

State of Wisconsin

DEPARTMENT OF EMPLOYMENT RELATIONS

- COMPENSATION & LABOR RELATIONS BULLETIN -

Date: May 16, 2003

Locator No: CLR/PP-230
CLR/BLR-131

Subject: Information for Processing FY 2001-2003 General Wage Adjustments, Lump Sum Wage Payments, Accelerated Annual Leave, Market Adjustments, and Ongoing Administration of the Semi-Automatic Progression Structure for Certain Classifications for Employees in the Wisconsin Science Professionals Bargaining Unit.

This information is provided to assist appointing authorities in determining FY 2001-2003 general wage adjustments and lump sum wage payments, accelerated annual leave for Fair Labor Standards Act (FLSA) exempt employees, and market adjustments for employees in the Wisconsin Science Professionals (WSP) bargaining unit. Wage adjustments on each effective date will be applied in the order set forth in this bulletin. These adjustments are granted in accordance with Article XI, Sections 1 through 4, of the 2001-2003 collective bargaining Agreement between the State and the Wisconsin Science Professionals (WSP).

Information is also provided regarding ongoing administration of the semi-automatic progression structure for certain classifications. The semi-automatic progression structure is administered in accordance with Appendix E (Semi-Automatic Progression Adjustments) of the 2001-2003 Agreement between the State and the WSP.

SECTION I. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

Pursuant to § ER 29.04, Wis. Adm. Code, and the applicable provisions of the WSP Agreement, multiple pay adjustments with the same effective date will be applied in the order given below.

For transactions that occur before the 1.0% General Wage Adjustment in Section II. B., below, please refer to the pay schedule included in Attachment 1.

1. Completion of the first 6 months of a probationary/trial period adjustment
2. Reallocation/regrade adjustment (**except for the pay range reassignments specified in Section II. G., below.**)
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
9. **Contractual semi-automatic pay progression adjustment**
10. **Contractual wage, market, and pay schedule adjustments in the order given in this bulletin;**
11. Establishment of a raised minimum rate (RMR)
12. Original appointment

SECTION II. WAGE ADJUSTMENTS EFFECTIVE MAY 18, 2003

- A. Pay Progression.** Semi-automatic pay progression adjustments are granted to eligible employees in accordance with the Ongoing Administration provisions in Appendix E of the WSP Agreement. For pay progression adjustments effective May 18, 2003, use the pay progression rate schedule provided in Attachment 1.

B. 1.0% General Wage Adjustment (GWA).

1. Eligibility.

a. Eligible.

- (1) Except as specified in b., below, all FLSA non-exempt permanent employees (**employment types 01, 02 and 06**) in one of the classifications listed in 3., below and who are in pay status on May 18, 2003, in the WPS bargaining unit (**DP unit code 15**).
- (2) Subject to b., below, in those cases where a personnel transaction moves an employee, who was employed on July 1, 2001, into the bargaining unit after May 18, 2003, and the movement results in non-receipt of a FY 2001-02 1.0% GWA, the employee will be granted a pay adjustment equal to the wage adjustment provided under 2., below.

b. Ineligible.

- (1) Employees who have previously been considered for or received a FY 2001-02 1.0% general wage adjustment provided under the Compensation Plan or analogous wage adjustment in another collective bargaining agreement.
- (2) Employees who have separated from state service prior to May 18, 2003.
- (3) Employees who are FLSA-exempt.
- (4) Employees not in one of the classifications listed in 3., below.

2. Amount. Effective May 18, 2003, each eligible employee will be granted a GWA of 1.0% of base pay, subject to the pay range maximum indicated in Attachment 2.

3. Classifications Eligible for the 1.0% GWA

42001	Computer Evidence Recovery Specialist	42403	Fingerprint and Footwear Examiner-Adv.
42002	Computer Evidence Recovery Specialist-Senior	42501	Firearms and Toolmark Examiner
42003	Computer Evidence Recovery Spec.-Advanced	42502	Firearms and Toolmark Examiner-Senior
42301	Examiner of Questioned Documents	42503	Firearms and Toolmark Examiner-Adv.
42302	Examiner of Questioned Documents-Senior	42701	Forensic Imaging Specialist
42303	Examiner of Questioned Documents-Advanced	42702	Forensic Imaging Specialist-Senior
42401	Fingerprint and Footwear Examiner	42703	Forensic Imaging Specialist-Advanced
42402	Fingerprint and Footwear Examiner-Senior		

NOTE: Employees who are exempt from the overtime provisions of the FLSA and non-exempt employees who would normally progress through reclassification to an exempt-level position in the same classification series are not eligible for the 1.0% GWA. Instead, employees who are exempt on May 18, 2003, are eligible for an accelerated annual leave schedule. See Section IV., below, for detailed information.

