

State of Wisconsin

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

**Date:** April 30, 2010

**Locator No:** OSER-0265-CLR/LR/PP

**Subject:** Information for Processing 2007-2009 Fiscal Biennium Pay and Benefit Provisions for Employees in the Professional Engineering Bargaining Unit (Unit 14)

This information is provided to assist appointing authorities in determining 2007-2009 fiscal biennium general wage adjustments and associated lump sum payments, market adjustments, and add-on increases, and to specify the process for recovering individual employee health insurance obligations for employees in the professional engineering bargaining unit (bargaining unit 14). The wage increases are granted in accordance with the wage provisions (Article XII) of the 2007-2009 Agreement between the State of Wisconsin and the State Engineering Association (SEA), and base pay increases must be applied in the order set forth in this bulletin.

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

Pursuant to Article XII, Section 4 of the 2007-2009 SEA Agreement and s. ER 29.04, Wis. Adm. Code, multiple pay adjustments that are effective on the same date will be applied in the following order:

**Use the FY 2006-2007 pay schedule in Attachment 1 for adjustments 1 through 8, on April 25, 2010.**

**Use the applicable 2007-2009 pay schedule in Attachments 2, 3 and 4 for adjustments under number 9, effective on April 25, 2010.**

**Use the pay schedule provided in Attachment 4 for adjustments under numbers 10 and 11, effective April 25, 2010, and for all transactions after that date for the term of the 2007-2009 SEA Agreement.**

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. Negotiated Base Pay Adjustments for the 2007-2009 Fiscal Biennium**
10. Establishment of a raised minimum rate (RMR)
11. Original appointment

**SECTION II. FY 2007-2008 2.0% GENERAL WAGE ADJUSTMENT (GWA)**

- A. Effective Date.** The GWA is effective April 25, 2010.
- B. Eligibility.**
- 1. Eligible.** Except for employees described under 2., below, all employees (employment types 01, 02, and 06) in pay status on April 25, 2010, or who retired or died while serving in a bargaining unit position during the period from June 24, 2007 through April 24, 2010, are eligible for a GWA in the amount set forth in C., below.
  - 2. Ineligible.** Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a GWA for FY 2007-2008 provided under the Compensation Plan or another 2007-2009 state collective bargaining agreement.
- C. Amount.** Each eligible employee will receive a GWA of 2.0% of the employee's base pay rate, subject to the applicable 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 General Wage Adjustment Payment under Section IV, below.

**SECTION III. IMPLEMENTATION OF THE PAY SCHEDULE ASSOCIATED WITH THE FY 2007-2008 2.0% GWA**

Effective April 25, 2010, the pay schedule in Attachment 2 associated with the FY 2007-2008 2.0% GWA will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum or PSICM will receive an adjustment to the new pay range minimum or PSICM, as appropriate.

NOTE: PSICM applies in this section or subsequent sections mentioning PSICM if the employee is not serving a probationary period, in accordance with s. ER 29.03(1)(a), Wis. Adm. Code.

**SECTION IV. ANNUALIZED GENERAL WAGE ADJUSTMENT PAYMENTS RELATED TO THE FY 2007-2008 2.0% GWA**

- A. Granting Date.** Annualized General Wage Adjustment Payments will be granted as soon as administratively feasible after April 25, 2010.
- B. Eligibility.** Any employee who is otherwise eligible for a GWA under Section II, above will receive an Annualized General Wage Adjustment Payment if either of the circumstances described under 1. or 2., below, apply:
- 1.** The employee could not receive an adjustment under Section II, due solely to the pay range maximum limitation (i.e., the employee's base pay was at or above the applicable pay range maximum).

2. The employee received a base pay adjustment less than the full amount for which the employee would have been eligible, due solely to the pay range maximum limitation.
- C. **Amount.** The amount of an annualized payment is calculated by multiplying the value of the GWA provided under Section II that exceeds the applicable pay range maximum by 2088 hours. Any such payment will be prorated based on an employee's budgeted FTE status on April 25, 2010.
- D. **Employees on Leave of Absence.** An employee who is on an unpaid leave of absence on April 25, 2010, and would otherwise qualify for an annualized payment will receive such payment if and when the employee returns to pay status in a position in the bargaining unit during the term of the Agreement.

