

SECTION Z - CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2021-2023 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 3, 2021 through January 1, 2022

Pay Range

01-99 Refer to Section A, 2.15

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

Effective: January 2, 2022 through December 31, 2022

Pay Range

01-99 Refer to Section A, 2.15

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.91.

Effective: January 1, 2023 through June 17, 2023

Pay Range

01-99 Refer to Section A, 2.15

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

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective: January 3, 2021 through January 1, 2022

<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

Effective: January 2, 2022 through December 31, 2022

<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	13.49	21.05	0.41	1.08
9	14.59	22.31	0.44	1.17
10	15.76	24.11	0.48	1.27
11	17.05	26.08	0.52	1.37
12	18.44	28.21	0.56	1.48
13	19.94	30.48	0.60	1.60
14	21.55	32.96	0.65	1.73
15	23.30	35.63	0.70	1.87

Effective: January 1, 2023 through June 17, 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

PAY SCHEDULE 03: BLUE COLLAR

Effective: January 3, 2021 through January 1, 2022

<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

Effective: January 2, 2022 through December 31, 2022

<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	12.74	21.05	0.39	1.02
9	13.48	22.31	0.41	1.08
10	14.55	24.11	0.44	1.17
11	15.70	26.08	0.48	1.26
12	16.95	28.21	0.51	1.36
13	18.30	30.48	0.55	1.47
14	19.75	32.96	0.60	1.58
15	21.33	35.63	0.64	1.71
16	23.05	38.55	0.70	1.85
17	24.88	41.68	0.75	2.00

Effective: January 1, 2023 through June 17, 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

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 3, 2021 through January 1, 2022

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

Effective: January 2, 2022 through December 31, 2022

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.91.

Effective: January 1, 2023 through June 17, 2023

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

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 3, 2021 through January 1, 2022

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u>	<u>8% of</u>
			<u>Step</u>	<u>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

Effective: January 2, 2022 through December 31, 2022

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u>	<u>8% of</u>
			<u>Step</u>	<u>Minimum</u>
8	12.96	22.14	0.39	1.04
9	14.00	23.93	0.42	1.12
10	15.14	25.85	0.46	1.22
11	16.37	27.95	0.50	1.31
12	17.68	30.23	0.54	1.42
13	19.13	32.70	0.58	1.54
14	20.69	35.35	0.63	1.66
15	22.39	38.25	0.68	1.80
16	23.93	40.91	0.72	1.92
17	25.62	43.77	0.77	2.05
31	19.89	29.39	0.60	1.60
32	21.45	32.96	0.65	1.72

Effective: January 1, 2023 through June 17, 2023

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u>	<u>8% of</u>
			<u>Step</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

BROADBAND PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 3, 2021 through January 1, 2022

Pay Range	Official Hourly Basis				Monthly Basis		Annual Basis		
	Minimum	Appointment	Maximum	WRPS	8% of	Minimum	Maximum	Minimum	Maximum
		Maximum			Minimum				
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

Effective: January 2, 2022 through December 31, 2022

Pay Range	Official Hourly Basis				Monthly Basis		Annual Basis		
	Minimum	Appointment	Maximum	WRPS	8% of	Minimum	Maximum	Minimum	Maximum
		Maximum			Minimum				
63	21.21	39.15	57.09	0.64	1.70	3,676	9,896	44,117	118,747
64	17.78	30.80	43.81	0.54	1.43	3,082	7,594	36,982	91,125

Effective: January 1, 2023 through June 17, 2023

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

PAY SCHEDULE 06: TECHNICAL

Effective: January 3, 2021 through January 1, 2022

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u>	<u>8% of</u>
			<u>Step</u>	<u>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

Effective: January 2, 2022 through December 31, 2022

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u>	<u>8% of</u>
			<u>Step</u>	<u>Minimum</u>
8	13.14	21.05	0.40	1.06
9	13.41	22.31	0.41	1.08
10	14.50	24.11	0.44	1.16
11	15.68	26.08	0.48	1.26
12	16.97	28.21	0.51	1.36
13	18.36	30.48	0.56	1.47
14	19.86	32.96	0.60	1.59
15	21.49	35.63	0.65	1.72
16	23.25	38.54	0.70	1.86
17	25.18	41.68	0.76	2.02
18	27.25	45.08	0.82	2.18
19	29.42	48.76	0.89	2.36

