



Byron P. Decoteau, Jr., Director

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GENERAL CIRCULAR NUMBER 2022-049 AMENDED

DATE: November 21, 2022

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Announcement of December 7, 2022 Pay Hearing – **AMENDED**
WITH ADDITIONAL EXHIBITS E - G

The State Civil Service Commission will hold a public hearing on Wednesday, December 7, 2022, to consider proposed changes to the Classification and Pay Plan. The hearing will begin at 9:00 a.m. and will be held in the Louisiana Purchase Room of the Claiborne Building, 1201 Third Street, Baton Rouge, Louisiana.

The Commission will consider the following exhibits:

THE CHANGES TO THE PAY PLAN NOTED IN EXHIBITS (A) THROUGH (D) BELOW REQUIRE APPROVAL FROM BOTH THE STATE CIVIL SERVICE COMMISSION AND GOVERNOR PRIOR TO IMPLEMENTATION. THESE CHANGES WILL NOT BECOME EFFECTIVE UNLESS ADOPTED BY THE STATE CIVIL SERVICE COMMISSION AND APPROVED BY THE GOVERNOR.

EXHIBIT A: Proposed Administrative “AS” Pay Schedule Changes (see attached)

EXHIBIT B: Proposed Medical “MS” Pay Schedule Changes (see attached)

EXHIBIT C: Proposed Social Services “SS” Pay Schedule Changes (see attached)

EXHIBIT D: Proposed Technician & Skilled Trades “WS” Pay Schedule Changes (see attached)

The proposed exhibits reflect the recommendations made in the 2022 Annual Uniform Pay Plan Review Report as presented by the Director of State Civil Service to the Commission at the public meeting on October 2, 2022. The specific recommendations aim to adjust the pay range of the lowest jobs in the Administrative Pay Schedule (AS), Medical Pay Schedule (MS), Social Services Pay Schedule (SS), and Technician & Skilled Trades Pay Schedule (WS) to \$10 per hour. Please note that the Protective Services Pay Schedule (PS) and the Scientific & Technical Pay Schedule (TS) are not affected, as their lowest pay range is already set above \$10 per hour.

Please also note that additional classification and pay items outside of the 2022 Annual Pay Plan Review Report will be added to the Pay Hearing Agenda as follows:

THE CHANGES TO THE PAY PLAN NOTED IN EXHIBIT (E) BELOW REQUIRE APPROVAL FROM BOTH THE STATE CIVIL SERVICE COMMISSION AND GOVERNOR PRIOR TO IMPLEMENTATION. THESE CHANGES WILL NOT BECOME EFFECTIVE UNLESS ADOPTED BY THE STATE CIVIL SERVICE COMMISSION AND APPROVED BY THE GOVERNOR.

EXHIBIT E: Proposed New Jobs for addition to the Pay Plan (see attached)

THE CHANGES TO THE PAY PLAN NOTED IN EXHIBITS (F) AND (G) BELOW REQUIRE APPROVAL FROM ONLY THE STATE CIVIL SERVICE COMMISSION PRIOR TO IMPLEMENTATION. THESE CHANGES WILL NOT BECOME EFFECTIVE UNLESS ADOPTED BY THE STATE CIVIL SERVICE COMMISSION.

EXHIBIT F: Proposed Job Specification Changes to the Pay Plan (see attached)

EXHIBIT G: Proposed Jobs to be Abolished from the Pay Plan (see attached)

Further supplements adding items to these exhibits may be issued at the Commission Hearing.

Please review this proposal and furnish us any comments that you consider pertinent by close of business December 5, 2022.

If you would like to appear before the Commission to present your comments orally, you are invited to do so and are requested to notify Louisiana State Civil Service of such intentions in advance of the meeting. You may direct any comments regarding this proposal to State Civil Service Chief Operating Officer, Nicole Tucker, at Nicole.Tucker@la.gov or 225-342-8272.

Please post this General Circular prominently so that all employees will receive notice of this hearing. If any special accommodations are needed, please notify us prior to this meeting.

