

OFFICE OF STATE EMPLOYMENT RELATIONS

- COMPENSATION AND LABOR RELATIONS BULLETIN -

Date: July 20, 2006

Locator No: OSER-0127-CLR/LR/PP

Subject: Information Necessary to Process FY 2006-2007 Pay Adjustments for Employees Represented by the WSEU Administrative Support, Blue Collar, Security and Public Safety, and Technical Bargaining Units

This information is provided to assist appointing authorities in determining FY 2006-2007 base pay adjustments and lump sum payments to employees in the Wisconsin State Employees Union (WSEU) bargaining units: Administrative Support (AS; DP Unit Code 02); Blue Collar and Non-Building Trades (BC; DP Unit Code 03); Security and Public Safety (SPS; DP Unit Code 05); Technical (T; DP Unit Code 06). These base pay adjustments are granted in accordance with the wage provisions of the Agreement between the State and the WSEU bargaining units. The pay adjustments in this bulletin are to be applied in the order set forth in this bulletin.

SECTION I. MULTIPLE PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE, ORDER OF APPLICATION

Use the FY 2005-2006 pay schedule for adjustments under numbers 1 through 7.

Use the new pay schedules effective June 25, 2006, provided in the Attachment, for adjustments under numbers 8. and 9., effective June 25, 2006, and for all transactions after that date through March 31, 2007.

Use the new pay schedules effective April 1, 2007, provided in the Attachment, for adjustments under numbers 8. and 9., effective April 1, 2007, and for all transactions after that date.

1. Reallocation/regrade adjustment
2. Reclassification/regrade adjustment
3. Promotion/upward movement adjustment
4. Demotion/downward movement adjustment
5. Transfer/lateral movement adjustment
6. Reinstatement
7. Restoration
8. Negotiated Base Pay Adjustments, pursuant to s. 111.92, Wis. Stats., in the order listed in this bulletin
9. Original appointment

SECTION II. ADMINISTRATIVE SUPPORT UNIT**A. Second Fiscal Year (2006-2007)**

Except as otherwise provided in this bulletin, all eligible employees in the AS Unit will receive the following wage adjustments in the order set forth below.

1. General Wage Adjustment (GWA)

Effective June 25, 2006, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.0% of the employee's current base pay rate.

2. Pay Schedule Implementation

Effective June 25, 2006, the pay schedules in Appendix 1a. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

3. Legal Support Survey Implementation (DMRS Bulletin OSER-0106-MRS/SC)

Effective June 25, 2006, the Legal Support Survey will be implemented. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/9.

4. Market Adjustment

Effective June 25, 2006, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/9.

Classification	Class Code	Old Pay Range	New Pay Range
Dean Assistant	18060	02-11	02-12
Institution Registrar	16700	02-13	02-14
Offender Records Assistant 1	18901	02-09	02-10
Offender Records Assistant 2	18902	02-10	02-11
Offender Records Assistant 3	18903	02-11	02-12

5. Equity Adjustment

Effective June 25, 2006, an equity adjustment of \$0.50 will be provided to employees in positions allocated to the following classifications:

Classification	Class Code
University Services Associate 1	16600
University Services Associate 2	16660
University Services Program Associate (A)	23760
University Services Program Associate (B)	23770

6. Market Adjustment

Effective December 24, 2006, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/9.

Classification	Class Code	Old Pay Range	New Pay Range
Clerical Assistant	16100	02-07	02-08
Revenue Tax Asst – Ent	21201	02-07	02-08

Revenue Tax Asst – Obj.	21202	02-08	02-09
Revenue Tax Rep – Ent	21261	02-08	02-09
Revenue Tax Rep – Obj.	21262	02-09	02-10
Tax Representative 1	21271	02-09	02-10
Tax Representative 2	21272	02-10	02-11
Tax Representative 3	21273	02-11	02-12

7. General Wage Adjustment

Effective April 1, 2007, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.25% of the employee's current base pay rate.

8. Pay Schedule Implementation

Effective the April 1, 2007, the pay schedules in Appendix 1b. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

SECTION III. BLUE COLLAR UNIT

A. Second Fiscal Year (2006-2007)

Except as otherwise provided in this bulletin, all eligible employees in the BC Unit will receive the following wage adjustments in the order set forth below.

1. General Wage Adjustment

Effective June 25, 2006, each eligible employee in pay status on that date will receive a GWA in an amount equal to \$0.264 per hour.

2. Grid Implementation

Effective June 25, 2006, the transaction grid in Appendix 2a. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

3. Personnel Management Survey Implementation (DMRS Bulletin OSER-0107-MRS/SC)

Effective June 25, 2006, the following surveys will be implemented. Eligible employees receive a regrade based on the applicable pay provisions of Appendix 5.

Stores and Warehouse
Facilities Repair and Maintenance

4. Market Adjustment

Effective June 25, 2006, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Appendix 5.

Classification	Class Code	Old Pay Range	New Pay Range
Auto Equip Tech – Ent	83101	03-07	03-08
Auto Equip Tech – Dev	83102	03-08	03-09
Auto Equip Tech – Sr	83103	03-10	03-11
Auto Equip Tech – Mst	83104	03-11	03-12
Custodian	89161	03-07	03-08
Custodian Lead	89162	03-08	03-09

Gardener	90430	03-08	03-09
Greenskeeper	90470	03-10	03-12
Groundskeeper	91050	03-07	03-08
HVAC Specialist	77261	03-12	03-13
Laborer	91300	03-07	03-08
Motor Vehicle Operator – Lt	80401	03-07	03-08
Motor Vehicle Operator – Hvy	80402	03-07	03-09
Research Gardener	90460	03-08	03-09
Seamer 2	88802	03-07	03-08

5. Market Adjustment

Effective December 24, 2006, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Appendix 5.

