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## INTRODUCTION

The following pages contain the compensation program for State Service Executive Branch for Fiscal Year 2004.

When a salary adjustment is not specifically authorized by the Fiscal Year 2004 Salary Regulations, or by a specific allowance such as clothing or maintenance set by a labor agreement, or by a rule contained in N.J.A.C. Title 4A, such salary adjustment may be made only if approved by the Commissioner, Department of Personnel, and the Director, Division of Budget and Accounting, as provided in Section 4-A.

Salary Regulations shall be cited as SR. The citation to a particular section shall include the Fiscal Year, the numerical designation of the Section and the appropriate letter to which reference is made. Example: Payment of a shift-differential bonus for an employee in Employee Relations Group H would be cited as: SR04:1B.3.

The only salary regulations currently in effect are those contained in this document. All salary regulations issued in previous fiscal years are repealed and are no longer in effect. If you have any questions, please contact the New Jersey Department of Personnel, Compensation Management Unit at (609) 292-2487.

## SALARY REGULATIONS

Following are the Salary Regulations for Fiscal Year 2004. They are divided into four sections as follows:

<u>Section</u>	<u>Issue Date</u>
1. Aligned Salary Regulation	January 28, 2004
Non-Aligned Salary Regulation	January 28, 2004
Attachment A	January 28, 2004
Attachment B	January 28, 2004
2. Emergency Conditions Salary Regulation	January 28, 2004
3. Special Incentive Salary Regulations	January 28, 2004
4. Miscellaneous Salary Regulations	January 28, 2004

When changes or updates are made, a supplement will be issued at that time.

1. Supplement 1, Section 3, Nurses	February 11, 2004
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Ida L. Castro  
Commissioner  
Department of Personnel

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Charlene M. Holzbaur  
Director, Division of  
Budget and Accounting

RECORDED BY THE MERIT SYSTEM BOARD AT ITS MEETING OF January 28, 2004

**SALARY REGULATION FY 04**  
**SECTION 1 - ALIGNED**  
**ISSUED: January 28, 2004**

- A. EMPLOYEES COVERED** - This salary regulation applies to all employees in titles assigned to the Employee Relations Groups A, C, F, H, I, J, K, L, N, O, P, R, S, T, 1, 2, 4, 8 and 9, except those employees designated confidential pursuant to the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-3, or other statutory authority. See "Attachment B" for provisions applicable to particular Employee Relations Groups.
- B. ADJUSTMENTS TO COMPENSATION SCHEDULES** - For those Employee Relations Groups where there is a change in base salary this Fiscal Year, titles will be assigned to new salary ranges as follows:
1. Compensation schedules will be increased by the amount indicated on "Attachment A" for the affected Employee Relations Group.
  2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
  3. Employees at rates of pay between steps of the range and employees assigned to titles having no range or rate, including trainee and single rate titles, will receive the increases indicated on "Attachment A."
  4. Employees at rates of pay beyond the maximum, except as provided in Section 3 or by the Commissioner, Department of Personnel, and the Director, Division of Budget and Accounting, shall remain at that rate unless the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 9.
  5. Anniversary dates will not change as a result of application of this section.
- C. INCREMENTS** - The salary of an employee whose performance is at least satisfactory under a 2-tier pass/fail system; successful under 5-tier rating system; or commendable under the 3-tier rating system will be advanced to the next incremental step in his or her salary range on his or her anniversary date during Fiscal Year 2004 provided, however:
1. An employee who will attain the eighth step of the salary range will be assigned an anniversary date reflecting the pay period and year in which he or she attains the eighth step.

2. The employee may not receive a salary increment to the ninth step of his or her salary range until he or she has been at the eighth step for 39 pay periods.

**D. SALARY ADJUSTMENTS FOR NO-RANGE TITLES** - The salary of an employee whose title is not assigned a range or rate may be increased by up to 5% of his or her June 27, 2003 salary, as long as the employee's performance is at least satisfactory or successful under 5-tier rating system or commendable under the 3-tier rating system.

1. The salary increase may only be effective 12 months or more after the employee's last increase which was not a result of an across-the-board salary increase program.
2. The appointing authority must submit an individual personnel action to grant the salary increase.

**E. DURATION** - This salary program will be in effect, unless superseded, through Fiscal Year 2004 only.

**SALARY REGULATION FY 04**  
**SECTION 1 - NON-ALIGNED**  
**ISSUED: January 28, 2004**

- A. EMPLOYEES COVERED** - This salary regulation applies to all employees in titles assigned to Employee Relations Groups V, W, and Y, and those employees in all other Employee Relations Groups who are designated confidential pursuant to the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-3, or other statutory authority.
- B. EXCEPTIONS** - Upon notice to the Commissioner, Department of Personnel and the Director, Division of Budget and Accounting, an appointing authority may deny automatic increases and/or increments to its employees. Subsequent approval of these actions may be submitted by a department head through an individual personnel transaction.
- C. ADJUSTMENTS TO COMPENSATION SCHEDULES** - For those Employee Relations Groups where there is a change in base salary, titles will be assigned to new salary ranges as follows:
1. Compensation schedules will be increased by the amount indicated on "Attachment A" for the affected Employee Relations Group.
  2. The employee's new salary will be that step of the new salary schedule that the employee held in the old salary schedule.
  3. Employees at rates of pay between steps of the range and employees assigned to titles having no range or rate, including trainee and single rate titles, will receive the increases indicated on "Attachment A."
  4. Employees at rates of pay beyond the maximum, except as provided by the Commissioner, Department of Personnel, and the Director, Division of Budget and Accounting, shall remain at that rate unless the new range maximum meets or exceeds that rate, in which case the employee shall be placed on step 9.
  5. Anniversary dates will not change as a result of application of this section.

**D. INCREMENTS** - The salary of an employee whose performance is at least satisfactory under a 2-tier pass/fail system; successful under 5-tier rating system; or commendable under the 3-tier rating system will be advanced to the next incremental step in his or her salary range on his or her anniversary date during Fiscal Year 2004 provided, however:

1. An employee who will attain the eighth step of the salary range will be assigned an anniversary date reflecting the pay period and year in which he or she attains the eighth step.
2. The employee may not receive a salary increment to the ninth step of his or her salary range until he or she has been at the eighth step for 39 pay periods.

**E. SALARY ADJUSTMENTS FOR NO-RANGE TITLES** - The salary of an employee whose title is not assigned a range or rate may be increased by up to 5% of his or her June 27, 2003 salary, as long as the employee's performance is at least satisfactory or successful.

1. The salary increase may only be effective 12 months or more after the employee's last increase which was not a result of an across-the-board salary increase program.
2. The appointing authority must submit an individual personnel action to grant the salary increase.

**F. SALARY LIMITATIONS** - There are limitations upon the salaries which may result from these increases.

1. An employee's base salary may not exceed \$100,700. Any increase above \$100,700 will be reviewed on a case by case basis, submitted on a DPF-77 and should be limited to only those situations which demonstrate extraordinary justification and compelling need.

**G. DURATION** - This salary program will be in effect, unless superseded, through Fiscal Year 2004 only.

**SALARY REGULATION FY 04  
SECTION 1 - ATTACHMENT A  
ISSUED: January 28, 2004**

<u>ERG</u>	<u>Increase to Base Salary</u>	<u>Effective Date*</u>
N	4.0%	06/28/03
T	4.0%	06/28/03
9	4.0%	06/28/03

\*For 10 month employees in affected Employee Relations Groups, 6/28/03 effective date will be 9/1/03.



**SALARY REGULATION FY 04  
SECTION 1 - ATTACHMENT B  
ISSUED: January 28, 2004**

**SPECIAL PROVISIONS**

**1. Employee Relations Groups A, P, R, and S**

Full-time employees will receive a bonus payment of \$240.00 if they have worked at least 195 shifts on either the second (afternoon or evening) or third (night or midnight) shifts between November 1, 2002 and October 31, 2003. Full-time employees who are required to work on rotating shifts and who worked at least 170 shifts on either the second or third shift during this period will also receive the \$240.00 bonus. Permanent part-time employees who work at least half-time, five days a week, and who worked at least 195 shifts in this period will receive a pro rata share. This payment will be made December 2003 and employees must be in pay status to be eligible.

**2. Employee Relations Groups C, I and O**

Full-time employees will receive a bonus payment of \$240.00 if they have worked at least 195 shifts on either the second (afternoon or evening) or third (night or midnight) shifts between November 1, 2002 and October 31, 2003. Full-time employees who are required to work on rotating shifts and who worked at least 170 shifts on either the second or third shift during this period will also receive the \$240.00 bonus. Permanent part-time employees who work at least half-time, five days a week, and who worked at least 195 shifts in this period will receive a pro rata share. This payment will be made December 2003 and employees must be in pay status to be eligible.

**3. Employee Relations Group H**

Full-time employees will receive a bonus payment of \$240.00 if they have worked at least 195 shifts on either the second (afternoon or evening) or third (night or midnight) shifts between November 1, 2002 and October 31, 2003. Permanent part-time employees who work at least half-time, five days a week, and who worked at least 195 shifts in this period will receive a pro rata share. This payment will be made December 2003 and employees must be in pay status to be eligible.

**SALARY REGULATION FY 04**  
**SECTION 2 - EMERGENCY CONDITION RATES**  
**ISSUED: January 28, 2004**

- A. ELIGIBILITY** - Employees will be paid special project rates as indicated below for work done in excess of normal work hours on emergency maintenance, construction or other related activities in situations which constitute unreasonable safety hazards to the public, employees, or property of the State. Code Rates 1, 2, 6 and 7 are applicable to all emergency situations including winter weather conditions.

<u>JOB DESCRIPTION</u>	<u>CODE</u>
Supervisors who are in charge of emergency Statewide or district operations including both force account and contractor operations as well as electrical operations.	1
Supervisors who are in charge of area or district operations, as well as, warehouse, garage or maintenance operations; or lead State or district control center operations.	2
Employees who assist and/or supervise sectional or area crews or assist in state or regional control center which may consist of skilled, semi-skilled and/or unskilled workers.	3
Employees who operate heavy duty equipment and perform mechanical repair work; perform skilled labor involved in the repair of equipment, bridges, buildings, electrical installations, etc.; or supervise the distribution of inventory parts for emergency operations.	4
Employees who perform semi-skilled work including the operation of trucks, graders, front end loaders, compressors, and other mechanical equipment; make or assist in making occasional mechanical or electrical repairs; distribute inventory parts for emergency operations; or handle radio communications console at base radio stations; or assist in State or district control center operations.	5

Employees who perform manual unskilled work or clerical tasks involved in emergency operations; or assist in the maintenance and repair of mechanical and motorized equipment. 6

Code Rate 7 is reserved exclusively for the Department of Transportation and is applicable to all emergency situations including winter weather conditions for supervisors only in the Trenton Emergency Control Center when fully mobilized. 7

**B. WINTER WEATHER CONDITIONS** - Codes C, D, and E are to be used exclusively for emergency work performed in excess of normal work hours related to winter weather conditions, such as snow removal, ice control, etc. The program will start October 4, 2003 and end on April 17, 2004.

<u>JOB DESCRIPTION</u>	<u>CODE</u>
Employees who supervise and/or assist in the supervision of sectional or area crews.	C
Employees who operate heavy duty equipment, such as truck/ front end loader mounted snow blowers; perform mechanical repair work; supervise the distribution of inventory parts for emergency operations; perform skilled labor involved in the repair of equipment; or act as Department representative assigned to snow removal activities.	D
Employees who operate “walk behind” snow blowers, graders, front end loaders, trucks, snow plows, material spreaders, compressors, and other mechanized equipment; make or assist in making occasional mechanical or electrical repairs; distribute or assist in the distribution of inventory parts for emergency operations; or handle radio communications consoles at base radio stations; or assist in State or district control center operations.	E

**C. EMERGENCY CONDITION RATES**

**Effective: June 28, 2003 through June 25, 2004**

**June 28, 2003**

Code 1	\$49.37
Code 2	42.62
Code 3	36.84
Code 4	33.74
Code 5	27.76
Code 6	21.68
Code 7	43.23

**Effective: October 4, 2003 through April 16, 2004**

**June 28, 2003**

Code C	\$39.57
Code D	35.93
Code E	33.70

**D. DURATION** - This Section will be in effect, unless specified otherwise, through Fiscal Year 2004 only.

## **SALARY REGULATIONS FY 04**

### **Section 3 – Special Incentive Programs**

#### **Supplement 1**

**ISSUED: February 11, 2004**

### **PRACTICAL NURSES: RETENTION INCENTIVE PAYMENTS**

1. A lump sum retention incentive payment, in two installments, will be paid to all licensed Practical Nurses serving in the titles identified below and employed on a floor, in a ward, in a cottage, or in a residential unit in a facility operating on a three shift, seven-day schedule.
2. Licensed Practical Nurses must be in a position involved in direct care and be serving in one of the titles specified below.
3. Employee must have been functioning as a Practical Nurse in accordance with 1 and 2 above by December 1, 2003 to be eligible for these payments. Length of service as of December 1, 2003 will determine amount of payment as listed below.

4. Payments:	<u>Installment 1</u>	<u>Installment 2</u>
Less than one year	\$1,500.00	\$1,500.00
At least one year but less than two years	\$1,250.00	\$1,250.00
At least two years but less than three years	\$1,000.00	\$1,000.00
At least three or more years	\$ 500.00	\$ 500.00

5. Only licensed Practical Nurses defined in 1, 2, and 3 above who continue to serve in one of the following titles on the dates of payment will be eligible. Service in a temporary (TES) capacity is not included:

Practical Nurse	03844
Practical Nurse (Deaf Language Specialist)	03844D

6. Eligible employees must be active and in pay status on the date of payment to be eligible to receive the appropriate installment of their Incentive. Incentive will be paid out in two equal installments. The first installment to be paid in the first full Supplemental Pay Period following formal approval of this salary regulation. The second installment to be paid in the first full Supplemental Pay Period following June 01, 2004.
7. This one-time special salary program shall be in effect, unless superceded, through Fiscal Year 2004 only.

**APPROVED:**

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Ida L. Castro  
Commissioner  
Department of Personnel

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Charlene M. Holzbaur  
Director, Division of  
Budget and Accounting

**RECORDED BY THE MERIT SYSTEM BOARD AT ITS MEETING OF February 11, 2004**

**SALARY REGULATION FY 04**  
**SECTION 3 - SPECIAL INCENTIVE PROGRAMS**  
**ISSUED: January 28, 2004**

**A. HEALTH CARE TITLES**

1. Appointing authorities may appoint new employees or current employees who have attained the requisite education and experience to the titles indicated below, up to the corresponding steps shown, without obtaining the prior approval from the Commissioner, Department of Personnel and the Director, Division of Budget and Accounting based on consideration of such factors as its ability to recruit and retain employees:

<u>Title Codes</u>		<u>Up to Step</u>
03862	Charge Nurse - 10 Month	7
03853/59966	Charge Nurse - 12 Month	7
44782	Clinical Dietitian	9
00473	Clinical Specialist in Psychiatric Nursing	9
03963	Eye Health Nurse	9
04112C	Human Services Asst. Deaf Language Specialist	9
04116D	Human Services Tech Deaf Language Specialist	9
55892	Interpreter for the Deaf	9
01403	Learning Disabilities Specialist	9
51200	Nurse Practitioner	9
03671	Occupational Therapist	9
03669	Occupational Therapy Assistant	9
03691	Physical Therapist	9
03690	Physical Therapy Assistant	9
03844	Practical Nurse	5
03844D	Practical Nurse Deaf Language Specialist	5
03624	Principal Occupational Therapist	9
03674	Principal Physical Therapist	9
03120	School Nurse	9
73103	School Social Worker	9
03672	Senior Occupational Therapist	9
03692	Senior Physical Therapist	9
03653	Speech/Hearing Specialist 1	9
03652	Speech/Hearing Specialist 2	9
03650	Speech/Hearing Specialist 3	9
03841	Staff Nurse - 10 Month	8
03852/60007	Staff Nurse - 12 Month	8

<u>Title Codes</u>		<u>Up to Step</u>
44784	Supvg. Clinical Dietitian	9
03854	Supvr. of Nursing Services - 12 Month	6
03849	Supvr. of Nursing Services - 10 Month	6

## B. DATA PROCESSING TITLES

1. State agencies may appoint a new employee into one of the titles (including variants) indicated below up to and including the ninth step of the salary range without obtaining prior approval from the Commissioner, Department of Personnel and the Director, Division of Budget and Accounting.

<u>Title</u>	<u>Title Code</u>
Accountant/Auditor 1 Data Processing	53345
Accountant/Auditor 2 Data Processing	53322
Accountant/Auditor 3 Data Processing	53321
Accountant/Auditor 4 Data Processing	53319
Administrative Analyst 1, Data Processing	50106D/50076G
Administrative Analyst 2, Data Processing	50104D/50075G
Administrative Analyst 3, Data Processing	50102D/50073F
Administrative Analyst 4, Data Processing	50100D/50072D
Computer Operator Assistant	53301
Data Processing Analyst 1	53245/53246
Data Processing Analyst 2	53244
Data Processing Programmer Assistant	53271
Data Processing Programmer 1	53264
Data Processing Programmer 2	53263
Data Processing Programmer 3	53261/53262
Data Base Analyst 1	53005
Data Base Analyst 2	53003
Data Processing Systems Programmer 1	53275
Data Processing Systems Programmer 2	53274
Management Information Systems Coordinator	53105
Management Information Systems Specialist 2	53103
Management Information Systems Specialist 3	53102
Manager 1 Information Processing	64775/64776
Manager 2 Information Processing	64777/64778
Manager 3 Information Processing	64779
Network Administrator 1	10107/10137
Network Administrator 2	10108/10136
Project Manager Data Processing	53023
Professional Svs. Specialist 1, Computer Svs.	81272
Professional Svs. Specialist 2, Computer Svs.	81265

<u>Title</u>	<u>Title Code</u>
Professional Svs. Specialist 3, Computer Svs.	81258
Professional Svs. Specialist 4, Computer Svs.	81254
Supervising Accountant/Auditor Data Processing	53346
Supervising Administrative Analyst	50077/50108

2. State agencies may adjust the salary of an employee serving in one of the titles listed below provided the employee has a substantiated bona fide offer of employment from another employer, at a salary which exceeds the present salary of the employee, and whose loss to the State agency will be detrimental. This salary adjustment may also apply to managers of those who supervise information technology functions. Only one such increase may occur in an 18 month period, and may not exceed \$8,000 or three steps in the salary range to which the employee's title is assigned, whichever is higher. An employee who is at the maximum of his/her salary range can only receive such increases as lump sum payments, not added to base salary.

Accountant/Auditor 1 Data Processing	53345
Manager 1 Information Processing	64775/64776
Manager 2 Information Processing	64777/64778
Manager 3 Information Processing	64779
Project Manager Data Processing	53023
Supervising Accountant/Auditor Data Processing	53346
Supervising Administrative Analyst	50077/50108

3. Implementation of this program is by submission of individual personnel actions citing this Salary Regulation.

## C. ENGINEERING AND OTHER TECHNICAL TITLES

1. State agencies may appoint a new employee into one of the titles (including variants) indicated below up to and including the indicated step of the salary range without obtaining prior approval from the Commissioner, Department of Personnel and the Director, Division of Budget and Accounting.

