

SECTION Z - CLASSIFIED AND COVERED UNCLASSIFIED EMPLOYEE PAY SCHEDULES FOR THE 2017-2019 BIENNIUM

INTRODUCTION

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

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

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

PAY SCHEDULE 1: TRADES SUPERVISORY/MANAGEMENT

Effective: February 18, 2018 through June 23, 2018

Pay

Range

01-99 Refer to Section A, 2.12

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

Effective: June 24, 2018 through January 5, 2019

Pay

Range

01-99 Refer to Section A, 2.12

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.83.

Effective: January 6, 2019 through June 22, 2019

Pay

Range

01-99 Refer to Section A, 2.12

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

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective: February 18, 2018 through June 23, 2018

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

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective: June 24, 2018 through January 5, 2019

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	12.45	19.43	0.38	1.00
9	13.46	20.59	0.41	1.08
10	14.54	22.25	0.44	1.17
11	15.73	24.06	0.48	1.26
12	17.01	26.03	0.52	1.37
13	18.40	28.14	0.56	1.48
14	19.89	30.43	0.60	1.60
15	21.51	32.90	0.65	1.73

PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective: January 6, 2019 through June 22, 2019

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

PAY SCHEDULE 03: BLUE COLLAR

Effective: February 18, 2018 through June 23, 2018

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

PAY SCHEDULE 03: BLUE COLLAR

Effective: June 24, 2018 through January 5, 2019

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.76	19.43	0.36	0.95
9	12.44	20.59	0.38	1.00
10	13.43	22.25	0.41	1.08
11	14.49	24.06	0.44	1.16
12	15.64	26.03	0.47	1.26
13	16.89	28.14	0.51	1.36
14	18.23	30.43	0.55	1.46
15	19.69	32.90	0.60	1.58
16	21.27	35.59	0.64	1.71
17	22.98	38.49	0.69	1.84

PAY SCHEDULE 03: BLUE COLLAR

Effective: January 6, 2019 through June 22, 2019

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

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: February 18, 2018 through June 23, 2018

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

Effective: June 24, 2018 through January 5, 2019

For calculating lump sum Discretionary Merit Compensation, the within range pay step for all classifications will equal \$0.83.

Effective: January 6, 2019 through June 22, 2019

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

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: February 18, 2018 through June 23, 2018

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.72	20.03	0.36	0.94
9	12.66	21.65	0.38	1.02
10	13.69	23.40	0.42	1.10
11	14.80	25.30	0.45	1.19
12	16.00	27.36	0.48	1.28
13	17.30	29.59	0.52	1.39
14	18.72	32.00	0.57	1.50
15	20.25	34.62	0.61	1.62
16	21.65	37.02	0.65	1.74
17	23.17	39.62	0.70	1.86
31	16.00	26.59	0.48	1.28
32	16.76	29.20	0.51	1.35
40	22.05	32.25	0.67	1.77
41	24.70	34.88	0.75	1.98

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: June 24, 2018 through January 5, 2019

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.96	20.44	0.36	0.96
9	12.92	22.09	0.39	1.04
10	13.97	23.87	0.42	1.12
11	15.10	25.81	0.46	1.21
12	16.32	27.91	0.49	1.31
13	17.65	30.19	0.53	1.42
14	19.10	32.64	0.58	1.53
15	20.66	35.32	0.62	1.66
16	22.09	37.77	0.67	1.77
17	23.64	40.42	0.71	1.90
31	16.32	27.13	0.49	1.31
32	17.10	29.79	0.52	1.37
40	22.50	32.90	0.68	1.80
41	25.20	35.58	0.76	2.02

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: January 6, 2019 through June 22, 2019

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of 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
40	22.95	33.56	0.69	1.84
41	25.71	36.30	0.78	2.06

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Pay Range 05-31 and 05-32 Equity Placement

Effective January 20, 2019

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

BROADBAND PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective: February 18, 2018 through June 23, 2018

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

Effective: June 24, 2018 through January 5, 2019

<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	19.58	36.16	52.73	0.59	1.57	3,394	9,140	40,726	109,678
64	16.41	28.44	40.46	0.50	1.32	2,844	7,013	34,133	84,157

