

State of Wisconsin

## OFFICE OF STATE EMPLOYMENT RELATIONS

– COMPENSATION & LABOR RELATIONS BULLETIN –

**Date:** May 23, 2014

**Locator No:** OSER-0363-CLR/PP

**Subject:** Processing Fiscal Year 2014-2015 Compensation  
Plan Pay Provisions

The information contained in this bulletin is provided to assist appointing authorities in determining and processing the fiscal year 2014-2015 pay provisions provided in Sections A, B, C, E, G, I, J, and L of the 2013-2015 Compensation Plan. All provisions covered in this bulletin are **effective June 29, 2014**.

### SECTION I. COVERAGE UNDER THIS BULLETIN

- A. Covered Classified Employees.** All permanent (**employment types 01, 02 and 06**) and project (**employment type 05**) employees are covered by this bulletin, except employees of the public safety bargaining unit (i.e., State Patrol Troopers and Inspectors).
- B. Covered Unclassified Employees.** All indefinite-term GSEG, ESG and Non-ESG employees described in Sections B, 3.01 (1) through (3), and Section C, of the 2013-2015 Compensation Plan, are covered by this bulletin.

### SECTION II. ORDER OF PAY ADJUSTMENTS WITH THE SAME EFFECTIVE DATE

**A. Covered Classified Employees**

Pursuant to Section I, 4.01 of the 2013-2015 Compensation Plan, multiple pay adjustments that are effective June 29, 2014, will be applied in the following order, except reassignments of classifications to new broadband pay ranges must occur after the implementation of the new ranges:

**Use 2013-2014 pay schedules for adjustments 1 through 11:**

1. Reallocation/regrade adjustment;
2. Reclassification/regrade adjustment;
3. Progression adjustment provided in Section A, 2.03 of Compensation Plan;
4. Promotion;
5. Career executive movement to a higher class;
6. Demotion;
7. Career executive reassignment or voluntary movement to a lower class;
8. Transfer;
9. Career executive reassignment or voluntary movement to a position allocated to a classification in the same pay range;
10. Reinstatement;
11. Restoration.

**Use FY 2014-2015 pay schedules for adjustments 12 through 20:**

12. FY 2014-2015 General Wage Adjustment (GWA);
13. Implementation of the FY 2014-2015 pay schedules;
14. Reassignment of classifications to new broadband pay ranges in Schedules 07 and 70.
15. Progression adjustments other than those provided for in 3., above.
16. Establishment of a raised minimum rate (RMR);
17. Section L market and parity adjustments;
18. Discretionary Equity or Retention Adjustment (DERA);
19. Discretionary Merit Compensation (DMC);
20. Original appointment.

**B. Covered Unclassified Employees**

1. Multiple pay adjustments with the same effective date will be applied in an order consistent with the order of pay adjustments for analogous transactions in the classified service.
2. The only pay adjustments permitted for covered unclassified employees are those authorized in the Compensation Plan.

## SECTION II IMPLEMENTATION OF THE 2014-2015 GWA

- A. Effective Date.** The GWA is effective June 29, 2014, for employees on biweekly payroll systems.
- B. Eligibility.**
- (1) **Eligible.** Except as specified in (2) below, all classified employees covered in Section A, non-fixed term employees covered in Section B, 3.05, and Attorneys covered by Section C who are not eligible for progression, and who are in pay status on June 29, 2014, are eligible to receive a GWA.
- (2) **Ineligible.**
- (a) Employees whose job performances were rated below satisfactory as a result of the most recent formal performance evaluations conducted during the 12-month period ending June 28, 2014.
- (b) Except as noted in (3)(b) below, supervisors covered in Sections A and C who have not completed formal performance evaluations on all subordinate employees, for whom performance evaluations are required, during the 12-month period ending June 28, 2014.