C. Annualized Wage Adjustment Payment. Eligible employees will be granted Annualized Wage Adjustment Payments as follows:

1. Employees who receive a wage adjustment under B., above, of less than 1.0% of their base pay rate solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to the difference between the value of 1.0% of the employee's base pay rate prior to the GWA and the amount the employee actually received, multiplied by 2088.
2. Employees who receive no wage adjustments under B., above, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to 1.0% of the employee's base pay rate, multiplied by 2088.
3. The Annualized Wage Adjustment Payment provided under 1. or 2., above, will be prorated based on the employee's budgeted FTE on May 18, 2003.
4. Employees who are not in pay status on the effective date of the Annualized Wage Adjustment Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Wage Adjustment Payment for which they would otherwise have been eligible.

D. Lump Sum Payment. A two hundred and twenty five dollar (\$225.00) lump sum payment, prorated by the full-time-equivalent status on the Agreement effective date, shall be paid to employees in pay status on the Agreement effective date meeting the eligibility requirements under both 1. and 2., below.

1. Employees must be designated as exempt from the overtime provisions of the Fair Labor Standards Act.
2. Employees must have twenty five (25) or more years of state seniority as of July 1, 2001.

E. 2.0% GWA.

1. Eligibility.

- a. Eligible.** Except as specified in b., below, all permanent employees (**employment types 01, 02, and 06**) in pay status on May 18, 2003, in the WSP bargaining unit (**DP unit code 15**) are eligible for the wage adjustments specified in 2., below. Subject to b., below, in those cases where a personnel transaction moves an employee, who was employed on June 30, 2002, into the bargaining unit after May 18, 2003, and the movement results in non-receipt of a FY 2002-03 fiscal adjustment, the employee will be granted a pay adjustment equal to the wage adjustment provided under 2., below.
- b. Ineligible.** Any employee who has previous state employment as a permanent classified employee, either represented or nonrepresented, and was considered for or received a FY 2002-03 2.0% base pay adjustment prior to his or her appointment to a position in the WSP bargaining unit.

2. Amount.

- a. GWA:** Each eligible employee will receive a GWA of two percent (2.0%) of the employee's base pay rate, subject to the pay range maximum indicated in Attachment 2. An employee who is not eligible to receive some or all of the GWA due solely to the pay range maximum limitation will be eligible to receive an Annualized Wage Adjustment Payment under b., below.

b. Annualized Wage Adjustment Payment: Eligible employees will be granted Annualized General Wage Adjustment Payments as follows:

- (1) Employees who received a GWA under a., above, of less than two percent (2.0%) of their base pay rate solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to the difference between the value of two percent (2.0%) of the employee's base pay rate prior to application of the GWA and the amount the employee actually received, times 2088, subject to (3), below.
- (2) Employees who received no GWA under a., above, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to two percent (2.0%) of their base pay rate, times 2088, subject to (3), below.
- (3) The Annualized Wage Adjustment Payment provided under (1) and (2), above, will be prorated based on the employee's budgeted FTE on May 18, 2003.
- (4) The Annualized Wage Adjustment Payments will be provided as soon after the effective date of the GWA as administratively feasible.
- (5) Employees who are not in pay status on the effective date of the Annualized Wage Adjustment Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Wage Adjustment Payment for which they would otherwise have been eligible.

F. Pay Schedule Implementation

1. The pay schedule indicated in Attachment 2, effective May 18, 2003, only, is implemented. (This schedule is used as reference for processing the 1.0% and 2.0% GWAs.)
2. The semi-automatic pay progression schedules for pay ranges 15-24 and 15-35, indicated in Attachment 3, are implemented. (Because of the delay in implementation of the Agreement, the implementation of these pay progression schedules do not affect the pay of any employee.)

G. Implementation of New Broadband Pay Ranges and Reassignment of Classifications

1. The pay schedule effective May 18, 2003, only, and indicated in Attachment 3, is implemented. (The only change from the previous pay schedule is the replacement of broadband pay range 15-01 by broadband pay range 15-03.)
2. Pay on Reallocation. The pay upon reallocation for the pay range reassignments under 3., below, will be in accordance with s. ER 29.03(3), Wis. Admin. Code. (Wages shall not be adjusted except as necessary to increase an employee's wage to the new pay range minimum.)
3. Pay Range Reassignments. Effective May 18, 2003, all classifications in broadband pay range 15-01 are reassigned to broadband pay range 15-03.

