

State of Indiana 2020 Pay Plan

*Minimum and Maximum Bi-Weekly Salaries by Job Category and Skill Level
Effective January 26, 2020*

Professional, Administrative, and Technological (PAT)

Skill Level:		1	2	3	4	5
Minimum:	Bi-Weekly	\$ 1,453	\$ 1,368	\$ 1,157	\$ 1,027	\$ 991
	Annual	\$ 37,778	\$ 35,568	\$ 30,082	\$ 26,702	\$ 25,766
Maximum:	Bi-Weekly	\$ 2,749	\$ 2,433	\$ 2,165	\$ 1,976	\$ 1,800
	Annual	\$ 71,474	\$ 63,258	\$ 56,290	\$ 51,376	\$ 46,800

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

Skill Level:		1	2	3	4	5	6	7	8
Minimum:	Bi-Weekly	\$ 1,943	\$ 1,720	\$ 1,599	\$ 1,453	\$ 1,368	\$ 1,157	\$ 1,027	\$ 991
	Annual	\$ 50,518	\$ 44,720	\$ 41,574	\$ 37,778	\$ 35,568	\$ 30,082	\$ 26,702	\$ 25,766
Maximum:	Bi-Weekly	\$ 3,842	\$ 3,363	\$ 3,066	\$ 2,749	\$ 2,433	\$ 2,165	\$ 1,976	\$ 1,800
	Annual	\$ 99,892	\$ 87,438	\$ 79,716	\$ 71,474	\$ 63,258	\$ 56,290	\$ 51,376	\$ 46,800

Executive, Scientific, and Medical (ESM)

Skill Level:		1	2	3	4	5	6	7
Minimum:	Bi-Weekly	\$ 2,796	\$ 2,554	\$ 2,337	\$ 2,134	\$ 1,943	\$ 1,720	\$ 1,599
	Annual	\$ 72,696	\$ 66,404	\$ 60,762	\$ 55,484	\$ 50,518	\$ 44,720	\$ 41,574
Maximum:	Bi-Weekly	\$ 5,551	\$ 5,054	\$ 4,613	\$ 4,227	\$ 3,842	\$ 3,363	\$ 3,066
	Annual	\$ 144,326	\$ 131,404	\$ 119,938	\$ 109,902	\$ 99,892	\$ 87,438	\$ 79,716

Executive Broad Band (EXBB) Range: \$47,476 - \$172,796

Clerical, Office Machine Operators and Technicians (COMOT)

Skill Level:		1	2
Minimum:	Bi-Weekly	\$ 1,091	\$ 991
	Annual	\$ 28,366	\$ 25,766
Maximum:	Bi-Weekly	\$ 1,861	\$ 1,705
	Annual	\$ 48,386	\$ 44,330

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

Skill Level:		1	2	3	4	5
Minimum:	Bi-Weekly	\$ 1,483	\$ 1,340	\$ 1,207	\$ 1,091	\$ 991
	Annual	\$ 38,558	\$ 34,840	\$ 31,382	\$ 28,366	\$ 25,766
Maximum:	Bi-Weekly	\$ 2,481	\$ 2,238	\$ 2,016	\$ 1,861	\$ 1,705
	Annual	\$ 64,506	\$ 58,188	\$ 52,416	\$ 48,386	\$ 44,330

Labor, Trades and Crafts (LTC)

Skill Level:		1	2	3
Minimum:	Bi-Weekly	\$ 1,323	\$ 1,140	\$ 991
	Annual	\$ 34,398	\$ 29,640	\$ 25,766
Maximum:	Bi-Weekly	\$ 1,996	\$ 1,777	\$ 1,553
	Annual	\$ 51,896	\$ 46,202	\$ 40,378

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

Skill Level:		1	2	3	4	5	6
Minimum:	Bi-Weekly	\$ 2,118	\$ 1,779	\$ 1,525	\$ 1,323	\$ 1,140	\$ 991
	Annual	\$ 55,068	\$ 46,254	\$ 39,650	\$ 34,398	\$ 29,640	\$ 25,766
Maximum:	Bi-Weekly	\$ 3,198	\$ 2,687	\$ 2,305	\$ 1,996	\$ 1,777	\$ 1,553
	Annual	\$ 83,148	\$ 69,862	\$ 59,930	\$ 51,896	\$ 46,202	\$ 40,378

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Protective Occupations-Law Enforcement (POLE)

Skill Level:		1		2
Minimum:	Bi-Weekly	\$ 1,093	\$	991
	Annual	\$ 28,418	\$	25,766
Maximum:	Bi-Weekly	\$ 1,955	\$	1,774
	Annual	\$ 50,830	\$	46,124