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director

Exhibits requiring approval from both the State Civil Service Commission and the Governor prior to implementation:

**EXHIBIT A: PROPOSED ADMINISTRATIVE “AS” PAY SCHEDULE CHANGES
SINCE THE NOVEMBER 2, 2022 PAY HEARING
Proposed Effective Date: July 1, 2023**

AS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max
601	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
602	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
603	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
604	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
605	10.00	12.00	14.00	16.00	18.00	800.00	960.00	1,120.00	1,280.00	1,440.00	1,733.00	2,080.00	2,427.00	2,773.00	3,120.00	20,800.00	24,960.00	29,120.00	33,280.00	37,440.00
606	10.70	12.84	14.98	17.12	19.26	856.00	1,027.20	1,198.40	1,369.60	1,540.80	1,855.00	2,226.00	2,597.00	2,968.00	3,338.00	22,256.00	26,707.00	31,158.00	35,610.00	40,061.00
607	11.45	13.74	16.03	18.32	20.61	916.00	1,099.20	1,282.40	1,465.60	1,648.80	1,985.00	2,382.00	2,779.00	3,176.00	3,572.00	23,816.00	28,579.00	33,342.00	38,106.00	42,869.00
608	12.25	14.70	17.15	19.60	22.05	980.00	1,176.00	1,372.00	1,568.00	1,764.00	2,123.00	2,548.00	2,973.00	3,397.00	3,822.00	25,480.00	30,576.00	35,672.00	40,768.00	45,864.00
609	13.11	15.73	18.35	20.97	23.59	1,048.80	1,258.40	1,468.00	1,677.60	1,887.20	2,272.00	2,727.00	3,181.00	3,635.00	4,089.00	27,269.00	32,718.00	38,168.00	43,618.00	49,067.00
610	14.03	16.84	19.64	22.44	25.24	1,122.40	1,347.20	1,571.20	1,795.20	2,019.20	2,432.00	2,919.00	3,404.00	3,890.00	4,375.00	29,182.00	35,027.00	40,851.00	46,675.00	52,499.00
611	15.01	18.01	21.01	24.01	27.01	1,200.80	1,440.80	1,680.80	1,920.80	2,160.80	2,602.00	3,122.00	3,642.00	4,162.00	4,682.00	31,221.00	37,461.00	43,701.00	49,941.00	56,181.00
612	16.06	19.92	23.78	27.64	31.50	1,284.80	1,593.60	1,902.40	2,211.20	2,520.00	2,784.00	3,453.00	4,122.00	4,791.00	5,460.00	33,405.00	41,434.00	49,462.00	57,491.00	65,520.00
613	17.18	21.32	25.45	29.58	33.71	1,374.40	1,705.60	2,036.00	2,366.40	2,696.80	2,978.00	3,696.00	4,411.00	5,127.00	5,843.00	35,734.00	44,346.00	52,936.00	61,526.00	70,117.00
614	18.38	22.81	27.23	31.65	36.07	1,470.40	1,824.80	2,178.40	2,532.00	2,885.60	3,186.00	3,954.00	4,720.00	5,486.00	6,252.00	38,230.00	47,445.00	56,638.00	65,832.00	75,026.00
615	19.67	24.40	29.13	33.86	38.59	1,573.60	1,952.00	2,330.40	2,708.80	3,087.20	3,410.00	4,229.00	5,049.00	5,869.00	6,689.00	40,914.00	50,752.00	60,590.00	70,429.00	80,267.00