Effective: January 1, 2023 through June 17, 2023

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay</u>	<u>8% of</u>
			<u>Step</u>	<u>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

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

Effective: January 2, 2022, only, for placement on pay points per Section A-2.11(2)

	Nursing Assistant 2, Nursing Assistant 2-Weekend, Resident Care Technician-Obj, Resident Care Technician-Obj-Weekend	Nursing Assistant 3, Nursing Assistant 3-Weekend, Resident Care Technician-Adv, Resident Care Technician-Adv-Weekend
Years Seniority*	Pay Rate	Pay Rate
0	\$18.06	\$19.30
1	\$18.53	\$19.80
2	\$19.00	\$20.30
3	\$19.47	\$20.80
5	\$19.94	\$21.30
10	\$20.41	\$21.80
15	\$20.88	\$22.30

Effective: January 2, 2022 through December 31, 2022

	Nursing Assistant 2, Nursing Assistant 2-Weekend, Resident Care Technician-Obj, Resident Care Technician-Obj-Weekend	Nursing Assistant 3, Nursing Assistant 3-Weekend, Resident Care Technician-Adv, Resident Care Technician-Adv-Weekend
Years Seniority*	Pay Rate	Pay Rate
0	\$18.43	\$19.69
1	\$18.91	\$20.20
2	\$19.38	\$20.71
3	\$19.86	\$21.22
5	\$20.34	\$21.73
10	\$20.82	\$22.24
15	\$21.30	\$22.75

Effective: January 1, 2023 through June 17, 2023

	Nursing Assistant 2, Nursing Assistant 2-Weekend, Resident Care Technician-Obj, Resident Care Technician-Obj-Weekend	Nursing Assistant 3, Nursing Assistant 3-Weekend, Resident Care Technician-Adv, Resident Care Technician-Adv-Weekend
Years Seniority*	Pay Rate	Pay Rate
0	\$18.80	\$20.09
1	\$19.29	\$20.61
2	\$19.77	\$21.13
3	\$20.26	\$21.65
5	\$20.75	\$22.17
10	\$21.24	\$22.69
15	\$21.73	\$23.21

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

BROADBAND PAY SCHEDULE 06: TECHNICAL

Effective: January 3, 2021 through January 1, 2022

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>WRPS</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</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

Effective: January 2, 2022 through December 31, 2022

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>WRPS</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</u>				
5	21.49	28.78	36.07	0.65	1.72	3,725	6,252	44,699	75,026
63	21.21	39.15	57.09	0.64	1.70	3,676	9,896	44,117	118,747
64	17.78	30.80	43.81	0.54	1.43	3,082	7,594	36,982	91,125

Effective: January 1, 2023 through June 17, 2023

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

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 3, 2021 through January 1, 2022

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

Effective: January 2, 2022 through December 31, 2022

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Monthly Basis</u>		<u>Annual Basis</u>			
	<u>Appointment</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2		29.04	47.90	0.88	2.33	5,034	11,572	60,403	138,861
3		24.82	40.96	0.75	1.99	4,302	9,896	51,626	118,747
4		19.07	31.44	0.58	1.53	3,305	7,594	39,666	91,125
5		15.30	25.05	0.46	1.23	2,652	6,032	31,824	72,384
32		36.06	54.85	1.09	2.89	6,250	11,677	75,005	140,130
33		31.56	48.41	0.95	2.53	5,470	10,338	65,645	124,051
34		27.03	41.95	0.82	2.17	4,685	8,996	56,222	107,952
35		22.55	35.53	0.68	1.81	3,909	7,658	46,904	91,894

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 1, 2023 through June 17, 2023

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

PAY SCHEDULE 07: EXCISE TAX AGENT PAY PROGRESSION

Effective: January 3, 2021 through January 1, 2022

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.