<u>Title</u>	<u>Title Code</u>	<u>Step</u>
Architectural Assistant	17692	5
Assistant Engineer Civil (40)	14092	5
Assistant Engineer Civil (35)	59922	5
Assistant Engineer Electrical	16692	5
Assistant Engineer Hydrographic	16082	5
Assistant Engineer Industrial	17092	5



<u>Title</u>	<u>Title Code</u>	<u>Step</u>
Assistant Engineer Materials	13092	5
Assistant Engineer Mechanical	16892	5
Assistant Engineer Planning	12692	5
Assistant Engineer Program Control	15281	5
Assistant Engineer Traffic	11282	5
Assistant Engineer Transportation	10272	5
Assistant Environmental Engineer (NE)	16302	6
Assistant Environmental Engineer (40)	16312	5
Assistant Geologist (40)	03042	5
Assistant Geologist (NE)	03052	6
Engineer 4, Hazardous Site Mitigation	59952	5

#### **D. MISCELLANEOUS TITLES**

1. State agencies may appoint a new employee into one of the titles indicated below up to and including the indicated step of the salary range without obtaining prior approval from the Commissioner, Department of Personnel and the Director, Division of Budget and Accounting.

<u>Title</u>	<u>Title Code</u>	<u>Step</u>
Boat Attendant	43323	5
Bus Driver	20145	8
Examiner Engineer and Boiler Operator License	56023	7
Maintenance Worker – Boat Operator	43342	5
Maintenance Worker 2	43032	5
Maintenance Worker 2, Transportation	42111	5
Operating Engineer 1	40423	6
Senior Examiner Engineer and Boiler Operator License	10070	7

#### **E. TEACHERS: SALARY RANGE ADJUSTMENTS**

1. The titles listed below have been determined to be eligible for the Teacher Two-Range Salary Increase Program which was initiated in October 1990 and supplemented in June 1994. This adjustment applies to those titles in Employee Relations Groups A, P, R, and S which function as classroom teachers or instructors, except for those employees designated confidential pursuant to the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-3, or other statutory authority.

2. These increases do not impact on the class code or job content evaluation of affected titles.

<u>Title</u>	<u>Title Codes</u>
Asst. Supvr. of Ed. Programs 1	72756/72744
Asst. Supvr. of Ed. Programs 2	72751/72752
Instructor, CBVI	62663
Instructor 10 Month CBVI	62672
Instructor 1, 12 Month	75475
Instructor 1 Ed., 10 Month	73093
Instructor 1 Ed., 12 Month	73193
Instructor 2, 12 Month	75474
Instructor 2 Ed., 10 Month	73092
Instructor 2 Ed., 12 Month	73192
Supvr. of Educational Programs 1	72760/72745
Supvr. of Educational Programs 2	72758/72753
Teacher 1, 10 Month	75283
Teacher 1, 12 Month	75293
Teacher 2, 10 Month	75282
Teacher 2, 12 Month	75292
Teacher 3, 12 Month	75291

#### **F. TEACHERS: EDUCATIONAL INCENTIVE PROGRAM**

1. Employees serving in one of the titles indicated below are eligible for this incentive program.
2. Effective on the first pay period following presentation of a Master's Degree by an employee to the appointing authority, the salary of the employee is adjusted upward by the amount of one increment of the salary range assigned to the employee's title.
3. Effective on the first pay period following presentation of a Doctorate Degree by an employee to the appointing authority, the salary of the employee is adjusted upward by the amount of one increment of the salary range assigned to the employee's title.
4. This program is not applied to the Master's Degree which is necessary to meet the minimum educational requirements for the title held by the employee. An employee receives only one additional increment for possession of a Master's Degree and one additional increment for possession of a Doctorate Degree.
5. Application of this program may result in a rate beyond the maximum step of the salary range assigned to the employee's title. In such

cases, the additional amount is recorded as extra salary. Future adjustments due to across-the-board increases, promotion or reevaluation are based upon total salary, including extra salary, until termination of employment in an eligible title.

6. Implementation of this program is by submission of individual personnel actions citing this Salary Regulation.

<u>Title</u>	<u>Title Codes</u>
Admin. Instructor, Ed. 10 Month	73063
Admin. Instructor, Ed. 12 Month	73163
Asst. Supvr. of Ed. Programs 1	72756/72744
Asst. Supvr. of Ed. Programs 2	72751/72752
Instructor, CBVI	62663
Instructor, 10 Months CBVI	62672
Instructor 1, 12 Months	75475
Instructor 1 Ed., 10 Month	73093
Instructor 1 Ed., 12 Month	73193
Instructor 2, 12 Month	75474
Instructor 2 Ed., 10 Month	73092
Instructor 2 Ed., 12 Month	73192
Supvr. of Ed. Programs 1	72760/72745
Supvr. of Ed. Programs 2	72758/72753
Teacher 1, 10 Month	75283
Teacher 1, 12 Month	75293
Teacher 2, 10 Month	75282
Teacher 2, 12 Month	75292
Teacher 3, 12 Month	75291

## **G. NURSES: SALARY RANGE ADJUSTMENTS**

1. The titles listed below are eligible for the Nurses' Two-Range Salary Increase Program, initiated in October 1990. This adjustment applies to those titles in Employee Relations Groups A, P, R and S requiring licensure as a registered professional nurse, except for those employees designated confidential pursuant to the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-3, or other statutory authority.
2. These increases do not impact on the class code or job content evaluation of affected titles.

Title   Title Codes

Asst Exec. Secretary, NJ Bd. of Nursing	03985
Charge Nurse, 10 Month	03862
Charge Nurse, 12 Month	03853/59966
Clinic Nurse	03952/07750
Clinical Specialist in Psych. Nursing	00473
Coordinator of Occupational Health Services	59945
Eye Health Nurse	03963
Field Invest. Nursing Care Instit. Elderly	60280
Field Rep., Board of Nursing	03994
Health Care Facilities Evaluator 1	60453
Health Care Facilities Evaluator 2	60452
Health Care Serv. Eval., Family Planning	03954
Health Care Services Evaluator/Nurse	60451
Instructor of Nursing	03874
Nursing Consultant, MAHS	00183
Public Health Consultant 1 Nursing	60611
Public Health Consultant 2 Nursing	60610
Public Health Project Nurse	03983
Regional Staff Nurse, MAHS	03894/03897
Senior Clinic Nurse	03953/07751
Staff Nurse, 10 Month	03841
Staff Nurse, 12 Month	03852/60007
Supvg. Health Care Facilities Eval.	60454
Supervisor Complaint & Surveillance	60456
Supervisor of Inspection Hospitals	00323
Supervisor of Nursing Services	03854
Supervisor of Nursing Services, 10 Month	03849
Supvr. of Nursing Serv. (Operating Room)	03854C
Supvr. Residential Health Care Facilities	00301

## **H. NURSES: SALARY RANGE ADJUSTMENT - SUPPLEMENT**

1. The titles listed below are eligible for the Nurses' One-Range Salary Increase Program, initiated on October 5, 2002. This adjustment applies only to those titles in Employee Relations Groups P, R and S requiring licensure as a registered professional nurse, except for those employees designated confidential pursuant to the New Jersey Employer-Employee Relations act, N.J.S.A. 34:13A-3, or other statutory authority.
2. These salary range adjustments are in addition to the salary range adjustments previously provided in Section G of this Compendium. These increases also do not impact on the class code or job content evaluation of the affected titles.

Charge Nurse, 10 Months	03862
Charge Nurse, 12 Months	03853/59966
Charge Nurse, 12 Months (Deaf Language Spec.)	03853D
Clinical Specialist in Psychiatric Nursing	00473
Instructor of Nursing	03874
Staff Nurse, 10 Months	03841
Staff Nurse, 12 Months	03852/60007
Supervisor of Nursing Services, 10 Months	03849
Supervisor of Nursing Services, 12 Months	03854
Supervisor of Nursing Services, 12 Months (Op.Rm.)	03854C

## **I. NURSES: EDUCATIONAL INCENTIVE PAYMENT**

1. Based upon availability of funds, an annual lump sum educational incentive payment will be paid to all Registered Professional Nurses employed on a ward in a facility operating on a three shift, seven-day schedule.
2. Registered Professional Nurses must be in a nursing position involved in direct care and must commit to serving in such capacity for a period of one year from receipt of payment.
3. Employees will only be eligible for the highest level of payment.
4. Payments: 

Bachelor of Science in Nursing	\$1,000.00
Master of Science in Nursing	\$1,500.00
Certification by the American Nurse Credentialing Center as a Clinical Nurse Specialist	\$2,500.00
5. Employees must have been functioning as Registered Professional Nurses in accordance with 1 and 2 above for one year by December 1 to be eligible for payment.

## **J. STATE POLICE**

1. State Police Sergeants assigned in the Field Operations Section and who at the sole discretion of the Superintendent are designated as Staff Sergeants; shall receive additional compensation in the amount of an added increment during the term of their assignment as Staff Sergeant. Such additional compensation shall not be included in the calculation of prospective salary changes. Employees already at the maximum of the salary range shall be permitted to exceed the maximum by the value of this additional compensation.

<b>Title</b>	<b>Title Code</b>	<u><b>Functional Title</b></u>
Sergeant (Field Operations)	31862 – D	Staff Sergeant

**K. DURATION** - This Section will be in effect, unless specified otherwise, through Fiscal Year 2004 only.

**SALARY REGULATION FY 04**  
**SECTION 4- MISCELLANEOUS**  
**ISSUED: January 28, 2004**

**A. SALARY ADJUSTMENTS**

1. Any salary adjustment not specifically authorized by these regulations must demonstrate extraordinary justification and compelling need for such action. Such request shall be submitted on a DPF-77 and shall include required evaluative comments and recommendation of the department head.
2. The following actions also require the approval of the Commissioner, Department of Personnel and the Director, Division of Budget and Accounting:
  - a. Hiring above the authorized hiring rate for a title
  - b. Compensation for serving in a higher capacity than an employee's current title
  - c. Negative salary adjustment

**B. SEASONAL AND STUDENT ASSISTANTS - Rates of Pay and Minimum Requirements**

1. The following are maximum pay rates for Seasonal and Student Assistants in the titles listed below and are in effect through Fiscal Year 2004.

<u>TITLES</u>	<u>RATES</u>
<b><u>Group 1: Office - Clerical</u></b>	
General Office Clerical, (File Clerk, Receptionist, Clerk Driver, etc.)	\$7.29
Specialized Office Clerical (Typists, Word Processors, etc.)	\$7.91
Group 2: Outdoor Recreation	
Seasonal Lifeguard	\$7.50 to 10.15
<u>Special Requirements:</u> Possess a Senior Red Cross Lifesaving Certificate	

<b><u>TITLES</u></b>	<b><u>RATES</u></b>
Seasonal Senior Lifeguard <u>Special Requirements:</u> Possess a Senior Red Cross Lifesaving Certificate	\$7.85 to \$11.17
Seasonal Recreation Aide	\$7.29
Seasonal Recreation Assistant	\$7.45
Seasonal Park Ranger, PIP	\$8.98
<b><u>Group 3: Maintenance and Inspection</u></b>	
Seasonal Maintenance Assistant	\$7.29
Seasonal Maintenance Worker	\$7.60
Seasonal Examiner, M.V. <u>Special Requirements:</u> Must be 18 yrs. of age	\$8.72
Traffic Enumerator <u>Special Requirements:</u> Must be 18 yrs. of age	\$7.29
<b><u>Group 4: Professional Assistance</u></b>	
Seasonal Teacher/Instructor/ Counselor <u>Special Requirements:</u> Baccalaureate Degree	\$66.10 (Daily)
Seasonal Teaching Assistant <u>Special Requirements:</u> Completed 2 years of college with experience in the field of education	\$48.04 (Daily)
Seasonal Student Assistant <u>Special Requirements:</u> High School Grad.	\$7.80
Seasonal Student Assistant <u>Special Requirements:</u> Completed 1 year of college	\$7.91
Seasonal Student Assistant <u>Special Requirements:</u> Completed 2 years of college or Associate Degree	\$8.11
Seasonal Student Assistant <u>Special Requirements:</u> Completed 3 years of college	\$8.52



<u>TITLES</u>	<u>RATES</u>
Seasonal Student Assistant <u>Special Requirements:</u> Baccalaureate Degree or completed 4 years of college	\$11.48
Seasonal Student Assistant <u>Special Requirements:</u> Completed 1 year of graduate school	\$12.44
Seasonal Student Assistant <u>Special Requirements:</u> Completed 2 years of graduate school	\$14.64
Seasonal Student Assistant (Engineering) <u>Special Requirements:</u> Engineering students -completed 2 years of college	\$12.04
Seasonal Student Assistant (Engineering) <u>Special Requirements:</u> Engineering students -completed 3 years of college	\$12.44
Seasonal Student Assistant (Law Clerk) <u>Special Requirements:</u> Completed 1 year of law school	\$12.44
Seasonal Student Assistant (Law Clerk) <u>Special Requirements:</u> Completed 2 years of law school	\$14.64
Seasonal Student Assistant (Medical/Dental) <u>Special Requirements:</u> Completed 2 years of medical or dental school	\$14.64

2. In addition to meeting any special requirements listed for the position applied for, applicants must be at least 16 years of age and be able to read, write, speak and understand English sufficiently to perform the duties of the job. American Sign Language or Braille may also be considered as acceptable forms of communication.
3. Hiring preference for Seasonal and Student Assistants must be given to New Jersey residents.
4. An appointing authority who wishes to request the establishment of a Seasonal or Student Assistant position must submit forms DPF-44 and DPF-504 to the Department of Personnel.
5. Seasonal and Student Assistants are not eligible for vacation leave, sick leave, a leave of absence due to disability, a pension, or hospitalization or other medical benefits.

6. Rates established by the Department of Environmental Protection for the title of Park Assistant are in effect through Fiscal Year 2004.

### **C. CASINO CONTROL COMMISSION**

1. Employees of the Casino Control Commission will be compensated within the established salary ranges for titles established by the Commissioner of Personnel.
2. Movement within the designated salary ranges will be based on performance criteria and timeframes established and maintained by the Chairman, Casino Control Commission and subject to review by the Commissioner of Personnel or his or her designee.
3. An employee shall not receive a base salary below the minimum nor a base salary above the maximum indicated above unless authorized by the Commissioner, Department of Personnel, and the Director, Division of Budget and Accounting.
4. Increases shall be implemented through the submission of individual electronic personnel transactions citing this Salary Regulation.

### **D. ACTUARIAL INTERN PROGRAM - DEPARTMENT OF BANKING AND INSURANCE**

1. New employees of the Department of Banking and Insurance who are hired as Actuarial Interns will be paid a salary equivalent to salary range P23 based on exams/courses passed and experience upon entry into the program.
2. As part of the program, Actuarial Interns in both Life & Health (L&H) and Property & Casualty (P&C) will receive a five percent (5%) increase in salary upon completion of each full exam/course. These increases shall be applied on the first pay period in January (for Fall exams/courses) and July (for Spring exams/courses).
3. In addition to item 2. above, Actuarial Interns shall receive an annual merit increase of two thousand dollars (\$2,000), if supported by a PAR rating of Commendable or better. The first merit increase shall be applied on the first pay period in September or March, after thirteen (13) months of employment as an Actuarial Intern. Each subsequent merit increase shall be applied on the annual anniversary of the first merit increase. These merit increases shall continue for a maximum of eight (8) increases, until a salary of \$65,000.00 is attained, or successful attainment of the title Managing Actuary, whichever comes first.

4. Under the L&H track, Actuarial Interns with six (6) or less completed courses will be eligible for exam program and/or performance increases, with an annual maximum salary of sixty-five thousand dollars (\$65,000).
5. Under the P&C track, Actuarial Interns with seven (7) or less completed exams will be eligible for exam program and/or performance increases, with an annual maximum salary of sixty-five thousand dollars (\$65,000).
6. While in the title of Actuarial Intern, employees will receive the benefit of any negotiated contract items applied to Employee Relations Group P. These contract items will not be subject to the sixty-five thousand-dollar (\$65,000) limitation, mentioned in 4. and 5. above.
7. For the L&H track, upon successful completion of the first six (6) exams and achievement of the professional designation "Associate of the Society of Actuaries" (ASA), Actuarial Interns will be nominated for appointment to the title Managing Actuary with a five percent (5%) salary increase, in addition to the five percent (5%) course increase stated in 2.
8. For the P&C track, upon successful completion of the first seven (7) exams and achievement of the professional designation "Associate of the Casualty Actuarial Society" (ACAS), Actuarial Interns will be nominated for appointment to the title Managing Actuary with a five percent (5%) salary increase, in addition to the five percent (5%) exam increase stated in 2.
9. The program shall be limited to a maximum of ten (10) employees.

#### **E. RESIDENTS ON CONSTRUCTION PROJECTS DEPARTMENT OF TRANSPORTATION**

1. This Section is applicable to residents on Department of Transportation construction projects. A resident is defined as a Department of Transportation employee, serving in any of the titles listed in 2. below, who is in charge of all aspects of a construction project from start to finish, and is on call on a seven-day, 24-hour basis.
2. Employees in the following titles may be assigned to serve as residents: Construction and Maintenance Technician 1; Assistant Engineer, Transportation; Assistant Engineer, Electrical; Senior Engineer, Transportation; Senior Engineer, Electrical; Principal Engineer, Transportation; Principal Engineer, Electrical; Principal Environmental Engineer; Senior Environmental Engineer; Project Engineer, Construction; and Project Engineer, Electric. Incumbents will be assigned to serve as residents based on the suitability of their title and experience to the size and complexity of the project.

3. Residents are entitled to a special rate of pay. The rate shall represent 5% of the average daily rate for each day served. This payment shall be made twice yearly on or about the first and fourteenth supplemental pay periods of the calendar year. A personnel transaction will be submitted for each individual showing a lump sum equaling 5% of the employee's average daily rate for the period, times the number of work days for the period.
4. Duration of payments will be as follows:
  - a. In the Division of Construction and Materials:

The functional rate will go into effect on the date that a Preconstruction Meeting for the project takes place, in accordance with Construction Operations Bulletin 66-3G. The rate will cease 30 days after a final corrective action inspection has taken place, in accordance with Construction Operation Bulletin 76-1A.

- b. In Electrical Systems:

The functional rate will go into effect on the date that a Preconstruction Meeting for the project takes place, and cease when as-builts are completed.

## **F. CHANGE IN EMPLOYEE RELATIONS GROUP**

1. This part of Section 4 applies to employees in titles reassigned from any designated managerial Employee Relations Group to any non-managerial Employee Relations Group.
2. Anniversary dates for employees will be set by one of the following methods, consistent with applicable rules on eighth and ninth step:
  - a. Employees with anniversary dates which occur after the effective date of the reassignment will remain unchanged.

- b. Employees who have not received a performance increase or lump sum award in the 12 month period preceding the reassignment will be advanced to the next incremental step and assigned an anniversary date which concurs with the effective date of the reassignment.
  - c. Employees who have received a lump sum payment in lieu of a performance increase within the 12 month period preceding the reassignment will be assigned an anniversary date one year from the effective date of the lump sum payment.
3. Employees may be advanced to the next incremental step on the anniversary date determined in 2. above in accordance with the provisions of the current Salary Regulation for the Employee Relations Group to which the employee has been reassigned, provided their performance was at least satisfactory or successful.

