SECTION Z - CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2013-2015 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.

Monthly and annual amounts shown in the schedules are for informational purposes only. Hourly amounts are the Official Hourly Rate amounts used for payroll purposes.

PAY SCHEDULE 1: TRADES SUPERVISORY/MANAGEMENT

Effective: June 30, 2013 through June 27, 2015

Pay Range	
01-99	Based on prevailing rates. See Section A, 2.09 of the Compensation Plan

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective June 30, 2013 through June 28, 2014

Range	Minimum	Maximum	Within Range Pay Step	8% of Minimum
8	12.078	18.842	0.363	0.967
9	13.054	19.973	0.392	1.045
10	14.108	21.586	0.424	1.129
11	15.258	23.345	0.458	1.221
12	16.502	25.249	0.496	1.321
13	17.845	27.303	0.536	1.428
14	19.298	29.526	0.579	1.544
15	20.868	31.929	0.627	1.670

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective June 29, 2014 through June 27, 2015

Range	Minimum	Maximum	Within Range Pay Step	8% of Minimum
8	12.199	19.031	0.366	0.976
9	13.185	20.174	0.396	1.055
10	14.250	21.803	0.428	1.140
11	15.411	23.579	0.463	1.233
12	16.668	25.503	0.501	1.334
13	18.024	27.577	0.541	1.442
14	19.491	29.822	0.585	1.560
15	21.077	32.248	0.633	1.687

PAY SCHEDULE 03: BLUE COLLAR

Effective June 30, 2013 through June 28, 2014

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

PAY SCHEDULE 03: BLUE COLLAR

Effective June 28, 2014 through June 27, 2015

Range	Minimum	Maximum	Within Range Pay Step	8% of Minimum
8	11.511	19.031	0.346	0.921
9	12.19	20.174	0.366	0.976
10	13.152	21.803	0.395	1.053
11	14.194	23.579	0.426	1.136
12	15.324	25.503	0.460	1.226
13	16.545	27.577	0.497	1.324
14	17.866	29.822	0.536	1.430
15	19.298	32.248	0.579	1.544
16	20.843	34.880	0.626	1.668
17	22.511	37.727	0.676	1.801

PAY SCHEDULE 04: TRADES

INFORMATIONAL ONLY: NOT APPLICABLE DUE TO JCOER MODIFICATION OF THE 2013-2015 COMPENSATION PLAN

Effective: June 30, 2013 through June 27, 2015

Range 04-00

Reduction Formula for Calculating the Adjusted Prevailing Rate from the Gross Area Prevailing Rate

A. REDUCTION FOR PAID TIME OFF

Vacation	40	Number of hours/week
	2,088	Annual hours
	2.5	Vacation weeks (12.5 days)
	4.79%	Percent value of this vacation option
Legal Holidays	9	Number of holidays per year
	72	Annual holiday hours
	3.45%	Holiday hours as percent of 2088 annual hours
Sick Leave	**3.59%**	Average sick leave use by craftsworkers in calendar years 2011-2012
	11.83%	Total percentage value of paid leave
Subtotal*	**88.17%**	100% minus value of paid leave

***Subtotal** - Percentage of Gross Prevailing Rate before WRS and Life Insurance

B. REDUCTION FOR RETIREMENT AND LIFE INSURANCE

Life Insurance	**0.12%**	Based on Personal Services and Fringe Benefit Cost Summary, FY12
Retirement	**6.65%**	State Contribution - ***will be adjusted with any contribution changes***
	6.77%	Retirement plus Life Insurance
	5.97%	Retirement/Life Insurance as a percentage of Subtotal from Step A

C. ADJUSTED STATE RATE PERCENTAGE OF GROSS AREA PREVAILING RATE

82.20%	Subtotal from Step A minus retirement/life percentage reduction from Step B. Rate for basic option of 2.5 weeks of vacation

D. VACATION OPTIONS AND ADJUSTED PREVAILING RATE

Vacation Option	Percentage of Gross Area Prevailing Rate
2.5 weeks	**82.20%**
3.5 weeks	**80.62%**
4.5 weeks	**79.07%**

The Percentage of Gross Area Prevailing Rate will be adjusted with any change to the state contribution to Wisconsin Retirement System accounts for general employees.