Effective: January 2, 2022 through December 31, 2022

Excise Tax Agent Progression Points		Excise Tax Agent - Senior Progression Points	
A	27.90	A	34.30
B	29.53	B	35.67
C	31.17	C	37.05
D	32.80	D	38.41
		E	39.78

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

Effective: January 1, 2023 through June 17, 2023

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

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 3, 2021 through January 1, 2022

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.

Effective: January 2, 2022 through December 31, 2022

Criminal Analyst Progression Points		Criminal Analyst-Senior Progression Points	
A	19.07	A	24.82
B	20.51	B	26.28
C	21.96	C	27.74
D	23.40	D	29.17
		E	30.60

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

Effective: January 1, 2023 through June 17, 2023

Criminal Analyst Progression Points		Criminal Analyst-Senior Progression Points	
A	19.46	A	25.32
B	20.93	B	26.81
C	22.40	C	28.30
D	23.87	D	29.76
		E	31.22

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 3, 2021 through January 1, 2022

<u>Official Hourly Rate</u>						<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
3	24.33	41.78	55.97	0.73	1.95	4,217	9,701	50,606	116,418
4	18.69	32.08	42.95	0.57	1.50	3,240	7,445	38,875	89,336

Effective: January 2, 2022 through December 31, 2022

<u>Official Hourly Rate</u>						<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
3	24.82	40.96	57.09	0.75	1.99	4,302	9,896	51,626	118,747
4	19.07	31.44	43.81	0.58	1.53	3,305	7,594	39,666	91,125

Effective: January 1, 2023 through June 17, 2023

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

BROADBAND PAY SCHEDULE 09: CLASSIFIED ATTORNEYS

Effective: January 3, 2021 through January 1, 2022

<u>Official Hourly Rate</u>						<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
09-75	26.17	44.69	63.20	<u>Step</u>	<u>8% of Minimum</u>	4,536	10,955	54,434	131,456
				0.79	2.10				

Effective: January 2, 2022 through December 31, 2022

<u>Official Hourly Rate</u>						<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
09-75	26.70	45.59	64.47	<u>Step</u>	<u>8% of Minimum</u>	4,628	11,175	55,536	134,098
				0.81	2.14				

Effective: January 1, 2023 through June 17, 2023

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

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective January 2, 2022, only, for transactions prior to the GWA on the same date

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>WRPS</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</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	85.00	106.25	127.50	2.55	6.80	14,733	22,100	176,800	265,200
52	105.00	131.25	157.50	3.15	8.40	18,200	27,300	218,400	327,600

Effective: January 2, 2022 through December 31, 2022

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>		<u>WRPS</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</u>				
49	66.99	87.07	107.15	2.01	5.36	11,612	18,573	139,339	222,872
50	73.06	90.11	107.15	2.20	5.85	12,664	18,573	151,965	222,872
51	86.70	108.38	130.05	2.61	6.94	15,028	22,542	180,336	270,504
52	107.10	133.88	160.65	3.22	8.57	18,564	27,846	222,768	334,152

Effective: January 1, 2023 through June 17, 2023

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

BROADBAND PAY SCHEDULE 11: PATIENT CARE

Effective: January 3, 2021 through January 1, 2022

<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</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Range Step</u>	<u>Minimum</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

Effective: January 2, 2022 through December 31, 2022

<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</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Range Step</u>	<u>Minimum</u>				
1	36.40	50.32	64.23	1.10	2.92	6,309	11,133	75,712	133,598
2	32.10	45.84	59.57	0.97	2.57	5,564	10,325	66,768	123,906
3	27.94	40.85	53.75	0.84	2.24	4,843	9,317	58,115	111,800
4	24.65	36.28	47.90	0.74	1.98	4,273	8,303	51,272	99,632
5	21.49	28.78	36.07	0.65	1.72	3,725	6,252	44,699	75,026

Effective: January 1, 2023 through June 17, 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</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>	<u>Range Step</u>	<u>Minimum</u>				
1	37.13	51.33	65.52	1.12	2.98	6,436	11,357	77,230	136,282
2	32.75	46.76	60.77	0.99	2.62	5,677	10,533	68,120	126,402
3	28.50	41.67	54.83	0.86	2.28	4,940	9,504	59,280	114,046
4	25.15	37.01	48.86	0.76	2.02	4,359	8,469	52,312	101,629
5	21.92	29.36	36.80	0.66	1.76	3,799	6,379	45,594	76,544