Effective: January 6, 2019 through June 22, 2019

<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

PAY SCHEDULE 06: TECHNICAL

Effective: February 18, 2018 through June 23, 2018

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

PAY SCHEDULE 06: TECHNICAL

Effective: June 24, 2018 through January 5, 2019

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	12.12	19.43	0.37	0.97
9	12.37	20.59	0.38	0.99
10	13.38	22.25	0.41	1.08
11	14.47	24.06	0.44	1.16
12	15.66	26.03	0.47	1.26
13	16.95	28.14	0.51	1.36
14	18.33	30.43	0.55	1.47
15	19.83	32.90	0.60	1.59
16	21.47	35.58	0.65	1.72
17	23.24	38.49	0.70	1.86
18	25.15	41.63	0.76	2.02
19	27.16	45.03	0.82	2.18

PAY SCHEDULE 06: TECHNICAL

Effective: January 6, 2019 through June 22, 2019

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

BROADBAND PAY SCHEDULE 06: TECHNICAL

Effective: February 18, 2018 through June 23, 2018

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

Effective: June 24, 2018 through January 5, 2019

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
5	19.83	26.57	33.31	0.60	1.59	3,437	5,774	41,246	69,285
63	19.58	36.16	52.73	0.59	1.57	3,394	9,140	40,726	109,678
64	16.41	28.44	40.46	0.50	1.32	2,844	7,013	34,133	84,157

Effective: January 6, 2019 through June 22, 2019

<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

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: February 18, 2018 through June 23, 2018

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

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: June 24, 2018 through January 5, 2019

<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	26.82	44.24	61.66	0.81	2.15	4,649	10,688	55,786	128,253
3	22.92	37.83	52.73	0.69	1.84	3,973	9,140	47,674	109,678
4	17.60	29.03	40.46	0.53	1.41	3,051	7,013	36,608	84,157
5	13.98	23.06	32.13	0.42	1.12	2,423	5,569	29,078	66,830
32	33.30	50.66	62.22	1.00	2.67	5,772	10,785	69,264	129,418
33	29.14	44.71	55.08	0.88	2.34	5,051	9,547	60,611	114,566
34	24.97	38.76	47.94	0.75	2.00	4,328	8,310	51,938	99,715
35	20.81	32.81	40.80	0.63	1.67	3,607	7,072	43,285	84,864

BROADBAND PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 6, 2019 through June 22, 2019

<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

PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: February 18, 2018 through June 23, 2018

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

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

PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: June 24, 2018 through January 5, 2019

Excise Tax Agent		Excise Tax Agent - Senior		Criminal Analyst		Criminal Analyst-Senior	
progression points:		progression points:		progression points:		progression points:	
A	25.76	A	31.67	A	17.60	A	22.92
B	27.27	B	32.94	B	18.93	B	24.26
C	28.78	C	34.21	C	20.26	C	25.60
D	30.28	D	35.47	D	21.60	D	26.93
		E	36.74			E	28.26

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

PAY SCHEDULE 07: FISCAL & STAFF SERVICES

Effective: January 6, 2019 through June 22, 2019

Excise Tax Agent		Excise Tax Agent - Senior		Criminal Analyst		Criminal Analyst-Senior	
progression points:		progression points:		progression points:		progression points:	
A	26.28	A	32.31	A	17.96	A	23.38
B	27.82	B	33.60	B	19.31	B	24.75
C	29.36	C	34.90	C	20.67	C	26.12
D	30.89	D	36.18	D	22.04	D	27.47
		E	37.48			E	28.83

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

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

Effective: February 18, 2018 through June 23, 2018

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

Effective: June 24, 2018 through January 5, 2019

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
3	22.92	37.83	52.73	0.69	1.84	3,973	9,140	47,674	109,678
4	17.60	29.03	40.46	0.53	1.41	3,051	7,013	36,608	84,157

Effective: January 6, 2019 through June 22, 2019

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
3	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

BROADBAND PAY SCHEDULE 09: ATTORNEYS

Effective: February 18, 2018 through June 23, 2018

		<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>
09-75	24.15	41.26	58.37	0.73	1.94	4,186	10,117	50,232	121,410

