 (3), is revised so the ability to grant up to 6 within range steps for transfer or promotion to a supervisory or management position is no longer restricted to movements from non-supervisory or non-management positions.
- F. Restoration to a Broadband Classification.** The language in Section I, 4.08 (1), is revised to remove the phrase “not greater than” because an employee who is restored should receive at least what the pay rate would have been if no break had occurred.

SECTION XII. DISCRETIONARY EQUITY OR RETENTION ADJUSTMENT (DERA)

Section I, 6.00 (6) (f) and (g), are added to the Compensation Plan to provide the following equity and retention criteria:

- (f) Equity DERA will only be approved if the employee’s salary has been determined to be lower than that of other state employees performing the same or similar duties at the same level of proficiency and who have comparable years of state service or if there is significant pay compression between the employee and the subordinates supervised. Limitations to these criteria will include:

1. External labor market factors will not be used.
 2. Salary averages will not be used for comparison purposes.
 3. Salary targets will not be used.
 4. The comparison group for determining equity will be all employees in the same classification, either in the entire agency or statewide, unless otherwise approved by OSER.
 5. “Peer groups” based on agency-determined segments of state years of service or pay groupings within a classification will not be used for comparison purposes.
 6. The equity adjustment will not create a larger equity issue than the one being resolved.
 7. In determining compression, the supervisor must be able to perform the functions of, or provide technical expertise to, the employee(s) used to make the compression comparison.
- (g) Retention DERA will only be approved if the employer is aware that the employee is actively seeking other employment or the employee has a job offer in hand, and the resultant loss of the employee’s knowledge and experience would be a detriment to the agency.

Section I, 6.00 (10), is also revised to have lump sum payment calculations based on 2080 hours instead of 2088 hours.

SECTION XIII. DISCRETIONARY MERIT COMPENSATION (DMC)

The DMC provisions in the Compensation Plan are revised to:

- Allow classified and certain unclassified employees in non-broadband pay ranges to receive retention DMC;
- Allow Craft Worker and Craft Worker related employees to receive lump sum merit DMC only (the within range pay step found in Schedules 1 and 4 is \$0.81);
- Lump sum payments will be calculated based on 2080 hours instead of 2088 hours; and
- Merit and retention will be determined using the following criteria in Section J, 2.00:
 - (j) Merit DMC will only be approved if one or more of the following criteria were considered:
 1. The length or frequency of the outstanding performance;
 2. Overall significance or importance of the employee’s work product to the organization;
 3. Regularity with which the outstanding performance or unique contribution is demonstrated;
 4. Employee has new permanent job duties and/or responsibilities of growing importance to the agency that have been either newly assigned or were the evolution of their originally assigned functions, and are of greater scope, impact and/or complexity compared to previous functions; or
 5. Employee has acquired additional competencies, which are both specialized and critical in carrying out the permanent functions of the position.

- (k) Retention DMC will only be approved if the employer is aware that the employee is actively seeking other employment or the employee has a job offer in hand, and the resultant loss of the employee's knowledge and experience would be a detriment to the agency.

Please see Section J for more detailed information.

SECTION XII. 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 or by phone at (608) 267-0343;
John Wiesman at John.Wiesman@Wisconsin.gov or by phone at (608) 266-1418; or
Lyra Trapp at Lyra.Trapp2@Wisconsin.gov or by phone at (608) 267-1022.

Employer questions regarding ***payroll processing or file maintenance*** should be directed to Nancy Krueger, DOA Central Payroll, at (608) 264-9571.

Kathy Kopp

Kathy Kopp, Administrator
Division of Compensation and Labor Relations

Attachment: Pay Schedules and Structures from Section Z, 2015-2017 Compensation Plan

PAY SCHEDULE 1: TRADES SUPERVISORY/MANAGEMENT

Effective: June 28, 2015 through June 24, 2017

Pay **Range**

01-99 Refer to Section A, 2.14

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.81.