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

Effective January 2, 2022, only, for placement on pay points per Section A-2.09

Nurse Clinician 2
Nurse Clinician 2-Weekend

Years Professional Experience*	Pay Rate
0	\$33.06
3	\$35.00
5	\$36.00
7	\$37.00
9	\$38.00
11	\$39.00

Effective: January 2, 2022 through December 31, 2022

Nurse Clinician 2
Nurse Clinician 2-Weekend

Years Professional Experience*	Pay Rate
0	\$33.73
3	\$35.70
5	\$36.72
7	\$37.74
9	\$38.76
11	\$39.78

Effective: January 1, 2023 through June 17, 2023

Nurse Clinician 2
Nurse Clinician 2-Weekend

Years Professional Experience*	Pay Rate
0	\$34.41
3	\$36.42
5	\$37.46
7	\$38.50
9	\$39.54
11	\$40.58

***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 3, 2021 through January 1, 2022

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>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

Effective: January 2, 2022 through December 31, 2022

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range</u> <u>Pay Step</u>	<u>8% of</u> <u>Minimum</u>
6	20.79	32.96	0.63	1.67
7	22.50	35.63	0.68	1.80
8	24.32	38.54	0.73	1.95
9	26.29	41.68	0.79	2.11
10	28.41	45.08	0.86	2.28
11	30.58	48.76	0.92	2.45
12	32.91	52.74	0.99	2.64
13	35.44	57.04	1.07	2.84

Effective: January 1, 2023 through June 17, 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>
6	21.21	33.62	0.64	1.70
7	22.95	36.35	0.69	1.84
8	24.81	39.32	0.75	1.99
9	26.82	42.52	0.81	2.15
10	28.98	45.99	0.87	2.32
11	31.20	49.74	0.94	2.50
12	33.57	53.80	1.01	2.69
13	36.15	58.19	1.09	2.90

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: January 3, 2021 through January 1, 2022

Pay Range	<u>Official Hourly Basis</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u>		<u>WRPS</u>	<u>8% of</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
		<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</u>	<u>Maximum</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

Effective: January 2, 2022 through December 31, 2022

Pay Range	<u>Official Hourly Basis</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u>		<u>WRPS</u>	<u>8% of</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>
		<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</u>	<u>Maximum</u>			<u>Maximum</u>
80	35.70	66.26	80.32	1.08	2.86	6,188	13,922	74,256	167,066
60	28.46	46.24	64.01	0.86	2.28	4,933	11,095	59,197	133,141
63	21.21	39.15	57.09	0.64	1.70	3,676	9,896	44,117	118,747
64	17.78	30.80	43.81	0.54	1.43	3,082	7,594	36,982	91,125
65	14.07	24.44	34.80	0.43	1.13	2,439	6,032	29,266	72,384

Effective: January 1, 2023 through June 17, 2023

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

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective: January 3, 2021 through January 1, 2022

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of</u> <u>Minimum</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

Effective: January 2, 2022 through December 31, 2022

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of</u> <u>Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	29.04	47.90	66.76	0.88	2.33	5,034	11,572	60,403	138,861
3	24.82	40.96	57.09	0.75	1.99	4,302	9,896	51,626	118,747
4	19.07	31.44	43.81	0.58	1.53	3,305	7,594	39,666	91,125

Effective: January 1, 2023 through June 17, 2023

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

BROADBAND PAY SCHEDULE 14: ENGINEERING

Effective: January 3, 2021 through January 1, 2022

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>	<u>Maximum</u>	<u>Within</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>		<u>Range Step</u>	<u>Minimum</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

Effective: January 2, 2022 through December 31, 2022

<u>Pay Range</u>	<u>Official Hourly Basis</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u>	<u>Maximum</u>	<u>Within</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>		<u>Range Step</u>	<u>Minimum</u>				
13	24.82	40.96	57.09	0.75	1.99	4,302	9,896	51,626	118,747
14	19.07	31.44	43.81	0.58	1.53	3,305	7,594	39,666	91,125
15	15.15	24.98	34.80	0.46	1.22	2,626	6,032	31,512	72,384