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

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective June 30, 2013 through June 28, 2014

Range	Minimum	Maximum	Within Range Pay Step	8% of Minumum
8	11.595	19.828	0.348	0.928
9	12.531	21.429	0.376	1.003
10	13.545	23.162	0.407	1.084
11	14.644	25.042	0.440	1.172
12	15.839	27.085	0.476	1.268
13	17.128	29.289	0.514	1.371
14	18.526	31.680	0.556	1.483
15	20.04	34.269	0.602	1.604
16	21.434	36.653	0.644	1.715
17	22.935	39.219	0.689	1.835
31	15.043	26.251	0.452	1.204
32	15.796	28.876	0.474	1.264
40	21.827	31.929	0.655	1.747
41	24.446	34.166	0.734	1.956

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective June 29, 2014 through June 27, 2015

Range	Minimum	Maximum	Within Range Pay Step	8% of Minumum
8	11.711	20.026	0.352	0.937
9	12.657	21.644	0.380	1.013
10	13.681	23.395	0.411	1.095
11	14.791	25.293	0.444	1.184
12	15.998	27.357	0.480	1.280
13	17.300	29.583	0.519	1.384
14	18.712	31.998	0.562	1.497
15	20.241	34.613	0.608	1.620
16	21.649	37.020	0.650	1.732
17	23.165	39.613	0.695	1.854
31	15.194	26.590	0.456	1.216
32	15.954	29.196	0.479	1.277
40	22.046	32.248	0.662	1.764
41	24.691	34.880	0.741	1.976

PAY SCHEDULE 06: TECHNICAL

Effective June 30, 2013 through June 28, 2014

Range	Minimum	Maximum	Within Range Pay Step	8% of Minimum
8	11.761	18.842	0.353	0.941
9	11.994	19.973	0.360	0.960
10	12.973	21.586	0.390	1.038
11	14.038	23.345	0.422	1.124
12	15.190	25.249	0.456	1.216
13	16.436	27.303	0.494	1.315
14	17.786	29.526	0.534	1.423
15	19.245	31.929	0.578	1.540
16	20.831	34.166	0.625	1.667
17	22.545	36.954	0.677	1.804
18	24.399	39.970	0.732	1.952
19	26.352	43.232	0.791	2.109

PAY SCHEDULE 06: TECHNICAL

Effective June 29, 2014 through June 27, 2015

Range	Minimum	Maximum	Within Range Pay Step	8% of Minimum
8	11.879	19.031	0.357	0.951
9	12.114	20.174	0.364	0.970
10	13.103	21.803	0.394	1.049
11	14.179	23.579	0.426	1.135
12	15.342	25.503	0.461	1.228
13	16.601	27.577	0.499	1.329
14	17.964	29.822	0.539	1.438
15	19.438	32.248	0.584	1.556
16	21.040	34.880	0.632	1.684
17	22.771	37.727	0.684	1.822
18	24.643	40.806	0.740	1.972
19	26.616	44.136	0.799	2.130

PAY SCHEDULE 06: TECHNICAL

Effective December 29, 2013 through June 28, 2014

Broadband

Pay Range	Minimum	Appointment Maximum 1	Maximum	Within Range Step	8% of Minimum
5	19.245	25.783	32.321	0.578	1.540

PAY SCHEDULE 06: TECHNICAL

Effective June 29, 2014 through June 27, 2015

Broadband

Range	Minimum	Appointment Maximum 1	Maximum	Within Range Step	8% of Minimum
5	19.438	26.042	32.645	0.584	1.556

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective June 30, 2013 through June 28, 2014

	Official Hourly Rate						Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
2	26.021	42.935	47.618	59.849	0.781	2.082	4,528	10,414	54,332	124,965
3	22.247	36.708	na	51.169	0.668	1.780	3,871	8,904	46,452	106,841
4	17.072	28.169	na	39.266	0.513	1.366	2,971	6,833	35,647	81,988
5	13.559	22.373	na	31.186	0.407	1.085	2,360	5,427	28,312	65,117

PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective June 30, 2013 through June 28, 2014