## G. ANNIVERSARY DATES

1. Anniversary dates for new hires and for personnel actions, which establish a new anniversary date during Fiscal Year 2004, will be assigned in accordance with the following schedule:

<u>Action Effective</u>	<u>Anniversary Date</u>
06/28/03	15/04
07/12/03	16/04
07/26/03	17/04
08/09/03	18/04
08/23/03	19/04
09/06/03	20/04
09/20/03	21/04
10/04/03	22/04
10/18/03	23/04
11/01/03	24/04
11/15/03	25/04
11/29/03	26/04
12/13/03	27/04
12/27/03	1/05
01/10/04	2/05
01/24/04	3/05
02/07/04	4/05
02/21/04	5/05
03/06/04	6/05

Action Effective

Anniversary Date

03/20/04	7/05
04/03/04	8/05
04/17/04	9/05
05/01/04	10/05
05/15/04	11/05
05/29/04	12/05
06/12/04	13/05
06/26/04	14/05

2. Actions effective after the beginning of a pay period (first working day) will be assigned the anniversary date of the next pay period.

**H. DURATION** - This Section will be in effect, unless specified otherwise, through Fiscal Year 2004 only.

**SALARY SCHEDULE**  
**12 Month Employees Effective: December 28, 2002**  
**10 Month Employees Effective: January 25, 2003**  
**Covering Employee Relations Groups: A W**

<b>Range</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<i>Increment</i>	686.59	718.49	753.23	790.93	831.42	874.96
<i>Step 1</i>	16,706.53	17,393.12	18,111.61	18,864.84	19,655.77	20,487.19
<i>Step 2</i>	17,393.12	18,111.61	18,864.84	19,655.77	20,487.19	21,362.15
<i>Step 3</i>	18,079.71	18,830.10	19,618.07	20,446.70	21,318.61	22,237.11
<i>Step 4</i>	18,766.30	19,548.59	20,371.30	21,237.63	22,150.03	23,112.07
<i>Step 5</i>	19,452.89	20,267.08	21,124.53	22,028.56	22,981.45	23,987.03
<i>Step 6</i>	20,139.48	20,985.57	21,877.76	22,819.49	23,812.87	24,861.99
<i>Step 7</i>	20,826.07	21,704.06	22,630.99	23,610.42	24,644.29	25,736.95
<i>Step 8</i>	21,512.66	22,422.55	23,384.22	24,401.35	25,475.71	26,611.91
<i>Step 9</i>	22,199.25	23,141.04	24,137.45	25,192.28	26,307.13	27,486.87

<b>Range</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<i>Increment</i>	918.37	964.72	1,011.07	1,060.36	1,112.49	1,167.47
<i>Step 1</i>	21,362.15	22,280.52	23,245.24	24,256.31	25,316.67	26,429.16
<i>Step 2</i>	22,280.52	23,245.24	24,256.31	25,316.67	26,429.16	27,596.63
<i>Step 3</i>	23,198.89	24,209.96	25,267.38	26,377.03	27,541.65	28,764.10
<i>Step 4</i>	24,117.26	25,174.68	26,278.45	27,437.39	28,654.14	29,931.57
<i>Step 5</i>	25,035.63	26,139.40	27,289.52	28,497.75	29,766.63	31,099.04
<i>Step 6</i>	25,954.00	27,104.12	28,300.59	29,558.11	30,879.12	32,266.51
<i>Step 7</i>	26,872.37	28,068.84	29,311.66	30,618.47	31,991.61	33,433.98
<i>Step 8</i>	27,790.74	29,033.56	30,322.73	31,678.83	33,104.10	34,601.45
<i>Step 9</i>	28,709.11	29,998.28	31,333.80	32,739.19	34,216.59	35,768.92

<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,228.38	1,289.18	1,352.94	1,422.48	1,494.90	1,567.30
<i>Step 1</i>	27,596.63	28,825.01	30,114.19	31,467.13	32,889.61	34,384.51
<i>Step 2</i>	28,825.01	30,114.19	31,467.13	32,889.61	34,384.51	35,951.81
<i>Step 3</i>	30,053.39	31,403.37	32,820.07	34,312.09	35,879.41	37,519.11
<i>Step 4</i>	31,281.77	32,692.55	34,173.01	35,734.57	37,374.31	39,086.41
<i>Step 5</i>	32,510.15	33,981.73	35,525.95	37,157.05	38,869.21	40,653.71
<i>Step 6</i>	33,738.53	35,270.91	36,878.89	38,579.53	40,364.11	42,221.01
<i>Step 7</i>	34,966.91	36,560.09	38,231.83	40,002.01	41,859.01	43,788.31
<i>Step 8</i>	36,195.29	37,849.27	39,584.77	41,424.49	43,353.91	45,355.61
<i>Step 9</i>	37,423.67	39,138.45	40,937.71	42,846.97	44,848.81	46,922.91

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	1,645.53	1,729.57	1,816.50	1,906.26	2,001.89	2,100.36
<i>Step 1</i>	35,951.81	37,597.34	39,326.91	41,143.41	43,049.67	45,051.56
<i>Step 2</i>	37,597.34	39,326.91	41,143.41	43,049.67	45,051.56	47,151.92
<i>Step 3</i>	39,242.87	41,056.48	42,959.91	44,955.93	47,053.45	49,252.28
<i>Step 4</i>	40,888.40	42,786.05	44,776.41	46,862.19	49,055.34	51,352.64
<i>Step 5</i>	42,533.93	44,515.62	46,592.91	48,768.45	51,057.23	53,453.00
<i>Step 6</i>	44,179.46	46,245.19	48,409.41	50,674.71	53,059.12	55,553.36
<i>Step 7</i>	45,824.99	47,974.76	50,225.91	52,580.97	55,061.01	57,653.72
<i>Step 8</i>	47,470.52	49,704.33	52,042.41	54,487.23	57,062.90	59,754.08
<i>Step 9</i>	49,116.05	51,433.90	53,858.91	56,393.49	59,064.79	61,854.44

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,207.57	2,317.68	2,433.52	2,555.25	2,682.70	2,815.93
<i>Step 1</i>	47,151.92	49,359.49	51,677.17	54,110.69	56,665.94	59,348.64
<i>Step 2</i>	49,359.49	51,677.17	54,110.69	56,665.94	59,348.64	62,164.57
<i>Step 3</i>	51,567.06	53,994.85	56,544.21	59,221.19	62,031.34	64,980.50
<i>Step 4</i>	53,774.63	56,312.53	58,977.73	61,776.44	64,714.04	67,796.43
<i>Step 5</i>	55,982.20	58,630.21	61,411.25	64,331.69	67,396.74	70,612.36
<i>Step 6</i>	58,189.77	60,947.89	63,844.77	66,886.94	70,079.44	73,428.29
<i>Step 7</i>	60,397.34	63,265.57	66,278.29	69,442.19	72,762.14	76,244.22
<i>Step 8</i>	62,604.91	65,583.25	68,711.81	71,997.44	75,444.84	79,060.15
<i>Step 9</i>	64,812.48	67,900.93	71,145.33	74,552.69	78,127.54	81,876.08

<b>Range</b>	<b>31</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>36</b>
<i>Increment</i>	2,957.89	3,105.69	3,259.23	3,424.35	3,592.38	3,772.01
<i>Step 1</i>	62,164.57	65,122.46	68,228.15	71,487.38	74,911.73	78,504.11
<i>Step 2</i>	65,122.46	68,228.15	71,487.38	74,911.73	78,504.11	82,276.12
<i>Step 3</i>	68,080.35	71,333.84	74,746.61	78,336.08	82,096.49	86,048.13
<i>Step 4</i>	71,038.24	74,439.53	78,005.84	81,760.43	85,688.87	89,820.14
<i>Step 5</i>	73,996.13	77,545.22	81,265.07	85,184.78	89,281.25	93,592.15
<i>Step 6</i>	76,954.02	80,650.91	84,524.30	88,609.13	92,873.63	97,364.16
<i>Step 7</i>	79,911.91	83,756.60	87,783.53	92,033.48	96,466.01	101,136.17
<i>Step 8</i>	82,869.80	86,862.29	91,042.76	95,457.83	100,058.39	104,908.18
<i>Step 9</i>	85,827.69	89,967.98	94,301.99	98,882.18	103,650.77	108,680.19



<b>Range</b>	<b>37</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>41</b>	<b>42</b>
<i>Increment</i>	3,963.19	4,160.20	4,368.78	4,586.12	4,817.82	5,055.39
<i>Step 1</i>	82,276.12	86,239.31	90,399.51	94,768.29	99,354.41	104,172.23
<i>Step 2</i>	86,239.31	90,399.51	94,768.29	99,354.41	104,172.23	109,227.62
<i>Step 3</i>	90,202.50	94,559.71	99,137.07	103,940.53	108,990.05	114,283.01
<i>Step 4</i>	94,165.69	98,719.91	103,505.85	108,526.65	113,807.87	119,338.40
<i>Step 5</i>	98,128.88	102,880.11	107,874.63	113,112.77	118,625.69	124,393.79
<i>Step 6</i>	102,092.07	107,040.31	112,243.41	117,698.89	123,443.51	129,449.18
<i>Step 7</i>	106,055.26	111,200.51	116,612.19	122,285.01	128,261.33	134,504.57
<i>Step 8</i>	110,018.45	115,360.71	120,980.97	126,871.13	133,079.15	139,559.96
<i>Step 9</i>	113,981.64	119,520.91	125,349.75	131,457.25	137,896.97	144,615.35

<b>Range</b>	<b>43</b>	<b>44</b>	<b>45</b>
<i>Increment</i>	5,310.35	5,576.87	5,855.00
<i>Step 1</i>	109,227.62	114,537.97	120,114.84
<i>Step 2</i>	114,537.97	120,114.84	125,969.84
<i>Step 3</i>	119,848.32	125,691.71	131,824.84
<i>Step 4</i>	125,158.67	131,268.58	137,679.84
<i>Step 5</i>	130,469.02	136,845.45	143,534.84
<i>Step 6</i>	135,779.37	142,422.32	149,389.84
<i>Step 7</i>	141,089.72	147,999.19	155,244.84
<i>Step 8</i>	146,400.07	153,576.06	161,099.84
<i>Step 9</i>	151,710.42	159,152.93	166,954.84

**SALARY SCHEDULE**  
**12 Month Employees Effective: December 28, 2002**  
**10 Month Employees Effective: January 25, 2003**  
**Covering Employee Relations Groups: C I O**

<b>Range</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<i>Increment</i>	679.93	711.55	745.92	783.27	823.37	866.49
<i>Step 1</i>	16,544.72	17,224.65	17,936.20	18,682.12	19,465.39	20,288.76
<i>Step 2</i>	17,224.65	17,936.20	18,682.12	19,465.39	20,288.76	21,155.25
<i>Step 3</i>	17,904.58	18,647.75	19,428.04	20,248.66	21,112.13	22,021.74
<i>Step 4</i>	18,584.51	19,359.30	20,173.96	21,031.93	21,935.50	22,888.23
<i>Step 5</i>	19,264.44	20,070.85	20,919.88	21,815.20	22,758.87	23,754.72
<i>Step 6</i>	19,944.37	20,782.40	21,665.80	22,598.47	23,582.24	24,621.21
<i>Step 7</i>	20,624.30	21,493.95	22,411.72	23,381.74	24,405.61	25,487.70
<i>Step 8</i>	21,304.23	22,205.50	23,157.64	24,165.01	25,228.98	26,354.19
<i>Step 9</i>	21,984.16	22,917.05	23,903.56	24,948.28	26,052.35	27,220.68

<b>Range</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<i>Increment</i>	909.47	955.39	1,001.26	1,050.09	1,101.72	1,156.16
<i>Step 1</i>	21,155.25	22,064.72	23,020.11	24,021.37	25,071.46	26,173.18
<i>Step 2</i>	22,064.72	23,020.11	24,021.37	25,071.46	26,173.18	27,329.34
<i>Step 3</i>	22,974.19	23,975.50	25,022.63	26,121.55	27,274.90	28,485.50
<i>Step 4</i>	23,883.66	24,930.89	26,023.89	27,171.64	28,376.62	29,641.66
<i>Step 5</i>	24,793.13	25,886.28	27,025.15	28,221.73	29,478.34	30,797.82
<i>Step 6</i>	25,702.60	26,841.67	28,026.41	29,271.82	30,580.06	31,953.98
<i>Step 7</i>	26,612.07	27,797.06	29,027.67	30,321.91	31,681.78	33,110.14
<i>Step 8</i>	27,521.54	28,752.45	30,028.93	31,372.00	32,783.50	34,266.30
<i>Step 9</i>	28,431.01	29,707.84	31,030.19	32,422.09	33,885.22	35,422.46

<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,216.50	1,276.68	1,339.84	1,408.70	1,480.44	1,552.10
<i>Step 1</i>	27,329.34	28,545.84	29,822.52	31,162.36	32,571.06	34,051.50
<i>Step 2</i>	28,545.84	29,822.52	31,162.36	32,571.06	34,051.50	35,603.60
<i>Step 3</i>	29,762.34	31,099.20	32,502.20	33,979.76	35,531.94	37,155.70
<i>Step 4</i>	30,978.84	32,375.88	33,842.04	35,388.46	37,012.38	38,707.80
<i>Step 5</i>	32,195.34	33,652.56	35,181.88	36,797.16	38,492.82	40,259.90
<i>Step 6</i>	33,411.84	34,929.24	36,521.72	38,205.86	39,973.26	41,812.00
<i>Step 7</i>	34,628.34	36,205.92	37,861.56	39,614.56	41,453.70	43,364.10
<i>Step 8</i>	35,844.84	37,482.60	39,201.40	41,023.26	42,934.14	44,916.20
<i>Step 9</i>	37,061.34	38,759.28	40,541.24	42,431.96	44,414.58	46,468.30

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	1,629.60	1,712.81	1,798.90	1,887.81	1,982.49	2,080.02
<i>Step 1</i>	35,603.60	37,233.20	38,946.01	40,744.91	42,632.72	44,615.21
<i>Step 2</i>	37,233.20	38,946.01	40,744.91	42,632.72	44,615.21	46,695.23
<i>Step 3</i>	38,862.80	40,658.82	42,543.81	44,520.53	46,597.70	48,775.25
<i>Step 4</i>	40,492.40	42,371.63	44,342.71	46,408.34	48,580.19	50,855.27
<i>Step 5</i>	42,122.00	44,084.44	46,141.61	48,296.15	50,562.68	52,935.29
<i>Step 6</i>	43,751.60	45,797.25	47,940.51	50,183.96	52,545.17	55,015.31
<i>Step 7</i>	45,381.20	47,510.06	49,739.41	52,071.77	54,527.66	57,095.33
<i>Step 8</i>	47,010.80	49,222.87	51,538.31	53,959.58	56,510.15	59,175.35
<i>Step 9</i>	48,640.40	50,935.68	53,337.21	55,847.39	58,492.64	61,255.37

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,186.19	2,295.24	2,409.94	2,530.52	2,656.71	2,788.65
<i>Step 1</i>	46,695.23	48,881.42	51,176.66	53,586.60	56,117.12	58,773.83
<i>Step 2</i>	48,881.42	51,176.66	53,586.60	56,117.12	58,773.83	61,562.48
<i>Step 3</i>	51,067.61	53,471.90	55,996.54	58,647.64	61,430.54	64,351.13
<i>Step 4</i>	53,253.80	55,767.14	58,406.48	61,178.16	64,087.25	67,139.78
<i>Step 5</i>	55,439.99	58,062.38	60,816.42	63,708.68	66,743.96	69,928.43
<i>Step 6</i>	57,626.18	60,357.62	63,226.36	66,239.20	69,400.67	72,717.08
<i>Step 7</i>	59,812.37	62,652.86	65,636.30	68,769.72	72,057.38	75,505.73
<i>Step 8</i>	61,998.56	64,948.10	68,046.24	71,300.24	74,714.09	78,294.38
<i>Step 9</i>	64,184.75	67,243.34	70,456.18	73,830.76	77,370.80	81,083.03

<b>Range</b>	<b>31</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>36</b>
<i>Increment</i>	2,929.26	3,075.60	3,227.66	3,391.18	3,557.59	3,735.48
<i>Step 1</i>	61,562.48	64,491.74	67,567.34	70,795.00	74,186.18	77,743.77
<i>Step 2</i>	64,491.74	67,567.34	70,795.00	74,186.18	77,743.77	81,479.25
<i>Step 3</i>	67,421.00	70,642.94	74,022.66	77,577.36	81,301.36	85,214.73
<i>Step 4</i>	70,350.26	73,718.54	77,250.32	80,968.54	84,858.95	88,950.21
<i>Step 5</i>	73,279.52	76,794.14	80,477.98	84,359.72	88,416.54	92,685.69
<i>Step 6</i>	76,208.78	79,869.74	83,705.64	87,750.90	91,974.13	96,421.17
<i>Step 7</i>	79,138.04	82,945.34	86,933.30	91,142.08	95,531.72	100,156.65
<i>Step 8</i>	82,067.30	86,020.94	90,160.96	94,533.26	99,089.31	103,892.13
<i>Step 9</i>	84,996.56	89,096.54	93,388.62	97,924.44	102,646.90	107,627.61

<b>Range</b>	<b>37</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>41</b>	<b>42</b>
<i>Increment</i>	3,924.81	4,119.91	4,326.45	4,541.70	4,771.16	5,006.44
<i>Step 1</i>	81,479.25	85,404.06	89,523.97	93,850.42	98,392.12	103,163.28
<i>Step 2</i>	85,404.06	89,523.97	93,850.42	98,392.12	103,163.28	108,169.72
<i>Step 3</i>	89,328.87	93,643.88	98,176.87	102,933.82	107,934.44	113,176.16
<i>Step 4</i>	93,253.68	97,763.79	102,503.32	107,475.52	112,705.60	118,182.60
<i>Step 5</i>	97,178.49	101,883.70	106,829.77	112,017.22	117,476.76	123,189.04
<i>Step 6</i>	101,103.30	106,003.61	111,156.22	116,558.92	122,247.92	128,195.48
<i>Step 7</i>	105,028.11	110,123.52	115,482.67	121,100.62	127,019.08	133,201.92
<i>Step 8</i>	108,952.92	114,243.43	119,809.12	125,642.32	131,790.24	138,208.36
<i>Step 9</i>	112,877.73	118,363.34	124,135.57	130,184.02	136,561.40	143,214.80

<b>Range</b>	<b>43</b>	<b>44</b>	<b>45</b>
<i>Increment</i>	5,258.89	5,522.88	5,798.27
<i>Step 1</i>	108,169.72	113,428.61	118,951.49
<i>Step 2</i>	113,428.61	118,951.49	124,749.76
<i>Step 3</i>	118,687.50	124,474.37	130,548.03
<i>Step 4</i>	123,946.39	129,997.25	136,346.30
<i>Step 5</i>	129,205.28	135,520.13	142,144.57
<i>Step 6</i>	134,464.17	141,043.01	147,942.84
<i>Step 7</i>	139,723.06	146,565.89	153,741.11
<i>Step 8</i>	144,981.95	152,088.77	159,539.38
<i>Step 9</i>	150,240.84	157,611.65	165,337.65