Classification	Class Code	Old Pay Range	New Pay Range
Bindery Worker	82100	03-07	03-08
Dairy Plant Assistant – Ent	84661	03-07	03-08
Dairy Plant Assistant – Sr	84662	03-09	03-10
Dairy Plant Assistant – Ad	84663	03-11	03-12
Food Service Assistant 1	84801	03-07	03-08
Food Service Assistant 2	84802	03-07	03-09
Food Service Assistant 3	84803	03-08	03-10
Food Service Assistant 4	84804	03-09	03-11
Inventory Control Assist	20500	03-08	03-09
Lab Helper	91030	03-07	03-08
Laundry Worker	86501	03-07	03-08
Laundry Worker Lead	86502	03-07	03-09
Seamer 1	88801	03-07	03-08
Seamer 2	88802	03-08	03-09
Shipping and Mailing Ass	20171	03-08	03-09

6. General Wage Adjustment

Effective April 1, 2007, each eligible employee in pay status on that date will receive a GWA in an amount equal to 1.25% of the employee's current base pay rate, plus \$0.142 per hour.

7. Grid Implementation

Effective April 1, 2007, the transaction grid in Appendix 2b. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

SECTION IV. SECURITY AND PUBLIC SAFETY UNIT

A. Second Fiscal Year (2006-2007)

Except as otherwise provided in this bulletin, all eligible employees in the SPS Unit will receive the following wage adjustments in the order set forth below.

1. General Wage Adjustment

- a. Except as indicated in b., below; effective June 25, 2006, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.0% of the employee's current base pay rate.
- b. Effective June 25, 2006, each eligible employee in the following classifications, in pay status on that date, will receive a GWA equal to the lesser of 2% or an amount that places the employee at the appropriate structure point (implemented in A.4. below). Employees at or above the appropriate structure point will retain their current base pay rate.

Classification	Class Code
Correctional Officer	66500
Correctional Sergeant	66503
Psychiatric Care Technician	66160
Youth Counselor	53760
Youth Counselor Advanced	53703

2. Pay Schedule Implementation

Effective June 25, 2006, the pay schedule in Appendix 3a. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

3. Pay Structure Implementation

Effective June 25, 2006, the pay structure in Appendix 3b. will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

Classification	Class Code
Conservation Wardens	65100
Environmental Wardens	65160
Safety Specialist Wardens	65110
Special Investigative Wardens	65170

4. Pay Structure Implementation

Effective June 25, 2006, the pay structure in Appendix 3c. will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

Classification	Class Code
Correctional Officer	66500
Correctional Sergeant	66503
Psychiatric Care Technician	66160
Youth Counselor	53760
Youth Counselor Advanced	53703

5. Market Adjustment

Effective June 25, 2006, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/9.

Classification	Class Code	Old Pay Range	New Pay Range
Boiler Safety Inspector 1	73001	05-13	05-14
Boiler Safety Inspector 2	73002	05-14	05-15
Boiler Safety Inspector 3	73003	05-15	05-16
Detention Facilities Specialist	74560	05-16	05-17
Elevator Safety Inspector 1	73021	05-13	05-14
Elevator Safety Inspector 2	73022	05-14	05-15
Elevator Safety Inspector 3	73023	05-15	05-16
Flamm. Comb Liq/Syst Coord	73670	05-15	05-16
Flamm. Comb Liq/Syst Spec 1	73661	05-13	05-15
Flamm. Comb Liq/Syst Spec 2	73662	05-14	05-16
Fire Crash Rescue Specialist 1	66901	05-09	05-10
Fire Crash Rescue Specialist 2	66902	05-10	05-11
Fire Crash Rescue Specialist 3	66903	05-11	05-12
Mining Safety Inspector 1	73101	05-13	05-14
Mining Safety Inspector 2	73102	05-14	05-15
Mining Safety Inspector 3	73103	05-15	05-16
Occupational Safety Cons. 1	73301	05-13	05-14
Occupational Safety Cons. 2	73302	05-14	05-15
Occupational Safety Insp. 1	73311	05-12	05-13
Occupational Safety Insp. 2	73312	05-13	05-14
Occupational Safety Insp. 3	73313	05-14	05-15
Produce Inspector Obj	70801	05-08	05-09
Produce Inspector Leadworker	70802	05-09	05-10
Security Officer 1	65511	05-07	05-08
Security Officer 2	65512	05-08	05-09
Security Officer 3	65513	05-09	05-10
Security Officer 4	65514	05-10	05-11
Security Off. UW Health Sc	65401		05-11
Sec. Off. UW Health Sc Lead	65402		05-12

6. Reallocation

All Security Officers at DVA will be reallocated to Security Officer 4. Eligible employees receive a regrade based on the pay provisions of Article 12/9/6.

7. Market Adjustment

Effective June 25, 2006, employees in the Flamm Comb Liq/System Coordinator classification (class code 73670) will receive the following seniority stratification:

<u>Full Years of Service as of June 30, 2005</u>	<u>Stratification Amount</u>
0 – 10 + years	\$0.30
11 or more years	\$0.50

8. Market Adjustment

Effective June 25, 2006, employees in the following classifications will be placed on the pay structure in Appendix 3c. Employees will be placed on the structure based on their adjusted service date year or retain their current pay, whichever is greater.

Classification	Class Code
Correctional Officer	66500
Correctional Sergeant	66503
Psychiatric Care Technician	66160
Youth Counselor	53760
Youth Counselor Advanced	53703

9. Market Adjustment

Effective June 25, 2006, employees in the following classifications will be placed on the pay structure in Appendix 3b. Employees will be placed on the structure based on their adjusted service date year or retain their current pay, whichever is greater.

Classification	Class Code
Conservation Wardens	65100
Environmental Wardens	65160
Safety Specialist Wardens	65110
Special Investigative Wardens	65170

10. General Wage Adjustment

- a. Except as indicated in b., below, effective April 1, 2007, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.25% of the employee's current base pay rate.
- b. Effective April 1, 2007, each eligible employee in the following classifications, in pay status on that date, will receive a GWA equal to the lesser of 2.25% or an amount that places the employee at the appropriate structure point. Employees at or above the appropriate structure point will retain their current base pay rate.