616	21.05	26.11	31.17	36.23	41.29	1,684.00	2,088.80	2,493.60	2,898.40	3,303.20	3,649.00	4,526.00	5,403.00	6,280.00	7,157.00	43,784.00	54,309.00	64,834.00	75,358.00	85,883.00
617	22.52	27.94	33.35	38.77	44.18	1,801.60	2,235.20	2,668.00	3,101.60	3,534.40	3,904.00	4,843.00	5,781.00	6,720.00	7,658.00	46,842.00	58,115.00	69,368.00	80,642.00	91,894.00
618	24.10	29.90	35.69	41.48	47.27	1,928.00	2,392.00	2,855.20	3,318.40	3,781.60	4,177.00	5,183.00	6,186.00	7,190.00	8,194.00	50,128.00	62,192.00	74,235.00	86,278.00	98,322.00
619	25.79	31.99	38.19	44.39	50.58	2,063.20	2,559.20	3,055.20	3,551.20	4,046.40	4,470.00	5,545.00	6,620.00	7,694.00	8,767.00	53,643.00	66,539.00	79,435.00	92,331.00	105,206.00
620	27.60	34.23	40.86	47.49	54.12	2,208.00	2,738.40	3,268.80	3,799.20	4,329.60	4,784.00	5,933.00	7,082.00	8,232.00	9,381.00	57,408.00	71,198.00	84,989.00	98,779.00	112,570.00
621	29.53	36.63	43.72	50.82	57.91	2,362.40	2,930.40	3,497.60	4,065.60	4,632.80	5,119.00	6,349.00	7,578.00	8,809.00	10,038.00	61,422.00	76,190.00	90,938.00	105,706.00	120,453.00
622	31.60	39.19	46.78	54.37	61.96	2,528.00	3,135.20	3,742.40	4,349.60	4,956.80	5,477.00	6,793.00	8,109.00	9,424.00	10,740.00	65,728.00	81,515.00	97,302.00	113,090.00	128,877.00
623	33.81	41.94	50.06	58.18	66.30	2,704.80	3,355.20	4,004.80	4,654.40	5,304.00	5,860.00	7,270.00	8,677.00	10,085.00	11,492.00	70,325.00	87,235.00	104,125.00	121,014.00	137,904.00
624	36.18	44.87	53.56	62.25	70.94	2,894.40	3,589.60	4,284.80	4,980.00	5,675.20	6,271.00	7,778.00	9,284.00	10,790.00	12,296.00	75,254.00	93,330.00	111,405.00	129,480.00	147,555.00
625	38.71	48.01	57.31	66.61	75.91	3,096.80	3,840.80	4,584.80	5,328.80	6,072.80	6,710.00	8,322.00	9,934.00	11,546.00	13,158.00	80,517.00	99,861.00	119,205.00	138,549.00	157,893.00
626	41.42	51.37	61.32	71.27	81.22	3,313.60	4,109.60	4,905.60	5,701.60	6,497.60	7,180.00	8,904.00	10,629.00	12,354.00	14,078.00	86,154.00	106,850.00	127,546.00	148,242.00	168,938.00
627	44.32	54.97	65.62	76.27	86.91	3,545.60	4,397.60	5,249.60	6,101.60	6,952.80	7,682.00	9,528.00	11,374.00	13,220.00	15,064.00	92,186.00	114,338.00	136,490.00	158,642.00	180,773.00
628	47.42	58.82	70.21	81.60	92.99	3,793.60	4,705.60	5,616.80	6,528.00	7,439.20	8,220.00	10,196.00	12,170.00	14,144.00	16,118.00	98,634.00	122,346.00	146,037.00	169,728.00	193,419.00
629	50.74	62.93	75.12	87.31	99.50	4,059.20	5,034.40	6,009.60	6,984.80	7,960.00	8,795.00	10,908.00	13,021.00	15,134.00	17,247.00	105,539.00	130,894.00	156,250.00	181,605.00	206,960.00

