

SECTION Z - CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2015-2017 BIENNIUM

INTRODUCTION

The Compensation Plan includes dollar values of the base pay rates and ranges and the within range pay steps of the separate pay schedules for nonrepresented classified employees and covered unclassified employees.

All pay schedules for employees covered by this Plan are contained in this section except the Limited Term Employee Schedule (Schedule 18) which is contained in Section D. Pay schedules for the public safety bargaining unit are not included in this Plan.

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

PAY SCHEDULE 1: TRADES SUPERVISORY/MANAGEMENT

Effective: June 28, 2015 through June 24, 2017

Pay
Range

01-99 Refer to Section A, 2.13

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.81.

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	12.20	19.04	0.37	0.98
9	13.19	20.18	0.40	1.06
10	14.25	21.81	0.43	1.14
11	15.42	23.58	0.47	1.24
12	16.67	25.51	0.51	1.34
13	18.03	27.58	0.55	1.45
14	19.50	29.83	0.59	1.56
15	21.08	32.25	0.64	1.69

PAY SCHEDULE 03: BLUE COLLAR

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.52	19.04	0.35	0.93
9	12.19	20.18	0.37	0.98
10	13.16	21.81	0.40	1.06
11	14.20	23.58	0.43	1.14
12	15.33	25.51	0.46	1.23
13	16.55	27.58	0.50	1.33
14	17.87	29.83	0.54	1.43
15	19.30	32.25	0.58	1.55
16	20.85	34.89	0.63	1.67
17	22.52	37.73	0.68	1.81

PAY SCHEDULE 04: TRADES

Effective: June 28, 2015 through June 24, 2017

For details on pay rates for each trade by location, see the Building Trades Rate Booklet on the OSER website.

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

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.81.

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.72	20.03	0.36	0.94
9	12.66	21.65	0.38	1.02
10	13.69	23.40	0.42	1.10
11	14.80	25.30	0.45	1.19
12	16.00	27.36	0.48	1.28
13	17.30	29.59	0.52	1.39
14	18.72	32.00	0.57	1.50
15	20.25	34.62	0.61	1.62
16	21.65	37.02	0.65	1.74
17	23.17	39.62	0.70	1.86
31	15.20	26.59	0.46	1.22
32	15.96	29.20	0.48	1.28
40	22.05	32.25	0.67	1.77
41	24.70	34.88	0.75	1.98

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
63	19.19	35.44	51.69	0.58	1.54	3,326	8,960	39,915	107,515
64	16.08	27.87	39.66	0.49	1.29	2,787	6,874	33,446	82,493

PAY SCHEDULE 06: TECHNICAL

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.88	19.04	0.36	0.96
9	12.12	20.18	0.37	0.97
10	13.11	21.81	0.40	1.05
11	14.18	23.58	0.43	1.14
12	15.35	25.51	0.47	1.23
13	16.61	27.58	0.50	1.33
14	17.97	29.83	0.54	1.44
15	19.44	32.25	0.59	1.56
16	21.04	34.88	0.64	1.69
17	22.78	37.73	0.69	1.83
18	24.65	40.81	0.74	1.98
19	26.62	44.14	0.80	2.13

PAY SCHEDULE 06: TECHNICAL

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
5	19.44	26.05	32.65	0.59	1.56	3,370	5,659	40,435	67,912
63	19.19	35.44	51.69	0.58	1.54	3,326	8,960	39,915	107,515
64	16.08	27.87	39.66	0.49	1.29	2,787	6,874	33,446	82,493

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	26.29	43.37	60.45	0.79	2.11	4,557	10,478	54,683	125,736
3	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
4	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493
5	13.70	22.60	31.50	0.42	1.10	2,375	5,460	28,496	65,520
32	32.64	49.66	61.00	0.98	2.62	5,658	10,573	67,891	126,880
33	28.56	43.83	54.00	0.86	2.29	4,950	9,360	59,405	112,320
34	24.48	38.00	47.00	0.74	1.96	4,243	8,147	50,918	97,760
35	20.40	32.16	40.00	0.62	1.64	3,536	6,933	42,432	83,200

PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: June 28, 2015 through June 24, 2017

