

I. SENIOR EXECUTIVE SERVICE SCHEDULES

| CLASSIFICATION | PAY SCHEDULE | MINIMUM | FIXED CONTROL POINT | AGENCY MAXIMUM LUMP SUM AWARD (5%) | STATEWIDE FIXED MAXIMUM LUMP SUM AWARD (10%)* |
|---|---------------------|----------------|----------------------------|---|--|
| Senior Executive Assistant Deputy Director (15) | NERE-069P | \$72,146 | \$100,784 | \$105,823 5,039 | \$110,862 10,078 |
| Senior Executive Assistant Director (16) | NERE-070P | 72,146 | 105,209 | 110,469 5,260 | 115,730 10,521 |
| Senior Executive Warden (17) | NERE-071P | 75,721 | 110,102 | 115,607 5,505 | 121,112 11,010 |
| Senior Policy Executive (18) | NERE-072P | 79,300 | 115,027 | 120,778 5,751 | 126,530 11,503 |
| Senior Executive Assistant Physician Administrator (18) | NERE-121P | 138,797 | 164,140 | 172,347 8,207 | 180,554 16,414 |
| Senior Executive Physician Administrator (19) | NERE-122P | 152,129 | 164,992 | 173,242 8,250 | 181,491 16,499 |
| Senior Management Executive (19) | NERE-073P | 79,300 | 121,301 | 127,366 6,065 | 133,431 12,130 |
| Senior Deputy Director (20) | NERE-074P | 100,756 | 127,135 | 133,492 6,357 | 139,849 12,714 |
| Senior Deputy Director - Treasury Investment (20) | NERE-123P | 100,756 | 164,992 | 173,242 8,250 | 181,491 16,499 |
| Senior Chief Deputy Director (21) | NERE-116P | 100,756 | 133,491 | 140,166 6,675 | 146,840 13,349 |
| Senior Director (22) | NERE-075P | 110,930 | 153,765 | 161,453 7,688 | 169,142 15,377 |

*Any amount that exceeds five percent (5%) of the employee's base salary and any amount that exceeds the agency maximum lump sum amount must be submitted to the State Personnel Director for review and approval.

II.GROUP 4 SCHEDULES

A. Group 4

| CLASSIFICATION | PAY SCHEDULE | MINIMUM | FIXED CONTROL POINT | AGENCY MAXIMUM LUMP SUM AWARD (5%) | STATEWIDE FIXED MAXIMUM LUMP SUM AWARD (10%)* |
|---|--------------|----------|---------------------|------------------------------------|---|
| State Assistant Administrator (15) State Administrative Manager (15) | NERE-060P | \$65,043 | \$93,558 | \$98,236 4,678 | \$102,914 9,356 |
| State Administrative Manager (16) | NERE-061P | 72,146 | 100,739 | 105,776 5,037 | 110,813 10,074 |
| State Office Administrator (17) State Division Administrator (17) | NERE-062P | 79,325 | 107,843 | 113,235 5,392 | 118,627 10,784 |
| Social Services Division Admin (17) | NERE-063P | 65,043 | 107,843 | 113,235 5,392 | 118,627 10,784 |
| State Bureau Administrator (18) | NERE-064P | 86,403 | 114,997 | 120,747 5,750 | 126,497 11,500 |
| Attorney Specialist-1 (17) | NERE-022P | 83,202 | 107,774 | 113,163 5,389 | 118,551 10,777 |
| Attorney Specialist-2 (18) | NERE-023P | 89,025 | 115,299 | 121,064 5,765 | 126,829 11,530 |
| Attorney Administrator-1 (18) | NERE-023P | 89,025 | 115,299 | 121,064 5,765 | 126,829 11,530 |
| Attorney Administrator-2 (19) | NERE-024P | 92,928 | 119,882 | 125,876 5,994 | 131,870 11,988 |
| Attorney Administrator-3 (20) | NERE-025P | 96,506 | 124,494 | 130,719 6,225 | 136,943 12,449 |
| Treasury Investment Admin Mgr (15) | NERE-118P | 65,043 | 101,671 | 106,755 5,084 | 111,838 10,167 |
| Treasury Investment Admin Mgr (16) | NERE-119P | 72,146 | 106,754 | 112,092 5,338 | 117,429 10,675 |
| Treasury Investment Administrator (17) | NERE-120P | 79,325 | 112,093 | 117,698 5,605 | 123,302 11,209 |

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B. Senior Executive Service – Eligible (Transition)

| CLASSIFICATION | PAY SCHEDULE | MINIMUM | FIXED CONTROL POINT | AGENCY MAXIMUM LUMP SUM AWARD (5%) | STATEWIDE FIXED MAXIMUM LUMP SUM AWARD (10%)* |
|-----------------------------------|---------------------|----------------|----------------------------|---|--|
| State Policy Assistant (15) | NERE-065P | \$65,043 | \$93,558 | \$98,236 4,678 | \$102,914 9,356 |
| State Policy Administrator-1 (17) | NERE-066P | 79,325 | 107,843 | 113,235 5,392 | 118,627 10,784 |