Effective: June 24, 2018 through January 5, 2019

		<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>
09-75	24.64	42.09	59.54	0.74	1.98	4,271	10,320	51,251	123,843

Effective: January 6, 2019 through June 22, 2019

		<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>
09-75	25.14	42.94	60.74	0.76	2.02	4,358	10,528	52,291	126,339

BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT

Effective: February 18, 2018 through June 23, 2018

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

Effective: June 24, 2018 through January 5, 2019

<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	61.87	80.43	98.98		1.86	4.95	10,724	17,157	128,690	205,878
50	67.48	83.23	98.98		2.03	5.40	11,697	17,157	140,358	205,878
51	67.57	87.84	108.10		2.03	5.41	11,712	18,737	140,546	224,848
52	73.71	95.82	117.93		2.22	5.90	12,776	20,441	153,317	245,294

Effective: January 6, 2019 through June 22, 2019

<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

BROADBAND PAY SCHEDULE 11: PATIENT CARE

Effective: February 18, 2018 through June 23, 2018

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

Effective: June 24, 2018 through January 5, 2019

<u>Pay Range</u>	<u>Official Hourly Rate</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>				
1	33.61	46.47	59.32	1.01	2.69	5,826	10,282	69,909	123,386
2	29.64	42.33	55.01	0.89	2.38	5,138	9,535	61,651	114,421
3	25.80	37.72	49.63	0.78	2.07	4,472	8,603	53,664	103,230
4	22.75	33.49	44.23	0.69	1.82	3,943	7,667	47,320	91,998
5	19.83	26.57	33.31	0.60	1.59	3,437	5,774	41,246	69,285

Effective: January 6, 2019 through June 22, 2019

<u>Pay Range</u>	<u>Official Hourly Rate</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>				
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

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: February 18, 2018 through June 23, 2018

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

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: June 24, 2018 through January 5, 2019

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
1	12.98	20.59	0.39	1.04
2	14.03	22.25	0.43	1.13
3	15.17	24.06	0.46	1.22
4	16.41	26.03	0.50	1.32
5	17.74	28.14	0.54	1.42
6	19.19	30.43	0.58	1.54
7	20.76	32.90	0.63	1.67
8	22.46	35.58	0.68	1.80
9	24.27	38.49	0.73	1.95
10	26.23	41.63	0.79	2.10
11	28.24	45.03	0.85	2.26
12	30.39	48.70	0.92	2.44
13	32.72	52.68	0.99	2.62

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: January 6, 2019 through June 22, 2019

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
1	13.24	21.01	0.40	1.06
2	14.32	22.70	0.43	1.15
3	15.48	24.55	0.47	1.24
4	16.74	26.56	0.51	1.34
5	18.10	28.71	0.55	1.45
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

BROADBAND PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective: February 18, 2018 through June 23, 2018

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

Effective: June 24, 2018 through January 5, 2019

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
80	32.97	61.20	74.18	0.99	2.64	5,715	12,858	68,578	154,294
60	26.28	42.70	59.11	0.79	2.11	4,555	10,246	54,662	122,949
63	19.58	36.16	52.73	0.59	1.57	3,394	9,140	40,726	109,678
64	16.41	28.44	40.46	0.50	1.32	2,844	7,013	34,133	84,157
65	12.98	22.56	32.13	0.39	1.04	2,250	5,569	26,998	66,830

Effective: January 6, 2019 through June 22, 2019

<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

BROADBAND PAY SCHEDULE 13: EDUCATION

Effective: February 18, 2018 through June 23, 2018

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

Effective: June 24, 2018 through January 5, 2019

<u>Pay Range</u>	<u>Official Hourly Basis</u>			<u>WRPS</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appt Max</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
2	26.82	44.24	61.66	0.81	2.15	4,649	10,688	55,786	128,253
3	22.92	37.83	52.73	0.69	1.84	3,973	9,140	47,674	109,678
4	17.60	29.03	40.46	0.53	1.41	3,051	7,013	36,608	84,157

Effective: January 6, 2019 through June 22, 2019

<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

BROADBAND PAY SCHEDULE 14: ENGINEERING

Effective: February 18, 2018 through June 23, 2018

<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>						
13	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
14	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493
15	13.70	22.60	31.50	0.42	1.10	2,375	5,460	28,496	65,520

