

**SECTION Z - CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2023-2025  
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. The Official Hourly Rate amounts are used for payroll purposes.

**PAY SCHEDULE 01: TRADES SUPERVISORY/MANAGEMENT**

**Effective: January 1, 2023 through October 21, 2023**

**Pay Range**

01-99 Refer to Section A, 2.19

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.93.

**Effective: October 22, 2023, through June 29, 2024**

**Pay Range**

01-99 Refer to Section A, 2.19

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.97.

**Effective: June 30, 2024 through June 28, 2025**

**Pay Range**

01-99 Refer to Section A, 2.19

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.99.

**PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT**

**Effective: January 1, 2023 through October 21, 2023**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	13.76	21.48	0.42	1.11
9	14.89	22.76	0.45	1.20
10	16.08	24.60	0.49	1.29
11	17.40	26.61	0.53	1.40
12	18.81	28.78	0.57	1.51
13	20.34	31.09	0.62	1.63
14	21.99	33.62	0.66	1.76
15	23.77	36.35	0.72	1.91

**Effective: October 22, 2023 through June 29, 2024**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	16.79	22.34	0.51	1.35
9	18.17	23.68	0.55	1.46
10	19.62	25.59	0.59	1.57
11	21.23	27.68	0.64	1.70
12	22.95	29.94	0.69	1.84
13	24.82	32.34	0.75	1.99
14	26.83	34.97	0.81	2.15
15	29.00	37.81	0.87	2.32

**Effective: June 30, 2024 through June 28, 2025**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	17.13	22.79	0.52	1.38
9	18.54	24.16	0.56	1.49
10	20.02	26.11	0.61	1.61
11	21.66	28.24	0.65	1.74
12	23.41	30.54	0.71	1.88
13	25.32	32.99	0.76	2.03
14	27.37	35.67	0.83	2.19
15	29.58	38.57	0.89	2.37

**PAY SCHEDULE 03: BLUE COLLAR**

**Effective: January 1, 2023 through October 21, 2023**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
8	13.00	21.48	0.39	1.04
9	13.75	22.76	0.42	1.10
10	14.85	24.60	0.45	1.19
11	16.02	26.61	0.49	1.29
12	17.29	28.78	0.52	1.39
13	18.67	31.09	0.57	1.50
14	20.15	33.62	0.61	1.62
15	21.76	36.35	0.66	1.75
16	23.52	39.33	0.71	1.89
17	25.38	42.52	0.77	2.04

**Effective: October 22, 2023 through June 29, 2024**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
8	15.86	22.34	0.48	1.27
9	16.78	23.68	0.51	1.35
10	18.12	25.59	0.55	1.45
11	19.55	27.68	0.59	1.57
12	21.10	29.94	0.64	1.69
13	22.78	32.34	0.69	1.83
14	24.59	34.97	0.74	1.97
15	26.55	37.81	0.80	2.13
16	28.70	40.91	0.87	2.30
17	30.97	44.23	0.93	2.48

**Effective: June 30, 2024 through June 28, 2025**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
8	16.18	22.79	0.49	1.30
9	17.12	24.16	0.52	1.37
10	18.49	26.11	0.56	1.48
11	19.95	28.24	0.60	1.60
12	21.53	30.54	0.65	1.73
13	23.24	32.99	0.70	1.86
14	25.09	35.67	0.76	2.01
15	27.09	38.57	0.82	2.17
16	29.28	41.73	0.88	2.35
17	31.59	45.12	0.95	2.53

## **PAY SCHEDULE 04: TRADES**

**For details on pay rates for each trade by location, see the Building Trades Rate Booklet on the Division of Personnel Management website.**

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

### **Effective: January 1, 2023 through October 21, 2023**

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.93.

### **Effective: October 22, 2023 through June 29, 2024**

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.97.

### **Effective: June 30, 2024 through June 28, 2025**

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.99.

**PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY**

**Effective: January 1, 2023 through October 21, 2023**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	13.22	22.59	0.40	1.06
9	14.28	24.41	0.43	1.15
10	15.45	26.37	0.47	1.24
11	16.70	28.51	0.51	1.34
12	18.04	30.84	0.55	1.45
13	19.52	33.36	0.59	1.57
14	21.11	36.06	0.64	1.69
15	22.84	39.02	0.69	1.83
16	24.41	41.73	0.74	1.96
17	26.14	44.65	0.79	2.10
31	20.29	29.98	0.61	1.63
32	21.88	33.62	0.66	1.76

**Effective: October 22, 2023 through June 29, 2024**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	16.13	23.50	0.49	1.30
9	17.43	25.39	0.53	1.40
10	18.85	27.43	0.57	1.51
11	20.38	29.66	0.62	1.64
12	22.01	32.08	0.67	1.77
13	23.82	34.70	0.72	1.91
14	25.76	37.51	0.78	2.07
15	27.87	40.59	0.84	2.23
16	29.79	43.40	0.90	2.39
17	31.90	46.44	0.96	2.56
31	33.00	39.07	0.99	2.64
32	34.59	44.36	1.04	2.77

**Effective: June 30, 2024 through June 28, 2025**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
8	16.46	23.97	0.50	1.32
9	17.78	25.90	0.54	1.43
10	19.23	27.98	0.58	1.54
11	20.79	30.26	0.63	1.67
12	22.46	32.73	0.68	1.80
13	24.30	35.40	0.73	1.95
14	26.28	38.27	0.79	2.11
15	28.43	41.41	0.86	2.28
16	30.39	44.27	0.92	2.44
17	32.54	47.37	0.98	2.61
31	33.66	39.86	1.01	2.70
32	35.29	45.25	1.06	2.83

**BROADBAND PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
<b>63</b>	21.64	39.94	58.24		0.65	1.74	3,751	10,095	45,011	121,139	
<b>64</b>	18.14	31.42	44.69		0.55	1.46	3,144	7,746	37,731	92,955	

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
<b>63</b>	22.51	45.35	60.57		0.68	1.81	3,902	10,499	46,821	125,986	
<b>64</b>	18.87	32.68	46.48		0.57	1.51	3,271	8,057	39,250	96,678	

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
<b>63</b>	22.97	46.27	61.79		0.69	1.84	3,981	10,710	47,778	128,523	
<b>64</b>	19.25	33.33	47.41		0.58	1.54	3,337	8,218	40,040	98,613	

**PAY SCHEDULE 06: TECHNICAL**

**Effective: January 1, 2023 through October 21, 2023**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	13.41	21.48	0.41	1.08
9	13.68	22.76	0.42	1.10
10	14.79	24.60	0.45	1.19
11	16.00	26.61	0.48	1.28
12	17.31	28.78	0.52	1.39
13	18.73	31.09	0.57	1.50
14	20.26	33.62	0.61	1.63
15	21.92	36.35	0.66	1.76
16	23.72	39.32	0.72	1.90
17	25.69	42.52	0.78	2.06
18	27.80	45.99	0.84	2.23
19	30.01	49.74	0.91	2.41

