



**JOB CLASSIFICATION  
REDESIGN REPORT  
January 2012**

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As required by M.S. 3.197, the total cost incurred in the development and preparation of this report was \$2133.00.

## Executive Summary

The Commissioner of Management & Budget (MMB) is responsible for the State of Minnesota's job classification system. This statewide authority is operationalized by MMB's Human Resource Management Division (HRM) in partnership with human resource directors, designees, and other HR staff in individual agencies.

Job classification systems exist to provide structured ways to group or sort job roles and responsibilities within organizations based on common characteristics, qualities or traits. Job classification is linked to a variety of important business-related decisions, including:

- Organization and job design,
- Recruiting and selection,
- Workforce planning,
- Training and development,
- Performance management,
- Seniority,
- Wage and salary administration, and
- Legal compliance.

The job classification redesign project's primary objective is to organize the State of Minnesota's job classifications into a more useful and understandable system that benefits employees, state agencies, and job applicants. Related opportunities may be identified during this process, such as the need to:

- Create new classifications as needed to more accurately categorize work being performed; and
- Re-title existing classifications to better describe the work being performed.

The project is scheduled to commence in January 2012 and conclude by December 31, 2012.

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## Introduction

### Purpose of Report

This report was prepared in response to 2011 Special Session Law 10 Article 3 Section 42:

The commissioner of management and budget shall report to the legislature by January 15, 2012, on a process to redesign and consolidate the job classification plan for executive branch employees, with a goal of assigning all classified positions to no more than 50 job families. The process must lead to development of a new job classification plan designed to enhance the ability of state agencies to flexibly manage their workforces to meet changing needs and demands of the agency, and to enhance the ability of state employees to transfer to other positions for which they are qualified. In developing this process, the commissioner must meet and confer with the exclusive representatives of each affected bargaining unit. The report to the legislature must identify implementation issues.

### Scope

The scope of this project is limited to job classifications for classified positions in the Managerial Plan, the Commissioner's Plan<sup>1</sup> and the following bargaining units:

- Craft, Maintenance and Labor Unit (AFSCME)
- Service Unit (AFSCME)
- Health Care Non-Professional Unit (AFSCME)
- Clerical and Office Unit (AFSCME)
- Technical Unit (AFSCME)
- Correctional Officers Unit (AFSCME)
- General Professional Unit (MAPE)
- Supervisory Unit (MMA)

The project does not include the Law Enforcement, Health Care Professional, Professional Engineering, or State Residential Instructional bargaining units because these units and the classifications in them are very homogeneous and the classification hierarchies are clear.

The project scope includes approximately 1,450 classifications and approximately 35,000 positions. This covers 95% of the State's classifications and 92% of the classified employees.

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<sup>1</sup> The Commissioner's Plan provides terms and conditions of employment for non-managerial employees who are excluded from bargaining units by statute. Most of these employees are 'confidential' employees.

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## Background of State's Classification Plan

### Definitions and Description of Current Classification Plan

**Position** means a set of duties and responsibilities to be performed by one employee. The position is described by the supervisor and/or the incumbent employee, using a standardized format (a position description) that ensures that the writer(s) address all relevant aspects of the position.

**Job Class or Classification** means a group of positions similar enough in duties, responsibilities, required knowledge, skills and abilities that the same title may be used to describe each position and the same compensation provisions and other terms and conditions of employment are reasonably appropriate to each position. By extension, similar selection criteria may be used to fill the positions in the classification.

**Class Series** currently refers to a set of related job classes whose title are the same except for some level indicator such as (Intermediate, Senior, Principal) or a series of numbers. In this document and at the conclusion of the project, Class Series will mean a logical career path through a series of job classes that crosses bargaining unit lines.

The Human Resources Management (HRM) Division of Minnesota Management & Budget (MMB) is responsible for maintaining a classification plan, which is a set of job classes with the following attributes:

- Unique job class code
- Official class title
- Bargaining unit assignment
- Salary range assignment
- Class specification (general description of the type and level of work performed)
- Various codes for administrative purposes, including overtime, Workers Compensation, Equal Employment Opportunity Commission reporting, salary administration, and general human resources reporting.

The HRM Division creates new classifications when needed, changes titles and other class characteristics when appropriate, and abolishes classifications when they are no longer needed.