Effective: June 24, 2018 through January 5, 2019

<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>						
13	22.92	37.83	52.73	0.69	1.84	3,973	9,140	47,674	109,678
14	17.60	29.03	40.46	0.53	1.41	3,051	7,013	36,608	84,157
15	13.98	23.06	32.13	0.42	1.12	2,423	5,569	29,078	66,830

Effective: January 6, 2019 through June 22, 2019

<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>						
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

PAY SCHEDULE 14: ENGINEERING

Effective: February 18, 2018 through June 23, 2018

Specialist

6 month progression points:

A	17.31
B	18.36
C	19.41
D	20.46
E	21.50

Engineer

6 month progression points:

A	23.68
B	24.50
C	25.33
D	26.15
E	26.97

**Construction Representative
Facility Designer**

6 month progression points:

A	20.84
B	22.01
C	23.19

PAY SCHEDULE 14: ENGINEERING

Effective: June 24, 2018 through January 5, 2019

Specialist

6 month progression points:

A	17.66
B	18.73
C	19.80
D	20.87
E	21.93

Engineer

6 month progression points:

A	24.16
B	24.99
C	25.84
D	26.68
E	27.51

**Construction Representative
Facility Designer**

6 month progression points:

A	21.26
B	22.46
C	23.66

PAY SCHEDULE 14: ENGINEERING

Effective: January 6, 2019 through June 22, 2019

Specialist

6 month progression points:

A	18.02
B	19.11
C	20.20
D	21.29
E	22.37

Engineer

6 month progression points:

A	24.65
B	25.49
C	26.36
D	27.22
E	28.07

**Construction Representative
Facility Designer**

6 month progression points:

A	21.69
B	22.91
C	24.14

BROADBAND PAY SCHEDULE 15: SCIENCE

Effective: February 18, 2018 through June 23, 2018

<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	41.74	50.09	58.44	1.26	3.34	7,235	10,130	86,819	121,555
3	22.47	37.08	51.69	0.68	1.80	3,895	8,960	46,738	107,515
4	17.25	28.46	39.66	0.52	1.38	2,990	6,874	35,880	82,493

Effective: June 24, 2018 through January 5, 2019

<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	42.58	51.10	59.61	1.28	3.41	7,381	10,332	88,566	123,989
3	22.92	37.83	52.73	0.69	1.84	3,973	9,140	47,674	109,678
4	17.60	29.03	40.46	0.53	1.41	3,051	7,013	36,608	84,157

Effective: January 6, 2019 through June 22, 2019

<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	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

PAY SCHEDULE 15: SCIENCE

Effective: February 18, 2018 through June 23, 2018

Developmental (15-04)

Hydrogeologist (15-04)

6 month progression points:

6 month progression points:

A	18.06
B	18.99
C	19.93
D	20.86
E	21.79

A	20.13
B	21.74
C	23.36

PAY SCHEDULE 15: SCIENCE

Effective: June 24, 2018 through January 5, 2019

Developmental (15-04)

Hydrogeologist (15-04)

6 month progression points:

6 month progression points:

A	18.43
B	19.37
C	20.33
D	21.28
E	22.23

A	20.54
B	22.18
C	23.83

PAY SCHEDULE 15: SCIENCE

Effective: January 6, 2019 through June 22, 2019

Developmental (15-04)

Hydrogeologist (15-04)

6 month progression points:

6 month progression points:

A	18.80
B	19.76
C	20.74
D	21.71
E	22.68

A	20.96
B	22.63
C	24.31

PAY SCHEDULE 20: ASSISTANT DISTRICT ATTORNEYS

Effective: February 18, 2018 through June 23, 2018

<u>Pay Range</u>	<u>Official Hourly Rate</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
20-75	24.15	58.37	0.73	1.94	4,186	10,117	50,232	121,410

Effective: June 24, 2018 through January 5, 2019

<u>Pay Range</u>	<u>Official Hourly Rate</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
20-75	24.64	59.54	0.74	1.98	4,271	10,320	51,251	123,843

