EXHIBIT 3
DATE 1. 16. 13
HB

Department of Agriculture
Broadband Pay Adjustment Summary

Band	Position #	Position Title	Initial Base Hourly Rate	as % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate		2010 Market Minimum	2010 Market Midpoint	2010 Market Maximum
3	62100109	Agricultural Technician	11.90	79%	83%	12.56		12.56	15.07	17.59
3	62101004	Agricultural Technician	10.03	67%	83%	12.56	*			
3	62101008	Agricultural Technician	11.90	79%	83%	12.56				
3	62101016	Agricultural Technician	12.40	82%	86%	12.96				
3	62101017	Agricultural Technician	11.90	79%	83%	12.56				
3	62101102	Administrative Support Su	13.36	81%	85%	14.00		13.72	16.47	19.22
3	62100316	License Permit Technician	12.08	89%	90%	12.16		11.25	13.51	15.77
3	62100350	License Permit Technician	12.68	89%	90%	12.77				
3	62100612	License Permit Technician		vacant - no change						
3	62100112	Administrative Assistant	12.05	84%	88%	12.60		11.93	14.32	16.71
3	62100303	Administrative Assistant	13.83	97%	no change					
3	62100618	Administrative Assistant	17.10	119%	no change					
3	62100803	Administrative Assistant	12.05	84%	88%	12.60				
3	62101012	Administrative Assistant	12.05	84%	88%	12.60				
3	62101101	Administrative Assistant	13.78	96%	no change					
3	62103307	Administrative Assistant	15.13	106%	no change					
3	62120202	Statistical Assistant	12.27	64%	83%	16.04	*	16.04	19.25	22.47
3	62100343	Delivery Services Driver	16.50	87%	90%	17.07		15.80	18.96	22.13
4	62101007	Agricultural Technician	15.91	88%	90%	16.28		15.07	18.09	21.11
4	62101011	Accounting Technician	14.82	83%	87%	15.46		14.80	17.77	20.73
4	62100104	Administrative Assistant	16.25	95%	no change			14.32	17.19	20.06
4	62100358	Administrative Assistant		vacant - no change						
4	62100405	Administrative Assistant	14.46	84%	88%	15.13				
4	62100802	Administrative Assistant	14.46	84%	88%	15.13				
4	62101360	Administrative Assistant	15.25	89%	90%	15.47				
4	62105100	Administrative Assistant	14.53	85%	89%	15.30				
5	62101002	Program Specialist	19.83	96%	no change			16.48	20.60	24.72
5	62100311	License Examiner Specialist	19.74	111%	no change			14.21	17.76	21.31
5	62100102	Human Resource Specialist	16.73	84%	88%	17.52		15.93	19.91	23.89
5	62101302	Administrative Specialist	21.03	108%	no change			15.92	19.90	23.89
5	62100110	Accountant	17.74	98%	no change			14.55	18.19	21.83
5	62100120	Accountant	16.65	92%	no change					
5	62100330	Budget Analyst	18.67	86%	90%	19.58		17.40	21.75	26.11
6	62100613	Compliance Specialist	20.40	87%	90%	21.07		18.73	23.41	28.10
6	62100107	Human Resource Specialist	24.15	101%	no change			19.12	23.89	28.67
6	62100804	Business Development Spc	21.75	75%	80%	23.12	*	23.12	28.90	34.68
6	62103308	Business Development Spc	21.75	75%	80%	23.12	*			
6	62103309	Business Development Spc	25.06	87%	90%	26.01				
6	62105150	Business Development Spc	24.91	86%	90%	26.01				
6	62121206	Business Development Spc	22.72	79%	83%	23.99				
6	62121207	Business Development Spc	21.75	75%	80%	23.12	*			
6	62132010	Business Development Spc	25.06	87%	90%	26.01				
6	62100108	Business Operations Sup	29.51	124%	no change			19.05	23.81	28.58
6	62100105	Financial Specialist	25.63	116%	no change			17.71	22.13	26.56