NOTE: Any project employee (**employment type 05**) in a position assigned to a classification in the WSP bargaining unit, to whom the circumstances described above apply, will also have his or her base pay rate increased to the new minimum of the pay range, as necessary.

H. Veterinarian Market Adjustment.

1. Effective May 18, 2003, employees in a position allocated to the Gaming Veterinarian-Objective (33101) or Gaming Veterinarian-Senior (33102) classification shall receive a base pay increase of \$3.00 per hour, subject to the maximum of the pay range indicated in Appendix 3.
2. Effective May 18, 2003, employees in a position allocated to one of the classifications listed below shall receive a base pay increase of \$5.00 per hour, subject to the maximum of the pay range indicated in Appendix 3.

Eligible Classifications

33201	Veterinarian-Objective
33202	Veterinarian-Senior
33261	Veterinarian Specialist-Senior
33262	Veterinarian Specialist-Advanced
33500	Veterinary Wildlife Health Specialist

- I. Metrologist Market Adjustment.** Effective May 18, 2003, employees in a position allocated to the Metrologist (70330) classification shall receive a base pay increase of \$1.50 per hour, subject to the maximum of the pay range indicated in Appendix 3.

J. 2.5% GWA.

1. Eligibility.

Eligible. All permanent employees (**employment types 01, 02, and 06**) in pay status on May 18, 2003, in the WSP bargaining unit (**DP unit code 15**) are eligible for the wage adjustments specified in 2., below.

2. Amount.

- a. **GWA:** Each eligible employee will receive a GWA of two and one-half percent (2.5%) of the employee's base pay rate, subject to the pay range maximum indicated in Attachment 4. An employee who is not eligible to receive some or all of the GWA due solely to the pay range maximum limitation will be eligible to receive an Annualized Wage Adjustment Payment under b., below.
- b. **Annualized Wage Adjustment Payment:** Eligible employees will be granted Annualized Wage Adjustment Payments as follows:
 - (1) Employees who received a GWA under a., above, of less than two and one-half percent (2.5%) of their base pay rate solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to the difference between the value of two and one-half percent (2.5%) of the employee's base pay rate prior to application of the GWA and the amount the employee actually received, times 480, subject to (3), below.

- (2) Employees who received no GWA under a., above, solely because of the pay range maximum limitation will receive an Annualized Wage Adjustment Payment equal to two and one-half percent (2.5%) of their base pay rate, times 480, subject to (3), below.
- (3) The Annualized Wage Adjustment Payment provided under (1) and (2), above, will be prorated based on the employee's budgeted FTE on May 18, 2003.
- (4) The Annualized Wage Adjustment Payments will be provided as soon after the effective date of the GWA as administratively feasible.
- (5) Employees who are not in pay status on the effective date of the Annualized Wage Adjustment Payment and who return from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Wage Adjustment Payment for which they would otherwise have been eligible.

K. Pay Schedule and Progression Schedule Implementation

1. The pay schedule indicated in Attachment 4, effective May 18, 2003, through June 30, 2003, is implemented.
2. The semi-automatic pay progression schedules for pay ranges 15-24 and 15-35, indicated in Attachment 4, are implemented.

SECTION III. LUMP SUM PAYMENTS FOR DELAY IN IMPLEMENTATION OF AGREEMENT

A. Granting Date. The lump sum payments provided under C., below, will be provided as soon after the effective date of the collective bargaining agreement as administratively feasible.

B. Eligibility.

1. **Eligible.** The following employees will be eligible to receive a lump sum payment for the delay in implementation of the 2001-2003 Agreement:
 - a. Employees who were at all times in the bargaining unit between July 1, 2001, and May 18, 2003.
 - b. Employees who were laid off from the bargaining unit or returned from layoff to the bargaining unit after July 1, 2001, and before May 18, 2003.
 - c. New state employees hired into the bargaining unit between July 1, 2001, and May 18, 2003.
 - d. Employees hired into the bargaining unit from another certified state bargaining unit between July 1, 2001, and May 18, 2003, and prior to the effective date of an analogous wage adjustment in the employee's former bargaining unit.

