

SECTION Z - CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2019-2021 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 1: TRADES SUPERVISORY/MANAGEMENT

Effective: January 6, 2019 through January 4, 2020

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 \$0.85.

Effective: January 5, 2020 through January 2, 2021

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 \$0.87.

Effective: January 3, 2021 through June 19, 2021

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 \$0.89.

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective: January 6, 2019 through January 4, 2020

<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	12.70	19.82	0.39	1.02
9	13.73	21.01	0.42	1.10
10	14.84	22.70	0.45	1.19
11	16.05	24.55	0.49	1.29
12	17.36	26.56	0.53	1.39
13	18.77	28.71	0.57	1.51
14	20.29	31.04	0.61	1.63
15	21.95	33.56	0.66	1.76

Effective: January 5, 2020 through January 2, 2021

<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	12.96	20.22	0.39	1.04
9	14.01	21.44	0.43	1.13
10	15.14	23.16	0.46	1.22
11	16.38	25.05	0.50	1.32
12	17.71	27.10	0.54	1.42
13	19.15	29.29	0.58	1.54
14	20.70	31.67	0.63	1.66
15	22.39	34.24	0.68	1.80

Effective: January 3, 2021 through June 19, 2021

<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	20.63	0.40	1.06
9	14.30	21.87	0.43	1.15
10	15.45	23.63	0.47	1.24
11	16.71	25.56	0.51	1.34
12	18.07	27.65	0.55	1.45
13	19.54	29.88	0.59	1.57
14	21.12	32.31	0.64	1.69
15	22.84	34.93	0.69	1.83

PAY SCHEDULE 03: BLUE COLLAR

Effective: January 6, 2019 through January 4, 2020

<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	12.00	19.82	0.36	0.96
9	12.69	21.01	0.39	1.02
10	13.70	22.70	0.42	1.10
11	14.78	24.55	0.45	1.19
12	15.96	26.56	0.48	1.28
13	17.23	28.71	0.52	1.38
14	18.60	31.04	0.56	1.49
15	20.09	33.56	0.61	1.61
16	21.70	36.31	0.66	1.74
17	23.44	39.26	0.71	1.88

Effective: January 5, 2020 through January 2, 2021

<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	12.24	20.22	0.37	0.98
9	12.95	21.44	0.39	1.04
10	13.98	23.16	0.42	1.12
11	15.08	25.05	0.46	1.21
12	16.28	27.10	0.49	1.31
13	17.58	29.29	0.53	1.41
14	18.98	31.67	0.57	1.52
15	20.50	34.24	0.62	1.64
16	22.14	37.04	0.67	1.78
17	23.91	40.05	0.72	1.92

Effective: January 3, 2021 through June 19, 2021

<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	12.49	20.63	0.38	1.00
9	13.21	21.87	0.40	1.06
10	14.26	23.63	0.43	1.15
11	15.39	25.56	0.47	1.24
12	16.61	27.65	0.50	1.33
13	17.94	29.88	0.54	1.44
14	19.36	32.31	0.59	1.55
15	20.91	34.93	0.63	1.68
16	22.59	37.79	0.68	1.81
17	24.39	40.86	0.74	1.96

PAY SCHEDULE 04: TRADES

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

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

Effective: January 6, 2019 through January 4, 2020

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.85.

Effective: January 5, 2020 through January 2, 2021

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.87.

Effective: January 3, 2021 through June 19, 2021

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.89.

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 6, 2019 through January 4, 2020

<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	12.20	20.85	0.37	0.98
9	13.18	22.54	0.40	1.06
10	14.25	24.35	0.43	1.14
11	15.41	26.33	0.47	1.24
12	16.65	28.47	0.50	1.34
13	18.01	30.80	0.55	1.45
14	19.49	33.30	0.59	1.56
15	21.08	36.03	0.64	1.69
16	22.54	38.53	0.68	1.81
17	24.12	41.23	0.73	1.93
31	16.65	27.68	0.50	1.34
32	17.45	30.39	0.53	1.40

Effective: January 5, 2020 through January 2, 2021, except Ranges 31 and 32 through June 20, 2020

<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	12.45	21.27	0.38	1.00
9	13.45	23.00	0.41	1.08
10	14.54	24.84	0.44	1.17
11	15.72	26.86	0.48	1.26
12	16.99	29.04	0.51	1.36
13	18.38	31.42	0.56	1.48
14	19.88	33.97	0.60	1.60
15	21.51	36.76	0.65	1.73
16	23.00	39.31	0.69	1.84
17	24.61	42.06	0.74	1.97
31*	16.99/18.65	28.24	0.51	1.36
32*	17.80/20.15	31.67	0.54	1.43

*The lower minimum applies to employees in the training academy and to those receiving the \$5 add-on for work hours. See Section A, 2.06.

