

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: June 15, 2006

Locator No: OSER-0113-CLR/LR/PP

Subject: Information for Processing Negotiated Base Pay Adjustments for FY 2006-2007 for Employees in the Professional Patient Care Bargaining Unit

This information is provided to assist appointing authorities in determining and processing FY 2006-2007 base pay adjustments, according to the 2005-2007 collective bargaining agreement, for current employees in the Professional Patient Care Bargaining Unit (BU 11).

SECTION I. MULTIPLE BASE PAY ADJUSTMENTS EFFECTIVE ON JUNE 25, 2006, ORDER OF APPLICATION

Pursuant to s. ER 29.04, Wis. Adm. Code, and the applicable provisions of the 2005-2007 Agreement with the Professional Patient Care bargaining unit, multiple pay adjustments that are effective on the same date will be applied in the following order:

Use the current FY 2005-2006 pay schedule (Attachment B. I.) for adjustments 1. through 9., on June 25, 2006.

Use the new FY 2006-2007 pay schedule (Attachment B. II.) for adjustments 10. through 12., on June 25, 2006, and for all adjustments after June 25, 2006.

1. Completion of the first 6 months of a probationary/trial period adjustment
2. Reallocation/regrade adjustment
3. Reclassification/regrade adjustment
4. Promotion/upward movement adjustment
5. Demotion/downward movement adjustment
6. Transfer/lateral movement adjustment
7. Reinstatement
8. Restoration
9. Anniversary Adjustments effective June 25, 2006 for FY 2005-06
10. Negotiated Base Pay Adjustments for the 2006-2007 Fiscal Year (in the order provided in Section II of this bulletin)
11. Establishment of a raised minimum rate (RMR)
12. Original appointment

SECTION II. FY 2006-2007 WAGE ADJUSTMENTS

FY 2006-2007 wage adjustments will be provided to eligible employees subject to the applicable pay range maximums. For any adjustments effective on the same date, adjustments will be applied in the order specified below.

A. FY 2006-07 Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments

1. Effective Date.

NOTE: For purposes of this bulletin, "anniversary date" means the day on which an employee attains another year of continuous service, as determined by the month and day of the employee's adjusted continuous service date.

Anniversary Date Adjustments and Annualized Anniversary Date Adjustment Payments are effective the first day of the pay period following the employee's anniversary date. If the employee's anniversary date occurs on the first day of a pay period, the anniversary adjustment or payment will be effective on that date.

2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on the effective date of the anniversary adjustment, whose base pay rate is at or above the minimum of the applicable pay range, are eligible for an Anniversary Date Adjustment or Anniversary Date Adjustment Payment, as provided in 3., below.

NOTE: Per 5/3/1 of the Agreement, any employee hired with HAM is not eligible to receive an anniversary adjustment unless the employee's base pay rate is less than or equal to the grid level corresponding to the employee's seniority. See the list of examples below to determine the association of the grid level to seniority for this provision:

| <u>Employees Grid Level</u> | <u>Years of Seniority</u> |
|---|-------------------------------|
| Grid level A (for Nurse Clinicians level C) | < 1 year of seniority. |
| Grid level B (for Nurse Clinicians level D) | 1 year but less than 2 years |
| Grid level C (for Nurse Clinicians level E) | 2 years but less than 3 years |

3. Amount.

a. Anniversary Adjustments:

Use the appropriate Attachment A. I., A. II. or A. III grid depending on the effective date of the Anniversary Adjustment, and subject to the Note, above. Use the Attachment A. II. grid for all Anniversary Adjustments with effective dates from June 26, 2006 through April 1, 2007. Use Attachment A. III. grid for all Anniversary Adjustments with effective dates from April 2, 2007 through June 30, 2007.

- 1) Any employee whose base pay rate is *at or above the applicable pay range minimum and less than the applicable grid endpoint* of the applicable pay range will receive a pay adjustment to the grid point in the employee's pay range that is closest to but greater than the employee's current base pay rate.
- 2) Any employee whose base pay rate is *at or above the grid endpoint but less than the pay range maximum* will receive an increase equal to 1.5% of the employee's base pay rate, subject to the applicable pay range maximum.

b. Annualized Anniversary Adjustment Payments:

- 1) Any employee who receives an Anniversary Adjustment under 3.a.2), above, of less than 1.5% of his/her base pay rate, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Adjustment Payment equal to the difference between the value of 1.5% of the employee's base pay rate prior to application of the Anniversary Adjustment and the amount the employee actually receives, multiplied by the number of work hours remaining in the fiscal year.
- 2) Any employee who does not receive an Anniversary Adjustment under 3.a.2), above, solely because of the pay range maximum limitation, will receive an Annualized Anniversary Adjustment Payment equal to 1.5% of the employee's base pay rate, multiplied by the number of work hours remaining in the fiscal year.
- 3) The Annualized Anniversary Adjustment Payments provided under 1) and 2), above, will be prorated based on the employee's budgeted FTE on the effective date of the adjustment.
- 4) Annualized Anniversary Adjustment Payments will be made as soon after the effective date of the payment as is administratively feasible. Employees who are not in pay status on the effective date of the Annualized Anniversary Adjustment Payment and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement will receive any Annualized Anniversary Adjustment Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

B. General Wage Adjustment (GWA) / Market Grid Implementation (Attachment A. II.) Effective June 25, 2006

1. **Effective Date.** The grid provided in **Attachment A. II.** is implemented effective June 25, 2006.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on June 25, 2006, whose base pay rate is at or below the Attachment A. I. grid endpoint in the applicable pay range, are eligible for a General Wage / Market Adjustment as provided in 3., below.
3. **General Wage Adjustment / Market Grid Implementation Amount.** Provided as follows:
 - a) Eligible employees are placed on the grid provided in **Attachment A. II.** at the grid level in their associated pay range that corresponds to their current grid level. Any employee whose base pay rate falls below the Attachment A. II. grid level A rate will have their base pay rate increased to the Attachment A. II. grid level A rate amount.
 - b) *For purposes of grid implementation only*, employees whose current base pay rate falls *between* two levels, the grid level assigned on the **Attachment A. II.** grid will be the lower of the two grid levels. **Note:** Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base pay rate prior to grid implementation.

4. **Over the Grid Endpoint Amount.** All eligible employees in a classification listed in a), below, whose base pay rate prior to the grid adjustment is *greater than* the grid endpoint specified in **Attachment A. I.**, are eligible to receive a GWA/Market base pay increase of 4.5% (0.5% GWA, and 4.0% Market) of base pay subject to the pay range maximum in Attachment B. II.

All eligible employees in a classification other than those shown in a.) below, whose base pay rate prior to the grid implementation is *greater than* the grid endpoint specified in **Attachment A. I.** are eligible to receive a GWA base pay increase of 0.5% of base pay subject to the pay range maximum in Attachment B. II.

Any employee who is not eligible to receive all or part of this adjustment due to the pay range maximum limitation is eligible for an annualized lump sum payment as follows:

- a) Classifications Eligible for 4.0% Market Adjustment

| <u>Classification Title</u> | <u>Class Code</u> |
|----------------------------------|-------------------|
| <u>Nurse Clinician 2</u> | <u>38302</u> |
| <u>Nurse Clinician 2 Weekend</u> | <u>38862</u> |
| <u>Nurse Clinician 3</u> | <u>38303</u> |
| <u>Nurse Clinician 3 Weekend</u> | <u>38863</u> |
| <u>Nurse Clinician 4</u> | <u>38304</u> |
| <u>Nurse Practitioner</u> | <u>38360</u> |
| <u>Physician Assistant</u> | <u>38000</u> |

- b) Any employee who is eligible to receive an adjustment but does not receive the full applicable 4.5% or 0.5% adjustment due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment B. II. range maximum as an Annualized Lump Sum Payment. The lump sum payment amount will be equal to the difference between the value of the applicable adjustment (i.e., 4.5% or 0.5%) of the employee's base pay rate prior to application of the grid implementation and the amount the employee actually receives, multiplied by 2088, prorated by the employee's budgeted FTE on June 25, 2006.
- c) Any eligible employee who does not receive a grid adjustment, solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to the applicable adjustment (i.e., 4.5% or 0.5%) of the employee's base pay rate multiplied by 2088, prorated by the employee's budgeted FTE on June 25, 2006.
- d) The Annualized Lump Sum Payment will be made as soon after June 25, 2006 as is administratively feasible.

- e) Employees who are not in pay status on June 25, 2006, and who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position, during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

C. Pay Range Reassignments

1. **Effective Date June 25, 2006.** The pay ranges for the following classifications are assigned the next greater pay range as shown in the table below:
2. **Eligibility and Amount.** All employees (**employment types 01, 02, and 06**) in positions assigned to one of the classifications shown in the table below are reallocated to the next higher pay range and placed on the Attachment II. grid in the new pay range at their current grid level. If, prior to the pay range reassignments, an employee's base pay rate is above the Attachment A. II. grid endpoint, the employee will receive a base pay increase equal to 6.5% of their current base pay rate, subject to the pay range maximum shown in Attachment B. II.