Effective: January 6, 2019 through June 22, 2019

<u>Pay Range</u>	<u>Official Hourly Rate</u>		<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
20-75	25.14	60.74	0.76	2.02	4,358	10,528	52,291	126,339

BROADBAND PAY SCHEDULE 21: STATE PUBLIC DEFENDER ATTORNEYS

Effective: February 18, 2018 through June 23, 2018

<u>Pay</u> <u>Range</u>	<u>Official Hourly Rate</u>			<u>Within</u> <u>Range Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
21-75	24.15	41.26	58.37	0.73	1.94	4,186	10,117	50,232	121,410

Effective: June 24, 2018 through January 5, 2019

<u>Pay</u> <u>Range</u>	<u>Official Hourly Rate</u>			<u>Within</u> <u>Range Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
21-75	24.64	42.09	59.54	0.74	1.98	4,271	10,320	51,251	123,843

Effective: January 6, 2019 through June 22, 2019

<u>Pay</u> <u>Range</u>	<u>Official Hourly Rate</u>			<u>Within</u> <u>Range Step</u>	<u>8% of</u> <u>Minimum</u>	<u>Monthly Basis</u>		<u>Annual Basis</u>	
	<u>Minimum</u>	<u>Appointment</u> <u>Maximum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
21-75	25.14	42.94	60.74	0.76	2.02	4,358	10,528	52,291	126,339

PAY SCHEDULE 36: LAW ENFORCEMENT

Effective: February 18, 2018 only

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>
40	20.36	32.25	0.62	1.63
41	28.29	34.88	0.85	2.27
42	17.86	27.58	0.54	1.43

BROADBAND PAY SCHEDULE 36: LAW ENFORCEMENT

Effective: February 18, 2018 through June 23, 2018

<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	20.36	36.03	51.69	0.62	1.63	3,529	8,960	42,349	107,515
64	17.86	28.76	39.66	0.54	1.43	3,096	6,874	37,149	82,493

Effective: June 24, 2018 through January 5, 2019

<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	20.77	36.75	52.73	0.63	1.67	3,600	9,140	43,202	109,678
64	18.22	29.34	40.46	0.55	1.46	3,158	7,013	37,898	84,157

Effective: January 6, 2019 through June 22, 2019

<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

GENERAL BROADBAND PAY SCHEDULES

Effective: February 18, 2018 through June 23, 2018

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

GENERAL BROADBAND PAY SCHEDULES

Effective: June 24, 2018 through January 5, 2019

<u>Pay Schedule</u>	<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>	
		<u>Minimum</u>	<u>Appointment Maximum</u>	<u>Maximum</u>	<u>Within Range Step</u>	<u>8% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Patient-Related										
50	50-11	35.91	53.86	71.80	1.08	2.88	6,224	12,445	74,693	149,344
	50-20	41.63	62.44	83.25	1.25	3.34	7,216	14,430	86,590	173,160
	50-50	67.48	87.72	107.95	2.03	5.40	11,697	18,711	140,358	224,536
	50-51	68.24	88.78	109.32	2.05	5.46	11,828	18,949	141,939	227,386
	50-52	74.44	96.85	119.25	2.24	5.96	12,903	20,670	154,835	248,040
Information Systems-Related										
70	70-01	37.46	59.16	69.36	1.13	3.00	6,493	12,022	77,917	144,269
	70-02	33.30	53.04	62.22	1.00	2.67	5,772	10,785	69,264	129,418
	70-03	29.14	44.71	55.08	0.88	2.34	5,051	9,547	60,611	114,566
	70-04	24.97	38.76	47.94	0.75	2.00	4,328	8,310	51,938	99,715
	70-05	20.81	32.81	40.80	0.63	1.67	3,607	7,072	43,285	84,864
Professional Legal-Related										
71	71-01	24.64	42.09	59.54	0.74	1.98	4,271	10,320	51,251	123,843
General										
81	81-01	29.62	49.60	69.58	0.89	2.37	5,134	12,061	61,610	144,726
	81-02	26.82	44.24	61.66	0.81	2.15	4,649	10,688	55,786	128,253
	81-03	22.92	37.83	52.73	0.69	1.84	3,973	9,140	47,674	109,678
	81-04	17.60	29.03	40.46	0.53	1.41	3,051	7,013	36,608	84,157
	81-05	13.98	23.06	32.13	0.42	1.12	2,423	5,569	29,078	66,830

