

Unit	All Salary Programs 2005 - 2008	Range Structure	Effective Date	Payment Date
<p>EX</p> <p>AFSCME</p>	<ul style="list-style-type: none"> ▪ 9-1-06 = 4% ATB ▪ 4-1-07 = Low Wage Worker Increase - \$29,999 or less = 2%; \$30,000 - \$34,999 = 1%; \$35,000 - \$39,999 = .5% ▪ 4-1-07 – 2% Range Adjustment to titles where incumbents received LWW increase. ▪ 5-6-07 – special market equity for specific titles 	Open	<p>September 1, 2006</p> <p>April 1, 2007</p> <p>April 1, 2007</p> <p>May 6, 2007</p>	<p>October 1, 2006</p> <p>August 1, 2007</p> <p>August 1, 2007</p>
<p>FF</p> <p>IAFF</p>	<ul style="list-style-type: none"> • 10-1-05 = 3.5% Range Adjustment • Individual equities eff 8/1/05 • 40hr = 2 bonus days • 56 hr = .77 payment equivalent to 2 bonus day <p><u>New specialty pay established:</u></p> <ul style="list-style-type: none"> • Hazmat = 5% of base salary • OSPD = 5% of base pay • DCFM = 5% of base pay <ul style="list-style-type: none"> • 7-1-07 = Drop two bottom steps and add two new steps to top of range (5% steps) • 7-1-07 = LSP = 10% of gross earnings 10-1-06 to 6-30-07 • 7-1-07 = 10% Range Adjustment • 7-1-07 = second 10% Range Adjustment provided in signed State Budget – 8-24-07 	Steps	<p>October 1, 2005</p> <p>August 1, 2005</p> <p>August 1, 2005</p> <p>July 1, 2007</p> <p>October 1, 2006</p> <p>July 1, 2007</p> <p>July 1, 2007</p>	<p>November 1, 2005</p> <p>November 1, 2005</p> <p>September 1, 2005</p> <p>August, 2007</p> <p>August, 2007</p> <p>October 1, 2007</p>

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<p>PA</p> <p>FUPOA</p>	<ul style="list-style-type: none"> 11-1-06 = 2% Range Adjustment 12-1-06 = Drop bottom two steps 10-1-07 = 4% Range Adjustment 10-1-07 = step merit – satisfactory or better 	Steps	<p>November 1, 2006 December 1, 2006</p> <p>October 1, 2007</p> <p>October 1, 2007</p>	<p>March 1, 2007</p> <p>November 1, 2007</p> <p>November 1, 2007</p>
<p>RX</p> <p>UPTÉ</p>	<ul style="list-style-type: none"> 10-1-05 = 3% Range Adjustment 7-1-06 = \$.20/hr increase to shift differential, not to exceed \$1.25/hr evenings and \$2.00/hr nights 10-1-06 = 2.8% Range Adjustment 1-1-07 = 1 Step Merit increase for satisfactory or better (1 step = 2%) 4-1-07 = low wage increase (\$34,500 or less, 1.95%; \$34,501 - \$35,500, .095%; \$35,001 - \$39,999, .05%) 4-1-07 = Range Adjustment based on system-wide weighted average salary (WAS) 4-1-07 = Range Adjustments for Asst. Museum Scientists/SRA I's 7-1-07 = \$.15/hr increase to shift differential, not to exceed \$1.25/hr evenings and \$2.00/hr nights 10-1-07 = 3.8% Range Adjustment 1-1-08 = 1 Step Merit increase for satisfactory or better (1 step = 2%) <p><u>Employees above range maximums:</u> 05-06 – all eligible employees receive full Range Adjustment 06-07 – Range Adjustment provided up to the new range maximum, then ½ of increase provided as base-building and remaining ½ of increase provided as lump sum payment</p> <p><u>IAP Funds:</u> 05-06 - \$220 lump sum per person (based on % of appointment at time of</p>	Steps	<p>October 1, 2005</p> <p>July 1, 2006</p> <p>October 1, 2006</p> <p>January 1, 2007</p> <p>April 1, 2007</p> <p>April 1, 2007</p> <p>April 1, 2007</p> <p>July 1, 2007</p> <p>October 1, 2007</p> <p>January 1, 2008</p> <p>October 1, 2005 October 1, 2006</p>	<p>April 1, 2006</p> <p>August 1, 2006</p> <p>November 1, 2006</p> <p>February 1, 2007</p> <p>October 1, 2007 (MO) September 19, 2007 (BW)</p> <p>November 1, 2007</p> <p>November 1, 2005 November 1, 2006</p>