| Classification Title | Class Code | Old Pay Range | New Pay Range |
|--|------------|---------------|---------------|
| Developmental Disabilities Specialist | 39901 | 8 | 9 |
| Developmental Disabilities Coordinator | 39902 | 9 | 10 |
| Dietitian Clinical | 37401 | 7 | 8 |
| Dietitian Administrative | 37402 | 9 | 10 |
| Occupational Therapist | 39001 | 8 | 9 |
| Occupational Therapist Senior | 39002 | 9 | 10 |
| Therapist | 39661 | 6 | 7 |
| Therapist Senior | 39662 | 7 | 8 |

D. Market Adjustment (Using the Attachment A. II grid) Effective June 25, 2006

1. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in a position assigned to one of the following classifications on June 25, 2006, are eligible for this Market Adjustment, in the amount specified under 3., below.

| Classification Title | Classification Code |
|--------------------------------|----------------------------|
| Audiologist | 39100 |
| Epidemiologist | 40801 |
| Epidemiologist-Adv | 40801 |
| Minimum Data Set Coord | 38200 |
| Nursing Consultant 1 | 38341 |
| Nursing Consultant 2 | 38342 |
| Nursing Specialist | 38260 |
| Nursing Instructor 1 | 38271 |
| Nursing Instructor 2 | 38272 |
| Physical Therapist | 38901 |
| Physical Therapist-Sr | 38902 |
| Public Health Educator | 40701 |
| Public Health Educator-Sr | 40702 |
| Public Health Educator-Adv | 40703 |
| Public Health Nurse 1 | 38701 |
| Public Health Nurse 2 | 38702 |
| Public Health Nurse 3 | 38703 |
| Public Health Nutritionist 1 | 40501 |
| Public Health Nutritionist 2 | 40502 |
| Public Health Nutritionist 3 | 40503 |
| Speech Language Pathologist | 40001 |
| Speech Language Pathologist-Sr | 40002 |
| Therapies Consultant | 39775 |

2. **Market Adjustment Amount.** Employees assigned to one of the classifications listed above are eligible to receive a Market Adjustment equal to two grid level movements or a 3.0% base pay adjustment.

3. **Market Adjustment - Over the Grid Endpoint Amount.**

If the employee's base pay rate prior to the Market Adjustment is at or above the grid endpoint, s/he is eligible for a 3.0% base pay adjustment, subject to the pay range maximum shown in **Attachment B. II**.

- a) Any employee who is eligible to receive a Market Adjustment but does not receive the full amount due to the pay range maximum limitation is eligible to receive an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 3.0% of the employee's base pay rate prior to application of the Market Adjustment and the hourly amount the employee actually receives, multiplied by 2088, prorated by the employee's budgeted FTE on June 25, 2006.
- b) Any eligible employee who does not receive a Market Adjustment solely because of the pay range maximum limitation, will receive an Annualized Lump Sum Payment equal to 3.0% of the employee's base pay rate multiplied by 2088, prorated by the employee's budgeted FTE on June 25, 2006.
- c) The Annualized Lump Sum Payment under this subsection will be made as soon after June 25, 2006, as is administratively feasible.

- d) Employees who are not in pay status on June 25, 2006, who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position during the term of the Agreement, will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

E. Implementation of the FY 2006-2007 Pay Schedule (Attachment B. II.) Effective June 25, 2006

The FY 2006-2007 pay schedule provided in **Attachment B. II.** is implemented effective June 25, 2006.