**EXHIBIT B: PROPOSED MEDICAL “MS” PAY SCHEDULE CHANGES
SINCE THE NOVEMBER 2, 2022 PAY HEARING
Proposed Effective Date: July 1, 2023**

MS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max
501	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
502	10.00	12.00	14.00	16.00	18.00	800.00	960.00	1,120.00	1,280.00	1,440.00	1,733.00	2,080.00	2,427.00	2,773.00	3,120.00	20,800.00	24,960.00	29,120.00	33,280.00	37,440.00
503	10.70	12.84	14.98	17.12	19.26	856.00	1,027.20	1,198.40	1,369.60	1,540.80	1,855.00	2,226.00	2,597.00	2,968.00	3,338.00	22,256.00	26,707.00	31,158.00	35,610.00	40,061.00
504	11.45	13.74	16.03	18.32	20.61	916.00	1,099.20	1,282.40	1,465.60	1,648.80	1,985.00	2,382.00	2,779.00	3,176.00	3,572.00	23,816.00	28,579.00	33,342.00	38,106.00	42,869.00
505	12.25	14.70	17.15	19.60	22.05	980.00	1,176.00	1,372.00	1,568.00	1,764.00	2,123.00	2,548.00	2,973.00	3,397.00	3,822.00	25,480.00	30,576.00	35,672.00	40,768.00	45,864.00
506	13.11	15.73	18.35	20.97	23.59	1,048.80	1,258.40	1,468.00	1,677.60	1,887.20	2,272.00	2,727.00	3,181.00	3,635.00	4,089.00	27,269.00	32,718.00	38,168.00	43,618.00	49,067.00
507	14.03	16.84	19.64	22.44	25.24	1,122.40	1,347.20	1,571.20	1,795.20	2,019.20	2,432.00	2,919.00	3,404.00	3,890.00	4,375.00	29,182.00	35,027.00	40,851.00	46,675.00	52,499.00
508	15.01	18.01	21.01	24.01	27.01	1,200.80	1,440.80	1,680.80	1,920.80	2,160.80	2,602.00	3,122.00	3,642.00	4,162.00	4,682.00	31,221.00	37,461.00	43,701.00	49,941.00	56,181.00
509	16.06	19.27	22.48	25.69	28.90	1,284.80	1,541.60	1,798.40	2,055.20	2,312.00	2,784.00	3,340.00	3,897.00	4,453.00	5,009.00	33,405.00	40,082.00	46,758.00	53,435.00	60,112.00
510	17.18	20.62	24.05	27.49	30.92	1,374.40	1,649.60	1,924.00	2,199.20	2,473.60	2,978.00	3,574.00	4,169.00	4,765.00	5,360.00	35,734.00	42,890.00	50,024.00	57,179.00	64,314.00
511	18.38	22.06	25.73	29.41	33.08	1,470.40	1,764.80	2,058.40	2,352.80	2,646.40	3,186.00	3,824.00	4,460.00	5,098.00	5,734.00	38,230.00	45,885.00	53,518.00	61,173.00	68,806.00
512	19.67	23.61	27.54	31.47	35.40	1,573.60	1,888.80	2,203.20	2,517.60	2,832.00	3,410.00	4,092.00	4,774.00	5,455.00	6,136.00	40,914.00	49,109.00	57,283.00	65,458.00	73,632.00
513	21.05	25.26	29.47	33.68	37.88	1,684.00	2,020.80	2,357.60	2,694.40	3,030.40	3,649.00	4,378.00	5,108.00	5,838.00	6,566.00	43,784.00	52,541.00	61,298.00	70,054.00	78,790.00
514	22.52	27.03	31.53	36.03	40.53	1,801.60	2,162.40	2,522.40	2,882.40	3,242.40	3,904.00	4,685.00	5,465.00	6,245.00	7,025.00	46,842.00	56,222.00	65,582.00	74,942.00	84,302.00
515	24.10	28.92	33.74	38.56	43.37	1,928.00	2,313.60	2,699.20	3,084.80	3,469.60	4,177.00	5,013.00	5,848.00	6,684.00	7,518.00	50,128.00	60,154.00	70,179.00	80,205.00	90,210.00
516	25.79	30.95	36.10	41.26	46.41	2,063.20	2,476.00	2,888.00	3,300.80	3,712.80	4,470.00	5,365.00	6,257.00	7,152.00	8,044.00	53,643.00	64,376.00	75,088.00	85,821.00	96,533.00