Classification	Class Code
Correctional Officer	66500
Correctional Sergeant	66503
Psychiatric Care Technician	66160
Youth Counselor	53760
Youth Counselor Advanced	53703

11. Pay Schedule Implementation

Effective the April 1, 2007, the pay schedules in Appendix 3d. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

12. Pay Structure Implementation

Effective April 1, 2007, the pay structure in Appendix 3b. will be implemented for the following classifications. There is no grid placement with this structure implementation. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

Classification	Class Code
Conservation Wardens	65100
Environmental Wardens	65160
Safety Specialist Wardens	65110
Special Investigative Wardens	65170

13. Pay Structure Implementation

Effective April 1, 2007, the pay structure provided in Appendix 3c. will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

Classification	Class Code
Correctional Officer	66500
Correctional Sergeant	66503
Psychiatric Care Technician	66160
Youth Counselor	53760
Youth Counselor Advanced	53703

SECTION V. TECHNICAL UNIT

A. Second Fiscal Year (2006-2007)

Except as otherwise provided in this bulletin, all eligible employees in TECH will receive the following wage adjustments in the order set forth below.

1. General Wage Adjustment

Effective June 25, 2006, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.0% of the employee's current base pay rate.

2. Pay Schedule Implementation

Effective June 25, 2006, the pay schedule in Appendix 4a. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

3. Pay Structure Implementation

Effective June 25, 2006, the pay structure for Aircraft Pilots (class code 80300) in Appendix 4b. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

4. Pay Structure Implementation

Effective June 25, 2006, the pay structure in Appendix 4c. will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

Classification	Class Code
Licensed Practical Nurse	38500
Nursing Assistant 1	38101
Nursing Assistant 2	38102
Nursing Assistant 3	38103

Resident Care Technician 1	38561
Resident Care Technician 2	38562

5. Market Adjustment

Effective June 25, 2006, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/9.

Classification	Class Code	Old Pay Range	New Pay Range
Child Care Counselor 1	53501	06-09	06-10
Child Care Counselor 2	53502	06-10	06-11
Child Care Counselor 3	53503	06-12	06-13
Dental Assistant	39200	06-10	06-11
Dental Hygienist	40200	06-17	06-18
Diag Radio Tech Entry	35601	06-14	06-15
Diag Radio Tech Obj	35602	06-15	06-16
Diag Radio Tech Adv	35603	06-16	06-17
DNA Tech Entry	34721	06-07	06-08
DNA Tech Obj.	34722	06-08	06-09
DNA Tech Snr	34723	06-09	06-10
Electroencephalo Tech	35100	06-13	06-14
Exhibits Tech	63400	06-11	06-13
Fisheries Tech	90860	06-10	06-11
Fisheries Tech Adv	90870	06-12	06-13
Forensic Program Tech	35671	06-09	06-10
Forensic Prog Tech Sen.	35672	06-10	06-11
Forestry Tech	90760	06-10	06-11
Forestry Tech Adv	90770	06-12	06-13
Health Info Tech 1	35101	06-10	06-11
Health Info Tech 2	35102	06-12	06-13
Ident Tech Adv	67004	06-13	06-14
Ident Tech Entry/Dev	67001	06-09	06-10
Ident Tech Obj	67002	06-11	06-12
Ident Tech Senior	67003	06-12	06-13
Medical Assistant 1	35661	06-09	06-10
Medical Assistant 2	35662	06-10	06-11
Medical Lab Tech Entry	34801	06-10	06-11
Medical Lab Tech Obj	34802	06-11	06-12
Natural Resources Equip Op	80700	06-12	06-13
Natural Resources Res Tech	90700	06-12	06-13
Occup Therapy Asst. Entry	39801	06-11	06-12
Occup Therapy Asst. Obj.	39802	06-13	06-14
Orthopedic Appl Tech Entry	83301	06-08	06-09
Orthopedic Appl Tech Obj	83302	06-10	06-11
Orthopedic Appl Tech Snr	83303	06-12	06-13
Orthopedic Appl Tech Lead	83304	06-14	06-15
Pharmacy Tech Entry	36401	06-09	06-10
Pharmacy Tech Obj	36402	06-10	06-11
Phlebotomist	35400	06-11	06-12
Physical Therapy Asst	39860	06-13	06-14
Property Assessment Tech 1	01201	06-10	06-11

Property Assessment Tech 2	01202	06-11	06-12
Property Assessment Tech 3	01203	06-12	06-13
Research Vessel Captain	93200	06-14	06-15
Research Vessel Crew Ldr	93201	06-13	06-14
Respiratory Therapist 1	35901	06-13	06-14
Respiratory Therapist 2	35902	06-14	06-15
Respiratory Therapist 3	35903	06-15	06-16
Respiratory Therapist 4	35904	06-16	06-17
Respiratory Therapist 5	35905	06-17	06-18
Therapy Asst Entry	39821	06-09	06-10
Therapy Asst. Obj.	39802	06-11	06-12
Ultrasound Technician	35060	06-18	06-19
Veterinary Tech 1	35301	06-11	06-12
Veterinary Tech 2	35302	06-12	06-13
Veterinary Tech 3	35303	06-13	06-14
Wildlife Tech	90660	06-10	06-11
Wildlife Tech Adv	90670	06-12	06-13

6. Market Adjustment

Effective June 25, 2006, employees in the following classifications will receive an increase equal to one-half of the applicable within range pay step.

Classification	Class Code
Engineering Tech Transportation	25101
Engineering Tech Transportation Journey	25102
Engineering Tech Transportation Senior	25103
Engineering Tech Transportation Advanced	25104
Engineering Tech Transportation Advanced 2	25105

7. Market Adjustment

Effective June 25, 2006, employees in the Communication Tech Senior classification (class code 81362) will receive an increase equal to two applicable within range pay steps.

8. Market Adjustment

Effective June 25, 2006, employees in the following classifications will be placed on the pay structure in Appendix 4c. Employees will be placed on the structure based on their adjusted service date year or retain their current pay, whichever is greater.