Most classification analysis work is performed at the agency level under delegation of authority from MMB. Classification analysts assign new positions or reassign existing positions to job classes at the request of an agency manager or supervisor or at the request of an incumbent employee. The classification analyst reviews a position description for the position and compares it to the class specifications for the current and other, relevant, job classes. In addition, the analyst compares the position in question to other positions that have been determined to be appropriately allocated to their current classifications. If the type of work has been determined, but a question remains about the level of work performed, the analyst may arrange to have the subject position evaluated by trained raters using the Hay Guide Chart Evaluation method.

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All classification decisions are based on the attributes of the position, as described in the position description written by the employee and/or the supervisor. Classification decisions do not reflect in any way on the qualifications of the incumbent or their job performance.

Classification decisions may be appealed by the incumbent or the supervisor.

### Current Sources of Information

At present, there are two similar listings of job classifications readily available to employees and supervisors. Each collective bargaining agreement and compensation plan contains a list of classifications covered by that agreement or plan. This listing includes the class code, class title, and salary range information for the classification. The second listing is the statewide salary plan, available on the MMB web site at <http://www.mmb.state.mn.us/comp-salary-plans>. This listing contains the same information as in the agreements and compensation plans, plus the bargaining unit code for each classification. The information in all listings is simply arranged in alphabetical order by class title, without regard to hierarchies and occupational relationships.

State of Minnesota Salary Plan  
Classes and Salaries as of January 1, 2011

JOB CODE	JOB TITLE	FISAS STATUS	GRID	BARG UNIT	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM YEARLY	MAXIMUM YEARLY	PROG CODE
000001	Account Clerk	Nonexempt	14G	214	10L	10.33	28.35	345	4933	40261	59195	
000012	Account Clerk Senior	Nonexempt	6	206	64L	14.22	18.84	2474	3278	29691	30238	
000003	Accounting Director	Exempt - Executive	16E	216	29K	25.08	20.59	2644	3385	31779	42992	
001923	Accounting Manager	Exempt - Executive	20A	220	14M	26.94	36.29	4354	6314	52367	75374	1
000004	Accounting Officer	Nonexempt	14G	214	7L	16.41	23.74	2488	4131	34284	40369	
000799	Accounting Officer I	Nonexempt	14G	214	7L	17.56	25.51	2655	4439	36665	53265	
001940	Accounting Officer Principal	Midlevel	14G	214	14L	22.18	32.69	3859	6688	46312	68287	
000618	Accounting Officer Senior	Midlevel	14G	214	10K	19.33	28.35	3363	4933	40261	59195	
002994	Accounting Supervisor	Exempt - Executive	16E	216	10K	17.53	24.98	3020	4364	36603	52367	1
002995	Accounting Supervisor I	Midlevel	16E	216	12K	18.64	27.07	3243	4710	38920	56522	1
001500	Accounting Supervisor Price	Exempt - Executive	16E	216	15K	22.45	32.59	3966	5971	44876	66048	1
001143	Accounting Supervisor Senior	Midlevel	16E	216	15K	20.89	30.28	3635	5299	43638	63225	1
000774	Accounting Technician	Nonexempt	7	207	64M	15.66	22.16	2728	3866	32240	46270	
005066	Accounting Technician Sr	Nonexempt	16E	216	8K	18.46	23.54	2464	4061	34388	48734	2
003462	Acquisition Management Spec Sr	Exempt - Administrative	14G	214	15L	22.92	33.99	3988	5914	47457	70371	
001335	Acquisition Management Spec Sr	Midlevel	14G	214	18L	24.51	37.93	4439	6600	53255	74198	
000005	Advertising Machine Technician	Nonexempt	6	206	66L	13.90	18.57	2419	3196	29623	36387	
000129	Adoptee General	Exempt - Executive	CTTJ	220	1M	6.15	72.49	1270	1270	12841	151259	
002705	Admin Agency Dir Director	Exempt - Executive	20A	220	19M	32.42	46.56	5441	8101	67269	97217	
002629	Admin Agency Dir Director Sr	Exempt - Executive	20A	220	20M	37.45	53.68	6316	9340	78196	112684	
000641	Admin Law Judge	Exempt - Professional	CTTJ	221	4B	54.83	54.83	9240	9240	114485	114485	
001620	Admin Law Judge Sr	Exempt - Executive	CTTJ	221	5B	57.88	57.88	10071	10071	120353	120353	
001375	Admin Maint Services Dir	Exempt - Executive	20A	220	17M	30.13	43.58	3647	5243	42301	60573	
000010	Admin Mgt Director 1	Midlevel	20A	220	13M	25.99	37.63	4252	6248	52397	74371	
001246	Admin Mgt Director 2	Midlevel	20A	220	15M	27.95	40.43	4693	7035	58350	84438	
001841	Admin Officer	Exempt - Executive	20A	220	11M	24.07	33.69	4188	6106	50258	73288	
002185	Admin Planning Dir Sr	Exempt - Executive	16E	216	22K	28.13	40.43	4895	7635	58375	84418	1
002372	Admin Security Supt	Nonexempt	16E	216	7J	15.97	21.15	2279	3680	33348	44161	2
000221	Admin Sec Bureau Mgr	Exempt - Executive	20A	220	19M	32.42	46.56	5441	8101	67269	97217	
000997	Admin Systems Supt	Exempt - Executive	16G	216	29F	34.92	49.98	6076	8697	72413	104238	
001447	Affirmative Action Off 1	Nonexempt	14G	214	5L	11.19	15.33	5427	6229	65123	111353	1
001448	Affirmative Action Off 2	Nonexempt	14G	214	5L	16.41	23.74	2488	4131	34284	40369	
001449	Affirmative Action Off 3	Exempt - Administrative	14G	214	10L	19.33	28.35	3363	4933	40261	59195	
001450	Affirmative Action Off 4	Exempt - Administrative	14G	214	12L	22.18	32.69	3859	6688	46312	68287	
000800	Agency Affirmative Action Mgr	Exempt - Executive	20A	220	14M	26.94	36.29	4354	6314	52367	75374	

