

STATE OF INDIANA 2021 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
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	\$	22,389	\$	2,016	\$	1,861	\$	1,705
	Annual	\$ 64,506	\$	58,188	\$	52,416	\$	48,386	\$	44,330

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

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

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