

SECTION Z - NONREPRESENTED CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2007-2009 BIENNIUM

INTRODUCTION

The Compensation Plan includes dollar values of the base pay rates and ranges and the within range pay steps of the separate pay schedules for nonrepresented classified employees and covered unclassified employees. The pay schedules are provided in the following order:

- Pay Schedule 1: General Nonrepresented Pay Schedule (Effective December 9, 2007 through July 4, 2009)

- Pay Schedule 50: Nonrepresented Patient-Related Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 50: Nonrepresented Patient-Related Broadband (Effective July 6, 2008 through May 26, 2009)
- Pay Schedule 50: Nonrepresented Patient-Related Broadband (Effective May 27, 2009 through July 4, 2009)

- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective July 6, 2008 through May 26, 2009)
- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective May 27, 2009 through July 4, 2009)

- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective July 6, 2008 through May 26, 2009)
- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective May 27, 2009 through July 4, 2009)

- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective July 6, 2008 through May 26, 2009)
- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective May 27, 2009 through July 4, 2009)

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- Pay Schedule 81: Nonrepresented General Broadband (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 81: Nonrepresented General Broadband (Effective July 6, 2008 through May 26, 2009)
- Pay Schedule 81: Nonrepresented General Broadband (Effective May 27, 2009 through July 4, 2009)

- Pay Schedule 90: Executive Salary Group (ESG) (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 90: Executive Salary Group (ESG) (Effective July 6, 2008 through July 4, 2009)

- Pay Schedule 95: General Senior Executive Group (GSEG) (Effective December 9, 2007 through July 5, 2008)
- Pay Schedule 95: General Senior Executive Group (GSEG) (Effective July 6, 2008 through July 4, 2009)

All pay schedules for nonrepresented employees covered by this Plan are contained in this section except the Limited Term Employee Schedule (Schedule 18) which is contained in Section D.

PAY SCHEDULE 1: GENERAL NONREPRESENTED

December 9, 2007 through July 4, 2009

Pay
Range

1-99 Based on prevailing rates. See Section A, 4.08 of the Compensation Plan

NONREPRESENTED BROADBAND PAY SCHEDULES

December 9, 2007 through July 5, 2008

| <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 1</u> | <u>Appointment Maximum 2</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 | 28.000 | 42.000 | na | 56.000 | 0.840 | 2.240 | 4,872 | 9,744 | 58,464 | 116,928 |
| | 50-50 | 57.702 | 75.013 | na | 92.324 | 1.732 | 4.617 | 10,041 | 16,065 | 120,482 | 192,773 |
| | 50-51 | 63.653 | 82.813 | na | 101.973 | 1.910 | 5.093 | 11,076 | 17,744 | 132,908 | 212,920 |
| | 50-52 | 69.439 | 90.341 | na | 111.242 | 2.084 | 5.556 | 12,083 | 19,357 | 144,989 | 232,274 |
| Law Enforcement | | | | | | | | | | | |
| 56 | 56-01 | 23.119 | 34.737 | na | 46.354 | 0.694 | 1.850 | 4,023 | 8,066 | 48,273 | 96,788 |
| | 56-02 | 18.612 | 24.196 | na | 29.780 | 0.559 | 1.489 | 3,239 | 5,182 | 38,862 | 62,181 |
| Information Systems-Related | | | | | | | | | | | |
| 70 | 70-02 | 25.006 | 40.073 | 45.761 | 55.139 | 0.751 | 2.001 | 4,352 | 9,595 | 52,213 | 115,131 |
| Professional Legal-Related | | | | | | | | | | | |
| 71 | 71-01 | 22.978 | 39.258 | na | 55.538 | 0.690 | 1.839 | 3,999 | 9,664 | 47,979 | 115,964 |
| General | | | | | | | | | | | |
| 81 | 81-01 | 28.169 | 46.479 | na | 64.789 | 0.846 | 2.254 | 4,902 | 11,274 | 58,817 | 135,280 |
| | 81-02 | 25.006 | 41.260 | na | 57.514 | 0.751 | 2.001 | 4,352 | 10,008 | 52,213 | 120,090 |
| | 81-03 | 21.380 | 35.277 | na | 49.174 | 0.642 | 1.711 | 3,721 | 8,557 | 44,642 | 102,676 |
| | 81-04 | 16.405 | 27.069 | na | 37.732 | 0.493 | 1.313 | 2,855 | 6,566 | 34,254 | 78,785 |
| | 81-05 | 13.029 | 21.498 | na | 29.967 | 0.391 | 1.043 | 2,268 | 5,215 | 27,205 | 62,572 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED BROADBAND PAY SCHEDULES