Effective: June 21, 2020 through January 2, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u> <u>Step</u>	<u>8% of</u> <u>Minimum</u>
31	18.65	28.24	0.56	1.50
32	20.15	31.67	0.61	1.62

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 3, 2021 through June 19, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	12.70	21.70	0.39	1.02
9	13.72	23.46	0.42	1.10
10	14.84	25.34	0.45	1.19
11	16.04	27.40	0.49	1.29
12	17.33	29.63	0.52	1.39
13	18.75	32.05	0.57	1.50
14	20.28	34.65	0.61	1.63
15	21.95	37.50	0.66	1.76
16	23.46	40.10	0.71	1.88
17	25.11	42.91	0.76	2.01
31	19.03	28.81	0.58	1.53
32	20.56	32.31	0.62	1.65

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Pay Range 05-31 and 05-32 Transaction Structure

Effective January 20, 2019 through January 4, 2020

Year of Adjusted Continuous Service	Date	05-31 Rate	05-32 Rate
	2014	18.70	20.70
	2013	18.81	20.80
	2012	18.95	20.95
	2011	19.09	21.09
	2010	19.24	21.24
	2009	19.41	21.40
	2008	19.57	21.57
	2007	19.73	21.73
	2006	19.91	21.90
	2005	20.08	22.07
	2004	20.25	22.24
	2003	20.46	22.46
	2002	20.68	22.67
	2001	20.95	22.94
	2000	21.23	23.26
	1999	21.57	23.64
	1998	22.05	24.17
	1997	22.53	24.70
	1996	23.01	25.22
	1995	23.49	25.75
	1994	23.96	26.27
	1993	24.43	26.80
	1992	24.91	27.33
	1991	25.39	27.85
	1990	25.87	28.38
	1989	26.35	28.91
	1988	26.84	29.43
	1987	26.94	29.55
	1986	27.06	29.69
	1985	27.18	29.81
	1984	27.29	29.94
	1983	27.40	30.06
	1982	27.51	30.20
	1981	27.64	30.32
	1980 or earlier	27.68	30.39

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Pay Range 05-31 and 05-32 Transaction Structure A

Effective January 5, 2020 through January 18, 2020 for All Employees

Effective January 19, 2020 through June 20, 2020, for Employees in the Academy or Receiving a \$5.00 per hour Add-on for Hours Worked

Year of Adjusted Continuous Service		
Date	05-31 Rate	05-32 Rate
2014	19.08	21.12
2013	19.19	21.22
2012	19.33	21.37
2011	19.48	21.52
2010	19.63	21.67
2009	19.80	21.83
2008	19.97	22.01
2007	20.13	22.17
2006	20.31	22.34
2005	20.49	22.52
2004	20.66	22.69
2003	20.87	22.91
2002	21.10	23.13
2001	21.37	23.40
2000	21.66	23.73
1999	22.01	24.12
1998	22.50	24.66
1997	22.99	25.20
1996	23.48	25.73
1995	23.96	26.27
1994	24.44	26.80
1993	24.92	27.34
1992	25.41	27.88
1991	25.90	28.41
1990	26.39	28.95
1989	26.88	29.49
1988	27.38	30.02
1987	27.48	30.15
1986	27.61	30.29
1985	27.73	30.41
1984	27.84	30.54
1983	27.95	30.67
1982	28.07	30.81
1981	28.20	30.93
1980 or earlier	28.24	31.00

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Pay Range 05-31 and 05-32 Transaction Structure B

Effective January 19, 2020 through June 20, 2020 for Employees Not in the Academy and Not Receiving an Add-on for Hours Worked

Effective June 21, 2020 through December 5, 2020 for All Employees

Year of Adjusted Continuous Service		
Date	05-31 Rate	05-32 Rate
2014	20.74	23.47
2013	20.85	23.57
2012	20.99	23.72
2011	21.14	23.87
2010	21.29	24.02
2009	21.46	24.18
2008	21.63	24.36
2007	21.79	24.52
2006	21.97	24.69
2005	22.15	24.87
2004	22.32	25.04
2003	22.53	25.26
2002	22.76	25.48
2001	23.03	25.75
2000	23.32	26.08
1999	23.67	26.47
1998	24.16	27.01
1997	24.65	27.55
1996	25.14	28.08
1995	25.62	28.62
1994	26.10	29.15
1993	26.58	29.69
1992	27.07	30.23
1991	27.56	30.76
1990	28.05	31.30
1989 or earlier	28.24	31.67

BROADBAND PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 6, 2019 through January 4, 2020

<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	19.98	36.89	53.79		0.60	1.60	3,463	9,324	41,558	111,883
64	16.74	29.01	41.27		0.51	1.34	2,902	7,153	34,819	85,842

Effective: January 5, 2020 through January 2, 2021

<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	20.38	37.63	54.87		0.62	1.64	3,533	9,511	42,390	114,130
64	17.08	29.59	42.10		0.52	1.37	2,961	7,297	35,526	87,568

Effective: January 3, 2021 through June 19, 2021

<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	20.79	38.38	55.97		0.63	1.67	3,604	9,701	43,243	116,418
64	17.43	30.19	42.95		0.53	1.40	3,021	7,445	36,254	89,336

PAY SCHEDULE 06: TECHNICAL

Effective: January 6, 2019 through January 4, 2020

<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	12.37	19.82	0.38	0.99
9	12.62	21.01	0.38	1.01
10	13.65	22.70	0.41	1.10
11	14.76	24.55	0.45	1.19
12	15.98	26.56	0.48	1.28
13	17.29	28.71	0.52	1.39
14	18.70	31.04	0.57	1.50
15	20.23	33.56	0.61	1.62
16	21.90	36.30	0.66	1.76
17	23.71	39.26	0.72	1.90
18	25.66	42.47	0.77	2.06
19	27.71	45.94	0.84	2.22