***NOTE:** Performance evaluations are required for both represented and nonrepresented classified subordinate staff. Extenuating circumstances may exist (e.g., leaves of absence) that would allow a supervisor to receive a GWA even though the required performance evaluations were not completed within the mandated timeframes. For assistance with case-by-case determinations, contact Paul Ostrowski, Office of State Employment Relations (OSER) Division of Compensation and Labor Relations, (608) 267-0343.*

- (c) Any employee paid at or above the FY 2014-2015 pay range maximum. (Refer to the applicable FY 2014-2015 pay schedules attached to this bulletin.)
- (d) Attorneys eligible for progression under s. 230.12(10) through (12), Wis. Stats., or Section C, 3.00, except those attorneys who receive no progression increase solely due to being at the maximum of the pay range will be eligible for the annualized GWA Payment discussed in E. below.
- (e) Employees represented by a certified collective bargaining unit on the effective date of the GWA. The following bargaining units are considered certified for the 2014-2015 Comp Plan year by the WERC:

DP Code

- |    |                              |
|----|------------------------------|
| 04 | Building Trades Crafts       |
| 09 | Legal                        |
| 20 | Assistant District Attorneys |
| 63 | Public Safety                |

**NOTE:** *At this time, the Education and Security and Public Safety bargaining units should also be excluded from eligibility for the GWA. Both WSEU and WACLE filed Objections to Election after the recertification elections held last November. The Wisconsin Employment Relations Commission (WERC) is currently still gathering evidence and considering arguments from the parties. Once WERC issues a decision on these matters, further instructions will be issued.*

- (f) Trainees eligible for scheduled trainee increases (refer to Section E, 1.04, of the Plan).

**(3) Delayed Eligibility.**

- (a) Employees in employment status on June 29, 2014, but who were ineligible under (2)(e), above, who do not receive or are not considered for a GWA under a collective bargaining agreement, and who subsequently are no longer represented by a certified collective bargaining unit, will be granted a GWA or annualized GWA Payment as described in E., below. Classified employees receiving a GWA will be granted the GWA prior to setting pay upon appointment if moving to a new position. In addition, such employees will receive a lump sum payment equal to the amount of the GWA multiplied by the hours in pay status from June 29, 2014 to the effective date of the appointment.
- (b) Supervisors who do not receive the GWA on June 29, 2014, per (2)(b), above, because performance evaluations for subordinates were not completed, may receive a delayed GWA. To receive the delayed GWA, the evaluations must be completed by September 30, 2014. The GWA will be effective October 5, 2014, with no retroactive pay or lump sum payment for the delay.

**C. Amount.**

Each eligible employee will be granted a GWA in an amount equal to 1.0% of the employee's base pay rate immediately preceding the GWA, subject to the FY 2014-2015 pay range maximum as noted in (2)(c) above. (Refer to the applicable FY 2014-2015 pay schedules attached to this bulletin.)

- D. Ineligibility Due to Performance.** Any employee who is not eligible to receive a GWA because of less than satisfactory performance must receive a written notice that states the extent to which the employee's performance has not met management's expectations. This notice must also include management's recommendations for performance improvement.

**E. Annualized GWA Payment**

- (1) **Granting Date.** Annualized GWA Payments will be granted as soon as administratively feasible after June 29, 2014.
- (2) **Eligibility.** Any eligible classified employee, or eligible unclassified employee covered by Section C, will receive an Annualized GWA Payment if one of the conditions described under a., b., or c., below, apply:

- (a) The employee was not eligible to receive a GWA solely because the employee's base pay rate was at or above the FY 2014-2015 pay range maximum.
  - (b) The employee did not receive the full GWA amount (i.e., 1.0% of base pay rate) because of the pay range maximum limitation.
  - (c) The employee is paid at the maximum of the FY 2014-2015 pay range and the employee is in a merit progression eligible classification excluded from the GWA, provided per Section C, 2.00(2)(d) of the Plan.
- (3) **Amount.** The amount of an employee's Annualized GWA Payment is subject to the following limitations:
- (a) For employees who qualify because of the condition described in (2)(a) or (2)(c), above, the hourly amount used in calculating an Annualized GWA Payment will equal 1.0% of the employee's base pay rate on June 29, 2014.
  - (b) For employees who qualify because of the condition described in (2)(b), above, the hourly amount used in calculating an Annualized GWA Payment will equal the difference between 1.0% of the employee's base pay rate (prior to receipt of the partial GWA), and the partial GWA the employee actually received.
- (4) **Calculating Annualized GWA Payments.** To calculate an employee's Annualized GWA Payment, multiply the hourly amount that is appropriate for the employee, in accordance with (3), above, by 2088. Annualized GWA Payments will be prorated for permanent part-time and seasonal employees based on the employee's budgeted percentage of full time equivalency (FTE) status on June 29, 2014.