Annual salaries for classifications assigned to grade beginning with "CTT" are calculated based on the hourly rate times 2088.

Figure 1. Page from State of Minnesota Salary Plan, January 1, 2011

Class specifications, a sample which is included as Appendix A, which provide information about the nature and level of work involved in a job classification, are available on MMB's web site at <http://www.mmb.state.mn.us/staff-hr/class-specs>. Again, the class specifications are listed in alphabetical order by class title and do not include information regarding logical career paths.

The qualifications needed for employment in a job classification are contained in job announcements that are listed on the MMB web site, when there are openings to be filled.

The information currently available to employees and supervisors is not organized in such a way as to identify opportunities for promotion or transfer to positions in related classifications.

## **Project Description**

### **Project Objectives:**

Each classification is assigned to one of 39 existing career families. The original purpose of creating and maintaining these career families is unclear, but they serve as a logical starting point for this project. A list of the current career families is provided in Appendix B.

The objective of the project is to group classifications for classified employees by career families and then by more focused job class series. Within the class series, the classifications will be arranged in a hierarchy in order to show logical career progression through the series. A hypothetical example of a job family and the associated class series is provided in Appendix C.

By arranging classifications within a career family and then assigning a class series, we will achieve:

- The ability to quickly see the job titles that serve business needs by function (the career family).
- The ability to determine the hierarchy of those classes since job classes will be clustered by career family and series, and sorted by salary range.
- The creation of a visual list of logical career paths since classes will be clustered by business needs.
- Open access to logically ordered information that is readily available for managers or supervisors who believe they may need a different level of work performed in their division, within a specific career family, and what the level or class title of that work may be.
- Clarity, so that the 1800 existing job classifications are ordered and organized in a way that is useful e.g. it will now be possible to see that the class Transportation Budget Director is part of the Budget class series within the Accounting, Auditing and Financial Career Family and may be part of a possible career progression for employees in that Career Family.

## **Project Outline**

The project will consist of the following steps:

Step 1. MMB staff will prepare a first draft of a career family document, based on the current career family assignments, and moving classified managerial classifications to the same career family as their typical subordinate job classes. These managerial classifications are currently assigned to a broad career family titled Management Careers.

Step 2. MMB staff will distribute the draft career family structure to classification analysts and others in operating agencies with knowledge of state jobs for review and comment. Agency staff will be asked to consider whether any of the existing career families should be merged or split into two or more new career families.

Step 3. MMB staff will make changes in career family assignments based on input from state agency staff.

Step 4. MMB staff will further refine the new career family structure by tentatively assigning job classes to a class series that encompasses classifications across bargaining units and compensation plans. Agency classification analysts and job experts will convene in groups to review the tentative class series assignments. These groups will be asked to consider whether or not these tentative class series should be merged or split into smaller series.