## SECTION V. PAY RANGE REASSIGNMENTS

Effective April 25, 2010, two classifications will assigned to new pay ranges as follows:

<u>Class Code</u>	<u>Class Title</u>	<u>Old Pay Range</u>	<u>New Pay Range</u>
25963	Eng. Specialist-Transportation-Senior	14-24	14-04
25965	Eng. Specialist-Transportation-Adv. 2	14-26	14-06

Upon pay range reassignment, employees whose base pay rate falls below the minimum or PSICM of the new pay range will have their base pay rate increased to the new minimum or PSICM, as appropriate.

## SECTION VI. FY 2008-2009 1.0% GENERAL WAGE ADJUSTMENT (GWA)

- A. **Effective Date.** The GWA is effective April 25, 2010.
- B. **Eligibility.**
1. **Eligible.** Except for employees described under 2., below, all employees (employment types 01, 02, and 06) in pay status on April 25, 2010, or who retired or died while serving in a bargaining unit position during the period from July 6, 2008 through April 24, 2010, are eligible for a GWA in the amount set forth in C., below.
  2. **Ineligible.** Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a 1.0% GWA for FY 2008-2009 provided under the Compensation Plan or another 2007-2009 state collective bargaining agreement.
- C. **Amount.** Each eligible employee will receive a GWA of 1.0% of the employee's base pay rate, subject to the applicable pay range maximum indicated in Attachment 3. 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 General Wage Adjustment Payment under Section VIII, below.

## **SECTION VII. IMPLEMENTATION OF THE PAY SCHEDULE ASSOCIATED WITH THE FY 2008-2009 1.0% GWA**

Effective April 25, 2010, the pay schedule in Attachment 3 associated with the FY 2008-2009 1.0% GWA will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum or PSICM will receive an adjustment to the new pay range minimum or PSICM, as appropriate.

## **SECTION VIII. ANNUALIZED GENERAL WAGE ADJUSTMENT PAYMENTS RELATED TO THE FY 2008-2009 1.0% GWA.**

- A. Granting Date.** Annualized General Wage Adjustment Payments will be granted as soon as administratively feasible after April 25, 2010.
- B. Eligibility.** Any employee who is otherwise eligible for a 1.0% GWA under Section VI, above will receive an Annualized General Wage Adjustment Payment if either of the circumstances described under 1. or 2., below, apply:
1. The employee could not receive an adjustment under Section VI, due solely to the pay range maximum limitation (i.e., the employee's base pay was at or above the applicable pay range maximum).
  2. The employee received a base pay adjustment less than the full amount for which the employee would have been eligible, due solely to the pay range maximum limitation.
- C. Amount.** The amount of an annualized payment is calculated by multiplying the value of the GWA provided under Section VI that exceeds the applicable pay range maximum by 2088 hours. Any such payment will be prorated based on an employee's budgeted FTE status on April 25, 2010.
- D. Employees on Leave of Absence.** An employee who is on an unpaid leave of absence on April 25, 2010, and would otherwise qualify for an annualized payment will receive such payment if and when the employee returns to pay status in a position in the bargaining unit during the term of the Agreement.

## **SECTION IX. MARKET ADJUSTMENT**

- A. Effective Date.** The Market Adjustment is effective April 25, 2010.
- B. Eligible Employees:**
1. Employees (employment types 01, 02, and 06) in pay status on April 25, 2010 in a classification assigned to one of the following pay ranges (including employees reassigned to pay ranges 14-04 or 14-06 under Section V, above):

14-04	14-47	14-56
14-05	14-48	14-57
14-06		

2. Employees who retired or died while serving in a bargaining unit position during the period from October 12, 2008 through April 24, 2010, and on October 12, 2008, were in a position assigned to one of the following pay ranges:

14-04	14-24	14-47	14-56
14-05	14-26	14-48	14-57
14-06			

- C. **Amount.** Eligible employees will receive a base pay increase, limited by the applicable pay range maximum indicated in Attachment 3, according to the year of their adjusted service date as indicated in the following table:

Year of Adjusted Service Date	Base Pay Increase
1986 or prior	\$1.235
1987 to 1990	\$1.085
1991 to 1994	\$0.940
1995 to 1997	\$0.785
1998 to 1999	\$0.635
2000 to 2001	\$0.485
2002 to 2005	\$0.340
2006 to 2009	\$0.190

## SECTION X. CONSTRUCTION REPRESENTATIVE MARKET ADJUSTMENT

- A. **Effective Date.** The Construction Representative Market Adjustment is effective April 25, 2010.

B. **Eligible Employees:**

1. Employees (employment types 01, 02, and 06) in pay status on April 25, 2010 in one of the following classifications:

Class Code	Classification
26362	Construction Representative-Journey
26363	Construction Representative-Senior

2. Employees who retired or died while serving in a bargaining unit position during the period from October 12, 2008 through April 24, 2010, and on October 12, 2008, were in one of the Construction Representative classifications listed in the table above.

- C. **Amount.** Eligible employees will receive a base pay increase of \$0.50 per hour, limited by the applicable pay range maximum indicated in Attachment 3.

## SECTION XI. FY 2008-2009 2.0% GENERAL WAGE ADJUSTMENT (GWA)

- A. **Effective Date.** The GWA is effective April 25, 2010.

**B. Eligibility.**

1. **Eligible.** Except for employees described under 2., below, all employees (employment types 01, 02, and 06) in pay status on April 25, 2010, or who retired or died while serving in a bargaining unit position during the period from June 7, 2009 through April 24, 2010, are eligible for a GWA in the amount set forth in C., below.
2. **Ineligible.** Any employee whose pay rate upon appointment was set in recognition of a previously earned rate that included a 2.0% GWA for FY 2008-2009 provided under the Compensation Plan or another 2007-2009 state collective bargaining agreement.

- C. Amount.** Each eligible employee will receive a GWA of 2.0% of the employee's base pay rate, subject to the applicable 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 General Wage Adjustment Payment under Section XIII, below.

**SECTION XII. IMPLEMENTATION OF THE PAY SCHEDULE ASSOCIATED WITH THE FY 2008-2009 2.0% GWA**

Effective April 25, 2010, the final pay schedule for fiscal biennium 2007-2009 provided in Attachment 4 will be implemented. Any employee whose base pay rate falls below the applicable pay range minimum or PSICM will receive an adjustment to the new pay range minimum or PSICM, as appropriate.

**SECTION XIII. ANNUALIZED GENERAL WAGE ADJUSTMENT PAYMENTS RELATED TO THE FY 2008-2009 2.0% GWA**

- A. Granting Date.** Annualized General Wage Adjustment Payments will be granted as soon as administratively feasible after April 25, 2010.
- B. Eligibility.** Any employee who is otherwise eligible for a 2.0% GWA under Section XI, above will receive an Annualized General Wage Adjustment Payment if either of the circumstances described under 1. or 2., below, apply:
1. The employee could not receive an adjustment under Section XI, due solely to the pay range maximum limitation (i.e., the employee's base pay was at or above the applicable pay range maximum).
  2. The employee received a base pay adjustment less than the full amount for which the employee would have been eligible, due solely to the pay range maximum limitation.
- C. Amount.** The amount of an annualized payment is calculated by multiplying the value of the GWA provided under Section XI that exceeds the applicable pay range maximum by 160 hours. Any such payment will be prorated based on an employee's budgeted FTE status on April 25, 2010.
- D. Employees on Leave of Absence.** An employee who is on an unpaid leave of absence on April 25, 2010, and would otherwise qualify for an annualized payment will receive such payment if and

when the employee returns to pay status in a position in the bargaining unit during the term of the Agreement.