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
8	12.20	19.04	0.37	0.98
9	13.19	20.18	0.40	1.06
10	14.25	21.81	0.43	1.14
11	15.42	23.58	0.47	1.24
12	16.67	25.51	0.51	1.34
13	18.03	27.58	0.55	1.45
14	19.50	29.83	0.59	1.56
15	21.08	32.25	0.64	1.69

PAY SCHEDULE 03: BLUE COLLAR

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.52	19.04	0.35	0.93
9	12.19	20.18	0.37	0.98
10	13.16	21.81	0.40	1.06
11	14.20	23.58	0.43	1.14
12	15.33	25.51	0.46	1.23
13	16.55	27.58	0.50	1.33
14	17.87	29.83	0.54	1.43
15	19.30	32.25	0.58	1.55
16	20.85	34.89	0.63	1.67
17	22.52	37.73	0.68	1.81

PAY SCHEDULE 04: TRADES

Effective: June 28, 2015 through June 24, 2017

For details on pay rates for each trade by location, see the Building Trades Rate Booklet on the OSER website.

For details on vacation options, see Section K, 3.02 of this Compensation Plan.

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.81.

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minumum</u>
8	11.72	20.03	0.36	0.94
9	12.66	21.65	0.38	1.02
10	13.69	23.40	0.42	1.10
11	14.80	25.30	0.45	1.19
12	16.00	27.36	0.48	1.28
13	17.30	29.59	0.52	1.39
14	18.72	32.00	0.57	1.50
15	20.25	34.62	0.61	1.62
16	21.65	37.02	0.65	1.74
17	23.17	39.62	0.70	1.86
31	15.20	26.59	0.46	1.22
32	15.96	29.20	0.48	1.28
40	22.05	32.25	0.67	1.77
41	24.70	34.88	0.75	1.98

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>	<u>8% of Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	
63	19.19	35.44	51.69		0.58	1.54	3,326	8,960	39,915	107,515
64	16.08	27.87	39.66		0.49	1.29	2,787	6,874	33,446	82,493

PAY SCHEDULE 06: TECHNICAL

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.88	19.04	0.36	0.96
9	12.12	20.18	0.37	0.97
10	13.11	21.81	0.40	1.05
11	14.18	23.58	0.43	1.14
12	15.35	25.51	0.47	1.23
13	16.61	27.58	0.50	1.33
14	17.97	29.83	0.54	1.44
15	19.44	32.25	0.59	1.56
16	21.04	34.88	0.64	1.69
17	22.78	37.73	0.69	1.83
18	24.65	40.81	0.74	1.98
19	26.62	44.14	0.80	2.13

PAY SCHEDULE 06: TECHNICAL

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimun</u>	<u>Maximum</u>
5	19.44	26.05	32.65	0.59	1.56	3,370	5,659	40,435	67,912
63	19.19	35.44	51.69	0.58	1.54	3,326	8,960	39,915	107,515
64	16.08	27.87	39.66	0.49	1.29	2,787	6,874	33,446	82,493

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: June 28, 2015 through June 24, 2017

<u>Official Hourly Rate</u>						<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	26.29	43.37	60.45	0.79	2.11	4,557	10,478	54,683	125,736
3	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
4	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493
5	13.70	22.60	31.50	0.42	1.10	2,375	5,460	28,496	65,520
32	32.64	49.66	61.00	0.98	2.62	5,658	10,573	67,891	126,880
33	28.56	43.83	54.00	0.86	2.29	4,950	9,360	59,405	112,320
34	24.48	38.00	47.00	0.74	1.96	4,243	8,147	50,918	97,760
35	20.40	32.16	40.00	0.62	1.64	3,536	6,933	42,432	83,200

PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: June 28, 2015 through June 24, 2017

**Excise Tax Agent
Special Agent**

progression points:

A	25.25
B	26.73
C	28.21
D	29.68

**Excise Tax Agent - Senior
Special Agent - Senior**

progression points:

A	31.04
B	32.29
C	33.53
D	34.77
E	36.01

Criminal Analyst

progression points:

A	17.25
B	18.55
C	19.86
D	21.17

Criminal Analyst - Senior

progression points:

A	22.47
B	23.78
C	25.09
D	26.40
E	27.70

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

Effective June 28, 2015 through June 24, 2017

<u>Official Hourly Rate</u>						<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
3	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
4	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493

