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EMPLOYEES

STATE OF MINNESOTA

through June 30, 1989



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## PREAMBLE

This Agreement is made and entered into this 25th day of August, 1987, by and between the State of Minnesota, hereinafter referred to as the Employer, and the Minnesota Association of Professional Employees (MAPE), hereinafter referred to as the Association.

The Employer and the Association affirm that this Agreement has as its purpose the establishment of rates of pay, hours of work, and other conditions of employment; the establishment of an equitable and peaceful procedure for the resolution of differences without interference or disruption of efficient operations of any department; to interact with each other with mutual dignity and respect; and to express the full and complete understanding of the parties relative to all terms and conditions of employment covered by this Agreement.

If the parties mutually agree during the term of this Agreement, the Agreement may be modified by additional provisions relating to specific conditions covering the terms of employment stated herein. Any Agreement which is to be included as a part of this Agreement must so indicate, must be reduced to writing, and must be signed by the parties to this Agreement.

This preamble is intended as a policy statement and is not grievable under Article 9 of this Agreement.

## ARTICLE 1

### ASSOCIATION RECOGNITION

Section 1. Recognition. The employer recognizes the Association as the exclusive representative for all employees in the classifications included in the General Professional Unit No. 14 by the Legislative Commission on Employee Relations on March 24, 1980, as amended, whose employment service exceeds the lesser of 14 hours per week or 35% of the normal work week and more than sixty-seven (67) work days per year, excluding supervisory employees, confidential employees, and other employees excluded by the Public Employment Labor Relations Act, Minn. Stat. 179A.01 through 179A.25 .

Section 2. Disputes. Any disputes regarding the assignment of professional employees or professional classes to the appropriate bargaining unit shall be accomplished in accordance with Minn. Stat. 179A.10, subd. 4.

Section 3. Aid to Other Organizations. The Employer will not, during the life of this Agreement, meet and confer or meet and negotiate with any individual employee or group of employees or with any other employee organization with respect to the terms and conditions of employment of the employees covered by this Agreement, except through the Association or its authorized representative. The Employer will not assist or otherwise

encourage any other employee organization which seeks to bargain for employees covered by this Agreement, including providing payroll deductions to other employee organizations.

## ARTICLE 2

### NO STRIKE

Section 1. No Strikes. The Association agrees that it will not promote or support any unlawful strike under Minnesota Public Employment Labor Relations Act. A strike is lawful if conducted as provided under the provisions of Minn. Stat. 179A.18, Subd. 1. A strike is defined under the Minnesota Public Employment Labor Relations Act as "concerted action in failing to report for duty, the willful absence from one's position, the stoppage of work, slowdown or the abstinence in whole or in part from the full, faithful, and proper performance of the duties of employment, for the purpose of inducing, influencing or coercing a change in the conditions or compensation or the rights, privileges, or obligations of employment." (Minn. Stat. 179A.03, Subd. 16).

Any employee who knowingly violates the provisions of this Section may be discharged or otherwise disciplined. Any employee so disciplined may elect to grieve the discipline under Article 9 (Grievance Procedure) of this Agreement.

Section 2. Lockouts. No lockouts, or refusal to allow employees to perform available work, shall be instituted by the Employer and/or its Appointing Authorities during the life of this Agreement.

## ARTICLE 3

### DUES CHECKOFF

Section 1. Payroll Deduction. The employer agrees to the deduction of the regular bi-weekly Association dues for those employees in a unit who are members of the Association and who request in writing to have their regular bi-weekly Association dues checked-off for payroll deduction. Authorizations for deductions shall be continuously effective until canceled by the employee in writing.

Section 2. Hold Harmless. The Association agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action taken or not taken by the Employer under the provisions of this Article.

Section 3. Dues Remission. The aggregate deductions of all employees shall be remitted together with an itemized statement to the Minnesota Association of Professional Employees within ten

(10) days after such deductions are taken.

Section 4. Employee Lists. The Appointing Authority shall notify the Association President, in writing, of all employees added to or removed from the bargaining unit on a bi-weekly payroll basis as requested on the form included as Appendix F. Copies of the form included as Appendix F shall be provided to the Appointing Authority by the Association, and the Appointing Authority shall use this form when submitting the report. The report shall be transmitted no later than one (1) week following the end of each payroll period. Where no such personnel transactions have occurred, the report shall so state.

#### ARTICLE 4

##### NON-DISCRIMINATION

Section 1. Pledge Against Discrimination. The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to sex, marital status, sexual preference/orientation, race, color, creed, religion, disability, national origin, veterans status for eligible Vietnam-era veterans, current or former public assistance recipient status, political affiliation, or age, subject, however, to the mandatory retirement age specified by law. The Association shall share equally with the Appointing Authority the responsibility for applying this provision of the Agreement.

Section 2. Association Responsibility. The Association recognizes its responsibility as exclusive representative and agrees to represent all employees in the bargaining unit without discrimination.

Section 3. Association Membership. The Employer shall not discriminate against, interfere with, restrain or coerce an employee from exercising the right to join or not to join the Association, or participate in an official capacity on behalf of the Association, which is in accordance with the provisions of this Agreement. The Association shall not discriminate against, interfere with, restrain or coerce an employee from exercising the right to join or not to join the Association, and will not discriminate against any employee in the administration of this Agreement because of non-membership in the Association.

Section 4. General Policy. In order to provide and maintain a productive work environment, it shall be the policy of the Employer and the Association to encourage bargaining unit employees, Association Representatives, Supervisors, and Managers to interact with each other with mutual respect and dignity, recognizing that legitimate differences will arise.

Section 5. Sexual Harassment. See Appendix J entitled "Prohibition of Sexual Harassment."

## ARTICLE 5

### EMPLOYER RIGHTS

It is recognized that except as specifically modified by this Agreement, the Employer retains all inherent managerial rights and any rights and authority necessary to operate and direct the affairs of the Employer and its agencies in all its various aspects. These rights include, but are not limited to: determine its policies, functions and programs; determine and establish budgets; utilize technology; select, assign, direct, evaluate and promote employees; to plan, direct, and control all the operations and services of the Employer; to schedule working hours; to determine whether goods or services shall be made or purchased; to make and enforce reasonable rules and regulations affecting terms and conditions of employment.

Any term or condition of employment not specifically established by this Agreement shall remain solely within the discretion of the Employer to modify, establish or eliminate.

## ARTICLE 6

### EMPLOYEE RIGHTS

Section 1. Job Classification Descriptions. Class specifications, as prepared by the Department of Employee Relations, shall be made available to an employee upon request. If a current position description for an employee exists, it too shall be made available to the employee. When new classifications/class options are established in the State service and in the bargaining unit, employees within the new classification and within that bargaining unit shall be provided with a position description by the Appointing Authority within twenty (20) calendar days after appointment to the classification.

If new class options are created during the life of this Agreement, the Association shall be advised in advance of the final establishment of the class option, and upon request, may discuss the new class option.

Matters relating to classification of individual positions is covered in Article 16, Section 5.

Section 2. Position Descriptions. Upon request, an employee shall be provided with a copy of his/her position description which describes the duties, responsibilities, goals, and performance indicators for the position. Such position descriptions shall not be grievable under any provision of this Agreement.

The Appointing Authority shall, within one hundred twenty (120) days of a request of the Association, develop an internal

departmental appeal system to review disputes regarding the accuracy of position descriptions. The Appointing Authority shall meet and confer with the Association prior to implementation of the appeal system.

Section 3. Performance Appraisal. Performance appraisal shall include as a minimum, one (1) annual performance appraisal between the employee and the person(s) designated by the Appointing Authority to review the performance.

Each performance appraisal shall indicate the employee's overall level of performance. All performance appraisals shall be signed by the rater, who shall not be a member of the bargaining unit. Employees shall be given the opportunity to sign the performance appraisal but such signing does not indicate acceptance or rejection of the appraisal. The employee shall receive a copy of the appraisal at the time he/she signs it. If the Appointing Authority adds comments to the performance appraisal after the appraisal has been signed by the employee, the Appointing Authority shall notify the employee of the change. The employee shall have twenty (20) calendar days from the date of the receipt of the finalized appraisal to file a written response in the employee's personnel file.

The substantive judgment of the supervisor regarding the employee's performance is not grievable/arbitrable under Article 9. Pursuant to the Department of Employee Relations Administrative Procedure 20, an employee may appeal his/her performance rating to the Appointing Authority within thirty (30) days of the official date of rating. The decision of the Appointing Authority is final. At the employee's request, an Association Representative may be present during the appeal meeting(s).

There shall be no mention of referrals to the Employee Assistance program made on the performance appraisal form.

Section 4. In-service Education. It is recognized that in-service education and training may become necessary in order to meet the goals of the State's agencies. Consequently, employees who may be required by their Appointing Authority to participate in in-service programs and who are released from their work assignments to attend special training courses shall lose no basic straight time pay for such normal work hours, and shall be allowed compensatory time off for actual attendance at such sessions or programs that exceed the length of the normal work day, if approved in advance by the Appointing Authority. Expenses incurred by the employee shall be reimbursed in accordance with Article 18, Expense Allowances.

Section 5. Employee Initiated Training. If, in the judgment of the Appointing Authority, the taking of a college course, a professional workshop, seminar or an in-service training program will better prepare an employee to perform his/her current or projected responsibilities and funds are available for this

purpose and staffing needs can be met, the employee shall, upon his/her request, be allowed sixteen (16) hours per year of employee initiated training for professional development. At the discretion of the Appointing Authority, this may be accomplished through releasing the employee without loss of pay, or accrual of additional salary, to attend the training or alternatively, be reimbursed for 75% of the tuition or workshop/seminar registration fee or a pro-rata combination of both release time and reimbursement. At the discretion of the Appointing Authority, more than the sixteen (16) hours per year may be granted. It is understood that employees must successfully complete the college course, workshop or seminar to be reimbursed. At the discretion of the Appointing Authority, employees may also be reimbursed for expenses pursuant to Article 18. When practicable, the Appointing Authority will attempt to adjust the employee's hours if the approved training is scheduled during the employee's normal work hours.

Section 6. Membership in Professional Organizations. In each fiscal year, the Appointing Authority may reimburse each employee in the bargaining unit for membership dues paid to one professional organization related to the employee's job, up to a maximum of one hundred dollars (\$100.00), provided the Appointing Authority determines that such funds are available. However, the Appointing Authority will not reimburse membership dues to an employee for payment to an organization, one of whose purposes is to negotiate terms and conditions of employment of employees with the Employer.

Section 7. Certification and Licensure. The Appointing Authority shall, upon request of the Association, meet and confer regarding implementation of any new certification and/or licensure requirements for existing employees.

## ARTICLE 7

### ASSOCIATION RIGHTS

Section 1. Association/Appointing Authority Meetings. It is agreed that representatives of the Association and the Appointing Authority shall meet quarterly upon request for the purpose of reviewing and discussing their common interests. By mutual agreement, other meetings may be held as the need arises, at mutually agreed upon times.

Section 2. Bulletin Boards. The Appointing Authority shall furnish reasonable space on official bulletin boards for the exclusive use of the Association.

Section 3. Employee Lists. The Employer shall furnish the Association with a list of names, classifications, work addresses, home addresses, work phone, home phone, department, and county codes (if available) of employees covered by this Agreement on a quarterly basis upon request. The Association

agrees to reimburse the Employer for the cost involved in generating each list. All such data shall be provided in a mutually agreeable format.

Section 4. Use of State Facilities. The Appointing Authority may grant the Association access to State Facilities, if appropriate facilities are available, for the purpose of meeting with bargaining unit employees. The costs of using State Facilities shall be reimbursed to the Appointing Authority by the Association if other groups using State Facilities are similarly charged.

Section 5. Distribution of the Agreement. The Appointing Authority agrees to provide all newly hired or re-hired employees in the units, divisions, or departments covered by this Agreement with a copy of this Agreement if furnished by the Association.

Section 6. Availability of Information. The Employer agrees to provide to the Association, upon written request, public information including, but not limited to, information pertaining to the Employer's budget, revenues, and other public financing information. The Association agrees to reimburse the Employer for the costs incurred.

Section 7. Association Security.

A. Association Representatives. The Association may designate bargaining unit employees in local chapters to function as Association Representative for up to three (3) departments represented within that local chapter. Every six (6) months, the Association President shall notify each Appointing Authority or designee, in writing, of the names and department of origin of the Association Representatives selected as provided in this Article and shall designate the departments and local chapter which each one will represent. The Association President shall notify the Appointing Authority or his/her designee of any subsequent changes in such Representatives. When more than one (1) Appointing Authority has offices within the same building, the Association may designate one Association Representative to perform the activities in "B" below for the entire building regardless of the number of Appointing Authorities in the building.

B. Representatives' Activities. The Employer agrees that during working hours, on the Appointing Authority's premises within the local chapter and designated department(s), and without loss of pay, Association Representatives will be allowed reasonable time to post official Association notices on bulletin boards, distribute the Association newsletters, and to transmit communications authorized by the Association to the Appointing Authority as are required for the administration of this Agreement, providing however, this activity does not interfere with normal work duties, nor conflict with the security, rehabilitation, and

confidentiality needs of the Employer.

However, reasonable time off without loss of pay to perform these functions shall not include travel time if the total travel time to and from exceeds thirty (30) minutes. The Association Representative shall first inform his/her supervisor of his/her impending departure and shall first receive approval to leave the work location. Such approval shall not be unreasonably denied.

C. Association Staff. Association staff shall have the right to enter the facilities of the Appointing Authority consistent with the confidentiality, rehabilitation, and security needs of the Appointing Authority. This right may be restricted during emergency situations as determined by the Appointing Authority, but the Appointing Authority shall give a reason for the restriction. The Association staff shall not interfere with the job duties or responsibilities of an employee.

D. Orientation. A representative of the Association shall be provided a reasonable amount of time at a formal group orientation program to distribute the contract and a list of Association representatives to new employees.

## ARTICLE 8

### DISCIPLINE AND DISCHARGE

Section 1. Purpose. Disciplinary action may be imposed on employees only for just cause and shall be corrective where appropriate.

Section 2. Association Representation. The Appointing Authority shall not meet with an employee for the purpose of questioning the employee during an investigation that may lead to discipline of that employee without first offering the employee an opportunity for Association representation. Any employee waiving the right to such representation must do so in writing prior to the questioning. The employee shall be advised of the nature of the investigation prior to questioning. However, if any employee is being questioned during an investigation of resident/patient abuse, the employee, upon request, shall have the right to Association representation.

Section 3. Disciplinary Action.

Discipline includes only the following, but not necessarily in this order:

1. Oral reprimand
2. Written reprimand
3. Suspension
4. Demotion
5. Discharge

If the Appointing Authority has reason to reprimand an employee, it shall be done in such a manner that will not embarrass the employee before other employees, supervisors, or the public. Oral reprimands shall be identified as such to the employee.

When any disciplinary action more severe than an oral reprimand is intended, the Appointing Authority shall, before or at the time such action is taken, notify the employee in writing of the specific reason(s) for such action.

Section 4. Investigatory Suspension. The Appointing Authority/designee may place an employee who is the subject of a disciplinary investigation on an investigatory suspension without pay provided a reasonable basis exists to warrant such suspension. If the investigatory suspension extends beyond two calendar weeks (14 days), the employee shall be placed on suspension with pay for the duration of the investigatory suspension. If, as a result of the investigation, no discipline is imposed on the employee, he/she shall be reimbursed for all lost pay.

An employee on an unpaid investigatory suspension shall continue to receive state paid insurance benefits consistent with Article 21 of the Agreement.

Section 5. Discharge of Employees. The Appointing Authority shall not discharge any employee without just cause. If the Appointing Authority believes there is just cause for discharge, the employee and the Association will be notified, in writing, that an employee is to be discharged and shall be furnished with the reason(s) therefor, and the effective date of the discharge. The Appointing Authority shall notify the employee that he/she may request an opportunity to hear an explanation of the evidence against him/her and to present his/her side of the story and is entitled to Association representation at such meeting. The right to such meeting shall expire at the end of the next scheduled work day of the employee after the notice of discharge is delivered to the employee unless the employee and the Appointing Authority agree otherwise. The discharge shall not become effective during the period when the meeting may occur.

The employee shall remain in pay status during the time between the notice of discharge and the expiration of the meeting. However, if the employee was not in pay status at the time of the notice of discharge, for reasons other than an investigatory suspension, the requirement to be in pay status shall not apply.

The Association shall have the right to take up a discharge at the third step of the Grievance Procedure and the matter shall be handled in accordance with this procedure, if so requested by the Association.

An employee found to be unjustly discharged shall be reinstated in accordance with the conditions agreed to between the parties if appropriate or the decision of the Arbitrator.

Section 6. Unclassified Employees. The discharge or termination of unclassified employees is not subject to the arbitration provisions of this Agreement.

Section 7. Personnel File. Initial minor infractions, irregularities, or deficiencies shall first be privately brought to the attention of the employee and, if corrected, shall not be entered into the employee's personnel file.

An oral reprimand shall not become a part of an employee's personnel file. Investigations which do not result in disciplinary actions shall not be entered into the employee's personnel file.

Each employee shall be furnished with a copy of all evaluative and disciplinary entries into his/her personnel file and shall be entitled to have his/her written response included therein. All disciplinary entries, except discharge, in the employee's personnel file shall state the corrective action expected of the employee.

Upon request of the employee, a written reprimand shall be removed from the employee's personnel file provided that no further disciplinary action has been taken against the employee for a period of one (1) year following the date of the written reprimand. Upon request of the employee, a written record of a suspension of ten (10) days or less shall be removed from the employee's personnel file provided that no further disciplinary action has been taken against the employee for a period of three (3) years following the date of the written suspension.

The contents of an employee's personnel file shall be disclosed to him/her upon request and to the employee's Association Representative upon the written request of the employee. In the event a grievance is initiated under Article 9, the Appointing Authority shall provide a copy of any items from the employee's personnel file upon the request of the employee or the Association, with any copying costs paid in advance by the employee or the Association. However, up to ten (10) copies of such material shall be without cost to the employee or

Association.

Only the employee's personnel file may be used as evidence in any disciplinary action or hearing. This does not limit, restrict, or prohibit the Appointing Authority from submitting supportive documentation or testimony, either oral or written, in any disciplinary hearing, nor does it so limit the Association.

Documentation regarding wage garnishment action against an employee shall not be placed in the employee's personnel file.

## ARTICLE 9

### GRIEVANCE PROCEDURE

Section 1. Intent. The purpose of this procedure is to secure, in the easiest and most efficient manner, resolution of grievances. For the purpose of this Agreement, a grievance shall be defined as a dispute or disagreement as to the interpretation or application of any term or terms of this Agreement.

Section 2. Operating Terms, Time Limits, and General Principles.