Classification	Class Code
Licensed Practical Nurse	38500
Nursing Assistant 1	38101
Nursing Assistant 2	38102
Nursing Assistant 3	38103
Resident Care Technician 1	38561
Resident Care Technician 2	38562

9. Market Adjustment

Effective December 24, 2006, the following classifications will be reassigned to the specified pay ranges below. Eligible employees receive a regrade based on the applicable pay provisions of Article 12/9.

Classification	Class Code	Old Pay Range	New Pay Range
Arboretum Tech	90480	06-07	06-08
Barber	87100	06-07	06-08
Beautician	87400	06-07	06-08
Chemistry Lab Tech Entry	34001	06-07	06-08
Chemistry Lab Tech Obj	34002	06-08	06-09
Chemistry Lab Tech Sen	34003	06-09	06-10
DNA Tech Entry	34721	06-07	06-08
Glass/Media Prep Tech Entry	35221	06-05	06-08
Glass/Media Prep Tech Obj	35222	06-06	06-08
Material Repro Assistant Entry	20471	06-06	06-08
Material Repro Assistant Obj	20472	06-06	06-09
Microbiology Lab Tech Entry	34401	06-07	06-08
Microbiology Lab Tech Obj	34402	06-08	06-09
Microbiology Lab Tech Snr	34403	06-09	06-10

10. Add – ons

Effective June 25, 2006, the following add-ons will be applied:

a. Employees in the classifications provided under 3), below, who are employed within the University of Wisconsin – Madison will receive the following:

1) Veterinary Technician night and week-end differential. An add-on of \$1.00 per hour for all hours worked between the hours of 6:00 p.m. and 6:00 a.m. and an add-on of \$1.00 per hour for all hours worked between the hours of 12:01 a.m. on Saturday and 12:00 midnight on Sunday. These add-ons are in addition to the shift differential and weekend differential identified in 12/4/1 and 12/4/2 of the 2005 – 2007 WSEU Agreement, respectively.

2) UW Madison Veterinary Technician Certifications. An add-on of \$1.00 per hour if they are certified as a specialist for any of the following areas: Academy of Veterinary Emergency and Critical Care Technicians, Academy of Veterinary Dental Technicians, or Academy of Veterinary Technician Anesthetists

3) Classification	Class Code
Veterinary Technician 1	35301
Veterinary Technician 2	35302
Veterinary Technician 3	35303

b. Animal Research Technician AALAS certification. Employees in the following classifications who are employed within the University of Wisconsin – Madison will receive an add-on of \$1.00 per hour for any applicable AALAS certification.

Classification	Class Code
Animal Research Technician	46071
Animal Research Technician – Objective	46072
Animal Research Technician – Senior	46073
Animal Research Technician – Advanced	46074

11. General Wage Adjustment

Effective April 1, 2007, each eligible employee in pay status on that date will receive a GWA in an amount equal to 2.25% of the employee's current base pay rate.

12. Pay Schedule Implementation

Effective the April 1, 2007, the pay schedule in Appendix 4d. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

13. Pay Structure Implementation

Effective April 1, 2007, the pay structure for Aircraft Pilots (class code 80300) in Appendix 4e. will be implemented. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

14. Pay Structure Implementation

Effective April 1, 2007, the pay structure in Appendix 4f. will be implemented for the following classifications. Any employee (except a trainee) whose base pay rate falls below the new minimum of the applicable pay range will have his or her pay adjusted to the new minimum.

Classification	Class Code
Licensed Practical Nurse	38500
Nursing Assistant 1	38101
Nursing Assistant 2	38102
Nursing Assistant 3	38103
Resident Care Technician 1	38561
Resident Care Technician 2	38562

SECTION VI: PROVISIONS FOR DETERMINING PAY UPON PERSONNEL TRANSACTIONS

All personnel transaction pay adjustments for WSEU- AS, BC, SPS, and TECH employees covered by the 2005-2007 WSEU-AS, BC, SPS, TECH collective bargaining agreement will be determined in accordance with the provisions set forth in Article 12, Section 9 for pay schedules, and Appendix 5 or Appendix 7 of the Agreement for transaction grids. Personnel transaction pay adjustments for project employees (**employment type 05**) shall be determined in accordance with Section E of the 2005-2007 Compensation Plan.

SECTION VII: TRAINEE INCREASES

Except for trainees being paid at or above the minimum of the applicable pay range (due to prior permanent state service), trainees will receive wage adjustments under the Agreement only as allowed in accordance with the provisions of Section E, 1.04 of the 2005-2007 Compensation Plan, (i.e., remain at the same number of within range pay steps below the pay range minimum as prior to the adjustment). Trainees subject to Section E of the Compensation Plan are not eligible for any lump sum payments.

SECTIONS VIII: REFERRAL OF QUESTIONS

Employee questions regarding pay rates or pay adjustments included in this bulletin should be referred to the agency Human Resources Office or Payroll Office.

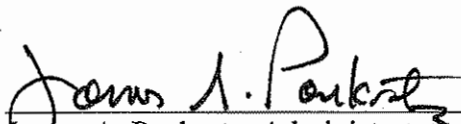
Agency questions regarding the *pay adjustments and lump sum payments* included in this bulletin should be referred to the Division of Compensation and Labor Relations: Tim Borchert at (608) 266-3381; e-mail Tim.Borchert@Wisconsin.Gov;

Questions regarding *all other provisions of the WSEU AS, BC, SPS, and TECH Agreement* should be referred to Mark Wild at (608) 266-9564; e-mail Mark.Wild@Wisconsin.Gov; or Wil Mickelson at (608) 267-5169; e-mail Wil.Mickelson@Wisconsin.Gov.