Effective: January 5, 2020 through January 2, 2021

<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	12.62	20.22	0.38	1.01
9	12.88	21.44	0.39	1.04
10	13.93	23.16	0.42	1.12
11	15.06	25.05	0.46	1.21
12	16.30	27.10	0.49	1.31
13	17.64	29.29	0.53	1.42
14	19.08	31.67	0.58	1.53
15	20.64	34.24	0.62	1.66
16	22.34	37.03	0.68	1.79
17	24.19	40.05	0.73	1.94
18	26.18	43.32	0.79	2.10
19	28.27	46.86	0.85	2.27

PAY SCHEDULE 06: TECHNICAL

Effective: January 3, 2021 through June 19, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	12.88	20.63	0.39	1.04
9	13.14	21.87	0.40	1.06
10	14.21	23.63	0.43	1.14
11	15.37	25.56	0.47	1.23
12	16.63	27.65	0.50	1.34
13	18.00	29.88	0.54	1.44
14	19.47	32.31	0.59	1.56
15	21.06	34.93	0.64	1.69
16	22.79	37.78	0.69	1.83
17	24.68	40.86	0.75	1.98
18	26.71	44.19	0.81	2.14
19	28.84	47.80	0.87	2.31

BROADBAND PAY SCHEDULE 06: TECHNICAL

Effective: January 6, 2019 through January 4, 2020

<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	20.23	27.11	33.98		0.61	1.62	3,507	5,890	42,078	70,678
63	19.98	36.89	53.79		0.60	1.60	3,463	9,324	41,558	111,883
64	16.74	29.01	41.27		0.51	1.34	2,902	7,153	34,819	85,842

Effective: January 5, 2020 through January 2, 2021

<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	20.64	27.65	34.66		0.62	1.66	3,578	6,008	42,931	72,093
63	20.38	37.63	54.87		0.62	1.64	3,533	9,511	42,390	114,130
64	17.08	29.59	42.10		0.52	1.37	2,961	7,297	35,526	87,568

Effective: January 3, 2021 through June 19, 2021

<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	21.06	28.21	35.36		0.64	1.69	3,650	6,129	43,805	73,549
63	20.79	38.38	55.97		0.63	1.67	3,604	9,701	43,243	116,418
64	17.43	30.19	42.95		0.53	1.40	3,021	7,445	36,254	89,336

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 6, 2019 through January 4, 2020

<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>
2	27.36	45.13	62.90	0.83	2.19	4,742	10,903	56,909	130,832
3	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
4	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842
5	14.26	23.52	32.78	0.43	1.15	2,472	5,682	29,661	68,182
32	33.97	51.68	63.47	1.02	2.72	5,888	11,001	70,658	132,018
33	29.73	45.61	56.19	0.90	2.38	5,153	9,740	61,838	116,875
34	25.47	39.54	48.90	0.77	2.04	4,415	8,476	52,978	101,712
35	21.23	33.47	41.62	0.64	1.70	3,680	7,214	44,158	86,570

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 5, 2020 through January 2, 2021

<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>Appointment Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	27.91	46.04	64.16	0.84	2.24	4,838	11,121	58,053	133,453
3	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
4	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568
5	14.55	24.00	33.44	0.44	1.17	2,522	5,796	30,264	69,555
32	34.65	52.70	64.74	1.04	2.78	6,006	11,222	72,072	134,659
33	30.33	46.52	57.32	0.91	2.43	5,257	9,935	63,086	119,226
34	25.98	40.32	49.88	0.78	2.08	4,503	8,646	54,038	103,750
35	21.66	34.14	42.46	0.65	1.74	3,754	7,360	45,053	88,317

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 3, 2021 through June 19, 2021

<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>Appointment Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	28.47	46.96	65.45	0.86	2.28	4,935	11,345	59,218	136,136
3	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
4	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336
5	15.00	24.56	34.11	0.45	1.20	2,600	5,912	31,200	70,949
32	35.35	53.76	66.04	1.07	2.83	6,127	11,447	73,528	137,363
33	30.94	47.46	58.47	0.93	2.48	5,363	10,135	64,355	121,618
34	26.50	41.13	50.88	0.80	2.12	4,593	8,819	55,120	105,830
35	22.10	34.83	43.31	0.67	1.77	3,831	7,507	45,968	90,085

PAY SCHEDULE 07: EXCISE TAX AGENT PAY PROGRESSION

Effective: January 6, 2019 through January 4, 2020

Excise Tax Agent Progression Points		Excise Tax Agent - Senior Progression Points	
A	26.28	A	32.31
B	27.82	B	33.60
C	29.36	C	34.90
D	30.89	D	36.18
		E	37.48

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

Effective: January 5, 2020 through January 2, 2021

Excise Tax Agent Progression Points		Excise Tax Agent - Senior Progression Points	
A	26.81	A	32.96
B	28.38	B	34.28
C	29.95	C	35.60
D	31.51	D	36.91
		E	38.23

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

Effective: January 3, 2021 through June 19, 2021

Excise Tax Agent Progression Points		Excise Tax Agent - Senior Progression Points	
A	27.35	A	33.62
B	28.95	B	34.97
C	30.55	C	36.32
D	32.15	D	37.65
		E	39.00