Excise Tax Agent Special Agent		Excise Tax Agent - Senior Special Agent - Senior		Criminal Analyst		Criminal Analyst - Senior	
progression points:		progression points:		progression points:		progression points:	
A	24.996	**A**	30.730	**A**	17.072	**A**	22.247
B	26.460	**B**	31.961	**B**	18.365	**B**	23.541
C	27.922	**C**	33.190	**C**	19.659	**C**	24.835
D	29.386	**D**	34.421	**D**	20.953	**D**	26.129
		E	35.653			**E**	27.423

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: June 29, 2014 through June 27, 2015

	Official Hourly Rate						Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
2	26.282	43.366	48.096	60.449	0.789	2.103	4,574	10,519	54,877	126,218
3	22.470	37.076	na	51.681	0.675	1.798	3,910	8,993	46,918	107,910
4	17.243	28.451	na	39.659	0.518	1.380	3,001	6,901	36,004	82,808
5	13.695	22.597	na	31.499	0.411	1.096	2,383	5,481	28,596	65,770
32	32.640	49.656	na	61.000	0.980	2.612	5,680	10,614	68,153	127,368
33	28.560	43.824	na	54.000	0.857	2.285	4,970	9,396	59,634	112,752
34	24.480	37.992	na	47.000	0.735	1.959	4,260	8,178	51,115	98,136
35	20.400	32.160	na	40.000	0.612	1.632	3,550	6,960	42,596	83,520

PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: June 29, 2014 through June 27, 2015

Excise Tax Agent Special Agent		Excise Tax Agent - Senior Special Agent - Senior		Criminal Analyst		Criminal Analyst - Senior	
progression points:		progression points:		progression points:		progression points:	
A	25.246	A	31.038	A	17.243	A	22.470
B	26.725	B	32.281	B	18.549	B	23.777
C	28.202	C	33.522	C	19.856	C	25.084
D	29.680	D	34.766	D	21.163	D	26.391
		E	36.010			E	27.698

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

Effective June 30, 2013 through June 28, 2014

	Official Hourly Rate						Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
3	22.247	36.708	na	51.169	0.668	1.780	3,871	8,904	46,452	106,841
4	17.072	28.169	na	39.266	0.513	1.366	2,971	6,833	35,647	81,988

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

Effective June 29, 2014 through June 27, 2015

	Official Hourly Rate						Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
3	22.470	37.076	na	51.681	0.675	1.798	3,910	8,993	46,918	107,910
4	17.243	28.451	na	39.659	0.518	1.380	3,001	6,901	36,004	82,808

BROADBAND PAY SCHEDULE 09: ATTORNEYS

Effective June 30, 2013 through June 28, 2014

	Official Hourly Rate					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
09-75	23.910	40.851	57.791	0.718	1.913	4,161	10,056	49,925	120,668
09-76	23.673	40.446	57.218	0.711	1.894	4,120	9,956	49,430	119,472

BROADBAND PAY SCHEDULE 09: ATTORNEYS

Effective June 29, 2014 through June 27, 2015

	Official Hourly Rate					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
09-75	24.150	41.261	58.369	0.725	1.932	4,203	10,157	50,426	121,879
09-76	23.673	40.446	57.218	0.711	1.894	4,120	9,956	49,430	119,472

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective June 30, 2013 through June 28, 2014

	Official Hourly Basis					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appt Max	Maximum	WRPS	8% of Minimum	Minimum	Maximum	Minimun	Maximum
49	60.041	78.053	96.064	1.802	3.920	10,448	16,716	125,366	200,582
50	65.488	80.776	96.064	1.965	4.000	11,395	16,716	136,739	200,582
51	65.577	85.250	104.922	1.968	4.080	11,411	18,257	136,925	219,078
52	71.538	92.999	114.460	2.147	4.160	12,448	19,917	149,372	238,993

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective June 29, 2014 through June 27, 2015

	Official Hourly Basis					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appt Max	Maximum	WRPS	8% of Minimum	Minimum	Maximum	Minimun	Maximum
49	60.642	78.835	97.028	1.820	3.920	10,552	16,883	126,621	202,595
50	66.143	81.586	97.028	1.985	4.000	11,509	16,883	138,107	202,595
51	66.233	86.103	105.973	1.987	4.080	11,525	18,440	138,295	221,272
52	72.254	93.931	115.607	2.168	4.160	12,573	20,116	150,867	241,388

