

**SECTION Z - CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY
SCHEDULES FOR THE 2011-2013 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.

All pay schedules for 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 schedules for the public safety bargaining unit are not included in this Plan.

PAY SCHEDULE 1: TRADES SUPERVISORY/MANAGEMENT

Effective: January 1, 2012 through June 29, 2013

Pay
Range

01-99 Based on prevailing rates. See Section A, 4.08 of the Compensation Plan

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Range Adjustment</u>
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

PAY SCHEDULE 03: BLUE COLLAR

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Range Adjustment</u>
8	\$11.284	\$15.190	\$0.339	\$.628
9	\$11.949	\$15.915	\$0.359	\$.665
10	\$12.892	\$17.005	\$0.387	\$.943
11	\$13.913	\$18.253	\$0.418	\$1.021
12	\$15.021	\$19.510	\$0.451	\$1.108
13	\$16.218	\$20.970	\$0.487	\$1.197
14	\$17.513	\$22.320	\$0.526	\$1.295
15	\$18.916	\$23.781	\$0.568	\$1.403
16	\$20.431	\$25.339	\$0.613	\$1.515
17	\$22.067	\$26.998	\$0.663	1.636

PAY SCHEDULE 04: TRADES

Effective: January 1, 2012 through June 29, 2013

Range

04-00 Based on adjusted prevailing rates.

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Range Adjustment</u>
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	\$1.400
32	\$15.639	\$26.352	\$0.470	\$1.450
40	\$21.610	\$29.900	\$0.447	\$1.650
41	\$24.203	\$30.759	\$0.470	\$1.700

PAY SCHEDULE 06: TECHNICAL

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Current Range Adjustment</u>
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

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective : January 1, 2012 through June 29, 2013

Official Hourly Basis

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

**PAY SCHEDULE 07: FISCAL & STAFF SERVICES
SEMI-AUTOMATIC PAY PROGRESSION STRUCTURE**

Effective : January 1, 2012 through June 29, 2013

Special Agent and Excise Tax Agent Schedule

Range 07-30		Range 07-31	
min	max	min	max
24.748	29.095	30.425	35.300
progression points:		progression points:	
A	24.748	A	30.425
B	26.198	B	31.644
C	27.645	C	32.861
D	29.095	D	34.080
		E	35.300

Criminal Analyst Schedule

Range 07-32		Range 07-33	
min	max	min	max
16.902	20.745	22.026	27.151
progression points:		progression points:	
A	16.902	A	22.026
B	18.183	B	23.307
C	19.464	C	24.589
D	20.745	D	25.870
		E	27.151

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

Effective: January 1, 2012 through June 29, 2013

Official Hourly Rate				Monthly Basis*			Annual Basis*				
<u>Range</u>	<u>Appt</u>		<u>Within</u>		<u>Appt</u>						
	<u>Minimum</u>	<u>Maximum</u>	<u>Range Pay</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Maximum</u>	
08-03	22.026	36.343	50.660	0.661	1.763	3,833	6,324	8,815	45,990	75,884	105,778
08-04	16.902	27.889	38.875	0.508	1.353	2,941	4,853	6,764	35,291	58,231	81,171

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

BROADBAND PAY SCHEDULE 09: ATTORNEYS

Effective: January 1, 2012 through June 29, 2013

<u>Classification</u>	<u>Minimum</u>	<u>Appt. Max.</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>
Attorney 09-75	\$23.673	\$40.446	\$57.218	\$0.711

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective: January 1, 2012 through June 29, 2013

<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>Min</u>	<u>Appt Max</u>	<u>Max</u>	<u>Min</u>	<u>Appt Max</u>	<u>Max</u>
10-49										
49 (Optometrist)	59.446	77.279	95.112	1.783	10,343.61	13,446.55	16,549.49	124,123.25	161,358.55	198,593.86
10-50										
50 (Dentist)	64.839	79.976	95.112	1.945	11,281.99	13,915.74	16,549.49	135,383.83	166,988.84	198,593.86
10-51										
51 (Physician)	64.927	84.405	103.882	1.948	11,297.30	14,686.38	18,075.47	135,567.58	176,236.60	216,905.62
10-52										
52 (Psychiatrist)	70.829	92.077	113.325	2.125	12,324.25	16,021.40	19,718.55	147,890.95	192,256.78	236,622.60