Questions regarding payroll processing or file maintenance procedures should be referred to the appropriate payroll center:

DOA Central Payroll
UW Processing Center

Shelley Schwartz (608) 264-9571
Payroll and Financial Svcs. (608) 262-3558



James A. Pankratz, Administrator
Division of Compensation and Labor Relations

JAP:tb

Appendix 1a (AS)

Pay Schedule 02
Effective June 25, 2006 through March 31, 2007

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
7	\$10.319	\$16.452	\$0.310	\$0.800
8	\$11.127	\$17.308	\$0.334	\$0.870
9	\$12.027	\$18.362	\$0.361	\$0.940
10	\$12.999	\$19.855	\$0.390	\$1.020
11	\$14.057	\$21.470	\$0.422	\$1.080
12	\$15.204	\$23.226	\$0.457	\$1.160
13	\$16.442	\$25.121	\$0.494	\$1.240
14	\$17.780	\$27.172	\$0.534	\$1.300
15	\$19.227	\$29.397	\$0.577	\$1.410

Appendix 1b (AS)

Pay Schedule 02
Effective April 1, 2007 through June 30, 2007

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
8	\$11.378	\$17.698	\$0.342	\$0.870
9	\$12.298	\$18.776	\$0.369	\$0.940
10	\$13.292	\$20.302	\$0.399	\$1.020
11	\$14.374	\$21.954	\$0.432	\$1.080
12	\$15.547	\$23.749	\$0.467	\$1.160
13	\$16.812	\$25.687	\$0.505	\$1.240
14	\$18.181	\$27.784	\$0.546	\$1.300
15	\$19.660	\$30.059	\$0.590	\$1.410

APPENDIX 2a (BC)

Effective June 25, 2006 through March 31, 2007.

	Grid Point	7	8	9	10	11	12	13	14	15
Minimum	0	10.107	10.623	11.257	12.156	13.130	14.186	15.329	16.564	17.903
	1	10.239	10.755	11.389	12.288	13.262	14.318	15.461	16.696	18.035
	2	10.368	10.884	11.518	12.417	13.391	14.447	15.590	16.825	18.164
	3	10.417	10.935	11.572	12.476	13.455	14.517	15.665	16.906	18.252
	4	10.517	11.035	11.672	12.576	13.555	14.617	15.765	17.006	18.352
	5	10.616	11.138	11.782	12.695	13.683	14.756	15.915	17.169	18.527
	6	10.665	11.192	11.838	12.754	13.748	14.826	15.992	17.251	18.615
	7	11.039	11.585	12.256	13.208	14.237	15.357	16.563	17.833	19.207
	8	11.249	11.804	12.489	13.460	14.512	15.650	16.882	18.153	19.527
	9	11.595	12.155	12.838	13.787	14.815	15.921	17.148	18.416	19.791
	10	11.748	12.308	12.990	13.946	14.983	16.097	17.334	18.605	19.979
* Years	11	11.900	12.458	13.143	14.103	15.153	16.271	17.522	18.791	20.164
	12	12.052	12.613	13.293	14.261	15.322	16.448	17.707	18.977	20.349
	13	12.206	12.764	13.447	14.421	15.492	16.620	17.894	19.163	20.536
	14	12.358	12.916	13.598	14.577	15.660	16.796	18.079	19.349	20.722
	15	12.511	13.068	13.752	14.736	15.832	16.971	18.266	19.535	20.909
	16	12.661	13.222	13.905	14.892	16.000	17.145	18.452	19.721	21.094
	17	12.815	13.372	14.057	15.053	16.169	17.320	18.638	19.907	21.281
	18	12.966	13.525	14.210	15.210	16.339	17.496	18.823	20.093	21.466
	19	13.119	13.678	14.361	15.369	16.506	17.671	19.009	20.280	21.653
	20	13.271	13.831	14.515	15.527	16.677	17.847	19.197	20.466	21.839
	21	13.425	13.983	14.665	15.684	16.846	18.021	19.382	20.651	22.025
	22	13.576	14.135	14.818	15.842	17.014	18.195	19.568	20.837	22.211
	23	13.729	14.287	14.971	16.000	17.184	18.371	19.754	21.024	22.398
	24	13.881	14.439	15.123	16.159	17.353	18.544	19.940	21.211	22.583

*** This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation, based on years of seniority as June 30, 2006.**

APPENDIX 2b (BC)

Effective April 1, 2007 through June 30, 2007.

	Grid Point	8	9	10	11	12	13	14	15
Minimum	0	10.898	11.540	12.451	13.437	14.506	15.663	16.914	18.269
	1	11.031	11.674	12.584	13.570	14.640	15.797	17.047	18.403
	2	11.162	11.804	12.715	13.701	14.770	15.927	17.178	18.533
	3	11.214	11.860	12.775	13.766	14.841	16.003	17.260	18.622
	4	11.316	11.961	12.876	13.867	14.942	16.104	17.361	18.723
	5	11.420	12.072	12.996	13.997	15.083	16.257	17.526	18.901
	6	11.474	12.129	13.056	14.062	15.153	16.335	17.609	18.990
	7	11.872	12.552	13.515	14.557	15.691	16.912	18.199	19.590
	8	12.094	12.788	13.771	14.835	15.988	17.236	18.522	19.914
	9	12.450	13.141	14.102	15.142	16.263	17.504	18.789	20.181
	10	12.604	13.295	14.263	15.313	16.441	17.694	18.980	20.371
* Years	11	12.756	13.450	14.422	15.485	16.617	17.884	19.168	20.559
	12	12.913	13.602	14.582	15.656	16.796	18.071	19.356	20.746
	13	13.066	13.758	14.743	15.828	16.971	18.260	19.545	20.935
	14	13.220	13.911	14.902	15.998	17.149	18.447	19.734	21.124
	15	13.374	14.066	15.062	16.172	17.325	18.637	19.922	21.313
	16	13.530	14.221	15.221	16.343	17.501	18.825	20.110	21.500
	17	13.682	14.375	15.384	16.514	17.679	19.014	20.298	21.689
	18	13.836	14.530	15.543	16.685	17.857	19.201	20.486	21.877
	19	13.992	14.683	15.704	16.855	18.034	19.389	20.676	22.066
	20	14.146	14.838	15.863	17.028	18.212	19.579	20.865	22.255
	21	14.301	14.991	16.023	17.199	18.389	19.767	21.052	22.443
	22	14.454	15.145	16.182	17.369	18.565	19.955	21.240	22.631
	23	14.608	15.301	16.343	17.541	18.743	20.144	21.429	22.820
	24	14.762	15.454	16.503	17.712	18.919	20.332	21.618	23.008