GENERAL BROADBAND PAY SCHEDULES

Effective: January 6, 2019 through June 22, 2019

<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	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

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: February 18, 2018 through June 23, 2018

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

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: June 24, 2018 through January 5, 2019

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	<u>Minimum</u>	<u>Maximum</u>	<u>3% of Minimum</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
90-01	29.62	48.86	0.89	5,134	8,469	61,610	101,629
90-02	31.98	52.77	0.96	5,543	9,147	66,518	109,762
90-03	34.54	56.99	1.04	5,987	9,878	71,843	118,539
90-04	37.31	61.56	1.12	6,467	10,670	77,605	128,045
90-05	40.28	66.47	1.21	6,982	11,521	83,782	138,258
90-06	43.51	71.79	1.31	7,542	12,444	90,501	149,323
90-07	47.00	77.55	1.41	8,147	13,442	97,760	161,304
90-08	50.75	83.74	1.53	8,797	14,515	105,560	174,179
90-09	54.81	90.44	1.65	9,500	15,676	114,005	188,115
90-10	59.20	97.67	1.78	10,261	16,929	123,136	203,154

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: January 6, 2019 through June 22, 2019

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

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective: February 18, 2018 through June 23, 2018

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

Effective: June 24, 2018 through January 5, 2019

Pay Range	Official Hourly Rate		3% of Minimum	Monthly Basis		Annual Basis	
	Minimum	Maximum		Minimum	Maximum	Minimum	Maximum
95-01	43.26	75.84	1.30	7,498	13,146	89,981	157,747
95-02	57.69	101.06	1.74	10,000	17,517	119,995	210,205

Effective: January 6, 2019 through June 22, 2019

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

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

Effective: February 18, 2018 through June 23, 2018

**Conservation Warden, Police
Officer**

**Police Detective, Safety
Specialist Warden, Special
Investigative Warden**

Progression Points:

Progression Points:

3 yrs	23.75
5 yrs	24.50
7 yrs	26.00
9 yrs	28.00
11 yrs	31.00

3 yrs	25.25
5 yrs	26.00
7 yrs	27.50
9 yrs	29.50
11 yrs	32.50

Effective: June 24, 2018 through January 5, 2019

**Conservation Warden, Police
Officer**

**Police Detective, Safety
Specialist Warden, Special
Investigative Warden**

Progression Points:

Progression Points:

3 yrs	24.23
5 yrs	24.99
7 yrs	26.52
9 yrs	28.56
11 yrs	31.62

3 yrs	25.76
5 yrs	26.52
7 yrs	28.05
9 yrs	30.09
11 yrs	33.15

Effective: January 6, 2019 through June 22, 2019

**Conservation Warden, Police
Officer**

**Police Detective, Safety
Specialist Warden, Special
Investigative Warden**

Progression Points:

Progression Points:

3 yrs	24.72
5 yrs	25.49
7 yrs	27.06
9 yrs	29.14
11 yrs	32.26

3 yrs	26.28
5 yrs	27.06
7 yrs	28.62
9 yrs	30.70
11 yrs	33.82

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 February 18,
2018 to June 23, 2018

Effective June 24, 2018
through January 5, 2019

Effective January 6, 2019
through June 22, 2019

Pay Range Minimum	<u>Pay Step</u>	<u>Step Rates</u>	<u>Step Rates</u>	<u>Step Rates</u>
		24.15	24.64	25.14
	1	26.16	26.69	27.24
	2	28.17	28.74	29.33
	3	30.19	30.80	31.42
	4	32.20	32.85	33.52
	5	34.21	34.90	35.61
	6	36.23	36.96	37.70
	7	38.24	39.01	39.80
	8	40.25	41.06	41.89
	9	42.27	43.12	43.98
	10	44.28	45.17	46.08
	11	46.29	47.22	48.17
	12	48.31	49.28	50.26
	13	50.32	51.33	52.36
	14	52.33	53.38	54.45
	15	54.35	55.44	56.54
	16	56.36	57.49	58.64
	17	58.37	59.54	60.74

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.