Excise Tax Agent Special Agent	Excise Tax Agent - Senior Special Agent - Senior	Criminal Analyst	Criminal Analyst - Senior
progression points:	progression points:	progression points:	progression points:
A 25.25	A 31.04	A 17.25	A 22.47
B 26.73	B 32.29	B 18.55	B 23.78
C 28.21	C 33.53	C 19.86	C 25.09
D 29.68	D 34.77	D 21.17	D 26.40
	E 36.01		E 27.70

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

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
3	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
4	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493

BROADBAND PAY SCHEDULE 09: ATTORNEYS

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
09-75	24.15	41.26	58.37	0.73	1.94	4,186	10,117	50,232	121,410
09-76	23.68	40.45	57.22	0.72	1.90	4,105	9,918	49,254	119,018

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
49	60.65	78.84	97.03		1.82	4.86	10,513	16,819	126,152	201,822
50	66.15	81.59	97.03		1.99	5.30	11,466	16,819	137,592	201,822
51	66.24	86.11	105.98		1.99	5.30	11,482	18,370	137,779	220,438
52	72.26	93.94	115.61		2.17	5.79	12,525	20,039	150,301	240,469

BROADBAND PAY SCHEDULE 11: PATIENT CARE

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1	32.95	45.55	58.15	0.99	2.64	5,711	10,079	68,536	120,952
2	29.05	41.49	53.93	0.88	2.33	5,035	9,348	60,424	112,174
3	25.29	36.97	48.65	0.76	2.03	4,384	8,433	52,603	101,192
4	22.30	32.83	43.36	0.67	1.79	3,865	7,516	46,384	90,189
5	19.44	26.05	32.65	0.59	1.56	3,370	5,659	40,435	67,912

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
1	12.72	20.18	0.39	1.02
2	13.75	21.81	0.42	1.10
3	14.87	23.58	0.45	1.19
4	16.08	25.51	0.49	1.29
5	17.39	27.58	0.53	1.40
6	18.81	29.83	0.57	1.51
7	20.35	32.25	0.62	1.63
8	22.01	34.88	0.67	1.77
9	23.79	37.73	0.72	1.91
10	25.71	40.81	0.78	2.06
11	27.68	44.14	0.84	2.22
12	29.79	47.74	0.90	2.39
13	32.07	51.64	0.97	2.57

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
80	32.32	60.00	72.72	0.97	2.59	5,602	12,605	67,226	151,258
60	25.76	41.86	57.95	0.78	2.07	4,465	10,045	53,581	120,536
63	19.19	35.44	51.69	0.58	1.54	3,326	8,960	39,915	107,515
64	16.08	27.87	39.66	0.49	1.29	2,787	6,874	33,446	82,493
65	12.72	22.11	31.50	0.39	1.02	2,205	5,460	26,458	65,520

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	26.29	43.37	60.45	0.79	2.11	4,557	10,478	54,683	125,736
3	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
4	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493

BROADBAND PAY SCHEDULE 14: ENGINEERING

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
13	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
14	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493
15	13.70	22.60	31.50	0.42	1.10	2,375	5,460	28,496	65,520

PAY SCHEDULE 14: ENGINEERING

Effective June 28, 2015 through June 24, 2017

Specialist

6 month progression points:

A (year 1)	17.31
B	18.36
C (year 2)	19.41
D	20.46
E (year 3)	21.50

Engineer

6 month progression points:

A (year 1)	23.68
B	24.50
C (year 2)	25.33
D	26.15
E (year 3)	26.97

**Construction Representative
Facility Designer**

6 month progression points:

A (year 1)	20.84
B	22.01
C (year 2)	23.19

BROADBAND PAY SCHEDULE 15: SCIENCE

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	41.74	50.09	58.44	1.26	3.34	7,235	10,130	86,819	121,555
3	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
4	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493

PAY SCHEDULE 15: SCIENCE

Effective June 28, 2015 through June 24, 2017

Developmental (15-04)

Hydrogeologist (15-04)

6 month progression points:

6 month progression points:

A (year 1)	18.06
B	18.99
C (year 2)	19.93
D	20.86
E (year 3)	21.79

A (year 1)	20.13
B	21.74
C (year 2)	23.36

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Rate</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
20-75	23.68	57.22	0.72	1.90	4,105	9,918	49,254	119,018