July 6, 2008 through May 26, 2009

| <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 1</u> | <u>Appointment Maximum 2</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 | 28.280 | 42.420 | na | 56.560 | 0.849 | 2.263 | 4,921 | 9,842 | 59,049 | 118,098 |
| | 50-50 | 58.280 | 75.764 | na | 93.248 | 1.749 | 4.663 | 10,141 | 16,226 | 121,689 | 194,702 |
| | 50-51 | 64.290 | 83.642 | na | 102.993 | 1.929 | 5.144 | 11,187 | 17,921 | 134,238 | 215,050 |
| | 50-52 | 70.134 | 91.245 | na | 112.355 | 2.105 | 5.611 | 12,204 | 19,550 | 146,440 | 234,598 |
| Law Enforcement | | | | | | | | | | | |
| 56 | 56-01 | 23.351 | 35.085 | na | 46.819 | 0.701 | 1.869 | 4,064 | 8,147 | 48,757 | 97,759 |
| | 56-02 | 18.799 | 24.439 | na | 30.079 | 0.564 | 1.504 | 3,272 | 5,234 | 39,253 | 62,805 |
| Information Systems-Related | | | | | | | | | | | |
| 70 | 70-02 | 25.257 | 40.475 | 46.220 | 55.692 | 0.758 | 2.021 | 4,395 | 9,691 | 52,737 | 116,285 |
| Professional Legal-Related | | | | | | | | | | | |
| 71 | 71-01 | 23.208 | 39.651 | na | 56.094 | 0.697 | 1.857 | 4,039 | 9,761 | 48,459 | 117,125 |
| General | | | | | | | | | | | |
| 81 | 81-01 | 28.451 | 46.945 | na | 65.438 | 0.854 | 2.277 | 4,951 | 11,387 | 59,406 | 136,635 |
| | 81-02 | 25.257 | 41.675 | na | 58.092 | 0.758 | 2.021 | 4,395 | 10,109 | 52,737 | 121,297 |
| | 81-03 | 21.594 | 35.631 | na | 49.667 | 0.648 | 1.728 | 3,758 | 8,643 | 45,089 | 103,705 |
| | 81-04 | 16.570 | 27.341 | na | 38.111 | 0.498 | 1.326 | 2,884 | 6,632 | 34,599 | 79,576 |
| | 81-05 | 13.160 | 21.714 | na | 30.268 | 0.395 | 1.053 | 2,290 | 5,267 | 27,479 | 63,200 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

NONREPRESENTED BROADBAND PAY SCHEDULES

May 27, 2009 through July 4, 2009

| <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 1</u> | <u>Appointment Maximum 2</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 | 28.280 | 42.420 | na | 56.560 | 0.849 | 2.263 | 4,921 | 9,842 | 59,049 | 118,098 |
| | 50-50 | 63.567 | 82.638 | na | 101.708 | 1.908 | 5.086 | 11,061 | 17,698 | 132,728 | 212,367 |
| | 50-51 | 64.290 | 83.642 | na | 102.993 | 1.929 | 5.144 | 11,187 | 17,921 | 134,238 | 215,050 |
| | 50-52 | 70.134 | 91.245 | na | 112.355 | 2.105 | 5.611 | 12,204 | 19,550 | 146,440 | 234,598 |
| Law Enforcement | | | | | | | | | | | |
| 56 | 56-01 | 23.351 | 35.085 | na | 46.819 | 0.701 | 1.869 | 4,064 | 8,147 | 48,757 | 97,759 |
| | 56-02 | 18.799 | 24.439 | na | 30.079 | 0.564 | 1.504 | 3,272 | 5,234 | 39,253 | 62,805 |
| Information Systems-Related | | | | | | | | | | | |
| 70 | 70-02 | 25.257 | 41.675 | 46.220 | 58.092 | 0.758 | 2.021 | 4,395 | 10,109 | 52,737 | 121,297 |
| Professional Legal-Related | | | | | | | | | | | |
| 71 | 71-01 | 23.208 | 39.651 | na | 56.094 | 0.697 | 1.857 | 4,039 | 9,761 | 48,459 | 117,125 |
| General | | | | | | | | | | | |
| 81 | 81-01 | 28.451 | 46.945 | na | 65.438 | 0.854 | 2.277 | 4,951 | 11,387 | 59,406 | 136,635 |
| | 81-02 | 25.257 | 41.675 | na | 58.092 | 0.758 | 2.021 | 4,395 | 10,109 | 52,737 | 121,297 |
| | 81-03 | 21.594 | 35.631 | na | 49.667 | 0.648 | 1.728 | 3,758 | 8,643 | 45,089 | 103,705 |
| | 81-04 | 16.570 | 27.341 | na | 38.111 | 0.498 | 1.326 | 2,884 | 6,632 | 34,599 | 79,576 |
| | 81-05 | 13.160 | 21.714 | na | 30.268 | 0.395 | 1.053 | 2,290 | 5,267 | 27,479 | 63,200 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