#### **SECTION XIV. LUMP SUM PAYMENT FOR THE DELAY IN IMPLEMENTATION OF THE FY 2007-2009 LABOR AGREEMENT**

**A. Granting Date.** The lump sum payment provided under C., below, will be provided as soon after April 25, 2010, 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 FY 2007-2009 Agreement:

- a. Employees who were at all times in the bargaining unit between June 24, 2007 and April 25, 2010.
- b. Employees who left the bargaining unit for other state employment between June 24, 2007, and April 25, 2010, subject to 2.a., below.
- c. Employees who were laid off from the bargaining unit or returned from layoff to the bargaining unit after June 24, 2007 and before April 25, 2010.
- d. New state employees hired into the bargaining unit between June 24, 2007 and April 25, 2010.
- e. Employees hired into the bargaining unit from another certified state bargaining unit between June 24, 2007 and April 25, 2010, and prior to the effective date of a corresponding wage adjustment in the employee's former bargaining unit.
- f. Former employees of the bargaining unit who retired from, or died while serving in, a bargaining unit position between June 24, 2007 and April 25, 2010. Such payments will be considered earnings for retirement and benefit purposes for the periods during which they would have been earned if there had been no delay in implementation of the Agreement.
- g. Employees in the bargaining unit who are on or returned from a leave of absence between June 24, 2007 and April 25, 2010. Employees who went on a leave of absence from a position in the bargaining unit after June 24, 2007, 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 left the professional engineering bargaining unit for other state employment between June 24, 2007, and April 25, 2010, and was considered for or received one or more 2007-2009 fiscal biennium General Wage Adjustments, shall not receive a lump sum payment for the same GWA and time period for which a lump sum payment was already received (i.e., no "double dipping").
- b. Any employee who has previous state employment as a permanent classified employee, either represented or nonrepresented, and was considered for or received one or more 2007-2009 fiscal biennium General Wage Adjustments prior to his or her appointment to a position in the professional engineering bargaining unit, will not receive a lump

sum payment for any General Wage Adjustment already considered for or received in another unit.

- c. Any employee who is on a leave of absence on April 25, 2010, and fails to return from such leave prior to termination of the Agreement.

**C. Amount.**

1. The lump sum payment amount is determined as the sum of the amounts under a. through i., below, subtracting the cumulative difference between health insurance premiums owed by the employee under Article 13, Section 1, of the 2007-2009 Agreement and the premiums actually paid by the employee. (See Section XV of this bulletin for more information on health insurance reconciliation.)
  - a. Multiply the GWA base pay increase received under Section II, by all of the employee's hours in pay status from June 24, 2007 through April 24, 2010.
  - b. Multiply the pay range reassignment base pay increase received under Section V, by all of the employee's hours in pay status from July 6, 2008 through April 24, 2010.
  - c. Multiply the GWA base pay increase received under Section VI, by all of the employee's hours in pay status from July 6, 2008 through April 24, 2010.
  - d. Multiply the market base pay increase received under Section IX, by all of the employee's hours in pay status from October 12, 2008 through April 24, 2010.
  - e. Multiply the Construction Representative market base pay increase received under Section X, by all of the employee's hours in pay status from October 12, 2008 through April 24, 2010.
  - f. Multiply the GWA base pay increase received under Section XI, by all of the employee's hours in pay status from June 7, 2009 through April 24, 2010.
2. The lump sum wage payment will also reflect an increase in the premium rate portion of overtime wages earned during the applicable period stated in 1., above.

**D. Determining the "Hours in Pay Status."**

1. Determine the sum of all "hours in pay status" as a represented employee in the professional engineering 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. or 2., above.
2. Hours excluded from hours in pay status:
  - a. Hours as a project employee (employment type 05) or as an LTE employee (employment types 10 and 23);
  - b. Hours as a nonrepresented employee;
  - c. Hours in any other bargaining unit;
  - d. Hours in the professional engineering bargaining unit after the employee was considered for or received a corresponding GWA under the Compensation Plan or any other 2007-2009 collective bargaining agreement;
  - e. 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, any lump sum wage payment received under this section for the delay in implementation of the GWA will be considered as salary or wages earned during the applicable period from June 24, 2007 through April 24, 2010.