BROADBAND PAY SCHEDULE 11: PATIENT CARE

Effective June 30, 2013 through June 28, 2014

	Official Hourly Rate					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
1	32.620	45.096	57.571	0.979	2.610	5,676	10,018	68,111	120,209
2	28.761	41.075	53.388	0.863	2.301	5,005	9,290	60,053	111,475
3	25.030	36.594	48.158	0.751	2.003	4,356	8,380	52,263	100,554
4	22.070	32.499	42.927	0.663	1.766	3,841	7,470	46,083	89,632
5	19.245	25.783	32.321	0.578	1.540	3,349	5,624	40,184	67,487

BROADBAND PAY SCHEDULE 11: PATIENT CARE

Effective June 29, 2014 through June 27, 2015

	Official Hourly Rate					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
1	32.947	45.548	58.148	0.989	2.636	5,733	10,118	68,794	121,414
2	29.049	41.486	53.922	0.872	2.324	5,055	9,383	60,655	112,590
3	25.281	36.961	48.641	0.759	2.023	4,399	8,464	52,787	101,563
4	22.291	32.824	43.357	0.669	1.784	3,879	7,545	46,544	90,530
5	19.438	26.042	32.645	0.584	1.556	3,383	5,681	40,587	68,163

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 30, 2013 through June 28, 2014

Range	Minimum	Maximum	Within Range Pay Step	8% of Minimum
1	12.593	19.973	0.378	1.008
2	13.613	21.586	0.409	1.090
3	14.718	23.345	0.442	1.178
4	15.914	25.249	0.478	1.274
5	17.212	27.303	0.517	1.377
6	18.616	29.526	0.559	1.490
7	20.139	31.929	0.605	1.612
8	21.784	34.166	0.654	1.743
9	23.552	36.954	0.707	1.885
10	25.455	39.970	0.764	2.037
11	27.402	43.232	0.823	2.193
12	29.490	46.760	0.885	2.360
13	31.744	50.576	0.953	2.540

PAY SCHEDULE 12 GRID STRUCTURE

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

Effective June 30, 2013 - June 28, 2014

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

Effective June 29, 2014 - June 27, 2015

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

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

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 30, 2013 through June 28, 2014

	Official Hourly Basis					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appt Max	Maximum	WRPS	8% of Minimum	Minimum	Maximum	Minimun	Maximum
80	32.000	60.000	72.000	0.960	2.560	5,568	12,528	66,816	150,336
60	25.500	41.438	57.375	0.765	2.040	4,437	9,984	53,244	119,799
63	19.000	35.085	51.169	0.570	1.520	3,306	8,904	39,672	106,841
64	15.914	27.590	39.266	0.478	1.274	2,770	6,833	33,229	81,988
65	12.593	21.890	31.186	0.378	1.008	2,192	5,427	26,295	65,117

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 29, 2014 through June 27, 2015

Range	Minimum	Maximum	Within Range Pay Step	8% of Minimum
1	12.719	20.174	0.382	1.018
2	13.750	21.803	0.413	1.100
3	14.866	23.579	0.446	1.190
4	16.074	25.503	0.483	1.286
5	17.385	27.577	0.522	1.391
6	18.803	29.822	0.565	1.505
7	20.341	32.248	0.611	1.628
8	22.002	34.880	0.661	1.761
9	23.788	37.727	0.714	1.904
10	25.710	40.806	0.772	2.057
11	27.677	44.136	0.831	2.215
12	29.785	47.738	0.894	2.383
13	32.062	51.634	0.962	2.565

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 29, 2014 through June 27, 2015

	Official Hourly Basis					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appt Max	Maximum	WRPS	8% of Minimum	Minimum	Maximum	Minimun	Maximum
80	32.320	60.000	72.720	0.970	2.586	5,624	12,654	67,485	151,840
60	25.755	41.852	57.949	0.773	2.061	4,482	10,084	53,777	120,998
63	19.190	35.436	51.681	0.576	1.536	3,340	8,993	40,069	107,910
64	16.074	27.867	39.659	0.483	1.286	2,797	6,901	33,563	82,808
65	12.719	22.109	31.499	0.382	1.018	2,214	5,481	26,558	65,770

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective June 30, 2013 through June 28, 2014

