

# STATE OF INDIANA 2009 PAY PLAN

*Minimum and Maximum Bi-Weekly/Annual Salaries by Job Category and Skill Level*

---

## Professional, Administrative, and Technological (PAT)

Skill Level:		1		2		3		4		5		6
Minimum:	Bi-Weekly	\$ 1,431	\$	\$ 1,278	\$	\$ 1,139	\$	\$ 1,011	\$	\$ 914	\$	\$ 844
	Annual	\$ 37,206	\$	\$ 33,228	\$	\$ 29,614	\$	\$ 26,286	\$	\$ 23,764	\$	\$ 21,944
Maximum:	Bi-Weekly	\$ 2,499	\$	\$ 2,211	\$	\$ 1,968	\$	\$ 1,796	\$	\$ 1,653	\$	\$ 1,557
	Annual	\$ 64,974	\$	\$ 57,486	\$	\$ 51,168	\$	\$ 46,696	\$	\$ 42,978	\$	\$ 40,482

---

## Supervisory and Managerial-Professional, Administrative and Technological (SAM PAT)

Skill Level:		1		2		3		4		5		6		7		8
Minimum:	Bi-Weekly	\$ 1,914	\$	\$ 1,694	\$	\$ 1,575	\$	\$ 1,431	\$	\$ 1,278	\$	\$ 1,139	\$	\$ 1,011	\$	\$ 914
	Annual	\$ 49,764	\$	\$ 44,044	\$	\$ 40,950	\$	\$ 37,206	\$	\$ 33,228	\$	\$ 29,614	\$	\$ 26,286	\$	\$ 23,764
Maximum:	Bi-Weekly	\$ 3,492	\$	\$ 3,057	\$	\$ 2,787	\$	\$ 2,499	\$	\$ 2,211	\$	\$ 1,968	\$	\$ 1,796	\$	\$ 1,653
	Annual	\$ 90,792	\$	\$ 79,482	\$	\$ 72,462	\$	\$ 64,974	\$	\$ 57,486	\$	\$ 51,168	\$	\$ 46,696	\$	\$ 42,978

---

## Executive, Scientific, and Medical (ESM)

Skill Level:		1		2		3		4		5		6		7
Minimum:	Bi-Weekly	\$ 2,754	\$	\$ 2,516	\$	\$ 2,302	\$	\$ 2,102	\$	\$ 1,914	\$	\$ 1,694	\$	\$ 1,575
	Annual	\$ 71,604	\$	\$ 65,416	\$	\$ 59,852	\$	\$ 54,652	\$	\$ 49,764	\$	\$ 44,044	\$	\$ 40,950
Maximum:	Bi-Weekly	\$ 5,046	\$	\$ 4,594	\$	\$ 4,193	\$	\$ 3,820	\$	\$ 3,492	\$	\$ 3,057	\$	\$ 2,787
	Annual	\$ 131,196	\$	\$ 119,444	\$	\$ 109,018	\$	\$ 99,320	\$	\$ 90,792	\$	\$ 79,482	\$	\$ 72,462

**Executive Broad Band (EXBB) Range: \$40,950 - \$137,514**

*Executive Appointment Range (EAR): \$40,950 - \$89,232*

---

## Clerical, Office Machine Operators and Technicians (COMOT)

Skill Level:		1		2		3		4		5		6
Minimum:	Bi-Weekly	\$ 947	\$	\$ 861	\$	\$ 790	\$	\$ 725	\$	\$ 669	\$	\$ 607
	Annual	\$ 24,622	\$	\$ 22,386	\$	\$ 20,540	\$	\$ 18,850	\$	\$ 17,394	\$	\$ 15,782
Maximum:	Bi-Weekly	\$ 1,641	\$	\$ 1,503	\$	\$ 1,352	\$	\$ 1,247	\$	\$ 1,144	\$	\$ 1,033
	Annual	\$ 42,666	\$	\$ 39,078	\$	\$ 35,152	\$	\$ 32,422	\$	\$ 29,744	\$	\$ 26,858

---

## Supervisory and Managerial-Clerical, Office Machine Operators and Technicians (SAM COMOT)

Skill Level:		1		2		3		4		5		6		7		8
Minimum:	Bi-Weekly	\$ 1,287	\$	\$ 1,163	\$	\$ 1,048	\$	\$ 947	\$	\$ 861	\$	\$ 790	\$	\$ 725	\$	\$ 669
	Annual	\$ 33,462	\$	\$ 30,238	\$	\$ 27,248	\$	\$ 24,622	\$	\$ 22,386	\$	\$ 20,540	\$	\$ 18,850	\$	\$ 17,394
Maximum:	Bi-Weekly	\$ 2,187	\$	\$ 1,973	\$	\$ 1,777	\$	\$ 1,641	\$	\$ 1,503	\$	\$ 1,352	\$	\$ 1,247	\$	\$ 1,144
	Annual	\$ 56,862	\$	\$ 51,298	\$	\$ 46,202	\$	\$ 42,666	\$	\$ 39,078	\$	\$ 35,152	\$	\$ 32,422	\$	\$ 29,744

## STATE OF INDIANA 2009 PAY PLAN

*Minimum and Maximum Bi-Weekly/Annual Salaries by Job Category and Skill Level*

---

### Labor, Trades and Crafts (LTC)

Skill Level:		1		2		3		4		5
Minimum:	Bi-Weekly	\$ 1,072	\$	\$ 925	\$	\$ 803	\$	\$ 699	\$	\$ 608
	Annual	\$ 27,872	\$	\$ 24,050	\$	\$ 20,878	\$	\$ 18,174	\$	\$ 15,808
Maximum:	Bi-Weekly	\$ 1,644	\$	\$ 1,463	\$	\$ 1,279	\$	\$ 1,126	\$	\$ 979
	Annual	\$ 42,744	\$	\$ 38,038	\$	\$ 33,254	\$	\$ 29,276	\$	\$ 25,454

---

### Supervisory and Managerial-Labor, Trades and Crafts (SAM LTC)

Skill Level:		1		2		3		4		5		6		7
Minimum:	Bi-Weekly	\$ 1,718	\$	\$ 1,443	\$	\$ 1,237	\$	\$ 1,072	\$	\$ 925	\$	\$ 803	\$	\$ 699
	Annual	\$ 44,668	\$	\$ 37,518	\$	\$ 32,162	\$	\$ 27,872	\$	\$ 24,050	\$	\$ 20,878	\$	\$ 18,174
Maximum:	Bi-Weekly	\$ 2,634	\$	\$ 2,213	\$	\$ 1,898	\$	\$ 1,644	\$	\$ 1,463	\$	\$ 1,279	\$	\$ 1,126
	Annual	\$ 68,484	\$	\$ 57,538	\$	\$ 49,348	\$	\$ 42,744	\$	\$ 38,038	\$	\$ 33,254	\$	\$ 29,276

---

### Protective Occupations-Law Enforcement (POLE)

Skill Level:		1		2		3		4
Minimum:	Bi-Weekly	\$ 923	\$	\$ 837	\$	\$ 750	\$	\$ 678
	Annual	\$ 23,998	\$	\$ 21,762	\$	\$ 19,500	\$	\$ 17,628
Maximum:	Bi-Weekly	\$ 1,676	\$	\$ 1,521	\$	\$ 1,374	\$	\$ 1,231
	Annual	\$ 43,576	\$	\$ 39,546	\$	\$ 35,724	\$	\$ 32,006