**SALARY SCHEDULE**  
**Effective: December 28, 2002**  
**Covering Employee Relations Group: F**

<b>Range</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>
<i>Increment</i>	1,299.79	1,362.25	1,428.61	1,498.84	1,572.98	1,654.96
<i>Step 1</i>	25,940.86	27,240.65	28,602.90	30,031.51	31,530.35	33,103.33
<i>Step 2</i>	27,240.65	28,602.90	30,031.51	31,530.35	33,103.33	34,758.29
<i>Step 3</i>	28,540.44	29,965.15	31,460.12	33,029.19	34,676.31	36,413.25
<i>Step 4</i>	29,840.23	31,327.40	32,888.73	34,528.03	36,249.29	38,068.21
<i>Step 5</i>	31,140.02	32,689.65	34,317.34	36,026.87	37,822.27	39,723.17
<i>Step 6</i>	32,439.81	34,051.90	35,745.95	37,525.71	39,395.25	41,378.13
<i>Step 7</i>	33,739.60	35,414.15	37,174.56	39,024.55	40,968.23	43,033.09
<i>Step 8</i>	35,039.39	36,776.40	38,603.17	40,523.39	42,541.21	44,688.05
<i>Step 9</i>	36,339.18	38,138.65	40,031.78	42,022.23	44,114.19	46,343.01

<b>Range</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>
<i>Increment</i>	1,736.96	1,822.77	1,916.52	2,014.04	2,111.62	2,217.09
<i>Step 1</i>	34,758.29	36,495.25	38,318.02	40,234.54	42,248.58	44,360.20
<i>Step 2</i>	36,495.25	38,318.02	40,234.54	42,248.58	44,360.20	46,577.29
<i>Step 3</i>	38,232.21	40,140.79	42,151.06	44,262.62	46,471.82	48,794.38
<i>Step 4</i>	39,969.17	41,963.56	44,067.58	46,276.66	48,583.44	51,011.47
<i>Step 5</i>	41,706.13	43,786.33	45,984.10	48,290.70	50,695.06	53,228.56
<i>Step 6</i>	43,443.09	45,609.10	47,900.62	50,304.74	52,806.68	55,445.65
<i>Step 7</i>	45,180.05	47,431.87	49,817.14	52,318.78	54,918.30	57,662.74
<i>Step 8</i>	46,917.01	49,254.64	51,733.66	54,332.82	57,029.92	59,879.83
<i>Step 9</i>	48,653.97	51,077.41	53,650.18	56,346.86	59,141.54	62,096.92

<b>Range</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>
<i>Increment</i>	2,330.19	2,447.34	2,568.31	2,697.13	2,829.87	2,974.24
<i>Step 1</i>	46,577.29	48,907.48	51,354.82	53,923.13	56,620.26	59,450.13
<i>Step 2</i>	48,907.48	51,354.82	53,923.13	56,620.26	59,450.13	62,424.37
<i>Step 3</i>	51,237.67	53,802.16	56,491.44	59,317.39	62,280.00	65,398.61
<i>Step 4</i>	53,567.86	56,249.50	59,059.75	62,014.52	65,109.87	68,372.85
<i>Step 5</i>	55,898.05	58,696.84	61,628.06	64,711.65	67,939.74	71,347.09
<i>Step 6</i>	58,228.24	61,144.18	64,196.37	67,408.78	70,769.61	74,321.33
<i>Step 7</i>	60,558.43	63,591.52	66,764.68	70,105.91	73,599.48	77,295.57
<i>Step 8</i>	62,888.62	66,038.86	69,332.99	72,803.04	76,429.35	80,269.81
<i>Step 9</i>	65,218.81	68,486.20	71,901.30	75,500.17	79,259.22	83,244.05

<b>Range</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	3,122.62	3,278.69	3,442.68	3,614.36	3,793.95
<i>Step 1</i>	62,424.37	65,546.99	68,825.68	72,268.36	75,882.72
<i>Step 2</i>	65,546.99	68,825.68	72,268.36	75,882.72	79,676.67
<i>Step 3</i>	68,669.61	72,104.37	75,711.04	79,497.08	83,470.62
<i>Step 4</i>	71,792.23	75,383.06	79,153.72	83,111.44	87,264.57
<i>Step 5</i>	74,914.85	78,661.75	82,596.40	86,725.80	91,058.52
<i>Step 6</i>	78,037.47	81,940.44	86,039.08	90,340.16	94,852.47
<i>Step 7</i>	81,160.09	85,219.13	89,481.76	93,954.52	98,646.42
<i>Step 8</i>	84,282.71	88,497.82	92,924.44	97,568.88	102,440.37
<i>Step 9</i>	87,405.33	91,776.51	96,367.12	101,183.24	106,234.32

**SALARY SCHEDULE**  
**12 Month Employees Effective: December 28, 2002**  
**10 Month Employees Effective: January 25, 2003**  
**Covering Employee Relations Group: H**

<b>Range</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<i>Increment</i>	679.94	711.56	745.95	783.29	823.39	866.49
<i>Step 1</i>	16,545.12	17,225.06	17,936.62	18,682.57	19,465.86	20,289.25
<i>Step 2</i>	17,225.06	17,936.62	18,682.57	19,465.86	20,289.25	21,155.74
<i>Step 3</i>	17,905.00	18,648.18	19,428.52	20,249.15	21,112.64	22,022.23
<i>Step 4</i>	18,584.94	19,359.74	20,174.47	21,032.44	21,936.03	22,888.72
<i>Step 5</i>	19,264.88	20,071.30	20,920.42	21,815.73	22,759.42	23,755.21
<i>Step 6</i>	19,944.82	20,782.86	21,666.37	22,599.02	23,582.81	24,621.70
<i>Step 7</i>	20,624.76	21,494.42	22,412.32	23,382.31	24,406.20	25,488.19
<i>Step 8</i>	21,304.70	22,205.98	23,158.27	24,165.60	25,229.59	26,354.68
<i>Step 9</i>	21,984.64	22,917.54	23,904.22	24,948.89	26,052.98	27,221.17

<b>Range</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<i>Increment</i>	909.51	955.40	1,001.31	1,050.10	1,101.74	1,156.20
<i>Step 1</i>	21,155.74	22,065.25	23,020.65	24,021.96	25,072.06	26,173.80
<i>Step 2</i>	22,065.25	23,020.65	24,021.96	25,072.06	26,173.80	27,330.00
<i>Step 3</i>	22,974.76	23,976.05	25,023.27	26,122.16	27,275.54	28,486.20
<i>Step 4</i>	23,884.27	24,931.45	26,024.58	27,172.26	28,377.28	29,642.40
<i>Step 5</i>	24,793.78	25,886.85	27,025.89	28,222.36	29,479.02	30,798.60
<i>Step 6</i>	25,703.29	26,842.25	28,027.20	29,272.46	30,580.76	31,954.80
<i>Step 7</i>	26,612.80	27,797.65	29,028.51	30,322.56	31,682.50	33,111.00
<i>Step 8</i>	27,522.31	28,753.05	30,029.82	31,372.66	32,784.24	34,267.20
<i>Step 9</i>	28,431.82	29,708.45	31,031.13	32,422.76	33,885.98	35,423.40

<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,216.51	1,276.72	1,339.87	1,408.75	1,480.46	1,552.14
<i>Step 1</i>	27,330.00	28,546.51	29,823.23	31,163.10	32,571.85	34,052.31
<i>Step 2</i>	28,546.51	29,823.23	31,163.10	32,571.85	34,052.31	35,604.45
<i>Step 3</i>	29,763.02	31,099.95	32,502.97	33,980.60	35,532.77	37,156.59
<i>Step 4</i>	30,979.53	32,376.67	33,842.84	35,389.35	37,013.23	38,708.73
<i>Step 5</i>	32,196.04	33,653.39	35,182.71	36,798.10	38,493.69	40,260.87
<i>Step 6</i>	33,412.55	34,930.11	36,522.58	38,206.85	39,974.15	41,813.01
<i>Step 7</i>	34,629.06	36,206.83	37,862.45	39,615.60	41,454.61	43,365.15
<i>Step 8</i>	35,845.57	37,483.55	39,202.32	41,024.35	42,935.07	44,917.29
<i>Step 9</i>	37,062.08	38,760.27	40,542.19	42,433.10	44,415.53	46,469.43

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	1,629.64	1,712.85	1,798.94	1,887.85	1,982.55	2,080.06
<i>Step 1</i>	35,604.45	37,234.09	38,946.94	40,745.88	42,633.73	44,616.28
<i>Step 2</i>	37,234.09	38,946.94	40,745.88	42,633.73	44,616.28	46,696.34
<i>Step 3</i>	38,863.73	40,659.79	42,544.82	44,521.58	46,598.83	48,776.40
<i>Step 4</i>	40,493.37	42,372.64	44,343.76	46,409.43	48,581.38	50,856.46
<i>Step 5</i>	42,123.01	44,085.49	46,142.70	48,297.28	50,563.93	52,936.52
<i>Step 6</i>	43,752.65	45,798.34	47,941.64	50,185.13	52,546.48	55,016.58
<i>Step 7</i>	45,382.29	47,511.19	49,740.58	52,072.98	54,529.03	57,096.64
<i>Step 8</i>	47,011.93	49,224.04	51,539.52	53,960.83	56,511.58	59,176.70
<i>Step 9</i>	48,641.57	50,936.89	53,338.46	55,848.68	58,494.13	61,256.76

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,186.25	2,295.29	2,409.99	2,530.57	2,656.79	2,788.71
<i>Step 1</i>	46,696.34	48,882.59	51,177.88	53,587.87	56,118.44	58,775.23
<i>Step 2</i>	48,882.59	51,177.88	53,587.87	56,118.44	58,775.23	61,563.94
<i>Step 3</i>	51,068.84	53,473.17	55,997.86	58,649.01	61,432.02	64,352.65
<i>Step 4</i>	53,255.09	55,768.46	58,407.85	61,179.58	64,088.81	67,141.36
<i>Step 5</i>	55,441.34	58,063.75	60,817.84	63,710.15	66,745.60	69,930.07
<i>Step 6</i>	57,627.59	60,359.04	63,227.83	66,240.72	69,402.39	72,718.78
<i>Step 7</i>	59,813.84	62,654.33	65,637.82	68,771.29	72,059.18	75,507.49
<i>Step 8</i>	62,000.09	64,949.62	68,047.81	71,301.86	74,715.97	78,296.20
<i>Step 9</i>	64,186.34	67,244.91	70,457.80	73,832.43	77,372.76	81,084.91

<b>Range</b>	<b>31</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>36</b>
<i>Increment</i>	2,929.31	3,075.70	3,227.74	3,391.27	3,557.66	3,735.56
<i>Step 1</i>	61,563.94	64,493.25	67,568.95	70,796.69	74,187.96	77,745.62
<i>Step 2</i>	64,493.25	67,568.95	70,796.69	74,187.96	77,745.62	81,481.18
<i>Step 3</i>	67,422.56	70,644.65	74,024.43	77,579.23	81,303.28	85,216.74
<i>Step 4</i>	70,351.87	73,720.35	77,252.17	80,970.50	84,860.94	88,952.30
<i>Step 5</i>	73,281.18	76,796.05	80,479.91	84,361.77	88,418.60	92,687.86
<i>Step 6</i>	76,210.49	79,871.75	83,707.65	87,753.04	91,976.26	96,423.42
<i>Step 7</i>	79,139.80	82,947.45	86,935.39	91,144.31	95,533.92	100,158.98
<i>Step 8</i>	82,069.11	86,023.15	90,163.13	94,535.58	99,091.58	103,894.54
<i>Step 9</i>	84,998.42	89,098.85	93,390.87	97,926.85	102,649.24	107,630.10



<b>Range</b>	<b>37</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>41</b>	<b>42</b>
<i>Increment</i>	3,924.91	4,120.00	4,326.57	4,541.80	4,771.27	5,006.55
<i>Step 1</i>	81,481.18	85,406.09	89,526.09	93,852.66	98,394.46	103,165.73
<i>Step 2</i>	85,406.09	89,526.09	93,852.66	98,394.46	103,165.73	108,172.28
<i>Step 3</i>	89,331.00	93,646.09	98,179.23	102,936.26	107,937.00	113,178.83
<i>Step 4</i>	93,255.91	97,766.09	102,505.80	107,478.06	112,708.27	118,185.38
<i>Step 5</i>	97,180.82	101,886.09	106,832.37	112,019.86	117,479.54	123,191.93
<i>Step 6</i>	101,105.73	106,006.09	111,158.94	116,561.66	122,250.81	128,198.48
<i>Step 7</i>	105,030.64	110,126.09	115,485.51	121,103.46	127,022.08	133,205.03
<i>Step 8</i>	108,955.55	114,246.09	119,812.08	125,645.26	131,793.35	138,211.58
<i>Step 9</i>	112,880.46	118,366.09	124,138.65	130,187.06	136,564.62	143,218.13

<b>Range</b>	<b>43</b>	<b>44</b>	<b>45</b>
<i>Increment</i>	5,259.03	5,523.00	5,798.42
<i>Step 1</i>	108,172.28	113,431.31	118,954.31
<i>Step 2</i>	113,431.31	118,954.31	124,752.73
<i>Step 3</i>	118,690.34	124,477.31	130,551.15
<i>Step 4</i>	123,949.37	130,000.31	136,349.57
<i>Step 5</i>	129,208.40	135,523.31	142,147.99
<i>Step 6</i>	134,467.43	141,046.31	147,946.41
<i>Step 7</i>	139,726.46	146,569.31	153,744.83
<i>Step 8</i>	144,985.49	152,092.31	159,543.25
<i>Step 9</i>	150,244.52	157,615.31	165,341.67

**SALARY SCHEDULE**  
**Effective: December 28, 2002**  
**Covering Employee Relations Groups: J K**

<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,654.45	1,736.49	1,822.23	1,916.02	2,013.46	2,111.08
<i>Step 1</i>	33,093.99	34,748.44	36,484.93	38,307.16	40,223.18	42,236.64
<i>Step 2</i>	34,748.44	36,484.93	38,307.16	40,223.18	42,236.64	44,347.72
<i>Step 3</i>	36,402.89	38,221.42	40,129.39	42,139.20	44,250.10	46,458.80
<i>Step 4</i>	38,057.34	39,957.91	41,951.62	44,055.22	46,263.56	48,569.88
<i>Step 5</i>	39,711.79	41,694.40	43,773.85	45,971.24	48,277.02	50,680.96
<i>Step 6</i>	41,366.24	43,430.89	45,596.08	47,887.26	50,290.48	52,792.04
<i>Step 7</i>	43,020.69	45,167.38	47,418.31	49,803.28	52,303.94	54,903.12
<i>Step 8</i>	44,675.14	46,903.87	49,240.54	51,719.30	54,317.40	57,014.20
<i>Step 9</i>	46,329.59	48,640.36	51,062.77	53,635.32	56,330.86	59,125.28

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	2,216.38	2,329.61	2,446.57	2,567.65	2,696.41	2,828.99
<i>Step 1</i>	44,347.72	46,564.10	48,893.71	51,340.28	53,907.93	56,604.34
<i>Step 2</i>	46,564.10	48,893.71	51,340.28	53,907.93	56,604.34	59,433.33
<i>Step 3</i>	48,780.48	51,223.32	53,786.85	56,475.58	59,300.75	62,262.32
<i>Step 4</i>	50,996.86	53,552.93	56,233.42	59,043.23	61,997.16	65,091.31
<i>Step 5</i>	53,213.24	55,882.54	58,679.99	61,610.88	64,693.57	67,920.30
<i>Step 6</i>	55,429.62	58,212.15	61,126.56	64,178.53	67,389.98	70,749.29
<i>Step 7</i>	57,646.00	60,541.76	63,573.13	66,746.18	70,086.39	73,578.28
<i>Step 8</i>	59,862.38	62,871.37	66,019.70	69,313.83	72,782.80	76,407.27
<i>Step 9</i>	62,078.76	65,200.98	68,466.27	71,881.48	75,479.21	79,236.26

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,973.41	3,121.72	3,277.73	3,441.77	3,613.30	3,792.90
<i>Step 1</i>	59,433.33	62,406.74	65,528.46	68,806.19	72,247.96	75,861.26
<i>Step 2</i>	62,406.74	65,528.46	68,806.19	72,247.96	75,861.26	79,654.16
<i>Step 3</i>	65,380.15	68,650.18	72,083.92	75,689.73	79,474.56	83,447.06
<i>Step 4</i>	68,353.56	71,771.90	75,361.65	79,131.50	83,087.86	87,239.96
<i>Step 5</i>	71,326.97	74,893.62	78,639.38	82,573.27	86,701.16	91,032.86
<i>Step 6</i>	74,300.38	78,015.34	81,917.11	86,015.04	90,314.46	94,825.76
<i>Step 7</i>	77,273.79	81,137.06	85,194.84	89,456.81	93,927.76	98,618.66
<i>Step 8</i>	80,247.20	84,258.78	88,472.57	92,898.58	97,541.06	102,411.56
<i>Step 9</i>	83,220.61	87,380.50	91,750.30	96,340.35	101,154.36	106,204.46

**SALARY SCHEDULE**  
**Effective: June 29, 2002**  
**Covering Employee Relations Group: L**

<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,678.66	1,761.94	1,849.00	1,944.09	2,042.92	2,142.04
<i>Step 1</i>	34,568.03	36,246.69	38,008.63	39,857.63	41,801.72	43,844.64
<i>Step 2</i>	36,246.69	38,008.63	39,857.63	41,801.72	43,844.64	45,986.68
<i>Step 3</i>	37,925.35	39,770.57	41,706.63	43,745.81	45,887.56	48,128.72
<i>Step 4</i>	39,604.01	41,532.51	43,555.63	45,689.90	47,930.48	50,270.76
<i>Step 5</i>	41,282.67	43,294.45	45,404.63	47,633.99	49,973.40	52,412.80
<i>Step 6</i>	42,961.33	45,056.39	47,253.63	49,578.08	52,016.32	54,554.84
<i>Step 7</i>	44,639.99	46,818.33	49,102.63	51,522.17	54,059.24	56,696.88
<i>Step 8</i>	46,318.65	48,580.27	50,951.63	53,466.26	56,102.16	58,838.92
<i>Step 9</i>	47,997.31	50,342.21	52,800.63	55,410.35	58,145.08	60,980.96

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	2,248.87	2,363.74	2,482.42	2,605.34	2,735.90	2,870.45
<i>Step 1</i>	45,986.68	48,235.55	50,599.29	53,081.71	55,687.05	58,422.95
<i>Step 2</i>	48,235.55	50,599.29	53,081.71	55,687.05	58,422.95	61,293.40
<i>Step 3</i>	50,484.42	52,963.03	55,564.13	58,292.39	61,158.85	64,163.85
<i>Step 4</i>	52,733.29	55,326.77	58,046.55	60,897.73	63,894.75	67,034.30
<i>Step 5</i>	54,982.16	57,690.51	60,528.97	63,503.07	66,630.65	69,904.75
<i>Step 6</i>	57,231.03	60,054.25	63,011.39	66,108.41	69,366.55	72,775.20
<i>Step 7</i>	59,479.90	62,417.99	65,493.81	68,713.75	72,102.45	75,645.65
<i>Step 8</i>	61,728.77	64,781.73	67,976.23	71,319.09	74,838.35	78,516.10
<i>Step 9</i>	63,977.64	67,145.47	70,458.65	73,924.43	77,574.25	81,386.55