F. Grid Implementation - General Wage Adjustment (Attachment A, III.) Effective April 1, 2007

1. **Effective Date.** The grid provided in **Attachment A. III.** is implemented effective April 1, 2007.
2. **Eligibility.** All permanent employees (**employment types 01, 02, and 06**) in pay status in the bargaining unit on April 1, 2007, whose base pay rate is at or below the Attachment B, III. grid endpoint in the applicable pay range, are eligible for a Grid Implementation General Wage Adjustment as provided in 3., below.
3. **Grid Implementation - General Wage Adjustment Amount.** Provided as follows:
 - a) Eligible employees are placed on the grid provided in **Attachment A. III.** at the grid level in their associated pay range that corresponds to their current grid level. Any employee whose base pay rate falls below the **Attachment A, II.** grid level A rate will have their base pay rate increased to the **Attachment A. III.** grid level A rate.
 - b) *For purposes of grid implementation only*, employees whose current base pay rate falls *between* two levels, the grid level assigned on the **Attachment A. III.** grid will be the lower of the two grid levels. **Note:** Employees will not lose pay as a result of this grid placement. Employees will retain their current base pay rate if the new base pay rate upon grid placement is lower than the employee's base rate prior to grid implementation.
4. **General Wage Adjustment (GWA) - Over the Grid Endpoint Amount.** All employees whose base pay rate prior to the General Wage Adjustment is greater than the grid endpoint specified in **Attachment A. II.**, are eligible to receive a GWA of 2.25% of base pay, subject to the pay range maximum in **Attachment B. III.** Any employee who is not eligible to receive all or part of this adjustment due to the pay range maximum limitation is eligible for an Annualized Lump Sum Payment as follows:
 - a) Any employee who is eligible to receive an adjustment but does not receive the full 2.25% GWA due to the pay range maximum limitation is eligible to receive the hourly amount which exceeds the Attachment B. III. range maximum as an Annualized Lump Sum Payment. The payment amount will be equal to the difference between the value of 2.25% of the employee's base pay rate prior to application of the GWA grid adjustment and the amount the employee actually receives, multiplied by 480, prorated by the employee's budgeted FTE on April 1, 2007.
 - b) Any eligible employee who does not receive a GWA grid adjustment solely because of the pay range maximum limitation will receive an Annualized Lump Sum Payment equal to 2.25% of the employee's base pay rate, multiplied by 480, prorated by the employee's budgeted FTE on April 1, 2007.
 - c) The Annualized Lump Sum Payment will be made as soon after April 1, 2007, as is administratively feasible.

- d) Employees who are not in pay status on April 1, 2007, who return to a bargaining unit position from an approved leave of absence or layoff from a bargaining unit position, during the term of the Agreement will receive any Annualized Lump Sum Payment for which they would otherwise have been eligible. (See Section III., of this bulletin, regarding Reinstatement or Restoration.)

G. Implementation of the FY 2006-2007 Pay Schedule (Attachment B. III.) Effective April 1, 2007

The FY 2006-2007 pay schedule provided in **Attachment B. III.** is implemented effective April 1, 2007. Any employee whose current base pay rate is less than the new pay range minimum will receive an increase to the new pay range minimum effective April 1, 2007.

SECTION III. REINSTATEMENT OR RESTORATION

- A. FY 2006-2007 Base Pay Adjustments:** Per Appendix C of the 2005-2007 Agreement, the base pay adjustments provided in Section II., above, **must be included** in determining pay on *reinstatement or restoration* of an employee whose eligibility is derived from a position represented by the Professional Patient Care bargaining unit, subject to the pay range maximums applicable for each adjustment. Any adjustment applied upon reinstatement or restoration will be that of the appropriate pay schedule and classification from which the reinstatement eligibility or restoration rights are derived.
- B. Annualized Anniversary Date Adjustment Payments:** Annualized Anniversary Date Adjustment Payments provided under Section II. above, for which the employee would otherwise have been eligible, will be granted to employees upon *restoration* to a Professional Patient Care bargaining unit position after the effective date of the Agreement through June 30, 2007. Employees who *reinstated* to a bargaining unit position after the effective date of the contract are not eligible for this payment.

SECTION IV. PERSONNEL TRANSACTION PAY ADJUSTMENT PROVISIONS

All personnel transaction pay adjustments for employees of the Professional Patient Care bargaining unit will be determined in accordance with the provisions set forth in Appendix C of the 2005-2007 Professional Patient Care collective bargaining agreement.

SECTION V. REFERRAL OF QUESTIONS**Employee Questions:**

Employees with questions regarding their pay rates or pay adjustments included 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 directed to Lynn Maulbetsch by phone at (608) 267-5164, by e-mail at Lynn.Maulbetsch@wisconsin.gov or Paul Ostrowski by phone at (608) 267-0343, by e-mail at Paul.Ostrowski@wisconsin.gov

Employer questions regarding *all other contract provisions* should be directed to Michael Soehner by phone at (608) 267-9462, or e-mail at Michael.Soehner@wisconsin.gov or Kathy Kopp by phone at (608) 266-0711 or by e-mail at kathy.kopp@wisconsin.gov

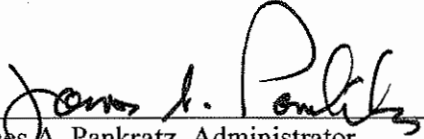
Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

DOA Central Payroll:

Shelley Schwartz at (608) 264-9571

UW-Processing Center:

Payroll and Financial Services (608) 262-3558


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

JAP:ldm

Attachments:

Attachment A: Pay Grids 11 Eff. June 25, 2006 through June 30, 2007

Attachment B: Pay Schedule 11 Eff. June 25, 2006 through June 30, 2007

UPQHC 2005-07 Grids - Attachment A.I**For anniversary adjustments effective June 25, 2006**

| <u>Grid Level</u> | <u>11-06</u> | <u>11-07</u> | <u>11-08</u> | <u>11-09</u> | <u>11-10</u> | <u>11-11</u> | <u>11-12</u> | <u>11-22</u> | <u>11-40</u> | <u>11-41</u> | <u>11-42</u> |
|--------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| A | 17.748 | 18.901 | 20.132 | 21.439 | 22.833 | 24.318 | 26.935 | 32.038 | | | |
| B | 18.015 | 19.185 | 20.434 | 21.761 | 23.176 | 24.683 | 27.340 | 32.519 | | | |
| C | 18.286 | 19.473 | 20.741 | 22.088 | 23.524 | 25.054 | 27.751 | 33.007 | 24.561 | 26.158 | 27.858 |
| D | 18.561 | 19.766 | 21.053 | 22.420 | 23.877 | 25.430 | 28.168 | 33.503 | 24.930 | 26.551 | 28.276 |
| E | 18.840 | 20.063 | 21.369 | 22.757 | 24.236 | 25.812 | 28.591 | 34.006 | 25.304 | 26.950 | 28.701 |
| F | 19.123 | 20.364 | 21.690 | 23.099 | 24.600 | 26.200 | 29.020 | 34.517 | 25.684 | 27.355 | 29.132 |
| G | 19.410 | 20.670 | 22.016 | 23.446 | 24.969 | 26.593 | 29.456 | 35.035 | 26.070 | 27.766 | 29.569 |
| H | 19.702 | 20.981 | 22.347 | 23.798 | 25.344 | 26.992 | 29.898 | 35.561 | 26.462 | 28.183 | 30.013 |
| I | 19.998 | 21.296 | 22.683 | 24.155 | 25.725 | 27.397 | 30.347 | 36.095 | 26.859 | 28.606 | 30.464 |
| J | 20.298 | 21.616 | 23.024 | 24.518 | 26.111 | 27.808 | 30.803 | 36.637 | 27.262 | 29.036 | 30.921 |
| K | 20.603 | 21.941 | 23.370 | 24.886 | 26.503 | 28.226 | 31.266 | 37.187 | 27.671 | 29.472 | 31.385 |
| L | 20.913 | 22.271 | 23.721 | 25.260 | 26.901 | 28.650 | 31.735 | 37.745 | 28.087 | 29.915 | 31.856 |
| M | 21.227 | 22.606 | 24.077 | 25.639 | 27.305 | 29.080 | 32.212 | 38.312 | 28.509 | 30.364 | 32.334 |
| N | 21.546 | 22.946 | 24.439 | 26.024 | 27.715 | 29.517 | 32.696 | 38.887 | 28.937 | 30.820 | 32.820 |
| O | 21.870 | 23.291 | 24.806 | 26.415 | 28.131 | 29.960 | 33.187 | 39.471 | 29.372 | 31.283 | 33.313 |
| P | 22.199 | 23.641 | 25.179 | 26.812 | 28.553 | 30.410 | 33.685 | 40.064 | 29.813 | 31.753 | 33.813 |
| Q | 22.532 | 23.996 | 25.557 | 27.215 | 28.982 | 30.867 | 34.191 | 40.665 | 30.261 | 32.230 | 34.321 |
| R | 22.870 | 24.356 | 25.941 | 27.624 | 29.417 | 31.331 | 34.704 | 41.275 | 30.715 | 32.714 | 34.836 |
| S | 23.214 | 24.722 | 26.331 | 28.039 | 29.859 | 31.801 | 35.225 | 41.895 | 31.176 | 33.205 | 35.359 |
| T | 23.563 | 25.093 | 26.726 | 28.460 | 30.307 | 32.279 | 35.754 | 42.524 | 31.644 | 33.704 | 35.890 |
| U | 23.917 | 25.470 | 27.127 | 28.887 | 30.762 | 32.764 | 36.291 | 43.162 | 32.119 | 34.210 | 36.429 |
| | | | | | | | | | | | |
| Range Max | 30.118 | 32.074 | 34.163 | 36.382 | 38.748 | 41.269 | 43.740 | 52.024 | 39.883 | 42.475 | 45.237 |

UPQHC 2005-07 Grids - Appendix A.II.