**F. Annualized GWA Payments for Employees on Approved Unpaid Leaves of Absence.** Any employee who is on an approved unpaid leave of absence (LOA) on June 29, 2014, and who qualifies for an Annualized GWA Payment will receive such payment subject to the following restrictions:

- (1) The employee must return from the LOA to pay status by June 27, 2015, and the employee's restoration right must be derived from a position covered by this bulletin.
- (2) The employee will not receive the Annualized GWA until the employee returns to pay status.
- (3) The hourly amount used in the calculation of the employee's Annualized GWA Payment will equal the amount determined under E., above.

### **SECTION III. IMPLEMENTATION OF THE 2014-2015 PAY SCHEDULES**

The 2014-2015 classified and unclassified pay schedules (see attachment) shall be implemented effective June 29, 2014.

Any classified employee (except trainees) whose pay is less than the new 2014-2015 minimum of the applicable pay range shall receive an increase to that minimum. Any IS employee (except trainees) whose pay is less than the new minimum as a result of reallocation to the new Schedule 7 and Schedule 70 ranges (see the *second* June OSER SC bulletin for specifics regarding the pay range reassignments involved) shall receive an increase to the new minimum, funded in accordance with Section L, 2.03(2)(a) of the 2013-2015 Compensation Plan. Trainee pay will be adjusted, if necessary, to maintain the same relationship to the applicable pay range minimum that was in place prior to implementation of the new schedules.

The Raised Minimum Rate for Aircraft Pilot is increased from \$21.226 per hour to \$21.439 per hour.

#### **SECTION IV. MARKET AND/OR PARITY ADJUSTMENTS**

Market and/or parity adjustments effective June 29, 2014, are provided in accordance with Section L of the 2013-2015 Compensation Plan. These market or parity adjustments are applied after all other adjustments effective on June 29, 2014, except DERA, DMC, and original appointments.

**IS Market Adjustments under 2.03(2)(b):** Each permanent or project employee who is in pay status in a listed classification on June 29, 2014, except those new to classified state service on that date, will generate \$1.50 per hour. This market generation will be used to create a single agency pool of IS market adjustment funds to be distributed among eligible employees at the discretion of the appointing authority. Ineligible employees as defined in Section L, 2.01 will generate funds, but cannot receive an award. Central Payroll will provide a worksheet to each agency served by them indicating each employee generating funds. After adding missing employees and deleting employees who should not generate funds, this worksheet will be used by the appointing authority to grant the market adjustments.

**Market/Parity Adjustments under 2.04:** Each employee in pay status in a listed classification on June 29, 2014, will receive the amount indicated for the employee's classification, unless determined to be ineligible under Section L, 2.01. Parity adjustments will be granted in accordance with Section L, 2.01(4). Employees who receive no adjustment or a partial adjustment due solely to the pay range maximum limitation in Section L, 2.01(1)(d), will receive a lump sum payment equal to the difference between the base rate increase received and the increase the employee would have received if not for the limitation, multiplied by 2088.

A supervisor who is ineligible on June 29, 2014, due solely to failure to complete required performance evaluations, may be provided the adjustment effective October 5, 2014, if the evaluations are completed by September 30, 2014. The adjustment will not be retroactive, and there will be no lump sum payment for the adjustment delay.

Please see Section L of the 2013-2015 Compensation Plan for further details.

**SECTION V. REFERRAL OF QUESTIONS**

**Employee Questions:** Employees with questions regarding their pay rates or pay adjustments indicated in this bulletin should contact their agency Human Resources or Payroll Office directly.

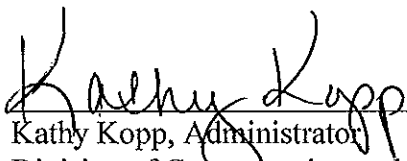
**Employer Questions:** Employer questions regarding the *pay provisions* contained in this bulletin should be directed to:

Paul Ostrowski at [Paul.Ostrowski@Wisconsin.gov](mailto:Paul.Ostrowski@Wisconsin.gov) or by phone at (608) 267-0343;  
Lynn Maulbetsch at [Lynn.Maulbetsch@Wisconsin.gov](mailto:Lynn.Maulbetsch@Wisconsin.gov) or by phone at (608) 267-5164; or  
John Wiesman at [John.Wiesman@Wisconsin.gov](mailto:John.Wiesman@Wisconsin.gov) or by phone at (608) 266-1418.