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

PAY SCHEDULE 07: CRIMINAL ANALYST PAY PROGRESSION

These progression schedules apply only to employees in the Criminal Analyst series on or before February 18, 2018

Effective: January 6, 2019 through January 4, 2020

Criminal Analyst Progression Points		Criminal Analyst-Senior Progression Points	
A	17.96	A	23.38
B	19.31	B	24.75
C	20.67	C	26.12
D	22.04	D	27.47
		E	28.83

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

Effective: January 5, 2020 through January 2, 2021

Criminal Analyst Progression Points		Criminal Analyst-Senior Progression Points	
A	18.32	A	23.85
B	19.70	B	25.25
C	21.09	C	26.65
D	22.49	D	28.02
		E	29.41

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

Effective: January 3, 2021 through June 19, 2021

Criminal Analyst Progression Points		Criminal Analyst-Senior Progression Points	
A	18.69	A	24.33
B	20.10	B	25.76
C	21.52	C	27.19
D	22.94	D	28.59
		E	30.00

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 6, 2019 through January 4, 2020

<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>						
3	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
4	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842

Effective: January 5, 2020 through January 2, 2021

<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>						
3	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
4	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568

Effective: January 3, 2021 through June 19, 2021

<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>						
3	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
4	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336

BROADBAND PAY SCHEDULE 09: CLASSIFIED ATTORNEYS

Effective: January 6, 2019 through January 4, 2020

<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>Step</u>	<u>8% of Minimum</u>				
09-75	25.14	42.94	60.74	0.76	2.02	4,358	10,528	52,291	126,339

Effective: January 5, 2020 through January 2, 2021

<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>Step</u>	<u>8% of Minimum</u>				
09-75	25.65	43.81	61.96	0.77	2.06	4,446	10,740	53,352	128,877

Effective: January 3, 2021 through June 19, 2021

<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>Step</u>	<u>8% of Minimum</u>				
09-75	26.17	44.69	63.20	0.79	2.10	4,536	10,955	54,434	131,456

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective: January 6, 2019 through January 4, 2020

<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	63.11	82.04	100.96		1.90	5.05	10,939	17,500	131,269	209,997
50	68.83	84.90	100.96		2.07	5.51	11,931	17,500	143,166	209,997
51	68.93	89.60	110.27		2.07	5.52	11,948	19,113	143,374	229,362
52	75.19	97.74	120.29		2.26	6.02	13,033	20,850	156,395	250,203

Effective: January 5, 2020 through January 2, 2021

<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	64.38	83.68	102.98		1.94	5.16	11,159	17,850	133,910	214,198
50	70.21	86.60	102.98		2.11	5.62	12,170	17,850	146,037	214,198
51	70.31	91.40	112.48		2.11	5.63	12,187	19,497	146,245	233,958
52	76.70	99.70	122.70		2.31	6.14	13,295	21,268	159,536	255,216

Effective: January 3, 2021 through June 19, 2021

<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	65.67	85.36	105.04		1.98	5.26	11,383	18,207	136,594	218,483
50	71.62	88.33	105.04		2.15	5.73	12,414	18,207	148,970	218,483
51	71.72	93.23	114.73		2.16	5.74	12,431	19,887	149,178	238,638
52	78.24	101.70	125.16		2.35	6.26	13,562	21,694	162,739	260,333

BROADBAND PAY SCHEDULE 11: PATIENT CARE

Effective: January 6, 2019 through January 4, 2020

<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 Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
1	34.29	47.40	60.51	1.03	2.75	5,944	10,488	71,323	125,861
2	30.24	43.18	56.12	0.91	2.42	5,242	9,727	62,899	116,730
3	26.32	38.48	50.63	0.79	2.11	4,562	8,776	54,746	105,310
4	23.21	34.17	45.12	0.70	1.86	4,023	7,821	48,277	93,850
5	20.23	27.11	33.98	0.61	1.62	3,507	5,890	42,078	70,678

Effective: January 5, 2020 through January 2, 2021

<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 Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
1	34.98	48.36	61.73	1.05	2.80	6,063	10,700	72,758	128,398
2	30.85	44.05	57.25	0.93	2.47	5,347	9,923	64,168	119,080
3	26.85	39.25	51.65	0.81	2.15	4,654	8,953	55,848	107,432
4	23.68	34.86	46.03	0.72	1.90	4,105	7,979	49,254	95,742
5	20.64	27.65	34.66	0.62	1.66	3,578	6,008	42,931	72,093

Effective: January 3, 2021 through June 19, 2021

<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 Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
1	35.68	49.33	62.97	1.08	2.86	6,185	10,915	74,214	130,978
2	31.47	44.94	58.40	0.95	2.52	5,455	10,123	65,458	121,472
3	27.39	40.04	52.69	0.83	2.20	4,748	9,133	56,971	109,595
4	24.16	35.56	46.96	0.73	1.94	4,188	8,140	50,253	97,677
5	21.06	28.21	35.36	0.64	1.69	3,650	6,129	43,805	73,549

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

Effective: April 12, 2020 through January 2, 2021

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

Years Professional Experience*	Pay Rate
0	\$32.41
3	\$33.32
5	\$34.23
7	\$35.14
9	\$36.05
11	\$36.96