#### **SECTION XV. RECONCILIATION OF 2007-2009 EMPLOYEE HEALTH INSURANCE PREMIUMS**

- A. Pursuant to 12/3/2/A. of the Agreement, a portion of the lump sum payment for the delay in implementation of the Agreement as calculated under Section XIV, above, will be used to offset an employee's individually accrued health insurance obligation for premiums that would have been paid from November 2008 to the effective date of the Agreement under the 3-tier premium schedule in Article XIII, Section 1 of the Agreement. The lump sum amount deducted for health insurance premiums will be deducted on a pre-tax basis.
- B. If the amount of the lump sum payment for the delay in the implementation of the GWA is not sufficient to cover the health insurance obligation for an individual employee, the remaining balance will be deducted in equal monthly installments of not less than \$25.00 on 'B' payroll cycles. The last deduction may be adjusted as needed to fulfill the obligation. The entire obligation must be paid in full by the last 'B' payroll cycle in the calendar year 2010.

#### **SECTION XVI. SEMI-AUTOMATIC PROGRESSION ADJUSTMENTS**

Semi-automatic progression adjustments effective April 25, 2010, are provided for eligible employees in entry-level classifications. Administration of semi-automatic pay progression remains the same for the 2007-2009 Agreement as it was in the 2005-2007 Agreement.

#### **SECTION XVII. ADD-ON INCREASES EFFECTIVE APRIL 25, 2010**

Effective April 25, 2010, the add-on paid to any employee with a license from the Department of Regulation and Licensing as either a Registered Land Surveyor, Landscape Architect, Professional Geologist, or has a permit for Designer of Engineering Systems, is increased from \$0.50 per hour to \$1.00 per hour.

#### **SECTION XVIII. REFERRAL OF QUESTIONS**

**Employee questions** regarding the provisions contained in this bulletin should be referred to the agency Human Resources Office or Payroll Office.

**Agency questions** regarding the *pay provisions* contained in this bulletin should be referred to the Bureau of Compensation: John Wiesman at: Phone: (608) 266-1418 or E-mail: [John.Wiesman@Wisconsin.gov](mailto:John.Wiesman@Wisconsin.gov).

**Agency questions** regarding *all other contract provisions* should be referred to the Bureau of Labor Relations: Wil Mickelson at: Phone: (608) 267-5169 or E-mail: [Wil.Mickelson@Wisconsin.gov](mailto:Wil.Mickelson@Wisconsin.gov).

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

**DOA Central Payroll:**

**Shelley Schwartz at (608) 264-9571**

**UW-Processing Center:**

**Payroll and Financial Services (608) 262-3558**

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Joe Wineke, Administrator  
Division of Compensation & Labor Relations

JMW

**Attachments:**

- Attachment 1 - Pay Schedule 14 effective prior to April 25, 2010 General Wage Adjustments
- Attachment 2 - Pay Schedule 14 effective for the first 2.0% General Wage Adjustment
- Attachment 3 - Pay Schedule 14 effective for the 1.0% General Wage Adjustment and all market adjustments
- Attachment 4 - Pay Schedule 14 effective for the second 2.0% General Wage Adjustment and all transactions thereafter for the term of the 2007-2009 Agreement

**PAY SCHEDULE 14  
STATE ENGINEERING ASSOCIATION**

<b>Effective April 1, 2007 to April 25, 2010 for transactions preceding General Wage Adjustments effective April 25, 2010</b>				
<b>Pay Range</b>	<b>Minimum</b>	<b>PSICM</b>	<b>Maximum</b>	<b>Within Range Pay Step</b>
<b>14-03</b>	14.730	15.172	24.550	0.442
<b>14-04</b>	19.473	20.058	31.157	0.585
<b>14-05</b>	20.919	21.547	33.471	0.628
<b>14-06</b>	22.410	23.083	35.856	0.673
<b>14-22</b>	14.730	15.172	23.568	0.442
<b>14-23</b>	17.919	18.457	28.671	0.538
<b>14-24</b>	19.264	19.842	30.823	0.578
<b>14-25</b>	20.919	21.547	33.471	0.628
<b>14-26</b>	22.410	23.083	35.856	0.673
<b>14-46</b>	20.699	21.320	33.119	0.621
<b>14-47</b>	24.421	25.154	39.074	0.733
<b>14-48</b>	26.407	27.200	42.252	0.793
<b>14-55</b>	17.806	18.341	28.490	0.535
<b>14-56</b>	20.995	21.625	33.592	0.630
<b>14-57</b>	24.233	24.960	38.773	0.727