Effective: January 1, 2023 through June 17, 2023

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

PAY SCHEDULE 14: ENGINEERING ENTRY PROGRESSION

Effective: January 3, 2021 through January 1, 2022

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		

Effective: January 2, 2022 through December 31, 2022

Specialist		Engineer		Construction Representative Facility Designer	
6 month progression points:		6 month progression points:		6 month progression points:	
A	19.14	A	26.18	A	23.04
B	20.29	B	27.06	B	24.32
C	21.46	C	27.98	C	25.64
D	22.61	D	28.90		
E	23.75	E	29.81		

Effective: January 1, 2023 through June 17, 2023

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

BROADBAND PAY SCHEDULE 15: SCIENCE

Effective: January 3, 2021 through January 1, 2022

<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</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

Effective: January 2, 2022 through December 31, 2022

<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</u> <u>Minimum</u>				
2	46.11	55.33	64.55	1.39	3.69	7,992	11,189	95,909	134,264
3	24.82	40.96	57.09	0.75	1.99	4,302	9,896	51,626	118,747
4	19.07	31.44	43.81	0.58	1.53	3,305	7,594	39,666	91,125

Effective: January 1, 2023 through June 17, 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>Step</u>	<u>8% of</u> <u>Minimum</u>				
2	47.04	56.45	65.85	1.42	3.77	8,154	11,414	97,843	136,968
3	25.32	41.78	58.24	0.76	2.03	4,389	10,095	52,666	121,139
4	19.46	32.08	44.69	0.59	1.56	3,373	7,746	40,477	92,955

PAY SCHEDULE 15: SCIENCE ENTRY PROGRESSION

Effective: January 3, 2021 through January 1, 2022

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		

Effective: January 2, 2022 through December 31, 2022

Developmental (15-04)		Hydrogeologist (15-04)	
6 month progression points:		6 month progression points:	
A (1 year)	19.97	A (1 year)	22.25
B	20.99	B	24.04
C (2 years)	22.03	C (2 years)	25.81
D	23.06		
E (3 years)	24.09		

Effective: January 1, 2023 through June 17, 2023

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

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS

Effective: January 3, 2021 through January 1, 2022

<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

Effective: January 2, 2022 through December 31, 2022

<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	26.70	64.47	0.81	2.14	4,628	11,175	55,536	134,098

Effective: January 1, 2023 through June 17, 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>Step</u>	<u>8% of Minimum</u>				
20-75	27.24	65.76	0.82	2.18	4,722	11,398	56,659	136,781

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS

Effective: January 3, 2021 through January 1, 2022

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>8% of</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>						
21-75	26.17	44.69	63.20	0.79	2.10	4,536	10,955	54,434	131,456

Effective: January 2, 2022 through December 31, 2022

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u>		<u>Within Range</u> <u>Step</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>	
		<u>Maximum</u>	<u>Maximum</u>							
21-75	26.70	45.59	64.47	0.81	2.14	4,628	11,175	55,536	134,098	

Effective: January 1, 2023 through June 17, 2023

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

BROADBAND PAY SCHEDULE 36: LAW ENFORCEMENT

Effective: January 3, 2021 through January 1, 2022

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u>		<u>WRPS</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</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

Effective: January 2, 2022 through December 31, 2022

<u>Pay Range</u>	<u>Official Hourly Basis</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment</u>		<u>WRPS</u>	<u>8% of</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
		<u>Maximum</u>	<u>Maximum</u>		<u>Minimum</u>				
63	22.51	39.80	57.09	0.68	1.81	3,902	9,896	46,821	118,747
64	19.74	31.78	43.81	0.60	1.58	3,422	7,594	41,059	91,125

Effective: January 1, 2023 through June 17, 2023

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

GENERAL BROADBAND PAY SCHEDULES

Effective January 2, 2022, only, for transactions prior to the GWA on the same date

