

Criteria-Based Adjustment (Step) Plans
Effective 6/22/13

Effective September 29, 2012, eligible uncovered employees received a 5% critical retention pay increase, which was subsequently incorporated into their base pay effective June 22, 2013. Employees who meet this criteria are authorized to exceed the salary of their next eligible step by the amount of their specific pay increase received on June 22, 2013, and any future performance-based merit increases pursuant to the Agency's approved Compensation Plan.

Title	Job Code(s)	Schedule	Grade	Criteria	Annual	Hourly
ASH Security Officer 1	ACV47626 & AUN08345	AREG	15	0 - 6 months	\$27,072.65	\$13.0157
				6 months - 1 year	\$27,632.84	\$13.2850
				1 - 2 years	\$28,194.19	\$13.5549
				2+ years	\$28,755.72	\$13.8249
Correctional Chaplain I	ACV38924 & AUN08307	AREG	17	<i>Deacon Level</i>		
				KSAs of class	\$29,276.54	\$14.0753
				+1 year experience	\$29,995.53	\$14.4209
				+2 years	\$31,254.40	\$15.0262
				+3 years	\$32,576.26	\$15.6617
Correctional Chaplain I	ACV38924 & AUN08307	AREG	17	<i>Journey Level</i>		
				KSAs of Journey Level	\$30,758.65	\$14.7878
				+1 year experience	\$32,055.87	\$15.4115
				+2 years	\$33,418.01	\$16.0664
				+3 years	\$34,848.06	\$16.7539
Correctional Chaplain I	ACV38924 & AUN08307	AREG	17	<i>Clinical Level</i>		
				KSAs of Clinical Level	\$32,929.97	\$15.8317
				+1 year experience	\$34,054.30	\$16.3723
				+2 years	\$35,223.41	\$16.9343
				+3 years	\$36,440.30	\$17.5194
Correctional Chaplain II	ACV38925 & AUN08308	AREG	19	KSAs of class	\$36,186.42	\$17.3973
				+1 year experience	\$37,127.79	\$17.8499
				+2 years	\$38,097.23	\$18.3160
				+3 years	\$39,096.01	\$18.7962
				+4 years	\$40,123.94	\$19.2904
				+5 years	\$41,183.36	\$19.7997
				+6 years	\$42,314.54	\$20.3435
				+7 years	\$43,439.09	\$20.8842
Dental Assistant (DC)	ACV98611 & AUN08521	AREG	14	0 years experience	\$30,900.05	\$14.8558
				1 year	\$32,960.18	\$15.8462
				2 year	\$34,196.13	\$16.4404
				3 year	\$35,432.08	\$17.0347
				4 year	\$36,668.03	\$17.6289
				5 year	\$37,904.20	\$18.2232
				6 or More	\$39,140.15	\$18.8174
Geriatric LPN	ACV38042 & AUN08243	ASRRGERI	15	No experience	\$30,585.97	\$14.7048
				1 year	\$31,017.24	\$14.9121
				2 years	\$31,689.95	\$15.2356
				3 years	\$32,602.61	\$15.6743
				4 years	\$33,546.77	\$16.1283
				5 years	\$34,523.70	\$16.5979
				6 years	\$35,534.27	\$17.0838
Legal Secretary II	ACV31218 & AUN02692	AREG	16	5 years experience	\$31,612.61	\$15.1984
LPN	multiple	ASWNURSE	LPN	0-1 year experience	\$42,825.34	\$20.5891
				2-3 years	\$44,320.90	\$21.3081
				4-5 years	\$45,816.46	\$22.0271
				6-7 years	\$47,395.45	\$22.7863
				8-9 years	\$49,106.28	\$23.6088
				10+ years	\$50,478.24	\$24.2684

Criteria-Based Adjustment (Step) Plans
Effective 6/22/13

Title	Job Code(s)	Schedule	Grade	Criteria	Annual	Hourly
Nursing Assistant	ACV38001 & AUN04331	AREG	10	1 year experience	\$21,079.98	\$10.1346
				2 years	\$21,659.87	\$10.4134
				3 years	\$22,263.45	\$10.7036
				4 years	\$22,888.66	\$11.0042
				5 years	\$23,536.53	\$11.3156
				6 years	\$24,206.03	\$11.6375
Nursing Assistant (VS)	ACV38001 & AUN04331	AREG	10	1 year experience	\$25,364.52	\$12.1945
				2 years	\$25,945.11	\$12.4736
				3 years	\$26,548.19	\$12.7636
				4 years	\$27,173.56	\$13.0642
				5 years	\$27,821.21	\$13.3756
				6 years	\$28,491.13	\$13.6977
RN	multiple	ASWNURSE	N1	0-1 year experience	\$52,820.46	\$25.3945
				2-3 years	\$55,462.41	\$26.6646
				4-5 years	\$58,235.17	\$27.9977
				6-7 years	\$60,564.00	\$29.1173
				8-9 years	\$62,380.92	\$29.9908
				10+ years	\$63,941.37	\$30.7410
RN Mgmt	multiple	ASWNURSE	N2	Supervisor	\$67,137.46	\$32.2776
				Coordinator	\$70,495.26	\$33.8920
				Manager	\$74,019.92	\$35.5865
				Director	\$77,720.71	\$37.3657
Psych RN	multiple	ASWNURSE	N1	0-1 year experience	\$60,223.07	\$28.9534
				2-3 years	\$63,233.76	\$30.4008
				4-5 years	\$66,395.86	\$31.9211
				6-7 years	\$69,051.20	\$33.1977
				8-9 years	\$71,123.56	\$34.1940
				10+ years	\$72,901.34	\$35.0487
Psych RN Mgmt	multiple	ASWNURSE	N2	Supervisor	\$76,546.51	\$36.8012
				Coordinator	\$80,373.99	\$38.6413
				Manager	\$84,392.02	\$40.5731
				Director	\$88,611.93	\$42.6019
Utilities Engineer	AUN07482	AREG	24	Entry (8 yrs experience)	\$63,832.59	\$30.6887
				+1 yr in classification	\$66,887.23	\$32.1573
				+2 yrs in classification	\$70,093.54	\$33.6988
				+3 yrs in classification	\$73,124.18	\$35.1559
				+4 yrs in classification	\$76,221.45	\$36.6449
				+5 yrs in classification	\$79,307.36	\$38.1285
Utilities Engineer Supervisor	AUN08545	AREG	25	Entry (8 yrs experience)	\$72,366.84	\$34.7918
				+1 yr in classification	\$75,569.09	\$36.3313
				+2 yrs in classification	\$78,992.22	\$37.9770
				+3 yrs in classification	\$82,651.01	\$39.7361
				+4 yrs in classification	\$86,566.89	\$41.6187
				+5 yrs in classification	\$86,566.89	\$41.6187