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

PAY SCHEDULE 11: PATIENT CARE

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Official Hourly Basis</u>		<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
11-06	\$19.264	\$35.183	\$0.578	1.542	\$3,352	\$6,122	\$40,223	\$73,462
11-07	\$20.516	\$37.469	\$0.616	1.642	\$3,570	\$6,520	\$42,837	\$78,235
11-08	\$21.851	\$39.910	\$0.656	1.749	\$3,802	\$6,944	\$45,625	\$83,332
11-09	\$23.270	\$42.501	\$0.699	1.862	\$4,049	\$7,395	\$48,588	\$88,742
11-10	\$24.782	\$45.266	\$0.744	1.983	\$4,312	\$7,876	\$51,745	\$94,515
11-11	\$26.393	\$48.208	\$0.792	2.112	\$4,592	\$8,388	\$55,109	\$100,658
11-12	\$31.149	\$52.858	\$0.935	2.492	\$5,420	\$9,197	\$65,039	\$110,368
11-22	\$37.051	\$62.868	\$1.112	2.965	\$6,447	\$10,939	\$77,362	\$131,268
11-40	\$28.476	\$48.317	\$0.855	2.279	\$4,955	\$8,407	\$59,458	\$100,886
11-41	\$30.326	\$51.457	\$0.910	2.427	\$5,277	\$8,954	\$63,321	\$107,442
11-42	\$32.297	\$54.803	\$0.969	2.584	\$5,620	\$9,536	\$67,436	\$114,429

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

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>Range Adjustment</u>
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
30	\$35.000	\$45.000	\$1.050	\$2.450
31	\$40.000	\$50.000	\$1.200	\$2.700
32	\$48.000	\$58.000	\$1.440	\$3.100
33	\$53.000	\$63.000	\$1.590	\$3.350

PAY SCHEDULE 12 STRUCTURE

<i>Classification</i>	<i>A Level Structure Rate 1-1-2012</i>	<i>B Level Structure Rate 1-1-2012</i>	C Level Structure Rates (12-08)
Social Worker - Corrections	(12-05) 17.041	(12-06) 18.705	Structure rate corresponding to employee's year of adjusted continuous service date (see below).
Probation & Parole Agent	(12-05) 17.041	(12-06) 18.705	Structure rate corresponding to employee's year of adjusted continuous service date (see below).
Offender Classification Specialist	(12-07) 19.939	(12-08) Structure rate corresponding to employee's year of adjusted continuous service date (see below).	N/A

Pay Schedule 12 Structure Social Worker - Corrections C; Probation and Parole Agent C; Offender Classification Specialist B	
Year	1/1/2012 - 6/29/2013
2007 - 2013	21.568
2006	22.078
2005	22.333
2004	22.604
2003	22.732
2002	22.947
2001	23.109
2000	23.271
1999	23.753
1998	24.183
1997	24.925
1996	25.248
1995	25.506
1994	25.774
1993	26.086
1992	26.462
1991	26.730
1990	26.989
1989	27.256
1988	27.515
1987	27.836
1986	28.159
1985	28.416
1984	28.685
1983	28.944
1982	29.318
1981	29.588
1980	29.845
1979	30.114
1978	30.371

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective: January 1, 2012 through June 29, 2013

Official Hourly Basis

<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of the Minimum</u>
2	25.763	42.509	59.255	0.773	2.062
3	22.026	36.343	50.660	0.661	1.763
4	16.902	27.885	38.875	0.508	1.353

PAY SCHEDULE 14: ENGINEERING

Effective: January 1, 2012 through June 29, 2013

Official Hourly Rate

<u>Range</u>	<u>Min</u>	<u>Max</u>	<u>8% of Minimum</u>	<u>Within Range Pay Step</u>
14-03	15.945	25.800	1.276	0.479
14-04	21.078	33.766	1.687	0.633
14-05	22.644	36.274	1.812	0.680
14-06	24.257	38.858	1.941	0.728
14-46	22.405	38.066	1.793	0.673
14-47	26.434	42.346	2.115	0.794
14-48	28.584	45.790	2.287	0.858
14-55	19.274	30.875	1.542	0.579
14-56	22.725	36.404	1.818	0.682
14-57	26.230	42.019	2.099	0.787

PAY SCHEDULE 14: PAY PROGRESSION SCHEDULE

Effective: January 1, 2012 through June 29, 2013

Specialist (14-03)		Engineer (14-46)		Construction Rep. & Facility Designer (14-55)	
Minimum	15.945	Minimum	22.405	Minimum	19.274
A (year 1)	16.968	A (year 1)	23.210	A (year 1)	20.422
B	17.993	B	24.016	B	21.571
C (year 2)	19.022	C (year 2)	24.821	C (year 2)	22.723
D	20.048	D	25.627		
E (year 3)	21.074	E (year 3)	26.434		

BROADBAND PAY SCHEDULE 15: SCIENCE PROFESSIONALS

Effective: January 1, 2012 through June 29, 2013

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis*</u>				<u>Annual Basis*</u>		
	<u>Min</u>	<u>Appt Max</u>	<u>Max</u>	<u>Within Range</u>	<u>8% of</u>			<u>Max</u>	<u>Appt</u>		
				<u>Pay Step</u>	<u>Min</u>	<u>Min</u>	<u>Appt Max</u>		<u>Min</u>	<u>Max</u>	<u>Max</u>
15-02	40.913	49.096	57.279	1.228	3.274	7,119	8,543	9,967	85,426	102,512	119,599
15-03	22.026	36.343	50.660	0.661	1.763	3,833	6,324	8,815	45,990	75,884	105,778
15-24	16.902	n/a	28.170	0.508	1.353	2,941		4,902	35,291		58,819
15-35	18.034	n/a	30.057	0.542	1.443	3,138		5,230	37,655		62,759