BROADBAND PAY SCHEDULE 09: ATTORNEYS

Effective June 28, 2015 through June 24, 2017

<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>		
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
09-75	24.15	41.26	58.37	0.73	1.94	4,186	10,117	50,232	121,410
09-76	23.68	40.45	57.22	0.72	1.90	4,105	9,918	49,254	119,018

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>	<u>WRPS</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
49	60.65	78.84	97.03	1.82	4.86	10,513	16,819	126,152	201,822
50	66.15	81.59	97.03	1.99	5.30	11,466	16,819	137,592	201,822
51	66.24	86.11	105.98	1.99	5.30	11,482	18,370	137,779	220,438
52	72.26	93.94	115.61	2.17	5.79	12,525	20,039	150,301	240,469

BROADBAND PAY SCHEDULE 11: PATIENT CARE

Effective June 28, 2015 through June 24, 2017

<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>		
<u>Pay Range</u>	<u>Appointment</u>			<u>Within</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	<u>Range Step</u>	<u>Minimum</u>				
1	32.95	45.55	58.15	0.99	2.64	5,711	10,079	68,536	120,952
2	29.05	41.49	53.93	0.88	2.33	5,035	9,348	60,424	112,174
3	25.29	36.97	48.65	0.76	2.03	4,384	8,433	52,603	101,192
4	22.30	32.83	43.36	0.67	1.79	3,865	7,516	46,384	90,189
5	19.44	26.05	32.65	0.59	1.56	3,370	5,659	40,435	67,912

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
1	12.72	20.18	0.39	1.02
2	13.75	21.81	0.42	1.10
3	14.87	23.58	0.45	1.19
4	16.08	25.51	0.49	1.29
5	17.39	27.58	0.53	1.40
6	18.81	29.83	0.57	1.51
7	20.35	32.25	0.62	1.63
8	22.01	34.88	0.67	1.77
9	23.79	37.73	0.72	1.91
10	25.71	40.81	0.78	2.06
11	27.68	44.14	0.84	2.22
12	29.79	47.74	0.90	2.39
13	32.07	51.64	0.97	2.57

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>	<u>WRPS</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
80	32.32	60.00	72.72	0.97	2.59	5,602	12,605	67,226	151,258
60	25.76	41.86	57.95	0.78	2.07	4,465	10,045	53,581	120,536
63	19.19	35.44	51.69	0.58	1.54	3,326	8,960	39,915	107,515
64	16.08	27.87	39.66	0.49	1.29	2,787	6,874	33,446	82,493
65	12.72	22.11	31.50	0.39	1.02	2,205	5,460	26,458	65,520

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>	<u>WRPS</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	26.29	43.37	60.45	0.79	2.11	4,557	10,478	54,683	125,736
3	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
4	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493

BROADBAND PAY SCHEDULE 14: ENGINEERING

Effective June 28, 2015 through June 24, 2017

<u>Official Hourly Rate</u>						<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
13	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
14	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493
15	13.70	22.60	31.50	0.42	1.10	2,375	5,460	28,496	65,520

PAY SCHEDULE 14: ENGINEERING

Effective June 28, 2015 through June 24, 2017

Specialist

6 month progression points:

A (year 1)	17.31
B	18.36
C (year 2)	19.41
D	20.46
E (year 3)	21.50

Engineer

6 month progression points:

A (year 1)	23.68
B	24.50
C (year 2)	25.33
D	26.15
E (year 3)	26.97

Construction Representative Facility Designer

6 month progression points:

A (year 1)	20.84
B	22.01
C (year 2)	23.19

BROADBAND PAY SCHEDULE 15: SCIENCE

Effective June 28, 2015 through June 24, 2017

<u>Official Hourly Rate</u>						<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	41.74	50.09	58.44	1.26	3.34	7,235	10,130	86,819	121,555
3	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
4	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493

PAY SCHEDULE 15: SCIENCE

Effective June 28, 2015 through June 24, 2017

Developmental (15-04)

6 month progression points:

A (year 1)	18.06
B	18.99
C (year 2)	19.93
D	20.86
E (year 3)	21.79

Hydrogeologist (15-04)

6 month progression points:

A (year 1)	20.13
B	21.74
C (year 2)	23.36

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS

Effective June 28, 2015 through June 24, 2017

<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
20-75	23.68	57.22	0.72	1.90	4,105	9,918	49,254	119,018

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS

Effective June 28, 2015 through June 24, 2017

<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>		
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
21-75	23.68	40.45	57.22	0.72	1.90	4,105	9,918	49,254	119,018

PAY SCHEDULE 36: LAW ENFORCEMENT

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>
11	14.69	23.58	0.45	1.18
12	15.88	25.51	0.48	1.28
13	17.18	27.58	0.52	1.38
14	18.58	29.83	0.56	1.49
15	20.10	32.25	0.61	1.61
40	20.36	32.25	0.62	1.63
41	28.29	34.88	0.85	2.27
42	17.86	27.58	0.54	1.43

GENERAL BROADBAND PAY SCHEDULES

Effective: June 28, 2015 through June 24, 2017

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
		<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related										
50	50-11	35.20	52.80	70.39	1.06	2.82	6,101	12,201	73,216	146,411
	50-20	40.81	61.21	81.61	1.23	3.27	7,074	14,146	84,885	169,749
	50-50	66.15	85.99	105.83	1.99	5.30	11,466	18,344	137,592	220,126
	50-51	66.90	87.04	107.17	2.01	5.36	11,596	18,576	139,152	222,914
	50-52	72.98	94.95	116.91	2.19	5.84	12,650	20,264	151,798	243,173
Information Systems-Related										
70	70-01	36.72	58.00	68.00	1.11	2.94	6,365	11,787	76,378	141,440
	70-02	32.64	52.00	61.00	0.98	2.62	5,658	10,573	67,891	126,880
	70-03	28.56	43.83	54.00	0.86	2.29	4,950	9,360	59,405	112,320
	70-04	24.48	38.00	47.00	0.74	1.96	4,243	8,147	50,918	97,760
	70-05	20.40	32.16	40.00	0.62	1.64	3,536	6,933	42,432	83,200
Professional Legal- Related										
71	71-01	24.15	41.26	58.37	0.73	1.94	4,186	10,117	50,232	121,410
	71-02	23.68	40.45	57.22	0.72	1.90	4,105	9,918	49,254	119,018
General										
81	81-01	29.03	48.62	68.21	0.88	2.33	5,032	11,823	60,382	141,877
	81-02	26.29	43.37	60.45	0.79	2.11	4,557	10,478	54,683	125,736
	81-03	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
	81-04	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493
	81-05	13.70	22.60	31.50	0.42	1.10	2,375	5,460	28,496	65,520

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: June 28, 2015 through June 24, 2017

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
90-01	29.03	47.90	0.88	5,032	8,303	60,382	99,632
90-02	31.35	51.73	0.95	5,434	8,967	65,208	107,598
90-03	33.86	55.87	1.02	5,869	9,684	70,429	116,210
90-04	36.57	60.35	1.10	6,339	10,461	76,066	125,528
90-05	39.49	65.16	1.19	6,845	11,294	82,139	135,533
90-06	42.65	70.38	1.28	7,393	12,199	88,712	146,390
90-07	46.07	76.02	1.39	7,985	13,177	95,826	158,122
90-08	49.75	82.09	1.50	8,623	14,229	103,480	170,747
90-09	53.73	88.66	1.62	9,313	15,368	111,758	184,413
90-10	58.03	95.75	1.75	10,059	16,597	120,702	199,160

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective: June 28, 2015 through June 24, 2017

Pay Range	<u>Official Hourly Rate</u>			<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
95-01	42.41	74.35	1.28	7,351	12,887	88,213	154,648
95-02	56.55	99.07	1.70	9,802	17,172	117,624	206,066

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

June 28, 2015 through June 24, 2017

Pay Range Minimum	<u>Pay Step</u>	<u>Step Rates</u>
		23.68
	1	25.65
	2	27.62
	3	29.60
	4	31.57
	5	33.54
	6	35.52
	7	37.49
	8	39.46
	9	41.44
	10	43.41
	11	45.38
	12	47.36
	13	49.33
	14	51.30
	15	53.28
	16	55.25
	17	57.22