Effective: January 3, 2021 through June 19, 2021

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

Years Professional Experience*	Pay Rate
0	\$33.06
3	\$33.99
5	\$34.92
7	\$35.85
9	\$36.78
11	\$37.70

***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 and 2.10.**

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: December 22, 2019 through January 4, 2020

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
6	19.58	31.04	0.59	1.57
7	21.18	33.56	0.64	1.70
8	22.91	36.30	0.69	1.84
9	24.76	39.26	0.75	1.99
10	26.76	42.47	0.81	2.15
11	28.81	45.94	0.87	2.31
12	31.00	49.68	0.93	2.48
13	33.38	53.74	1.01	2.68

Effective: January 5, 2020 through January 2, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
6	19.98	31.67	0.60	1.60
7	21.61	34.24	0.65	1.73
8	23.37	37.03	0.71	1.87
9	25.26	40.05	0.76	2.03
10	27.30	43.32	0.82	2.19
11	29.39	46.86	0.89	2.36
12	31.62	50.68	0.95	2.53
13	34.05	54.82	1.03	2.73

Effective: January 3, 2021 through June 19, 2021

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
6	20.38	32.31	0.62	1.64
7	22.05	34.93	0.67	1.77
8	23.84	37.78	0.72	1.91
9	25.77	40.86	0.78	2.07
10	27.85	44.19	0.84	2.23
11	29.98	47.80	0.90	2.40
12	32.26	51.70	0.97	2.59
13	34.74	55.92	1.05	2.78

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: January 6, 2019 through January 4, 2020

<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	33.63	62.43	75.67	1.01	2.70	5,829	13,116	69,950	157,394
60	26.81	43.56	60.30	0.81	2.15	4,647	10,452	55,765	125,424
63	19.98	36.89	53.79	0.60	1.60	3,463	9,324	41,558	111,883
64	16.74	29.01	41.27	0.51	1.34	2,902	7,153	34,819	85,842
65	13.24	23.01	32.78	0.40	1.06	2,295	5,682	27,539	68,182

Effective: January 5, 2020 through January 2, 2021

<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	34.31	63.68	77.19	1.03	2.75	5,947	13,380	71,365	160,555
60	27.35	44.43	61.51	0.83	2.19	4,741	10,662	56,888	127,941
63	20.38	37.63	54.87	0.62	1.64	3,533	9,511	42,390	114,130
64	17.08	29.59	42.10	0.52	1.37	2,961	7,297	35,526	87,568
65	13.51	23.48	33.44	0.41	1.09	2,342	5,796	28,101	69,555

Effective: January 3, 2021 through June 19, 2021

<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	35.00	64.96	78.74	1.05	2.80	6,067	13,648	72,800	163,779
60	27.90	45.33	62.75	0.84	2.24	4,836	10,877	58,032	130,520
63	20.79	38.38	55.97	0.63	1.67	3,604	9,701	43,243	116,418
64	17.43	30.19	42.95	0.53	1.40	3,021	7,445	36,254	89,336
65	13.79	23.95	34.11	0.42	1.11	2,390	5,912	28,683	70,949

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective: January 6, 2019 through January 4, 2020

<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	27.36	45.13	62.90	0.83	2.19	4,742	10,903	56,909	130,832
3	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
4	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842

Effective: January 5, 2020 through January 2, 2021

<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	27.91	46.04	64.16	0.84	2.24	4,838	11,121	58,053	133,453
3	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
4	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568

Effective: January 3, 2021 through June 19, 2021

<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	28.47	46.96	65.45	0.86	2.28	4,935	11,345	59,218	136,136
3	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
4	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336

BROADBAND PAY SCHEDULE 14: ENGINEERING

Effective: January 6, 2019 through January 4, 2020

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
13	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
14	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842
15	14.26	23.52	32.78	0.43	1.15	2,472	5,682	29,661	68,182

Effective: January 5, 2020 through January 2, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
13	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
14	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568
15	14.55	24.00	33.44	0.44	1.17	2,522	5,796	30,264	69,555

Effective: January 3, 2021 through June 19, 2021

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>						
13	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
14	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336
15	14.85	24.48	34.11	0.45	1.19	2,574	5,912	30,888	70,949

PAY SCHEDULE 14: ENGINEERING

Effective: January 6, 2019 through January 4, 2020

Specialist		Engineer		Construction Representative Facility Designer	
6 month progression points:		6 month progression points:		6 month progression points:	
A	18.02	A	24.65	A	21.69
B	19.11	B	25.49	B	22.91
C	20.20	C	26.36	C	24.14
D	21.29	D	27.22		
E	22.37	E	28.07		

Effective: January 5, 2020 through January 2, 2021

Specialist		Engineer		Construction Representative Facility Designer	
6 month progression points:		6 month progression points:		6 month progression points:	
A	18.39	A	25.15	A	22.13
B	19.50	B	26.00	B	23.37
C	20.61	C	26.89	C	24.63
D	21.72	D	27.77		
E	22.82	E	28.64		

Effective: January 3, 2021 through June 19, 2021

Specialist		Engineer		Construction Representative Facility Designer	
6 month progression points:		6 month progression points:		6 month progression points:	
A	18.76	A	25.66	A	22.58
B	19.89	B	26.52	B	23.84
C	21.03	C	27.43	C	25.13
D	22.16	D	28.33		
E	23.28	E	29.22		