#### A. Operating Terms:

1. The term "days" shall mean calendar days, unless otherwise specified.
2. The term "employee" shall mean an individual or group of employees, or the Association, as long as the individual or group of employees are members of the bargaining unit.
3. The term "Association Representative" shall mean those individuals designated by the Association in accordance with Section 2(c) and in Article 7, Association Rights, Section 7A and 7C, Representatives and Association Staff.

#### B. Time Limits:

1. If a grievance is not presented on behalf of the employee within a time limit set forth in this Article, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit, or agreed extension thereof, it shall be considered as settled on the basis of the Appointing Authority or designee's last answer.
2. If the Appointing Authority or designee does not answer a grievance or an appeal thereof within the specified time limits, the Association may elect to treat the grievance as denied at that step and

immediately appeal the grievance to the next step.

3. The time limits in each step may be extended by mutual written agreement of the Appointing Authority or designee and the Association at each step.
4. By the mutual agreement of the Association and the Appointing Authority, the parties may waive Steps 1, 2 and/or 3.

C. General Principles:

1. Grievance Files. Grievance files shall be maintained separately from official personnel files.
2. Non-Precedence. Upon mutual written agreement, a grievance may be withdrawn at any step without establishing a precedent.
3. Disclosure. Both the Association and the Appointing Authority agree to disclose all documents and information which a party intends to introduce at the hearing, including a listing of possible witnesses, to each other, upon request prior to arbitration. Any costs involved in reproducing documents shall be borne by the party requesting disclosure.
4. Meetings. Meetings at all grievance steps will be established by mutual agreement between the Association and the Appointing Authority.
5. Release Time. The Association Representative(s) and the grieving employee as specified in 6 below shall be allowed a reasonable amount of time without loss of pay during working hours while on the Appointing Authority's premises to investigate and present the employee's grievances to the Appointing Authority. However, reasonable time off without loss of pay shall not include travel time if the travel time to and from exceeds thirty (30) minutes. Notwithstanding the foregoing, the Chief Association Representative and the Chief designee in each outstate Chapter (Association Chapter numbers 1-10) shall be allowed up to one hour travel time for the purposes described herein. The Association Representative(s) involved and the grieving employee shall not leave work or disrupt departmental routine to investigate and present grievances without first requesting permission from their immediate supervisor(s), which shall not be unreasonably withheld.
6. Representative(s). The Association may designate bargaining unit employees to local chapters to function as Association Representatives for up to three (3) departments represented within that chapter.

Association Representative(s) shall have authority to carry grievances to the local chapter and department(s) for which they have been authorized, provided such representation is consistent with the security, rehabilitation and confidentiality needs of the Appointing Authority. Upon agreement of the Association and the Employer, the Association Representatives may represent more than the three designated departments.

The following individuals may participate in Steps 1 through 3:

Step 1 and Step 2: Up to two (2) Association Representatives with or without the grieving employee.

Step 3: Up to three (3) Association Representatives with or without the grieving employee.

If more than one (1) Association Representative is present, at least one (1) of the additional Representatives shall be from the same department as the grieving employee. The Chief Association Representative or his/her designee may carry the grievances as a substitute for the Association Representative and shall not be limited to three departments as specified above. In addition, an Association staff person or officer shall be authorized to carry grievances in concert with or as substitute for the Association Representative.

7. Fees and Expenses. The fees and expenses for the Arbitrator's services and proceedings shall be borne equally by the Appointing Authority and the Association. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, provided it pays for the record. If both parties desire a verbatim record of the proceedings, the cost shall be shared equally.
8. Implementation. Within a reasonable period of time after the grievance settlement or arbitration award, the settlement or award shall be implemented.
9. Grievances arising under Article 16 Section 4 (B)(1) (Vacancies, Eligible List) shall be filed with the Appointing Authority in which the vacancy occurred.

### Section 3. Procedure.

Informal. An employee who has a grievance may bring it to his/her supervisor's attention orally, indicating that it is a grievance. The employee may discuss the grievance with his/her supervisor in an attempt to reach a satisfactory resolution.

STEP 1.

If the Association wishes to initiate a formal grievance, it shall be reduced to writing, setting forth the nature of the grievance, the facts upon which it is based, the section(s) of the Agreement allegedly violated, and the relief requested, and filed with the immediate supervisor. No grievance shall be accepted which has been filed more than twenty-one (21) calendar days after the occurrence of the event giving rise to the grievance or within twenty-one (21) calendar days after the grievant, through the use of reasonable diligence, should have had knowledge of the event. Within ten (10) calendar days after receiving the written grievance, the grievant's immediate supervisor and the Association Representative(s) shall arrange a meeting with or without the grievant, and attempt to resolve the grievance. The immediate supervisor shall give his/her written answer to the designated Association Representative within ten (10) calendar days of the meeting. The Association may appeal the grievance in writing to Step 2 within ten (10) calendar days after the immediate supervisor's written answer is given or due.

STEP 2.

Within ten (10) calendar days after receiving the Association's appeal in writing, the next-level supervisor and the Association Representative with or without the employee, shall arrange a meeting to attempt to resolve the grievance. If, as a result of this meeting, the grievance remains unresolved, the next-level supervisor shall give his/her written answer to the designated Association Representative within ten (10) calendar days following this meeting. The Association may appeal the grievance in writing to Step 3, within ten (10) calendar days after the next-level supervisor's written answer is given or due.

STEP 3.

Within ten (10) calendar days following the receipt of a grievance appealed in writing from Step 2, the Appointing Authority or designee shall arrange a meeting with the Association's Representative(s) in an attempt to resolve the grievance. Within ten (10) calendar days following this meeting, the Appointing Authority or designee shall respond in writing to the designated Association Representative stating the Appointing Authority or designee's answer concerning the grievance. If, as a result of the written response, the grievance remains unresolved, the Association may appeal the grievance in writing within thirty (30) calendar

days after the Appointing Authority or designee's written answer is given or due to arbitration by written notice to the Deputy Commissioner of the Department of Employee Relations (State Labor Negotiator). Any grievance not referred in writing by the Association to arbitration within thirty (30) calendar days after the Appointing Authority or designee's written answer is given or due shall be waived. The Arbitrator shall hear the grievance at a scheduled meeting subject to the availability of the Employer and the Association Representative.

Arbitration Panel. The arbitration proceeding shall be conducted by an Arbitrator to be selected by lot from a permanent panel of five (5) Arbitrators. Prior to August 15, 1987, the State Negotiator and the Association may by mutual agreement select the members to serve on the permanent panel. If the parties fail to agree, they shall prepare a list of fifteen (15) Arbitrators selected from a list of available Arbitrators supplied by the Public Employment Relations Board. The members of the permanent panel shall be selected from the list by the following method: the Association and the State Negotiator shall each strike a name from the list. The parties shall continue to strike names until the five (5) members of the permanent panel have been selected. If a vacancy on the permanent panel occurs during the life of this Agreement, the vacancy shall be filled by mutual agreement of the State Negotiator and the Association. If the parties fail to agree, the vacancy shall be filled from among the remaining names on the original list by the same method of selection detailed above.

Section 4. Arbitrator's Authority. The Arbitrator shall have no right to amend, modify, nullify, ignore, add to or subtract from the provisions of the Agreement. The Arbitrator shall consider and decide only the specific issue submitted in writing by the Employer and the Association and shall have no authority to make a decision on any other issue not so submitted to him/her.

The Arbitrator shall be without power to make decisions contrary to or inconsistent with or modifying or varying in any way the application of laws, rules, or regulations having the force and effect of law. Except as indicated in Section 5 below, the Arbitrator shall submit his/her decision in writing within thirty (30) days following the close of the hearing or the submission of briefs by the parties, whichever is later, unless the parties agree to an extension. The decision shall be based solely on the Arbitrator's interpretation or application of the expressed terms of this Agreement and the facts of the grievance presented. The decision of the Arbitrator shall be final and binding on the Employer, the Association and the employee(s).

Section 5. Expedited Arbitration. In the interest of achieving swift and economical resolution of identified grievances, the parties agree to the following expedited grievance arbitration

procedure:

- A. The names of two (2) arbitrators will be agreed upon from the names on the permanent panel by the parties. In the absence of agreement, two names will be selected from the panel by lot. Each of the two arbitrators drawn shall serve a six (6) month term as the sole arbitrator for that period. The order shall be established on the basis of the order in which the names are drawn.

In the event that an arbitrator becomes unable to discharge arbitral duties, or becomes unavailable subsequent to appointment, the parties agree to select a replacement from among the remaining arbitrators to fill out the remaining term.

- B. The parties agree to meet and discuss each grievance within thirty (30) days of the date that an appeal to arbitration is received by the Labor Relations section of the Department of Employee Relations to determine if the grievance is appropriate for expedited arbitration.

If a decision is made that a grievance is appropriate for this procedure, it will be scheduled to be heard at the next available date.

The cases submitted for expedited arbitration shall normally consist of:

- 1) identified disciplinary actions,
- 2) factual disputes, and
- 3) other issues which do not involve interpretation of the Agreement, procedural questions such as arbitrability, due process, or discrimination claims under Article 4.

If either party believes that a particular case is inappropriate for the expedited arbitration procedure, it shall be processed through the full arbitration procedure.

If evidence is admitted during the hearing which, in the judgment of the other party, alters the case from the above-stated criteria, the case will be immediately withdrawn from consideration by the objecting party and shall be rescheduled under the regular arbitration procedure with another arbitrator.

- C. The Arbitrator will normally be scheduled to hear two to four (2-4) cases at each session unless the parties mutually agree otherwise.
- D. Case presentation will be limited to a preliminary introduction, brief recitation of facts, witness presentation, and oral argument. No briefs shall be filed nor transcripts made. As usual, formal rules of evidence shall not be applied.

- E. The parties agree to utilize stipulations of facts, affidavits and other time saving methods whenever practicable and when mutually agreeable.
- F. The arbitrator may issue a decision at the hearing, but it shall be followed by a written decision within two (2) calendar days of the hearing, excluding weekends and holidays.
- G. All decisions shall be final and binding on the parties, and shall not be considered as precedential in any other proceeding.
- H. The arbitrator shall endeavor to keep the written decision to about two (2) typed pages, and the decision shall identify the process as non-precedential in the heading or title of the decision, shall be based on the record of the arbitrator and shall include a brief explanation of the basis for the award.
- I. The fees and expenses of the arbitrator shall be set and shared equally by the parties.
- J. The expenses of witnesses for either side shall be borne by the party producing such witnesses.
- K. One (1) regularly scheduled day per month shall be set aside for the arbitrator to hear cases under this procedure. In the event that expedited arbitration cases are not available for hearing on that day, the parties, by mutual agreement, may present a full arbitration procedure case. In the event that more expedited arbitration cases are available for hearing than can be scheduled on a regular day, the parties may mutually agree to set an additional date on which the cases may be heard.

This procedure shall be deemed experimental and shall only be in existence between the parties until the termination of the Agreement unless both parties extend its provisions in a subsequent writing signed by the parties hereto.

## ARTICLE 10

### VACATION LEAVE

#### Section 1. General Conditions

A. Eligibility. All employees except intermittent employees, emergency employees, and temporary employees shall be eligible employees for the purpose of this Article. However, intermittent employees shall become eligible employees for the purposes of this Article after completion of sixty-seven (67) working days in any twelve (12) month period.

B. Use. An employee may not use vacation until completing six months of service in a vacation eligible status as defined in Section 1 A. above.

C. Crediting Accruals. Once an employee has completed six months of service in a vacation eligible status, vacation accruals shall then be credited back to the original date of eligibility as defined in Subsection A. above.

Section 2. Accruals. All eligible employees shall accrue vacation in accordance with the following rates:

<u>Length of Service Requirement</u>	<u>Rate Per Full Payroll Period</u>
0-5 years	4 working hours
After 5-8 years	5 working hours
After 8-12 years	7 working hours
After 12-20 years	7 1/2 working hours
After 20-25 years	8 working hours
After 25-30 years	8 1/2 working hours
After 30 years	9 working hours

Eligible employees being paid for less than a full eighty (80) hour payroll period shall have their vacation accrual pro-rated in accordance with the schedule set forth in Appendix A.

Length of service is defined as the length of employment with the State of Minnesota since the last date of hire in a vacation eligible status. Length of service shall be interrupted only by separation because of resignation, termination, discharge for just cause, failure to return upon expiration of a leave of absence, failure to respond to a recall from layoff or retirement.

Effective July 9, 1975, for purposes of determining changes in an employee's accrual rate, periods of suspension or unpaid non-medical leaves of absence shall not be deducted from the length of service requirement unless they are one (1) full payroll period or more in duration. This method will be effective only after this date and shall not be used to change any length of service requirements determined prior to that date.

An eligible employee reinstated or reappointed to State service after June 30, 1983 and within four (4) years of the date of resignation in good standing or retirement, shall accrue vacation leave with the same credit for length of service that existed at the time of such separation. This method shall not be used to

change any length of service requirements determined prior to July 1, 1983.

Employees of the legislative branch who transfer or who are appointed to State Service within four (4) years of the date of resignation in good standing or retirement, shall accrue vacation leave with the same credit for length of service that existed at the time of such transfer or separation. Such employees shall begin accruing vacation leave based on this method effective at the beginning of the first payroll period following the effective date of this Agreement. In addition, effective the effective date of this Agreement, employees of the Legislative branch who are appointed without a break in service may be allowed to bring any accumulated but unused vacation leave with them, provided that the total does not exceed two hundred and sixty (260) hours.

Former members of the Minnesota Legislature who are appointed to state service within four years of the end of their term shall receive full credit for their length of service in the Legislature. Such employees shall begin accruing vacation leave based on this method effective at the beginning of the first payroll period following the effective date of this Agreement.

Changes in accrual rates shall be made effective at the beginning of the next payroll period following completion of the specified length of service requirement.

Employees may accumulate unused vacation leave to a maximum of two hundred and sixty (260) hours. The Appointing Authority shall make a reasonable effort to grant vacation requests to employees at the maximum vacation accumulation.

Employees on a military leave under Article 14 shall earn vacation leave as though actually employed, without regard to the maximum accumulation set forth above. Vacation earned in excess of the maximum accumulation shall be taken within two (2) years of the date the employee returns from the military leave.

The Appointing Authority shall keep a current record of employee vacation earnings and accruals which shall be made available to such employees upon request.

Vacation leave hours shall not be used during the payroll period in which the hours are accrued.

Section 3. Vacation Period. Every reasonable effort shall be made by the Appointing Authority to schedule employee vacations at a time agreeable to the employee insofar as work unit staffing permits. If it is necessary to limit the number of employees within or among classifications on vacation at the same time, the vacation schedules shall be established on the basis of bargaining unit seniority within the employee's work location in the event of any conflict over vacation periods. Whenever practicable, employees shall submit written requests for vacation

at least two (2) weeks in advance of their vacation to their supervisor on forms furnished by the Appointing Authority. When advance written requests are impracticable, employees shall secure the approval of their supervisor by telephone or other means at the earliest opportunity. Supervisors shall respond to all vacation requests promptly and shall answer all written requests in writing.

No vacation requests shall be denied solely because of the season of the year, but shall be dependent upon meeting the staffing needs of the agency.

Section 4. Vacation Charges. Employees who utilize vacation shall be charged only for the number of hours that they would have been scheduled to work during the period of absence. In no instance, however, shall vacation leave be granted in increments of less than one-half hour except to permit utilization of lesser fractions that have been accrued. Holidays that occur during vacation periods will be paid as a holiday and not charged as a vacation day.

Employee vacation accruals earned while on paid leave may be utilized by the employee with the approval of the supervisor without returning to work prior to the utilization of such accrued leave.

Should an employee become ill or disabled while on vacation, vacation leave shall be changed to sick leave, effective the date of the illness or disability, upon notice to the employee's supervisor. Upon request of the Appointing Authority, such notice shall be accompanied by a medical statement from a medical practitioner and shall be given to the supervisor as soon as possible after the illness or disability occurs.

Section 5. Work During Vacation Period. Except during an emergency, no employee will be required to work during his/her vacation once the vacation request has been approved. The Appointing Authority shall notify the Association of any emergency declaration and of any vacation canceled pursuant to this Section.

Section 6. Vacation Rights. An employee who transfers from one Appointing Authority to another shall have accumulated vacation leave transferred and such leave shall not be liquidated by cash payment in whole or in part. Any employee separated from State service shall be compensated in cash at his/her then current rate of pay for all vacation leave to his/her credit at the time of separation. Employees shall be allowed to leave their accumulated vacation to their credit during the period of their seasonal or temporary layoff.

ARTICLE 11

HOLIDAYS

Section 1. Eligibility. All employees in the bargaining unit covered by this Agreement shall be eligible for purposes of this Article. However, temporary employees shall not be eligible for the floating holiday.

Section 2. Observed Holidays. The following days shall be observed as paid holidays for all eligible employees:

New Year's Day	Veteran's Day
Martin Luther King Jr. Day	Thanksgiving Day
President's Birthday	Day After Thanksgiving
Memorial Day	Christmas Day
Independence Day	Floating Holiday
Labor Day	

All eligible employees, except temporary employees, shall receive one (1) floating holiday each fiscal year of the Agreement. The employee must request the floating holiday at least fourteen (14) calendar days in advance. The supervisor may waive the fourteen (14) day advance notice if staffing needs permit. The Appointing Authority may limit the number of employees that may be absent on any given day subject to the operational needs of the Appointing Authority. Floating holidays may not be accumulated or paid off.

- A. Continuous Operations. Except for employees working where seven (7) day a week schedules are in effect, when any of the above holidays fall on a Saturday, the preceding Friday shall be observed as the holiday, and when any of the above holidays fall on a Sunday, the following Monday shall be observed as the holiday.

Where seven (7) day a week schedules are in effect, the actual holiday shall be observed as a holiday for employees working within such schedule.

- B. Holidays on Days Off. When any of the above holidays fall on an employee's regularly scheduled day off, the Appointing Authority shall designate a mutually agreeable alternate holiday to be taken within ninety (90) calendar days of the holiday or the Appointing Authority shall pay the employee for the holiday in accordance with Section 5.
- C. Substitute Holidays. The Appointing Authority may, after consultation with the Association, designate alternate days for the observance of Veteran's Day and

President's Day.

Section 3. Holiday Pay Entitlement. To be entitled to receive a paid holiday, an eligible employee must be in payroll status on the normal work day immediately preceding and the normal work day immediately following the holiday(s). Payroll status shall be defined as: when actually working, on paid vacation, paid sick leave, compensatory time off, or on a paid leave of absence.

Any eligible employee who dies or is mandatorily retired on a holiday or holiday weekend shall be entitled to be paid for the holiday(s).

Eligible intermittent or temporary employees shall receive a holiday if they work the day before and the day after the holiday or if they work on a holiday. In such cases, employees shall be reimbursed for the holiday in addition to pay for the time worked. Holiday pay shall be in accord with the schedule set forth in Appendix B.