Step 5. MMB staff will make adjustments as indicated by the feedback of the work groups convened in step 4 and distribute the new overall career family/class series structure to all agencies for review and final comment.

Step 6. MMB staff will finalize the career family/class series structure and publish it on the MMB web site, with links to the class specifications. Publication of the new structure will be announced to state employees and agency management along with information on how to use the newly organized information in career planning and employee development.

The project would commence in late January of 2012, with the objective of publishing the final product prior to December 31, 2012.

## **Meet and Confer**

A meet and confer was held on Monday January 9, 2012 with the exclusive representatives of each affected bargaining unit. The classification project scope includes an analysis of classifications that are represented by three employee unions: General Professional Unit (MAPE), Supervisory Unit (MMA) and Craft, Maintenance and Labor; Service; Health Care Non-Professional; Clerical and Office; Technical; and Correctional Officers (AFSCME). The meet and confer provided for an exchange of information and ideas regarding the current

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classification structure and the scope of this project. The reoccurring theme that emerged during the discussion is the need for specific, centralized communication regarding this project that can be made available to the unions and employees. Union representatives stated that they saw a need for this project and were supportive of the direction described in this report.

### **Implementation Issues**

The focus of the project is to better organize the classification plan for the benefit of employees and supervisors, not to reduce the number of classifications to a predetermined number. In the process of reviewing and revising career families and establishing the new class series, MMB and the operating agencies may identify opportunities including, but not limited to:

- Creating new classifications as necessary to more accurately describe work being performed.
- Re-titling classifications in order to better describe the work being performed.

The maintenance of the classification plan is a management function assigned to the Commissioner of MMB. The Commissioner has the statutory authority to create, merge, abolish and re-title job classifications without negotiating, but has the duty to negotiate the impact of these actions. For example, in most instances, employees earn seniority based on the length of time they work in a specific classification. An exclusive representative may want to negotiate the calculation of seniority for employees after the merger of two or more classifications.

In summary, the job classification redesign project's primary objective is to organize the State of Minnesota's job classifications into a more useful and understandable system that benefits employees, state agencies, and job applicants.

## APPENDIX A

STATE OF MINNESOTA  
CLASS SPECIFICATION

Class Code: 000001  
Barg. Unit(s): 206

### ACCOUNT CLERK

#### KIND OF WORK

Entry level account clerk and administrative support.

#### NATURE AND PURPOSE

Under general supervision/procedural control, performs a combination of accounting and administrative support duties involving specialized knowledge of financial records and coding, inputting and accessing information in the State's accounting system (or comparable system) to maintain an integral part of an extensive accounting operation; performs related work as required.

Account Clerks' primary concerns are do the numbers add up and are the codes correct. Positions in this classification are heavily involved in the transactional aspects of accounting whereas Account Clerk Senior positions have a noticeable shift to what do the numbers mean.

#### EXAMPLES OF WORK

(A position may not include all the work examples given, nor does the list include all that may be assigned.)

Codes requisitions and prepares and processes encumbrance documents (e.g., department or field purchase orders) to ensure proper documentation is available to support related transactions by reviewing for accuracy and conformity with procedure; by maintaining logs and/or files; and by monitoring balances and notifying leadworker/supervisor of account shortages.

Approves and prepares invoices for payment by matching incoming invoices, packing slips, and acknowledgements for verification of receipt; checks invoices for correct pricing and mathematical accuracy; determines amount/accuracy of discounts and resolves minor discrepancies; and codes and process invoices for payment with the proper appropriation, fund, object code and activity code.

Obtains vendor numbers for new accounts to ensure accurate and timely payment of invoices; processes direct pay permit/tax exempt forms as necessary; and coordinates correspondence with vendors.

Processes employee expense documents for payment by reviewing them for completeness and accuracy, checking mathematical accuracy of totals and ensuring that proper procedures were followed.

Inputs and/or accesses information in computer system as directed so that all accounting data (e.g., vendor number, account, amount, etc) are properly recorded in the system by inputting payments and encumbrances; by checking status of accounts at the request of leadworker/supervisor; by retrieving stored data; and by verifying entries for accuracy.

## Account Clerk

### Class Specification

#### Page 2

Assembles documents as directed to assist in the preparation of budgets, reports and audits by applying basic mathematics and formulas; and by using calculators to compute the totals, averages and percentages of numerical data and to check or reconcile data; and compiles periodic reports as directed.

