

## 2016-2017 Technology Initial Salary Placement

Base Hourly Rate										
Range	Base Hourly Rate	Range	Base Hourly Rate	Range	Base Hourly Rate	Range	Base Hourly Rate	Range	Base Hourly Rate	Input Base Hourly Rate
N	\$13.85	R	\$14.44	V	\$15.03	Z	\$15.63	DD	\$18.13	\$
O	\$14.02	S	\$14.58	W	\$15.18	AA	\$15.79	EE	\$19.20	
P	\$14.16	T	\$14.73	X	\$15.33	BB	\$16.78	FF	\$20.35	
Q	\$14.30	U	\$14.88	Y	\$15.48	CC	\$17.27			

Experience			
0-1 years - Base Salary only 2-10 years - Two and one half percent (2.5%) of the base hourly rate will be granted for each year	Number of Years		\$
10 + years One percent (1%) of the base hourly rate will be granted for each additional year	Additional Years		
Education			
Associates Degree - One percent (1%) of the base hourly rate will be awarded if general degree <b>or</b> two percent (2%) of the base hourly rate will be awarded if technology specific degree. In addition, other professional training and certifications may also be considered for compensation.	Number of Degrees/ Certificates		\$
Bachelor Degree - Two percent (2%) of the base hourly rate will be awarded if general degree <b>or</b> four percent (4%) of the base hourly rate will be awarded if technology specific degree.	Number of Degrees		\$
Hourly Rate			\$

<b>Example:</b> Computer Technician with 3 years of like experience and a Marketing BA degree		
Base Salary	Range S	\$14.73
Experience	2 years (2 x .025 x 14.73)	\$ .74
Education	BA Degree (.02 x \$14.73)	\$ .29
Hourly Rate		\$15.76

### Additional Benefits

- Paid Employee Health Insurance Effective 60 days after initial employment for all eligible employees working at least 30 service hours per week
- Paid Employee Life Insurance Coverage Employees working at least 30 service hours per week receive 1.5 times annual salary up to \$50,000 benefit
- Voluntary Health Benefits Employees working at least 30 service hours per week are eligible for voluntary benefits, e.g. dental, vision and flexible spending
- State Retirement District matches the employee's contribution to Arizona State Retirement
- Social Security/Medicare Employee contribution 7.65%.
- Tax Shelter Annuity 403(b) Available at the employee's expense
- General Leave Eligible employee earn 1 day per month
- Vacation Leave Eligible employee earn 1 day per month (12 month employee only)
- Employee Assistance Program Offered to all employees
- Short Term Disability Insurance Available at the employee's expense
- Long term Disability insurance Provided by the State after 180 days of medical leave
- Employee Childcare Offered to all employees at discount rates for children 3 through 5 years old and Before/After School care

### Additional Notes:

1. Support staff employees who are retired from the Arizona State Retirement System will be hired at a salary that represents 80% of the total salary placement. Additionally, retired employees will pay 50% of the Alternate Contribution Rate to the Arizona State Retirement System.
2. All listed salaries are subject to State funding.