*** This grid is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, Reallocation, based on years of seniority as June 30, 2006.**

APPENDIX 3 (SPS)

Appendix 3a

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY PAY SCHEDULE
Effective June 25, 2006 through March 31, 2007

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
7	\$9.907	\$16.945	\$0.298	\$1.200
8	\$10.682	\$18.264	\$0.321	\$1.250
9	\$11.544	\$19.729	\$0.347	\$1.300
10	\$12.479	\$21.318	\$0.375	\$1.350
11	\$13.493	\$23.041	\$0.405	\$1.400
12	\$14.593	\$24.911	\$0.438	\$1.450
13	\$15.781	\$26.931	\$0.474	\$1.500
14	\$17.068	\$29.118	\$0.513	\$1.550
15	\$18.464	\$31.493	\$0.554	\$1.600
16	\$19.749	\$33.677	\$0.593	\$1.650
17	\$21.131	\$36.034	\$0.634	\$1.700
31	\$13.860	\$23.381	\$0.416	NA
32	\$14.553	\$24.525	\$0.437	NA

Appendix 3b

Pay Ranges 05-40, 05-41

Effective June 25, 2006 through March 31, 2007			Effective April 1, 2007 through June 30, 200		
Year	PR 5-40	PR 5-41	Year	PR 5-40	PR 5-41
2006	\$19.400	\$21.813	2006	\$19.837	\$22.304
2005	\$19.400	\$21.813	2005	\$19.837	\$22.304
2004	\$20.030	\$22.423	2004	\$20.481	\$22.928
2003	\$20.790	\$23.033	2003	\$21.258	\$23.551
2002	\$21.550	\$23.644	2002	\$22.035	\$24.176
2001	\$22.310	\$24.254	2001	\$22.812	\$24.800
2000	\$23.070	\$24.864	2000	\$23.589	\$25.423
1999	\$23.830	\$25.474	1999	\$24.366	\$26.047
1998	\$24.590	\$26.084	1998	\$25.143	\$26.671
1997	\$25.350	\$26.695	1997	\$25.920	\$27.296
1996	\$26.110	\$27.305	1996	\$26.697	\$27.919
1995	\$26.500	\$27.915	1995	\$27.096	\$28.543
1994	\$26.500	\$27.915	1994	\$27.096	\$28.543
1993	\$26.500	\$27.915	1993	\$27.096	\$28.543
1992	\$26.500	\$27.915	1992	\$27.096	\$28.543
1991	\$26.500	\$27.915	1991	\$27.096	\$28.543
1990	\$26.500	\$27.915	1990	\$27.096	\$28.543
1989	\$26.500	\$27.915	1989	\$27.096	\$28.543
1988	\$26.500	\$27.915	1988	\$27.096	\$28.543
1987	\$26.500	\$27.915	1987	\$27.096	\$28.543
1986	\$26.500	\$27.915	1986	\$27.096	\$28.543
1985	\$26.780	\$27.915	1985	\$27.383	\$28.543
1984	\$26.780	\$27.915	1984	\$27.383	\$28.543
1983	\$26.780	\$27.915	1983	\$27.383	\$28.543
1982	\$26.780	\$27.915	1992	\$27.383	\$28.543
1981	\$26.780	\$27.915	1981	\$27.383	\$28.543
1980	\$26.780	\$27.915	1980	\$27.383	\$28.543
1979	\$27.826	\$27.915	1979	\$28.452	\$28.543
1978	\$27.826	\$27.915	1978	\$28.452	\$28.543
1977	\$27.826	\$27.915	1977	\$28.452	\$28.543
1976	\$27.826	\$27.915	1976	\$28.452	\$28.543
1975	\$27.826	\$27.915	1975	\$28.452	\$28.543
1974	\$27.826	\$27.915	1974	\$28.452	\$28.543
1973	\$27.826	\$27.915	1973	\$28.452	\$28.543
1972	\$27.826	\$27.915	1973	\$28.452	\$28.543
1971	\$27.826	\$27.915	1971	\$28.452	\$28.543
1970	\$27.826	\$27.915	1970	\$28.452	\$28.543

These pay structures are applicable to the following transactions:
 Original Appointment, Promotion, Demotion, Transfer,
 Reinstatement, Restoration, Reclassification, and Reallocation.

Appendix 3c

Pay Ranges 05-31 and 05-32

05-31 6/25/06 — 3/31/07	05-32 6/25/06 — 3/31/07	Year of Adjusted Continuous Service Date	05-31 4/1/07 – 6/30/07	05-32 4/1/07 – 6/30/07
\$13.860	\$14.553	2005 or later	14.172	14.881
\$13.860	\$14.553	2004	16.071	17.676
\$15.715	\$17.287	2003	16.071	17.676
\$16.130	\$17.743	2002	16.493	18.143
\$16.550	\$18.205	2001	16.923	18.615
\$16.970	\$18.667	2000	17.352	19.088
\$17.390	\$19.129	1999	17.782	19.560
\$17.810	\$19.591	1998	18.211	20.032
\$18.230	\$20.053	1997	18.641	20.505
\$18.650	\$20.515	1996	19.070	20.977
\$19.070	\$20.977	1995	19.500	21.449
\$19.490	\$21.439	1994	19.929	21.922
\$19.910	\$21.901	1993	20.358	22.394
\$20.330	\$22.363	1992	20.788	22.867
\$20.750	\$22.825	1991	21.217	23.339
\$21.170	\$23.287	1990	21.647	23.811
\$21.590	\$23.749	1989	22.076	24.284
\$22.010	\$24.211	1988	22.506	24.756
\$22.110	\$24.321	1987	22.608	24.869
\$22.210	\$24.431	1986	22.710	24.981
\$22.310	\$24.541	1985	22.812	25.094
\$22.410	\$24.651	1984	22.915	25.206
\$22.510	\$24.761	1983	23.017	25.319
\$22.610	\$24.871	1982	23.119	25.431
\$22.710	\$24.981	1981	23.221	25.544
\$22.810	\$25.091	1980	23.324	25.656
\$22.910	\$25.201	1979	23.426	25.769
\$23.010	\$25.311	1978	23.528	25.881
\$23.110	\$25.421	1977	23.630	25.993
\$23.210	\$25.531	1976	23.733	26.106
\$23.310	\$25.641	1975	23.835	26.218
\$23.410	\$25.751	1974	23.937	26.331
\$23.510	\$25.861	1973	24.039	26.443
\$23.610	\$25.971	1972	24.142	26.556
\$23.710	\$26.081	1971	24.244	26.668
\$23.810	\$26.191	1970	24.346	26.781
\$23.910	\$26.301	1969	24.448	26.893
\$24.010	\$26.411	1968	24.551	27.006
\$24.110	\$26.521	1967	24.653	27.118
\$24.210	\$26.631	1966	24.755	27.231
\$24.310	\$26.741	1965 or earlier	24.857	27.343