Section 4. Holiday Pay. Holiday pay shall be computed at the employee's normal day's pay (an employee's regular hourly rate of pay multiplied by the number of hours in his/her normal work day) and shall be paid in cash. Eligible employees who normally work less than full-time shall have their holiday pay pro-rated in accordance with the schedule set forth in Appendix B.

With the approval of his/her supervisor, part-time employees may be allowed to arrange their work schedules in payroll periods that include a holiday, to avoid any reduction in salary due to a loss of hours because of the pro-ration of holiday hours.

Section 5. Work on a Holiday. Any employee who works on a holiday shall at the Appointing Authority's discretion either be:

- A. Paid in cash at the employee's appropriate rate for all hours worked in addition to holiday pay provided for in Section 4 above; or,
- B. Paid in cash at the employee's appropriate rate for all hours worked in addition to an alternate holiday in lieu of holiday pay provided for in Section 4 above. The Appointing Authority shall designate a mutually agreeable alternate holiday within ninety (90) calendar days of the last date of the pay period in which the holiday occurs.

Section 6. Religious Holidays. When a religious holiday, not observed as a holiday, provided in Section 2 above, falls on an employee's regularly scheduled work day, the employee shall be entitled to that day off to observe the religious holiday. Time to observe religious holidays shall be taken without pay except where the employee has sufficient accumulated vacation leave or accumulated compensatory time, or, by mutual consent, is able to make the time up. Employees shall notify the Appointing

Authority at least five (5) working days prior to the leave.

## ARTICLE 12

### SICK LEAVE

Section 1. Sick Leave Accumulation. Employees, except for emergency, temporary, and intermittent employees shall accrue sick leave at the rate of four (4) hours per pay period of continuous employment beginning with their date of hire until nine-hundred (900) hours have been accrued. After nine-hundred (900) hours have been accrued and maintained, employees shall then accrue sick leave at the rate of two (2) hours per pay period. However, intermittent employees shall become eligible for sick leave after completion of sixty-seven (67) working days in any twelve (12) month period.

The Appointing Authority shall keep a current record of sick leave earnings and accruals which shall be made available to such employees upon request.

An employee who transfers or is transferred to another Appointing Authority without an interruption of service shall carry forward accrued and unused sick leave.

Upon request, effective the effective date of this Agreement, employees of the legislative branch who transfer or who are appointed to state service within four (4) years of the date of resignation in good standing or retirement shall have accumulated but unused sick leave posted to the employee's credit provided such sick leave was accrued in accordance with the personnel rules or the provisions of this Agreement.

Employees being paid for less than a full eighty (80) hour pay period shall have sick leave accruals pro-rated in accord with Appendix C.

Section 2. Sick Leave. The employee shall notify the Appointing Authority at or before his/her normally scheduled starting time of any illness. Employees utilizing leave under this Section shall furnish a statement from a medical practitioner upon the request of the Appointing Authority when the Appointing Authority has reasonable cause to believe that an employee has abused or is abusing sick leave. The abuse of sick leave may constitute just cause for disciplinary action. The Appointing Authority may also request a statement from a medical practitioner if the Appointing Authority has reason to believe the employee is not fit to work or has been exposed to a contagious disease which endangers the health of other employees, clients or the public. Employees returning from extended sick leave shall notify the Appointing Authority within a reasonable amount of time prior to returning to work.

Section 3. Sick Leave Utilization. An employee shall be granted

sick leave with pay to the extent of his/her accumulation for absences necessitated by reason of illness or disability; by necessity of medical, chiropractic or dental care; or by exposure to contagious disease so that his/her attendance on duty may endanger the health of fellow employees or the public. Sick leave shall also be granted with pay to the extent of an employee's accumulation for absence necessitated by illness of his/her spouse, minor or dependent children/step-children, parent/step-parent, living in the household of the employee for such periods as his/her attendance may be necessary. Sick leave to arrange for necessary nursing care for members of the family or birth or adoption of a child shall be limited to not more than three (3) days. The use of a reasonable amount of sick leave shall be granted in cases of death of the spouse, parents, and grandparents of the spouse, grandparents, guardian, children, grandchildren, brothers, sisters, or wards of the employee. The supervisor shall make a reasonable effort to adjust the hours of an employee in order to permit his/her attendance at the funeral of a co-worker.

In no event shall sick leave with pay be granted beyond the extent of an employee's accumulation.

Employee sick leave accruals earned while on paid leave may be utilized by the employee with the approval of the supervisor without returning to work prior to utilization of such accrued sick leave.

Employees utilizing sick leave under this Article will have such sick leave first deducted from the nine-hundred (900) hour accumulation. Employees having utilized sick leave and who fall below the nine-hundred (900) hours of accumulation shall again accumulate sick leave at four (4) hours per payroll period until their accumulation again reaches nine-hundred (900) hours.

Section 4. Sick Leave Charges. An employee utilizing sick leave shall be charged for only the number of hours he/she was scheduled to work during the period of his/her sick leave. In no instance shall sick leave be granted for increments of less than one-half (1/2) hour except to permit utilization of lesser fractions that have been accrued. Holidays that occur during sick leave periods will be paid as a holiday and not charged as a sick leave day. Employees who, because of the nature of their job, schedule their own time shall be limited to a maximum of eight (8) hours of sick leave for each work day.

Section 5. Reinstatement of Sick Leave. An eligible employee who is reinstated or reappointed to State service after June 30, 1983 and within four (4) years of the date of resignation in good standing, or retirement shall have his/her accumulated but unused sick leave balance restored and posted to his/her credit in the records of the employing department provided such sick leave was accrued in accordance with the personnel rules or the provisions of this Agreement. However, an employee who has received severance pay shall have his/her sick leave balance restored at

sixty (60) percent of the employee's accumulated but unused sick leave balance (which balance shall not exceed nine hundred (900) hours) plus seventy-five (75) percent of the employee's accumulated but unused sick leave bank.

#### ARTICLE 13

##### SEVERANCE PAY

All employees who have accrued twenty (20) years or more continuous State service shall receive severance pay upon any separation except for discharge for cause from State service. Employees with less than twenty (20) years continuous State service shall receive severance pay upon mandatory retirement or retirement at or after age 65, death, or layoff, except for seasonal layoff. Employees who retire from State service after ten (10) years of continuous State service and who are immediately entitled at the time of retirement to receive an annuity under a State retirement program shall, notwithstanding an election to defer payment of the annuity, also receive severance pay. Effective July 1, 1983, severance pay shall be equal to forty (40) percent of the employee's accumulated but unused sick leave balance (which balance shall not exceed nine hundred (900) hours). If necessary, accumulated but unused sick leave bank hours shall be added to the sick leave balance to attain the nine-hundred (900) hour maximum. In addition, the employee shall receive twenty-five (25) percent of the employee's accumulated but unused sick leave bank, times the employee's regular rate of pay at the time of separation.

Should any employee who has received severance pay be subsequently reappointed to State Service, eligibility for future severance pay shall be computed upon the difference between the amount of accumulated but unused sick leave restored to the employee's credit at the time the employee was reappointed and the amount of accumulated but unused sick leave at the time of the employee's subsequent eligibility for severance pay.

#### ARTICLE 14

##### LEAVES OF ABSENCE

Section 1. General Conditions. Except as otherwise provided in this Agreement, request for leave shall be made by employees prior to the beginning of the period(s) of absence. Upon request of the employee, authorization for or denial of a leave of absence shall be furnished to the employee in writing by his/her supervisor. All requests for a leave of absence shall be answered by the supervisor promptly, including, upon request by the employee, a statement of the Appointing Authority's intent regarding whether or not the employee's position will be filled permanently. No leave of absence request shall be unreasonably denied and the reasons for a denial shall be given to the

employee upon request. No employee shall be required to exhaust his/her accumulated vacation leave prior to an extended leave of absence.

An employee on an approved leave of absence is required to contact the Appointing Authority if an extension is being requested. Failure to contact the Appointing Authority about an extension prior to the end of the approved leave period shall be deemed to be a voluntary resignation and the employee shall be severed from state service.

Accrual of vacation and sick leave benefits during the period of leave of absence with pay shall continue. If an employee is granted leave without pay, he/she will not be credited with vacation or sick leave accruals for the period of leave without pay unless otherwise indicated. When the Appointing Authority approves an unpaid leave of absence for an employee, the Appointing Authority shall advise the employee in writing of the steps the employee must take to continue insurance coverage.

Section 2. Leaves With Pay. Paid leaves of absence granted under this Article shall not exceed the employee's work schedule.

- A. Military Reserve Training. Up to fifteen (15) working days leave per calendar year shall be granted to members of a reserve force of the U.S. or of the State of Minnesota who are ordered by the appropriate authorities to attend a training program or perform any other duties under the supervision of the U.S. or State of Minnesota during the period of such activity.
- B. Jury Duty. Leave shall be granted for service upon a jury. Employees whose scheduled shift is other than a day shift shall be reassigned to a day shift during the period of service upon a jury. When not impaneled for actual service and only on call, the employee shall report to work.
- C. Court Appearance. Leave shall be granted for appearance before a court, legislative committee, or other judicial or quasi-judicial body in response to a subpoena or other direction of proper authority for job related purposes other than those instituted by the employee or the exclusive representative. Leave shall also be granted for attendance in court in connection with an employee's official duty, which shall include any necessary travel time. Such employee shall be paid the employee's regular rate of pay but shall remit to his/her Appointing Authority the amount received, exclusive of court-paid expenses, for serving as a witness, as required by the court.
- D. Voting Time. Any employee who is entitled to vote in any statewide general election or at any election to fill a vacancy in the office of a representative in

Congress, may absent himself/herself from work for the purpose of voting during the forenoon of such election day, provided the employee has made prior arrangements for such absence with his/her immediate supervisor.

- E. Educational Leave. Leave shall be granted for educational purposes if such education is required by the Appointing Authority.
- F. Emergency Leave. The Commissioner of Employee Relations, after consultation with the Commissioner of Public Safety, may excuse employees from duty with full pay in the event of a natural or man-made emergency, if continued operation would involve a threat to the health or safety of the individuals. Absence with pay shall not exceed sixteen (16) working hours at any one time, unless the Commissioner of Employee Relations authorizes a longer duration.

Within ninety (90) calendar days of the execution of this Agreement, each State agency shall meet and confer with the Association regarding emergency leave.

### Section 3. Unpaid Leaves of Absence.

- A. Unclassified Service. Leave may be granted to any classified employee to accept a position in the unclassified service of the State of Minnesota.
- B. Educational Leave. Leave may be granted to an employee for educational purposes.
- C. Military Leave. Leave shall be granted to an employee who enters into active military service in the armed forces of the United States for the period of military service, not to exceed four (4) years, plus such additional time as the employee may be required to serve pursuant to law. Leave time for service in the military shall be considered as paid leave for purposes of vacation leave and sick leave accrual.
- D. Association Leave. Upon advanced written request of the Association, leave shall be granted to employees who are elected or appointed by the Association to serve on the Association Master Negotiating Team. An employee may use vacation time, compensatory time or a holiday for this purpose, at the employee's option. Leave time for service on the Association's Master Negotiation Team shall be considered as paid leave for purposes of vacation and sick leave accrual, and holiday pay entitlement.

Association Representatives or other employees who may be elected or appointed by the Association to perform duties for the exclusive representative shall be granted

time off, provided the granting of such time off does not adversely affect the operations of the employee's department or agency. Such leave shall not be unreasonably withheld. Upon the written request of the Association, leave shall be granted to employees who are elected officers or appointed full-time representatives of the Association. Annually, the Appointing Authority may request the Association to confirm the employee's continuation on Association leave.

- E. Maternity/Paternity or Adoption. Maternity/Paternity or Adoption leaves of absence shall be granted to a natural parent(s) or adoptive parent(s) who is a permanent employee and who requests such leave in conjunction with the birth or adoption of a child. Requests for adoption leave shall be submitted six (6) weeks in advance, if possible. Requests for Maternity/Paternity leave shall be submitted at least six (6) weeks in advance of the anticipated due date if possible. Maternity/Paternity leave shall commence on the date requested by the employee and/or spouse, and shall continue up to six (6) months. Such leave may be extended up to a maximum of one (1) year by mutual consent between the employee and/or spouse and the Appointing Authority.
- F. Medical. Upon the request of a permanent employee who has exhausted all accrued sick leave, a leave of absence without pay shall be granted by the Appointing Authority for up to one (1) year because of sickness or injury to the employee. At the request of the employee, this leave may be extended at the discretion of the Appointing Authority. An employee requesting a medical leave of absence shall be required to furnish evidence of disability to the Appointing Authority. When the Appointing Authority has evidence that an employee's absence from duty is unnecessary or if the employee fails to undergo an evaluation or furnish such reports as are required by the Appointing Authority, the Appointing Authority shall have the right to require the employee to return to work on a specified date.
- G. Personal Leave. Leave may be granted to an employee upon request, for personal reasons. No such leave shall be granted for the purpose of securing other employment, except as provided in this Article.
- H. Political Caucus/Convention. Upon ten (10) days advance request, leave shall be granted to any employee for the purpose of attending a political caucus/convention. An employee may use vacation leave, compensatory time or a holiday for this purpose, at the employee's option.
- I. Related Work. Leave not to exceed one (1) year may be granted to an employee to accept a position of fixed duration outside of State service which is funded by a

government or private foundation grant and which is related to the employee's current work.

Section 4. Cancellation of Discretionary Leaves. Discretionary leaves of absence or extensions of such leaves may be canceled by an Appointing Authority for reasonable cause upon written notice to the employee unless the Appointing Authority agrees in writing at the time the leave is granted that the leave will not be canceled.

Section 5. Reinstatement After Leave. Any employee returning from an approved leave of absence as covered by this Article shall be entitled to return to employment in his/her former position or another position in his/her former classification/class option or a position of comparable duties and pay, providing such return is in his/her former seniority unit. Any employee returning from an approved leave of absence of six (6) months or less shall also be entitled to return within thirty-five (35) miles of the employee's old work location. Notwithstanding the above, if a layoff occurs during the period that the employee is on an approved leave of absence, such an employee is subject to layoff with full rights and options consistent with the terms of Article 17 of this Agreement. Should an employee on an approved leave of absence be laid off while on leave, that employee's return rights shall be determined by the employee's new work location (if any), chosen as an option under Article 17. Employees returning from extended leaves of absence of one (1) month or more shall notify their Appointing Authority at least two (2) weeks prior to their return from leave. Employees returning from an unpaid leave of absence shall be returned at the same rate of pay the employee had been receiving at the time the leave of absence commenced, plus any automatic adjustments that would have been made had the employee been continuously employed during the period of absence. At the discretion of the Appointing Authority, an employee may terminate his/her leave of absence prior to the previously agreed upon date of expiration of that leave of absence.

## ARTICLE 15

### SENIORITY

#### Section 1. Definitions.

- A. State Seniority. "State Seniority" is defined as the length of employment with the State of Minnesota since the last date of hire.
- B. Classification Seniority. "Classification Seniority" is defined as an employee's length of service in a specific job classification with the State of Minnesota, beginning with the date an employee begins to serve a probationary appointment.

1. Bumping, Demotions, Transfers. When an employee bumps, demotes or transfers, Classification Seniority in the class to which the employee is bumping, demoting, or transferring, shall include Classification Seniority in all related classes in the same or higher salary range in which the employee has served with the State of Minnesota. For purposes of this section, classes are considered to be in the same salary range if the first two (2) digits of the compensation codes (as listed in Appendix H) are the same and movement between the classes is a transfer or a demotion.
2. Class Options. "Class Option" is defined as an area of specialization which may require special licensure, certification or registration and for which a separate examination is used in making appointments to a classification.
3. Related Classes. "Related Class" is defined as the class or classes which are similar in the nature and character of the work performed and which require similar qualifications.
4. Right of Way Agent. "Classification Seniority" for the class of Right of Way Agent, Intermediate is defined as the length of continuous service in the classes of Right of Way Agent and Right of Way Agent, Intermediate.
5. Reallocations. Class seniority for employees whose positions are reallocated to an equal or lower class after July 1, 1981 shall include service in the class from which they were reallocated, regardless of whether or not the class is a related class in accord with this section.
6. Trial Period. An employee who returns to his/her former classification under the conditions of Article 16, Section 7, shall accrue all seniority in the former classification as if continually employed in the former classification.
7. Department of Natural Resources. Employees of the Department of Natural Resources who have served at least four (4) continuous years in an unclassified position in the Department and who are appointed after June 30, 1985 to the same classification in the classified service shall have all uninterrupted service in the unclassified position in the Department credited toward classification seniority. The crediting of unclassified service shall not be granted until such time as the employee is appointed to the classified service.

- C. Interruptions. Classification Seniority shall be interrupted only by separation because of resignation, discharge for just cause, non-certification for the initial probationary period, failure to return upon expiration of a leave of absence, failure to respond to a recall from layoff, or retirement.

Classification Seniority shall not include service in a position in a bargaining unit not represented by the Association. However, Classification Seniority shall include service in a confidential position in accordance with Section 1(B). Classification Seniority shall also include permanent or probationary classified service in the position in bargaining Unit 216 from which the employee was reallocated as a result of a unit determination order from the Bureau of Mediation Services.

- D. Seniority Units. "Seniority Units" are defined as set forth in Appendix D.

Section 2. Seniority Earned Under Previous Collective Bargaining Agreements. Employees shall continue to have their seniority calculated as provided under the 1981-1983 collective bargaining agreement or memoranda of understanding except as specifically provided elsewhere in this Agreement.

Section 3. Seniority Rosters. No later than November 30 and May 31 of each year, the Appointing Authority shall prepare and post seniority rosters on official bulletin boards for each of its seniority units and two (2) copies shall be furnished to the Association. Such rosters shall be based on transactions occurring up to and through the pay period closest to October 31 and April 30 respectively of each year. The rosters shall list each employee in the order of Classification Seniority and reflect each employee's date of Classification Seniority, date of State Seniority, and class title and date for all classes in which the employee previously served. The rosters shall also identify the type of appointment if other than full-time unlimited, and shall include the class option, if any.

When two (2) or more employees have the same Classification Seniority dates, seniority positions shall be determined by State Seniority. Should a tie still exist, seniority positions shall be determined by lot.

Section 4. Appeals. Employees shall have sixty (60) calendar days from the date of the initial posting to notify the Appointing Authority of any disagreements over the Seniority Roster. Thereafter, appeals must be filed with the Appointing Authority within thirty (30) days of the date of posting and are limited to changes since the previous posting. However, errors of fact on the seniority roster may be raised by either party at any time.

ARTICLE 16

VACANCIES, FILLING OF POSITIONS

Section 1. Definition of Vacancy. A vacancy is defined as a non-temporary (more than 12 months) opening in the classified service which the Appointing Authority determines to fill. A vacancy is not created by reassignment within thirty-five (35) miles to the same classification.