Effective June 25, 2006 through March 31, 2007

| <u>Grid Level</u> | <u>11-06</u> | <u>11-07</u> | <u>11-08</u> | <u>11-09</u> | <u>11-10</u> | <u>11-11</u> | <u>11-12</u> | <u>11-22</u> | <u>11-40</u> | <u>11-41</u> | <u>11-42</u> |
|--------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| A | 17.837 | 18.996 | 20.233 | 21.547 | 22.948 | 24.440 | 28.148 | 33.480 | | | |
| B | 18.105 | 19.281 | 20.537 | 21.871 | 23.293 | 24.807 | 28.571 | 33.983 | | | |
| C | 18.377 | 19.571 | 20.846 | 22.200 | 23.643 | 25.180 | 29.000 | 34.493 | 25.667 | 27.336 | 29.112 |
| D | 18.653 | 19.865 | 21.159 | 22.533 | 23.998 | 25.558 | 29.435 | 35.011 | 26.053 | 27.747 | 29.549 |
| E | 18.933 | 20.163 | 21.477 | 22.871 | 24.358 | 25.942 | 29.877 | 35.537 | 26.444 | 28.164 | 29.993 |
| F | 19.217 | 20.466 | 21.800 | 23.215 | 24.724 | 26.332 | 30.326 | 36.071 | 26.841 | 28.587 | 30.443 |
| G | 19.506 | 20.773 | 22.127 | 23.564 | 25.095 | 26.727 | 30.781 | 36.613 | 27.244 | 29.016 | 30.900 |
| H | 19.799 | 21.085 | 22.459 | 23.918 | 25.472 | 27.128 | 31.243 | 37.163 | 27.653 | 29.452 | 31.364 |
| I | 20.096 | 21.402 | 22.796 | 24.277 | 25.855 | 27.535 | 31.712 | 37.721 | 28.068 | 29.894 | 31.835 |
| J | 20.398 | 21.724 | 23.138 | 24.642 | 26.243 | 27.949 | 32.188 | 38.287 | 28.490 | 30.343 | 32.313 |
| K | 20.704 | 22.050 | 23.486 | 25.012 | 26.637 | 28.369 | 32.671 | 38.862 | 28.918 | 30.799 | 32.798 |
| L | 21.015 | 22.381 | 23.839 | 25.388 | 27.037 | 28.795 | 33.162 | 39.445 | 29.352 | 31.261 | 33.290 |
| M | 21.331 | 22.717 | 24.197 | 25.769 | 27.443 | 29.227 | 33.660 | 40.037 | 29.793 | 31.730 | 33.790 |
| N | 21.651 | 23.058 | 24.560 | 26.156 | 27.855 | 29.666 | 34.165 | 40.638 | 30.240 | 32.206 | 34.297 |
| O | 21.976 | 23.404 | 24.929 | 26.549 | 28.273 | 30.111 | 34.678 | 41.248 | 30.694 | 32.690 | 34.812 |
| P | 22.306 | 23.756 | 25.303 | 26.948 | 28.698 | 30.563 | 35.199 | 41.867 | 31.155 | 33.181 | 35.335 |
| Q | 22.641 | 24.113 | 25.683 | 27.353 | 29.129 | 31.022 | 35.727 | 42.496 | 31.623 | 33.679 | 35.866 |
| R | 22.981 | 24.475 | 26.069 | 27.764 | 29.566 | 31.488 | 36.263 | 43.134 | 32.098 | 34.185 | 36.404 |
| S | 23.326 | 24.843 | 26.461 | 28.181 | 30.010 | 31.961 | 36.807 | 43.782 | 32.580 | 34.698 | 36.951 |
| T | 23.676 | 25.216 | 26.858 | 28.604 | 30.461 | 32.441 | 37.360 | 44.439 | 33.069 | 35.219 | 37.506 |
| U | 24.032 | 25.595 | 27.261 | 29.034 | 30.918 | 32.928 | 37.921 | 45.106 | 33.566 | 35.748 | 38.069 |
| | | | | | | | | | | | |
| Range Max | 31.624 | 33.678 | 35.872 | 38.202 | 40.686 | 43.333 | 46.365 | 55.146 | 42.276 | 45.024 | 47.952 |

UPQHC 2005-07 Grids - Attachment A.III.**Effective April 1, 2007 through June 30, 2007**