**Effective: October 22, 2023 through June 29, 2024**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	16.37	22.34	0.50	1.31
9	16.69	23.68	0.51	1.34
10	18.05	25.59	0.55	1.45
11	19.52	27.68	0.59	1.57
12	21.12	29.94	0.64	1.69
13	22.86	32.34	0.69	1.83
14	24.72	34.97	0.75	1.98
15	26.75	37.81	0.81	2.14
16	28.94	40.90	0.87	2.32
17	31.35	44.23	0.95	2.51
18	33.92	47.83	1.02	2.72
19	36.62	51.73	1.10	2.93

**Effective: June 30, 2024 through June 28, 2025**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	16.70	22.79	0.51	1.34
9	17.03	24.16	0.52	1.37
10	18.42	26.11	0.56	1.48
11	19.92	28.24	0.60	1.60
12	21.55	30.54	0.65	1.73
13	23.32	32.99	0.70	1.87
14	25.22	35.67	0.76	2.02
15	27.29	38.57	0.82	2.19
16	29.52	41.72	0.89	2.37
17	31.98	45.12	0.96	2.56
18	34.60	48.79	1.04	2.77
19	37.36	52.77	1.13	2.99



**NURSING ASSISTANT AND RESIDENT CARE TECHNICIAN PAY STRUCTURE AND PROGRESSION  
For the Listed Classifications in Pay Schedules 06-11 and 06-12**

**Effective: October 22, 2023 after GWA and add-on roll-in the same date per Section A, through  
June 29, 2024**

	<b>Nursing Assistant 2, Nursing Assistant 2-Weekend, Resident Care Technician-Obj, Resident Care Technician-Obj-Weekend</b>	<b>Nursing Assistant 3, Nursing Assistant 3-Weekend, Resident Care Technician-Adv, Resident Care Technician-Adv-Weekend</b>
<b>Years Seniority*</b>	<b>Pay Rate</b>	<b>Pay Rate</b>
0	\$24.56	\$25.90
1	\$25.07	\$26.44
2	\$25.57	\$26.98
3	\$26.08	\$27.52
5	\$26.58	\$28.06
10	\$27.09	\$28.60
15	\$27.60	\$29.14

**Effective: June 30, 2024 through June 28, 2025**

	<b>Nursing Assistant 2, Nursing Assistant 2-Weekend, Resident Care Technician-Obj, Resident Care Technician-Obj-Weekend</b>	<b>Nursing Assistant 3, Nursing Assistant 3-Weekend, Resident Care Technician-Adv, Resident Care Technician-Adv-Weekend</b>
<b>Years Seniority*</b>	<b>Pay Rate</b>	<b>Pay Rate</b>
0	\$25.06	\$26.42
1	\$25.58	\$26.97
2	\$26.09	\$27.52
3	\$26.61	\$28.08
5	\$27.12	\$28.63
10	\$27.64	\$29.18
15	\$28.16	\$29.73

\*Full years of state service based on the employee's adjusted continuous service date.

**BROADBAND PAY SCHEDULE 06: TECHNICAL**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>8% of</u> <u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
<b>5</b>	21.92	29.36	36.80	0.66	1.76	3,799	6,379	45,594	76,544
<b>63</b>	21.64	39.94	58.24	0.65	1.74	3,751	10,095	45,011	121,139
<b>64</b>	18.14	31.42	44.69	0.55	1.46	3,144	7,746	37,731	92,955

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>8% of</u> <u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
<b>5</b>	28.00	33.14	38.28	0.84	2.24	4,853	6,635	58,240	79,622
<b>63</b>	22.51	41.54	60.57	0.68	1.81	3,902	10,499	46,821	125,986
<b>64</b>	18.87	32.68	46.48	0.57	1.51	3,271	8,057	39,250	96,678

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>8% of</u> <u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
<b>5</b>	28.56	33.81	39.05	0.86	2.29	4,950	6,769	59,405	81,224
<b>63</b>	22.97	42.38	61.79	0.69	1.84	3,981	10,710	47,778	128,523
<b>64</b>	19.25	33.33	47.41	0.58	1.54	3,337	8,218	40,040	98,613

**LICENSED PRACTICAL NURSE PAY STRUCTURE AND PROGRESSION  
For Broadband Pay Schedule 06-05**

**Effective October 22, 2023 after the GWA and add-on roll-in effective the same date,  
for placement on pay progression points per Section A-2.13, through June 29, 2024**

**Licensed Practical Nurse  
Licensed Practical Nurse-Weekend**

<b>Years Professional Experience*</b>	<b>Pay Rate</b>
0	\$28.00
3	\$29.60
5	\$31.20
7	\$32.80
9	\$34.40
11	\$36.00

**Effective: June 30, 2024 through June 28, 2025**

**Licensed Practical Nurse  
Licensed Practical Nurse-Weekend**

<b>Years Professional Experience*</b>	<b>Pay Rate</b>
0	\$28.56
3	\$30.20
5	\$31.83
7	\$33.46
9	\$35.09
11	\$36.72

**\*Placement and progression is based on full years of practical nursing experience as established by the practical nurse license granting date. See Section A-2.13 and 2.14.**

**BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
<b>2</b>	29.63	48.87	68.10	0.89	2.38	5,136	11,804	61,630	141,648
<b>3</b>	25.32	41.78	58.24	0.76	2.03	4,389	10,095	52,666	121,139
<b>4</b>	19.46	32.08	44.69	0.59	1.56	3,373	7,746	40,477	92,955
<b>5</b>	15.61	25.56	35.50	0.47	1.25	2,706	6,153	32,469	73,840
<b>32</b>	36.79	55.95	68.72	1.11	2.95	6,377	11,911	76,523	142,938
<b>33</b>	32.20	49.38	60.84	0.97	2.58	5,581	10,546	66,976	126,547
<b>34</b>	27.58	42.80	52.94	0.83	2.21	4,781	9,176	57,366	110,115
<b>35</b>	23.01	36.25	45.07	0.70	1.85	3,988	7,812	47,861	93,746

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
<b>2</b>	30.82	50.83	70.83	0.93	2.47	5,342	12,277	64,106	147,326
<b>3</b>	26.34	43.46	60.57	0.80	2.11	4,566	10,499	54,787	125,986
<b>4</b>	20.24	33.36	46.48	0.61	1.62	3,508	8,057	42,099	96,678
<b>5</b>	16.24	26.58	36.92	0.49	1.30	2,815	6,399	33,779	76,794
<b>32</b>	38.27	58.19	71.47	1.15	3.07	6,633	12,388	79,602	148,658
<b>33</b>	33.49	51.37	63.28	1.01	2.68	5,805	10,969	69,659	131,622
<b>34</b>	28.69	44.52	55.06	0.87	2.30	4,973	9,544	59,675	114,525
<b>35</b>	23.94	37.71	46.88	0.72	1.92	4,150	8,126	49,795	97,510

**BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES**

Effective: June 30, 2024 through June 28, 2025

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u>	<u>8% of</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Appointment</u>	<u>Minimum</u>	<u>Maximum</u>			<u>Pay Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
<b>2</b>		31.44	51.85	72.25	0.95	2.52	5,450	12,523	65,395	150,280
<b>3</b>		26.87	44.33	61.79	0.81	2.15	4,657	10,710	55,890	128,523
<b>4</b>		20.65	34.03	47.41	0.62	1.66	3,579	8,218	42,952	98,613
<b>5</b>		16.57	27.12	37.66	0.50	1.33	2,872	6,528	34,466	78,333
<b>32</b>		39.04	59.36	72.90	1.18	3.13	6,767	12,636	81,203	151,632
<b>33</b>		34.16	52.40	64.55	1.03	2.74	5,921	11,189	71,053	134,264
<b>34</b>		29.27	45.41	56.17	0.88	2.35	5,073	9,736	60,882	116,834
<b>35</b>		24.42	38.46	47.82	0.74	1.96	4,233	8,289	50,794	99,466

**PAY SCHEDULE 07: EXCISE TAX AGENT PAY PROGRESSION**

**Effective: January 1, 2023 through October 21, 2023**

<b>Excise Tax Agent Progression Points</b>		<b>Excise Tax Agent - Senior Progression Points</b>	
<b>A</b>	28.46	<b>A</b>	34.99
<b>B</b>	30.13	<b>B</b>	36.39
<b>C</b>	31.80	<b>C</b>	37.80
<b>D</b>	33.46	<b>D</b>	39.18
		<b>E</b>	40.58

See Section A, 2.04 for administrative provisions regarding these pay progressions.

**Effective: October 22, 2023 through June 29, 2024**

<b>Excise Tax Agent Progression Points</b>		<b>Excise Tax Agent - Senior Progression Points</b>	
<b>A</b>	29.60	<b>A</b>	36.39
<b>B</b>	31.34	<b>B</b>	37.85
<b>C</b>	33.08	<b>C</b>	39.32
<b>D</b>	34.80	<b>D</b>	40.75
		<b>E</b>	42.21

See Section A, 2.04 for administrative provisions regarding these pay progressions.

**Effective: June 30, 2024 through June 28, 2025**

<b>Excise Tax Agent Progression Points</b>		<b>Excise Tax Agent - Senior Progression Points</b>	
<b>A</b>	30.20	<b>A</b>	37.12
<b>B</b>	31.97	<b>B</b>	38.61
<b>C</b>	33.75	<b>C</b>	40.11
<b>D</b>	35.50	<b>D</b>	41.57
		<b>E</b>	43.06

See Section A, 2.04 for administrative provisions regarding these pay progressions.

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

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>Minimum</u>				
<b>3</b>	25.32	41.78	58.24	0.76	2.03	4,389	10,095	52,666	121,139
<b>4</b>	19.46	32.08	44.69	0.59	1.56	3,373	7,746	40,477	92,955

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>Minimum</u>				
<b>3</b>	26.34	43.46	60.57	0.80	2.11	4,566	10,499	54,787	125,986
<b>4</b>	20.24	33.36	46.48	0.61	1.62	3,508	8,057	42,099	96,678

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>Minimum</u>				
<b>3</b>	26.87	44.33	61.79	0.81	2.15	4,657	10,710	55,890	128,523
<b>4</b>	20.65	34.03	47.41	0.62	1.66	3,579	8,218	42,952	98,613

**BROADBAND PAY SCHEDULE 09: CLASSIFIED ATTORNEYS**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>8% of Minimum</u>				
<b>09-75</b>	27.24	46.50	65.76	0.82	2.18	4,722	11,398	56,659	136,781

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>8% of Minimum</u>				
<b>09-75</b>	36.00	55.26	74.52	1.08	2.88	6,240	12,917	74,880	155,002

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>8% of Minimum</u>				
<b>09-75</b>	36.72	56.37	76.02	1.11	2.94	6,365	13,177	76,378	158,122



**BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT**

Effective January 1, 2023 through October 21, 2023

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>		
		<u>Maximum</u>	<u>Maximum</u>								
<b>49</b>	68.33	88.82	109.30	2.05	5.47	11,844	18,945	142,126	227,344		
<b>50</b>	74.53	91.92	109.30	2.24	5.97	12,919	18,945	155,022	227,344		
<b>51</b>	88.44	110.55	132.66	2.66	7.08	15,330	22,994	183,955	275,933		
<b>52</b>	109.25	136.56	163.87	3.28	8.74	18,937	28,404	227,240	340,850		

Effective: October 22, 2023 through June 29, 2024

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>		
		<u>Maximum</u>	<u>Maximum</u>								
<b>49</b>	71.07	92.38	113.68	2.14	5.69	12,319	19,705	147,826	236,454		
<b>50</b>	77.52	95.60	113.68	2.33	6.21	13,437	19,705	161,242	236,454		
<b>51</b>	91.98	114.98	137.97	2.76	7.36	15,943	23,915	191,318	286,978		
<b>52</b>	113.62	142.03	170.43	3.41	9.09	19,694	29,541	236,330	354,494		

Effective: June 30, 2024 through June 28, 2025

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>		
		<u>Maximum</u>	<u>Maximum</u>								
<b>49</b>	72.50	94.23	115.96	2.18	5.80	12,567	20,100	150,800	241,197		
<b>50</b>	79.08	97.52	115.96	2.38	6.33	13,707	20,100	164,486	241,197		
<b>51</b>	93.82	117.28	140.73	2.82	7.51	16,262	24,393	195,146	292,718		
<b>52</b>	115.90	144.87	173.84	3.48	9.28	20,089	30,132	241,072	361,587		

**BROADBAND PAY SCHEDULE 11: PATIENT CARE**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>Minimum</u>				
<b>1</b>	37.13	51.33	65.52	1.12	2.98	6,436	11,357	77,230	136,282
<b>2</b>	32.75	46.76	60.77	0.99	2.62	5,677	10,533	68,120	126,402
<b>3</b>	28.50	41.67	54.83	0.86	2.28	4,940	9,504	59,280	114,046
<b>4</b>	25.15	37.01	48.86	0.76	2.02	4,359	8,469	52,312	101,629
<b>5</b>	21.92	29.36	36.80	0.66	1.76	3,799	6,379	45,594	76,544