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS

Effective June 28, 2015 through June 24, 2017

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
21-75	23.68	40.45	57.22	0.72	1.90	4,105	9,918	49,254	119,018

PAY SCHEDULE 36: LAW ENFORCEMENT

Effective June 28, 2015 through June 24, 2017

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>
11	14.69	23.58	0.45	1.18
12	15.88	25.51	0.48	1.28
13	17.18	27.58	0.52	1.38
14	18.58	29.83	0.56	1.49
15	20.10	32.25	0.61	1.61
40	20.36	32.25	0.62	1.63
41	28.29	34.88	0.85	2.27
42	17.86	27.58	0.54	1.43

GENERAL BROADBAND PAY SCHEDULES

Effective: June 28, 2015 through June 24, 2017

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Monthly Basis</u>		<u>Annual Basis</u>			
		<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related										
50	50-11	35.20	52.80	70.39	1.06	2.82	6,101	12,201	73,216	146,411
	50-20	40.81	61.21	81.61	1.23	3.27	7,074	14,146	84,885	169,749
	50-50	66.15	85.99	105.83	1.99	5.30	11,466	18,344	137,592	220,126
	50-51	66.90	87.04	107.17	2.01	5.36	11,596	18,576	139,152	222,914
	50-52	72.98	94.95	116.91	2.19	5.84	12,650	20,264	151,798	243,173
Information Systems-Related										
70	70-01	36.72	58.00	68.00	1.11	2.94	6,365	11,787	76,378	141,440
	70-02	32.64	52.00	61.00	0.98	2.62	5,658	10,573	67,891	126,880
	70-03	28.56	43.83	54.00	0.86	2.29	4,950	9,360	59,405	112,320
	70-04	24.48	38.00	47.00	0.74	1.96	4,243	8,147	50,918	97,760
	70-05	20.40	32.16	40.00	0.62	1.64	3,536	6,933	42,432	83,200
Professional Legal-Related										
71	71-01	24.15	41.26	58.37	0.73	1.94	4,186	10,117	50,232	121,410
	71-02	23.68	40.45	57.22	0.72	1.90	4,105	9,918	49,254	119,018
General										
81	81-01	29.03	48.62	68.21	0.88	2.33	5,032	11,823	60,382	141,877
	81-02	26.29	43.37	60.45	0.79	2.11	4,557	10,478	54,683	125,736
	81-03	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
	81-04	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493
	81-05	13.70	22.60	31.50	0.42	1.10	2,375	5,460	28,496	65,520

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: June 28, 2015 through June 24, 2017

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
90-01	29.03	47.90	0.88	5,032	8,303	60,382	99,632
90-02	31.35	51.73	0.95	5,434	8,967	65,208	107,598
90-03	33.86	55.87	1.02	5,869	9,684	70,429	116,210
90-04	36.57	60.35	1.10	6,339	10,461	76,066	125,528
90-05	39.49	65.16	1.19	6,845	11,294	82,139	135,533
90-06	42.65	70.38	1.28	7,393	12,199	88,712	146,390
90-07	46.07	76.02	1.39	7,985	13,177	95,826	158,122
90-08	49.75	82.09	1.50	8,623	14,229	103,480	170,747
90-09	53.73	88.66	1.62	9,313	15,368	111,758	184,413
90-10	58.03	95.75	1.75	10,059	16,597	120,702	199,160

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective: June 28, 2015 through June 24, 2017

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
95-01	42.41	74.35	1.28	7,351	12,887	88,213	154,648
95-02	56.55	99.07	1.70	9,802	17,172	117,624	206,066

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

June 28, 2015 through June 24, 2017

Pay Range Minimum	<u>Pay Step</u>	<u>Step Rates</u>
		23.68
	1	25.65
	2	27.62
	3	29.60
	4	31.57
	5	33.54
	6	35.52
	7	37.49
	8	39.46
	9	41.44
	10	43.41
	11	45.38
	12	47.36
	13	49.33
	14	51.30
	15	53.28
	16	55.25
	17	57.22