Appendix 3d

Appendix 4

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY PAY SCHEDULE

Effective April 1, 2007 through June 30, 2007

Range	Minimum	Maximum	Within Range Pay Step	Range Adjustment
8	\$10.923	\$18.675	\$0.328	\$1.250
9	\$11.804	\$20.173	\$0.355	\$1.300
10	\$12.760	\$21.798	\$0.383	\$1.350
11	\$13.797	\$23.560	\$0.414	\$1.400
12	\$14.922	\$25.472	\$0.448	\$1.450
13	\$16.137	\$27.537	\$0.485	\$1.500
14	\$17.453	\$29.774	\$0.524	\$1.550
15	\$18.880	\$32.202	\$0.567	\$1.600
16	\$20.194	\$34.435	\$0.606	\$1.650
17	\$21.607	\$36.846	\$0.649	\$1.700
31	\$14.172	\$23.908	\$0.426	NA
32	\$14.881	\$25.077	\$0.447	NA

Appendix 4 (TECH)

Appendix 4a

PAY SCHEDULE 06: TECHNICAL PAY SCHEDULE

Effective June 25, 2006 through March 31, 2007

Range	Minimum	Maximum	WRPS	Range Adjustment
5	\$9.497	\$14.245	\$0.285	\$0.340
6	\$9.877	\$14.816	\$0.297	\$0.500
7	\$10.294	\$15.441	\$0.309	\$0.670
8	\$10.835	\$16.252	\$0.326	\$0.840
9	\$11.051	\$16.577	\$0.332	\$1.010
10	\$11.953	\$17.929	\$0.359	\$1.050
11	\$12.934	\$19.401	\$0.389	\$1.400
12	\$13.996	\$20.993	\$0.420	\$1.600
13	\$15.144	\$22.716	\$0.455	\$1.700
14	\$16.387	\$24.580	\$0.492	\$1.900
15	\$17.733	\$26.600	\$0.532	\$2.000
16	\$19.193	\$28.790	\$0.576	\$2.200
17	\$20.773	\$31.158	\$0.624	\$2.250
18	\$22.482	\$33.723	\$0.675	\$2.300
19	\$24.281	\$36.420	\$0.729	\$2.350

Appendix 4b

PAY GRID 06-25 TECHNICAL BARGAINING UNIT (PILOTS)

Effective June 25, 2006 through March 31, 2007

PR 06-25

2006	\$19.751
2005	\$20.137
2004	\$20.585
2003	\$21.033
2002	\$21.481
2001	\$21.928
2000	\$22.376
1999	\$22.824
1998	\$23.470
1997	\$23.917
1996	\$24.365
1995	\$24.813
1994	\$25.771
1993	\$26.698
1992	\$27.005
1991	\$27.310
1990	\$27.617
1989	\$27.922
1988	\$28.144
1987	\$28.370
1986	\$28.618

* This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.

Appendix 4c

Effective June 25, 2006 through March 31, 2007

	PR 6-14 LPN	PR 6-10 NA 1	PR 6-11 NA 2	PR 6-12 NA 3	PR 6-10 RCT 1	PR 6-11 RCT 2
Min	16.387	11.953	12.934	13.996	11.953	12.934
2005	17.250	12.310	13.330	14.500	12.190	13.160
2004	17.465	12.480	13.510	14.700	12.380	13.350
2003	17.680	12.650	13.690	14.900	12.570	13.540
2002	17.895	12.820	13.870	15.100	12.760	13.730
2001	18.110	12.990	14.050	15.300	12.950	13.920
2000	18.325	13.160	14.230	15.500	13.140	14.110
1999	18.540	13.330	14.410	15.700	13.330	14.300
1998	18.755	13.500	14.590	15.900	13.520	14.490
1997	18.970	13.670	14.770	16.100	13.710	14.680
1996	19.185	13.840	14.950	16.300	13.900	14.870
1995	19.400	14.010	15.130	16.500	14.090	15.060
1994	19.615	14.180	15.310	16.700	14.280	15.250
1993	19.830	14.350	15.490	16.900	14.470	15.440
1992	20.045	14.520	15.670	17.100	14.660	15.630
1991	20.260	14.690	15.850	17.300	14.850	15.820
1990	20.475	14.860	16.030	17.500	15.040	16.010
1989	20.690	15.030	16.210	17.700	15.230	16.200
1988	20.905	15.200	16.390	17.900	15.420	16.390
1987	21.120	15.370	16.570	18.100	15.610	16.580
1986	21.335	15.540	16.750	18.300	15.800	16.770
1985	21.550	15.710	16.930	18.500	15.990	16.960
1984	21.765	15.880	17.110	18.700	16.180	17.150
1983	21.980	16.050	17.290	18.900	16.370	17.340
1982	22.195	16.220	17.470	19.100	16.560	17.530
1981	22.410	16.390	17.650	19.300	16.750	17.720
1980	22.625	16.560	17.830	19.500	16.940	17.910
1979	22.840	16.730	18.010	19.700	17.130	18.100
1978	23.055	16.900	18.190	19.900	17.320	18.290
1977	23.270	17.070	18.370	20.100	17.510	18.480
1976	23.485	17.240	18.550	20.300	17.700	18.670
1975	23.700	17.410	18.730	20.500	17.890	18.860
1974	23.915	17.580	18.910	20.700	18.080	19.050
1973	24.130	17.750	19.090	20.900	18.270	19.240
1972	24.345	17.920	19.270	21.100	18.460	19.430
1971	24.560	18.090	19.450	21.300	18.650	19.620
1970	24.775	18.260	19.630	21.500	18.840	19.810
1969	24.990	18.430	19.810	21.700	19.030	20.000
1968	25.205	18.600	19.990	21.900	19.220	20.190
1967	25.420	18.770	20.170	22.100	19.410	20.380
1966	25.635	18.940	20.350	22.300	19.600	20.570
1965	25.850	19.110	20.530	22.500	19.790	20.760
1964	26.065	19.280	20.710	22.500	19.980	20.950