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>Minimum</u>				
<b>1</b>	38.62	53.39	68.15	1.16	3.09	6,694	11,813	80,330	141,752
<b>2</b>	34.06	48.64	63.21	1.03	2.73	5,904	10,956	70,845	131,477
<b>3</b>	29.64	43.34	57.03	0.89	2.38	5,138	9,885	61,651	118,622
<b>4</b>	26.16	38.49	50.82	0.79	2.10	4,534	8,809	54,413	105,706
<b>5</b>	22.80	30.54	38.28	0.69	1.83	3,952	6,635	47,424	79,622

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Pay Step</u>	<u>Minimum</u>				
<b>1</b>	39.40	54.46	69.52	1.19	3.16	6,829	12,050	81,952	144,602
<b>2</b>	34.75	49.62	64.48	1.05	2.78	6,023	11,177	72,280	134,118
<b>3</b>	30.24	44.21	58.18	0.91	2.42	5,242	10,085	62,899	121,014
<b>4</b>	26.69	39.27	51.84	0.81	2.14	4,626	8,986	55,515	107,827
<b>5</b>	23.26	31.16	39.05	0.70	1.87	4,032	6,769	48,381	81,224

**NURSE CLINICIAN 2 PAY STRUCTURE AND PROGRESSION  
For Broadband Pay Schedule 11-02**

**Effective October 22, 2023 after the GWA and add-on roll-in effective the same date  
per Section A-2.09, through June 29, 2024**

**Nurse Clinician 2  
Nurse Clinician 2-Weekend**

<b>Years Professional Experience*</b>	<b>Pay Rate</b>
0	\$40.79
3	\$42.88
5	\$43.96
7	\$45.04
9	\$46.13
11	\$47.21

**Effective: June 30, 2024 through June 28, 2025**

**Nurse Clinician 2  
Nurse Clinician 2-Weekend**

<b>Years Professional Experience*</b>	<b>Pay Rate</b>
0	\$41.61
3	\$43.74
5	\$44.84
7	\$45.95
9	\$47.06
11	\$48.16

**\*Placement and progression is based on full years of professional nursing experience as established by the nurse license granting date. See Section A, 2.09.**

**PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES**

**Effective: January 1, 2023 through October 21, 2023**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
<b>6</b>	21.21	33.62	0.64	1.70
<b>7</b>	22.95	36.35	0.69	1.84
<b>8</b>	24.81	39.32	0.75	1.99
<b>9</b>	26.82	42.52	0.81	2.15
<b>10</b>	28.98	45.99	0.87	2.32
<b>11</b>	31.20	49.74	0.94	2.50
<b>12</b>	33.57	53.80	1.01	2.69
<b>13</b>	36.15	58.19	1.09	2.90

**Effective: October 22, 2023 through June 29, 2024**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
<b>6</b>	22.06	34.97	0.67	1.77
<b>7</b>	23.87	37.81	0.72	1.91
<b>8</b>	25.81	40.90	0.78	2.07
<b>9</b>	27.90	44.23	0.84	2.24
<b>10</b>	30.14	47.83	0.91	2.42
<b>11</b>	32.45	51.73	0.98	2.60
<b>12</b>	34.92	55.96	1.05	2.80
<b>13</b>	37.60	60.52	1.13	3.01

**Effective: June 30, 2024 through June 28, 2025**

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
<b>6</b>	22.51	35.67	0.68	1.81
<b>7</b>	24.35	38.57	0.74	1.95
<b>8</b>	26.33	41.72	0.79	2.11
<b>9</b>	28.46	45.12	0.86	2.28
<b>10</b>	30.75	48.79	0.93	2.46
<b>11</b>	33.10	52.77	1.00	2.65
<b>12</b>	35.62	57.08	1.07	2.85
<b>13</b>	38.36	61.74	1.16	3.07

**PROBATION AND PAROLE AGENT PROGRESSION**  
**For the Listed Classifications in Pay Schedules 12-06 and 12-08**

**Effective: October 22, 2023 after GWA the same date, through June 29, 2024**

	<b>Probation and Parole Agent</b>	<b>Probation and Parole Agent-Senior</b>
<b>Years Seniority*</b>	<b>Pay Rate</b>	<b>Pay Rate</b>
0	\$22.06	\$25.81
1	\$22.73	\$26.59
2	\$23.42	\$27.39
3	\$24.13	\$28.22
5	\$24.86	\$29.07
10	\$25.61	\$29.95
15	\$26.38	\$30.85

**Effective: June 30, 2024 through June 28, 2025**

	<b>Probation and Parole Agent</b>	<b>Probation and Parole Agent-Senior</b>
<b>Years Seniority*</b>	<b>Pay Rate</b>	<b>Pay Rate</b>
0	\$22.51	\$26.33
1	\$23.19	\$27.13
2	\$23.89	\$27.94
3	\$24.62	\$28.79
5	\$25.36	\$29.66
10	\$26.13	\$30.55
15	\$26.91	\$31.47

\*Full years of state service based on the employee's adjusted continuous service date.

**BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>		
		<u>Maximum</u>	<u>Maximum</u>								
<b>80</b>	36.42	67.59	81.93	1.10	2.92	6,313	14,201	75,754	170,414		
<b>60</b>	29.03	47.17	65.30	0.88	2.33	5,032	11,319	60,382	135,824		
<b>63</b>	21.64	39.94	58.24	0.65	1.74	3,751	10,095	45,011	121,139		
<b>64</b>	18.14	31.42	44.69	0.55	1.46	3,144	7,746	37,731	92,955		
<b>65</b>	14.36	24.93	35.50	0.44	1.15	2,489	6,153	29,869	73,840		

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>		
		<u>Maximum</u>	<u>Maximum</u>								
<b>80</b>	37.88	70.30	85.21	1.14	3.04	6,566	14,770	78,790	177,237		
<b>60</b>	30.20	49.06	67.92	0.91	2.42	5,235	11,773	62,816	141,274		
<b>63</b>	22.51	41.54	60.57	0.68	1.81	3,902	10,499	46,821	125,986		
<b>64</b>	18.87	32.68	46.48	0.57	1.51	3,271	8,057	39,250	96,678		
<b>65</b>	14.94	25.93	36.92	0.45	1.20	2,590	6,399	31,075	76,794		

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>		
		<u>Maximum</u>	<u>Maximum</u>								
<b>80</b>	38.64	71.71	86.92	1.16	3.10	6,698	15,066	80,371	180,794		
<b>60</b>	30.81	50.05	69.28	0.93	2.47	5,340	12,009	64,085	144,102		
<b>63</b>	22.97	42.38	61.79	0.69	1.84	3,981	10,710	47,778	128,523		
<b>64</b>	19.25	33.33	47.41	0.58	1.54	3,337	8,218	40,040	98,613		
<b>65</b>	15.24	26.45	37.66	0.46	1.22	2,642	6,528	31,699	78,333		

