

PAY PLANS, GRADES, AND ZONES

A State Employee Classification & Compensation Initiative

PAY PLANS

All job families will be placed in one of the following pay plans:

MIS<mark>SISSI</mark>PPI GENERAL

The **majority** of job families fall within this pay plan.



This plan offers flexibility for medical job families.

INFORMATION TECHNOLOGY

This plan compensates employees in the IT occupational group.

EXECUTIVE

This plan compensates agency heads* and sets standards for high level employees.

*For agency head and executive level classifications, a tiered process is used, and agency head salaries are capped at the market rate for their individual classification. Agencies are assigned to Tier I, II, or III based on their market salary, size, and scope of responsibility.

GRADES

Each pay plan is comprised of grades, and each job classification is assigned to a grade within each pay plan.

Market

What is a grade?

A grade is a **pay scale** or **level**. Each grade has a minimum salary, market rate, and a maximum salary. Higher grade levels have higher salaries.



ZONES

There are four zones within each grade that provide guidance for agencies in making salary decisions.

Entry Level

Zone 1

Up to 10% above minimum

Meets minimum qualifications with little or no prior related experience

Up to market

Has minimal prior closely related experience

Up to 10% above market

Has previous closely related experience and a demonstrated ability to perform assigned duties

Seasoned Professional

More than 10% above market (no more than maximum)

Has exemplary performance, a deep knowledge of the position, and/or scarce skills or certifications that are highly valued in the market

Market Rate

Salary decisions in Zones 1 and 2 are made at the agency level.

Salary decisions in Zone 3 require State Personnel Director or designee approval prior to processing. Salary decisions in Zone 4 require MSPB approval with the exceptions noted in policy or salary scales in statute.