Prepares deposits of all monies received daily to comply with State regulations; and ensures that authorized personnel transports the money to the bank in a timely manner.

Processes employee/student worker timesheets by verifying necessary codes, making necessary corrections, and entering appropriate data into SEMA4; verifies and enters labor distribution data into SEMA4; and reconciles payroll posting audit trail against payroll.

Maintains fixed and consumable asset inventories.

Maintains an efficient and accurate accounting filing system.

### KNOWLEDGES, SKILLS AND ABILITIES REQUIRED

#### Knowledge of:

Arithmetic and mathematics sufficient to compute the totals, averages and percentages of numerical data and to check or reconcile data.

Basic business and governmental accounting terminology, principles and procedures sufficient to record, post and code information.

Office procedures, methods and equipment sufficient to input and access information in computer systems, and assemble and complete documents.

Law, policies, procedures, and Legislative Auditor, Department of Finance and State Treasurer requirements for handling and depositing state funds.

#### Ability to:

Follow detailed instructions required for maintenance of accurate accounting records.

Use a variety of office equipment and calculators.

Provide courteous and efficient service; communicate effectively with internal and external customers; and politely handle clients/customers who may be confused, agitated, or hostile.

Est.: 4/40  
Rev.: 6/45, 7/65, 7/67, 7/69, 3/84, 6/00

T.C.:  
Former Title(s):

Appendix B  
List of Existing Career Families

Career Family Titles

Accounting/Audit/Fin Careers Agriculture  
Careers Building/Construction Careers  
Commerce Careers Corrections Careers  
Diversity and EEO Careers  
Economic Development Careers Economic  
Security Careers Education and Teaching  
Careers Electronic Instai/Mntc Careers  
Engineer/Architect Careers Executive  
Leadership Careers Facilities Oper/Mntc  
Careers Food/Personal Service Careers Human  
Resources Careers Human Svcs/Develpmnt  
Careers Industrial Safety/Reg Careers  
Information Technology Careers  
Insurance/Benefits Careers Laboratory Science  
Careers  
Law Careers  
Library/Info Resource Careers Loans and  
Grants Careers Management Careers  
Manufacturing/Equip Careers  
Medical/Dental/Nursing Careers Natural  
Resources Careers Office Administration  
Careers Planning/Research Careers  
Printing/Graphic Arts Careers Protective  
Services Careers Psychology/Counseling  
Careers Public Health Careers  
Public Relations/Mrktg Careers  
Purchasing/Admin Svcs Careers Rehabilitation  
Therapy Careers Revenue/Gaming Reg  
Careers Transportation Op/Reg Careers  
Undesignated/All Other Careers

Appendix C  
Illustration of Clarified Classification Structure

<b>Career Family</b>	<b>Class Series</b>	<b>Class Title</b>	<b>Hourly Min</b>	<b>Hourly Max</b>	<b>Annual Minimum</b>	<b>Annual Maximum</b>	
Accounting/Audit/Fin Careers	Accounting	Fiscal & Admin Serv Manager	31.26	44.93	65,271	93,814	
		Transp Act Base Cost/Mgmt Cons	29.38	43.61	61,345	91,058	
		Food Inspection Asst Director	27.95	40.43	58,360	84,418	
		Accounting Manager	26.94	38.97	56,251	81,369	
		Accounting Director	25.08	36.29	52,367	75,774	
		Accounting Officer Principal	22.18	32.69	46,312	68,257	
		Accounting Supervisor Princ	22.45	32.59	46,876	68,048	
		Accounting Supervisor Senior	20.89	30.28	43,618	63,225	
		Accounting Officer Senior	19.33	28.35	40,361	59,195	
		Accounting Supervisor Inter	18.64	27.07	38,920	56,522	
		Accounting Officer Inter	17.56	25.51	36,665	53,265	
		Accounting Supervisor	17.53	25.08	36,603	52,367	
		Accounting Officer	16.41	23.74	34,264	49,569	
		Accounting Technician Supv	16.46	23.34	34,368	48,734	
		Accounting Technician	15.68	22.16	32,740	46,270	
		Account Clerk Senior	15.22	20.59	31,779	42,992	
		Account Clerk	14.22	18.84	29,691	39,338	
		Auditing	Human Svcs Internal Audit Mgr	32.42	46.56	67,693	97,217
			Transp Audit Director	32.42	46.56	67,693	97,217
			Audit Director	27.07	38.97	56,522	81,369
	MnSCU Regional Audit Coord		25.51	37.93	53,265	79,198	
	Auditor Principal Supervisor		25.08	36.29	52,367	75,774	
	Auditor Principal		22.18	32.69	46,312	68,257	
	Auditor Senior Supervisor		20.89	30.28	43,618	63,225	
	Auditor Senior		20.02	29.38	41,802	61,345	
	Auditor Intermediate Supv		18.64	27.07	38,920	56,522	
	Auditor Intermediate		18.10	26.39	37,793	55,102	
	Auditor		16.41	23.74	34,264	49,569	
	Budget		Executive Budget Coordinator	36.11	51.78	75,398	108,117
		Executive Budget Officer Sr	32.42	46.56	67,693	97,217	
		Executive Budget Officer	30.13	43.35	62,911	90,515	
		Transp Budget Dir	30.13	43.35	62,911	90,515	
	Education Finance	Director, Education Finance	38.78	55.59	80,973	116,072	
		Educ Dir Finance Reform & Acct	34.92	49.98	72,913	104,358	
		Fiscal & Admin Serv Manager	31.26	44.93	65,271	93,814	
		Educ Supv Financial Management	30.28	43.35	63,225	90,515	
		Educ Finance Specialist 2	24.61	36.50	51,386	76,212	
			Educ Finance Specialist 1	19.33	28.35	40,361	59,195