517	27.60	33.12	38.63	44.15	49.66	2,208.00	2,649.60	3,090.40	3,532.00	3,972.80	4,784.00	5,741.00	6,696.00	7,653.00	8,608.00	57,408.00	68,890.00	80,350.00	91,832.00	103,293.00
518	29.53	35.44	41.34	47.24	53.14	2,362.40	2,835.20	3,307.20	3,779.20	4,251.20	5,119.00	6,143.00	7,166.00	8,188.00	9,211.00	61,422.00	73,715.00	85,987.00	98,259.00	110,531.00
519	31.60	37.92	44.23	50.55	56.86	2,528.00	3,033.60	3,538.40	4,044.00	4,548.80	5,477.00	6,573.00	7,667.00	8,762.00	9,856.00	65,728.00	78,874.00	91,998.00	105,144.00	118,269.00
520	33.81	40.57	47.33	54.09	60.84	2,704.80	3,245.60	3,786.40	4,327.20	4,867.20	5,860.00	7,032.00	8,204.00	9,376.00	10,546.00	70,325.00	84,386.00	98,446.00	112,507.00	126,547.00
521	36.18	43.41	50.64	57.87	65.10	2,894.40	3,472.80	4,051.20	4,629.60	5,208.00	6,271.00	7,524.00	8,778.00	10,031.00	11,284.00	75,254.00	90,293.00	105,331.00	120,370.00	135,408.00
522	38.71	46.45	54.19	61.93	69.66	3,096.80	3,716.00	4,335.20	4,954.40	5,572.80	6,710.00	8,051.00	9,393.00	10,735.00	12,074.00	80,517.00	96,616.00	112,715.00	128,814.00	144,893.00
523	41.42	49.70	57.98	66.26	74.54	3,313.60	3,976.00	4,638.40	5,300.80	5,963.20	7,180.00	8,615.00	10,050.00	11,485.00	12,920.00	86,154.00	103,376.00	120,598.00	137,821.00	155,043.00
524	44.32	53.18	62.04	70.90	79.76	3,545.60	4,254.40	4,963.20	5,672.00	6,380.80	7,682.00	9,218.00	10,754.00	12,289.00	13,825.00	92,186.00	110,614.00	129,043.00	147,472.00	165,901.00
525	47.42	56.90	66.38	75.86	85.34	3,793.60	4,552.00	5,310.40	6,068.80	6,827.20	8,220.00	9,863.00	11,506.00	13,149.00	14,792.00	98,634.00	118,352.00	138,070.00	157,789.00	177,507.00
526	50.74	60.89	71.03	81.17	91.31	4,059.20	4,871.20	5,682.40	6,493.60	7,304.80	8,795.00	10,554.00	12,312.00	14,070.00	15,827.00	105,539.00	126,651.00	147,742.00	168,834.00	189,925.00
527	54.29	65.15	76.00	86.85	97.70	4,343.20	5,212.00	6,080.00	6,948.00	7,816.00	9,410.00	11,293.00	13,173.00	15,054.00	16,935.00	112,923.00	135,512.00	158,080.00	180,648.00	203,216.00
528	58.09	69.71	81.32	92.93	104.54	4,647.20	5,576.80	6,505.60	7,434.40	8,363.20	10,069.00	12,083.00	14,096.00	16,108.00	18,120.00	120,827.00	144,997.00	169,146.00	193,294.00	217,443.00
529	62.16	74.59	87.01	99.44	111.86	4,972.80	5,967.20	6,960.80	7,955.20	8,948.80	10,774.00	12,929.00	15,082.00	17,236.00	19,389.00	129,293.00	155,147.00	180,981.00	206,835.00	232,669.00
530	66.51	79.81	93.10	106.40	119.69	5,320.80	6,384.80	7,448.80	8,512.00	9,575.20	11,528.00	13,834.00	16,137.00	18,443.00	20,746.00	138,341.00	166,005.00	193,648.00	221,312.00	248,955.00
531	71.17	85.40	99.62	113.85	128.07	5,693.60	6,832.00	7,969.60	9,108.00	10,245.60	12,336.00	14,803.00	17,268.00	19,734.00	22,199.00	148,034.00	177,632.00	207,210.00	236,808.00	266,386.00