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	3,017.03	3,167.43	3,325.81	3,492.20	3,666.25	3,848.48
<i>Step 1</i>	61,293.40	64,310.43	67,477.86	70,803.67	74,295.87	77,962.12
<i>Step 2</i>	64,310.43	67,477.86	70,803.67	74,295.87	77,962.12	81,810.60
<i>Step 3</i>	67,327.46	70,645.29	74,129.48	77,788.07	81,628.37	85,659.08
<i>Step 4</i>	70,344.49	73,812.72	77,455.29	81,280.27	85,294.62	89,507.56
<i>Step 5</i>	73,361.52	76,980.15	80,781.10	84,772.47	88,960.87	93,356.04
<i>Step 6</i>	76,378.55	80,147.58	84,106.91	88,264.67	92,627.12	97,204.52
<i>Step 7</i>	79,395.58	83,315.01	87,432.72	91,756.87	96,293.37	101,053.00
<i>Step 8</i>	82,412.61	86,482.44	90,758.53	95,249.07	99,959.62	104,901.48
<i>Step 9</i>	85,429.64	89,649.87	94,084.34	98,741.27	103,625.87	108,749.96

**SALARY SCHEDULE**  
**Effective: October 6, 2001**  
**Covering Employee Relations Groups: M X Z**

<b>Range</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<i>Increment</i>	690.82	722.82	757.89	795.72	836.50	880.28
<i>Step 1</i>	13,763.53	14,454.35	15,177.17	15,935.06	16,730.78	17,567.28
<i>Step 2</i>	14,454.35	15,177.17	15,935.06	16,730.78	17,567.28	18,447.56
<i>Step 3</i>	15,145.17	15,899.99	16,692.95	17,526.50	18,403.78	19,327.84
<i>Step 4</i>	15,835.99	16,622.81	17,450.84	18,322.22	19,240.28	20,208.12
<i>Step 5</i>	16,526.81	17,345.63	18,208.73	19,117.94	20,076.78	21,088.40
<i>Step 6</i>	17,217.63	18,068.45	18,966.62	19,913.66	20,913.28	21,968.68
<i>Step 7</i>	17,908.45	18,791.27	19,724.51	20,709.38	21,749.78	22,848.96
<i>Step 8</i>	18,599.27	19,514.09	20,482.40	21,505.10	22,586.28	23,729.24
<i>Step 9</i>	19,290.09	20,236.91	21,240.29	22,300.82	23,422.78	24,609.52

<b>Range</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<i>Increment</i>	924.00	970.62	1,017.25	1,066.81	1,119.28	1,174.66
<i>Step 1</i>	18,447.56	19,371.56	20,342.18	21,359.43	22,426.24	23,545.52
<i>Step 2</i>	19,371.56	20,342.18	21,359.43	22,426.24	23,545.52	24,720.18
<i>Step 3</i>	20,295.56	21,312.80	22,376.68	23,493.05	24,664.80	25,894.84
<i>Step 4</i>	21,219.56	22,283.42	23,393.93	24,559.86	25,784.08	27,069.50
<i>Step 5</i>	22,143.56	23,254.04	24,411.18	25,626.67	26,903.36	28,244.16
<i>Step 6</i>	23,067.56	24,224.66	25,428.43	26,693.48	28,022.64	29,418.82
<i>Step 7</i>	23,991.56	25,195.28	26,445.68	27,760.29	29,141.92	30,593.48
<i>Step 8</i>	24,915.56	26,165.90	27,462.93	28,827.10	30,261.20	31,768.14
<i>Step 9</i>	25,839.56	27,136.52	28,480.18	29,893.91	31,380.48	32,942.80

<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,235.80	1,297.12	1,361.17	1,431.15	1,504.06	1,576.85
<i>Step 1</i>	24,720.18	25,955.98	27,253.10	28,614.27	30,045.42	31,549.48
<i>Step 2</i>	25,955.98	27,253.10	28,614.27	30,045.42	31,549.48	33,126.33
<i>Step 3</i>	27,191.78	28,550.22	29,975.44	31,476.57	33,053.54	34,703.18
<i>Step 4</i>	28,427.58	29,847.34	31,336.61	32,907.72	34,557.60	36,280.03
<i>Step 5</i>	29,663.38	31,144.46	32,697.78	34,338.87	36,061.66	37,856.88
<i>Step 6</i>	30,899.18	32,441.58	34,058.95	35,770.02	37,565.72	39,433.73
<i>Step 7</i>	32,134.98	33,738.70	35,420.12	37,201.17	39,069.78	41,010.58
<i>Step 8</i>	33,370.78	35,035.82	36,781.29	38,632.32	40,573.84	42,587.43
<i>Step 9</i>	34,606.58	36,332.94	38,142.46	40,063.47	42,077.90	44,164.28

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	1,655.59	1,740.13	1,827.54	1,917.93	2,014.09	2,113.20
<i>Step 1</i>	33,126.33	34,781.92	36,522.05	38,349.59	40,267.52	42,281.61
<i>Step 2</i>	34,781.92	36,522.05	38,349.59	40,267.52	42,281.61	44,394.81
<i>Step 3</i>	36,437.51	38,262.18	40,177.13	42,185.45	44,295.70	46,508.01
<i>Step 4</i>	38,093.10	40,002.31	42,004.67	44,103.38	46,309.79	48,621.21
<i>Step 5</i>	39,748.69	41,742.44	43,832.21	46,021.31	48,323.88	50,734.41
<i>Step 6</i>	41,404.28	43,482.57	45,659.75	47,939.24	50,337.97	52,847.61
<i>Step 7</i>	43,059.87	45,222.70	47,487.29	49,857.17	52,352.06	54,960.81
<i>Step 8</i>	44,715.46	46,962.83	49,314.83	51,775.10	54,366.15	57,074.01
<i>Step 9</i>	46,371.05	48,702.96	51,142.37	53,693.03	56,380.24	59,187.21

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,221.04	2,331.83	2,448.39	2,570.84	2,699.04	2,833.18
<i>Step 1</i>	44,394.81	46,615.85	48,947.68	51,396.07	53,966.91	56,665.95
<i>Step 2</i>	46,615.85	48,947.68	51,396.07	53,966.91	56,665.95	59,499.13
<i>Step 3</i>	48,836.89	51,279.51	53,844.46	56,537.75	59,364.99	62,332.31
<i>Step 4</i>	51,057.93	53,611.34	56,292.85	59,108.59	62,064.03	65,165.49
<i>Step 5</i>	53,278.97	55,943.17	58,741.24	61,679.43	64,763.07	67,998.67
<i>Step 6</i>	55,500.01	58,275.00	61,189.63	64,250.27	67,462.11	70,831.85
<i>Step 7</i>	57,721.05	60,606.83	63,638.02	66,821.11	70,161.15	73,665.03
<i>Step 8</i>	59,942.09	62,938.66	66,086.41	69,391.95	72,860.19	76,498.21
<i>Step 9</i>	62,163.13	65,270.49	68,534.80	71,962.79	75,559.23	79,331.39

<b>Range</b>	<b>31</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>36</b>
<i>Increment</i>	2,975.98	3,124.64	3,279.10	3,445.27	3,614.31	3,795.04
<i>Step 1</i>	59,499.13	62,475.11	65,599.75	68,878.85	72,324.12	75,938.43
<i>Step 2</i>	62,475.11	65,599.75	68,878.85	72,324.12	75,938.43	79,733.47
<i>Step 3</i>	65,451.09	68,724.39	72,157.95	75,769.39	79,552.74	83,528.51
<i>Step 4</i>	68,427.07	71,849.03	75,437.05	79,214.66	83,167.05	87,323.55
<i>Step 5</i>	71,403.05	74,973.67	78,716.15	82,659.93	86,781.36	91,118.59
<i>Step 6</i>	74,379.03	78,098.31	81,995.25	86,105.20	90,395.67	94,913.63
<i>Step 7</i>	77,355.01	81,222.95	85,274.35	89,550.47	94,009.98	98,708.67
<i>Step 8</i>	80,330.99	84,347.59	88,553.45	92,995.74	97,624.29	102,503.71
<i>Step 9</i>	83,306.97	87,472.23	91,832.55	96,441.01	101,238.60	106,298.75

<b>Range</b>	<b>37</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>41</b>	<b>42</b>
<i>Increment</i>	3,987.41	4,185.57	4,395.47	4,614.08	4,847.21	5,086.30
<i>Step 1</i>	79,733.47	83,720.88	87,906.45	92,301.92	96,916.00	101,763.21
<i>Step 2</i>	83,720.88	87,906.45	92,301.92	96,916.00	101,763.21	106,849.51
<i>Step 3</i>	87,708.29	92,092.02	96,697.39	101,530.08	106,610.42	111,935.81
<i>Step 4</i>	91,695.70	96,277.59	101,092.86	106,144.16	111,457.63	117,022.11
<i>Step 5</i>	95,683.11	100,463.16	105,488.33	110,758.24	116,304.84	122,108.41
<i>Step 6</i>	99,670.52	104,648.73	109,883.80	115,372.32	121,152.05	127,194.71
<i>Step 7</i>	103,657.93	108,834.30	114,279.27	119,986.40	125,999.26	132,281.01
<i>Step 8</i>	107,645.34	113,019.87	118,674.74	124,600.48	130,846.47	137,367.31
<i>Step 9</i>	111,632.75	117,205.44	123,070.21	129,214.56	135,693.68	142,453.61

<b>Range</b>	<b>43</b>	<b>44</b>	<b>45</b>
<i>Increment</i>	5,342.79	5,610.92	5,890.71
<i>Step 1</i>	106,849.51	112,192.30	117,803.22
<i>Step 2</i>	112,192.30	117,803.22	123,693.93
<i>Step 3</i>	117,535.09	123,414.14	129,584.64
<i>Step 4</i>	122,877.88	129,025.06	135,475.35
<i>Step 5</i>	128,220.67	134,635.98	141,366.06
<i>Step 6</i>	133,563.46	140,246.90	147,256.77
<i>Step 7</i>	138,906.25	145,857.82	153,147.48
<i>Step 8</i>	144,249.04	151,468.74	159,038.19
<i>Step 9</i>	149,591.83	157,079.66	164,928.90

**SALARY SCHEDULE**  
**Effective: October 6, 2001**  
**Covering Employee Relations Group: MB**

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	1,926.01	2,023.52	2,125.13	2,230.27	2,342.14	2,457.33
<i>Step 1</i>	38,520.22	40,446.23	42,469.75	44,594.88	46,825.15	49,167.29
<i>Step 2</i>	40,446.23	42,469.75	44,594.88	46,825.15	49,167.29	51,624.62
<i>Step 3</i>	42,372.24	44,493.27	46,720.01	49,055.42	51,509.43	54,081.95
<i>Step 4</i>	44,298.25	46,516.79	48,845.14	51,285.69	53,851.57	56,539.28
<i>Step 5</i>	46,224.26	48,540.31	50,970.27	53,515.96	56,193.71	58,996.61
<i>Step 6</i>	48,150.27	50,563.83	53,095.40	55,746.23	58,535.85	61,453.94
<i>Step 7</i>	50,076.28	52,587.35	55,220.53	57,976.50	60,877.99	63,911.27
<i>Step 8</i>	52,002.29	54,610.87	57,345.66	60,206.77	63,220.13	66,368.60
<i>Step 9</i>	53,928.30	56,634.39	59,470.79	62,437.04	65,562.27	68,825.93

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,582.72	2,711.60	2,847.08	2,989.54	3,138.61	3,294.48
<i>Step 1</i>	51,624.62	54,207.34	56,918.94	59,766.02	62,755.56	65,894.17
<i>Step 2</i>	54,207.34	56,918.94	59,766.02	62,755.56	65,894.17	69,188.65
<i>Step 3</i>	56,790.06	59,630.54	62,613.10	65,745.10	69,032.78	72,483.13
<i>Step 4</i>	59,372.78	62,342.14	65,460.18	68,734.64	72,171.39	75,777.61
<i>Step 5</i>	61,955.50	65,053.74	68,307.26	71,724.18	75,310.00	79,072.09
<i>Step 6</i>	64,538.22	67,765.34	71,154.34	74,713.72	78,448.61	82,366.57
<i>Step 7</i>	67,120.94	70,476.94	74,001.42	77,703.26	81,587.22	85,661.05
<i>Step 8</i>	69,703.66	73,188.54	76,848.50	80,692.80	84,725.83	88,955.53
<i>Step 9</i>	72,286.38	75,900.14	79,695.58	83,682.34	87,864.44	92,250.01

<b>Range</b>	<b>31</b>	<b>32</b>	<b>33</b>
<i>Increment</i>	3,460.65	3,633.48	3,813.16
<i>Step 1</i>	69,188.65	72,649.30	76,282.78
<i>Step 2</i>	72,649.30	76,282.78	80,095.94
<i>Step 3</i>	76,109.95	79,916.26	83,909.10
<i>Step 4</i>	79,570.60	83,549.74	87,722.26
<i>Step 5</i>	83,031.25	87,183.22	91,535.42
<i>Step 6</i>	86,491.90	90,816.70	95,348.58
<i>Step 7</i>	89,952.55	94,450.18	99,161.74
<i>Step 8</i>	93,413.20	98,083.66	102,974.90
<i>Step 9</i>	96,873.85	101,717.14	106,788.06



**SALARY SCHEDULE**  
**Effective: October 6, 2001**  
**Covering Employee Relations Group: MD**

<b>Range</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>
<i>Increment</i>	1,606.78	1,687.21	1,772.93	1,862.28	1,954.32	2,052.34
<i>Step 1</i>	32,148.24	33,755.02	35,442.23	37,215.16	39,077.44	41,031.76
<i>Step 2</i>	33,755.02	35,442.23	37,215.16	39,077.44	41,031.76	43,084.10
<i>Step 3</i>	35,361.80	37,129.44	38,988.09	40,939.72	42,986.08	45,136.44
<i>Step 4</i>	36,968.58	38,816.65	40,761.02	42,802.00	44,940.40	47,188.78
<i>Step 5</i>	38,575.36	40,503.86	42,533.95	44,664.28	46,894.72	49,241.12
<i>Step 6</i>	40,182.14	42,191.07	44,306.88	46,526.56	48,849.04	51,293.46
<i>Step 7</i>	41,788.92	43,878.28	46,079.81	48,388.84	50,803.36	53,345.80
<i>Step 8</i>	43,395.70	45,565.49	47,852.74	50,251.12	52,757.68	55,398.14
<i>Step 9</i>	45,002.48	47,252.70	49,625.67	52,113.40	54,712.00	57,450.48

<b>Range</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>
<i>Increment</i>	2,153.31	2,263.20	2,376.08	2,494.86	2,619.67	2,750.24
<i>Step 1</i>	43,084.10	45,237.41	47,500.61	49,876.69	52,371.55	54,991.22
<i>Step 2</i>	45,237.41	47,500.61	49,876.69	52,371.55	54,991.22	57,741.46
<i>Step 3</i>	47,390.72	49,763.81	52,252.77	54,866.41	57,610.89	60,491.70
<i>Step 4</i>	49,544.03	52,027.01	54,628.85	57,361.27	60,230.56	63,241.94
<i>Step 5</i>	51,697.34	54,290.21	57,004.93	59,856.13	62,850.23	65,992.18
<i>Step 6</i>	53,850.65	56,553.41	59,381.01	62,350.99	65,469.90	68,742.42
<i>Step 7</i>	56,003.96	58,816.61	61,757.09	64,845.85	68,089.57	71,492.66
<i>Step 8</i>	58,157.27	61,079.81	64,133.17	67,340.71	70,709.24	74,242.90
<i>Step 9</i>	60,310.58	63,343.01	66,509.25	69,835.57	73,328.91	76,993.14

<b>Range</b>	<b>30</b>	<b>31</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>35</b>
<i>Increment</i>	2,886.95	3,032.44	3,183.98	3,341.34	3,510.63	3,682.90
<i>Step 1</i>	57,741.46	60,628.41	63,660.85	66,844.83	70,186.17	73,696.80
<i>Step 2</i>	60,628.41	63,660.85	66,844.83	70,186.17	73,696.80	77,379.70
<i>Step 3</i>	63,515.36	66,693.29	70,028.81	73,527.51	77,207.43	81,062.60
<i>Step 4</i>	66,402.31	69,725.73	73,212.79	76,868.85	80,718.06	84,745.50
<i>Step 5</i>	69,289.26	72,758.17	76,396.77	80,210.19	84,228.69	88,428.40
<i>Step 6</i>	72,176.21	75,790.61	79,580.75	83,551.53	87,739.32	92,111.30
<i>Step 7</i>	75,063.16	78,823.05	82,764.73	86,892.87	91,249.95	95,794.20
<i>Step 8</i>	77,950.11	81,855.49	85,948.71	90,234.21	94,760.58	99,477.10
<i>Step 9</i>	80,837.06	84,887.93	89,132.69	93,575.55	98,271.21	103,160.00



<b>Range</b>	<b>36</b>	<b>37</b>	<b>38</b>
<i>Increment</i>	3,867.06	4,063.14	4,264.98
<i>Step 1</i>	77,379.70	81,246.76	85,309.90
<i>Step 2</i>	81,246.76	85,309.90	89,574.88
<i>Step 3</i>	85,113.82	89,373.04	93,839.86
<i>Step 4</i>	88,980.88	93,436.18	98,104.84
<i>Step 5</i>	92,847.94	97,499.32	102,369.82
<i>Step 6</i>	96,715.00	101,562.46	106,634.80
<i>Step 7</i>	100,582.06	105,625.60	110,899.78
<i>Step 8</i>	104,449.12	109,688.74	115,164.76
<i>Step 9</i>	108,316.18	113,751.88	119,429.74

**SALARY SCHEDULE**  
**Effective: October 6, 2001**  
**Covering Employee Relations Group: M3**

<b>Range</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>
<i>Increment</i>	2,023.50	2,125.16	2,230.26	2,342.15	2,457.29	2,582.76
<i>Step 1</i>	41,308.66	43,332.16	45,457.32	47,687.58	50,029.73	52,487.02
<i>Step 2</i>	43,332.16	45,457.32	47,687.58	50,029.73	52,487.02	55,069.78
<i>Step 3</i>	45,355.66	47,582.48	49,917.84	52,371.88	54,944.31	57,652.54
<i>Step 4</i>	47,379.16	49,707.64	52,148.10	54,714.03	57,401.60	60,235.30
<i>Step 5</i>	49,402.66	51,832.80	54,378.36	57,056.18	59,858.89	62,818.06
<i>Step 6</i>	51,426.16	53,957.96	56,608.62	59,398.33	62,316.18	65,400.82
<i>Step 7</i>	53,449.66	56,083.12	58,838.88	61,740.48	64,773.47	67,983.58
<i>Step 8</i>	55,473.16	58,208.28	61,069.14	64,082.63	67,230.76	70,566.34
<i>Step 9</i>	57,496.66	60,333.44	63,299.40	66,424.78	69,688.05	73,149.10