Section 2. Permanent Reassignment. Whenever the Appointing Authority determines to make a permanent reassignment within thirty-five (35) miles, the Appointing Authority shall, before the reassignment is effected, consider (but not be limited to) the following:

- A. The employee's ability to perform the job;
- B. The employee's qualifications to perform the job;
- C. The employee's interest in the job;
- D. The employee's current workload;
- E. The employee's Classification/Class Option Seniority.

Section 3. Job Posting and Interest Bidding. Whenever a vacancy occurs which the Appointing Authority determines to fill, the Appointing Authority shall post the vacancy on bulletin boards in the seniority unit for a minimum of ten (10) calendar days, or through such procedures as are otherwise agreed to between the Association and the Appointing Authority. The job posting shall include: the division, section, classification/class option, employment condition, and location of the vacancy. A copy of the posting shall be furnished to the Association. Permanent non-probationary classified employees in the seniority unit in the same classification/class option may interest bid on the filling of such vacancy by submitting a written application to the Appointing Authority on or before the expiration date of the posting. An employee who was selected for a position through interest bidding shall not be eligible for interest bidding for six (6) months from the date the employee reports to the new position.

Vacancies in Junior/Senior Plans shall be posted at both levels of the plan. Interest bids shall be accepted from employees in both classes. Interest bids shall be considered first from employees in the higher class and if there are no interest bids, shall then be considered from employees in the lower class.

An employee who is away from his/her work location on assignment or approved vacation in excess of seven (7) calendar days, may submit an advance interest bid for individual vacancies posted during his/her absence. The advance interest bid shall indicate the division, section, classification/class option, employment condition and location of the individual position. Such advance interest bid shall be submitted to the Appointing Authority or designee and shall be valid for the period of the absence or four

(4) weeks, whichever is less.

Section 4. Filling of Positions. All classified employees in the same class and seniority unit who have made a timely interest bid, shall be given consideration and may be appointed to the opening prior to filling the vacancy through other means. The Appointing Authority shall not be arbitrary, capricious or discriminatory and must have a legitimate business reason to reject all of the interest bidders. Seniority of the interest bidders shall not be a factor in appointing employees from among the interest bidders. If the vacancy is not filled by an employee under this Section, then it shall be filled as follows:

- A. Seniority Unit Layoff List. Selection shall be made from employees on the Seniority Unit Layoff List in order of Classification Seniority, if such list exists, pursuant to Article 17, Layoff and Recall. No new appointments shall be made in a seniority unit in a class (or option) and employment condition for which a Seniority Unit Layoff List exists until all employees on such list have been offered the opportunity to accept the position.
- B. Absence of Seniority Unit Layoff List. If no Seniority Unit Layoff List exists, the Appointing Authority shall have the option of filling the vacancy by the use of any of the following methods:
  1. Eligible List. If an Eligible List is used, selection from among certified eligibles shall be made on the basis of skill, ability, experience, efficiency, job knowledge, and/or fitness to perform the duties of the position. When appointment is to be made from among two or more certified eligibles who are equal in terms of the above factors and one or more of these eligibles is in the seniority unit, the seniority unit employee in a class/class option other than the same class/class option as the vacancy with the most State Seniority shall be selected. However, if no seniority unit employees appear on the list of certified eligibles and appointment is to be made from among two or more certified eligibles who are equal in terms of the above factors and one or more of these eligibles is in the bargaining unit, the bargaining unit employee in a class/class option other than the same class/class option as the vacancy with the most State Seniority shall be selected; or
  2. Department Layoff List. If a Department Layoff List is to be used, selection shall be made from among qualified employees whose names appear on the list in the order of Classification Seniority; or
  3. Voluntary Demotion. If a voluntary demotion is to be used, selection shall be made by accepting the

application of an employee who is willing to accept a voluntary demotion; or

4. Bargaining Unit Layoff List/Same Classification. If a Bargaining Unit Layoff List/Same Classification is to be used, selection shall be made from among qualified employees whose names appear on the list; or
5. Voluntary Transfer. If a voluntary transfer within or between seniority units and/or classes is to be used, selection shall be made by accepting the application of an employee who is willing to accept a voluntary transfer. If an employee within the seniority unit submits a request to transfer during the posting period under Section 3 accompanied by a request to interview and substantial evidence of qualification for the position, the Appointing Authority shall grant an interview. Nothing in this section shall be construed to require a standard for the non-selection of the interviewed employee.

An interview must only be granted if the position is not filled through interest bidding, recall from the seniority unit layoff list, or claiming.; or

6. Bargaining Unit Layoff List/Other Job Classification. If a Bargaining Unit Layoff List/Other Classification is to be used, selection shall be made from among qualified employees whose names appear on the list; or
7. Reinstatement. If reinstatement is to be used, selection shall be made by reinstating a former employee; or
8. Other. The Appointing Authority may also use any other appointment procedure pursuant to statute.

Notwithstanding any of the above, no new appointments of persons other than current civil service employees shall be made in a seniority unit in that class (or option) and employment condition for which a Layoff List exists.

In addition, see the provisions of Article 17, Section 5 regarding employee requests to claim positions in other seniority units to avoid layoff or bumping.

Upon request, the Appointing Authority shall provide to the Association President the name of the applicant selected, the method used to select the applicant and any lists of certified eligibles used in the selection procedure.

Section 5. Reclassification. Employees may submit requests for job audits directly to the Department of Employee Relations. The

Department of Employee Relations shall acknowledge, in writing, receipt of an employee initiated request for an audit of his/her position within thirty (30) calendar days of receipt of the request.

An employee shall be notified, in writing, of a downward reclassification of his/her position before such action occurs.

An employee who desires to protest a reclassification decision regarding his/her position may do so by following the provisions of Minn. Stat. 43A.07, Subd. 3 but the decision of the Commissioner of Employee Relations pursuant to this Section shall not be subject to the grievance and arbitration provisions of this Agreement.

The parties agree to meet and confer regarding the results of class studies prior to the implementation of the class studies.

- A. Effect of Change in Position Allocation on the Filling of Positions. When the allocation of a position has been changed as the result of changes in the organizational structure of an agency or abrupt changes in the duties and responsibilities of this position, such positions shall be considered vacant under the provisions of this Article and filled in accordance with Section 1-3.
- B. Effects of Reallocation on the Filling of Positions. When the allocation of a position has been changed as the result of changes over a period of time in the kind, responsibility, or difficulty of the work performed in a position, such situation shall be deemed a reallocation and not considered a vacancy under the provisions of this Article.

The incumbent employee shall be appointed to the reallocated position provided the employee has performed satisfactorily in the position and possesses any licensure, certification, or registration which may be required. In any case, where the incumbent of a position which has been reallocated is ineligible to continue in that position in the new class/class option, the employee shall be removed from the position within thirty (30) calendar days from the date of notification to the Appointing Authority of the employee's ineligibility. The position shall then be considered vacant under the provisions of this Article and filled in accordance thereof. Where the incumbent is ineligible to continue in the position, and is not transferred, promoted, or demoted, the layoff provisions of Article 17 shall apply.

Except for reallocations resulting from a study of an agency or division thereof initiated by the Department of Employee Relations or an Appointing Authority, if the incumbent of a

position which is reallocated upward receives a probationary appointment to a reallocated position, pay for the reallocated position shall commence fifteen (15) calendar days after the receipt in the Department of Employee Relations of a reallocation request determined by the Department of Employee Relations to be properly documented, and it shall continue from that date until the effective date of the probationary appointment.

The Employer shall provide the Association with a copy of the notice of any reallocation in the bargaining unit.

An employee who is demoted as a result of a reallocation shall have his/her name placed on the Seniority Unit and Bargaining Unit Layoff Lists for the class from which he/she was reallocated downward.

Section 6. Probationary Periods. All unlimited appointments to positions in the classified service except appointments from the Seniority Unit Layoff List shall be for a probationary period of 1,044 straight time compensated hours and the Appointing Authority may require a probationary period of 1,044 straight time compensated hours for transfers, re-employments, reinstatements, voluntary demotions and appointments from layoff lists other than the Seniority Unit Layoff List. The probationary period shall exclude any time served in emergency, provisional, temporary, or unclassified employment. Wherever practicable, an employee serving a probationary period shall receive at least one (1) performance counseling review of his/her work performance at the approximate midpoint of the probationary period.

Employees recalled from the Seniority Unit Layoff List who were placed on layoff prior to completion of their probationary period shall be required to complete the probationary period upon return from the layoff.

If the Appointing Authority decides that an employee cannot successfully complete the probationary period as provided above, such employee shall not be certified. However, if the Appointing Authority feels that an extension of the probationary period could result in successful completion of the probationary period, the Appointing Authority and the Association may mutually agree to a limited extension not to exceed 520 straight time compensated hours.

An employee who is serving a probationary period, except an initial probationary period, and who is not certified by the Appointing Authority shall have the right to be restored to a position in his/her former class/class option and seniority unit.

Employees transferring from one Appointing Authority to another shall be required to serve a new probationary period unless the employee receives prior written notice that the Appointing

Authority has waived the probationary period, the duration of

which shall not exceed the above stated schedule.

Employees promoted prior to the completion of their probationary period to a higher position in the same occupational field, shall complete their probationary period in the lower position by service in the higher position.

Section 7. Trial Period. Employees who are required to serve a new probationary period after either being appointed to a different class or transferred to a different seniority unit shall have a trial period of fifteen (15) calendar days for the purpose of evaluation. During this trial period, the employee may elect to return to the former position. In the event an employee does not successfully complete the remaining probationary period, after the fifteen (15) calendar day trial period, the employee shall be returned to the former classification within the seniority unit from which the employee came, and if a vacancy exists, to the same geographic area.

Section 8. Non-Certification. Because the employees covered by this Agreement are professional employees, when an Appointing Authority does not certify a probationary employee, the employee, with or without an Association Representative, shall have the right to a meeting with the Appointing Authority or designee to discuss the non-certification decision. Non-certification decisions are not subject to the grievance procedure.

## ARTICLE 17

### LAYOFF AND RECALL

Section 1. Definition of Layoff. An Appointing Authority may layoff an employee by reason of abolition of the position, shortage of work or funds, or other reasons outside the employee's control which does not reflect discredit on the service of the employee. For a full-time employee, a layoff occurs when his/her hours of work are reduced for a period of longer than ten (10) consecutive working days. However, full-time classified employees who have requested and have been authorized to work less than full-time shall not be deemed to have been laid off.

### Section 2. Layoff Procedures.

- A. Determination of Position(s). The Appointing Authority shall determine the position(s) in the class, or class option, if one exists, and employment condition and work location which is to be eliminated.
- B. Advance Notice. In the event a layoff in the classified service of seniority unit employees becomes necessary, the Appointing Authority shall notify the Association President of the classification(s), number of positions and the employment condition(s) to be eliminated twenty-

one (21) calendar days whenever practicable, but at least fourteen (14) calendar days prior to the effective date of the anticipated layoff. At least fourteen (14) calendar days prior to the effective date of the layoff, the Appointing Authority shall give written notice of the layoff, including the reason(s) therefore and the estimated length of the layoff period, to all employee(s) about to be laid off.

- C. Layoff Notification. Layoffs which are necessary shall be on the basis of inverse Classification Seniority within the class/class option, employment condition (full-time unlimited, part-time unlimited, seasonal full-time, seasonal part-time or intermittent), and geographic area (within thirty-five (35) miles of the work location) of the position to be eliminated. The Appointing Authority shall send a layoff notice to the employee with the least Classification Seniority in the same class/class option, employment condition, and seniority unit within thirty-five (35) miles of the position to be eliminated.

Provisional and emergency employees shall be terminated before any layoff of probationary or permanent employees in the same class/class option, employment condition and geographic location/principal place of employment. Provisional employees shall be separated in inverse order of the date of their provisional appointment.

Seasonal employees shall be laid off in inverse order of Classification Seniority within the principal place of employment of the position(s) to be eliminated unless waived by mutual agreement between the employee and the Appointing Authority.

Section 3. Limited Interruptions of Employment. Any interruption in employment not in excess of ten (10) consecutive working days, because of adverse weather conditions, shortage of material or equipment, or for other unexpected or unusual reasons, shall not be considered a layoff.

In the event limited interruptions of employment occur, full-time employees shall, upon request, be entitled to advance of hours in order to provide the employees with up to eighty (80) hours of earnings for a pay period. Advance of hours shall be allowed up to the maximum number of hours of an employee's accumulated and unused vacation leave. If an employee elects to draw such advances, the employee shall not be permitted to reduce his/her vacation accumulation below the total hours advanced. However, no employee after the first six (6) months of continuous service shall be denied the right to use vacation time during a limited interruption of employment as long as vacation hours accrued exceed the hours that the employee has been advanced under this

Section. With the approval of the employee's supervisor, the employee shall have the right to make the hours up.

On the payroll period ending closest to November 1 of each year, all employees who have received such advances and have not worked sufficient overtime hours to reduce the advances to zero (0) will have their advance reduced to zero (0) by reduction of the employee's accumulated and unused vacation leave.

Section 4. Layoff.

- A. The employee(s) receiving notice of layoff shall be placed in a vacancy in the same seniority unit, same class (or class option or another option within that class for which the employee is determined by the Employer to be qualified) and same employment condition within thirty-five (35) miles of the employee's current work location. If there is no such vacancy, the employee shall either:
1. Bump the least senior employee in the same seniority unit, same class (or class option or another option within that class for which the employee is determined by the Employer to be qualified) and same employment condition within thirty-five (35) miles of the employee's current work location; or
  2. Accept a vacancy in the same seniority unit in an equal class in which the employee previously served or for which the employee is determined by the Employer to be qualified and in the same employment condition within thirty-five (35) miles of the employee's current work location.

Employees who have elected not to bump under "1" above and who have not been offered "2" shall be laid off.

- B. If neither of the preceding is available the employee may choose to be laid off, or the employee may choose one of the following options.

OPTIONS WITHIN THIRTY-FIVE (35) MILES OF THE EMPLOYEE'S CURRENT WORK LOCATION:

1. Bump the least senior employee in an equal or lower class or class option in which the employee previously served.
2. Accept a vacancy in a lower class or class option in which the employee previously served or for which the employee is determined to be qualified by the Employer.
3. Bump any employee on a temporary appointment in the same class who has more than thirty (30) calendar days remaining on such temporary appointment. The temporary employee so bumped shall be separated.

4. For unlimited full-time employees, bump the least senior employee or accept a vacancy in the same class, in the unlimited part-time employment condition.
5. For unlimited part-time employees, bump the least senior employee or accept a vacancy in the same class, in the unlimited full-time employment condition.

**OPTIONS MORE THAN THIRTY-FIVE (35) MILES FROM THE EMPLOYEE'S CURRENT WORK LOCATION:**

6. Accept a vacancy in the same or an equal or lower class or class option in which the employee previously served or for which the employee is determined to be qualified by the Employer.
7. Bump the least senior employee in the same or an equal or lower class or class option in which the employee previously served.

If none of these options are available, the employee shall be laid off.

When two (2) or more employees in the same class/class option, seniority unit and employment condition are being simultaneously laid off, the Association and the Appointing Authority may mutually agree to selection of layoff options among the affected employees.

An employee who has the option to fill a vacancy may exercise that option only if there are no interest bidders for the position or if the Appointing Authority rejects the interest bidders pursuant to Article 16, Section 4. If an interest bidder is selected for the vacancy, the Appointing Authority may determine to fill the resulting vacancy by layoff option without posting the vacancy as required under Article 16 of this Agreement.

**Section 5. Claiming.** If the options in Section 4A are not available, an employee may request to transfer or demote to another seniority unit in the same, transferable or lower class (or class option) in which the employee previously served or for which the employee is determined to be qualified by the Employer. The receiving Appointing Authority shall determine if the employee is qualified for the position, and if so, shall not unreasonably deny the request. Employees may not request a transfer or demotion to another Appointing Authority if such a vacancy is available to the employee, at a pay level equal to the requested vacancy within thirty-five (35) miles of the employee's current work location, which the current Appointing Authority determines to fill.

Section 6. Conditions for Bumping or Accepting Vacancies. The following shall govern bumping and accepting vacancies pursuant to Section 4:

1. In all cases, the employee exercising an option is restricted to those positions within the same seniority unit, and except in options 3, 4, and 5, the same employment condition.
2. In all cases of bumping, the employee exercising bumping rights must have greater Classification Seniority in the class/class option into which the employee is bumping than the employee who is to be bumped and in the case of a class option, must have either served in the class option or have been determined to be qualified for the class option by the Employer.
3. An employee who does not have sufficient Classification Seniority to bump into a previously held class shall not forfeit the right to exercise Classification Seniority to bump into the next previously held class/class option in the same seniority unit.
4. When a vacancy exists in a class/class option into which the employee has a right to bump, the employee must accept the vacancy prior to exercising the option to bump except that if the option to bump is to a lower class/class option within thirty-five (35) miles and the vacancy in that class is more than thirty-five (35) miles, then the employee is not required to accept the vacancy.
5. If more than one employee opts to fill a vacancy or bump another employee, the employee with the greater Classification Seniority shall have priority in exercising that layoff option.

Section 7. Junior/Senior Plans. When layoffs take place in the senior class of a Junior/Senior Plan, and the employee demotes or bumps to the junior class as provided in the layoff procedure, the junior position shall simultaneously be reallocated to the senior class, provided that the employee is qualified for the reallocation under the terms of the Junior/Senior Plan.

Section 8. Return to the Bargaining Unit through Outside Layoff. Employees who have accepted an equally or higher paid position excluded from this bargaining unit shall be permitted to return to the bargaining unit upon layoff under the following conditions:

1. The employee must exhaust all of the layoff options available under any existing layoff procedure which covers him/her for purposes of layoff.

2. If no such options exist, the employee returning to the bargaining unit may exercise the options listed in Section 4 above under the conditions described in Section 6.
3. Before an employee shall be permitted to exercise a bumping option into a previously held class, that employee must first accept a vacancy for which the Employer has determined the employee to be qualified, within the same geographic restriction (within 35 miles or over 35 miles respectively), seniority unit, and pay range as the position to which the employee desires to bump.

### Section 9. Layoff List.

- A. Seniority Unit Layoff List. The names of employees who have been laid off or who have demoted in lieu of layoff or as a result of reallocation shall be automatically placed on a Seniority Unit Layoff List for the seniority unit, class/class option, geographic location and employment condition from which they were laid off or demoted in the order of their Classification Seniority. Employees may also indicate in writing, on a document provided by the Appointing Authority, other geographic locations for which they are available. Employees may change their availability by notifying the Department of Employee Relations in writing. Names shall be retained on the Seniority Unit Layoff List for a minimum of one (1) year or a period of time equal to the employee's State Seniority, to a maximum of eight (8) years.