**PAY PROGRESSION SERIES**

**Effective April 1, 2007 to April 25, 2010 for transactions preceding General Wage Adjustments  
effective April 25, 2010**

<b>Specialist (14-03)</b>		<b>Engineer (14-46)</b>		<b>Construction Rep. &amp; Facility Designer (14-55)</b>	
<b>Minimum</b>	14.730	<b>Minimum</b>	20.699	<b>Minimum</b>	17.806
<b>PSICM</b>	15.172	<b>PSICM</b>	21.320	<b>PSICM</b>	18.341
<b>A (year 1)</b>	16.147	<b>A (year 1)</b>	22.086	<b>A (year 1)</b>	19.433
<b>B</b>	17.122	<b>B</b>	22.853	<b>B</b>	20.527
<b>C (year 2)</b>	18.101	<b>C (year 2)</b>	23.620	<b>C (year 2)</b>	21.623
<b>D</b>	19.077	<b>D</b>	24.387		
<b>E (year 3)</b>	20.053	<b>E (year 3)</b>	25.154		

**PAY SCHEDULE 14  
STATE ENGINEERING ASSOCIATION**

<b>Effective April 25, 2010 for implementation of the first 2.0% General Wage Adjustment and the pay range reassignments</b>				
<b>Pay Range</b>	<b>Minimum</b>	<b>PSICM</b>	<b>Maximum</b>	<b>Within Range Pay Step</b>
<b>14-03</b>	15.025	15.476	25.042	0.451
<b>14-04</b>	19.863	20.459	32.774	0.596
<b>14-05</b>	21.338	21.979	35.208	0.641
<b>14-06</b>	22.859	23.545	37.718	0.686
<b>14-22</b>	15.025	15.476	24.792	0.451
<b>14-23</b>	18.278	18.827	30.159	0.549
<b>14-24</b>	19.650	20.240	32.423	0.590
<b>14-25</b>	21.338	21.979	35.208	0.641
<b>14-26</b>	22.859	23.545	37.718	0.686
<b>14-46</b>	21.113	21.747	36.948	0.634
<b>14-47</b>	24.910	25.658	41.102	0.748
<b>14-48</b>	26.936	27.745	44.445	0.809
<b>14-55</b>	18.163	18.708	29.969	0.545
<b>14-56</b>	21.415	22.058	35.335	0.643
<b>14-57</b>	24.718	25.460	40.785	0.742

**PAY PROGRESSION SERIES**

**Effective April 25, 2010 for administrative record, only**

<b>Specialist (14-03)</b>		<b>Engineer (14-46)</b>		<b>Construction Rep. &amp; Facility Designer (14-55)</b>	
<b>Minimum</b>	15.025	<b>Minimum</b>	21.113	<b>Minimum</b>	18.163
<b>PSICM</b>	15.476	<b>PSICM</b>	21.747	<b>PSICM</b>	18.708
<b>A (year 1)</b>	16.470	<b>A (year 1)</b>	22.528	<b>A (year 1)</b>	19.822
<b>B</b>	17.465	<b>B</b>	23.311	<b>B</b>	20.938
<b>C (year 2)</b>	18.464	<b>C (year 2)</b>	24.093	<b>C (year 2)</b>	22.056
<b>D</b>	19.459	<b>D</b>	24.875		
<b>E (year 3)</b>	20.455	<b>E (year 3)</b>	25.658		