<b>Range</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>
<i>Increment</i>	2,711.56	2,847.10	2,989.55	3,138.62	3,294.47	3,460.66
<i>Step 1</i>	55,069.78	57,781.34	60,628.44	63,617.99	66,756.61	70,051.08
<i>Step 2</i>	57,781.34	60,628.44	63,617.99	66,756.61	70,051.08	73,511.74
<i>Step 3</i>	60,492.90	63,475.54	66,607.54	69,895.23	73,345.55	76,972.40
<i>Step 4</i>	63,204.46	66,322.64	69,597.09	73,033.85	76,640.02	80,433.06
<i>Step 5</i>	65,916.02	69,169.74	72,586.64	76,172.47	79,934.49	83,893.72
<i>Step 6</i>	68,627.58	72,016.84	75,576.19	79,311.09	83,228.96	87,354.38
<i>Step 7</i>	71,339.14	74,863.94	78,565.74	82,449.71	86,523.43	90,815.04
<i>Step 8</i>	74,050.70	77,711.04	81,555.29	85,588.33	89,817.90	94,275.70
<i>Step 9</i>	76,762.26	80,558.14	84,544.84	88,726.95	93,112.37	97,736.36

<b>Range</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>36</b>	<b>37</b>
<i>Increment</i>	3,633.48	3,813.17	4,047.90	4,250.33	4,462.83	4,685.98
<i>Step 1</i>	73,511.74	77,145.22	80,958.39	85,006.29	89,256.62	93,719.45
<i>Step 2</i>	77,145.22	80,958.39	85,006.29	89,256.62	93,719.45	98,405.43
<i>Step 3</i>	80,778.70	84,771.56	89,054.19	93,506.95	98,182.28	103,091.41
<i>Step 4</i>	84,412.18	88,584.73	93,102.09	97,757.28	102,645.11	107,777.39
<i>Step 5</i>	88,045.66	92,397.90	97,149.99	102,007.61	107,107.94	112,463.37
<i>Step 6</i>	91,679.14	96,211.07	101,197.89	106,257.94	111,570.77	117,149.35
<i>Step 7</i>	95,312.62	100,024.24	105,245.79	110,508.27	116,033.60	121,835.33
<i>Step 8</i>	98,946.10	103,837.41	109,293.69	114,758.60	120,496.43	126,521.31
<i>Step 9</i>	102,579.58	107,650.58	113,341.59	119,008.93	124,959.26	131,207.29

**SALARY SCHEDULE**  
**Effective: June 28, 2003**  
**Covering Employee Relations Group: N**

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>
<i>Increment</i>	2,035.30	2,139.23	2,246.67	2,357.81	2,476.05
<i>Step 1</i>	54,496.45	56,531.75	60,123.08	60,917.66	63,275.47
<i>Step 2</i>	56,531.75	58,670.98	62,369.75	63,275.47	65,751.52
<i>Step 3</i>	58,567.05	60,810.21	64,616.42	65,633.28	68,227.57
<i>Step 4</i>	60,602.35	62,949.44	66,863.09	67,991.09	70,703.62
<i>Step 5</i>	62,637.65	65,088.67	69,109.76	70,348.90	73,179.67
<i>Step 6</i>	64,672.95	67,227.90	71,356.43	72,706.71	75,655.72
<i>Step 7</i>	66,708.25	69,367.13	73,603.10	75,064.52	78,131.77
<i>Step 8</i>	68,743.55	71,506.36	75,849.77	77,422.33	80,607.82
<i>Step 9</i>	70,778.85	73,645.59	78,096.44	79,780.14	83,083.87

<b>Range</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<i>Increment</i>	2,597.83	2,730.45	2,866.63	3,009.93
<i>Step 1</i>	65,751.52	68,349.35	71,079.80	73,946.43
<i>Step 2</i>	68,349.35	71,079.80	73,946.43	76,956.36
<i>Step 3</i>	70,947.18	73,810.25	76,813.06	79,966.29
<i>Step 4</i>	73,545.01	76,540.70	79,679.69	82,976.22
<i>Step 5</i>	76,142.84	79,271.15	82,546.32	85,986.15
<i>Step 6</i>	78,740.67	82,001.60	85,412.95	88,996.08
<i>Step 7</i>	81,338.50	84,732.05	88,279.58	92,006.01
<i>Step 8</i>	83,936.33	87,462.50	91,146.21	95,015.94
<i>Step 9</i>	87,651.46	90,192.95	94,012.84	98,025.87

**SALARY SCHEDULE**  
**12 Month Employees Effective: December 28, 2002**  
**10 Month Employees Effective: January 25, 2003**  
**Covering Employee Relations Groups: P R S V Y**

<b>Range</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
<i>Increment</i>	687.65	719.49	754.41	792.07	832.64	876.25
<i>Step 1</i>	16,726.73	17,414.38	18,133.87	18,888.28	19,680.35	20,512.99
<i>Step 2</i>	17,414.38	18,133.87	18,888.28	19,680.35	20,512.99	21,389.24
<i>Step 3</i>	18,102.03	18,853.36	19,642.69	20,472.42	21,345.63	22,265.49
<i>Step 4</i>	18,789.68	19,572.85	20,397.10	21,264.49	22,178.27	23,141.74
<i>Step 5</i>	19,477.33	20,292.34	21,151.51	22,056.56	23,010.91	24,017.99
<i>Step 6</i>	20,164.98	21,011.83	21,905.92	22,848.63	23,843.55	24,894.24
<i>Step 7</i>	20,852.63	21,731.32	22,660.33	23,640.70	24,676.19	25,770.49
<i>Step 8</i>	21,540.28	22,450.81	23,414.74	24,432.77	25,508.83	26,646.74
<i>Step 9</i>	22,227.93	23,170.30	24,169.15	25,224.84	26,341.47	27,522.99

<b>Range</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12</b>
<i>Increment</i>	919.73	966.15	1,012.59	1,061.90	1,114.13	1,169.26
<i>Step 1</i>	21,389.24	22,308.97	23,275.12	24,287.71	25,349.61	26,463.74
<i>Step 2</i>	22,308.97	23,275.12	24,287.71	25,349.61	26,463.74	27,633.00
<i>Step 3</i>	23,228.70	24,241.27	25,300.30	26,411.51	27,577.87	28,802.26
<i>Step 4</i>	24,148.43	25,207.42	26,312.89	27,473.41	28,692.00	29,971.52
<i>Step 5</i>	25,068.16	26,173.57	27,325.48	28,535.31	29,806.13	31,140.78
<i>Step 6</i>	25,987.89	27,139.72	28,338.07	29,597.21	30,920.26	32,310.04
<i>Step 7</i>	26,907.62	28,105.87	29,350.66	30,659.11	32,034.39	33,479.30
<i>Step 8</i>	27,827.35	29,072.02	30,363.25	31,721.01	33,148.52	34,648.56
<i>Step 9</i>	28,747.08	30,038.17	31,375.84	32,782.91	34,262.65	35,817.82

<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,230.12	1,291.15	1,354.90	1,424.58	1,497.14	1,569.60
<i>Step 1</i>	27,633.00	28,863.12	30,154.27	31,509.17	32,933.75	34,430.89
<i>Step 2</i>	28,863.12	30,154.27	31,509.17	32,933.75	34,430.89	36,000.49
<i>Step 3</i>	30,093.24	31,445.42	32,864.07	34,358.33	35,928.03	37,570.09
<i>Step 4</i>	31,323.36	32,736.57	34,218.97	35,782.91	37,425.17	39,139.69
<i>Step 5</i>	32,553.48	34,027.72	35,573.87	37,207.49	38,922.31	40,709.29
<i>Step 6</i>	33,783.60	35,318.87	36,928.77	38,632.07	40,419.45	42,278.89
<i>Step 7</i>	35,013.72	36,610.02	38,283.67	40,056.65	41,916.59	43,848.49
<i>Step 8</i>	36,243.84	37,901.17	39,638.57	41,481.23	43,413.73	45,418.09
<i>Step 9</i>	37,473.96	39,192.32	40,993.47	42,905.81	44,910.87	46,987.69

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	1,647.95	1,732.13	1,819.15	1,909.11	2,004.82	2,103.48
<i>Step 1</i>	36,000.49	37,648.44	39,380.57	41,199.72	43,108.83	45,113.65
<i>Step 2</i>	37,648.44	39,380.57	41,199.72	43,108.83	45,113.65	47,217.13
<i>Step 3</i>	39,296.39	41,112.70	43,018.87	45,017.94	47,118.47	49,320.61
<i>Step 4</i>	40,944.34	42,844.83	44,838.02	46,927.05	49,123.29	51,424.09
<i>Step 5</i>	42,592.29	44,576.96	46,657.17	48,836.16	51,128.11	53,527.57
<i>Step 6</i>	44,240.24	46,309.09	48,476.32	50,745.27	53,132.93	55,631.05
<i>Step 7</i>	45,888.19	48,041.22	50,295.47	52,654.38	55,137.75	57,734.53
<i>Step 8</i>	47,536.14	49,773.35	52,114.62	54,563.49	57,142.57	59,838.01
<i>Step 9</i>	49,184.09	51,505.48	53,933.77	56,472.60	59,147.39	61,941.49

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,210.83	2,321.10	2,437.14	2,559.00	2,686.65	2,820.14
<i>Step 1</i>	47,217.13	49,427.96	51,749.06	54,186.20	56,745.20	59,431.85
<i>Step 2</i>	49,427.96	51,749.06	54,186.20	56,745.20	59,431.85	62,251.99
<i>Step 3</i>	51,638.79	54,070.16	56,623.34	59,304.20	62,118.50	65,072.13
<i>Step 4</i>	53,849.62	56,391.26	59,060.48	61,863.20	64,805.15	67,892.27
<i>Step 5</i>	56,060.45	58,712.36	61,497.62	64,422.20	67,491.80	70,712.41
<i>Step 6</i>	58,271.28	61,033.46	63,934.76	66,981.20	70,178.45	73,532.55
<i>Step 7</i>	60,482.11	63,354.56	66,371.90	69,540.20	72,865.10	76,352.69
<i>Step 8</i>	62,692.94	65,675.66	68,809.04	72,099.20	75,551.75	79,172.83
<i>Step 9</i>	64,903.77	67,996.76	71,246.18	74,658.20	78,238.40	81,992.97

<b>Range</b>	<b>31</b>	<b>32</b>	<b>33</b>	<b>34</b>	<b>35</b>	<b>36</b>
<i>Increment</i>	2,962.27	3,110.26	3,264.04	3,429.42	3,597.67	3,777.59
<i>Step 1</i>	62,251.99	65,214.26	68,324.52	71,588.56	75,017.98	78,615.65
<i>Step 2</i>	65,214.26	68,324.52	71,588.56	75,017.98	78,615.65	82,393.24
<i>Step 3</i>	68,176.53	71,434.78	74,852.60	78,447.40	82,213.32	86,170.83
<i>Step 4</i>	71,138.80	74,545.04	78,116.64	81,876.82	85,810.99	89,948.42
<i>Step 5</i>	74,101.07	77,655.30	81,380.68	85,306.24	89,408.66	93,726.01
<i>Step 6</i>	77,063.34	80,765.56	84,644.72	88,735.66	93,006.33	97,503.60
<i>Step 7</i>	80,025.61	83,875.82	87,908.76	92,165.08	96,604.00	101,281.19
<i>Step 8</i>	82,987.88	86,986.08	91,172.80	95,594.50	100,201.67	105,058.78
<i>Step 9</i>	85,950.15	90,096.34	94,436.84	99,023.92	103,799.34	108,836.37

<b>Range</b>	<b>37</b>	<b>38</b>	<b>39</b>	<b>40</b>	<b>41</b>	<b>42</b>
<i>Increment</i>	3,969.06	4,166.33	4,375.26	4,592.86	4,824.92	5,062.90
<i>Step 1</i>	82,393.24	86,362.30	90,528.63	94,903.89	99,496.75	104,321.67
<i>Step 2</i>	86,362.30	90,528.63	94,903.89	99,496.75	104,321.67	109,384.57
<i>Step 3</i>	90,331.36	94,694.96	99,279.15	104,089.61	109,146.59	114,447.47
<i>Step 4</i>	94,300.42	98,861.29	103,654.41	108,682.47	113,971.51	119,510.37
<i>Step 5</i>	98,269.48	103,027.62	108,029.67	113,275.33	118,796.43	124,573.27
<i>Step 6</i>	102,238.54	107,193.95	112,404.93	117,868.19	123,621.35	129,636.17
<i>Step 7</i>	106,207.60	111,360.28	116,780.19	122,461.05	128,446.27	134,699.07
<i>Step 8</i>	110,176.66	115,526.61	121,155.45	127,053.91	133,271.19	139,761.97
<i>Step 9</i>	114,145.72	119,692.94	125,530.71	131,646.77	138,096.11	144,824.87

<b>Range</b>	<b>43</b>	<b>44</b>	<b>45</b>
<i>Increment</i>	5,318.22	5,585.11	5,863.61
<i>Step 1</i>	109,384.57	114,702.79	120,287.90
<i>Step 2</i>	114,702.79	120,287.90	126,151.51
<i>Step 3</i>	120,021.01	125,873.01	132,015.12
<i>Step 4</i>	125,339.23	131,458.12	137,878.73
<i>Step 5</i>	130,657.45	137,043.23	143,742.34
<i>Step 6</i>	135,975.67	142,628.34	149,605.95
<i>Step 7</i>	141,293.89	148,213.45	155,469.56
<i>Step 8</i>	146,612.11	153,798.56	161,333.17
<i>Step 9</i>	151,930.33	159,383.67	167,196.78

**SALARY SCHEDULE**  
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<b>Range</b>	<b>17</b>	<b>18</b>	<b>19</b>
<i>Increment</i>	2,298.78	2,410.23	2,530.52
<i>Step 1</i>	45,923.02	52,911.55	55,321.78
<i>Step 2</i>	48,221.80	55,321.78	57,852.30
<i>Step 3</i>	50,520.58	57,732.01	60,382.82
<i>Step 4</i>	52,819.36	60,142.24	62,913.34
<i>Step 5</i>	55,118.14	62,552.47	65,443.86
<i>Step 6</i>	57,416.92	64,962.70	67,974.38
<i>Step 7</i>	59,715.70	67,372.93	70,504.90
<i>Step 8</i>	62,014.48	69,783.16	73,035.42
<i>Step 9</i>	64,313.26	72,193.39	75,565.94

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<b>Range</b>	<b>10</b>	<b>11</b>	<b>12</b>	<b>13</b>	<b>14</b>	<b>15</b>
<i>Increment</i>	1,082.02	1,135.31	1,191.41	1,253.51	1,315.64	1,380.60
<i>Step 1</i>	24,691.25	25,773.27	26,908.58	28,099.99	29,353.50	30,669.14
<i>Step 2</i>	25,773.27	26,908.58	28,099.99	29,353.50	30,669.14	32,049.74
<i>Step 3</i>	26,855.29	28,043.89	29,291.40	30,607.01	31,984.78	33,430.34
<i>Step 4</i>	27,937.31	29,179.20	30,482.81	31,860.52	33,300.42	34,810.94
<i>Step 5</i>	29,019.33	30,314.51	31,674.22	33,114.03	34,616.06	36,191.54
<i>Step 6</i>	30,101.35	31,449.82	32,865.63	34,367.54	35,931.70	37,572.14
<i>Step 7</i>	31,183.37	32,585.13	34,057.04	35,621.05	37,247.34	38,952.74
<i>Step 8</i>	32,265.39	33,720.44	35,248.45	36,874.56	38,562.98	40,333.34
<i>Step 9</i>	33,347.41	34,855.75	36,439.86	38,128.07	39,878.62	41,713.94

<b>Range</b>	<b>16</b>	<b>17</b>	<b>18</b>	<b>19</b>	<b>20</b>	<b>21</b>
<i>Increment</i>	1,451.64	1,525.52	1,599.39	1,679.44	1,764.78	1,853.71
<i>Step 1</i>	32,049.74	33,501.38	35,026.90	36,626.29	38,305.73	40,070.51
<i>Step 2</i>	33,501.38	35,026.90	36,626.29	38,305.73	40,070.51	41,924.22
<i>Step 3</i>	34,953.02	36,552.42	38,225.68	39,985.17	41,835.29	43,777.93
<i>Step 4</i>	36,404.66	38,077.94	39,825.07	41,664.61	43,600.07	45,631.64
<i>Step 5</i>	37,856.30	39,603.46	41,424.46	43,344.05	45,364.85	47,485.35
<i>Step 6</i>	39,307.94	41,128.98	43,023.85	45,023.49	47,129.63	49,339.06
<i>Step 7</i>	40,759.58	42,654.50	44,623.24	46,702.93	48,894.41	51,192.77
<i>Step 8</i>	42,211.22	44,180.02	46,222.63	48,382.37	50,659.19	53,046.48
<i>Step 9</i>	43,662.86	45,705.54	47,822.02	50,061.81	52,423.97	54,900.19

<b>Range</b>	<b>22</b>	<b>23</b>	<b>24</b>	<b>25</b>	<b>26</b>	<b>27</b>
<i>Increment</i>	1,945.34	2,042.89	2,143.41	2,252.78	2,365.15	2,483.40
<i>Step 1</i>	41,924.22	43,869.56	45,912.45	48,055.86	50,308.64	52,673.79
<i>Step 2</i>	43,869.56	45,912.45	48,055.86	50,308.64	52,673.79	55,157.19
<i>Step 3</i>	45,814.90	47,955.34	50,199.27	52,561.42	55,038.94	57,640.59
<i>Step 4</i>	47,760.24	49,998.23	52,342.68	54,814.20	57,404.09	60,123.99
<i>Step 5</i>	49,705.58	52,041.12	54,486.09	57,066.98	59,769.24	62,607.39
<i>Step 6</i>	51,650.92	54,084.01	56,629.50	59,319.76	62,134.39	65,090.79
<i>Step 7</i>	53,596.26	56,126.90	58,772.91	61,572.54	64,499.54	67,574.19
<i>Step 8</i>	55,541.60	58,169.79	60,916.32	63,825.32	66,864.69	70,057.59
<i>Step 9</i>	57,486.94	60,212.68	63,059.73	66,078.10	69,229.84	72,540.99



<b>Range</b>	<b>28</b>	<b>29</b>	<b>30</b>	<b>31</b>	<b>32</b>	<b>33</b>
<i>Increment</i>	2,607.61	2,737.60	2,873.65	3,018.53	3,169.31	3,325.97
<i>Step 1</i>	55,157.19	57,764.80	60,502.40	63,376.05	66,394.58	69,563.89
<i>Step 2</i>	57,764.80	60,502.40	63,376.05	66,394.58	69,563.89	72,889.86
<i>Step 3</i>	60,372.41	63,240.00	66,249.70	69,413.11	72,733.20	76,215.83
<i>Step 4</i>	62,980.02	65,977.60	69,123.35	72,431.64	75,902.51	79,541.80
<i>Step 5</i>	65,587.63	68,715.20	71,997.00	75,450.17	79,071.82	82,867.77
<i>Step 6</i>	68,195.24	71,452.80	74,870.65	78,468.70	82,241.13	86,193.74
<i>Step 7</i>	70,802.85	74,190.40	77,744.30	81,487.23	85,410.44	89,519.71
<i>Step 8</i>	73,410.46	76,928.00	80,617.95	84,505.76	88,579.75	92,845.68
<i>Step 9</i>	76,018.07	79,665.60	83,491.60	87,524.29	91,749.06	96,171.65