- e. Former employees of the bargaining unit who retired from state service between July 1, 2001, and May 18, 2003. Such payments shall not be considered earnings for retirement and benefit purposes.
- f. Employees in the bargaining unit who are on or returned from a leave of absence between July 1, 2001, and May 18, 2003. Employees who went on a leave of absence from a position in the bargaining unit after July 1, 2001, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit during the term of the Agreement.

2. Ineligible.

- a. Any employee who has previous state employment as a permanent classified employee, either represented or nonrepresented, and was considered for or received a FY 2001-02 or 2002-03 GWA prior to his or her appointment to a position in the WSP bargaining unit shall not be eligible for a lump sum payment associated with any such GWA.
- b. Any employee who is on a leave of absence on May 18, 2003, and who fails to return from such leave prior to June 30, 2003.

C. Amount. Eligible employees will receive a lump sum payment equal to the sum of the following (retirees receive this lump sum for base pay increases they would have received if there had been no delay in implementation of the Agreement):

1. The hourly amount received as a base pay increase under Section II. B., above, multiplied by the number of hours in pay status in the bargaining unit from July 1, 2001, through May 17, 2003.
2. The hourly amount received as a base pay increase under Sections II. E., and F., above, multiplied by the number of hours in pay status in the bargaining unit from June 30, 2002, through May 17, 2003.
3. The hourly amount received as a base pay increase under Section II. G., above, multiplied by the number of hours in pay status in the bargaining unit from July 14, 2002, through May 17, 2003.
4. The hourly amount received as a base pay increase under Sections II. H., and I., above, multiplied by the number of hours in pay status in the bargaining unit from December 29, 2002, through May 17, 2003.
5. The hourly amount received as a base pay increase under Sections II. J., and K., above, multiplied by the number of hours in pay status in the bargaining unit from April 6, 2003, through May 17, 2003.
6. The lump sum wage payment shall also reflect an increase in the premium rate portion of overtime wages earned during the applicable period stated in 1., 2., 3., 4., or 5., above.

D. Determining the “Hours in Pay Status.”

1. Determine the sum of all “hours in pay status” as a represented employee in the WSP bargaining unit. “Hours in pay status” include the number of hours worked for cash payment plus the number of hours of paid leave time/compensatory time credits that were used during the applicable period stated in C. 1., 2., 3., 4., or 5., above.

2. Hours excluded from hours in pay status:
 - a. "Hours in pay status" as a project employee (**employment type 05**) or as an LTE employee (**employment types 10 and 23**);
 - b. "Hours in pay status" as a nonrepresented employee in a permanent position;
 - c. "Hours in pay status" in any bargaining unit other than the WSP bargaining unit;
 - d. "Hours in pay status" in the WSP bargaining unit after the employee was a permanent classified employe who was considered for or received a FY 2001-02 or FY 2002-03 general wage adjustment under the 2001-2003 Compensation Plan or corresponding general wage adjustment under any other collective bargaining agreement. However, hours in pay status shall be excluded only in relation to the particular general wage adjustment the employee previously received or for which was previously considered.
 - e. Work hours for which holiday or compensatory time-off credits were earned but not used;
 - f. Any leave without pay hours.
3. For purposes of calculating employee benefits, except for former employees who have retired, any lump sum wage payment received under this section for the delay in implementation of the Agreement shall be considered as salary or wages earned during the applicable period from July 1, 2001, through May 17, 2003.

SECTION IV. ACCELERATED ANNUAL LEAVE SCHEDULE FOR EXEMPT EMPLOYEES

Provisions regarding the accelerated annual leave schedule for exempt employees are found in Section 12/5/2/B. and MOU #2 of the 2001-2003 WSP collective bargaining agreement. In accordance with the Settlement Agreement that has been reached with WSP in the Unfair Labor Practice case filed by the WSP on October 22, 2002, the effective date in MOU #2 has been amended, for calculation purposes only, to January 1, 2001. The accelerated annual leave schedule provisions are to be administered as follows:

- A. Employees who are in FLSA exempt status on May 18, 2003, are eligible for an accelerated annual leave schedule as follows. This schedule is effective on May 18, 2003, for eligible employees.

<u>Seniority</u>	<u>Hours</u>
0 yr. to 5 yrs.	120 hrs.
5+ yrs. to 10 yrs.	160 hrs.
10+ yrs. to 15 yrs.	176 hrs.
15+ yrs. to 20 yrs.	200 hrs.
20 yrs. or more	216 hrs.