**PAY SCHEDULE 14  
STATE ENGINEERING ASSOCIATION**

<b>Effective April 25, 2010 for implementation of the 1.0% General Wage Adjustment and all market adjustments</b>				
<b>Pay Range</b>	<b>Minimum</b>	<b>PSICM</b>	<b>Maximum</b>	<b>Within Range Pay Step</b>
<b>14-03</b>	15.176	15.632	25.293	0.456
<b>14-04</b>	20.062	20.664	33.103	0.602
<b>14-05</b>	21.552	22.199	35.561	0.647
<b>14-06</b>	23.088	23.781	38.096	0.693
<b>14-22</b>	abolished			
<b>14-23</b>	abolished			
<b>14-24</b>	abolished			
<b>14-25</b>	abolished			
<b>14-26</b>	abolished			
<b>14-46</b>	21.325	21.965	37.319	0.640
<b>14-47</b>	25.160	25.915	41.514	0.755
<b>14-48</b>	27.206	28.023	44.890	0.817
<b>14-55</b>	18.345	18.896	30.270	0.551
<b>14-56</b>	21.630	22.279	35.690	0.649
<b>14-57</b>	24.966	25.715	41.194	0.749

**PAY PROGRESSION SERIES**

**Effective April 25, 2010 for administrative record, only**

<b>Specialist (14-03)</b>		<b>Engineer (14-46)</b>		<b>Construction Rep. &amp; Facility Designer (14-55)</b>	
<b>Minimum</b>	15.176	<b>Minimum</b>	21.325	<b>Minimum</b>	18.345
<b>PSICM</b>	15.632	<b>PSICM</b>	21.965	<b>PSICM</b>	18.896
<b>A (year 1)</b>	16.635	<b>A (year 1)</b>	22.754	<b>A (year 1)</b>	20.021
<b>B</b>	17.640	<b>B</b>	23.545	<b>B</b>	21.148
<b>C (year 2)</b>	18.649	<b>C (year 2)</b>	24.334	<b>C (year 2)</b>	22.277
<b>D</b>	19.654	<b>D</b>	25.124		
<b>E (year 3)</b>	20.660	<b>E (year 3)</b>	25.915		

**PAY SCHEDULE 14  
STATE ENGINEERING ASSOCIATION**

<b>Effective April 25, 2010 for implementation of the second 2.0% General Wage Adjustment, and for all transactions thereafter for the term of the 2007-2009 Agreement</b>				
<b>Pay Range</b>	<b>Minimum</b>	<b>PSICM</b>	<b>Maximum</b>	<b>Within Range Pay Step</b>
<b>14-03</b>	15.480	15.945	25.800	0.465
<b>14-04</b>	20.464	21.078	33.766	0.614
<b>14-05</b>	21.984	22.644	36.274	0.660
<b>14-06</b>	23.550	24.257	38.858	0.707
<b>14-46</b>	21.752	22.405	38.066	0.653
<b>14-47</b>	25.664	26.434	42.346	0.770
<b>14-48</b>	27.751	28.584	45.790	0.833
<b>14-55</b>	18.712	19.274	30.875	0.562
<b>14-56</b>	22.063	22.725	36.404	0.662
<b>14-57</b>	25.466	26.230	42.019	0.764

**PAY PROGRESSION SERIES**

**Effective April 25, 2010 for implementation of the second 2.0% General Wage Adjustment, and for all transactions thereafter for the term of the 2007-2009 Agreement**

<b>Specialist (14-03)</b>		<b>Engineer (14-46)</b>		<b>Construction Rep. &amp; Facility Designer (14-55)</b>	
<b>Minimum</b>	15.480	<b>Minimum</b>	21.752	<b>Minimum</b>	18.712
<b>PSICM</b>	15.945	<b>PSICM</b>	22.405	<b>PSICM</b>	19.274
<b>A (year 1)</b>	16.968	<b>A (year 1)</b>	23.210	<b>A (year 1)</b>	20.422
<b>B</b>	17.993	<b>B</b>	24.016	<b>B</b>	21.571
<b>C (year 2)</b>	19.022	<b>C (year 2)</b>	24.821	<b>C (year 2)</b>	22.723
<b>D</b>	20.048	<b>D</b>	25.627		
<b>E (year 3)</b>	21.074	<b>E (year 3)</b>	26.434		