<b>Range</b>	<b>34</b>	<b>35</b>	<b>36</b>
<i>Increment</i>	3,494.49	3,665.96	3,849.28
<i>Step 1</i>	72,889.86	76,384.35	80,050.31
<i>Step 2</i>	76,384.35	80,050.31	83,899.59
<i>Step 3</i>	79,878.84	83,716.27	87,748.87
<i>Step 4</i>	83,373.33	87,382.23	91,598.15
<i>Step 5</i>	86,867.82	91,048.19	95,447.43
<i>Step 6</i>	90,362.31	94,714.15	99,296.71
<i>Step 7</i>	93,856.80	98,380.11	103,145.99
<i>Step 8</i>	97,351.29	102,046.07	106,995.27
<i>Step 9</i>	100,845.78	105,712.03	110,844.55

**SALARY SCHEDULE**  
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<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,678.66	1,761.94	1,849.00	1,944.09	2,042.92	2,142.04
<i>Step 1</i>	34,568.03	36,246.69	38,008.63	39,857.63	41,801.72	43,844.64
<i>Step 2</i>	36,246.69	38,008.63	39,857.63	41,801.72	43,844.64	45,986.68
<i>Step 3</i>	37,925.35	39,770.57	41,706.63	43,745.81	45,887.56	48,128.72
<i>Step 4</i>	39,604.01	41,532.51	43,555.63	45,689.90	47,930.48	50,270.76
<i>Step 5</i>	41,282.67	43,294.45	45,404.63	47,633.99	49,973.40	52,412.80
<i>Step 6</i>	42,961.33	45,056.39	47,253.63	49,578.08	52,016.32	54,554.84
<i>Step 7</i>	44,639.99	46,818.33	49,102.63	51,522.17	54,059.24	56,696.88
<i>Step 8</i>	46,318.65	48,580.27	50,951.63	53,466.26	56,102.16	58,838.92
<i>Step 9</i>	47,997.31	50,342.21	52,800.63	55,410.35	58,145.08	60,980.96

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	2,248.87	2,363.74	2,482.42	2,605.34	2,735.90	2,870.45
<i>Step 1</i>	45,986.68	48,235.55	50,599.29	53,081.71	55,687.05	58,422.95
<i>Step 2</i>	48,235.55	50,599.29	53,081.71	55,687.05	58,422.95	61,293.40
<i>Step 3</i>	50,484.42	52,963.03	55,564.13	58,292.39	61,158.85	64,163.85
<i>Step 4</i>	52,733.29	55,326.77	58,046.55	60,897.73	63,894.75	67,034.30
<i>Step 5</i>	54,982.16	57,690.51	60,528.97	63,503.07	66,630.65	69,904.75
<i>Step 6</i>	57,231.03	60,054.25	63,011.39	66,108.41	69,366.55	72,775.20
<i>Step 7</i>	59,479.90	62,417.99	65,493.81	68,713.75	72,102.45	75,645.65
<i>Step 8</i>	61,728.77	64,781.73	67,976.23	71,319.09	74,838.35	78,516.10
<i>Step 9</i>	63,977.64	67,145.47	70,458.65	73,924.43	77,574.25	81,386.55

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	3,017.03	3,167.43	3,325.81	3,492.20	3,666.25	3,848.48
<i>Step 1</i>	61,293.40	64,310.43	67,477.86	70,803.67	74,295.87	77,962.12
<i>Step 2</i>	64,310.43	67,477.86	70,803.67	74,295.87	77,962.12	81,810.60
<i>Step 3</i>	67,327.46	70,645.29	74,129.48	77,788.07	81,628.37	85,659.08
<i>Step 4</i>	70,344.49	73,812.72	77,455.29	81,280.27	85,294.62	89,507.56
<i>Step 5</i>	73,361.52	76,980.15	80,781.10	84,772.47	88,960.87	93,356.04
<i>Step 6</i>	76,378.55	80,147.58	84,106.91	88,264.67	92,627.12	97,204.52
<i>Step 7</i>	79,395.58	83,315.01	87,432.72	91,756.87	96,293.37	101,053.00
<i>Step 8</i>	82,412.61	86,482.44	90,758.53	95,249.07	99,959.62	104,901.48
<i>Step 9</i>	85,429.64	89,649.87	94,084.34	98,741.27	103,625.87	108,749.96

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<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,678.66	1,761.94	1,849.00	1,944.09	2,042.92	2,142.04
<i>Step 1</i>	34,568.03	36,246.69	38,008.63	39,857.63	41,801.72	43,844.64
<i>Step 2</i>	36,246.69	38,008.63	39,857.63	41,801.72	43,844.64	45,986.68
<i>Step 3</i>	37,925.35	39,770.57	41,706.63	43,745.81	45,887.56	48,128.72
<i>Step 4</i>	39,604.01	41,532.51	43,555.63	45,689.90	47,930.48	50,270.76
<i>Step 5</i>	41,282.67	43,294.45	45,404.63	47,633.99	49,973.40	52,412.80
<i>Step 6</i>	42,961.33	45,056.39	47,253.63	49,578.08	52,016.32	54,554.84
<i>Step 7</i>	44,639.99	46,818.33	49,102.63	51,522.17	54,059.24	56,696.88
<i>Step 8</i>	46,318.65	48,580.27	50,951.63	53,466.26	56,102.16	58,838.92
<i>Step 9</i>	47,997.31	50,342.21	52,800.63	55,410.35	58,145.08	60,980.96

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	2,248.87	2,363.74	2,482.42	2,605.34	2,735.90	2,870.45
<i>Step 1</i>	45,986.68	48,235.55	50,599.29	53,081.71	55,687.05	58,422.95
<i>Step 2</i>	48,235.55	50,599.29	53,081.71	55,687.05	58,422.95	61,293.40
<i>Step 3</i>	50,484.42	52,963.03	55,564.13	58,292.39	61,158.85	64,163.85
<i>Step 4</i>	52,733.29	55,326.77	58,046.55	60,897.73	63,894.75	67,034.30
<i>Step 5</i>	54,982.16	57,690.51	60,528.97	63,503.07	66,630.65	69,904.75
<i>Step 6</i>	57,231.03	60,054.25	63,011.39	66,108.41	69,366.55	72,775.20
<i>Step 7</i>	59,479.90	62,417.99	65,493.81	68,713.75	72,102.45	75,645.65
<i>Step 8</i>	61,728.77	64,781.73	67,976.23	71,319.09	74,838.35	78,516.10
<i>Step 9</i>	63,977.64	67,145.47	70,458.65	73,924.43	77,574.25	81,386.55

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	3,017.03	3,167.43	3,325.81	3,492.20	3,666.25	3,848.48
<i>Step 1</i>	61,293.40	64,310.43	67,477.86	70,803.67	74,295.87	77,962.12
<i>Step 2</i>	64,310.43	67,477.86	70,803.67	74,295.87	77,962.12	81,810.60
<i>Step 3</i>	67,327.46	70,645.29	74,129.48	77,788.07	81,628.37	85,659.08
<i>Step 4</i>	70,344.49	73,812.72	77,455.29	81,280.27	85,294.62	89,507.56
<i>Step 5</i>	73,361.52	76,980.15	80,781.10	84,772.47	88,960.87	93,356.04
<i>Step 6</i>	76,378.55	80,147.58	84,106.91	88,264.67	92,627.12	97,204.52
<i>Step 7</i>	79,395.58	83,315.01	87,432.72	91,756.87	96,293.37	101,053.00
<i>Step 8</i>	82,412.61	86,482.44	90,758.53	95,249.07	99,959.62	104,901.48
<i>Step 9</i>	85,429.64	89,649.87	94,084.34	98,741.27	103,625.87	108,749.96

**SALARY SCHEDULE**  
**Effective: June 29, 2002**  
**Covering Employee Relations Group: 4**

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	2,208.53	2,320.40	2,436.89	2,557.45	2,685.76	2,817.76
<i>Step 1</i>	45,160.12	47,368.65	49,689.05	52,125.94	54,683.39	57,369.15
<i>Step 2</i>	47,368.65	49,689.05	52,125.94	54,683.39	57,369.15	60,186.91
<i>Step 3</i>	49,577.18	52,009.45	54,562.83	57,240.84	60,054.91	63,004.67
<i>Step 4</i>	51,785.71	54,329.85	56,999.72	59,798.29	62,740.67	65,822.43
<i>Step 5</i>	53,994.24	56,650.25	59,436.61	62,355.74	65,426.43	68,640.19
<i>Step 6</i>	56,202.77	58,970.65	61,873.50	64,913.19	68,112.19	71,457.95
<i>Step 7</i>	58,411.30	61,291.05	64,310.39	67,470.64	70,797.95	74,275.71
<i>Step 8</i>	60,619.83	63,611.45	66,747.28	70,028.09	73,483.71	77,093.47
<i>Step 9</i>	62,828.36	65,931.85	69,184.17	72,585.54	76,169.47	79,911.23

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,961.65	3,109.35	3,264.76	3,428.12	3,599.03	3,777.78
<i>Step 1</i>	60,186.91	63,148.56	66,257.91	69,522.67	72,950.79	76,549.82
<i>Step 2</i>	63,148.56	66,257.91	69,522.67	72,950.79	76,549.82	80,327.60
<i>Step 3</i>	66,110.21	69,367.26	72,787.43	76,378.91	80,148.85	84,105.38
<i>Step 4</i>	69,071.86	72,476.61	76,052.19	79,807.03	83,747.88	87,883.16
<i>Step 5</i>	72,033.51	75,585.96	79,316.95	83,235.15	87,346.91	91,660.94
<i>Step 6</i>	74,995.16	78,695.31	82,581.71	86,663.27	90,945.94	95,438.72
<i>Step 7</i>	77,956.81	81,804.66	85,846.47	90,091.39	94,544.97	99,216.50
<i>Step 8</i>	80,918.46	84,914.01	89,111.23	93,519.51	98,144.00	102,994.28
<i>Step 9</i>	83,880.11	88,023.36	92,375.99	96,947.63	101,743.03	106,772.06

<b>Range</b>	<b>31</b>	<b>32</b>	<b>33</b>
<i>Increment</i>	3,968.35	4,166.51	4,372.56
<i>Step 1</i>	80,327.60	84,295.95	88,462.46
<i>Step 2</i>	84,295.95	88,462.46	92,835.02
<i>Step 3</i>	88,264.30	92,628.97	97,207.58
<i>Step 4</i>	92,232.65	96,795.48	101,580.14
<i>Step 5</i>	96,201.00	100,961.99	105,952.70
<i>Step 6</i>	100,169.35	105,128.50	110,325.26
<i>Step 7</i>	104,137.70	109,295.01	114,697.82
<i>Step 8</i>	108,106.05	113,461.52	119,070.38
<i>Step 9</i>	112,074.40	117,628.03	123,442.94

**SALARY SCHEDULE**  
**Effective: December 28, 2002**  
**Covering Employee Relations Group: 4A**

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	2,176.62	2,286.88	2,401.71	2,520.50	2,646.94	2,777.07
<i>Step 1</i>	44,507.74	46,684.36	48,971.24	51,372.95	53,893.45	56,540.39
<i>Step 2</i>	46,684.36	48,971.24	51,372.95	53,893.45	56,540.39	59,317.46
<i>Step 3</i>	48,860.98	51,258.12	53,774.66	56,413.95	59,187.33	62,094.53
<i>Step 4</i>	51,037.60	53,545.00	56,176.37	58,934.45	61,834.27	64,871.60
<i>Step 5</i>	53,214.22	55,831.88	58,578.08	61,454.95	64,481.21	67,648.67
<i>Step 6</i>	55,390.84	58,118.76	60,979.79	63,975.45	67,128.15	70,425.74
<i>Step 7</i>	57,567.46	60,405.64	63,381.50	66,495.95	69,775.09	73,202.81
<i>Step 8</i>	59,744.08	62,692.52	65,783.21	69,016.45	72,422.03	75,979.88
<i>Step 9</i>	61,920.70	64,979.40	68,184.92	71,536.95	75,068.97	78,756.95

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,918.86	3,064.43	3,217.61	3,378.60	3,547.06	3,723.17
<i>Step 1</i>	59,317.46	62,236.32	65,300.75	68,518.36	71,896.96	75,444.02
<i>Step 2</i>	62,236.32	65,300.75	68,518.36	71,896.96	75,444.02	79,167.19
<i>Step 3</i>	65,155.18	68,365.18	71,735.97	75,275.56	78,991.08	82,890.36
<i>Step 4</i>	68,074.04	71,429.61	74,953.58	78,654.16	82,538.14	86,613.53
<i>Step 5</i>	70,992.90	74,494.04	78,171.19	82,032.76	86,085.20	90,336.70
<i>Step 6</i>	73,911.76	77,558.47	81,388.80	85,411.36	89,632.26	94,059.87
<i>Step 7</i>	76,830.62	80,622.90	84,606.41	88,789.96	93,179.32	97,783.04
<i>Step 8</i>	79,749.48	83,687.33	87,824.02	92,168.56	96,726.38	101,506.21
<i>Step 9</i>	82,668.34	86,751.76	91,041.63	95,547.16	100,273.44	105,229.38

<b>Range</b>	<b>31</b>	<b>32</b>	<b>33</b>
<i>Increment</i>	3,911.04	4,106.32	4,309.38
<i>Step 1</i>	79,167.19	83,078.23	87,184.55
<i>Step 2</i>	83,078.23	87,184.55	91,493.93
<i>Step 3</i>	86,989.27	91,290.87	95,803.31
<i>Step 4</i>	90,900.31	95,397.19	100,112.69
<i>Step 5</i>	94,811.35	99,503.51	104,422.07
<i>Step 6</i>	98,722.39	103,609.83	108,731.45
<i>Step 7</i>	102,633.43	107,716.15	113,040.83
<i>Step 8</i>	106,544.47	111,822.47	117,350.21
<i>Step 9</i>	110,455.51	115,928.79	121,659.59

**SALARY SCHEDULE**  
**Effective: December 28, 2002**  
**Covering Employee Relations Group: 8**

<b>Range</b>	<b>13</b>	<b>14</b>	<b>15</b>	<b>16</b>	<b>17</b>	<b>18</b>
<i>Increment</i>	1,654.90	1,736.98	1,822.81	1,916.57	2,013.99	2,111.72
<i>Step 1</i>	34,078.54	35,733.44	37,470.42	39,293.23	41,209.80	43,223.79
<i>Step 2</i>	35,733.44	37,470.42	39,293.23	41,209.80	43,223.79	45,335.51
<i>Step 3</i>	37,388.34	39,207.40	41,116.04	43,126.37	45,237.78	47,447.23
<i>Step 4</i>	39,043.24	40,944.38	42,938.85	45,042.94	47,251.77	49,558.95
<i>Step 5</i>	40,698.14	42,681.36	44,761.66	46,959.51	49,265.76	51,670.67
<i>Step 6</i>	42,353.04	44,418.34	46,584.47	48,876.08	51,279.75	53,782.39
<i>Step 7</i>	44,007.94	46,155.32	48,407.28	50,792.65	53,293.74	55,894.11
<i>Step 8</i>	45,662.84	47,892.30	50,230.09	52,709.22	55,307.73	58,005.83
<i>Step 9</i>	47,317.74	49,629.28	52,052.90	54,625.79	57,321.72	60,117.55

<b>Range</b>	<b>19</b>	<b>20</b>	<b>21</b>	<b>22</b>	<b>23</b>	<b>24</b>
<i>Increment</i>	2,217.03	2,330.25	2,447.28	2,568.45	2,697.15	2,829.81
<i>Step 1</i>	45,335.51	47,552.54	49,882.79	52,330.07	54,898.52	57,595.67
<i>Step 2</i>	47,552.54	49,882.79	52,330.07	54,898.52	57,595.67	60,425.48
<i>Step 3</i>	49,769.57	52,213.04	54,777.35	57,466.97	60,292.82	63,255.29
<i>Step 4</i>	51,986.60	54,543.29	57,224.63	60,035.42	62,989.97	66,085.10
<i>Step 5</i>	54,203.63	56,873.54	59,671.91	62,603.87	65,687.12	68,914.91
<i>Step 6</i>	56,420.66	59,203.79	62,119.19	65,172.32	68,384.27	71,744.72
<i>Step 7</i>	58,637.69	61,534.04	64,566.47	67,740.77	71,081.42	74,574.53
<i>Step 8</i>	60,854.72	63,864.29	67,013.75	70,309.22	73,778.57	77,404.34
<i>Step 9</i>	63,071.75	66,194.54	69,461.03	72,877.67	76,475.72	80,234.15

<b>Range</b>	<b>25</b>	<b>26</b>	<b>27</b>	<b>28</b>	<b>29</b>	<b>30</b>
<i>Increment</i>	2,974.30	3,122.60	3,278.70	3,442.74	3,614.36	3,793.98
<i>Step 1</i>	60,425.48	63,399.78	66,522.38	69,801.08	73,243.82	76,858.18
<i>Step 2</i>	63,399.78	66,522.38	69,801.08	73,243.82	76,858.18	80,652.16
<i>Step 3</i>	66,374.08	69,644.98	73,079.78	76,686.56	80,472.54	84,446.14
<i>Step 4</i>	69,348.38	72,767.58	76,358.48	80,129.30	84,086.90	88,240.12
<i>Step 5</i>	72,322.68	75,890.18	79,637.18	83,572.04	87,701.26	92,034.10
<i>Step 6</i>	75,296.98	79,012.78	82,915.88	87,014.78	91,315.62	95,828.08
<i>Step 7</i>	78,271.28	82,135.38	86,194.58	90,457.52	94,929.98	99,622.06
<i>Step 8</i>	81,245.58	85,257.98	89,473.28	93,900.26	98,544.34	103,416.04
<i>Step 9</i>	84,219.88	88,380.58	92,751.98	97,343.00	102,158.70	107,210.02

**SALARY SCHEDULE**  
**Effective: June 28, 2003**  
**Covering Employee Relations Group: 9**

<b>Range</b>	<b>27</b>
<i>Increment</i>	2,870.35
<i>Step 1</i>	74,895.29
<i>Step 2</i>	77,765.64
<i>Step 3</i>	80,635.99
<i>Step 4</i>	83,506.34
<i>Step 5</i>	86,376.69
<i>Step 6</i>	89,247.04
<i>Step 7</i>	92,117.39
<i>Step 8</i>	94,987.74
<i>Step 9</i>	97,858.09