Department of Agriculture
Broadband Pay Adjustment Summary

Band	Position #	Position Title	Initial Base Hourly Rate	as % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate	2010 Market Minimum	2010 Market Midpoint	2010 Market Maximum
6	62101301	Financial Specialist	21.22	96%	no change				
6	62120203	Computer Programmer	22.64	91%	no change		19.82	24.77	29.72
6	62100116	Computer Systems Analyst	28.09	90%	no change		22.60	28.25	33.89
6	62100172	Computer Systems Analyst	26.24	93%	no change				
6	62100602	Computer Systems Analyst	25.55	90%	no change				
6	62100604	Computer Systems Analyst	25.55	90%	no change				
6	62100109	Network Administrator	20.92	82%	86%	21.99	20.45	25.57	30.68
6	62100113	Plant Science Specialist	21.18	90%	no change		18.89	23.61	28.34
6	62100114	Plant Science Specialist	20.40	86%	90%	21.25			
6	62100166	Plant Science Specialist	20.40	86%	90%	21.25			
6	62100307	Plant Science Specialist	24.86	96%	no change				
6	62100309	Plant Science Specialist	21.74	92%	no change				
6	62100310	Plant Science Specialist	20.15	85%	89%	21.02			
6	62100312	Plant Science Specialist	20.78	88%	90%	21.25			
6	62100313	Plant Science Specialist	20.40	86%	90%	21.25			
6	62100315	Plant Science Specialist	20.77	88%	90%	21.25			
6	62100319	Plant Science Specialist	20.15	85%	89%	21.02			
6	62100322	Plant Science Specialist	20.78	88%	90%	21.25			
6	62100341	Plant Science Specialist	22.46	95%	no change				
6	62100342	Plant Science Specialist	20.55	87%	90%	21.25			
6	62100355	Plant Science Specialist	20.40	86%	90%	21.25			
6	62100356	Plant Science Specialist	23.58	96%	no change				
6	62100357	Plant Science Specialist	24.91	96%	no change				
6	62100359	Plant Science Specialist	24.91	96%	no change				
6	62100401	Plant Science Specialist	24.91	96%	no change				
6	62100402	Plant Science Specialist	20.15	85%	89%	21.02			
6	62100409	Plant Science Specialist	20.77	88%	90%	21.25			
6	62100603	Plant Science Specialist	23.67	100%	no change				
6	62100605	Plant Science Specialist	20.40	86%	90%	21.25			
6	62100606	Plant Science Specialist	20.40	86%	90%	21.25			
6	62100607	Plant Science Specialist	20.15	85%	89%	21.02			
6	62100608	Plant Science Specialist	20.78	88%	90%	21.25			
6	62100609	Plant Science Specialist	20.35	86%	90%	21.25			
6	62100610	Plant Science Specialist	20.40	86%	90%	21.25			
6	62100611	Plant Science Specialist	20.40	86%	90%	21.25			
6	62100614	Plant Science Specialist	20.40	86%	90%	21.25			
6	62100616	Plant Science Specialist	20.40	86%	90%	21.25			
6	62103001	Plant Science Specialist	24.91	96%	no change				
6	62100305	Science Program Sup Mgr	24.74	76%	80%	26.08	26.08	32.60	39.12
6	62100324	Chemist	21.96	92%	no change		19.01	23.77	28.52
6	62100326	Chemist	20.59	87%	90%	21.39			
6	62100328	Chemist	27.66	106%	no change				
6	62100404	Chemist	20.55	86%	90%	21.39			
6	62100408	Chemist	20.54	86%	90%	21.39			

Department of Agriculture
Broadband Pay Adjustment Summary

Band	Position #	Position Title	Initial Base Hourly Rate	as % of market midpoint	Adjusted % of market midpoint	Adjusted Base Hourly Pay Rate		2010 Market Minimum	2010 Market Midpoint	2010 Market Maximum
6	62100408	Chemist	21.96	92%	no change					
6	62100410	Chemist	21.96	92%	no change					
6	62103002	Chemist	27.66	106%	no change					
6	62100314	Hydrologist	24.13	86%	90%	25.31		22.49	28.12	33.74
6	62103003	Hydrologist		vacant - no change						
6	62103306	Instructional Coordinator	18.71	71%	80%	21.16	*	21.16	26.45	31.74
6	62100106	Public Relations Specialist	24.06	104%	no change			18.45	23.07	27.68
7	62100302	Agricultural Program Mgr	26.90	64%	78%	32.71	*	32.71	41.88	51.06
7	62100325	Agricultural Program Mgr	28.28	68%	78%	32.71	*			
7	62100403	Agricultural Program Mgr	32.66	78%	82%	34.34				
7	62100601	Agricultural Program Mgr	26.90	64%	78%	32.71	*			
7	62101001	Agricultural Program Mgr	28.69	68%	78%	32.71	*			
7	62103310	Business Development Spc	28.69	83%	87%	30.17		27.09	34.68	42.28
8	62100103	Operations Manager	34.17	60%	77%	43.97	*	43.97	57.17	70.38
8	62100111	Operations Manager	41.40	72%	77%	43.97	*			
8	62100301	Operations Manager	41.40	72%	77%	43.97	*			
8	62100320	Lawyer	35.92	65%	77%	42.59	*	42.59	55.38	68.17

* moved to minimum