Employees who are laid off or demoted in lieu of layoff may designate, in writing, other bargaining unit classes/class options in which they previously served which are equal to or lower than the class from which they were laid off or demoted. Employees shall then be placed on the Seniority Unit Layoff List in order of classification seniority in each class.

- B. Department Layoff List. (For the Department of Corrections, Department of Human Services, Community College System and State University System.) Upon request, the names of such employees shall also be placed on a Department Layoff List (if applicable) for the department, classification/class option and employment condition from which they were laid off or demoted in lieu of layoff in the order of Classification Seniority. Names shall be retained on the Department Layoff List for a minimum of one (1) year or a period of time equal to the employee's State Seniority to a maximum of eight (8) years.

When an employee's name is placed on the Department Layoff List, the employee shall indicate in writing the seniority unit(s) within the Department for which he/she would accept recall. The employee may change his/her availability by notifying the Department of Employee Relations in writing.

- C. Bargaining Unit Layoff List/Same Classification. Upon request, the names of such employees shall also be placed on a Bargaining Unit Layoff List/Same Classification for the bargaining unit, classification/class option and employment condition from which they were laid off or demoted in lieu of layoff or as a result of reallocation in the order of Classification Seniority. Names shall be retained on the Bargaining Unit Layoff List for a minimum of one (1) year or for a period of time equal to the employee's State Seniority to a maximum of eight (8) years.

When an employee's name is placed on the Bargaining Unit Layoff List/Same Classification, the employee shall indicate in writing the seniority unit(s) and the geographic location(s) for which he/she would accept recall. The employee may change his/her availability by notifying the Department of Employee Relations in writing.

- D. Bargaining Unit Layoff List/Other Job Classifications. An employee who is laid off or demoted in lieu of layoff may also designate in writing, other transferable or lower bargaining unit classification(s)/class option(s) in which he/she previously served and shall then be placed on the Bargaining Unit Layoff List/Other Job Classifications in order of classification seniority in each classification. The names shall remain on the list for a minimum of one (1) year or for a period of time equal to the employee's State Seniority to a maximum of eight (8) years.

When an employee's name is placed on the Bargaining Unit Layoff List/Other Classifications, the employee shall indicate in writing the seniority unit(s) and the geographic location(s) for which he/she would accept recall. The employee may change his/her availability by notifying the Department of Employee Relations in writing.

The provisions of Section 9 shall not apply to employees on seasonal layoff.

Section 10. Re-employment List. Upon request the names of employees who have been laid off or demoted in lieu of layoff shall be placed on re-employment lists for those classes/class options in which the employee held Classification Seniority and

for geographic locations and employment conditions for which the employee has indicated in writing, on a document provided by the Appointing Authority, a willingness to accept employment. Employees may change their availability by notifying the Department of Employee Relations. The Department of Employee Relations shall then certify the name of the laid off employee to be considered for appointment to vacancies for which the employee is eligible. The provisions of this Section shall not apply to employees on seasonal layoff.

Section 11. Recall. Employees shall be recalled from layoff in the order in which their names appear on the layoff list(s) as provided in Section 9 of this Article and provided that the employee being recalled is capable of performing the duties of the position.

Seasonal employees shall be recalled in the order in which their names appear on the seasonal list for the seniority unit and principal place of employment from which they were laid off.

An employee shall be notified of recall by personal notice or certified mail (return receipt required) sent to the employee's last known address at least fifteen (15) calendar days prior to the reporting date. The employee shall notify the Appointing Authority by certified mail (return receipt required) within five (5) calendar days of receipt of notification of intent to return to work and shall report to work on the reporting date unless other arrangements are made. It shall be the employee's responsibility to keep the Appointing Authority informed of his/her current address.

Section 12. Removal from Layoff Lists. Employees shall be removed from all layoff lists for any of the following reasons:

- A. Recall to a permanent position from the Seniority Unit, Department or Bargaining Unit/Same Class Layoff List. An employee who is recalled to a seniority unit other than the one from which he/she was laid off, who does not successfully complete the probationary period, shall be restored to the Seniority Unit Layoff List for the remainder of the time period originally provided in Section 9.
- B. Failure to accept recall to a position which meets the availabilities specified by the employee.
- C. Appointment to a permanent position in a class which is equal to or higher than the one for which the employee is on the layoff list(s).
- D. Resignation, retirement, or termination.

Section 13. Exclusions. The provisions of this Article shall not apply to unclassified employees.

Section 14. Subcontracting. In the event the Appointing Authority finds it necessary to subcontract out work now being performed by employees that results in a layoff of employees, the Association shall be notified no less than thirty (30) calendar days in advance. During this thirty (30) day period, the Appointing Authority shall upon request meet with the Association and discuss ways and means of minimizing any impact the subcontracting may have on the employees.

Section 15. Affirmative Action. In accomplishing a layoff pursuant to this Article, the Appointing Authority may deviate from the layoff procedure provided in this Article whenever such layoffs would conflict with established goals and objectives of the State's Affirmative Action/Equal Opportunity program or where the published goals of the Affirmative Action/Equal Opportunity program have not been met in a specific seniority unit by protected group as defined in Minn. Stat. 43A.02, Subd. 33.

In seniority units where the goals and timetables of the Affirmative Action/Equal Opportunity program have not been met, seniority shall be used in layoff, except that in no event shall the percentage of employees laid off in protected groups be greater than the percentage of all employees to be laid off in the same seniority unit. In the event that the layoff would cause the layoff of employees with greater than three years seniority in the classification being reduced in the seniority unit then the provisions of this Section shall not be applied to the layoff of those employees.

Section 16. Faribault Residential Academies and Resource Center. Notwithstanding Section 10, the following recall provisions shall apply to the Faribault Residential Academies and Resource Center:

Summer School. The Appointing Authority shall notify all employees of all summer school openings. An employee may agree to voluntarily remain on layoff in the event of a recall by requesting such action through a written waiver mutually agreed to and signed by the Appointing Authority and the employee. Once the employee elects to sign the waiver of recall, such employee shall not be able to exercise his/her seniority rights for recall for the duration of the summer school. The Appointing Authority agrees to provide a signed copy of any waiver of recall to both the Association and the employee.

Any waiver of recall by an employee is not to be considered a refusal to return to work and shall not be considered to be a break in continuous service. This Section does not, in any way, constitute a forfeiture of the Appointing Authority's right to recall laid off employees, whenever necessary, to carry out the functions and needs of the summer school programs. Notification of intent to return to work may be made in writing and hand delivered, provided that a written receipt of such notification is given.

## ARTICLE 18

### EXPENSE ALLOWANCES

Section 1. General. The Appointing Authority may authorize travel at State expense for the effective conduct of the State's business. Such authorization must be granted prior to the incurrence of the actual expenses. Employees affected under this Article shall be reimbursed for such expenses that had been authorized by the Appointing Authority in accord with the terms of this Article.

Section 2. Vehicle Expense. When a State-owned vehicle is not available and an employee is required to use his/her personal automobile to conduct authorized State business, the Appointing Authority shall reimburse the employee at the rate of twenty-seven (27) cents per mile for mileage on the most direct route according to Transportation Department records. When a State-owned vehicle is offered and declined by the employee, mileage may be paid at the rate of twenty-one (21) cents per mile on the most direct route. However, if a State-owned vehicle is available, the Appointing Authority may require an employee to use the State car to conduct authorized State business. Deviations from the most direct route, such as vicinity driving or departure from the employee's residence, shall be shown separately on the employee's daily expense record and reimbursed under the foregoing rates. Actual payment of toll charges and parking fees shall be reimbursed. An employee shall not be required by the Appointing Authority to carry vehicle insurance coverage beyond that required by law.

Employees who use a specially equipped personal van or van-type vehicle on official State business shall be reimbursed for mileage at a rate of forty (40) cents per mile on the most direct route. In order to qualify for this reimbursement rate, the vehicle must be equipped with a ramp, lift, or other level exchanging device designed to provide access for a wheelchair.

Reimbursement for use of a motorcycle on official State business shall be at a rate of thirteen (13) cents per mile on the most direct route.

The Appointing Authority may authorize travel in personal aircraft when it is deemed in the best interest of the State. Mileage reimbursement in such cases shall be at a rate of forty-three (43) cents per mile and shall be based on the shortest route based on direct air mileage between the point of departure and the destination.

Section 3. Commercial Transportation. When an employee is required to use commercial transportation (air, taxi, rental car, etc.) in connection with authorized business of an Appointing Authority, the employee shall be reimbursed for the actual expenses of the mode and class of transportation so authorized. Reasonable gratuities may be included in commercial travel costs.

Section 4. Overnight Travel. Employees in travel status who incur expenses for lodging shall be allowed actual reasonable costs of lodging, in addition to the actual cost of meals while away from their home station, up to the maximums stated in Section 5 of this Article. Employees in travel status in excess of one (1) week without returning home shall be allowed actual cost not to exceed \$16.00 per week for laundry and dry cleaning for each week after the first week. An employee shall be reimbursed for baggage handling.

Section 5. Meal Allowances. Employees assigned to be in travel status between the employee's temporary or permanent work station and a field assignment shall be reimbursed for the actual cost of meals including a reasonable gratuity under the following conditions:

A. Breakfast.

Breakfast reimbursements may be claimed only if the employee is on assignment away from his/her home station in a travel status overnight or departs from home in an assigned travel status before 6:00 A.M.

B. Noon Meal.

Eligibility for noon meal reimbursement shall be based upon the employee being on assignment, over thirty-five (35) miles from his/her temporary or permanent work station, with the work assignment extending over the normal meal period.

However, any employee may claim lunch reimbursement when authorized by the Appointing Authority as a special expense prior to incurring such expense.

C. Dinner.

Dinner reimbursement may be claimed only if the employee is away from his/her home station in a travel status overnight or is required to remain in a travel status until after 7:00 P.M.

D. Reimbursement Amount.

Except for the metropolitan areas listed below, the maximum reimbursement for meals including tax and gratuity, shall be:

Breakfast	- \$ 6.00
Lunch	- \$ 7.00
Dinner	- \$12.00

For the following metropolitan areas the maximum reimbursement shall be:

Breakfast	- \$ 7.00
Lunch	- \$ 8.00
Dinner	- \$14.00

The metropolitan areas are:

Atlanta	Miami
Boston	New Orleans
Chicago	New York City
Cleveland	Philadelphia
Dallas	San Diego
Denver	San Francisco
Hartford	Seattle
Houston	Washington D.C.
Los Angeles	

Employees who meet the eligibility requirements for two (2) or more consecutive meals shall be reimbursed for the actual costs of the meals up to the combined maximum reimbursement amount for the eligible meals.

Section 6. Special Expenses. When prior approval has been granted by an Appointing Authority, special expenses, such as registration or conference fees, banquet tickets or meals, incurred as a result of State business, shall also be reimbursed.

Section 7. Payment of Expenses. The Appointing Authority shall advance the estimated cost of travel expenses where the anticipated expenses total at least fifty dollars (\$50.00), provided the employee makes such a request a reasonable period of time in advance of the travel date. Employees may request a state issued credit card. If the employee receives such a card, the Appointing Authority and the employee may mutually agree to use the card in place of the advance. Reimbursements shall be made within two (2) weeks from the time expense reports are submitted to the Appointing Authority.

Section 8. Parking. Any parking increase to the employee in a state-owned lot shall be limited to the actual cost increase.

ARTICLE 19

RELOCATION ALLOWANCES

Section 1. Authorization.

A. Employer Initiated.

1. Non-layoff. When it has been determined by the Appointing Authority that an employee is required to be transferred or reassigned to a different work station or must change residence as a condition of employment, the cost of moving the employee shall be paid by the Appointing Authority.

Employees who are reassigned, transferred, or demoted to vacant positions in their State agency due to the abolishment (including transfer to another governmental jurisdiction or a private enterprise) removal to a new location, or removal to another State agency of all or a major portion of the operations of their Appointing Authority shall receive relocation expenses in accord with the provisions of this Article. Employees who are demoted during their probationary period, after their fifteen (15) calendar day trial period, shall receive those relocation expenses provided in Section 2, Paragraph C and D, of this Article.

2. Layoff. If the application of Article 17, Section 4, Layoff, requires an employee to change residence and such change meets the eligibility conditions outlined in Subsection C below, the employee shall be eligible for payment of relocation expenses subject to the following conditions:

- a. If an employee must select a more than thirty-five (35) mile option (Article 17, Section 4) in order to retain his/her current rate of pay or in order to take the least cut in the rate of pay, the employee shall be eligible for all relocation expenses except Realtor's fees.
- b. If an employee cannot fill a vacancy in a previously held class/class option within thirty-five (35) miles of the employee's current work location the employee shall be eligible for all relocation expenses.

B. Employee Initiated.

1. Promotion. When an employee must change residence in order to accept an appointment at a higher salary range offered by a department, the move shall be considered to be at the initiative and in the best interest of the

Employer and the Appointing Authority shall approve the reimbursement of relocation expenses in accord with the provisions of this Article.

2. Other. An employee who is transferred, reassigned, or demoted at such employee's request when the transfer, reassignment, or demotion is for the employee's sole benefit shall not be entitled to reimbursement for relocation expenses. Employees who claim positions across seniority units to avoid layoff or bumping are not eligible for relocation expenses.

C. Eligibility. Eligibility for reimbursement of relocation expenses shall be limited to those moves where the new work location is at least thirty-five (35) miles or more from the employee's current work location or changes in residence required by an Appointing Authority as a condition of employment. The provisions of this Article shall not apply to employees who currently commute thirty-five (35) miles or more to their work location unless the employee is transferred or reassigned to a new work location which is thirty-five (35) miles or more from the employee's current work station.

No reimbursement for relocation expenses shall be allowed unless the change of residence is completed within six (6) months, or unless other time extension arrangements have been approved by the Appointing Authority.

Section 2. Covered Expenses. Employees must have received prior authorization from their Appointing Authority before incurring any expenses authorized by this Article.

- A. Travel Status. Employees eligible for relocation expenses pursuant to Section 1 shall be considered to be in travel status up to a maximum of ninety (90) calendar days and shall be allowed standard travel expenses to return to their original work station once a week while being lodged at their new station, or by mutual agreement between the employee and the Appointing Authority the employee may travel between his/her original work station and his/her new work station on a daily basis. If the first option is used, standard travel expenses for the employee's spouse shall be borne by the Appointing Authority for a maximum of two (2) trips not to exceed a total of seven (7) calendar days during the ninety (90) calendar day period.
- B. Realtor's Fees. Realtor's fees for the sale of the employee's domicile, not to exceed \$5,000, or up to \$10,000 at the discretion of the Appointing Authority, shall be paid by the Appointing Authority.
- C. Moving Expenses. The Appointing Authority shall pay the cost of moving and packing the employee's household goods. The employee shall obtain no less than two (2) bids for packing and/or moving household goods and approval must be

obtained from the Appointing Authority prior to any commitment to a mover to either pack or ship the employee's household goods. The Appointing Authority shall pay for the moving of mobile homes if the trailer is the employee's domicile, and such reimbursement shall include the cost of transporting support blocks, skirts, and/or other attached fixtures.

- D. Miscellaneous Expenses. The employee shall be reimbursed up to a maximum of \$550.00 for the necessary miscellaneous expenses directly related to the move. These expenses may include such items as: disconnecting and connecting appliances and/or utilities, the cost of insurance for property damage during the move, the reasonable transportation costs of employee's family to the new work location at the time the move is made including meals and lodging (such expenses shall be consistent with the provisions of Article 18 (Expense Allowances)), or other direct costs associated with rental or purchase of another residence. No reimbursement will be made for the cost of improvements to the new residence or reimbursable deposits required in connection with the purchase or rental of the residence.

Neither the State of Minnesota nor any of its agencies shall be responsible for any loss or damage to any of the employee's household goods or personal effects as a result of such a transfer.

## ARTICLE 20

### PROMOTIONAL RATINGS

Promotional ratings required in conjunction with an examination shall be prepared for each employee who is a candidate for that examination in an objective manner by his/her immediate supervisor, unless the immediate supervisor is also an applicant for the same examination. In that event, the next higher level supervisor shall complete the rating. The rating, along with the reasons therefor shall be discussed with the employee by the rater. The employee is to receive a copy of the rating form, signed by the rater, prior to its being submitted to the Department of Employee Relations.

Promotional ratings shall not be prepared or completed by members of this bargaining unit for other employees within the bargaining unit, unless prepared or completed by an employee whose unit status is in question.

ARTICLE 21

INSURANCE

Section 1. Group Insurance. The Employer agrees to offer during the life of this Agreement Group Life, Surgical, Medical and Hospital benefits, and Dental benefits equivalent to those in the existing contracts of insurance and the certificates issued thereunder subject to the modifications contained in this Article. However, benefits under any particular Health Maintenance Organization are subject to change during the life of this Agreement upon action of that Health Maintenance Organization's Board of Directors and approval of the Employer.

Section 2. Eligibility.

A. Employee.

1. Full Contribution. All employees covered by this Agreement who: 1) are scheduled to work at least forty (40) hours weekly for a period of nine (9) months or more in any twelve (12) consecutive months; or 2) are scheduled to work at least thirty (30) hours weekly for a twelve (12) consecutive month period shall be eligible to receive the benefits provided under this Article, except for emergency, temporary, or intermittent employees; student workers hired after July 1, 1979, and interns; part-time or seasonal employees serving on less than a seventy-five (75) percent time basis. This exclusion shall not apply to a part-time or seasonal employee in the classified service who prior to April 1, 1967, was eligible for State paid basic life insurance and health benefits. However, seasonal employees who were receiving State group insurance benefits prior to July 1, 1977, shall continue to be eligible to receive State group insurance benefits for so long as they are employed on the same basis on which they were employed prior to July 1, 1977.

If both spouses work for the State and both are eligible for single coverage, neither spouse may be covered as a dependent by the other. Either, but not both, may cover their eligible dependent children and receive the State contribution toward the cost of this coverage.

2. Partial Contribution. The Employer will pay, at the employee's option, one-half (1/2) the State contribution toward the premium for the hospital, medical and dental coverages provided by this Article for the following employees and their dependents: 1) employees holding part-time, unlimited appointments who work fifty percent (50%) but less than seventy-five percent (75%) of the time, and 2) seasonal employees who are scheduled to work at least 1044 hours for a period of nine (9) months or more in any twelve (12) consecutive months.

- B. Dependent. Eligible dependents for the purposes of this section include the employee's spouse (if not legally separated and subject to the provisions noted in Section 2A of this Article), unmarried dependent children from birth to age 19 or to age 23 if the child is a full-time student at an accredited educational institution, or to any age if such dependent child qualifies under the terms of the health insurance contract as being incapable of self-sustaining employment by reason of mental retardation or physical disability and is totally dependent upon the employee for support. The term "dependent children" shall include the employee's own children, legally adopted children or children placed for adoption, foster children and step-children. Foster and step-children must be dependent upon the employee for their principal support and maintenance.