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Monthly Basis</u>		<u>Annual Basis</u>			
		<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related										
50	50-11	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	86.00	107.50	129.00	2.58	6.88	14,907	22,360	178,880	268,320
	50-52	106.00	132.50	159.00	3.18	8.48	18,373	27,560	220,480	330,720
Information Systems-Related										
70	70-01	39.76	62.79	73.62	1.20	3.19	6,892	12,761	82,701	153,130
	70-02	35.35	56.22	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

GENERAL BROADBAND PAY SCHEDULES

Effective: January 2, 2022 through December 31, 2022

<u>Official Hourly Rate</u>						<u>Monthly Basis</u>		<u>Annual Basis</u>		
<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment</u>	<u>Maximum</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>Step</u>	<u>Minimum</u>				
Patient-Related										
50	50-11	38.89	58.32	77.74	1.17	3.12	6,741	13,475	80,891	161,699
	50-20	45.08	67.61	90.13	1.36	3.61	7,814	15,623	93,766	187,470
	50-50	73.06	94.97	116.87	2.20	5.85	12,664	20,257	151,965	243,090
	50-51	87.72	109.65	131.58	2.64	7.02	15,205	22,807	182,458	273,686
	50-52	108.12	135.15	162.18	3.25	8.65	18,741	28,111	224,890	337,334
Information Systems-Related										
70	70-01	40.56	64.05	75.10	1.22	3.25	7,030	13,017	84,365	156,208
	70-02	36.06	57.36	67.37	1.09	2.89	6,250	11,677	75,005	140,130
	70-03	31.56	48.41	59.64	0.95	2.53	5,470	10,338	65,645	124,051
	70-04	27.03	41.96	51.90	0.82	2.17	4,685	8,996	56,222	107,952
	70-05	22.55	35.53	44.18	0.68	1.81	3,909	7,658	46,904	91,894
Professional Legal-Related										
71	71-01	26.70	45.59	64.47	0.81	2.14	4,628	11,175	55,536	134,098
General										
81	81-01	32.08	53.71	75.33	0.97	2.57	5,561	13,057	66,726	156,686
	81-02	29.04	47.90	66.76	0.88	2.33	5,034	11,572	60,403	138,861
	81-03	24.82	40.96	57.09	0.75	1.99	4,302	9,896	51,626	118,747
	81-04	19.07	35.16	43.81	0.58	1.53	3,305	7,594	39,666	91,125
	81-05	15.15	24.98	34.80	0.46	1.22	2,626	6,032	31,512	72,384

GENERAL BROADBAND PAY SCHEDULES

Effective: January 1, 2023 through June 17, 2023

		<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related										
50	50-11	39.67	59.49	79.30	1.20	3.18	6,876	13,745	82,514	164,944
	50-20	45.99	68.97	91.94	1.38	3.68	7,972	15,936	95,659	191,235
	50-50	74.53	96.87	119.21	2.24	5.97	12,919	20,663	155,022	247,957
	50-51	89.48	111.85	134.22	2.69	7.16	15,510	23,265	186,118	279,178
	50-52	110.29	137.86	165.43	3.31	8.83	19,117	28,675	229,403	344,094
Information Systems- Related										
70	70-01	41.38	65.34	76.61	1.25	3.32	7,173	13,279	86,070	159,349
	70-02	36.79	58.51	68.72	1.11	2.95	6,377	11,911	76,523	142,938
	70-03	32.20	49.39	60.84	0.97	2.58	5,581	10,546	66,976	126,547
	70-04	27.58	42.80	52.94	0.83	2.21	4,781	9,176	57,366	110,115
	70-05	23.01	36.25	45.07	0.70	1.85	3,988	7,812	47,861	93,746
Professional Legal- Related										
71	71-01	27.24	46.50	65.76	0.82	2.18	4,722	11,398	56,659	136,781
General										
81	81-01	32.73	54.79	76.84	0.99	2.62	5,673	13,319	68,078	159,827
	81-02	29.63	48.87	68.10	0.89	2.38	5,136	11,804	61,630	141,648
	81-03	25.32	41.78	58.24	0.76	2.03	4,389	10,095	52,666	121,139
	81-04	19.46	35.86	44.69	0.59	1.56	3,373	7,746	40,477	92,955
	81-05	15.46	25.48	35.50	0.47	1.24	2,680	6,153	32,157	73,840