Employer questions regarding *payroll processing or file maintenance* should be directed to the appropriate payroll center:

**DOA Central Payroll:** Sandy Karnovsky at (608) 264-9571

**UW-Processing Center:** Payroll and Financial Services (608) 262-3558

  
Kathy Kopp, Administrator  
Division of Compensation and Labor Relations

Attachment: 2014-2015 Pay Schedules and Structures from Section Z of the 2013-2015 Compensation Plan

## PAY SCHEDULE 02: ADMINISTRATIVE SUPPORT

Effective June 29, 2014 through June 27, 2015

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	12.199	19.031	0.366	0.976
9	13.185	20.174	0.396	1.055
10	14.250	21.803	0.428	1.140
11	15.411	23.579	0.463	1.233
12	16.668	25.503	0.501	1.334
13	18.024	27.577	0.541	1.442
14	19.491	29.822	0.585	1.560
15	21.077	32.248	0.633	1.687



PAY SCHEDULE 03: BLUE COLLAR

Effective June 28, 2014 through June 27, 2015

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.511	19.031	0.346	0.921
9	12.19	20.174	0.366	0.976
10	13.152	21.803	0.395	1.053
11	14.194	23.579	0.426	1.136
12	15.324	25.503	0.460	1.226
13	16.545	27.577	0.497	1.324
14	17.866	29.822	0.536	1.430
15	19.298	32.248	0.579	1.544
16	20.843	34.880	0.626	1.668
17	22.511	37.727	0.676	1.801

PAY SCHEDULE 05: SECURITY & PUBLIC SAFETY

Effective June 29, 2014 through June 27, 2015

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.711	20.026	0.352	0.937
9	12.657	21.644	0.380	1.013
10	13.681	23.395	0.411	1.095
11	14.791	25.293	0.444	1.184
12	15.998	27.357	0.480	1.280
13	17.300	29.583	0.519	1.384
14	18.712	31.998	0.562	1.497
15	20.241	34.613	0.608	1.620
16	21.649	37.020	0.650	1.732
17	23.165	39.613	0.695	1.854
31	15.194	26.590	0.456	1.216
32	15.954	29.196	0.479	1.277
40	22.046	32.248	0.662	1.764
41	24.691	34.880	0.741	1.976

PAY SCHEDULE 06: TECHNICAL

Effective June 29, 2014 through June 27, 2015

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
8	11.879	19.031	0.357	0.951
9	12.114	20.174	0.364	0.970
10	13.103	21.803	0.394	1.049
11	14.179	23.579	0.426	1.135
12	15.342	25.503	0.461	1.228
13	16.601	27.577	0.499	1.329
14	17.964	29.822	0.539	1.438
15	19.438	32.248	0.584	1.556
16	21.040	34.880	0.632	1.684
17	22.771	37.727	0.684	1.822
18	24.643	40.806	0.740	1.972
19	26.616	44.136	0.799	2.130

**PAY SCHEDULE 06: TECHNICAL**

**Effective June 29, 2014 through June 27, 2015**

**Broadband**

<b><u>Range</u></b>	<b><u>Minimum</u></b>	<b><u>Appointment Maximum 1</u></b>	<b><u>Maximum</u></b>	<b><u>Within Range Step</u></b>	<b><u>8% of Minimum</u></b>
5	19.438	26.042	32.645	0.584	1.556

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

Effective: June 29, 2014 through June 27, 2015

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</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>
2	26.282	43.366	48.096	60.449	0.789	2.103	4,574	10,519	54,877	126,218
3	22.470	37.076	na	51.681	0.675	1.798	3,910	8,993	46,918	107,910
4	17.243	28.451	na	39.659	0.518	1.380	3,001	6,901	36,004	82,808
5	13.695	22.597	na	31.499	0.411	1.096	2,383	5,481	28,596	65,770
32	32.640	49.656	na	61.000	0.980	2.612	5,680	10,614	68,153	127,368
33	28.560	43.824	na	54.000	0.857	2.285	4,970	9,396	59,634	112,752
34	24.480	37.992	na	47.000	0.735	1.959	4,260	8,178	51,115	98,136
35	20.400	32.160	na	40.000	0.612	1.632	3,550	6,960	42,596	83,520