A grandchild is an eligible dependent if: (1) the grandchild is placed in the custody of the employee, (2) the grandchild is legally adopted by the employee, or (3) the grandchild is the child of an employee's unmarried dependent.

- C. Other. Part-time or seasonal employees who do not meet the 75% time requirements set forth above for full or one-half Employer contribution may nonetheless enroll in such coverages at their own expense, provided they are employed on at least a 50% time basis.

- D. Effective Date of Coverage. Enrollment must be at the time of initial employment or during a period of open enrollment.

Benefits shall become effective on the first day of the first payroll period beginning on or after the 28th calendar day following the first day of employment, re-employment, re-hire, or reinstatement with the State. An employee must be actively at work on the effective date of coverage except that an employee who is on paid leave on the date State paid life insurance benefits increase shall also be entitled to the increased life insurance coverage.

Dependents who are hospitalized on the effective date of coverage will not be insured until such dependents are released from the hospital. This also applies to any optional coverages. In no event shall the dependents' coverage become effective before the employee's coverage.

- E. Continuation. Benefits provided under this Article shall continue as long as an employee meets these eligibility requirements and appears on a State payroll for at least one (1) working day during each payroll period or is off the state payroll due to a work related injury or disability and is either receiving Workers' Compensation payments or is using disability leave as provided in Article 14. Vacation leave, compensatory time or sick leave cannot be used for the purpose of continuing State paid insurance by keeping an

employee on a State payroll for one working day per pay period during the time the employee is on an unpaid leave of absence.

If an eligible employee is employed on the basis of a school year and such employment contemplates absences from the State payroll during the summer months or vacation periods scheduled by the Appointing Authority which occur during the regular school year, the employee shall nonetheless continue to be eligible for benefits provided the employee appears on the regular payroll for at least one (1) working day in the payroll period immediately preceding such absences.

### Section 3. Health Insurance

#### A. Employer Contribution.

1. For the period July 1, 1987 through September 29, 1987, the Employer shall contribute toward the cost of employee and dependent health and dental coverage an amount equal to the Employer's contribution in effect on June 30, 1987.

2. Employee Coverage.

Effective September 30, 1987, the Employer shall contribute toward the cost of the total employee health coverage an amount equal to the total monthly employee-only premium of the carrier with the lowest cost family premium operating in the county of the employee's permanent work location and under contract to serve the State employee group plan.

3. Dependent Coverage.

Effective September 30, 1987, the Employer shall contribute toward the cost of dependent health coverage an amount equal to 90% of the total monthly dependent-only premium of the carrier with the lowest cost family premium operating in the county of the employee's permanent work location and under contract to serve the State employee group plan.

4. Employee Change in Work Location.

The Employer contribution for each employee is based on the employee's permanent work location on the effective date of each new insurance year unless the employee must change his/her health insurance carrier as a result of moving to a new permanent work location.

- B. Coverage Options. Eligible employees may select coverage under any one of the Health Maintenance Organizations, fee-for-service health plan, Preferred Provider Organization, or any other plan offered by the Employer. A brief description

of the currently offered health plans is contained in Appendix E. Benefits are coordinated with the benefits of other group plans.

Effective September 30, 1987, the fee-for-service plan shall pay as follows:

In-Patient Hospital Services: After an annual deductible of \$100 per employee of \$200 per family, 80% of the first \$3,000 of allowable charges, or \$600 out-of-pocket cost per individual, with a maximum of \$1,200 out-of-pocket cost per family, and 100% of the remainder occurring in the calendar year. Diagnostic lab and x-ray services are reimbursed at 100% with no deductible when provided as an in-patient hospital case.

Out-Patient Hospital, Surgery Center and Home Health Agency Services:

Hospital Out-Patient:

100% of all allowable charges except for:

- Non-emergency visits. 80% of costs will be reimbursed. - Lab tests and x-rays for reasons other than medical emergency, injury or preadmission tests. 80% of costs will be reimbursed.
- Chemical dependency. Chemical dependency care will be reimbursed 100% up to 130 hours of treatment per calendar year.
- Mental illness care. 80% of the first ten (10) hours per calendar year of mental illness care will be reimbursed. 80% of hours eleven (11) through forty (40) per calendar year for serious and persistent mental disorders care will be reimbursed. Covered providers and facilities for mental health and chemical dependency care are limited to those licensed by the State of Minnesota or those pre-authorized.

Ambulatory Surgery Centers:

100% of all allowable charges.

Home Health Agencies:

With prior authorization, 100% of home health care to a maximum of \$5,000 per calendar year will be reimbursed.

## Health Services of Health Care

### Professionals:

- AWARE Gold physician, chiropractor, podiatrist or optometrist: 100% of all allowable charges. "Allowable Charges" include but are not limited to:

- physical examinations
- well-child care
- doctor visits
- professional surgery fees
- eye examinations (limited to one (1) routine examination per year)
- pregnancy-related care

Diagnostic lab and x-ray services are reimbursed 100% with no deductible when provided by an AWARE Gold professional.

- AWARE professionals: 80% of the first \$3,000 and 100% thereafter of usual and customary charges after a deductible of \$100. Diagnostic lab and x-ray services are reimbursed 80% after a \$100 deductible when provided by an AWARE professional.
- Non-AWARE professionals: Same as for AWARE providers, except employee is responsible for any charges in excess of usual and customary. Diagnostic lab and x-ray services are reimbursed 80% after a \$100 deductible when provided by a non-AWARE professional. Spinal manipulations are limited to fifteen (15) services when provided by a non-AWARE professional. Mental illness care is reimbursed at 75% of hours eleven (11) through forty (40) per calendar year for serious and persistent mental disorders when provided by a non-AWARE professional.

### Other Covered Health Services:

Drugs - Covered 100% after a co-payment of \$4.50 per prescription for formulary drugs and \$10.00 per prescription for non-formulary drugs.

Supplies - Reimbursed 80% with no deductible.

Ambulance - Reimbursed 80% with no deductible. (Air Ambulance may be covered if it is the only medically acceptable means or on a first response basis).

Maximum lifetime benefits to \$1,000,000.

Section 4. Workers' Compensation. When an employee has incurred an on the job injury or disability and has filed a claim

for Workers' Compensation, medical costs connected with the injury or disability shall be paid by the Health Maintenance Organization or the Health Insurance Carrier pursuant to the provisions of Minn. Stat. 176.191, Subd. 3.

Section 5. Dental Insurance.

A. Employer Contribution.

1. Employee Coverage.

Effective September 30, 1987, the Employer shall contribute the lesser of the total employee Delta Dental monthly premium or the premium of the dental carrier covering the employee toward the cost for employee dental coverage.

2. Dependent Coverage.

Effective September 30, 1987, the Employer shall contribute the lesser of one-half the dependent Delta Dental monthly premium or the premium of the carrier covering the dependent toward the cost of dependent dental coverage.

B. Coverage Options.

Eligible employees may select coverage under the fee-for-service dental plan offered by the Employer or any other dental plan offered by the Employer. A brief description of the currently offered dental plans is contained in Appendix E.

Section 6. Life Insurance. The Employer agrees to provide and pay for the following term life insurance and accidental death and dismemberment coverage for all eligible employees (double indemnity applies in the case of accidental death):

<u>Employee's Annual Base Salary</u>	<u>Group Life Insurance</u>	<u>Accidental Death and Dismemberment-Principal Sum</u>
\$10,001 - \$15,000	\$15,000	\$15,000
\$15,001 - \$20,000	\$20,000	\$20,000
\$20,001 - \$25,000	\$25,000	\$25,000
\$25,001 - \$30,000	\$30,000	\$30,000
\$30,001 - \$35,000	\$35,000	\$35,000
\$35,001 - 40,000	\$40,000	\$40,000
Over \$40,000	\$45,000	\$45,000

An employee who becomes totally disabled before age 70 shall be eligible for the extended benefit provisions of the life insurance policy until age 70. Current recipients of extended life insurance shall continue to receive such benefits under the terms of the policy in effect prior to July 1, 1983.

Life insurance for employees and dependents shall be available on the same terms as for comparable full-time employees.

Section 7. Optional Insurance. The following optional insurance protection may be purchased by eligible employees:

- A. Additional Life Insurance. Up to \$105,000 additional insurance may be purchased by employees, subject to satisfactory evidence of insurability, in increments established by the Employer. Dependent coverage of \$3,000 for each dependent and up to the principal sum carried by the employee for the spouse shall also be available for purchase by the employee.

Spousal coverage requires evidence of insurability. Dependent coverage requires evidence of insurability if it is applied for after the first sixty (60) days of employment. In the event the employee becomes totally disabled before age 70, there shall be a waiver of premium for all additional insurance coverage that the employee had at the time of disability.

- B. Short Term Salary Continuance. Provides benefits of \$140 - \$1,500 per month, up to two-thirds of an employee's salary, for up to 180 days during total disability due to a non-occupational accident or illness. Benefits are paid from the first day of disabling accident and the eighth day of a disabling sickness.
- C. Long Term Salary Continuance. Provides benefits of \$200 - \$1,000 per month, based on the employee's salary, commencing on the 181st day of total disability, subject to evidence of insurability. In the event the employee becomes totally disabled before age 70, the premiums on this benefit shall be waived.
- D. Accidental Death and Dismemberment. Provides principal sum benefits in amounts ranging from \$5,000 to \$100,000 subject to evidence of insurability for coverage purchased in excess of \$15,000. Payment is made only for accidental bodily injury or death and may vary, depending upon the extent of dismemberment. \$5,000 to \$25,000 coverage may also be purchased for the spouse of the employee, but not in excess of the amount carried by the employee.

Section 8. Group Premium for Early Retirement. Employees who retire from State service prior to age 65, with ten (10) or more years of allowable pension service, and who are entitled at the time of retirement to receive an annuity under a State retirement program shall be eligible to continue to participate, at the employee's expense, in the group hospital, medical and dental benefits as set forth in Minn. Stat. 43A.27, Subdivision 3 at the State group premium rates.

Section 9. Continuation of Coverage.

A. Employer Contribution. All eligible classified employees with three (3) years or more of continuous service who have been laid off shall continue to be eligible to receive the benefits provided under this Article for a period of six (6) months from the date of layoff.

B. Employee Paid. Employees and their eligible dependents shall have the opportunity to pay for a temporary extension of group health and group dental benefits if coverage would otherwise terminate due to:-

1. Termination of employment,
2. Layoff,
3. Reduction in hours to an ineligible status,
4. Dependent child becoming ineligible due to age or student status,
5. Death of employee, or,
6. Divorce.

The length of continuation coverage shall be determined by state and federal laws.

Section 10. Open Enrollment.

A. General Provisions. There shall be an open enrollment period for the coverages available under Section 3 during each year of this Agreement lasting a minimum of thirty (30) calendar days.

For employees retiring and entitled to receive an annuity under a state retirement program, there shall be an open enrollment period for a thirty (30) calendar day period immediately preceding the date of retirement. Changes in coverages shall become effective at the beginning of the payroll period nearest to the beginning of the applicable insurance year or the first day of the first full payroll period following the employee's retirement.

B. Health Insurance.

1. 1987-1988 Policy Year. The open enrollment period shall commence on or before August 30, 1987. Changes in coverages shall become effective September 30, 1987.

2. 1988-1989 Policy Year. The open enrollment period shall commence on or before December 1, 1988. Changes in coverages shall become effective January 18, 1989.

C. Dental Insurance. There shall be an open enrollment for the coverages available under Section 5 during the first year of this Agreement lasting a minimum of thirty (30) calendar days and commencing on or before August 30, 1987. Changes in coverage shall become effective on September 30,

1987.

Section 11. Death Benefit. Employees who retire on or after the effective date of this Agreement shall be entitled to a \$500 cash benefit payable to a beneficiary designated by the employee, if at the time of death the employee is entitled for an annuity under a State retirement program. A \$500 cash benefit shall also be payable to the designated beneficiary of an employee who becomes totally and permanently disabled and who at the time of death is receiving a State disability benefit and is eligible for a deferred annuity under a State retirement program.

Section 12. Reopener. The parties agree that upon the unanimous recommendation of the Joint Labor-Management Committee on Health Insurance Plans, this Article may be reopened for the limited purposes of making changes in Section 3 and/or changing the carriers currently offering health insurance plans. Any such modifications may only be done with agreement of all parties serving on the Joint Labor-Management Committee.

## ARTICLE 22

### TRANSFERS BETWEEN DEPARTMENTS

Employees may request a transfer to a position under another Appointing Authority by submitting such request in writing to the Personnel Office of the Appointing Authority to which they wish to transfer with a copy to the Personnel Office of the Appointing Authority by which they are currently employed. When the Appointing Authority to which the employee wishes to transfer agrees to the transfer and does not require that the employee serve a new probationary period, the employee's current Appointing Authority shall agree to the transfer.

Employees who have transferred to a position under another Appointing Authority shall have a trial period of fifteen (15) calendar days for the purpose of evaluation. During this trial period the employee may elect to return to the former position.

## ARTICLE 23

### JOB SAFETY

Section 1. General. It shall be the policy of the Employer to provide for the health and safety of its employees by providing safe working conditions, safe work areas, and safe work methods. In the application of this policy, the prevention of accidents, the creation and maintenance of clean, sanitary, and healthful restrooms and eating facilities shall be the continuing commitment of the Employer. The employees shall have the responsibility to use all provided safety equipment and procedures in their daily work and shall cooperate in all safety and accident prevention programs.

Section 2. Safety Equipment. The Appointing Authority agrees to provide and maintain, without cost, such safety equipment and protective clothing as is required by the Appointing Authority, by OSHA, or by the Federal Mine Safety and Health Administration. Employees shall bring all unsafe equipment or unsafe conditions to the attention of the employee's immediate supervisor, and may also notify the Safety Officer.. In the event that an employee alleges that an imminent danger exists in working conditions or equipment which exceeds the risks normally associated with the employee's position, the employee shall notify his/her supervisor and may also notify the Safety Officer, of such condition. See Minn. Stat. 182 regarding this matter.

Any pregnant employee assigned to operate a VDT/CRT may request reassignment to alternate work within her Department. The Appointing Authority will attempt to accommodate such a request. In the event that such reassignment is not practicable, the employee shall have the right to request an unpaid leave of absence pursuant to Article 14, Section 3G.

Section 3. Accident Reports. All employees who are injured during the course of their employment shall file an accident report no matter how slight the injury, in accordance with Minn. Stat. 176 on forms furnished by the Appointing Authority. A copy of the accident report shall be furnished to the Safety Committee or the Appointing Authority's Safety Officer. All such injuries shall be reported to the employee's immediate supervisor and any necessary medical attention shall be arranged. The Appointing Authority shall provide assistance to employees in filling out all necessary Workers' Compensation forms, when requested.

Any medical examinations required by the Appointing Authority pursuant to this Article shall be at no cost to the employee and the Appointing Authority shall receive a copy of the medical report. Upon request, the employee shall receive a copy of the medical report.

Section 4. Local Safety Committee. Each Appointing Authority shall establish at least one (1) Safety Committee. The Safety Committee shall be comprised of one (1) representative designated by the Association representatives from other bargaining units; and the Appointing Authority may appoint a number of representatives equal to the total number of bargaining unit representatives. The Appointing Authority's designated Occupational Health and Safety Officer shall act as the Chairperson. The Safety Committee shall meet semi-annually and be scheduled by the Chairperson. Additional meetings may be called by the Safety Officer or by a majority of the Committee as the need may arise. All Safety Committee meetings shall be held during normal day shift working hours on the Appointing Authority's premises and without loss of pay.

The function of the Safety Committee will be to review reports of property damage and personal injury accidents and alleged

hazardous working conditions, to provide support for a strong safety program, and to review and recommend safety policies to the Appointing Authority. Employees shall bring all unsafe equipment or job conditions to the attention of the immediate supervisor and/or the Safety Officer. Should the unsafe condition not be corrected within a reasonable time, the employee may bring the equipment or job practice to the attention of the Safety Committee.

Section 5. Immunizations. Employees of the Departments of Health, Agriculture, and Natural Resources, the BCA and the PCA who face a serious health risk because their work repeatedly exposes them to bacterial or viral hazards (such as, but not limited to hepatitis or rabies) shall be given the opportunity to be provided with immunizations, if available, by the Appointing Authority. However, the Appointing Authority shall not be required to provide immunizations to prevent the contraction of common illnesses.

Section 6. Health Surveys. The Departments of Health, Agriculture, and Natural Resources, the BCA and PCA shall conduct an annual health survey for the purpose of identifying the incidence of known occupational hazards for those employees who by nature of their jobs face serious health dangers through continued exposure to radiation, and toxic or hazardous chemicals.

Section 7. Other Agencies. Upon mutual written agreement between the Appointing Authority and the Association, the provisions of Sections 5 and 6 may be extended to employees in other agencies.

## ARTICLE 24

### HOUSING

Section 1. Rental Rates. Any employee who is required by the Appointing Authority to live in a State-owned residence as a condition of employment shall not be required to pay rent for the dwelling. Any employee who is not required by the Appointing Authority to live in a State-owned residence as a condition of employment shall pay a fair rental rate established by the Appointing Authority for the dwelling.

In the event the Appointing Authority no longer requires an employee to live in a State-owned residence as a condition of employment, the employee will be given a reasonable period of time of not less than six (6) calendar months in which to find alternate housing if the employee so desires.

The Appointing Authority shall advise all employees in writing if occupancy of a particular dwelling is a condition of employment.

Section 2. Utilities and Repairs. The Appointing Authority shall pay all taxes on State-owned residences. If the Appointing

Authority requires an employee to maintain an office in the State-owned residence, the Appointing Authority shall pay all utilities related to the operation of the office.

The employee occupying the residence will be responsible for changing storm windows and screens and routine maintenance of the grounds designated as residence property, but all necessary decorating, painting, and repairs shall be done by the Appointing Authority at no cost to the employee. Employees shall not alter any plumbing, wiring, or any roof, wall, or partition without express written approval from the Appointing Authority and may be held responsible for any damage or alteration beyond ordinary wear.

Section 3. Garage Space. If available, garage space may be used by the employee for his/her private vehicle without cost to the employee.

Section 4. Chaplain's Housing Allowance. The Employer agrees to designate to chaplains the sum of \$7,200 of salary per year as a parsonage allowance. Chaplains working less than full time shall receive a pro-rata portion of the designated sum.

## ARTICLE 25

### WAGES

Section 1. Salary Ranges. The salary ranges for classifications covered by this Agreement shall be those contained by Appendix H. In the event that bargaining unit employees are to be assigned to newly created or newly added bargaining unit classes during the life of this Agreement, the salary range for such class shall be established by the Department of Employee Relations which will advise the Association in advance of final establishment and upon request, discuss the new salary range. The salary range established by the Department shall be based on comparability and internal consistency between classes in the salary plan.