BROADBAND PAY SCHEDULE 15: SCIENCE

Effective: January 6, 2019 through January 4, 2020

<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>Step</u>	<u>Minimum</u>				
2	43.44	52.13	60.81	1.31	3.48	7,530	10,540	90,355	126,485
3	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
4	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842

Effective: January 5, 2020 through January 2, 2021

<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>Step</u>	<u>Minimum</u>				
2	44.31	53.17	62.03	1.33	3.55	7,680	10,752	92,165	129,022
3	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
4	18.32	30.21	42.10	0.55	1.47	3,175	7,297	38,106	87,568

Effective: January 3, 2021 through June 19, 2021

<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>Step</u>	<u>Minimum</u>				
2	45.20	54.24	63.28	1.36	3.62	7,835	10,969	94,016	131,622
3	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
4	18.69	30.82	42.95	0.57	1.50	3,240	7,445	38,875	89,336

PAY SCHEDULE 15: SCIENCE

Effective: January 6, 2019 through January 4, 2020

Developmental (15-04)		Hydrogeologist (15-04)	
6 month progression points:		6 month progression points:	
A (1 year)	18.80	A (1 year)	20.96
B	19.76	B	22.63
C (2 years)	20.74	C (2 years)	24.31
D	21.71		
E (3 years)	22.68		

Effective: January 5, 2020 through January 2, 2021

Developmental (15-04)		Hydrogeologist (15-04)	
6 month progression points:		6 month progression points:	
A (1 year)	19.18	A (1 year)	21.38
B	20.16	B	23.09
C (2 years)	21.16	C (2 years)	24.80
D	22.15		
E (3 years)	23.14		

Effective: January 3, 2021 through June 19, 2021

Developmental (15-04)		Hydrogeologist (15-04)	
6 month progression points:		6 month progression points:	
A (1 year)	19.57	A (1 year)	21.81
B	20.57	B	23.56
C (2 years)	21.59	C (2 years)	25.30
D	22.60		
E (3 years)	23.61		

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS

Effective: January 6, 2019 through January 4, 2020

<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>Step</u>	<u>8% of Minimum</u>				
20-75	25.14	60.74	0.76	2.02	4,358	10,528	52,291	126,339

Effective: January 5, 2020 through January 2, 2021

<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>Step</u>	<u>8% of Minimum</u>				
20-75	25.65	61.96	0.77	2.06	4,446	10,740	53,352	128,877

Effective: January 3, 2021 through June 19, 2021

<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>Step</u>	<u>8% of Minimum</u>				
20-75	26.17	63.20	0.79	2.10	4,536	10,955	54,434	131,456

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS

Effective: January 6, 2019 through January 4, 2020

<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>Minimum</u>	<u>Appointment</u>				<u>Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
		<u>Maximum</u>	<u>Maximum</u>						
21-75	25.14	42.94	60.74	0.76	2.02	4,358	10,528	52,291	126,339

Effective: January 5, 2020 through January 2, 2021

<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>Minimum</u>	<u>Appointment</u>				<u>Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
		<u>Maximum</u>	<u>Maximum</u>						
21-75	25.65	43.81	61.96	0.77	2.06	4,446	10,740	53,352	128,877

Effective: January 3, 2021 through June 19, 2021

<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>Minimum</u>	<u>Appointment</u>				<u>Step</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
		<u>Maximum</u>	<u>Maximum</u>						
21-75	26.17	44.69	63.20	0.79	2.10	4,536	10,955	54,434	131,456

BROADBAND PAY SCHEDULE 36: LAW ENFORCEMENT

Effective: January 6, 2019 through January 4, 2020

<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	21.19	37.49	53.79	0.64	1.70	3,673	9,324	44,075	111,883
64	18.59	29.93	41.27	0.56	1.49	3,222	7,153	38,667	85,842

Effective: January 5, 2020 through January 2, 2021

<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	21.62	38.25	54.87	0.65	1.73	3,747	9,511	44,970	114,130
64	18.97	30.54	42.10	0.57	1.52	3,288	7,297	39,458	87,568

Effective: January 3, 2021 through June 19, 2021

<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	22.06	39.02	55.97	0.67	1.77	3,824	9,701	45,885	116,418
64	19.35	31.15	42.95	0.59	1.55	3,354	7,445	40,248	89,336

GENERAL BROADBAND PAY SCHEDULES

Effective: January 6, 2019 through January 4, 2020

<u>Pay Schedule</u>	<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>
Patient-Related										
50	50-11	36.63	54.94	73.24	1.10	2.94	6,349	12,695	76,190	152,339
	50-20	42.47	63.70	84.92	1.28	3.40	7,361	14,719	88,338	176,634
	50-50	68.83	89.47	110.11	2.07	5.51	11,931	19,086	143,166	229,029
	50-51	69.61	90.56	111.51	2.09	5.57	12,066	19,328	144,789	231,941
	50-52	75.93	98.79	121.64	2.28	6.08	13,161	21,084	157,934	253,011
Information Systems-Related										
70	70-01	38.21	60.35	70.75	1.15	3.06	6,623	12,263	79,477	147,160
	70-02	33.97	54.11	63.47	1.02	2.72	5,888	11,001	70,658	132,018
	70-03	29.73	45.61	56.19	0.90	2.38	5,153	9,740	61,838	116,875
	70-04	25.47	39.54	48.90	0.77	2.04	4,415	8,476	52,978	101,712
	70-05	21.23	33.47	41.62	0.64	1.70	3,680	7,214	44,158	86,570
Professional Legal-Related										
71	71-01	25.14	42.94	60.74	0.76	2.02	4,358	10,528	52,291	126,339
General										
81	81-01	30.22	50.60	70.98	0.91	2.42	5,238	12,303	62,858	147,638
	81-02	27.36	45.13	62.90	0.83	2.19	4,742	10,903	56,909	130,832
	81-03	23.38	38.59	53.79	0.71	1.88	4,053	9,324	48,630	111,883
	81-04	17.96	29.62	41.27	0.54	1.44	3,113	7,153	37,357	85,842
	81-05	14.26	23.52	32.78	0.43	1.15	2,472	5,682	29,661	68,182