This schedule is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reassignment, Reinstatement, Reclassification, and Reassignment. For transaction determinations, the comp amounts from the related pay schedule will be used if needed.

Appendix 4d

PAY SCHEDULE 06: TECHNICAL PAY SCHEDULE

Effective April 1, 2007 through June 30, 2007

Range	Minimum	Maximum	WRPS	Range Adjustment
8	\$11.079	\$16.618	\$0.333	\$0.840
9	\$11.300	\$16.950	\$0.339	\$1.010
10	\$12.222	\$18.333	\$0.367	\$1.050
11	\$13.226	\$19.838	\$0.397	\$1.400
12	\$14.311	\$21.466	\$0.430	\$1.600
13	\$15.485	\$23.228	\$0.465	\$1.700
14	\$16.756	\$25.134	\$0.503	\$1.900
15	\$18.132	\$27.199	\$0.544	\$2.000
16	\$19.625	\$29.438	\$0.589	\$2.200
17	\$21.241	\$31.860	\$0.638	\$2.250
18	\$22.988	\$34.482	\$0.690	\$2.300
19	\$24.828	\$37.240	\$0.745	\$2.350

Appendix 4e

PAY GRID 06-25 TECHNICAL BARGAINING UNIT (PILOTS)

Effective April 1, 2007 through June 30, 2007

PR 06-25

2006	\$20.196
2005	\$20.591
2004	\$21.049
2003	\$21.507
2002	\$21.965
2001	\$22.422
2000	\$22.880
1999	\$23.338
1998	\$23.999
1998	\$24.456
1996	\$24.914
1995	\$25.372
1994	\$26.351
1993	\$27.299
1992	\$27.613
1991	\$27.925
1990	\$28.239
1989	\$28.551
1988	\$28.778
1987	\$29.009
1986	\$29.262

* This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation.

Appendix 4f

PAY STRUCTURE 06 TECHNICAL BARGAINING UNIT

Effective April 1, 2007 through June 30, 2007

	PR 6-14	PR 6-10	PR 6-11	PR 6-12	PR 6-10	PR 6-11
	LPN	NA 1	NA 2	NA 3	RCT 1	RCT 2
Min	16.756	12.222	13.226	14.311	12.222	13.226
2005	17.639	12.587	13.630	14.827	12.465	13.457
2004	17.858	12.761	13.814	15.031	12.659	13.651
2003	18.078	12.935	13.999	15.236	12.853	13.845
2002	18.298	13.109	14.183	15.440	13.048	14.039
2001	18.518	13.283	14.367	15.645	13.242	14.234
2000	18.738	13.457	14.551	15.849	13.436	14.428
1999	18.958	13.630	14.735	16.054	13.630	14.622
1998	19.177	13.804	14.919	16.258	13.825	14.817
1997	19.397	13.978	15.103	16.463	14.019	15.011
1996	19.617	14.152	15.287	16.667	14.213	15.205
1995	19.837	14.326	15.471	16.872	14.408	15.399
1994	20.057	14.500	15.655	17.076	14.602	15.594
1993	20.277	14.673	15.839	17.281	14.796	15.788
1992	20.497	14.847	16.023	17.485	14.990	15.982
1991	20.716	15.021	16.207	17.690	15.185	16.176
1990	20.936	15.195	16.391	17.894	15.379	16.371
1989	21.156	15.369	16.575	18.099	15.573	16.565
1988	21.376	15.542	16.759	18.303	15.767	16.759
1987	21.596	15.716	16.943	18.508	15.962	16.954
1986	21.816	15.890	17.127	18.712	16.156	17.148
1985	22.035	16.064	17.311	18.917	16.350	17.342
1984	22.255	16.238	17.495	19.121	16.545	17.536
1983	22.475	16.412	17.680	19.326	16.739	17.731
1982	22.695	16.585	17.864	19.530	16.933	17.925
1981	22.915	16.759	18.048	19.735	17.127	18.119
1980	23.135	16.933	18.232	19.939	17.322	18.313
1979	23.354	17.107	18.416	20.144	17.516	18.508
1978	23.574	17.281	18.600	20.348	17.710	18.702
1977	23.794	17.455	18.784	20.553	17.904	18.896
1976	24.014	17.628	18.968	20.757	18.099	19.091
1975	24.234	17.802	19.152	20.962	18.293	19.285
1974	24.454	17.976	19.336	21.166	18.487	19.479
1973	24.673	18.150	19.520	21.371	18.682	19.673
1972	24.893	18.324	19.704	21.575	18.876	19.868
1971	25.113	18.498	19.888	21.780	19.070	20.062
1970	25.333	18.671	20.072	21.984	19.264	20.256
1969	25.553	18.845	20.256	22.189	19.459	20.450
1968	25.773	19.019	20.440	22.393	19.653	20.645
1967	25.992	19.193	20.624	22.598	19.847	20.839
1966	26.212	19.367	20.808	22.802	20.041	21.033
1965	26.432	19.540	20.992	23.007	20.236	21.228
1964	26.652	19.714	21.176	23.007	20.430	21.422

This structure is applicable to the following transactions: Original Appointment, Promotion, Demotion, Transfer, Reinstatement, Restoration, Reclassification, and Reallocation. For transaction determination the range maximum from the related pay schedule will be used if needed