Section 2. Conversion. Effective July 1, 1987 (January 6, 1988), all employees shall be assigned to the same relative salary step within the salary range for their respective class, as specified in Appendix H, except as hereafter set forth.

Employees who are paid at a rate which exceeds the maximum rate established for their class prior to the implementation of this Agreement, but whose rate falls within the new range for their class, shall be assigned to the maximum of the new range.

In the event the July 1, 1987 (January 6, 1988), maximum rate set forth in Appendix H is equal to or less than the employee's current salary, no adjustment shall be made, but employees assigned to these classes shall suffer no reduction in pay and shall continue at their current rate of pay as of July 1, 1987

(January 6, 1988).

Conversion to the new compensation grid shall not change an employee's eligibility for step progression increases.

Section 3. Progression. All increases authorized by this Section shall be effective at the start of the pay period nearest to the employee's anniversary date.

Employees in classes contained in the compensation grid may receive a one-step salary increase annually on their anniversary date until reaching the "position rate" in their salary range, provided satisfactory performance is indicated by their Appointing Authority. The position rate shall be as follows:

<u>No. Steps in Range</u>	<u>Position Rate</u>
10	6th Step
9	5th Step
8	5th Step
7	4th Step
6	4th Step
5	4th Step
4	3rd Step
3	3rd Step

Beyond the position rate, employees may receive one-step satisfactory performance increases biennially on their anniversary date upon the recommendation of their Appointing Authority, up to and including the maximum salary rate for their class.

Increases will not be recommended for employees in this schedule who have not met, or only marginally attained, performance standards or objectives. Increases withheld may subsequently be granted upon certification by the Appointing Authority that the employee is achieving performance standards or objectives. The withholding of a step increase is a grievable issue under Article 9 of this Agreement.

Section 4. Achievement Awards. At the Appointing Authority's discretion, an employee who has demonstrated outstanding performance may receive one (1) achievement award per fiscal year in a lump sum amount equal to four (4) percent of the employee's current annual salary not to exceed \$1000. In no instance during a fiscal year shall achievement awards be granted to more than 35% of the number of employees authorized at the beginning of the fiscal year.

Section 5. Salary Upon Class Change.

- A. Promotion. Employees who are promoted during the life of this Agreement shall be granted a salary increase of at least one (1) step or shall be paid at the minimum of the higher range, whichever is greater.
- B. Voluntary Transfer. An employee who transfers within the

same class shall receive no salary adjustment. An employee who transfers between classes shall receive the minimum adjustment necessary to bring his/her salary within the range of the new class. However, an employee receiving a rate of pay in excess of the range maximum shall continue to receive that rate of pay.

- C. Voluntary Demotion. An employee who takes a voluntary demotion shall retain his/her present salary unless that salary exceeds the maximum rate of pay for the new position in which case the employee's salary shall be adjusted to the new maximum, or upon agreement between the employee and the Appointing Authority shall receive a salary within the range for the class to which he/she is demoted. However, an employee may continue to receive a rate of pay in excess of that maximum upon the recommendation of the Appointing Authority and approval of the Commissioner of Employee Relations.
- D. Demotion in Lieu of Layoff. An employee who demotes as part of the layoff procedure in Article 17 of this Agreement shall retain his/her current rate of pay or the rate of pay at the top of the pay range of the class to which he/she demotes, whichever is less.
- E. Demotion for Cause. An employee who is demoted for cause shall receive a salary rate within the range for the class to which he/she is demoted.
- F. Non-Certification During Probationary Period. An employee who is not certified to permanent status and returns to his/her former class, shall have his/her salary restored to the same rate of pay the employee would have received had he/she remained in the former class.
- G. Reallocation Downward. If a position is reallocated to a class in a lower salary range and the salary of the employee exceeds the maximum of the new range, the employee shall be placed in the new class and shall retain his/her current salary until his/her rate of pay is within the range of the new class. In addition, the employee shall receive any across-the-board increase adjustments as provided by this Agreement.

Section 6. First Year Wage Adjustments. Effective July 1, 1987, all salary ranges and rates shall be increased by two (2) percent, rounded to the nearest cent. The compensation grids for classes covered by this Agreement are contained in Appendix G(1). Effective January 6, 1988, all salary ranges and rates shall be increased by one-and-one-quarter (1.25) percent, rounded to the nearest cent. The compensation grids for classes covered by this Agreement are contained in Appendix G(2). Employees shall convert to the new compensation grid as provided in Section 2.

Section 7. Second Year Wage Adjustment. Effective July 6,

1988, all salary ranges and rates for classes covered in this Agreement shall be increased by three (3) percent, rounded to the nearest cent.

The compensation grids for classes covered by this Agreement are contained in Appendix G(3). Salary increases provided by this Section shall be given to all employees including those employees whose rates of pay exceed the maximum rate for their class.

Section 8. Work Out of Class. When an employee is expressly assigned to perform substantially all of the duties of a position allocated to a different classification that is temporarily unoccupied, and the work out of class assignment exceeds ten (10) consecutive work days in duration, the employee shall be paid for all such hours at the employee's current salary when assigned to work in a lower class or equal class or at a rate within a higher range which is equal to the minimum rate for the higher class or at least one-step higher than the employee's current salary, whichever is greater. When an employee is on a layoff list, the employee shall be paid as provided above or the maximum step previously achieved by the employee, whichever is greater.

Section 9. Shift Differential. Shift differential for employees working on assigned shifts which begin before 6:00 A.M. or which end at or after 7:00 P.M. shall be thirty-five cents (\$0.35) per hour for all hours worked on that shift. Such shift differential shall be in addition to the employee's regular rate of pay and shall be included in all payroll calculations, but shall not apply during periods of paid leave.

Employees working the regular day schedule who are required to work overtime or who are called back to work for special projects shall not be eligible for the shift differential.

Section 10. Injury on Duty.

A. Hazardous Occupation Injuries. The parties recognize that employees working with residents, parolees, probationers or inmates of certain State institutions or facilities face a high potential for injury due to the nature of their employment. Therefore, an employee of the Department of Corrections, Department of Human Services, Department of Education, or Department of Veterans Affairs institutions (including Corrections Agents of the Department of Corrections) who, in the ordinary course of employment while acting in a reasonable and prudent manner and in compliance with the established rules and procedures of the Appointing Authority, incurs a disabling injury stemming from the aggressive, and/or intentional and overt act or consequences of such act of a person in the custodial control of the institution or which is incurred while attempting to apprehend or take into custody such inmate or resident, shall receive compensation in an amount equal to the difference between the employee's regular rate of pay and benefits paid under Workers' Compensation, without deduction

from the employee's accrued sick leave. Such compensation shall not exceed an amount equal to two-hundred and forty (240) times the employee's regular hourly rate of pay per disabling injury.

- B. Other Job-Related Injuries. An employee may elect to use accumulated vacation or sick leave or both during a period of absence due to compensable illness or injury. Such leave may be used on the following basis:
1. Transfer of the Workers' Compensation benefits to the State to be credited to the employee's sick leave or vacation accrual in proportion to the amount of compensation received and accept sick leave or vacation time for the compensable sickness or injury; or
  2. Keep the Workers' Compensation benefits and supplement same from accumulated sick leave or vacation leave.

In no event may the total rate of compensation exceed the regular compensation of the employee.

Section 11. Health and Dental Premium Expense Account.

Effective on or after January 1, 1988, the Employer agrees to provide insurance eligible employees with the option to pay for the employee portion of health and dental premiums on a pretax basis as permitted by law or regulation.

Section 12. Dependent Care Expense Account.

Effective on or after January 1, 1989, the Employer agrees to provide insurance eligible employees with the option to participate in a dependent care reimbursement program for work-related dependent care expenses on a pretax basis as permitted by law or regulation.

ARTICLE 26

CALL-IN, CALL BACK, ON-CALL

Section 1. Call In and Call Back. Any employee who is called in or called back to work by his/her supervisor outside his/her regularly scheduled shift shall be paid a minimum of two (2) hours at the appropriate overtime rate. A call-in occurs when the work assignment and the employee's regular shift overlap and the employee shall be paid the appropriate overtime rate until his/her regular shift begins. An early report or an extension of a shift shall not constitute a call back.

A call back occurs when the employee is called back to work without prior notice after the end of the employee's last worked shift prior to the call back, but not immediately preceding the next scheduled work shift. Employee's who are called back to

work shall be reimbursed mileage for driving to and from their work station and their home if they use their own vehicle.

Section 2. On-Call. An employee shall be in on-call status if the employee's supervisor has instructed the employee in writing to remain available to work during an off duty period. Whenever practicable, any change in on call schedules shall be in writing. An employee who is instructed to be in on-call status is not required to remain at a fixed location but is required to leave word where he/she may be reached or the employee may be provided with an electronic paging device.

An employee who is instructed to remain in an on-call status shall be compensated for such time at the rate of fifteen (15) minutes straight time for each one (1) hour of on-call status. Such compensation shall be limited to four (4) hours of straight time pay per calendar day.

An employee shall not receive on-call pay for hours actually worked. No employee shall be assigned to on-call status for a period of less than eight (8) consecutive hours.

#### ARTICLE 27

##### Work Uniforms

Section 1. General. Employees who are required to wear uniforms as a condition of employment shall be furnished such uniforms by the Appointing Authority. Proper maintenance of uniforms is an employee responsibility unless they are currently maintained by the Employer. Uniforms shall not be used for off-duty activity by the employee.

Section 2. Department of Natural Resources. Notwithstanding the provisions of Section 1, employees of the Department of Natural Resources shall receive a clothing allowance of \$150.00 annually as a draw against the Appointing Authority's stock of uniforms.

#### ARTICLE 28

##### HOURS OF WORK AND OVERTIME

Section 1. Normal Work Period. The normal work period shall consist of eighty (80) hours of work within a two week payroll period. All paid vacation time, paid holidays, paid sick leave, paid compensatory time off, and paid leaves of absence shall be considered as "time worked" for purposes of this Article.

Employees may adjust or exchange hours with the approval of the immediate supervisor(s), provided such change does not result in the payment of overtime.

A. Scheduling. The Appointing Authority shall provide no less

than fourteen (14) calendar days notice to the Association and the affected employee(s) prior to making a permanent change in the days of work, hours of work, or the length of the work day of full-time employees.

- B. Flex-time Plans. The Appointing Authority and the Association may mutually agree to a flextime plan. Flextime plans in existence prior to the effective date of this Agreement may be continued. If the Appointing Authority determines to discontinue flextime plans, the Appointing Authority shall, upon request, discuss such change with the Association prior to implementation.

Section 2. Meal Periods. Employees shall normally be granted an unpaid lunch period of no less than thirty (30) minutes nor more than sixty (60) minutes near the midpoint of each day. However, the employee and his/her immediate supervisor may mutually agree to a lunch period at some other point during the day provided such lunch period shall not be taken at the beginning or end of the day. Employees who are required by their supervisor to remain in a duty status or who are assigned to perform work during meal periods shall be paid for such time at the employee's appropriate rate.

Section 3. Rest Periods. Employees shall normally be granted a fifteen (15) minute paid rest period during each four (4) hours of regularly scheduled work. The Employer retains the right to schedule employee rest periods to fulfill the operational needs of the various work units. Rest periods may not be accumulated nor taken at the beginning or end of the day or to extend the lunch period. However, with the supervisor's approval rest periods may be used to extend the lunch period. Employees working beyond their normally scheduled work day shall receive a ten (10) minute rest period before they resume work whenever it is anticipated that such work shall require approximately two (2) hours.

Section 4. Part-Time Employment. Full-time employees desiring to work less than full-time may do so pursuant to a mutual agreement with the Appointing Authority, the Association and the employee.

Section 5. Overtime. Employees may receive overtime at the rate of straight-time when assigned to a special work assignment which is in addition to their normal job duties and upon having received advance approval from their Appointing Authority. Such overtime may be liquidated either in cash or compensatory time off at the option of the Appointing Authority who shall consider the desires of the employee. Employees are eligible for overtime only after completing eighty (80) hours work in a pay period.

Section 6. Compensatory Bank. The Appointing Authority may establish the maximum amount of hours that may be in the compensatory bank at a given time, provided the amount is not less than forty (40) hours nor more than eighty (80) hours.

Those hours earned in excess of the compensatory bank maximum shall be liquidated in cash.

The compensatory bank shall be liquidated once annually on a date specified in advance by the Appointing Authority at the hourly rate of pay at which it was earned. Employees may use time in the compensatory time bank at a time mutually agreeable to the employee and the immediate supervisor. A reasonable effort shall be made to honor the employee's request, depending on the staffing needs of the employee's work unit. However, the Appointing Authority may schedule an employee to use time in the compensatory bank by written notice to the employee prior to the specified scheduled time off.

The Appointing Authority shall notify the Association within thirty (30) calendar days of the effective date of this Agreement of the maximum amount of hours that may be in the compensatory bank. Overtime hours which are liquidated in cash shall be liquidated on the same or immediately following payroll abstract for the payroll period in which it was earned.

Section 7. Duplication of Payment. Overtime hours worked shall not be paid more than once for the same hours worked under any provisions of this Agreement.

Section 8. Workload Concerns. Upon request of the Association, an Appointing Authority shall meet and confer within thirty (30) days of the request to discuss concerns that employees are unable to perform their job duties because of increased workloads.

## ARTICLE 29

### WORK RULES

An Appointing Authority may establish and enforce reasonable work rules that are not in conflict with the provisions of this Agreement. Such rules shall be applied and enforced without discrimination. The Appointing Authority shall discuss the changes in new or amended work rules with the Association, explaining the need therefor, and shall allow the Association reasonable opportunity to express its views prior to placing them in effect. Work rules will be labeled as new or amended and shall be posted on appropriate bulletin boards at least ten (10) working days in advance of their effective date if practicable.

## ARTICLE 30

### VOLUNTARY REDUCTION IN HOURS

The Appointing Authority may allow an employee to take an unpaid leave of absence if the Appointing Authority determines that the following conditions are met:

1. an existing or projected budget deficit exists;
2. granting an unpaid leave of absence would help alleviate the projected budget deficit;
3. staffing needs can continue to be met; and
4. other unpaid leaves of absence, other than personal leave, are not applicable to the situation.

Employees taking leaves of absence under this Article shall continue to accrue vacation and sick leave and be eligible for paid holidays and insurance benefits as if the employees had been actually employed during the time of leave. If a leave of absence is for one (1) full pay period or longer, any holiday pay shall be included in the first payroll period warrant after return from the leave of absence.

#### ARTICLE 31

##### BARGAINING UNIT ELIGIBLE WORK TRAINEES

Section 1. Training Plans. Individuals appointed to work training programs (pre-service trainees) pursuant to Minn. Stat. 43A.21 shall have their terms and conditions of employment governed exclusively by the provisions of the approved training program submitted to the Department of Employee Relations by the affected operating department of State government. All existing work trainee programs shall be submitted to the Association within 60 days of the effective date of the Agreement. Copies of new work trainee programs shall be submitted to the Association with as much advance notice as practicable. The Appointing Authority agrees to provide information on trainee opportunities to employees, upon request.

Section 2. Benefits and Pay. Notwithstanding Section 1 above, such individuals shall be governed by the provisions of Article 11 Holidays, Article 10 Vacation Leave, Article 12 Sick Leave, and Article 21 Insurance of this Agreement. In addition, such individuals shall receive any general wage adjustment(s) provided for the class for which they are training.

#### ARTICLE 32

##### LABOR MANAGEMENT COMMITTEE

Section 1. Purpose. The Employer and the Association support a cooperative relationship between the parties in which the Employer and the Association move toward a relationship of greater trust and respect without interfering with the collective bargaining process. In order to promote and foster such a cooperative relationship, the parties agree to establish a joint Statewide Labor/Management Committee to deal with mutually

identified issues through a problem-solving approach rather than in an adversarial climate.

Section 2. Committee. The Committee shall be composed of a mutually agreed upon number of representatives from the Employer and the Association. The Committee shall meet at least monthly or as mutually agreed.

The purpose of the Committee shall be to identify and address issues of mutual concern, including but not limited to:

1. child care
2. safety
3. Sick Leave and Severance
4. Employee Assistance Program
5. Health Insurance Plans
6. In-service training
7. Parking
8. Issues of local concern

However, Committee meetings shall not be considered or used for negotiations, nor shall they be considered or used as a substitute for the grievance procedure.

The Committee shall have the right to establish subcommittees on specific issues including but not limited to a subcommittee on laboratory safeguards relating to the handling of materials containing infectious diseases. These subcommittees may include Employer and Association representatives not on the full Committee, and may include members from other exclusive representatives. The full Committee shall be responsible for coordinating the activities of the subcommittees which shall keep the full committee informed of its actions.

## ARTICLE 33

### SAVINGS CLAUSE

This Agreement is intended to be in conformity with all applicable and valid federal and state laws and rules and regulations promulgated thereunder having the force and effect of law. In the event that any provision of this Agreement is found to be inconsistent with such statutes, rules, or regulations, the provisions of the latter shall prevail. If any provision of this Agreement is found to be invalid or unenforceable by a court or other competent authority having jurisdiction, then such revisions shall be considered void, but all other valid provisions shall remain in full force and effect.

ARTICLE 34

DURATION

The provisions of this Agreement cancel and take the place of all previous Agreements and shall become effective on August 25, 1987 subject to the acceptance of the Seventy-fifth (75th) session of the Legislature or the Legislative Commission on Employee Relations and shall remain in full force and effect through the 30th day of June, 1989.

It shall be automatically renewed from biennium to biennium thereafter unless either party shall notify the other in writing no later than August 15th of even numbered years that it desires to modify the Agreement.

This Agreement shall remain in full force and effect during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

In the event that a Successor Agreement has not been agreed upon by an expiration date of this Agreement as provided for in paragraphs 1 or 2 above, either party may terminate this Agreement by the serving of written notice upon the other party not less than ten (10) calendar days prior to the desired termination date which shall not be before the expiration date provided above.

In witness thereof, the parties hereto have set their hands this 25th day of August, 1987.

