

SECTION Z - NONREPRESENTED CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2005-2007 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 July 24, 2005 through May 27, 2006)
- Pay Schedule 1: General Nonrepresented Pay Schedule (Effective May 28, 2006 through June 23, 2007)

- Pay Schedule 50: Nonrepresented Patient Treatment-Related Broadband (Effective July 24, 2005 through June 24, 2006)
- Pay Schedule 50: Nonrepresented Patient Treatment-Related Broadband (Effective June 25, 2006 through March 31, 2007)
- Pay Schedule 50: Nonrepresented Patient Treatment-Related Broadband (Effective April 1, 2007 through June 23, 2007)

- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective July 24, 2005 through June 24, 2006)
- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective June 25, 2006 through March 31, 2007)
- Pay Schedule 56: Nonrepresented Law Enforcement Broadband (Effective April 1, 2007 through June 23, 2007)

- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective July 24, 2005 through June 24, 2006)
- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective June 25, 2006 through March 31, 2007)
- Pay Schedule 70: Nonrepresented Information Systems-Related Broadband (Effective April 1, 2007 through June 23, 2007)

- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective July 24, 2005 through June 24, 2006)
- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective June 25, 2006 through March 31, 2007)
- Pay Schedule 71: Nonrepresented Professional Legal-Related Broadband (Effective April 1, 2007 through June 23, 2007)

- Pay Schedule 81: Nonrepresented General Broadband (Effective July 24, 2005 through June 24, 2006)
- Pay Schedule 81: Nonrepresented General Broadband (Effective June 25, 2006 through March 31, 2007)
- Pay Schedule 81: Nonrepresented General Broadband (Effective April 1, 2007 through June 23, 2007)

- Pay Schedule 90: Executive Salary Group (ESG) (Effective July 24, 2005 through June 24, 2006)
- Pay Schedule 90: Executive Salary Group (ESG) (Effective June 25, 2006 through March 31, 2007)
- Pay Schedule 90: Executive Salary Group (ESG) (Effective April 1, 2007 through June 23, 2007)

- Pay Schedule 95: General Senior Executive Group (GSEG) (Effective July 24, 2005 through June 24, 2006)
- Pay Schedule 95: General Senior Executive Group (GSEG) (Effective June 25, 2006 through March 31, 2007)
- Pay Schedule 95: General Senior Executive Group (GSEG) (Effective April 1, 2007 through June 23, 2007)

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

July 24, 2005 through May 27, 2006

<u>Pav Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis*</u>		<u>Annual Basis*</u>	
	<u>Minimum</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>
1-01	8.108	10.604	0.244	0.649	1,411	1,846	16,930	22,142
1-02	8.435	11.340	0.254	0.675	1,468	1,974	17,613	23,678
1-03	8.891	11.790	0.267	0.712	1,548	2,052	18,565	24,618
1-04	9.338	12.771	0.281	0.748	1,625	2,223	19,498	26,666
1-05	9.752	13.165	0.293	0.781	1,697	2,291	20,363	27,489
1-06	10.146	13.726	0.305	0.812	1,766	2,389	21,185	28,660
1-07	10.422	14.812	0.313	0.834	1,814	2,578	21,762	30,928
1-08	11.269	16.021	0.339	0.902	1,961	2,788	23,530	33,452
1-09	12.189	17.326	0.366	0.976	2,121	3,015	25,451	36,177
1-10	13.182	18.739	0.396	1.055	2,294	3,261	27,525	39,128
1-11	14.257	20.267	0.428	1.141	2,481	3,527	29,769	42,318
1-12	15.420	22.672	0.463	1.234	2,684	3,945	32,197	47,340
1-13	16.675	24.519	0.501	1.334	2,902	4,267	34,818	51,196
1-14	18.036	26.522	0.542	1.443	3,139	4,615	37,660	55,378
1-15	19.509	29.642	0.586	1.561	3,395	5,158	40,735	61,893
1-16	21.097	33.093	0.633	1.688	3,671	5,759	44,051	69,099
1-17	22.818	35.791	0.685	1.826	3,971	6,228	47,644	74,732
1-18	24.678	38.710	0.741	1.975	4,294	6,736	51,528	80,827
1-19	26.691	41.863	0.801	2.136	4,645	7,285	55,731	87,410
1-20	28.865	45.276	0.866	2.310	5,023	7,879	60,271	94,537
1-21	31.219	48.967	0.937	2.498	5,433	8,521	65,186	102,244
1-22	33.762	52.959	1.013	2.701	5,875	9,215	70,496	110,579
1-23	36.516	57.277	1.096	2.922	6,354	9,967	76,246	119,595
1-99**								