	Official Hourly Basis					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appt Max	Maximum	WRPS	8% of Minimum	Minimum	Maximum	Minimun	Maximum
2	26.021	42.935	59.849	0.781	2.082	4,528	10,414	54,332	124,965
3	22.247	36.708	51.169	0.668	1.780	3,871	8,904	46,452	106,841
4	17.072	28.169	39.266	0.513	1.366	2,971	6,833	35,647	81,988

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective June 29, 2014 through June 27, 2015

Pay Range	Official Hourly Basis			WRPS	8% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Appt Max	Maximum			Minimum	Maximum	Minimun	Maximum
2	26.282	43.366	60.449	0.789	2.103	4,574	10,519	54,877	126,218
3	22.470	37.076	51.681	0.675	1.798	3,910	8,993	46,918	107,910
4	17.243	28.451	39.659	0.518	1.380	3,001	6,901	36,004	82,808

BROADBAND PAY SCHEDULE 14: ENGINEERING

Effective June 30, 2013 through June 28, 2014

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

PAY SCHEDULE 14: ENGINEERING

Effective June 30, 2013 through June 28, 2014

Specialist

6 month progression points:

A (year 1)	17.138
B	18.173
C (year 2)	19.213
D	20.249
E (year 3)	21.285

Engineer

6 month progression points:

A (year 1)	23.443
B	24.257
C (year 2)	25.070
D	25.884
E (year 3)	26.699

Construction Representative
Facility Designer

6 month progression points:

A (year 1)	20.627
B	21.787
C (year 2)	22.951

BROADBAND PAY SCHEDULE 14: ENGINEERING

Effective June 29, 2014 through June 27, 2015

	Official Hourly Rate						Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
13	22.470	37.076	na	51.681	0.675	1.798	3,910	8,993	46,918	107,910
14	17.243	28.451	na	39.659	0.518	1.380	3,001	6,901	36,004	82,808
15	13.695	22.597	na	31.499	0.411	1.096	2,383	5,481	28,596	65,770

PAY SCHEDULE 14: ENGINEERING

Effective June 29, 2014 through June 27, 2015

Specialist

6 month progression points:

A (year 1)	17.310
B	18.355
C (year 2)	19.406
D	20.452
E (year 3)	21.498

Engineer

6 month progression points:

A (year 1)	23.678
B	24.500
C (year 2)	25.321
D	26.143
E (year 3)	26.966

Construction Representative
Facility Designer

6 month progression points:

A (year 1)	20.834
B	22.005
C (year 2)	23.181

BROADBAND PAY SCHEDULE 15: SCIENCE

Effective June 30, 2013 through June 28, 2014

	Official Hourly Rate						Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
2	41.323	49.588	na	57.853	1.240	3.306	7,190	10,066	86,282	120,797
3	22.247	36.708	na	51.169	0.668	1.780	3,871	8,904	46,452	106,841
4	17.072	28.169	na	39.266	0.513	1.366	2,971	6,833	35,647	81,988

PAY SCHEDULE 15: SCIENCE

Effective June 30, 2013 through June 28, 2014

Developmental (15-04)

6 month progression points:

A (year 1)	17.877
B	18.801
C (year 2)	19.723
D	20.648
E (year 3)	21.569

Hydrogeologist (15-04)

6 month progression points:

A (year 1)	19.925
B	21.523
C (year 2)	23.124

BROADBAND PAY SCHEDULE 15: SCIENCE

Effective June 29, 2014 through June 27, 2015

	Official Hourly Rate						Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
2	41.737	50.085	na	58.432	1.253	3.339	7,262	10,167	87,147	122,006
3	22.470	37.076	na	51.681	0.675	1.798	3,910	8,993	46,918	107,910
4	17.243	28.451	na	39.659	0.518	1.380	3,001	6,901	36,004	82,808

PAY SCHEDULE 15: SCIENCE

Effective June 29, 2014 through June 27, 2015

Developmental (15-04)

6 month progression points:

A (year 1)	18.056
B	18.990
C (year 2)	19.921
D	20.855
E (year 3)	21.785

Hydrogeologist (15-04)

6 month progression points:

A (year 1)	20.125
B	21.739
C (year 2)	23.356

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS

Effective June 30, 2013 through June 27, 2015

	Official Hourly Rate				Monthly Basis		Annual Basis	
Pay Range	Minimum	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
20-75	23.673	57.218	0.711	1.894	4,120	9,956	49,430	119,472

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS

Effective June 30, 2013 through June 27, 2015

	Official Hourly Rate					Monthly Basis		Annual Basis	
Pay Range	Minimum	Appointment Maximum 1	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
21-75	23.673	40.446	57.218	0.711	1.894	4,120	9,956	49,430	119,472

PAY SCHEDULE 36: LAW ENFORCEMENT

Effective June 30, 2013 through June 28, 2014

Range	Minimum	Maximum	WRPS	8% of Minimun
11	14.537	23.345	0.437	1.163
12	15.722	25.249	0.472	1.258
13	17.002	27.303	0.511	1.361
14	18.389	29.526	0.552	1.472
15	19.892	31.929	0.597	1.592
40	20.151	31.929	0.605	1.613
41	28.004	34.166	0.841	2.241
42	17.675	27.303	0.531	1.414

PAY SCHEDULE 36: LAW ENFORCEMENT

Effective June 29, 2014 through June 27, 2015

Range	Minimum	Maximum	WRPS	8% of Minimun
11	14.683	23.579	0.441	1.175
12	15.880	25.503	0.477	1.271
13	17.173	27.577	0.516	1.374
14	18.573	29.822	0.558	1.486
15	20.091	32.248	0.603	1.608
40	20.353	32.248	0.611	1.629
41	28.285	34.880	0.849	2.263
42	17.852	27.577	0.536	1.429

GENERAL BROADBAND PAY SCHEDULES

Effective: June 30, 2013 through June 28, 2014

		Official Hourly Rate						Monthly Basis		Annual Basis	
Pay Schedule	Pay Range	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
Patient-Related											
50	50-11	34.845	52.268	na	69.690	1.046	2.788	6,064	12,127	72,757	145,513
	50-20	40.400	60.600	na	80.800	1.212	3.232	7,030	14,060	84,356	168,711
	50-50	65.488	85.135	na	104.781	1.965	5.240	11,395	18,232	136,739	218,783
	50-51	66.232	86.168	na	106.104	1.987	5.299	11,525	18,463	138,293	221,546
	50-52	72.253	94.002	na	115.750	2.168	5.781	12,573	20,141	150,865	241,686
Information Systems-Related											
70	70-02	26.021	42.935	47.618	59.849	0.781	2.082	4,528	10,414	54,332	124,965
Professional Legal-Related											
71	71-01	23.910	40.851	na	57.791	0.718	1.913	4,161	10,056	49,925	120,668
	71-02	23.673	40.446	na	57.218	0.711	1.894	4,120	9,956	49,430	119,472
General											
81	81-01	28.736	48.133	na	67.530	0.863	2.299	5,001	11,751	60,001	141,003
	81-02	26.021	42.935	na	59.849	0.781	2.082	4,528	10,414	54,332	124,965
	81-03	22.247	36.708	na	51.169	0.668	1.780	3,871	8,904	46,452	106,841
	81-04	17.072	28.169	na	39.266	0.513	1.366	2,971	6,833	35,647	81,988
	81-05	13.559	22.373	na	31.186	0.407	1.085	2,360	5,427	28,312	65,117