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

**Effective: June 29, 2014 through June 27, 2015**

<b>Excise Tax Agent Special Agent</b>		<b>Excise Tax Agent - Senior Special Agent - Senior</b>		<b>Criminal Analyst</b>		<b>Criminal Analyst - Senior</b>	
<b>progression points:</b>		<b>progression points:</b>		<b>progression points:</b>		<b>progression points:</b>	
<b>A</b>	25.246	<b>A</b>	31.038	<b>A</b>	17.243	<b>A</b>	22.470
<b>B</b>	26.725	<b>B</b>	32.281	<b>B</b>	18.549	<b>B</b>	23.777
<b>C</b>	28.202	<b>C</b>	33.522	<b>C</b>	19.856	<b>C</b>	25.084
<b>D</b>	29.680	<b>D</b>	34.766	<b>D</b>	21.163	<b>D</b>	26.391
		<b>E</b>	36.010			<b>E</b>	27.698

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

Effective June 29, 2014 through June 27, 2015

<u>Pay Range</u>	<u>Official Hourly Rate</u>				<u>Monthly Basis</u>		<u>Annual Basis</u>			
	<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</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	22,470	37,076	na	51,681	0.675	1,798	3,910	8,993	46,918	107,910
4	17,243	28,451	na	39,659	0.518	1,380	3,001	6,901	36,004	82,808

BROADBAND PAY SCHEDULE 09: ATTORNEYS

Effective June 29, 2014 through June 27, 2015

<u>Pay Range</u>	<u>Official Hourly Rate</u>			<u>Within Range</u> <u>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 1</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
09-75	24,150	41,261	58,369	0.725	1,932	4,203	10,157	50,426	121,879
09-76	23,673	40,446	57,218	0.711	1,894	4,120	9,956	49,430	119,472



**BROADBAND PAY SCHEDULE 10: PATIENT TREATMENT**

Effective June 29, 2014 through June 27, 2015

<u>Pay Range</u>	<u>Official Hourly Basis</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>WRPS</u>		<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
49	60.642	78.835	97.028	1.820	3.920	10,552	16,883	126,621	202,595
50	66.143	81.586	97.028	1.985	4.000	11,509	16,883	138,107	202,595
51	66.233	86.103	105.973	1.987	4.080	11,525	18,440	138,295	221,272
52	72.254	93.931	115.607	2.168	4.160	12,573	20,116	150,867	241,388

**BROADBAND PAY SCHEDULE 11: PATIENT CARE**

Effective June 29, 2014 through June 27, 2015

<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 1</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1	32.947	45.548	58.148	0.989	2.636	5,733	10,118	68,794	121,414
2	29.049	41.486	53.922	0.872	2.324	5,055	9,383	60,655	112,590
3	25.281	36.961	48.641	0.759	2.023	4,399	8,464	52,787	101,563
4	22.291	32.824	43.357	0.669	1.784	3,879	7,545	46,544	90,530
5	19.438	26.042	32.645	0.584	1.556	3,383	5,681	40,587	68,163

**PAY SCHEDULE 12 GRID STRUCTURE**

**Applies only to Offender Specialist-Senior, Probation & Parole Agent-Senior and Social Worker-Corrections-Senior reclassifications/reallocations for employees whose positions were allocated to applicable series prior to June 30, 2013**

**Effective June 30, 2013 -  
June 28, 2014**

**Effective June 29, 2014 -  
June 27, 2015**

Year	Pay Rate
2007 - 2013	21.784
2006	22.299
2005	22.557
2004	22.831
2003	22.960
2002	23.177
2001	23.341
2000	23.504
1999	23.991
1998	24.425
1997	25.175
1996	25.501
1995	25.762
1994	26.032
1993	26.347
1992	26.727
1991	26.998
1990	27.259
1989	27.529
1988	27.791
1987	28.115
1986	28.441
1985	28.701
1984	28.972
1983	29.234
1982	29.612
1981	29.884
1980	30.144
1979	30.416
1978	30.675