GENERAL BROADBAND PAY SCHEDULES

Effective: January 5, 2020 through January 2, 2021

<u>Pay Schedule</u>	<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>
Patient-Related										
50	50-11	37.37	56.04	74.71	1.13	2.99	6,477	12,950	77,730	155,397
	50-20	43.32	64.97	86.62	1.30	3.47	7,509	15,014	90,106	180,170
	50-50	70.21	91.27	112.32	2.11	5.62	12,170	19,469	146,037	233,626
	50-51	71.01	92.38	113.75	2.14	5.69	12,308	19,717	147,701	236,600
	50-52	77.45	100.77	124.08	2.33	6.20	13,425	21,507	161,096	258,086
Information Systems-Related										
70	70-01	38.98	58.89	72.17	1.17	3.12	6,757	12,509	81,078	150,114
	70-02	34.65	52.70	64.74	1.04	2.78	6,006	11,222	72,072	134,659
	70-03	30.33	46.52	57.32	0.91	2.43	5,257	9,935	63,086	119,226
	70-04	25.98	40.32	49.88	0.78	2.08	4,503	8,646	54,038	103,750
	70-05	21.66	34.14	42.46	0.65	1.74	3,754	7,360	45,053	88,317
Professional Legal-Related										
71	71-01	25.65	43.81	61.96	0.77	2.06	4,446	10,740	53,352	128,877
General										
81	81-01	30.83	51.62	72.40	0.93	2.47	5,344	12,549	64,126	150,592
	81-02	27.91	46.04	64.16	0.84	2.24	4,838	11,121	58,053	133,453
	81-03	23.85	39.36	54.87	0.72	1.91	4,134	9,511	49,608	114,130
	81-04	18.32	33.78	42.10	0.55	1.47	3,175	7,297	38,106	87,568
	81-05	14.55	24.00	33.44	0.44	1.17	2,522	5,796	30,264	69,555

GENERAL BROADBAND PAY SCHEDULES

Effective: January 3, 2021 through June 19, 2021

<u>Pay Schedule</u>	<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>
Patient-Related										
50	50-11	38.12	57.17	76.21	1.15	3.05	6,607	13,210	79,290	158,517
	50-20	44.19	66.28	88.36	1.33	3.54	7,660	15,316	91,915	183,789
	50-50	71.62	93.10	114.57	2.15	5.73	12,414	19,859	148,970	238,306
	50-51	72.44	94.24	116.03	2.18	5.80	12,556	20,112	150,675	241,342
	50-52	79.00	102.79	126.57	2.37	6.32	13,693	21,939	164,320	263,266
Information Systems-Related										
70	70-01	39.76	60.08	73.62	1.20	3.19	6,892	12,761	82,701	153,130
	70-02	35.35	53.76	66.04	1.07	2.83	6,127	11,447	73,528	137,363
	70-03	30.94	47.46	58.47	0.93	2.48	5,363	10,135	64,355	121,618
	70-04	26.50	41.13	50.88	0.80	2.12	4,593	8,819	55,120	105,830
	70-05	22.10	34.83	43.31	0.67	1.77	3,831	7,507	45,968	90,085
Professional Legal-Related										
71	71-01	26.17	44.69	63.20	0.79	2.10	4,536	10,955	54,434	131,456
General										
81	81-01	31.45	52.65	73.85	0.95	2.52	5,451	12,801	65,416	153,608
	81-02	28.47	46.96	65.45	0.86	2.28	4,935	11,345	59,218	136,136
	81-03	24.33	40.15	55.97	0.73	1.95	4,217	9,701	50,606	116,418
	81-04	18.69	34.46	42.95	0.57	1.50	3,240	7,445	38,875	89,336
	81-05	14.85	24.48	34.11	0.45	1.19	2,574	5,912	30,888	70,949

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 6, 2019 through January 4, 2020

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	Minimum	Maximum	3% of Minimum	Minimum	Maximum	Minimum	Maximum
90-01	30.22	49.84	0.91	5,238	8,639	62,858	103,667
90-02	32.62	53.83	0.98	5,654	9,331	67,850	111,966
90-03	35.24	58.13	1.06	6,108	10,076	73,299	120,910
90-04	38.06	62.80	1.15	6,597	10,885	79,165	130,624
90-05	41.09	67.80	1.24	7,122	11,752	85,467	141,024
90-06	44.39	73.23	1.34	7,694	12,693	92,331	152,318
90-07	47.94	79.11	1.44	8,310	13,712	99,715	164,549
90-08	51.77	85.42	1.56	8,973	14,806	107,682	177,674
90-09	55.91	92.25	1.68	9,691	15,990	116,293	191,880
90-10	60.39	99.63	1.82	10,468	17,269	125,611	207,230

Note. The pay of ESG employees must be less than the pay of the Governor, regardless of room within the assigned pay range.