**BROADBAND PAY SCHEDULE 13: EDUCATION**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	
		<u>Maximum</u>	<u>Maximum</u>								
<b>2</b>	29.63	48.87	68.10	0.89	2.38	5,136	11,804	61,630	141,648		
<b>3</b>	25.32	41.78	58.24	0.76	2.03	4,389	10,095	52,666	121,139		
<b>4</b>	19.46	32.08	44.69	0.59	1.56	3,373	7,746	40,477	92,955		

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	
		<u>Maximum</u>	<u>Maximum</u>								
<b>2</b>	30.82	50.83	70.83	0.93	2.47	5,342	12,277	64,106	147,326		
<b>3</b>	26.34	43.46	60.57	0.80	2.11	4,566	10,499	54,787	125,986		
<b>4</b>	20.24	33.36	46.48	0.61	1.62	3,508	8,057	42,099	96,678		

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	
		<u>Maximum</u>	<u>Maximum</u>								
<b>2</b>	31.44	51.85	72.25	0.95	2.52	5,450	12,523	65,395	150,280		
<b>3</b>	26.87	44.33	61.79	0.81	2.15	4,657	10,710	55,890	128,523		
<b>4</b>	20.65	34.03	47.41	0.62	1.66	3,579	8,218	42,952	98,613		

**BROADBAND PAY SCHEDULE 14: ENGINEERING**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Appointment</u>	<u>Minimum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
	<u>Maximum</u>								
<b>13</b>	25.32	41.78	58.24	0.76	2.03	4,389	10,095	52,666	121,139
<b>14</b>	19.46	32.08	44.69	0.59	1.56	3,373	7,746	40,477	92,955
<b>15</b>	15.46	25.48	35.50	0.47	1.24	2,680	6,153	32,157	73,840

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Appointment</u>	<u>Minimum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
	<u>Maximum</u>								
<b>13</b>	26.34	48.59	60.57	0.80	2.11	4,566	10,499	54,787	125,986
<b>14</b>	20.24	35.99	46.48	0.61	1.62	3,508	8,057	42,099	96,678
<b>15</b>	16.08	28.59	36.92	0.49	1.29	2,787	6,399	33,446	76,794

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Appointment</u>	<u>Minimum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
	<u>Maximum</u>								
<b>13</b>	26.87	49.57	61.79	0.81	2.15	4,657	10,710	55,890	128,523
<b>14</b>	20.65	36.71	47.41	0.62	1.66	3,579	8,218	42,952	98,613
<b>15</b>	16.41	29.16	37.66	0.50	1.32	2,844	6,528	34,133	78,333



**PAY SCHEDULE 14: ENGINEERING ENTRY PROGRESSION**

**Effective: January 1, 2023 through October 21, 2023**

<b>Specialist</b>		<b>Engineer</b>		<b>Construction Representative Facility Designer</b>	
<b>6 month progression points:</b>		<b>6 month progression points:</b>		<b>6 month progression points:</b>	
<b>A</b>	19.53	<b>A</b>	26.71	<b>A</b>	23.51
<b>B</b>	20.70	<b>B</b>	27.61	<b>B</b>	24.81
<b>C</b>	21.89	<b>C</b>	28.54	<b>C</b>	26.16
<b>D</b>	23.07	<b>D</b>	29.48		
<b>E</b>	24.23	<b>E</b>	30.41		

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**Effective: October 22, 2023 through June 29, 2024**

<b>Specialist</b>		<b>Engineer</b>		<b>Construction Representative Facility Designer</b>	
<b>6 month progression points:</b>		<b>6 month progression points:</b>		<b>6 month progression points:</b>	
<b>A</b>	22.36	<b>A</b>	30.56	<b>A</b>	26.91
<b>B</b>	23.69	<b>B</b>	31.60	<b>B</b>	28.40
<b>C</b>	25.05	<b>C</b>	32.66	<b>C</b>	29.94
<b>D</b>	26.40	<b>D</b>	33.73		
<b>E</b>	27.72	<b>E</b>	34.80		

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**Effective: June 30, 2024 through June 28, 2025**

<b>Specialist</b>		<b>Engineer</b>		<b>Construction Representative Facility Designer</b>	
<b>6 month progression points:</b>		<b>6 month progression points:</b>		<b>6 month progression points:</b>	
<b>A</b>	22.81	<b>A</b>	31.18	<b>A</b>	27.45
<b>B</b>	24.17	<b>B</b>	32.24	<b>B</b>	28.97
<b>C</b>	25.56	<b>C</b>	33.32	<b>C</b>	30.54
<b>D</b>	26.93	<b>D</b>	34.41		
<b>E</b>	28.28	<b>E</b>	35.50		

**BROADBAND PAY SCHEDULE 15: SCIENCE**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
<b>2</b>	47.04	56.45	65.85	1.42	3.77	8,154	11,414	97,843	136,968
<b>3</b>	25.32	41.78	58.24	0.76	2.03	4,389	10,095	52,666	121,139
<b>4</b>	19.46	32.08	44.69	0.59	1.56	3,373	7,746	40,477	92,955

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
<b>2</b>	48.93	58.71	68.49	1.47	3.92	8,481	11,872	101,774	142,459
<b>3</b>	26.34	43.46	60.57	0.80	2.11	4,566	10,499	54,787	125,986
<b>4</b>	20.24	33.36	46.48	0.61	1.62	3,508	8,057	42,099	96,678

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>				<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
<b>2</b>	49.91	59.89	69.86	1.50	4.00	8,651	12,109	103,813	145,309
<b>3</b>	26.87	44.33	61.79	0.81	2.15	4,657	10,710	55,890	128,523
<b>4</b>	20.65	34.03	47.41	0.62	1.66	3,579	8,218	42,952	98,613

**PAY SCHEDULE 15: SCIENCE ENTRY PROGRESSION**

**Effective: January 1, 2023 through October 21, 2023**

<b>Developmental (15-04)</b>		<b>Hydrogeologist (15-04)</b>	
<b>6 month progression points:</b>		<b>6 month progression points:</b>	
<b>A (1 year)</b>	20.37	<b>A (1 year)</b>	22.70
<b>B</b>	21.41	<b>B</b>	24.53
<b>C (2 years)</b>	22.48	<b>C (2 years)</b>	26.33
<b>D</b>	23.53		
<b>E (3 years)</b>	24.58		

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**Effective: October 22, 2023 through June 29, 2024**