Year	Pay Rate
2007 - 2013	22.002
2006	22.522
2005	22.783
2004	23.060
2003	23.190
2002	23.409
2001	23.575
2000	23.740
1999	24.231
1998	24.670
1997	25.427
1996	25.757
1995	26.020
1994	26.293
1993	26.611
1992	26.995
1991	27.268
1990	27.532
1989	27.805
1988	28.069
1987	28.397
1986	28.726
1985	28.989
1984	29.262
1983	29.527
1982	29.909
1981	30.183
1980	30.446
1979	30.721
1978	30.982

**Employee will be placed at structure rate corresponding to employee's year of adjusted continuous service**

PAY SCHEDULE 12: PROFESSIONAL SOCIAL SERVICES

Effective June 29, 2014 through June 27, 2015

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Within Range Pay Step</u>	<u>8% of Minimum</u>
1	12.719	20.174	0.382	1.018
2	13.750	21.803	0.413	1.100
3	14.866	23.579	0.446	1.190
4	16.074	25.503	0.483	1.286
5	17.385	27.577	0.522	1.391
6	18.803	29.822	0.565	1.505
7	20.341	32.248	0.611	1.628
8	22.002	34.880	0.661	1.761
9	23.788	37.727	0.714	1.904
10	25.710	40.806	0.772	2.057
11	27.677	44.136	0.831	2.215
12	29.785	47.738	0.894	2.383
13	32.062	51.634	0.962	2.565

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

Effective June 29, 2014 through June 27, 2015

<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	32.320	60.000	72.720	0.970	2.586	5,624	12,654	67,485	151,840
60	25.755	41.852	57.949	0.773	2.061	4,482	10,084	53,777	120,998
63	19.190	35.436	51.681	0.576	1.536	3,340	8,993	40,069	107,910
64	16.074	27.867	39.659	0.483	1.286	2,797	6,901	33,563	82,808
65	12.719	22.109	31.499	0.382	1.018	2,214	5,481	26,558	65,770

**BROADBAND PAY SCHEDULE 13: EDUCATION**

Effective June 29, 2014 through June 27, 2015

<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	26.282	43.366	60.449	0.789	2.103	4,574	10,519	54,877	126,218
3	22.470	37.076	51.681	0.675	1.798	3,910	8,993	46,918	107,910
4	17.243	28.451	39.659	0.518	1.380	3,001	6,901	36,004	82,808

BROADBAND PAY SCHEDULE 14: ENGINEERING

Effective June 29, 2014 through June 27, 2015

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</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>
13	22.470	37.076	na	51.681	0.675	1.798	3,910	8,993	46,918	107,910
14	17.243	28.451	na	39.659	0.518	1.380	3,001	6,901	36,004	82,808
15	13.695	22.597	na	31.499	0.411	1.096	2,383	5,481	28,596	65,770

PAY SCHEDULE 14: ENGINEERING

Effective June 29, 2014 through June 27, 2015

Specialist	Engineer	Construction Representative Facility Designer
6 month progression points:	6 month progression points:	6 month progression points:
A (year 1) 17.310	A (year 1) 23.678	A (year 1) 20.834
B 18.355	B 24.500	B 22.005
C (year 2) 19.406	C (year 2) 25.321	C (year 2) 23.181
D 20.452	D 26.143	
E (year 3) 21.498	E (year 3) 26.966	



**BROADBAND PAY SCHEDULE 15: SCIENCE**

Effective June 29, 2014 through June 27, 2015

<u>Pay Range</u>	<u>Official Hourly Rate</u>					<u>Monthly Basis</u>		<u>Annual Basis</u>		
	<u>Minimum</u>	<u>Appointment Maximum 1</u>	<u>Appointment Maximum 2</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>
2	41.737	50.085	na	58.432	1.253	3.339	7,262	10,167	87,147	122,006
3	22.470	37.076	na	51.681	0.675	1.798	3,910	8,993	46,918	107,910
4	17.243	28.451	na	39.659	0.518	1.380	3,001	6,901	36,004	82,808

PAY SCHEDULE 15: SCIENCE

Effective June 29, 2014 through June 27, 2015

Developmental (15-04)

6 month progression points:

A (year 1)	18.056
B	18.990
C (year 2)	19.921
D	20.855
E (year 3)	21.785

Hydrogeologist (15-04)

6 month progression points:

A (year 1)	20.125
B	21.739
C (year 2)	23.356

PAY SCHEDULE 36: LAW ENFORCEMENT

Effective June 29, 2014 through June 27, 2015

<u>Range</u>	<u>Minimum</u>	<u>Maximum</u>	<u>WRPS</u>	<u>8% of Minimum</u>
11	14.683	23.579	0.441	1.175
12	15.880	25.503	0.477	1.271
13	17.173	27.577	0.516	1.374
14	18.573	29.822	0.558	1.486
15	20.091	32.248	0.603	1.608
40	20.353	32.248	0.611	1.629
41	28.285	34.880	0.849	2.263
42	17.852	27.577	0.536	1.429

**GENERAL BROADBAND PAY SCHEDULES**

**Effective: June 29, 2014 through June 27, 2015**

<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 1</u>	<u>Appointment Maximum 2</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											
<b>50</b>	50-11	35.194	52.791	na	70.388	1.056	2.816	6,124	12,248	73,486	146,971
	50-20	40.804	61.206	na	81.608	1.225	3.265	7,100	14,200	85,199	170,398
	50-50	66.143	85.986	na	105.829	1.985	5.292	11,509	18,415	138,107	220,971
	50-51	66.895	87.031	na	107.166	2.007	5.352	11,640	18,647	139,677	223,763
	50-52	72.976	94.942	na	116.908	2.190	5.839	12,698	20,342	152,374	244,104
Information Systems-Related											
<b>70</b>	70-01	36.720	58.000	na	68.000	1.102	2.938	6,390	11,832	76,672	141,984
	70-02	32.640	52.000	na	61.000	0.980	2.612	5,680	10,614	68,153	127,368
	70-03	28.560	43.824	na	54.000	0.857	2.285	4,970	9,396	59,634	112,752
	70-04	24.480	37.992	na	47.000	0.735	1.959	4,260	8,178	51,115	98,136
	70-05	20.400	32.160	na	40.000	0.612	1.632	3,550	6,960	42,596	83,520
Professional Legal-Related											
<b>71</b>	71-01	24.150	41.260	na	58.369	0.725	1.932	4,203	10,157	50,426	121,875
	71-02	23.673	40.446	na	57.218	0.711	1.894	4,120	9,956	49,430	119,472
General											
<b>81</b>	81-01	29.024	48.616	na	68.207	0.871	2.322	5,051	11,869	60,603	142,417
	81-02	26.282	43.366	na	60.449	0.789	2.103	4,574	10,519	54,877	126,218
	81-03	22.470	37.076	na	51.681	0.675	1.798	3,910	8,993	46,918	107,910
	81-04	17.243	28.451	na	39.659	0.518	1.380	3,001	6,901	36,004	82,808
	81-05	13.695	22.597	na	31.499	0.411	1.096	2,383	5,481	28,596	65,770

PAY SCHEDULE 90: EXECUTIVE SALARY GROUP (ESG)

Effective: June 29, 2014 through June 27, 2015

Pay Range	Official Hourly Rate			Monthly Basis		Annual Basis	
	Minimum	Maximum	3% of Minimum*	Minimum	Maximum	Minimum	Maximum
90-01	29.024	44.988	0.871	5,050	7,828	60,602	93,935
90-02	31.346	48.587	0.941	5,454	8,454	65,450	101,450
90-03	33.854	52.474	1.016	5,891	9,130	70,687	109,566
90-04	36.563	56.673	1.097	6,362	9,861	76,344	118,333
90-05	39.489	61.208	1.185	6,871	10,650	82,453	127,802
90-06	42.649	66.106	1.280	7,421	11,502	89,051	138,029
90-07	46.061	71.395	1.382	8,015	12,423	96,175	149,073
90-08	49.746	77.107	1.493	8,656	13,417	103,870	160,999
90-09	53.726	83.276	1.612	9,348	14,490	112,180	173,880
90-10	58.025	89.939	1.741	10,096	15,649	121,156	187,793

PAY SCHEDULE 95: GENERAL SENIOR EXECUTIVE GROUP (GSEG)

Effective: June 29, 2014 through June 27, 2015

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>
95-01	42.408	74.342	1.273	7,379	12,936	88,548	155,226
95-02	56.543	99.064	1.697	9,838	17,237	118,062	206,846