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	<ul style="list-style-type: none"> 4-1-07 = Low wage increase = Range adjustments for Custodial positions \$.50/hr. 7-1-07 = \$.10 SDF increase not to exceed \$1.25/eve, \$2/night. 10-1-07 = 4.5% Range Adjustment and 4.5% adjustment to SX employee's salaries. 		<p>April 1, 2007</p> <p>July 1, 2007</p> <p>October 1, 2007</p>	<p>October 1, 2007 (MO) September 19, 2007 (BW)</p> <p>August 1, 2007</p> <p>November 1, 2007</p>
<p>TX</p> <p>UPTE</p>	<ul style="list-style-type: none"> 10-1-04 = 10% Range Adjustment for Animal Technician, Sr. Animal Technician, and Pr. Animal Technician. 10-1-05 = 3% Range Adjustment 7-1-06 Additional 2% to Lab Assistant I and II, Scene Technicians, Stage Helpers, and Projectionists. 7-1-06 = \$.10 shift differential (SDF) increase not to exceed \$1.25/eve, \$2/night. <u>EXCEPTION:</u> AHT II – evening shift differential of \$1.75 and night shift of \$2.60; AHT III – evening shift differential of \$2.10 and night shift of \$3.15 10-1-06 = 2.7% Range Adjustment 1-1-07 = ½ step Merit increase for satisfactory or better 4-1-07 = low wage increase (\$34,500 or less, 1.95%; \$34,501 - \$35,500, .095%; \$35,001 - \$39,999, .05%) 4-1-07 = Range Adjustment based on system-wide weighted average salary (WAS) 7-1-07 = \$.15/hr increase to shift differential, not to exceed \$1.25/hr evenings and \$2.00/hr nights 10-1-07 = 3.7% Range Adjustment 1-1-08 = ½ step Merit increase for satisfactory or better) 	<p>Steps</p>	<p>October 1, 2004</p> <p>October 1, 2005</p> <p>July 1, 2006</p> <p>July 1, 2006</p> <p>October 1, 2006</p> <p>January 1, 2007</p> <p>April 1, 2007</p> <p>April 1, 2007</p> <p>July 1, 2007</p> <p>October 1, 2007</p> <p>January 1, 2008</p>	<p>April 1, 2006</p> <p>April 1, 2006</p> <p>August 1, 2006</p> <p>August 1, 2006</p> <p>November 1, 2006</p> <p>February 1, 2007</p> <p>October 1, 2007 (MO) September 19, 2007 (BW)</p> <p>October 1, 2007 (MO) September 19, 2007 (BW)</p> <p>August 1, 2007</p>

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<p>TX (cont'd)</p>	<p><u>Employees above range maximums:</u> 05-06 – all eligible employees receive full Range Adjustment 06-07 – Range Adjustment provided up to the new range maximum, then ½ of increase provided as base-building and remaining ½ of increase provided as lump sum payment</p> <p><u>IAP Funds:</u> 05-06 - \$220 lump sum per person (based on % of appt at time of payout). 06-07 - .5% is rolled into base pay as part of Range Adjustment above</p> <p>Addition of 3 more premium holidays for a total of 6</p> <ul style="list-style-type: none"> • <i>New certification Pay (if certification is required by management):</i> • <i>ALAT = \$50/mo</i> • <i>LAT = \$100/mo</i> • <i>LATG = \$100/mo</i> • <i>RVT = \$100/mo</i> <p><i>Total certification pay allowed up to \$100/mo (no compounding)</i></p>		<p>October 1, 2006 October 1, 2007</p> <p>July 1, 2005 July 1, 2006</p>	

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