<b>Developmental (15-04)</b>		<b>Hydrogeologist (15-04)</b>	
<b>6 month progression points:</b>		<b>6 month progression points:</b>	
<b>A (1 year)</b>	21.19	<b>A (1 year)</b>	23.61
<b>B</b>	22.27	<b>B</b>	25.52
<b>C (2 years)</b>	23.38	<b>C (2 years)</b>	27.39
<b>D</b>	24.48		
<b>E (3 years)</b>	25.57		

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**Effective: June 30, 2024 through June 28, 2025**

<b>Developmental (15-04)</b>		<b>Hydrogeologist (15-04)</b>	
<b>6 month progression points:</b>		<b>6 month progression points:</b>	
<b>A (1 year)</b>	21.62	<b>A (1 year)</b>	24.09
<b>B</b>	22.72	<b>B</b>	26.04
<b>C (2 years)</b>	23.85	<b>C (2 years)</b>	27.94
<b>D</b>	24.97		
<b>E (3 years)</b>	26.09		

**PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
			<u>Pay Step</u>	<u>8% of Minimum</u>				
<b>20-75</b>	27.24	65.76	0.82	2.18	4,722	11,398	56,659	136,781

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
			<u>Pay Step</u>	<u>8% of Minimum</u>				
<b>20-75</b>	36.00	74.52	1.08	2.88	6,240	12,917	74,880	155,002

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
			<u>Pay Step</u>	<u>8% of Minimum</u>				
<b>20-75</b>	36.72	76.02	1.11	2.94	6,365	13,177	76,378	158,122

**BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Minimum</u>	<u>Official Hourly Rate</u>		<u>Within Range</u>	<u>8% of</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
		<u>Appointment</u>	<u>Maximum</u>			<u>Pay Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
<b>21-75</b>	27.24	46.50	65.76	0.82	2.18	4,722	11,398	56,659	136,781

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Minimum</u>	<u>Official Hourly Rate</u>		<u>Within Range</u>	<u>8% of</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
		<u>Appointment</u>	<u>Maximum</u>			<u>Pay Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
<b>21-75</b>	36.00	55.26	74.52	1.08	2.88	6,240	12,917	74,880	155,002

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Minimum</u>	<u>Official Hourly Rate</u>		<u>Within Range</u>	<u>8% of</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
		<u>Appointment</u>	<u>Maximum</u>			<u>Pay Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
<b>21-75</b>	36.72	56.37	76.02	1.11	2.94	6,365	13,177	76,378	158,122

**BROADBAND PAY SCHEDULE 36: LAW ENFORCEMENT**

**Effective: January 1, 2023 through October 21, 2023**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>		
		<u>Maximum</u>	<u>Maximum</u>								
<b>63</b>	22.97	40.61	58.24	0.69	1.84	3,981	10,095	47,778	121,139		
<b>64</b>	20.14	32.42	44.69	0.61	1.62	3,491	7,746	41,891	92,955		

**Effective: October 22, 2023 through June 29, 2024**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>		
		<u>Maximum</u>	<u>Maximum</u>								
<b>63</b>	23.89	45.90	60.57	0.72	1.92	4,141	10,499	49,691	125,986		
<b>64</b>	20.95	33.72	46.48	0.63	1.68	3,631	8,057	43,576	96,678		

**Effective: June 30, 2024 through June 28, 2025**

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>WRPS</u>	<u>8% of</u>		<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Minimum</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>		
		<u>Maximum</u>	<u>Maximum</u>								
<b>63</b>	24.37	46.83	61.79	0.74	1.95	4,224	10,710	50,690	128,523		
<b>64</b>	21.37	34.39	47.41	0.65	1.71	3,704	8,218	44,450	98,613		

**GENERAL BROADBAND PAY SCHEDULES**

Effective January 1, 2023 through October 21, 2023

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range Pay 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>
Patient-Related										
<b>50</b>	<b>50-11</b>	39.67	59.49	79.30	1.20	3.18	6,876	13,745	82,514	164,944
	<b>50-20</b>	45.99	68.97	91.94	1.38	3.68	7,972	15,936	95,659	191,235
	<b>50-50</b>	74.53	96.87	119.21	2.24	5.97	12,919	20,663	155,022	247,957
	<b>50-51</b>	89.48	111.85	134.22	2.69	7.16	15,510	23,265	186,118	279,178
	<b>50-52</b>	110.29	137.86	165.43	3.31	8.83	19,117	28,675	229,403	344,094
Information Systems-Related										
<b>70</b>	<b>70-01</b>	41.38	65.34	76.61	1.25	3.32	7,173	13,279	86,070	159,349
	<b>70-02</b>	36.79	58.51	68.72	1.11	2.95	6,377	11,911	76,523	142,938
	<b>70-03</b>	32.20	49.39	60.84	0.97	2.58	5,581	10,546	66,976	126,547
	<b>70-04</b>	27.58	42.80	52.94	0.83	2.21	4,781	9,176	57,366	110,115
	<b>70-05</b>	23.01	36.25	45.07	0.70	1.85	3,988	7,812	47,861	93,746
Professional Legal- Related										
<b>71</b>	<b>71-01</b>	27.24	46.50	65.76	0.82	2.18	4,722	11,398	56,659	136,781
General										
<b>81</b>	<b>81-01</b>	32.73	54.79	76.84	0.99	2.62	5,673	13,319	68,078	159,827
	<b>81-02</b>	29.63	48.87	68.10	0.89	2.38	5,136	11,804	61,630	141,648
	<b>81-03</b>	25.32	41.78	58.24	0.76	2.03	4,389	10,095	52,666	121,139
	<b>81-04</b>	19.46	35.86	44.69	0.59	1.56	3,373	7,746	40,477	92,955
	<b>81-05</b>	15.46	25.48	35.50	0.47	1.24	2,680	6,153	32,157	73,840