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

BROADBAND PAY SCHEDULE 15: SCIENCE PAY PROGRESSION SCHEDULE

Effective: January 1, 2012 through June 29, 2013

<u>Developmental Series</u>		<u>Hydrogeologist Series</u>	
<u>Range 15-24</u>		<u>Range 15-35</u>	
	<u>Rate</u>		<u>Rate</u>
Minimum	16.902	Minimum	18.034
A (Year 1)	17.700	A (Year 1)	19.727
B	18.614	B	21.309
C (Year 2)	19.527	C (Year 2)	22.895
D	20.443		
E (Year 3)	21.355		

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS

Effective: January 1, 2012 through June 29, 2013

<u>Classification</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>
Attorney 20-75	\$23.673	\$57.218	\$0.711

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS

Effective: January 1, 2012 through June 29, 2013

<u>Classification</u>	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>
Attorney 21-75	\$23.673	\$40.446	\$57.218	\$0.711

PAY SCHEDULE 36: LAW ENFORCEMENT SENIORITY-BASED TRANSACTION GRID*
Pay Ranges 36-40, 36-41, 36-42
Effective: January 1, 2012 through June 29, 2013

Seniority	<u>Range</u>		
	40	41	42
0	19.951	27.726	16.500
1	20.045	28.342	16.581
2	20.259	28.958	16.783
3	20.871	29.574	16.939
4	21.659	30.190	17.272
5	22.447	30.808	17.708
6	23.393	30.808	18.224
7	23.899	30.808	18.752
8	24.322	30.808	19.239
9	24.745	30.808	19.734
10	25.207	30.808	20.437
11	25.799	30.808	21.138
12	26.385	30.808	21.841
13	26.962	30.808	22.530
14	27.385	30.808	23.207
15	27.854	30.808	23.207
16	28.387	30.808	23.207
17	28.955	30.808	23.207
18	28.955	30.808	23.207
19	28.955	30.808	23.207
20	28.955	30.808	23.207
21	28.955	30.808	23.207
22	28.955	30.808	23.207
23	28.955	30.808	23.207
24	28.955	30.808	23.207
25	28.955	30.808	23.207

*This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation based on years of seniority as of June 30, 2008.

PAY SCHEDULE 36: DMV FIELD AGENT
Pay Ranges 36-11 through 36-15*
Effective: January 1, 2012 through June 29, 2013

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>Range Adjustment</u>
11	14.393	21.699	0.432	1.350
12	15.566	23.456	0.467	1.400
13	16.833	25.359	0.505	1.450
14	18.206	27.419	0.547	1.500
15	19.695	29.653	0.591	1.550

*While range 12 is shown here, no employees in a DMV Field Agent classification will be placed in pay range 12 after the Transportation Customer Representative (TCR) survey is implemented on January 4, 2009. The pay progression amount for employees in pay range 11 after 12 months would equal the range adjustment amount for range 12 (\$1.400).

GENERAL BROADBAND PAY SCHEDULES

Effective: January 1, 2012 through June 29, 2013

		<u>Official Hourly Rate</u>						<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
<u>Pay Schedule</u>	<u>Pay Range</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	28.846	43.269	na	57.692	0.866	2.308	5,020	10,039	60,231	120,461
	50-20	40.000	60.000	na	80.000	1.200	3.200	6,960	13,920	83,520	167,040
	50-50	64.839	84.291	na	103.743	1.946	5.188	11,282	18,052	135,384	216,616
	50-51	65.576	85.315	na	105.053	1.968	5.247	11,411	18,280	136,923	219,351
	50-52	71.537	93.070	na	114.603	2.147	5.723	12,448	19,941	149,370	239,292
Law Enforcement											
56	56-01	23.819	35.789	na	47.758	0.715	1.906	4,145	8,310	49,735	99,719
	56-02	19.175	24.928	na	30.680	0.576	1.534	3,337	5,339	40,038	64,060
Information Systems-Related											
70	70-02	25.763	42.509	47.146	59.255	0.773	2.062	4,483	10,311	53,794	123,725
Professional Legal-Related											
71	71-01	23.673	40.446	na	57.218	0.711	1.894	4,120	9,956	49,430	119,472
General											
81	81-01	28.451	47.599	na	66.747	0.854	2.277	4,951	11,614	59,406	139,368
	81-02	25.763	42.509	na	59.255	0.773	2.062	4,483	10,311	53,794	123,725
	81-03	22.026	36.343	na	50.660	0.661	1.763	3,833	8,815	45,991	105,779
	81-04	16.902	27.889	na	38.875	0.508	1.353	2,941	6,765	35,292	81,171
	81-05	13.424	22.150	na	30.876	0.403	1.074	2,336	5,373	28,030	64,470

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

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 1, 2012 through June 29, 2013

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>
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)

Effective: January 1, 2012 through June 29, 2013

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.