EXHIBIT 1 2
DATE 1/10/07
HB 2

DEQ Salary Increases 2005 & 2006								
Pay Increase	**# Employees Affected**	**Base Salary**	**Annual Base Inc.**	**Avg % Base to Market**	**Annual Comp. Inc.**	**17% Loaded Annual Comp Inc.**	**17% Loaded Leg. Inc.**	**Add Pay Beyond Leg. Authorized**
Sept. 2005	390	$ 14,952,887.76		83.74%				
10-1-2005 Leg. Inc.(3.5% or min.)	390	$ 15,489,224.39	$ 536,336.63	86.80%	$ 552,334.10	$ 646,230.89	$ 646,230.89	$ -
Dec. 2005 Inc. to 80% Minimum	55	$ 15,568,858.89	$ 79,634.49	87.32%	$ 80,342.00	$ 94,000.14		$ 94,000.14
Jan. 2006 Strategic Increases	41	$ 15,938,515.84	$ 369,656.96	87.98%	$ 375,923.23	$ 439,830.18		$ 439,830.18
June 2006 Market Adj.-80 to 92% Min.	180	$ 16,404,831.50	$ 466,315.66	90.06%	$ 474,387.40	$ 555,033.25		$ 555,033.25
10-1-2006 Leg. Inc.(4% or Min.)	390	$ 17,070,510.86	$ 665,679.36	93.77%	$ 682,750.41	$ 798,817.98	$ 744,030.94	$ 54,787.04
			$2,117,623.10		$ 2,165,737.13	$ 2,533,912.45	$ 1,390,261.83	$ 1,143,650.62
					Two Years	$ 5,067,824.89	$ 2,780,523.66	$ 2,287,301.23

EXHIBIT 2
DATE 1/10/07
HB 2

Subcommittee-DEQ Pay Inc.xls
1/11/2007, deanrude