**SINGLE RATES**  
**Effective: June 28, 2003**

<b><u>Range</u></b> <b><u>Code</u></b>	<b><u>Title</u></b> <b><u>Code</u></b>	<b><u>Title</u></b>	<b><u>Rate</u></b>
I99	33890	Agricultural Products Agent Trainee	\$29,822.52
E999	31865	Captain	102,750.99
P99	10075	Clinical Psychiatrist Board Certified	155,514.56
P99	00468	Clinical Psychiatrist Board Eligible	146,654.97
P99	10074	Clinical Psychiatrist Post Certified	167,245.48
A99	21801	Communications Operator Trainee	27,596.63
A99	53088	Computer Operator Trainee	26,429.16
X99	00056	Consulting Physician	198.17/day
X99	00157	Consulting Physician Specialist	264.21/day
X99	00151	Consulting Physician Specialist 1 Visit Per Week	12,682.15
X99	00152	Consulting Physician Specialist 2 Visits Per Week	25,364.30
X99	00153	Consulting Physician Specialist 3 Visits Per Week	38,046.45
X99	00052	Consulting Physician 2 Visits Per Week	19,023.96
X99	00053	Consulting Physician 3 Visits Per Week	28,535.94
L99	32641	Correction Officer Recruit	39,857.63
L99	40804	Correction Officer Recruit Juvenile Justice	39,857.63
A99	56348	Customer Service Representative Trainee	20,487.19
A99	53291	Data Entry Machine Operator Trainee	19,655.77
H99	60931	Day Care Center Worker Trainee DYFS	19,465.86



**SINGLE RATES**  
**Effective: June 28, 2003**

<b><u>Range</u></b>	<b><u>Title</u></b>	<b><u>Title</u></b>	<b><u>Rate</u></b>
A99	14040	Engineering Aide Trainee	\$21,362.15
A99	45010	Fingerprint Technician Trainee State Police	24,256.31
E99	31867	Lieutenant Colonel & Deputy Superintendent	113,282.97
E99	31866	Major	107,888.54
H99	32680	Medical Security Officer Recruit	31,163.10
C99	40420	Operating Engineer Trainee	25,071.46
F99	61769	Parole Officer Recruit	42,248.58
F99	40803	Parole Officer Recruit Juvenile Justice	44,360.20
F99	32255	Police Officer Recruit, Health Care Facilities	39,253.22
A99	22530	Printing Machine Operator Trainee	20,487.19
P99	01383	Psychological Intern	27,862.15
O99	06229	Public Safety Telecommunicator Trainee	29,822.52
F99	32090	Ranger Trainee	36,495.25
O99	41240	Repairer Trainee	22,064.72
P99	00476	Resident Psychiatrist Second Year	48,374.80
P99	00477	Resident Psychiatrist Third Year	51,276.19
I99	56404	Safety Specialist Trainee DMV	28,545.84
I99	56403	Safety Specialist Trainee DMV	26,173.18
A99	56529	Support Services Representative Trainee	20,487.19
A99	56528	Support Services Representative Trainee DMV	22,280.52
A99	22643	Word Processing Specialist Trainee	22,280.52

**TRAINEE TITLES**  
**Effective: June 28, 2003**

<b><u>Range</u></b> <b><u>Code</u></b>	<b><u>Title</u></b> <b><u>Code</u></b>	<b><u>Title</u></b>	<b><u>Min.</u></b>	<b><u>6 Mos.</u></b>
P95	53320	Accountant/Auditor Trainee Data Processing	\$34,430.89	\$36,000.49
P95	65960	Affirmative Action Specialist Trainee	32,933.75	34,430.89
P95	54722	Agricultural Marketing Specialist Trainee	31,509.17	32,933.75
P95	03013	Agricultural Statistician Trainee	32,933.75	34,430.89
P95	55300	Analyst Trainee	31,509.17	32,933.75
P95	17690	Architectural Trainee	36,000.49	37,648.44
P95	50960	Auditor Accountant Trainee	39,380.57	41,199.72
P95	01750	Biologist Trainee	34,430.89	36,000.49
P95	50090	Budget Analyst Trainee	32,933.75	34,430.89
P95	52660	Buyer Trainee	31,509.17	32,933.75
P95	56833	CATV System Operations & Complaint Investigator Trainee	32,933.75	34,430.89
P95	16270	Chemical Engineer Trainee	41,112.70	42,844.83
P95	01550	Chemist Trainee	32,933.75	34,430.89
P95	15843	Civil Engineer Trainee (35)	37,570.09	39,139.69
P95	14090	Civil Engineer Trainee (40)	41,112.70	42,844.83
P95	64951	Claims Adjudicator Trainee Disability Determinations	34,430.89	36,000.49
P95	56781	Customer Representative Trainee Public Utilities	31,509.17	32,933.75
P95	53350	Data Processing Programmer Trainee	34,430.89	36,000.49
P95	31970	Driver Improvement Analyst Trainee	31,509.17	32,933.75
P95	16690	Electrical Engineer Trainee	41,112.70	42,844.83
P95	64760	Employment Counselor Trainee	32,933.75	34,430.89
P95	64790	Employment Services Trainee	31,509.17	32,933.75

**TRAINEE TITLES**  
**Effective: June 28, 2003**

<b>Range Code</b>	<b>Title Code</b>	<b>Title</b>	<b>Min.</b>	<b>6 Mos.</b>
P95	03260	Engineer Trainee, Hazardous Site Mitigation Specialist	\$39,296.39	\$40,944.34
P95	02470	Entomologist Trainee	32,933.75	34,430.89
P95	16310	Environmental Engineer Trainee (35)	40,944.34	42,592.29
P95	12517	Environmental Engineer Trainee (40)	41,112.70	42,844.83
P95	15870	Environmental Scientist Trainee	37,648.44	39,380.57
P95	15840	Environmental Specialist Trainee (NE)	36,000.49	37,648.44
P95	12516	Environmental Specialist Trainee (40)	36,000.49	37,648.44
P95	62150	Family Service Specialist Trainee	37,648.44	39,380.57
P95	02650	Forester Trainee	32,933.75	34,430.89
P95	03174	Geographic Information Systems Specialist Trainee (NL)	36,000.49	37,648.44
P95	03207	Geographic Information Systems Specialist Trainee (4E)	39,380.57	41,112.70
P95	03050	Geologist Trainee (NE)	40,944.34	42,592.29
P95	12515	Geologist Trainee (40)	41,112.70	42,844.83
P95	03269	Hazardous Site Mitigation Specialist Trainee (NE)	36,000.49	37,648.44
P95	12514	Hazardous Site Mitigation Specialist Trainee (40)	36,000.49	37,648.44
P95	62661	Home Instructor Trainee, CFTB&VI	31,509.17	32,933.75
I95	02450	Horticulturist Trainee	31,162.36	32,571.06
P95	17090	Industrial Engineer Trainee	41,112.70	42,844.83
I95	53707	Inspector Trainee	26,173.18	27,329.34
P95	61380	Instructor-Counselor Trainee	31,509.17	32,933.75
P95	55270	Insurance Analyst Trainee	34,430.89	36,000.49
P95	55081	Insurance Examiner Trainee	36,000.49	37,648.44

**TRAINEE TITLES**  
**Effective: June 28, 2003**

<b>Range Code</b>	<b>Title Code</b>	<b>Title</b>	<b>Min.</b>	<b>6 Mos.</b>
P95	45020	Intelligence Research Analyst Trainee	\$31,509.17	\$32,933.75
P95	56788	Investigator Trainee	32,933.75	34,430.89
P95	65851	Investigator Trainee Division on Civil Rights	31,509.17	32,933.75
P95	65045	Investigator Trainee Labor	32,933.75	34,430.89
P95	33854	Investigator Trainee, Law & Public Safety	31,509.17	32,933.75
P95	33350	Investigator Trainee Public Advocate/ Public Defender	32,933.75	34,430.89
P95	54992	Investigator Trainee Real Estate Commission	34,430.89	36,000.49
P95	51590	Investigator Trainee Taxation	32,933.75	34,430.89
P95	52480	Investment Analyst Trainee	37,648.44	39,380.57
P95	54140	Labor Market Analyst Trainee	32,933.75	34,430.89
P95	10690	Landscape Designer Trainee	36,000.49	37,648.44
P95	56489	Management Trainee (40)	32,933.75	34,430.89
P95	56490	Management Trainee (35)	32,933.75	34,430.89
P95	16890	Mechanical Engineer Trainee	41,112.70	42,844.83
P95	02001	Microbiologist Trainee	34,430.89	36,000.49
P95	03112	Occupational Health Consultant Trainee	31,509.17	32,933.75
P95	03670	Occupational Therapist Trainee	34,430.89	36,000.49
P95	53650	Pensions Benefits Specialist Trainee	31,509.17	32,933.75
Y95	63340	Personnel & Labor Analyst Trainee	36,000.49	37,648.44
Y95	63261	Personnel Management Analyst Trainee	32,933.75	34,430.89
Y95	63250	Personnel Trainee	32,933.75	34,430.89
P95	16470	Planner Trainee	34,430.89	36,000.49

**TRAINEE TITLES**  
**Effective: June 28, 2003**

<b><u>Range</u></b>	<b><u>Title</u></b>	<b><u>Title</u></b>	<b><u>Min.</u></b>	<b><u>6 Mos.</u></b>
P95	16469	Planner Trainee (40)	\$37,648.44	\$39,380.57
P95	61850	Principal Counselor Trainee, SPB	33,888.83	35,429.39
Y95	50110	Program Analyst Trainee Budget & Accounting	34,430.89	36,000.49
P95	62920	Public Health Representative Trainee	31,509.17	32,933.75
P95	54450	Public Information Trainee	31,509.17	32,933.75
P95	56720	Rate Analyst Utilities Trainee	32,933.75	34,430.89
P95	03150	Registered Environmental Health Inspector Trainee	32,933.75	34,430.89
P95	35360	Report Examiner Trainee	31,509.17	32,933.75
P95	54000	Research Economist Trainee	37,648.44	39,380.57
P95	57061	Right of Way Negotiator Trainee	31,509.17	32,933.75
P95	52501	Securities Market Trader Trainee	37,648.44	39,380.57
P95	02460	Seed Analyst Trainee	31,509.17	32,933.75
P95	60050	Social Worker Trainee	31,509.17	32,933.75
F95	51342	Special Agent Trainee	38,318.02	40,234.54
Y95	56313	State Investigator Trainee L & PS	34,430.89	36,000.49
Y95	56312	State Investigator Trainee L & PS	36,000.49	37,648.44
P95	54080	Statistician Trainee	32,933.75	34,430.89
P95	51400	Tax Representative Trainee	32,933.75	34,430.89
Y95	63220	Test Development Specialist Trainee	32,933.75	34,430.89
P95	63560	Training Technician Trainee	31,509.17	32,933.75
P95	13280	Transportation Analyst Trainee	34,430.89	36,000.49
P95	56693	Utility Management Analyst Trainee	36,000.49	37,648.44
P95	62352	Veterans Services Officer Trainee	31,509.17	32,933.75

## STATE BENEFITS PROGRAMS

In addition to the salary programs, State employees are entitled to a number of benefits programs. The details of these benefits programs are set forth in various statutes, regulations and collective negotiations agreements. However, this Appendix summarizes the programs that are currently available and provides the sources for further information.

The following programs are administered in accordance with Department of Personnel regulations:

**Supplemental Compensation on Retirement** - Eligible retirees are entitled to one half pay for unused accumulated sick time at retirement, up to a maximum of \$15,000.

**Vacation Leave** - One day per month during initial employment. On January 1 following appointment, the career service employee receives 12 days per year. After five years of employment, the employee is credited with 15 days per year; after twelve years 20 days; and after twenty years 25 days. One year's allowance of unused vacation leave may be carried over to the next year. Employees are paid for unused days upon termination or retirement. In some departments, unclassified employees have vacation leave entitlements based on a plan specific to that department.

**Administrative Leave** - One half day per month during initial employment, up to three days. The employee is credited with three days per year thereafter. Administrative leave may be used for personal business and can be used in conjunction with vacation leave. Administrative leave does not accumulate.

**Sick Leave** - One day per month during initial employment. On every January 1 following appointment, the employee is credited with 15 days per year. Unused sick days accumulate from year to year with no limit on accumulation.

**School Volunteer Leave** – State employees in the career, senior executive and unclassified services are entitled to paid leave of up to 20 hours per calendar year to volunteer in an academically beneficial school activity in New Jersey approved by the local board of education or other administrative authority of the school.

**Jury Duty** - Employees receive full pay while serving on jury duty.

**Military Leave** - Employees who are members of the NJ National Guard may receive full pay for all mandatory duty up to 90 days per year. Eligible employees who are members of the Reserves may receive up to 30 days full pay for time spent in unit field training operations. Leave without pay is available for other types of military service, and differential pay is provided for participants in specified military operations in accordance with Executive Orders by the Governor.

**Convention Delegate Leave** - Delegates to conventions of specified organizations, receive up to five days with pay to attend the convention for that organization.

**Athletic Competition Leave** - Members of the United States team for athletic competition at the world, Pan American or Olympic level, in a sport contested in either the Pan American or Olympic games, receive full pay for up to 90 calendar days for training camp and competition combined.

**Emergency Civilian Duty** - Career employees are given time off with pay to perform emergency civilian duty in relation to national defense or other emergency when so ordered by the Governor or by the President of the United States.

**Leave to Appear as a Witness** - Employees are granted time off with pay to appear as a witness or a party before a judicial or administrative body or legislative committee when such appearance is part of the job function. Leave with pay is also granted when employee is summoned as a witness in a proceeding to which he or she is not a named party.

**Sick Leave Injury** - This benefit provides time off with pay for up to a year when an employee is disabled due to a work-related injury or illness. Sick leave injury benefits are reduced by the amount of any temporary disability or workers' compensation payment.

**Donated Leave Program** - This program allows State employees to voluntarily donate a portion of their earned sick and/or vacation time to other State employees who have exhausted their own earned leave time and who are suffering from a catastrophic health condition or injury which mandates the employee's prolonged absence from work.

**Voluntary Furlough Program** - This program allows employees to take up to 30 days (extensions up to an additional 60 days may be requested) off from work without pay in a calendar year without adversely affecting the accrual of leave time or seniority.

**Leaves Without Pay** - Employees with permanent status may be granted leaves of absence without pay for a period not to exceed one year. Leaves may be extended beyond one year for exceptional circumstances.

**Education Leave** - Employees may be granted leaves with or without pay for the purpose of obtaining training that is of direct value to the State but is not available through State in-service training programs.

**Tuition Aid Program** - Subject to available appropriations, eligible employees are provided tuition aid to complete required course work at accredited educational institutions which relates to current or planned job responsibilities.

**Employee Interchange Program** - This program allows employees to participate in an interchange program with any federal, State or local governmental or private sector entity with the intent to improve the management of government through shared experience, communication and learning.

The following programs are administered by the Division of Pensions and Benefits, Department of the Treasury, in accordance with applicable statutory and regulatory provisions:

**Health Coverage** - This benefit is provided to all eligible State employees and their dependents in one of three options: 1) Traditional Indemnity; 2) Managed Care/Point of Service; or 3) Health Maintenance Organizations (HMOs).

**Dental Care** - This benefit is provided to those eligible State employees and their dependents who wish to participate, and offers reimbursement toward the cost of certain preventive and treatment services.

**Prescription Drug Benefit Program** - This benefit is provided to all eligible State employees and their dependents, and offers payment for certain prescription drugs subject to a deductible amount.

**Deferred Compensation Program** - This benefit is provided to those State employees who wish to participate, and offers the ability to defer taxation on a portion of compensation.

**Pension** - There are a number of plans providing pension benefits for State employees: Public Employees' Retirement System (PERS); Teachers' Pension and Annuity Fund (TPAF); Police and Firemen's Retirement System (PFRS); State Police Retirement System; Judicial Retirement



System; and the Alternate Benefit Program. The details of the benefits vary according to the pension system to which the employee belongs.

**Life Insurance** - Most employees in pension systems receive group term life insurance at no cost. The amount varies according to the pension system to which the employee belongs. Employees in some pension systems have the option to purchase additional coverage.

**Premium Option Plan** - The Premium Option Plan allows employees to pay any State Health Benefits Program medical and/or dental premiums they have with before-tax dollars.

**Unreimbursed Medical Spending Account** - The Unreimbursed Medical Spending Account allows employees to set aside before-tax dollars to pay for medical and dental expenses NOT paid by insurance.

**Dependent Care Spending Account** - The Dependent Care Spending Account allows employees to set aside before-tax dollars to pay for eligible dependent care expenses.

**Commuter Tax \$ave Account** – The Commuter Tax \$ave Program allows eligible employees to set aside before-tax dollars to pay for various mass transit and/or commuter parking expenses.

The following programs are administered by each State appointing authority in accordance with provisions set forth in collective negotiations agreements:

**Clothing Maintenance Allowance** - This benefit is provided to certain State employees. Eligibility and amounts are established in accordance with contractual provisions.

**Tool Allowance** - This benefit is provided to certain State employees. Eligibility and amounts are established in accordance with contractual provisions.

**Eye Care Program** - This benefit is provided to all eligible State employees and their dependents, and offers reimbursement toward the cost of eye examinations and prescription lenses.

Other benefit programs are as follows:

**Holidays** - The following holidays are observed:

New Year's Day; Martin Luther King Day (Third Monday in January); Lincoln's Birthday; Washington's Birthday (Third Monday in February); Good Friday; Memorial Day (Last Monday in May); Independence Day; Labor Day (First Monday in September); Columbus Day (Second Monday in October); Election Day; Veteran's Day; Thanksgiving; and Christmas.

Any holiday which falls on a Saturday will be observed the preceding Friday. Any holiday which falls on a Sunday will be observed the following Monday.

**Workers' Compensation** - This benefit is provided to employees who are injured or who contract an occupational disease while working. The benefits include medical care, temporary disability payments and compensation for a resulting permanent disability. This program is administered through the Division of Risk Management, Department of the Treasury, in accordance with applicable statutory and regulatory provisions.

**Temporary Disability Insurance Program** - This program provides cash benefits when an employee cannot work due to illness or injury which is not work-related. It is administered by the Division of Temporary Disability Insurance, Department of Labor, in accordance with applicable statutory and regulatory provisions.

**Child Care Assistance** - At some State locations, on-site day care centers are provided at a reduced rate. Human Resource staff are familiar with these programs, where available.

**Family Leave** - Under the New Jersey Family Leave Act, eligible employees receive up to 12 weeks of leave to provide care for a newborn or newly adopted child, or for a family member with a serious health condition. Under the Federal Family and Medical Leave Act, eligible employees also receive up to 12 weeks' leave for their own serious health condition. The employee may use paid leave, but must meet the requirements for the type of paid leave used. Whether paid or unpaid, health benefits and seniority are continued during the family leave.

## **I N D E X**

### **SUBJECT**

Aligned Employee Relations Groups	Section 1(A)igned
Non-Aligned Employee Relations Groups	Section 1(N)on-Aligned
Special Provisions	Section 1-B
Emergency Condition Rates	Section 2
Health Care Titles	Section 3A
Data Processing Titles	Section 3B
Engineering and Other Technical Titles	Section 3C
Miscellaneous Titles	Section 3D
Teachers: Salary Range Adjustment	Section 3E
Teachers: Educational Incentive Program	Section 3F
Nurses: Salary Range Adjustment	Section 3G
Nurses: Salary Range Adjustment – Supplement	Section 3H
Nurses: Educational Incentive Payment	Section 3I
State Police	Section 3J
Salary Adjustments	Section 4A
Seasonal and Student Assistant Rates	Section 4B
Gaming Regulator Rates Casino Control Commission	Section 4C
Actuarial Intern Program	Section 4D
Residents on DOT Construction Projects	Section 4E
Change in Employee Relations Group	Section 4F
Anniversary Dates	Section 4G