**EXHIBIT C: PROPOSED SOCIAL SERVICES “SS” PAY SCHEDULE CHANGES
SINCE THE NOVEMBER 2, 2022 PAY HEARING
Proposed Effective Date: July 1, 2023**

SS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max
401	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
402	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
403	10.00	12.00	14.00	16.00	18.00	800.00	960.00	1,120.00	1,280.00	1,440.00	1,733.00	2,080.00	2,427.00	2,773.00	3,120.00	20,800.00	24,960.00	29,120.00	33,280.00	37,440.00
404	10.70	12.84	14.98	17.12	19.26	856.00	1,027.20	1,198.40	1,369.60	1,540.80	1,855.00	2,226.00	2,597.00	2,968.00	3,338.00	22,256.00	26,707.00	31,158.00	35,610.00	40,061.00
405	11.45	13.74	16.03	18.32	20.61	916.00	1,099.20	1,282.40	1,465.60	1,648.80	1,985.00	2,382.00	2,779.00	3,176.00	3,572.00	23,816.00	28,579.00	33,342.00	38,106.00	42,869.00
406	12.25	14.70	17.15	19.60	22.05	980.00	1,176.00	1,372.00	1,568.00	1,764.00	2,123.00	2,548.00	2,973.00	3,397.00	3,822.00	25,480.00	30,576.00	35,672.00	40,768.00	45,864.00
407	13.11	15.73	18.35	20.97	23.59	1,048.80	1,258.40	1,468.00	1,677.60	1,887.20	2,272.00	2,727.00	3,181.00	3,635.00	4,089.00	27,269.00	32,718.00	38,168.00	43,618.00	49,067.00
408	14.03	16.84	19.64	22.44	25.24	1,122.40	1,347.20	1,571.20	1,795.20	2,019.20	2,432.00	2,919.00	3,404.00	3,890.00	4,375.00	29,182.00	35,027.00	40,851.00	46,675.00	52,499.00
409	15.01	18.01	21.01	24.01	27.01	1,200.80	1,440.80	1,680.80	1,920.80	2,160.80	2,602.00	3,122.00	3,642.00	4,162.00	4,682.00	31,221.00	37,461.00	43,701.00	49,941.00	56,181.00
410	16.06	19.27	22.48	25.69	28.90	1,284.80	1,541.60	1,798.40	2,055.20	2,312.00	2,784.00	3,340.00	3,897.00	4,453.00	5,009.00	33,405.00	40,082.00	46,758.00	53,435.00	60,112.00
411	17.18	20.62	24.05	27.49	30.92	1,374.40	1,649.60	1,924.00	2,199.20	2,473.60	2,978.00	3,574.00	4,169.00	4,765.00	5,360.00	35,734.00	42,890.00	50,024.00	57,179.00	64,314.00
412	18.38	22.06	25.73	29.41	33.08	1,470.40	1,764.80	2,058.40	2,352.80	2,646.40	3,186.00	3,824.00	4,460.00	5,098.00	5,734.00	38,230.00	45,885.00	53,518.00	61,173.00	68,806.00
413	19.67	23.61	27.54	31.47	35.40	1,573.60	1,888.80	2,203.20	2,517.60	2,832.00	3,410.00	4,092.00	4,774.00	5,455.00	6,136.00	40,914.00	49,109.00	57,283.00	65,458.00	73,632.00
414	21.05	25.26	29.47	33.68	37.88	1,684.00	2,020.80	2,357.60	2,694.40	3,030.40	3,649.00	4,378.00	5,108.00	5,838.00	6,566.00	43,784.00	52,541.00	61,298.00	70,054.00	78,790.00
415	22.52	27.03	31.53	36.03	40.53	1,801.60	2,162.40	2,522.40	2,882.40	3,242.40	3,904.00	4,685.00	5,465.00	6,245.00	7,025.00	46,842.00	56,222.00	65,582.00	74,942.00	84,302.00
416	24.10	28.92	33.74	38.56	43.37	1,928.00	2,313.60	2,699.20	3,084.80	3,469.60	4,177.00	5,013.00	5,848.00	6,684.00	7,518.00	50,128.00	60,154.00	70,179.00	80,205.00	90,210.00
417	25.79	30.95	36.10	41.26	46.41	2,063.20	2,476.00	2,888.00	3,300.80	3,712.80	4,470.00	5,365.00	6,257.00	7,152.00	8,044.00	53,643.00	64,376.00	75,088.00	85,821.00	96,533.00
418	27.60	33.12	38.63	44.15	49.66	2,208.00	2,649.60	3,090.40	3,532.00	3,972.80	4,784.00	5,741.00	6,696.00	7,653.00	8,608.00	57,408.00	68,890.00	80,350.00	91,832.00	103,293.00
419	29.53	35.44	41.34	47.24	53.14	2,362.40	2,835.20	3,307.20	3,779.20	4,251.20	5,119.00	6,143.00	7,166.00	8,188.00	9,211.00	61,422.00	73,715.00	85,987.00	98,259.00	110,531.00
420	31.60	37.92	44.23	50.55	56.86	2,528.00	3,033.60	3,538.40	4,044.00	4,548.80	5,477.00	6,573.00	7,667.00	8,762.00	9,856.00	65,728.00	78,874.00	91,998.00	105,144.00	118,269.00
421	33.81	40.57	47.33	54.09	60.84	2,704.80	3,245.60	3,786.40	4,327.20	4,867.20	5,860.00	7,032.00	8,204.00	9,376.00	10,546.00	70,325.00	84,386.00	98,446.00	112,507.00	126,547.00
422	36.18	43.41	50.64	57.87	65.10	2,894.40	3,472.80	4,051.20	4,629.60	5,208.00	6,271.00	7,524.00	8,778.00	10,031.00	11,284.00	75,254.00	90,293.00	105,331.00	120,370.00	135,408.00
423	38.71	46.45	54.19	61.93	69.66	3,096.80	3,716.00	4,335.20	4,954.40	5,572.80	6,710.00	8,051.00	9,393.00	10,735.00	12,074.00	80,517.00	96,616.00	112,715.00	128,814.00	144,893.00
424	41.42	49.70	57.98	66.26	74.54	3,313.60	3,976.00	4,638.40	5,300.80	5,963.20	7,180.00	8,615.00	10,050.00	11,485.00	12,920.00	86,154.00	103,376.00	120,598.00	137,821.00	155,043.00
425	44.32	53.18	62.04	70.90	79.76	3,545.60	4,254.40	4,963.20	5,672.00	6,380.80	7,682.00	9,218.00	10,754.00	12,289.00	13,825.00	92,186.00	110,614.00	129,043.00	147,472.00	165,901.00
426	47.42	56.90	66.38	75.86	85.34	3,793.60	4,552.00	5,310.40	6,068.80	6,827.20	8,220.00	9,863.00	11,506.00	13,149.00	14,792.00	98,634.00	118,352.00	138,070.00	157,789.00	177,507.00
427	50.74	60.89	71.03	81.17	91.31	4,059.20	4,871.20	5,682.40	6,493.60	7,304.80	8,795.00	10,554.00	12,312.00	14,070.00	15,827.00	105,539.00	126,651.00	147,742.00	168,834.00	189,925.00