GENERAL BROADBAND PAY SCHEDULES

Effective: June 29, 2014 through June 27, 2015

		Official Hourly Rate						Monthly Basis		Annual Basis	
Pay Schedule	Pay Range	Minimum	Appointment Maximum 1	Appointment Maximum 2	Maximum	Within Range Step	8% of Minimum	Minimum	Maximum	Minimum	Maximum
Patient-Related											
50	50-11	35.194	52.791	na	70.388	1.056	2.816	6,124	12,248	73,486	146,971
	50-20	40.804	61.206	na	81.608	1.225	3.265	7,100	14,200	85,199	170,398
	50-50	66.143	85.986	na	105.829	1.985	5.292	11,509	18,415	138,107	220,971
	50-51	66.895	87.031	na	107.166	2.007	5.352	11,640	18,647	139,677	223,763
	50-52	72.976	94.942	na	116.908	2.190	5.839	12,698	20,342	152,374	244,104
Information Systems-Related											
70	70-01	36.720	58.000	na	68.000	1.102	2.938	6,390	11,832	76,672	141,984
	70-02	32.640	52.000	na	61.000	0.980	2.612	5,680	10,614	68,153	127,368
	70-03	28.560	43.824	na	54.000	0.857	2.285	4,970	9,396	59,634	112,752
	70-04	24.480	37.992	na	47.000	0.735	1.959	4,260	8,178	51,115	98,136
	70-05	20.400	32.160	na	40.000	0.612	1.632	3,550	6,960	42,596	83,520
Professional Legal-Related											
71	71-01	24.150	41.260	na	58.369	0.725	1.932	4,203	10,157	50,426	121,875
	71-02	23.673	40.446	na	57.218	0.711	1.894	4,120	9,956	49,430	119,472
General											
81	81-01	29.024	48.616	na	68.207	0.871	2.322	5,051	11,869	60,603	142,417
	81-02	26.282	43.366	na	60.449	0.789	2.103	4,574	10,519	54,877	126,218
	81-03	22.470	37.076	na	51.681	0.675	1.798	3,910	8,993	46,918	107,910
	81-04	17.243	28.451	na	39.659	0.518	1.380	3,001	6,901	36,004	82,808
	81-05	13.695	22.597	na	31.499	0.411	1.096	2,383	5,481	28,596	65,770

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: June 30, 2013 through June 28, 2014

	Official Hourly Rate			Monthly Basis		Annual Basis	
Pay Range	Minimum	Maximum	3% of Minimum*	Minimum	Maximum	Minimum	Maximum
90-01	28.736	44.541	0.863	5,000	7,750	60,001	93,002
90-02	31.035	48.105	0.932	5,400	8,370	64,801	100,443
90-03	33.518	51.953	1.006	5,832	9,040	69,986	108,478
90-04	36.200	56.110	1.086	6,299	9,763	75,586	117,158
90-05	39.096	60.599	1.173	6,803	10,544	81,632	126,531
90-06	42.224	65.448	1.267	7,347	11,388	88,164	136,655
90-07	45.602	70.684	1.369	7,935	12,299	95,217	147,588
90-08	49.251	76.340	1.478	8,570	13,283	102,836	159,398
90-09	53.192	82.448	1.596	9,255	14,346	111,065	172,151
90-10	57.448	89.045	1.724	9,996	15,494	119,951	185,926

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: June 29, 2014 through June 27, 2015

	Official Hourly Rate			Monthly Basis		Annual Basis	
Pay Range	Minimum	Maximum	3% of Minimum*	Minimum	Maximum	Minimum	Maximum
90-01	29.024	44.988	0.871	5,050	7,828	60,602	93,935
90-02	31.346	48.587	0.941	5,454	8,454	65,450	101,450
90-03	33.854	52.474	1.016	5,891	9,130	70,687	109,566
90-04	36.563	56.673	1.097	6,362	9,861	76,344	118,333
90-05	39.489	61.208	1.185	6,871	10,650	82,453	127,802
90-06	42.649	66.106	1.280	7,421	11,502	89,051	138,029
90-07	46.061	71.395	1.382	8,015	12,423	96,175	149,073
90-08	49.746	77.107	1.493	8,656	13,417	103,870	160,999
90-09	53.726	83.276	1.612	9,348	14,490	112,180	173,880
90-10	58.025	89.939	1.741	10,096	15,649	121,156	187,793

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective: June 30, 2013 through June 28, 2014

	Official Hourly Rate			Monthly Basis		Annual Basis	
Pay Range	Minimum	Maximum	3% of Minimum*	Minimum	Maximum	Minimum	Maximum
95-01	41.988	73.605	1.260	7,306	12,807	87,671	153,687
95-02	55.983	98.083	1.680	9,741	17,066	116,893	204,797

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective: June 29, 2014 through June 27, 2015

	Official Hourly Rate			Monthly Basis		Annual Basis	
Pay Range	Minimum	Maximum	3% of Minimum*	Minimum	Maximum	Minimum	Maximum
95-01	42.408	74.342	1.273	7,379	12,936	88,548	155,226
95-02	56.543	99.064	1.697	9,838	17,237	118,062	206,846

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

June 30, 2013 through June 27, 2015

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