| <u>Grid Level</u> | <u>11-06</u> | <u>11-07</u> | <u>11-08</u> | <u>11-09</u> | <u>11-10</u> | <u>11-11</u> | <u>11-12</u> | <u>11-22</u> | <u>11-40</u> | <u>11-41</u> | <u>11-42</u> |
|--------------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|---------------------|
| A | 18.239 | 19.424 | 20.689 | 22.032 | 23.465 | 24.990 | 28.782 | 34.234 | | | |
| B | 18.513 | 19.716 | 21.000 | 22.363 | 23.817 | 25.365 | 29.214 | 34.748 | | | |
| C | 18.791 | 20.012 | 21.315 | 22.699 | 24.175 | 25.746 | 29.653 | 35.270 | 26.245 | 27.952 | 29.768 |
| D | 19.073 | 20.313 | 21.635 | 23.040 | 24.538 | 26.133 | 30.098 | 35.800 | 26.639 | 28.372 | 30.215 |
| E | 19.360 | 20.618 | 21.960 | 23.386 | 24.907 | 26.525 | 30.550 | 36.337 | 27.039 | 28.798 | 30.669 |
| F | 19.651 | 20.928 | 22.290 | 23.737 | 25.281 | 26.923 | 31.009 | 36.883 | 27.445 | 29.230 | 31.130 |
| G | 19.946 | 21.242 | 22.625 | 24.094 | 25.661 | 27.327 | 31.475 | 37.437 | 27.857 | 29.669 | 31.597 |
| H | 20.246 | 21.561 | 22.965 | 24.456 | 26.046 | 27.737 | 31.948 | 37.999 | 28.275 | 30.115 | 32.071 |
| I | 20.550 | 21.885 | 23.310 | 24.823 | 26.437 | 28.154 | 32.428 | 38.569 | 28.700 | 30.567 | 32.553 |
| J | 20.859 | 22.214 | 23.660 | 25.196 | 26.834 | 28.577 | 32.915 | 39.148 | 29.131 | 31.026 | 33.042 |
| K | 21.172 | 22.548 | 24.015 | 25.574 | 27.237 | 29.006 | 33.409 | 39.736 | 29.568 | 31.492 | 33.538 |
| L | 21.490 | 22.887 | 24.376 | 25.958 | 27.646 | 29.442 | 33.911 | 40.333 | 30.012 | 31.965 | 34.042 |
| M | 21.813 | 23.231 | 24.742 | 26.348 | 28.061 | 29.884 | 34.420 | 40.938 | 30.463 | 32.445 | 34.553 |
| N | 22.141 | 23.580 | 25.114 | 26.744 | 28.482 | 30.333 | 34.937 | 41.553 | 30.920 | 32.932 | 35.072 |
| O | 22.474 | 23.934 | 25.491 | 27.146 | 28.910 | 30.788 | 35.462 | 42.177 | 31.384 | 33.426 | 35.599 |
| P | 22.812 | 24.294 | 25.874 | 27.554 | 29.344 | 31.250 | 35.994 | 42.810 | 31.855 | 33.928 | 36.133 |
| Q | 23.155 | 24.659 | 26.263 | 27.968 | 29.785 | 31.719 | 36.534 | 43.453 | 32.333 | 34.437 | 36.675 |
| R | 23.503 | 25.029 | 26.657 | 28.388 | 30.232 | 32.195 | 37.083 | 44.105 | 32.818 | 34.954 | 37.226 |
| S | 23.856 | 25.405 | 27.057 | 28.814 | 30.686 | 32.678 | 37.640 | 44.767 | 33.311 | 35.479 | 37.785 |
| T | 24.214 | 25.787 | 27.463 | 29.247 | 31.147 | 33.169 | 38.205 | 45.439 | 33.811 | 36.012 | 38.352 |
| U | 24.578 | 26.174 | 27.875 | 29.686 | 31.615 | 33.667 | 38.779 | 46.121 | 34.319 | 36.553 | 38.928 |
| | | | | | | | | | | | |
| Range Max | 32.336 | 34.436 | 36.680 | 39.062 | 41.602 | 44.308 | 47.409 | 56.387 | 43.228 | 46.038 | 49.031 |

Attachment B.I. Pay Schedule 11: United Professionals for Quality Health Care**Effective through June 24, 2006**

| Pay Range | Official Hourly Basis | | | Monthly Basis* | | Annual Basis* | |
|------------------|------------------------------|----------------|--------------------------|-----------------------|----------------|----------------------|----------------|
| | Minimum | Maximum | Within Range Step | Minimum | Maximum | Minimum | Maximum |
| 11-06 | \$17.748 | \$30.118 | \$0.533 | \$3,088 | \$5,241 | \$37,058 | \$62,886 |
| 11-07 | \$18.901 | \$32.074 | \$0.568 | \$3,289 | \$5,581 | \$39,465 | \$66,971 |
| 11-08 | \$20.132 | \$34.163 | \$0.604 | \$3,503 | \$5,944 | \$42,036 | \$71,332 |
| 11-09 | \$21.439 | \$36.382 | \$0.644 | \$3,730 | \$6,330 | \$44,765 | \$75,966 |
| 11-10 | \$22.833 | \$38.748 | \$0.685 | \$3,973 | \$6,742 | \$47,675 | \$80,906 |
| 11-11 | \$24.318 | \$41.269 | \$0.730 | \$4,231 | \$7,181 | \$50,776 | \$86,170 |
| 11-12 | \$26.935 | \$43.740 | \$0.809 | \$4,687 | \$7,611 | \$56,240 | \$91,329 |
| 11-22 | \$32.038 | \$52.024 | \$0.962 | \$5,575 | \$9,052 | \$66,895 | \$108,626 |
| 11-40 | \$24.561 | \$39.883 | \$0.737 | \$4,274 | \$6,940 | \$51,283 | \$83,276 |
| 11-41 | \$26.158 | \$42.475 | \$0.785 | \$4,551 | \$7,391 | \$54,618 | \$88,688 |
| 11-42 | \$27.858 | \$45.237 | \$0.836 | \$4,847 | \$7,871 | \$58,168 | \$94,455 |