**EXHIBIT D: PROPOSED TECHNICIAN & SKILLED TRADES “WS” PAY SCHEDULE CHANGES
SINCE THE NOVEMBER 2, 2022 PAY HEARING
Proposed Effective Date: July 1, 2023**

WS	Hourly					Biweekly					Monthly					Annual				
	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max	Min	1st Quartile	Midpoint	3rd Quartile	Max
201	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
202	10.00	12.00	14.00	16.00	18.00	800.00	960.00	1,120.00	1,280.00	1,440.00	1,733.00	2,080.00	2,427.00	2,773.00	3,120.00	20,800.00	24,960.00	29,120.00	33,280.00	37,440.00
203	10.70	12.84	14.98	17.12	19.26	856.00	1,027.20	1,198.40	1,369.60	1,540.80	1,855.00	2,226.00	2,597.00	2,968.00	3,338.00	22,256.00	26,707.00	31,158.00	35,610.00	40,061.00
204	11.45	13.74	16.03	18.32	20.61	916.00	1,099.20	1,282.40	1,465.60	1,648.80	1,985.00	2,382.00	2,779.00	3,176.00	3,572.00	23,816.00	28,579.00	33,342.00	38,106.00	42,869.00
205	12.25	14.70	17.15	19.60	22.05	980.00	1,176.00	1,372.00	1,568.00	1,764.00	2,123.00	2,548.00	2,973.00	3,397.00	3,822.00	25,480.00	30,576.00	35,672.00	40,768.00	45,864.00
206	13.11	15.73	18.35	20.97	23.59	1,048.80	1,258.40	1,468.00	1,677.60	1,887.20	2,272.00	2,727.00	3,181.00	3,635.00	4,089.00	27,269.00	32,718.00	38,168.00	43,618.00	49,067.00
207	14.03	16.84	19.64	22.44	25.24	1,122.40	1,347.20	1,571.20	1,795.20	2,019.20	2,432.00	2,919.00	3,404.00	3,890.00	4,375.00	29,182.00	35,027.00	40,851.00	46,675.00	52,499.00
208	15.01	18.01	21.01	24.01	27.01	1,200.80	1,440.80	1,680.80	1,920.80	2,160.80	2,602.00	3,122.00	3,642.00	4,162.00	4,682.00	31,221.00	37,461.00	43,701.00	49,941.00	56,181.00
209	16.06	19.27	22.48	25.69	28.90	1,284.80	1,541.60	1,798.40	2,055.20	2,312.00	2,784.00	3,340.00	3,897.00	4,453.00	5,009.00	33,405.00	40,082.00	46,758.00	53,435.00	60,112.00
210	17.18	20.62	24.05	27.49	30.92	1,374.40	1,649.60	1,924.00	2,199.20	2,473.60	2,978.00	3,574.00	4,169.00	4,765.00	5,360.00	35,734.00	42,890.00	50,024.00	57,179.00	64,314.00
211	18.38	22.06	25.73	29.41	33.08	1,470.40	1,764.80	2,058.40	2,352.80	2,646.40	3,186.00	3,824.00	4,460.00	5,098.00	5,734.00	38,230.00	45,885.00	53,518.00	61,173.00	68,806.00
212	19.67	23.61	27.54	31.47	35.40	1,573.60	1,888.80	2,203.20	2,517.60	2,832.00	3,410.00	4,092.00	4,774.00	5,455.00	6,136.00	40,914.00	49,109.00	57,283.00	65,458.00	73,632.00
213	21.05	25.26	29.47	33.68	37.88	1,684.00	2,020.80	2,357.60	2,694.40	3,030.40	3,649.00	4,378.00	5,108.00	5,838.00	6,566.00	43,784.00	52,541.00	61,298.00	70,054.00	78,790.00
214	22.52	27.03	31.53	36.03	40.53	1,801.60	2,162.40	2,522.40	2,882.40	3,242.40	3,904.00	4,685.00	5,465.00	6,245.00	7,025.00	46,842.00	56,222.00	65,582.00	74,942.00	84,302.00
215	24.10	28.92	33.74	38.56	43.37	1,928.00	2,313.60	2,699.20	3,084.80	3,469.60	4,177.00	5,013.00	5,848.00	6,684.00	7,518.00	50,128.00	60,154.00	70,179.00	80,205.00	90,210.00
216	25.79	30.95	36.10	41.26	46.41	2,063.20	2,476.00	2,888.00	3,300.80	3,712.80	4,470.00	5,365.00	6,257.00	7,152.00	8,044.00	53,643.00	64,376.00	75,088.00	85,821.00	96,533.00
217	27.60	33.12	38.63	44.15	49.66	2,208.00	2,649.60	3,090.40	3,532.00	3,972.80	4,784.00	5,741.00	6,696.00	7,653.00	8,608.00	57,408.00	68,890.00	80,350.00	91,832.00	103,293.00
218	29.53	35.44	41.34	47.24	53.14	2,362.40	2,835.20	3,307.20	3,779.20	4,251.20	5,119.00	6,143.00	7,166.00	8,188.00	9,211.00	61,422.00	73,715.00	85,987.00	98,259.00	110,531.00
219	31.60	37.92	44.23	50.55	56.86	2,528.00	3,033.60	3,538.40	4,044.00	4,548.80	5,477.00	6,573.00	7,667.00	8,762.00	9,856.00	65,728.00	78,874.00	91,998.00	105,144.00	118,269.00
220	33.81	40.57	47.33	54.09	60.84	2,704.80	3,245.60	3,786.40	4,327.20	4,867.20	5,860.00	7,032.00	8,204.00	9,376.00	10,546.00	70,325.00	84,386.00	98,446.00	112,507.00	126,547.00
221	36.18	43.41	50.64	57.87	65.10	2,894.40	3,472.80	4,051.20	4,629.60	5,208.00	6,271.00	7,524.00	8,778.00	10,031.00	11,284.00	75,254.00	90,293.00	105,331.00	120,370.00	135,408.00
222	38.71	46.45	54.19	61.93	69.66	3,096.80	3,716.00	4,335.20	4,954.40	5,572.80	6,710.00	8,051.00	9,393.00	10,735.00	12,074.00	80,517.00	96,616.00	112,715.00	128,814.00	144,893.00
223	41.42	49.70	57.98	66.26	74.54	3,313.60	3,976.00	4,638.40	5,300.80	5,963.20	7,180.00	8,615.00	10,050.00	11,485.00	12,920.00	86,154.00	103,376.00	120,598.00	137,821.00	155,043.00
224	44.32	53.18	62.04	70.90	79.76	3,545.60	4,254.40	4,963.20	5,672.00	6,380.80	7,682.00	9,218.00	10,754.00	12,289.00	13,825.00	92,186.00	110,614.00	129,043.00	147,472.00	165,901.00
225	47.42	56.90	66.38	75.86	85.34	3,793.60	4,552.00	5,310.40	6,068.80	6,827.20	8,220.00	9,863.00	11,506.00	13,149.00	14,792.00	98,634.00	118,352.00	138,070.00	157,789.00	177,507.00