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 5, 2020 through January 2, 2021

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	Minimum	Maximum	3% of Minimum	Minimum	Maximum	Minimum	Maximum
90-01	30.83	50.87	0.93	5,344	8,817	64,126	105,810
90-02	33.30	54.95	1.00	5,772	9,525	69,264	114,296
90-03	35.97	59.36	1.08	6,235	10,289	74,818	123,469
90-04	38.85	64.11	1.17	6,734	11,112	80,808	133,349
90-05	41.96	69.24	1.26	7,273	12,002	87,277	144,019
90-06	45.32	74.78	1.36	7,855	12,962	94,266	155,542
90-07	48.95	80.77	1.47	8,485	14,000	101,816	168,002
90-08	52.87	87.24	1.59	9,164	15,122	109,970	181,459
90-09	57.10	94.22	1.72	9,897	16,331	118,768	195,978
90-10	61.67	101.76	1.86	10,689	17,638	128,274	211,661

Note. The pay of ESG employees must be less than the pay of the Governor, regardless of room within the assigned pay range.

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 3, 2021 through June 19, 2021

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	Minimum	Maximum	3% of Minimum	Minimum	Maximum	Minimum	Maximum
90-01	31.45	51.90	0.95	5,451	8,996	65,416	107,952
90-02	33.97	56.06	1.02	5,888	9,717	70,658	116,605
90-03	36.69	60.54	1.11	6,360	10,494	76,315	125,923
90-04	39.63	65.39	1.19	6,869	11,334	82,430	136,011
90-05	42.81	70.64	1.29	7,420	12,244	89,045	146,931
90-06	46.24	76.30	1.39	8,015	13,225	96,179	158,704
90-07	49.94	82.41	1.50	8,656	14,284	103,875	171,413
90-08	53.94	89.01	1.62	9,350	15,428	112,195	185,141
90-09	58.26	96.13	1.75	10,098	16,663	121,181	199,950
90-10	62.93	103.84	1.89	10,908	17,999	130,894	215,987

Note. The pay of ESG employees must be less than the pay of the Governor, regardless of room within the assigned pay range.

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective: January 6, 2019 through January 4, 2020

Pay Range	Official Hourly Rate		3% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
95-01	44.13	77.36	1.33	7,649	13,409	91,790	160,909
95-02	58.85	103.09	1.77	10,201	17,869	122,408	214,427

Effective: January 5, 2020 through January 2, 2021

Pay Range	Official Hourly Rate		3% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
95-01	45.02	78.91	1.36	7,803	13,678	93,642	164,133
95-02	60.03	105.16	1.81	10,405	18,228	124,862	218,733

Effective: January 3, 2021 through June 19, 2021

Pay Range	Official Hourly Rate		3% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
95-01	45.93	80.49	1.38	7,961	13,952	95,534	167,419
95-02	61.24	107.27	1.84	10,615	18,593	127,379	223,122

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

Effective: January 6, 2019 through January 4, 2020

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
Progression Points:		Progression Points:	
3 yrs	24.72	3 yrs	26.28
5 yrs	25.49	5 yrs	27.06
7 yrs	27.06	7 yrs	28.62
9 yrs	29.14	9 yrs	30.70
11 yrs	32.26	11 yrs	33.82

Effective: January 5, 2020 through January 2, 2021

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
Progression Points:		Progression Points:	
3 yrs	25.22	3 yrs	26.81
5 yrs	26.00	5 yrs	27.61
7 yrs	27.61	7 yrs	29.20
9 yrs	29.73	9 yrs	31.32
11 yrs	32.91	11 yrs	34.50

Effective: January 3, 2021 through June 19, 2021

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
Progression Points:		Progression Points:	
3 yrs	25.73	3 yrs	27.35
5 yrs	26.52	5 yrs	28.17
7 yrs	28.17	7 yrs	29.79
9 yrs	30.33	9 yrs	31.95
11 yrs	33.57	11 yrs	35.19

Placement 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 January 6, 2019
to January 4, 2020

Effective January 5, 2020
through January 2, 2021

Effective January 3, 2021
through June 19, 2021

Pay Range Minimum	<u>Pay Step</u>	<u>Step Rates</u>	<u>Step Rates</u>	<u>Step Rates</u>
		25.14	25.65	26.17
	1	27.24	27.79	28.35
	2	29.33	29.92	30.53
	3	31.42	32.06	32.70
	4	33.52	34.19	34.88
	5	35.61	36.33	37.06
	6	37.70	38.47	39.24
	7	39.80	40.60	41.42
	8	41.89	42.74	43.60
	9	43.98	44.87	45.77
	10	46.08	47.01	47.95
	11	48.17	49.14	50.13
	12	50.26	51.28	52.31
	13	52.36	53.42	54.49
	14	54.45	55.55	56.67
	15	56.54	57.69	58.84
	16	58.64	59.82	61.02
	17	60.74	61.96	63.20

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.