DEQ Regular Employees - Pay Increases April 2012

Description	Total # Employees	Employees Receiving Pay Increases	Total Annual Base Pay Inc.	Average Annual Pay Inc.	Avg. % Base Pay Inc.	% Avg. Base Pay to 2012 Market
Administrative Assistant	40	17	$ 16,898	$ 994	3.6%	77.1%
Attorney	16	1	$ 414	$ 414	0.6%	76.4%
Computer	46	31	$ 52,100	$ 1,681	3.9%	74.5%
Environment Spec.	176	54	$ 34,771	$ 644	1.3%	88.9%
Finance	26	5	$ 7,259	$ 1,452	3.3%	87.6%
Program Sup/Man	30	13	$ 15,620	$ 1,202	1.9%	64.4%
Other	18	3	$ 812	$ 271	2.3%	83.2%
Total	**337**	**124**	**$ 127,874**	**$ 1,031**	**2.2%**	**81.1%**
Band 2	2	1	$ 310	$ 310	1.4%	71.9%
Band 3	16	5	$ 5,327	$ 1,065	4.4%	76.5%
Band 4	32	19	$ 18,153	$ 955	3.2%	73.1%
Band 5	33	11	$ 12,094	$ 1,099	2.9%	71.8%
Band 6	157	48	$ 58,265	$ 1,214	2.5%	85.7%
Band 7	97	40	$ 33,725	$ 843	1.4%	81.9%
Total	**337**	**124**	**$ 127,874**	**$ 1,031**	**2.2%**	**81.1%**
Proprietary / 10 central mgmt.	45	15	$ 26,736	$ 1,782	4.1%	81.8%
Program 20 planning prev.	59	22	$ 21,237	$ 965	2.2%	81.8%
Program 30 enforcement	12	2	$ 1,090	$ 545	1.6%	78.8%
Program 40 remediation	62	21	$ 19,469	$ 927	2.3%	83.6%
Program 50 permit / compliance	153	63	$ 59,175	$ 939	2.1%	79.4%
Program 90 petroleum tank release bd.	6	1	$ 167	$ 167	0.5%	79.7%
Total	**337**	**124**	**$ 127,874**	**$ 1,031**	**2.2%**	**81.1%**

Engineers + Attorneys excluded.
Those not receiving were already at or over market.

Pay Increases-2012.xlsx
1/16/2013, deanrude

Exhibit 8
DATE 1.21.13
HB 2