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

**Based on prevailing rates. See Section A, 4.08 of the Compensation Plan

PAY SCHEDULE 1: GENERAL NONREPRESENTED

May 28, 2006 through June 23, 2007

Pay
Range

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

NONREPRESENTED BROADBAND PAY SCHEDULES

July 24, 2005 through June 24, 2006

<u>Pav Schedule</u>	<u>Pav 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 Treatment-Related											
50	50-50	54.240	70.512	na	86.784	1.628	4.340	9,438	15,101	113,254	181,205
	50-51	59.833	77.834	na	95.835	1.795	4.787	10,411	16,676	124,932	200,104
	50-52	65.272	84.905	na	104.538	1.959	5.222	11,358	18,190	136,288	218,276
Law Enforcement											
56	56-01	21.731	32.647	na	43.563	0.652	1.739	3,782	7,580	45,375	90,960
	56-02	17.495	21.920	na	26.344	0.525	1.400	3,045	4,584	36,530	55,007
Information Systems-Related											
70	70-02	23.504	37.658	43.012	51.811	0.706	1.881	4,090	9,016	49,077	108,182
Professional Legal-Related											
71	71-01	20.304	36.248	na	52.191	0.610	1.625	3,533	9,082	42,395	108,975
General											
81	81-01	26.478	41.370	na	56.262	0.795	2.119	4,608	9,790	55,287	117,476
	81-02	23.504	37.658	na	51.811	0.706	1.881	4,090	9,016	49,077	108,182
	81-03	20.096	31.200	na	42.303	0.603	1.608	3,497	7,361	41,961	88,329
	81-04	15.420	24.723	na	34.026	0.463	1.234	2,684	5,921	32,197	71,047
	81-05	11.269	18.364	na	25.458	0.339	0.902	1,961	4,430	23,530	53,157

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

NONREPRESENTED BROADBAND PAY SCHEDULES

June 25, 2006 through March 31, 2007

<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 Treatment-Related											
50	50-50	55.325	71.923	na	88.520	1.660	4.426	9,627	15,403	115,519	184,830
	50-51	61.030	79.391	na	97.752	1.831	4.883	10,620	17,009	127,431	204,107
	50-52	66.578	86.604	na	106.629	1.998	5.327	11,585	18,554	139,015	222,642
Law Enforcement											
56	56-01	22.166	33.301	na	44.435	0.665	1.774	3,857	7,732	46,283	92,781
	56-02	17.845	22.358	na	26.871	0.536	1.428	3,106	4,676	37,261	56,107
Information Systems-Related											
70	70-02	23.975	38.412	43.874	52.848	0.720	1.918	4,172	9,196	50,060	110,347
Professional Legal-Related											
71	71-01	20.711	36.973	na	53.235	0.622	1.657	3,604	9,263	43,245	111,155
General											
81	81-01	27.008	42.198	na	57.388	0.811	2.161	4,700	9,986	56,393	119,827
	81-02	23.975	38.412	na	52.848	0.720	1.918	4,172	9,196	50,060	110,347
	81-03	20.498	31.824	na	43.150	0.615	1.640	3,567	7,509	42,800	90,098
	81-04	15.729	25.218	na	34.707	0.472	1.259	2,737	6,040	32,843	72,469
	81-05	11.495	18.732	na	25.968	0.345	0.920	2,001	4,519	24,002	54,222

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

NONREPRESENTED BROADBAND PAY SCHEDULES

April 1, 2007 through June 23, 2007

<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 Treatment-Related											
50	50-50	56.570	73.541	na	90.512	1.698	4.526	9,844	15,750	118,119	188,990
	50-51	62.404	81.178	na	99.952	1.873	4.993	10,859	17,392	130,300	208,700
	50-52	68.077	88.553	na	109.029	2.043	5.447	11,846	18,972	142,145	227,653
Law Enforcement											
56	56-01	22.665	34.050	na	45.435	0.680	1.814	3,944	7,906	47,325	94,869
	56-02	18.247	22.862	na	27.476	0.548	1.460	3,175	4,781	38,100	57,370
Information Systems-Related											
70	70-02	24.515	39.277	44.862	54.038	0.736	1.962	4,266	9,403	51,188	112,832
Professional Legal-Related											
71	71-01	22.527	38.480	na	54.433	0.676	1.803	3,920	9,472	47,037	113,657
General											
81	81-01	27.616	43.148	na	58.680	0.829	2.210	4,806	10,211	57,663	122,524
	81-02	24.515	39.277	na	54.038	0.736	1.962	4,266	9,403	51,188	112,832
	81-03	20.960	32.541	na	44.121	0.629	1.677	3,648	7,678	43,765	92,125
	81-04	16.083	25.786	na	35.488	0.483	1.287	2,799	6,175	33,582	74,099
	81-05	11.754	19.154	na	26.553	0.353	0.941	2,046	4,621	24,543	55,443