**GENERAL BROADBAND PAY SCHEDULES**

Effective: October 22, 2023 through June 29, 2024

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u> <u>Pay 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>
Patient-Related										
<b>50</b>	<b>50-11</b>	41.26	61.87	82.48	1.24	3.31	7,152	14,297	85,821	171,558
	<b>50-20</b>	47.83	71.73	95.62	1.44	3.83	8,291	16,574	99,486	198,890
	<b>50-50</b>	77.52	100.75	123.98	2.33	6.21	13,437	21,490	161,242	257,878
	<b>50-51</b>	93.06	116.33	139.59	2.80	7.45	16,130	24,196	193,565	290,347
	<b>50-52</b>	114.71	143.38	172.05	3.45	9.18	19,883	29,822	238,597	357,864
Information Systems-Related										
<b>70</b>	<b>70-01</b>	43.04	67.96	79.68	1.30	3.45	7,460	13,811	89,523	165,734
	<b>70-02</b>	38.27	60.85	71.47	1.15	3.07	6,633	12,388	79,602	148,658
	<b>70-03</b>	33.49	51.37	63.28	1.01	2.68	5,805	10,969	69,659	131,622
	<b>70-04</b>	28.69	44.52	55.06	0.87	2.30	4,973	9,544	59,675	114,525
	<b>70-05</b>	23.94	37.71	46.88	0.72	1.92	4,150	8,126	49,795	97,510
Professional Legal-Related										
<b>71</b>	<b>71-01</b>	36.00	55.26	74.52	1.08	2.88	6,240	12,917	74,880	155,002
General										
<b>81</b>	<b>81-01</b>	34.04	56.98	79.92	1.03	2.73	5,900	13,853	70,803	166,234
	<b>81-02</b>	30.82	50.83	70.83	0.93	2.47	5,342	12,277	64,106	147,326
	<b>81-03</b>	26.34	43.46	60.57	0.80	2.11	4,566	10,499	54,787	125,986
	<b>81-04</b>	20.24	37.30	46.48	0.61	1.62	3,508	8,057	42,099	96,678
	<b>81-05</b>	16.08	26.50	36.92	0.49	1.29	2,787	6,399	33,446	76,794
Architect/Engineer										
<b>81</b>	<b>81-30</b>	40.00	55.84	63.28	1.20	3.20	6,933	10,969	83,200	131,622
Security										
<b>81</b>	<b>81-33</b>	44.00	50.60	57.20	1.32	3.52	7,627	9,915	91,520	118,976
	<b>81-34</b>	46.00	53.29	60.57	1.38	3.68	7,973	10,499	95,680	125,986



**GENERAL BROADBAND PAY SCHEDULES**

Effective: June 30, 2024 through June 28, 2025

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u> <u>Pay 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>
Patient-Related										
<b>50</b>	<b>50-11</b>	42.09	63.11	84.13	1.27	3.37	7,296	14,583	87,547	174,990
	<b>50-20</b>	48.79	73.17	97.54	1.47	3.91	8,457	16,907	101,483	202,883
	<b>50-50</b>	79.08	102.77	126.46	2.38	6.33	13,707	21,920	164,486	263,037
	<b>50-51</b>	94.93	118.66	142.39	2.85	7.60	16,455	24,681	197,454	296,171
	<b>50-52</b>	117.01	146.26	175.50	3.52	9.37	20,282	30,420	243,381	365,040
Information Systems-Related										
<b>70</b>	<b>70-01</b>	43.91	69.33	81.28	1.32	3.52	7,611	14,089	91,333	169,062
	<b>70-02</b>	39.04	62.07	72.90	1.18	3.13	6,767	12,636	81,203	151,632
	<b>70-03</b>	34.16	52.40	64.55	1.03	2.74	5,921	11,189	71,053	134,264
	<b>70-04</b>	29.27	45.41	56.17	0.88	2.35	5,073	9,736	60,882	116,834
	<b>70-05</b>	24.42	38.46	47.82	0.74	1.96	4,233	8,289	50,794	99,466
Professional Legal-Related										
<b>71</b>	<b>71-01</b>	36.72	56.37	76.02	1.11	2.94	6,365	13,177	76,378	158,122
General										
<b>81</b>	<b>81-01</b>	34.73	58.13	81.52	1.05	2.78	6,020	14,130	72,238	169,562
	<b>81-02</b>	31.44	51.85	72.25	0.95	2.52	5,450	12,523	65,395	150,280
	<b>81-03</b>	26.87	44.33	61.79	0.81	2.15	4,657	10,710	55,890	128,523
	<b>81-04</b>	20.65	38.05	47.41	0.62	1.66	3,579	8,218	42,952	98,613
	<b>81-05</b>	16.41	27.04	37.66	0.50	1.32	2,844	6,528	34,133	78,333
Architect/Engineer										
<b>81</b>	<b>81-30</b>	40.80	56.95	64.55	1.23	3.27	7,072	11,189	84,864	134,264
Security										
<b>81</b>	<b>81-33</b>	44.88	51.62	58.35	1.35	3.60	7,779	10,114	93,350	121,368
	<b>81-34</b>	46.92	54.36	61.79	1.41	3.76	8,133	10,710	97,594	128,523

**PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)**

**Effective: January 1, 2023 through October 21, 2023**

<b>Pay Range</b>	<b>Official Hourly Rate</b>			<b>Monthly Basis</b>		<b>Annual Basis</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>90-01</b>	32.73	54.01	0.99	5,673	9,362	68,078	112,341
<b>90-02</b>	35.35	58.33	1.07	6,127	10,111	73,528	121,326
<b>90-03</b>	38.18	63.00	1.15	6,618	10,920	79,414	131,040
<b>90-04</b>	41.24	68.05	1.24	7,148	11,795	85,779	141,544
<b>90-05</b>	44.54	73.50	1.34	7,720	12,740	92,643	152,880
<b>90-06</b>	48.11	79.39	1.45	8,339	13,761	100,069	165,131
<b>90-07</b>	51.96	85.74	1.56	9,006	14,862	108,077	178,339
<b>90-08</b>	56.12	92.60	1.69	9,727	16,051	116,730	192,608
<b>90-09</b>	60.61	100.01	1.82	10,506	17,335	126,069	208,021
<b>90-10</b>	65.46	108.01	1.97	11,346	18,722	136,157	224,661

Note. In accordance with s. 20.923(15)(b), the pay of employees covered by this ESG structure must be less than the pay of the governor, except for positions approved by the joint committee on employment relations.

Note. In accordance with s. 230.33(3), Wis. Stats., an employee who has completed an original appointment probationary period in the classified service and is appointed to a position in the unclassified service from the classified service shall be entitled to receive at least the same pay received in the classified position while serving in such unclassified position. See s. 230.33 for complete details.

**PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)**

**Effective: October 22, 2023 through June 29, 2024**

<b>Pay Range</b>	<b>Official Hourly Rate</b>			<b>Monthly Basis</b>		<b>Annual Basis</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>90-01</b>	34.04	56.17	1.03	5,900	9,736	70,803	116,834
<b>90-02</b>	36.77	60.68	1.11	6,373	10,518	76,482	126,214
<b>90-03</b>	39.72	65.54	1.20	6,885	11,360	82,618	136,323
<b>90-04</b>	42.90	70.79	1.29	7,436	12,270	89,232	147,243
<b>90-05</b>	46.34	76.47	1.40	8,032	13,255	96,387	159,058
<b>90-06</b>	50.05	82.59	1.51	8,675	14,316	104,104	171,787
<b>90-07</b>	54.06	89.20	1.63	9,370	15,461	112,445	185,536
<b>90-08</b>	58.39	96.35	1.76	10,121	16,701	121,451	200,408
<b>90-09</b>	63.07	104.07	1.90	10,932	18,039	131,186	216,466
<b>90-10</b>	68.12	112.40	2.05	11,807	19,483	141,690	233,792

Note. In accordance with s. 20.923(15)(b), the pay of employees covered by this ESG structure must be less than the pay of the governor, except for positions approved by the joint committee of employment relations.