- B. Eligible exempt employees will receive additional hours of annual leave for the period beginning January 1, 2001 to the effective date of the Agreement. Except as noted in C. and D., below, an exempt employee in pay status on May 18, 2003, will receive annual leave hours equal to what would have been received under the accelerated annual leave schedule shown in A., above, for all hours in pay status in a WSP classification from January 1, 2001, to the effective date of the Agreement, minus the amount actually received for that time period.
- C. Eligible exempt employees on leave of absence from a bargaining unit position during the period July 1, 2001, to the effective date of the Agreement, will not receive annual leave hours under B., above, until they return to pay status in an eligible position during the term of the Agreement.
- D. Exempt employees who were laid off from a bargaining unit position during the period July 1, 2001, to the effective date of the Agreement will receive a lump sum payment for the value of annual leave hours calculated under B., above, for hours in pay status in a WSP classification from January 1, 2001, to the date of layoff.
- E. For January 1, 2001, through December 31, 2002, annual leave hours calculated under B., above, will be credited as termination/sabbatical leave and recorded on employee check stubs as soon as administratively feasible. All annual leave hours for calendar year 2003 will be reflected in employees' annual leave balances. However, hours earned under B., above, for the period January 1, 2003, through May 17, 2003, may be banked, at the employee's discretion, as termination/sabbatical leave at the time designated for making **all** 2003 conversions. Such hours will be credited as, or converted to, termination/sabbatical leave even if an employee is not eligible for termination/sabbatical leave pursuant to other provisions of the Agreement.
- F. Employees designated as exempt after May 18, 2003, are eligible for a prorated portion of the accelerated annual leave schedule on the date they become exempt.

SECTION V. ONGOING ADMINISTRATION OF SEMI-AUTOMATIC PROGRESSION ADJUSTMENTS

Ongoing administration of semi-automatic progression adjustments will be in accordance with Appendix E of the collective bargaining agreement. (No substantive changes in the on-going administration have been made for the 2001-2003 agreement.)

SECTION VI. PERSONNEL TRANSACTION PAY ADJUSTMENT PROVISIONS

All personnel transaction pay adjustments for employees of the WSP bargaining unit will be determined in accordance with Chapter ER 29, Wis. Adm. Code, except as follows:

- A. May 18, 2003 Pay Range Reassignments.** The pay upon reassignment of classifications from broadband pay range 15-01 to broadband pay range 15-03 on May 18, 2003 (see Section II. G., above), shall be in accordance with s. ER 29.03(3), Wis. Admin. Code.

- B. Broadband Pay Ranges.** Pay administration for employees in classifications assigned to broadband pay ranges 15-02 and 15-03 (and 15-01 until it is abolished on May 18, 2003) will be in accordance with the provisions in Appendix B of the 2001-2003 Agreement.
- C. Pay Ranges 15-24 and 15-35.** (These provisions are the same as those in effect at the expiration of the 1999-2001 Agreement.)
- 1. Pay on Reallocation to a Higher Classification:** The pay of employees whose positions are reallocated to a higher classification shall be determined in accordance with § 29.03 (3)(b), Wis. Adm. Code, except that in lieu of the increase amounts provided pursuant to § 29.03(3)(b), such regraded employees will receive an increase equal to eight percent (8.0%) of the applicable pay range minimum, or the minimum of the pay range, whichever is greater.
 - 2. Pay on Reclassification to a Higher Classification:** The pay of employees whose positions are reclassified to a higher classification shall be determined in accordance with § 29.03(3)(c), Wis. Adm. Code, except that in lieu of the increase amounts provided pursuant to § 29.03(3)(c), such regraded employees will receive an increase equal to eight percent (8.0%) of the applicable pay range minimum, or the minimum of the pay range, whichever is greater.
 - 3. Pay on Promotion:** Pay on promotion will be determined in accordance with § 29.03(4), Wis. Adm. Code, except that in lieu of the increase amounts provided pursuant to § 29.03(4)(b), Wis. Adm. Code, employees will receive either an increase equal to eight percent (8.0%) of the applicable pay range minimum, or the minimum of the pay range, whichever is greater.
 - 4. Pay on Completion of the First Six (6) Months of Probation:** No six (6) month increases shall be granted to employees upon completion of the first six (6) months of any probationary period.
- D. PSICM.** Pursuant to 11/4/8 of the WSP agreement, all references to “PSICM” in ER 29, Wis. Adm. Code, shall be deemed to have the meaning of “minimum”.