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III. SENIOR EXECUTIVE MANAGEMENT ASSISTANT SERVICE SCHEDULES

| CLASSIFICATION | PAY SCHEDULE | MINIMUM | FIXED CONTROL POINT | AGENCY MAXIMUM LUMP SUM AWARD (5%) | STATEWIDE FIXED MAXIMUM LUMP SUM AWARD (10%)* |
|------------------------------------|---------------------|------------------------|----------------------------|---|--|
| Senior Exec Management Asst-1 (9) | NERE-026P | \$36,039 [17.26/hr] | \$45,351 [21.72/hr] | \$47,619 2,268 | \$49,886 4,535 |
| Senior Exec Management Asst-2 (11) | NERE-027P | 36,791 [17.62/hr] | 49,653 [23.78/hr] | 52,136 2,483 | 54,618 4,965 |
| Senior Exec Management Asst-3 (13) | NERE-028P | 40,695 [19.49/hr] | 57,002 [27.30/hr] | 59,852 2,850 | 62,702 5,700 |
| Senior Exec Management Asst-4 (15) | NERE-029P | 45,999 [22.03/hr] | 67,192 [32.18/hr] | 70,552 3,360 | 73,911 6,719 |

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IV. ATTORNEY GENERAL PERFORMANCE PAY PROGRAM SCHEDULES

| CLASSIFICATION | PAY SCHEDULE | MINIMUM | FIXED CONTROL POINT | MAXIMUM (8%) |
|------------------------|---------------------|--------------------------|----------------------------|---------------------|
| Attorney Senior-A (16) | NERE-021P | \$77,026 [\$36.89/hr] | \$100,823 [\$48.29/hr] | \$108,889 8,066 |

V. ATTORNEY STAFF-E (P15) PAY SCHEDULE - NERE-207

| Min | End of 1 yr. | End of 2 yrs. | End of 3 yrs. | End of 4 yrs. | End of 5 yrs. | End of 6 yrs. | End of 7 yrs. | End of 8 yrs. | End of 9 yrs. | End of 10 yrs. | End of 11 yrs. |
|--------------------------|------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| \$47,189 [\$22.60/hr] | 50,049 [\$23.97/hr] | \$52,952 [\$25.36/hr] | \$55,979 [\$26.81/hr] | \$59,174 [\$28.34/hr] | \$62,682 [\$30.02/hr] | \$66,252 [\$31.73/hr] | \$70,032 [\$33.54/hr] | \$74,082 [\$35.48/hr] | \$78,321 [\$37.51/hr] | \$82,831 [\$39.67/hr] | \$88,824 [\$42.54/hr] |

VI. INFORMATION TECHNOLOGY PROGRAMMER/ANALYST P11 SCHEDULE – NERE 263

| Min. | 6 Mo | 1 Yr | 18 Mo | 2 Yr | 30 Mo | 3 Yr | 42 Mo | 54 Mo | 66 Mo | 78 Mo |
|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| \$16.39 | \$17.91 | \$19.42 | \$20.92 | \$22.34 | \$23.73 | \$24.49 | \$25.27 | \$26.85 | \$28.37 | \$30.07 |

VII. TRANSITIONAL POSITION PAY SCHEDULES

| TRANSITIONAL POSITION | Grade | Schedule | Minimum | Maximum |
|--|--------------|-----------------|----------------|----------------|
| Business and Administrative Technician | E9 | NERE-113P | \$15.96 | \$23.97 |
| Professional | 9 | NERE-099P | \$16.67 | \$39.43 |
| Manager | 12 | NERE-078P | \$21.32 | \$44.71 |
| Manager | 13 | | | |
| Manager | 14 | | | |
| Manager | 15 | | | |
| Manager | 16 | | | |

VIII. STUDENT ASSISTANT-E PAY SCHEDULE – NERE 115P

| ACADEMIC ATTAINMENT | PAY CONCEPT | MINIMUM-MAXIMUM HOURLY RATE |
|---|--------------------|------------------------------------|
| High School: Student is currently enrolled in or has completed high school and has been accepted by a post-secondary educational institution | A | \$7.15 - \$14.54 |
| College: Student is currently enrolled in a post-secondary educational program related to the work assigned. | B | 12.23 – 17.62 |
| Post-Bachelor's degree: Student is currently in an advanced degree program related to the work assigned and has completed a bachelor's degree. | C | 14.20 – 19.92 |

IX. BARGAINING UNIT T01 PAY SCHEDULES

| Schedule | Grade | Recruit | Year 1 | Year 2 |
|----------|-------|---------|---------|---------|
| T01-001 | 10 | \$10.46 | \$19.87 | \$23.39 |

| Schedule | Grade | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 | Year 10 | Year 15 | Year 20 |
|----------|-------|---------|---------|---------|---------|---------|---------|---------|---------|
| T01-001 | E11 | \$23.39 | \$24.55 | \$25.77 | \$27.08 | \$28.38 | \$28.66 | \$28.95 | \$29.23 |
| T01-002 | 11 | \$23.39 | \$24.55 | \$25.77 | \$27.08 | \$28.38 | \$28.66 | \$28.95 | \$29.23 |

| Schedule | Grade | Base Min | Year 1 | Year 10 | Year 15 | Year 20 |
|----------|-------|----------|---------|---------|---------|---------|
| T01-003 | 12 | \$31.22 | \$32.78 | \$33.11 | \$33.44 | \$33.76 |