Note. In accordance with s. 230.33(3), Wis. Stats., an employee who has completed an original appointment probationary period in the classified service and is appointed to a position in the unclassified service from the classified service shall be entitled to receive at least the same pay received in the classified position while serving in such unclassified position. See s. 230.33 for complete details.

**PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)**

**Effective: June 30, 2024 through June 28, 2025**

<b>Pay Range</b>	<b>Official Hourly Rate</b>			<b>Monthly Basis</b>		<b>Annual Basis</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>90-01</b>	34.73	57.31	1.05	6,020	9,934	72,238	119,205
<b>90-02</b>	37.51	61.90	1.13	6,502	10,729	78,021	128,752
<b>90-03</b>	40.52	66.86	1.22	7,023	11,589	84,282	139,069
<b>90-04</b>	43.77	72.23	1.32	7,587	12,520	91,042	150,238
<b>90-05</b>	47.28	78.02	1.42	8,195	13,523	98,342	162,282
<b>90-06</b>	51.07	84.27	1.54	8,852	14,607	106,226	175,282
<b>90-07</b>	55.16	91.02	1.66	9,561	15,777	114,733	189,322
<b>90-08</b>	59.58	98.31	1.79	10,327	17,040	123,926	204,485
<b>90-09</b>	64.35	106.18	1.94	11,154	18,405	133,848	220,854
<b>90-10</b>	69.50	114.68	2.09	12,047	19,878	144,560	238,534

Note. In accordance with s. 20.923(15)(b), the pay of employees covered by this ESG structure must be less than the pay of the governor, except for positions approved by the joint committee of employment relations.

Note. In accordance with s. 230.33(3), Wis. Stats., an employee who has completed an original appointment probationary period in the classified service and is appointed to a position in the unclassified service from the classified service shall be entitled to receive at least the same pay received in the classified position while serving in such unclassified position. See s. 230.33 for complete details.

**PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)**

**Effective: January 1, 2023 through October 21, 2023**

<b>Pay Range</b>	<b>Official Hourly Rate</b>			<b>Monthly Basis</b>		<b>Annual Basis</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>95-01</b>	47.79	83.75	1.44	8,284	14,517	99,403	174,200
<b>95-02</b>	63.72	111.61	1.92	11,045	19,346	132,538	232,149

**Effective: October 22, 2023 through June 29, 2024**

<b>Pay Range</b>	<b>Official Hourly Rate</b>			<b>Monthly Basis</b>		<b>Annual Basis</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>95-01</b>	49.71	87.10	1.50	8,616	15,097	103,397	181,168
<b>95-02</b>	66.27	116.08	1.99	11,487	20,121	137,842	241,446

**Effective: June 30, 2024 through June 28, 2025**

<b>Pay Range</b>	<b>Official Hourly Rate</b>			<b>Monthly Basis</b>		<b>Annual Basis</b>	
	<b>Minimum</b>	<b>Maximum</b>	<b>3% of Minimum</b>	<b>Minimum</b>	<b>Maximum</b>	<b>Minimum</b>	<b>Maximum</b>
<b>95-01</b>	50.71	88.85	1.53	8,790	15,401	105,477	184,808
<b>95-02</b>	67.60	118.41	2.03	11,717	20,524	140,608	246,293

**POLICE AND WARDEN PROGRESSION**  
**For Broadband Pay Schedules 05-63 and 36-63**

**Effective: October 22, 2023 after GWA and market effective the same date,  
through June 29, 2024**

<b>Conservation Warden, Police Officer</b>		<b>Police Detective, Safety Specialist Warden, Special Investigative Warden</b>	
<b>Pay Progression Points</b>		<b>Pay Progression Points</b>	
<b>0 yrs</b>	29.00	<b>0 yrs</b>	31.00
<b>1 yr</b>	30.50	<b>1 yr</b>	32.50
<b>2 yrs</b>	32.00	<b>2 yrs</b>	34.00
<b>3 yrs</b>	34.00	<b>3 yrs</b>	36.00
<b>4 yrs</b>	36.00	<b>4 yrs</b>	38.00
<b>5 yrs</b>	38.00	<b>5 yrs</b>	40.00
<b>6 yrs</b>	40.00	<b>6 yrs</b>	42.00
<b>7 yrs</b>	42.00	<b>7 yrs</b>	44.00

**Effective: June 30, 2024 through June 28, 2025**

<b>Conservation Warden, Police Officer</b>		<b>Police Detective, Safety Specialist Warden, Special Investigative Warden</b>	
<b>Pay Progression Points</b>		<b>Pay Progression Points</b>	
<b>0 yrs</b>	29.58	<b>0 yrs</b>	31.62
<b>1 yr</b>	31.11	<b>1 yr</b>	33.15
<b>2 yrs</b>	32.64	<b>2 yrs</b>	34.68
<b>3 yrs</b>	34.68	<b>3 yrs</b>	36.72
<b>4 yrs</b>	36.72	<b>4 yrs</b>	38.76
<b>5 yrs</b>	38.76	<b>5 yrs</b>	40.80
<b>6 yrs</b>	40.80	<b>6 yrs</b>	42.84
<b>7 yrs</b>	42.84	<b>7 yrs</b>	44.88

**Placement and progression is based on full years of service in one or more classifications identified on this page, or other law enforcement. See Section A, 2.02(4).**

**ATTORNEY STEP RATES**  
**PAY RANGES 09-75, 20-75, 21-75 AND 71-01**

Effective October 22, 2023 following  
the GWA effective the same date,  
through June 29, 2024

Effective June 30, 2024  
through June 28, 2025

<b>Pay Range Minimum</b>	<b><u>Pay Step</u></b>	<b><u>Step Rates</u></b>	<b><u>Step Rates</u></b>
		36.00	36.72
	1	38.27	39.03
	2	40.53	41.34
	3	42.80	43.66
	4	45.06	45.97
	5	47.33	48.28
	6	49.60	50.59
	7	51.86	52.90
	8	54.13	55.21
	9	56.39	57.53
	10	58.66	59.84
	11	60.92	62.15
	12	63.19	64.46
	13	65.46	66.77
	14	67.72	69.08
	15	69.99	71.40
	16	72.25	73.71
	17	74.52	76.02

**Note. Attorneys in these pay schedules do not receive pay increases due to changes in these step rates. The application of these exact step rates is required only for setting the pay of assistant district attorneys when s. 230.12(10)(d), Stats, applies, or as provided in Section C, 4.00 of this Compensation Plan.**