December 9, 2007 through July 5, 2008

| Pay Range | Official Hourly Rate | | | Monthly Basis* | | Annual Basis* | |
|--------------|----------------------|---------|--------------------|----------------|---------|---------------|---------|
| | Minimum | Maximum | 3% of Minimum** | Minimum | Maximum | Minimum | Maximum |
| 90-01 | 28.169 | 43.662 | 0.846 | 4,901 | 7,597 | 58,817 | 91,166 |
| 90-02 | 30.423 | 47.156 | 0.913 | 5,294 | 8,205 | 63,523 | 98,462 |
| 90-03 | 32.857 | 50.929 | 0.986 | 5,717 | 8,862 | 68,605 | 106,340 |
| 90-04 | 35.486 | 55.004 | 1.065 | 6,175 | 9,571 | 74,095 | 114,848 |
| 90-05 | 38.325 | 59.404 | 1.150 | 6,669 | 10,336 | 80,023 | 124,036 |
| 90-06 | 41.391 | 64.157 | 1.242 | 7,202 | 11,163 | 86,424 | 133,960 |
| 90-07 | 44.703 | 69.290 | 1.342 | 7,778 | 12,056 | 93,340 | 144,678 |
| 90-08 | 48.280 | 74.834 | 1.449 | 8,401 | 13,021 | 100,809 | 156,253 |
| 90-09 | 52.143 | 80.822 | 1.565 | 9,073 | 14,063 | 108,875 | 168,756 |
| 90-10 | 56.315 | 87.289 | 1.690 | 9,799 | 15,188 | 117,586 | 182,259 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

July 6, 2008 through July 4, 2009

| Pay Range | Official Hourly Rate | | 3% of Minimum** | Monthly Basis* | | Annual Basis* | |
|--------------|----------------------|---------|--------------------|----------------|---------|---------------|---------|
| | Minimum | Maximum | | Minimum | Maximum | Minimum | Maximum |
| 90-01 | 28.451 | 44.100 | 0.854 | 4,950 | 7,673 | 59,406 | 92,081 |
| 90-02 | 30.728 | 47.629 | 0.922 | 5,347 | 8,287 | 64,160 | 99,449 |
| 90-03 | 33.187 | 51.440 | 0.996 | 5,775 | 8,951 | 69,294 | 107,407 |
| 90-04 | 35.842 | 55.556 | 1.076 | 6,237 | 9,667 | 74,838 | 116,001 |
| 90-05 | 38.710 | 60.001 | 1.162 | 6,736 | 10,440 | 80,826 | 125,282 |
| 90-06 | 41.807 | 64.801 | 1.255 | 7,274 | 11,275 | 87,293 | 135,304 |
| 90-07 | 45.152 | 69.986 | 1.355 | 7,856 | 12,178 | 94,277 | 146,131 |
| 90-08 | 48.765 | 75.586 | 1.463 | 8,485 | 13,152 | 101,821 | 157,824 |
| 90-09 | 52.667 | 81.634 | 1.581 | 9,164 | 14,204 | 109,969 | 170,452 |
| 90-10 | 56.881 | 88.166 | 1.707 | 9,897 | 15,341 | 118,768 | 184,091 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

December 9, 2007 through July 5, 2008

| Pay Range | Official Hourly Rate | | | Monthly Basis* | | Annual Basis* | |
|----------------------|-----------------------------|----------------|----------------------------|-----------------------|----------------|----------------------|----------------|
| | Minimum | Maximum | 3% of Minimum** | Minimum | Maximum | Minimum | Maximum |
| 95-01 | 41.160 | 72.154 | 1.235 | 7,162 | 12,555 | 85,942 | 150,658 |
| 95-02 | 54.879 | 96.149 | 1.647 | 9,549 | 16,730 | 114,587 | 200,759 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

July 6, 2008 through July 4, 2009

| Pay Range | Official Hourly Rate | | | Monthly Basis* | | Annual Basis* | |
|--------------|----------------------|----------------|---------------------------|----------------|----------------|----------------|----------------|
| | <u>Minimum</u> | <u>Maximum</u> | 3% of <u>Minimum**</u> | <u>Minimum</u> | <u>Maximum</u> | <u>Minimum</u> | <u>Maximum</u> |
| 95-01 | 41,572 | 72,876 | 1,248 | 7,234 | 12,680 | 86,802 | 152,165 |
| 95-02 | 55,428 | 97,110 | 1,663 | 9,644 | 16,897 | 115,734 | 202,766 |

*Estimates for informational purposes only. The Official Hourly Rate is used for payroll purposes.

**Equivalent to Within Range Pay Step.