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

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

July 24, 2005 through June 24, 2006

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	3% of Minimum**	Minimum	Maximum	Minimum	Maximum
90-01	26.478	41.041	0.795	4,607	7,141	55,286	85,694
90-02	28.597	44.326	0.858	4,976	7,713	59,711	92,553
90-03	30.885	47.872	0.927	5,374	8,330	64,488	99,957
90-04	33.356	51.702	1.001	5,804	8,996	69,647	107,954
90-05	36.025	55.839	1.081	6,268	9,716	75,220	116,592
90-06	38.907	60.307	1.168	6,770	10,493	81,238	125,921
90-07	42.020	65.131	1.261	7,311	11,333	87,738	135,994
90-08	45.382	70.343	1.362	7,896	12,240	94,758	146,876
90-09	49.013	75.971	1.471	8,528	13,219	102,339	158,627
90-10	52.935	82.050	1.589	9,211	14,277	110,528	171,320

*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)

June 25, 2006 through March 31, 2007

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	3% of Minimum**	Minimum	Maximum	Minimum	Maximum
90-01	27.008	41.863	0.811	4,699	7,284	56,393	87,410
90-02	29.169	45.212	0.876	5,075	7,867	60,905	94,403
90-03	31.503	48.830	0.946	5,482	8,496	65,778	101,957
90-04	34.024	52.738	1.021	5,920	9,176	71,042	110,117
90-05	36.746	56.957	1.103	6,394	9,911	76,726	118,926
90-06	39.686	61.514	1.191	6,905	10,703	82,864	128,441
90-07	42.861	66.435	1.286	7,458	11,560	89,494	138,716
90-08	46.290	71.750	1.389	8,054	12,485	96,654	149,814
90-09	49.994	77.491	1.500	8,699	13,483	104,387	161,801
90-10	53.994	83.691	1.620	9,395	14,562	112,739	174,747

*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)

April 1, 2007 through June 23, 2007

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	3% of Minimum**	Minimum	Maximum	Minimum	Maximum
90-01	27.616	42.805	0.829	4,805	7,448	57,662	89,377
90-02	29.826	46.231	0.895	5,190	8,044	62,277	96,530
90-03	32.213	49.931	0.967	5,605	8,688	67,261	104,256
90-04	34.791	53.927	1.044	6,054	9,383	72,644	112,600
90-05	37.575	58.242	1.128	6,538	10,134	78,457	121,609
90-06	40.581	62.901	1.218	7,061	10,945	84,733	131,337
90-07	43.828	67.934	1.315	7,626	11,821	91,513	141,846
90-08	47.335	73.370	1.421	8,236	12,766	98,835	153,197
90-09	51.122	79.240	1.534	8,895	13,788	106,743	165,453
90-10	55.212	85.579	1.657	9,607	14,891	115,283	178,689

*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 24, 2005 through June 24, 2006

Pay Range	Official Hourly Rate		3% of Minimum**	Monthly Basis*		Annual Basis*	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
95-01	38.690	67.810	1.161	6,732	11,799	80,785	141,587
95-02	51.586	90.378	1.548	8,976	15,726	107,712	188,709

*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)

June 25, 2006 through March 31, 2007

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	3% of Minimum**	Minimum	Maximum	Minimum	Maximum
95-01	39.464	69.167	1.184	6,867	12,035	82,401	144,421
95-02	52.618	92.186	1.579	9,156	16,040	109,866	192,484

*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)

April 1, 2007 through June 23, 2007

Pay Range	Official Hourly Rate			Monthly Basis*		Annual Basis*	
	Minimum	Maximum	3% of Minimum**	Minimum	Maximum	Minimum	Maximum
95-01	40.352	70.724	1.211	7,021	12,306	84,255	147,672
95-02	53.802	94.261	1.615	9,362	16,401	112,339	196,817

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

**Equivalent to Within Range Pay Step.