Exhibits requiring approval from both the State Civil Service Commission and the Governor prior to implementation:

**EXHIBIT E: NEW JOBS PROPOSED FOR ADDITION TO THE PAY PLAN
SINCE THE PAY HEARING ON NOVEMBER 2, 2022**

JOB CODE	JOB TITLE	PAY SCHED	PAY LEVEL	OCC GRP CODE
175800	RETIREMENT BENEFITS ANALYST 4	AS	616	C4

Exhibits requiring approval of only the State Civil Service Commission prior to implementation:

**EXHIBIT F: PROPOSED JOB SPECIFICATION CHANGES TO THE PAY PLAN
SINCE THE PAY HEARING ON NOVEMBER 2, 2022**

JOB CODE	JOB TITLE
122510	RETIREMENT BENEFITS ANALYST 2
158420	RETIREMENT BENEFITS ANALYST 3
172880	RETIREMENT BENEFITS SPECIALIST
122540	RETIREMENT BENEFITS SUPERVISOR
122530	RETIREMENT BENEFITS MANAGER

**EXHIBIT G: PROPOSED JOBS TO BE ABOLISHED FROM THE PAY PLAN
SINCE THE PAY HEARING ON NOVEMBER 2, 2022**

JOB CODE	JOB TITLE
122550	RETIREMENT BENEFITS EDUCATOR