Appendix C  
Illustration of Clarified Classification Structure

<b>Career Family</b>	<b>Class Series</b>	<b>Class Title</b>	<b>Hourly Min</b>	<b>Hourly Max</b>	<b>Annual Minimum</b>	<b>Annual Maximum</b>
Accounting/Audit/Fin Careers	Finance	Finance Services Director	36.11	51.78	75,398	108,117
		Human Svcs Chief Financial Off	36.11	51.78	75,398	108,117
		Agency Chief Financial Officer	34.92	49.98	72,913	104,358
		Transp Finance Mgmt Director	34.92	49.98	72,913	104,358
		Agric Dev & Fin Asstnc Dir	32.42	46.56	67,693	97,217
		Financial Info Syst Dev Dir	32.42	46.56	67,693	97,217
		Financial Mgt Director	32.42	46.56	67,693	97,217
		Transp Finance Manager	31.26	44.93	65,271	93,814
		Financial Services Director	30.13	43.35	62,911	90,515
		Finance Accounting Supv 3	29.17	41.85	60,907	87,383
		Finance Specialist 3	24.61	36.50	51,386	76,212
		Finance Specialist 2	22.92	33.99	47,857	70,971
		Finance Specialist 1	21.40	31.58	44,683	65,939
		Financial Reporting	Accounting Officer Principal	22.18	32.69	46,312
	Financial Reporting Analy Supv		22.45	32.59	46,876	68,048
	Accounting Officer Senior		19.33	28.35	40,361	59,195
	Accounting Officer Inter		17.56	25.51	36,665	53,265
	Investment	Investment Analyst 3	26.39	39.25	55,102	81,954
		Investment Analyst 2	23.74	35.22	49,569	73,539
		Treasury Financial Invest Off	20.70	30.45	43,222	63,580
	Local Govt Auditing	Local Govt Audit Director	28.13	40.43	58,735	84,418
		Local Govt Audit Staff Spec Sr	25.51	37.93	53,265	79,198
		Local Govt Audit Staff Spec	23.74	35.22	49,569	73,539
		Local Govt Audit Principal	24.23	35.09	50,592	73,268
		Local Govt Audit Senior	22.18	32.69	46,312	68,257
		Local Govt Audit Inter	20.02	29.38	41,802	61,345
		Local Govt Audit	17.56	22.18	36,665	46,312
		UI Auditing	Unemployment Ins Aud Dir	27.95	40.43	58,360
	Unemployment Ins Dist Aud Supv		22.45	32.59	46,876	68,048
	Unemployment Ins Aud Spec		20.02	29.38	41,802	61,345
	Unemployment Ins Aud 2		18.10	26.39	37,793	55,102
	Unemployment Ins Aud 1		16.41	23.74	34,264	49,569
	Warehouse	Dir Warehouse Audit Division	24.98	36.29	52,158	75,774
		Warehouse Examiner Supervisor	18.64	27.07	38,920	56,522
Warehouse Examiner Senior		17.13	24.06	35,767	50,237	
Warehouse Examiner		15.68	22.16	32,740	46,270	