Attachment B.II. Pay Schedule 11: United Professionals for Quality Health Care**Effective June 25, 2006 through March 31, 2007**

| Pay Range | Official Hourly Basis | | | Monthly Basis* | | Annual Basis* | |
|------------------|------------------------------|----------------|--------------------------|-----------------------|----------------|----------------------|----------------|
| | Minimum | Maximum | Within Range Step | Minimum | Maximum | Minimum | Maximum |
| 11-06 | \$17.837 | \$31.624 | \$0.536 | \$3,104 | \$5,503 | \$37,244 | \$66,031 |
| 11-07 | \$18.996 | \$33.678 | \$0.570 | \$3,305 | \$5,860 | \$39,664 | \$70,320 |
| 11-08 | \$20.233 | \$35.872 | \$0.607 | \$3,521 | \$6,242 | \$42,247 | \$74,901 |
| 11-09 | \$21.547 | \$38.202 | \$0.647 | \$3,749 | \$6,647 | \$44,990 | \$79,766 |
| 11-10 | \$22.948 | \$40.686 | \$0.689 | \$3,993 | \$7,079 | \$47,915 | \$84,952 |
| 11-11 | \$24.440 | \$43.333 | \$0.734 | \$4,253 | \$7,540 | \$51,031 | \$90,479 |
| 11-12 | \$28.148 | \$46.365 | \$0.845 | \$4,898 | \$8,068 | \$58,773 | \$96,810 |
| 11-22 | \$33.480 | \$55.146 | \$1.005 | \$5,826 | \$9,595 | \$69,906 | \$115,145 |
| 11-40 | \$25.667 | \$42.276 | \$0.771 | \$4,466 | \$7,356 | \$53,593 | \$88,272 |
| 11-41 | \$27.336 | \$45.024 | \$0.821 | \$4,756 | \$7,834 | \$57,078 | \$94,010 |
| 11-42 | \$29.112 | \$47.952 | \$0.874 | \$5,065 | \$8,344 | \$60,786 | \$100,124 |

Attachment III. Pay Schedule 11: United Professionals for Quality Health Care**Effective April 1, 2007 through June 30, 2007**

| Pay Range | Official Hourly Basis | | | Monthly Basis* | | Annual Basis* | |
|------------------|------------------------------|----------------|--------------------------|-----------------------|----------------|----------------------|----------------|
| | Minimum | Maximum | Within Range Step | Minimum | Maximum | Minimum | Maximum |
| 11-06 | \$18.239 | \$32.336 | \$0.548 | \$3,174 | \$5,626 | \$38,083 | \$67,518 |
| 11-07 | \$19.424 | \$34.436 | \$0.583 | \$3,380 | \$5,992 | \$40,557 | \$71,902 |
| 11-08 | \$20.689 | \$36.680 | \$0.621 | \$3,600 | \$6,382 | \$43,199 | \$76,588 |
| 11-09 | \$22.032 | \$39.062 | \$0.661 | \$3,834 | \$6,797 | \$46,003 | \$81,561 |
| 11-10 | \$23.465 | \$41.602 | \$0.704 | \$4,083 | \$7,239 | \$48,995 | \$86,865 |
| 11-11 | \$24.990 | \$44.308 | \$0.750 | \$4,348 | \$7,710 | \$52,179 | \$92,515 |
| 11-12 | \$28.782 | \$47.409 | \$0.864 | \$5,008 | \$8,249 | \$60,097 | \$98,990 |
| 11-22 | \$34.234 | \$56.387 | \$1.028 | \$5,957 | \$9,811 | \$71,481 | \$117,736 |
| 11-40 | \$26.245 | \$43.228 | \$0.788 | \$4,567 | \$7,522 | \$54,800 | \$90,260 |
| 11-41 | \$27.952 | \$46.038 | \$0.839 | \$4,864 | \$8,011 | \$58,364 | \$96,127 |
| 11-42 | \$29.768 | \$49.031 | \$0.894 | \$5,180 | \$8,531 | \$62,156 | \$102,377 |