

SECTION 10. SALARY RATES AND CLASSIFICATIONS

A. The Executive Director shall determine the classifications, grades, salary rates, salary increases and other rewards for Confidential Employees. Subject to this paragraph A:

B. The classifications and grades applicable to Confidential Employees are set forth in Appendix A. The wage and salary ranges for Confidential Employees are set forth in Appendix B.

C. Confidential Employees shall be eligible, upon their annual anniversary date, and assuming a "Meets Requirements" or better performance evaluation rating, for annual ~~"step increases"~~ wage and salary increases within the salary ranges set forth in Appendix B. Employees at the maximum ~~step~~ of the range shall receive no further ~~step~~ increases based on performance ratings.

D. Confidential Employees shall, in addition, be eligible for ~~annual across-the-board increases~~ and other salary adjustments determined at the discretion of the Executive Director.

E. On the anniversary date of a Confidential Attorney, Grade 45CA, completing his/her third year as an Attorney, Grade 45CA, contingent upon a "Meets Requirements" or better performance rating, the Confidential Attorney, Grade 45CA, will be automatically promoted to Attorney Grade 46CA.

F. A Confidential Employee who is promoted to a higher grade shall be placed in the range for the grade to which he/she has been promoted at a salary which will result in an increase which most closely will approximate five percent (5%). In no event shall a Confidential Employee be placed ~~at a step~~ in the salary range of the grade to which he/she has been promoted which will result in a salary increase of less than five percent (5%).

G. A Confidential Employee who is appointed to temporarily fill a position in a higher pay grade shall be paid a differential equal to the starting salary of that higher pay grade, or five percent (5%) in excess of his/her current State Bar salary, whichever is greater, during the period of time that he/she is temporarily filling such position, provided that he/she is performing all of the major tasks and responsibilities of the position in the higher pay grade. This Subsection shall not apply to a Confidential Employee who is appointed to temporarily fill a vacant position in the same or a lower pay grade than his/her current position.

Source: Confidential Employee Rules §20 [Wages & Classifications]; Executive Staff Rules §8 [Placement, Hiring and Salary Rates]; substantially revised January 30, 1999. Minor revisions January 1, 2001, January 1, 2004, January 1, 2005-, January 1, 2009.