SECTION VII. REFERRAL OF QUESTIONS

Employee Questions:

Individual 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 referred to John Wiesman of the Division of Compensation and Labor Relations at: Phone: (608) 266-3381 or E-mail: john.wiesman@der.state.wi.us.

Employer questions regarding *all other contract provisions* should be referred to Fred Bau of the Division of Compensation and Labor Relations at: Phone: (608) 267-9604 or E-mail: fred.bau@der.state.wi.us.

Employer questions concerning payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll:

Shelley Schwartz (608) 264-9571

UW-Processing Center:

Enrollment and Membership (608) 262-5031

James A. Pankratz, Administrator
Division of Compensation & Labor Relations

Attachment 1: Pay Schedule 15 and progression schedules effective October 8, 2000 through May 17, 2003.

Attachment 2: Pay Schedule 15 effective May 18, 2003, only, for processing the 1.0% and 2.0% GWAs.

Attachment 3: Pay Schedule 15 and progression schedules effective May 18, 2003, only.

Attachment 4: Pay Schedule 15 and progression schedules effective May 18, 2003 through June 30, 2003.

Attachment 1

SCHEDULE 15: PROFESSIONAL SCIENCE

October 8, 2000 through May 17, 2003

Official Hourly Basis

Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Step	8% of Minimum
15-01	17.780	26.670	35.560	0.534	1.423
15-02	33.990	38.028	42.066	1.020	2.720
15-24	14.124		23.510	0.424	1.130
15-35	15.273		25.597	0.459	1.222

PAY PROGRESSION SCHEDULES

October 8, 2000 through May 17, 2003

Developmental Series

Range 15-24	
	<u>Rate</u>
Minimum	14.124
A (year 1)	14.898
B	15.672
C (year 2)	16.447
D	17.221
E (year 3)	17.995
Maximum	23.510

Hydrogeologist Series

Range 15-35	
	<u>Rate</u>
Minimum	15.273
A (year 1)	16.615
B	17.956
C (year 2)	19.299
Maximum	25.597

Attachment 2

SCHEDULE 15: PROFESSIONAL SCIENCE

**Effective May 18, 2003, only (for administration of the 1.0% and 2.0%
General Wage Adjustments)**

Official Hourly Basis					
Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Step	8% of Minimum
15-01	18.136	27.204	36.272	0.545	1.451
15-02	34.670	41.604	48.538	1.041	2.774
15-24	14.407		23.981	0.433	1.153
15-35	15.579		26.109	0.468	1.247

Attachment 3

SCHEDULE 15: PROFESSIONAL SCIENCE

Effective May 18, 2003, only (for administration of the pay range reassignments)

Official Hourly Basis

Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Step	8% of Minimum
15-02	34.670	41.604	48.538	1.041	2.774
15-03	19.029	29.495	39.961	0.571	1.523
15-24	14.407	n/a	23.981	0.433	1.153
15-35	15.579	n/a	26.109	0.468	1.247

PAY PROGRESSION SCHEDULES

Effective May 18, 2003, only

Developmental Series

Range 15-24	
	<u>Rate</u>
Minimum	14.407
A (year 1)	15.196
B	15.986
C (year 2)	16.776
D	17.566
E (year 3)	18.355
Maximum	23.981

Hydrogeologist Series

Range 15-35	
	<u>Rate</u>
Minimum	15.579
A (year 1)	16.948
B	18.316
C (year 2)	19.685
Maximum	26.109

Attachment 4

SCHEDULE 15: PROFESSIONAL SCIENCE

Effective May 18, 2003 through June 30, 2003

Official Hourly Basis

Pay Range	Minimum	Appointment Maximum	Maximum	Within Range Step	8% of Minimum
15-02	35.537	42.645	49.752	1.067	2.843
15-03	19.505	30.233	40.961	0.586	1.561
15-24	14.768	n/a	24.581	0.444	1.182
15-35	15.969	n/a	26.762	0.480	1.278

PAY PROGRESSION SCHEDULES

Effective May 18, 2003 through June 30, 2003

Developmental Series

Range 15-24	
	<u>Rate</u>
Minimum	14.768
A (year 1)	15.576
B	16.386
C (year 2)	17.196
D	18.006
E (year 3)	18.814
Maximum	24.581

Hydrogeologist Series

Range 15-35	
	<u>Rate</u>
Minimum	15.969
A (year 1)	17.372
B	18.774
C (year 2)	20.178
Maximum	26.762