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 3, 2021 through January 1, 2022

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. 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: January 2, 2022 through December 31, 2022

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
90-01	32.08	52.94	0.97	5,561	9,176	66,726	110,115
90-02	34.65	57.18	1.04	6,006	9,911	72,072	118,934
90-03	37.43	61.76	1.13	6,488	10,705	77,854	128,461
90-04	40.43	66.71	1.22	7,008	11,563	84,094	138,757
90-05	43.67	72.06	1.32	7,569	12,490	90,834	149,885
90-06	47.17	77.84	1.42	8,176	13,492	98,114	161,907
90-07	50.95	84.07	1.53	8,831	14,572	105,976	174,866
90-08	55.03	90.80	1.66	9,539	15,739	114,462	188,864
90-09	59.44	98.08	1.79	10,303	17,001	123,635	204,006
90-10	64.20	105.93	1.93	11,128	18,361	133,536	220,334

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: January 1, 2023 through June 17, 2023

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	Minimum	Maximum	3% of Minimum	Minimum	Maximum	Minimum	Maximum
90-01	32.73	54.01	0.99	5,673	9,362	68,078	112,341
90-02	35.35	58.33	1.07	6,127	10,111	73,528	121,326
90-03	38.18	63.00	1.15	6,618	10,920	79,414	131,040
90-04	41.24	68.05	1.24	7,148	11,795	85,779	141,544
90-05	44.54	73.50	1.34	7,720	12,740	92,643	152,880
90-06	48.11	79.39	1.45	8,339	13,761	100,069	165,131
90-07	51.96	85.74	1.56	9,006	14,862	108,077	178,339
90-08	56.12	92.60	1.69	9,727	16,051	116,730	192,608
90-09	60.61	100.01	1.82	10,506	17,335	126,069	208,021
90-10	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 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 3, 2021 through January 1, 2022

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
95-01	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

Effective: January 2, 2022 through December 31, 2022

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
95-01	46.85	82.10	1.41	8,121	14,231	97,448	170,768
95-02	62.47	109.42	1.88	10,828	18,966	129,938	227,594

Effective: January 1, 2023 through June 17, 2023

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

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

Effective: January 3, 2021 through January 1, 2022

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
Progression Points:		Progression Points:	
3 yr	25.73	3 yr	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

Effective: January 2, 2022 through December 31, 2022

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
Progression Points:		Progression Points:	
3 yr	26.25	3 yr	27.90
5 yrs	27.06	5 yrs	28.74
7 yrs	28.74	7 yrs	30.39
9 yrs	30.94	9 yrs	32.59
11 yrs	34.25	11 yrs	35.90

Effective: January 1, 2023 through June 17, 2023

Conservation Warden, Police Officer		Police Detective, Safety Specialist Warden, Special Investigative Warden	
Progression Points:		Progression Points:	
3 yr	26.78	3 yr	28.46
5 yrs	27.61	5 yrs	29.32
7 yrs	29.32	7 yrs	31.00
9 yrs	31.56	9 yrs	33.25
11 yrs	34.94	11 yrs	36.62

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 3, 2021 through January 1, 2022	Effective January 2, 2022 through December 31, 2022	Effective January 1, 2023 through June 17, 2023
	<u>Pay Step</u>	<u>Step Rates</u>	<u>Step Rates</u>	<u>Step Rates</u>
Pay Range Minimum		26.17	26.70	27.24
	1	28.35	28.92	29.51
	2	30.53	31.14	31.77
	3	32.70	33.37	34.04
	4	34.88	35.59	36.30
	5	37.06	37.81	38.57
	6	39.24	40.03	40.84
	7	41.42	42.25	43.10
	8	43.60	44.47	45.37
	9	45.77	46.70	47.63
	10	47.95	48.92	49.90
	11	50.13	51.14	52.16
	12	52.31	53.36	54.43
	13	54.49	55.58	56.70
	14	56.67	57.80	58.96
	15	58.84	60.03	61.23
	16	61.02	62.25	63.49
	17	63.20	64.47	65.76

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.