**FOR THE ASSOCIATION**

Michael C. Haney  
Chief Spokesperson  
President, MAPE

Jerry Waldow, Chair  
Chapter 5

Linda Lange, Vice-Chair  
Chapter 25

Harley Ogata  
Business Representative

Bruce E. Berggren  
Chapter 1

Duane Jedlenski  
Chapter 2

**FOR THE EMPLOYER**

Nina Rothchild, Commissioner  
Employee Relations

Lance Teachworth  
State Labor Negotiator

Nancy Arneson McClure  
Assistant State Negotiator

Deborah Bundy  
Labor Relations Representative

Bill McManus  
Chapter 3

Greg Boole  
Chapter 4

Paul Trogen  
Chapter 6

Jeff Lewis  
Chapter 8

Pam Bidelman  
Chapter 9

Neil Farnsworth  
Chapter 9

Dave Delaney  
Chapter 10

David Kauppi  
Chapter 21

Ron Pederson  
Chapter 22

Kay Lorenz Jensen  
Chapter 23

Bill Guelker  
Chapter 24

Paul May  
Chapter 26

APPENDIX A - VACATION

Eligible employees being paid for less than a full eighty (80) hour pay period shall have their vacation accruals prorated according to the rate table listed below:

HOURS OF VACATION ACCRUED DURING EACH  
PAYROLL PERIOD OF LENGTH OF SERVICE

<u>No. Hours Worked</u>	<u>0 thru</u>	<u>After 5</u>	<u>After 8</u>	<u>After 12</u>	<u>After 20</u>	<u>After 25</u>	<u>After</u>
<u>During Pay Period</u>	<u>5 years</u>	<u>thru 8</u>	<u>thru 12</u>	<u>thru 20</u>	<u>thru 25</u>	<u>thru 30</u>	<u>30</u>
	<u>years</u>	<u>years</u>	<u>years</u>	<u>years</u>	<u>years</u>	<u>years</u>	<u>years</u>
Less than 9%	0	0	0	0	0	0	0
At least 9%, but less than 19%	.75	1	1.25	1.5	1.5	1.75	1.75
At least 19%, but less than 29%	1	1.25	1.75	2	2	2.25	2.25
At least 29%, but less than 39%	1.5	2	2.75	3	3	3.25	3.5
At least 39%, but less than 49%	2	2.5	3.5	3.75	4	4.25	4.5

At least 49%, but less than 59%	2.5	3.25	4.5	4.75	5	5.5	5.75
At least 59%, but less than 69%	3	3.75	5.25	5.75	6	6.5	6.75
At least 69%, but less than 79%	3.5	4.5	6.25	6.75	7	7.5	8
At least 79%	4	5	7	7.5	8	8.5	9

APPENDIX B - HOLIDAYS

Eligible employees who normally work less than full-time and eligible intermittent employees, temporary employees, and non-tenured laborers shall have their holiday pay prorated on the following basis:

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<u>Hours that would have been worked during the pay period had there been no holiday.</u>	<u>Holiday hours earned for each holiday in the pay period.</u>
Less than 9%	0
At least 9%, but less than 19%	1
At least 19%, but less than 29%	2
At least 29%, but less than 39%	3
At least 39%, but less than 49%	4
At least 49%, but less than 59%	5
At least 59%, but less than 69%	6
At least 69%, but less than 72	7
At least 72	8

APPENDIX C – SICK LEAVE

Eligible employees being paid for less than a full eighty (80) hour pay period shall have sick leave accruals prorated according to the rate schedule indicated below:

HOURS OF SICK LEAVE ACCRUED DURING EACH  
PAYROLL PERIOD OF CONTINUOUS SERVICE

Number of Hours Worked During Pay Period	Less than 900 Hours	900 Hours and Maintained
Less than 9%	0	0
At least 9%, but less than 19%	.75	.25
At least 19%, but less than 29%	1	.5
At least 29%, but less than 39%	1.5	.75
At least 39%, but less than 49%	2	1
At least 49%, but less than 59%	2.5	1.25
At least 59%, but less than 69%	3	1.5
At least 69%, but less than 79%	3.5	1.75
At least 79%	4	2

APPENDIX D

Below is a list of seniority units for Unit #14, Professional Employees, as of the effective date of this Agreement.

<u>State Agency</u>	<u>Seniority Unit</u>
Abstractor's Board of Examiners	Statewide
Accountancy Board	Statewide
Administration	Statewide
Agriculture	Statewide
Animal Health Board	Statewide
Architecture, Engineering Land Surveying and Landscape	Statewide
Architecture Board	Statewide
Arts Board	Statewide
Asian Pacific Minnesotans Council	Statewide
Attorney General	Statewide
Auditor	Statewide
Barber Exam Board	Statewide
Boxing Board	Statewide
Capitol Area Architectural and Planning Board	Statewide
Charitable Gambling Control, Board of Children's Trust Fund	Statewide
Chiropractic Examining Board	Statewide
Commerce	Statewide
Community College System	Each Community College and the System Office (including Computer Center)
Corrections	-Institutions: (Thistledeew Camp, Willow River Camp, MCF-Shakopee, MCF-Lino Lakes, MCF-Sauk Center, MCF-Red Wing, MCF-St. Cloud, MCF-Stillwater, Oak Park Heights) -Central Office and Community Services
Council for Spanish Speaking People	Statewide
Council for the Handicapped	Statewide
Council on Black Minnesotans	Statewide
Crime Victims and Witness Advisory Council	Statewide
Dentistry Board	Statewide
Education	-Central Office -Academy for the Deaf and Braille and Sight Saving Academy
Electricity Board	Statewide
Employee Relations	Statewide
Ethical Practices Board	Statewide
Faribault Residential Academies and Resource Center	Statewide
Finance	Statewide

State Agency

Seniority Unit

Health	Statewide
Higher Education Coordinating Board	Statewide
Higher Education Facilities Authority	Statewide
Housing Finance Agency	Statewide
Human Rights	Statewide
Human Services	Statewide
	-Anoka Metro RTC
	-Brainerd RTC
	-Cambridge RTC
	-Faribault RTC
	-Fergus Falls RTC
	-Moose Lake RTC
	-Oak Terrace Nursing Home
	-Minnesota Security Hospital
	-St. Peter RTC
	-Willmar RTC
	-Central Office
Indian Affairs Council	Statewide
Investment Board	Statewide
Iron Range Resources and Rehabilitation Board	Statewide
Jobs and Training	Statewide
Jobs Skills Partnership Board	Statewide
Labor and Industry	Statewide
Medical Examiners Board	Statewide
Military Affairs	Statewide
Minnesota State Retirement System	Statewide
Municipal Board	Statewide
Natural Resources	Statewide
Nursing Board	Statewide
Nursing Home Administrators	Statewide
Office of Hearing Examiners	Statewide
Ombudsman - Corrections	Statewide
Optometry Board	Statewide
Peace Officers Standards and Training Board	Statewide
Pharmacy Board	Statewide
Planning Agency	Statewide
Pollution Control Agency	Statewide
Podiatry Board	Statewide
Prevention of Child Abuse, Council for the	Statewide
Psychology Board	Statewide
Public Employees Retirement Association	Statewide
Public Safety	Statewide
Public Service	Statewide
Public Utilities Commission	Statewide
Racing Commission	Statewide
Revenue	Statewide
School and Resource Center for the Arts	Statewide

State Agency

Seniority Unit

Secretary of State	Statewide
Sentencing Guidelines Commission	Statewide
State University System	Each University and Central Office
Tax Court	Statewide
Teachers Retirement Association	Statewide
Trade and Economic Development	Statewide
Transportation	Statewide
Treasurer	Statewide
Veterans Affairs	Statewide (Including Big Island Camp, Minneapolis Home and Hastings Home)
Veterinary Medicine Board	Statewide
Vocational Technical Education, Board of	Statewide
Voyageur National Park Citizens	Statewide
Waste Management Board	Statewide
Watchmaking Examiners Board	Statewide
Water Commission Planning Board	Statewide
Water Resources Board	Statewide
Workers Compensation Court of Appeals	Statewide
Zoological Gardens	Statewide

The Employer and the Association agree that the above-listed seniority units may be added to, subtracted from, merged, or eliminated.

#### APPENDIX E - INSURANCE

The Employee Benefit Comparison Program is a well-balanced and comprehensive combination of group term life insurance, hospital/medical and dental benefits for eligible employees. Included are optional coverages which the employee may purchase and pay for through payroll deduction. Eligible employees are those who work:

1. At least 40 hours per week for a period of nine months or more in any twelve consecutive months, or
2. At least 30 hours per week for a twelve consecutive month period.

The State pays one-half the employer contribution to part-time employees who do not meet the 75% time requirement described above but who are employed on a 50% time basis; and to seasonal employees who are scheduled to work at least 1044 hours over a 9 month period in any 12 consecutive months.

Basic benefits are effective on the first day of the payroll period beginning on or after the 28 calendar days of employment with the State/University of Minnesota. An employee must be actively at work on the effective date of coverage. This actively at work requirement applies to any optional coverages. Dependents hospitalized on the effective date of coverage are not insured until dependents are released from the hospital. Dependents' coverage is not effective before the employee's coverage.

If both spouses work for the State/University of Minnesota and are eligible for single coverage, neither spouse may be covered as a dependent by the other. Either spouse may cover their eligible, dependent children and receive the State/University of Minnesota contribution toward the cost of this coverage.

Group life insurance is provided through the Minnesota Mutual Life Insurance Company and the Northwestern National Life Insurance Company (co-insurers). The amount of State/University of Minnesota paid insurance provided is according to the schedule in the employee's bargaining unit, the Commissioner's Plan or the Manager's Plan. Employees becoming totally and permanently disabled before age 70 may apply for continuation of their life insurance without further premium payment. If approved, the life insurance remains in force until age 70.

Accidental death and dismemberment benefits are included under the life insurance plan. If an employee dies by accident (on or off the job) the life insurance benefit automatically doubles.

Where plans are available, the State of Minnesota provides two comprehensive approaches to health care: the health maintenance organization (HMO) concept or the fee for service concept. The employee must choose one of these approaches. Dental coverage may be selected through either Delta Dental Plan or Minnesota or Group Health, Inc.

The HMO's provide coverage for diagnosis and treatment of an illness or injury and for preventive medicine at no cost (with some exceptions) to the member. Under HMO plans, members must reside within a geographic service area and must use the services of HMO affiliated physicians, clinics and hospitals to receive full coverage. Special provision is made for emergency service while traveling outside the service area.

The fee for service organizations provide coverage at no cost to the member for preventive medicine, physician, and outpatient service within the physician network. The covered employee or dependent is not restricted to physicians and hospitals in the network. Members receive full coverage for emergency, physician, and outpatient service; partial coverage for nonemergency service outside the network. The employee may choose inpatient hospital coverage.

Eligible dependents for health coverage are as follows:

- the subscriber's spouse if not legally separated,
- the subscriber's unmarried, dependent children from birth to age 19,
- the subscriber's unmarried, dependent children to age 23, if children 19 years or older are full-time students at an accredited, educational institution,
- the subscriber's dependent children to any age if the children qualify under the terms of the contract, as incapable of self-sustaining employment because of mental retardation or physical disability, and if the children are completely dependent upon the employee for support,
- the term dependent children includes the employee's naturally, legally adopted, step, and foster children for whom the employee is providing the principal support and maintenance.

This booklet is provided to offer a member means to compare the benefits of many policies. For specific exclusions, see your policy certificate.

COORDINATED HEALTH CARE

GENERAL HOSPITAL	
ADMISSIONS	100% coverage in semi-private room for unlimited days.
SURGERY	100% coverage
ANESTHESIOLOGY	100% coverage
X-RAY AND LABORATORY (Inpatient and clinical)	100% coverage
OFFICE CALLS	100% coverage
EYE EXAMS	100% coverage
MATERNITY	100% coverage while policy is in force.
PREVENTIVE MEDICINE	100% coverage for health evaluations, immunizations, hearing exams, eye exams, well child care when provided or referred by CHC physician. 100% coverage for allergy testing and treatment. A \$10 copayment is charged every 6 months for allergy serum.
OUTPATIENT EMERGENCY	Member follows the direction of their CHC clinic in the event of an emergency or for after hour care. \$10 co-payment for authorized use of hospital emergency room. Copayment is waived if member admitted to the hospital.
PRESCRIPTIONS, DRUGS	Member pays \$3 a prescription up to a 34 day supply at any CHC participating pharmacy. Selected maintenance drugs available in 100 unit dose for \$3.
EYE GLASSES	Discount at participating CHC eye care providers.
MENTAL HEALTH	Inpatient: \$15 a day copayment, maximum confinement 30 days. Outpatient: 80% coverage for 40 visits a contract year. Preauthorization from your CHC physician is required.
CHEMICAL DEPENDENCY	Inpatient: Member pays \$15 a day 1st through 30th day, \$25 a day 31st through 73rd day, maximum of 73 days. Outpatient: 100% coverage 1st through 5th visit. Member pays \$10 6th through 25th visit, maximum 25 visits a year.
SUPPLEMENTAL BENEFITS	80% coverage (to a lifetime maximum of \$10,000) for services including oxygen and medical equipment. Member pays 20% balance. 80% coverage for home skilled nursing care if medically necessary. No coverage for custodial care.
OUT OF AREA BENEFITS	Inpatient: 100% coverage for hospital room and board. 80% coverage for physician, nursing and ancillary costs. Outpatient: 80% coverage. (Member pays maximum of \$500 for covered benefits a member an incident. No prescription benefit.)
DENTAL CARE	Dental care and dental surgery is excluded except for accidental injury to sound, natural teeth, excision of tumors, and exostoses.
PRE-EXISTING CONDITIONS	No restrictions.
CONVERSION PLAN	Member may convert to an individual plan. A special package is available to member who leaves metropolitan area. (See certificate)
This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.	

FIRST PLAN HMO

GENERAL HOSPITAL	
ADMISSIONS	100% coverage in semi-private room for unlimited days.
SURGERY	100% coverage
ANESTHESIOLOGY	100% coverage
X-RAY AND LABORATORY (Inpatient and clinical)	100% coverage
OFFICE CALLS	100% coverage
EYE EXAMS	100% coverage
MATERNITY	100% coverage
PREVENTIVE MEDICINE	100% coverage for routine physical exams; well child and well baby care; immunizations; pap smears; family planning services and health education.
OUTPATIENT EMERGENCY	100% coverage if plan physician contacted first, otherwise member pays \$10 deductible and 10% co-payment (waived if admitted to hospital).
PRESCRIPTIONS, DRUGS	Member pays \$2 a prescription up to a 34 day supply at a participating pharmacy.
EYE GLASSES	20% discount through First Plan HMO participating optical providers. No limit to frequency of purchase or number of pair.
MENTAL HEALTH	Inpatient: 100% coverage for 30 days a year. Outpatient: Member pays \$10 a visit to 40 visits a year.
CHEMICAL DEPENDENCY	Inpatient: 80% coverage for inpatient to 73 days when referred by a plan physician. Outpatient: 100% coverage for outpatient when referred by a plan physician.
SUPPLEMENTAL BENEFITS	90% coverage for rental or purchase of medical equipment when prescribed by a plan physician.
OUT OF AREA BENEFITS	100% coverage for hospitalization; \$10 deductible, member pays 10% for outpatient emergencies.
DENTAL CARE	Limited dental care restricted to accidental injury to sound teeth. 20% member co-paid.
PRE-EXISTING CONDITIONS	No restrictions.
CONVERSION PLAN	Conversion to nongroup HMO membership in First Plan.
This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.	

GROUP HEALTH INC.

GENERAL HOSPITAL	
ADMISSIONS	100% coverage in semi-private room for unlimited days.
SURGERY	100% coverage
ANESTHESIOLOGY	100% coverage
X-RAY AND LABORATORY (Inpatient and clinical)	100% coverage
OFFICE CALLS	100% coverage
EYE EXAMS	100% coverage
MATERNITY	100% coverage while policy is in force.
PREVENTIVE MEDICINE	100% coverage for health evaluations (except to obtain employment or insurance or licensure), well baby care, immunizations, and allergy testing, treatment and shots. Health education programs available through GHI.
OUTPATIENT EMERGENCY	Member pays \$10 an authorized visit for emergency care when no hospital admission results in 24 hours. 100% coverage in GHI Urgent Care Centers.
PRESCRIPTIONS, DRUGS	Member pays \$4.00 a prescription up to a 34 day supply of drugs in GHI formulary. Pharmacies located in or near all GHI Medical Centers.
EYE GLASSES	Discount prices when purchased at GHI centers in Metro area. Contact lenses available at GHI.
MENTAL HEALTH	Inpatient: 100% coverage by GHI Mental Health Department to 30 days a contract year.  Outpatient: Psychiatric care when provided or referred by GHI staff. Member pays \$15 individual/\$5 group therapy for coverage limited to 40 visits a calendar year.
CHEMICAL DEPENDENCY	Inpatient: 80% coverage for 73 days when authorized by GHI medical director.  Outpatient: Member pays \$10 individual/\$5 group therapy a visit when provided by GHI. 80% coverage when referred by GHI to outside provider.
SUPPLEMENTAL BENEFITS	80% coverage for skilled nursing care, oxygen, prosthetic devices, rental or purchase of durable medical equipment when prescribed by GHI physician. No maximum.
OUT OF AREA BENEFITS	80% coverage of first \$2,000, 100% thereafter for emergency care. Applies to both in-hospital and physician service. Reciprocity with over 50 HMOs is available.
DENTAL CARE	GHI medical provides accidental, injury care to sound, natural teeth. Member pays lab charges. GHI member may select separate, comprehensive GHI dental coverage during dental open enrollment period or as a new employee.
PRE-EXISTING CONDITIONS	No restrictions.
CONVERSION PLAN	GHI provides conversion to a nongroup HMO membership in GHI.

This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.

MAYO HEALTH PLAN

GENERAL HOSPITAL	
ADMISSIONS	100% coverage in semi-private room. Member pays 10% to \$100 a confinement at Rochester Methodist Hospital or Saint Marys Hospital in Rochester, Minnesota.
SURGERY	100% coverage or member pays 25% to \$100 for Mayo Clinic specialist.
ANESTHESIOLOGY	100% coverage or member pays 25% to \$100 for Mayo Clinic specialist.
X-RAY AND LABORATORY (Inpatient and clinical)	100% coverage
PHYSICIAN SERVICES	100% coverage or member pays 25% to \$100 for Mayo Clinic specialist.
MATERNITY	100% coverage or member pays 25% to \$100 for Mayo Clinic specialist at Rochester Methodist Hospital.
PREVENTIVE MEDICINE	100% coverage for preventive health examinations, hearing and eye examinations, adult and child immunizations, pre-natal care visits, well baby care and family planning services.
EMERGENCY ROOM	Member pays 25% to maximum of \$25 a visit (waived if admitted to the hospital).
PRESCRIPTIONS, DRUGS	Inpatient: 100% coverage. Outpatient: Member pays \$4 a prescription or refill up to a 34 day supply or 100 units; available at participating Mayo Health Plan pharmacies.
EYE GLASSES AND EXAMS	100% coverage for eye exams or member pays 25% to \$100 for Mayo Clinic specialist (waived if preventive eye exam). No coverage on glasses, lenses, or contacts (except medically necessary contact lenses).
OUTPATIENT HOSPITAL SERVICES	100% coverage or member pays 25% to \$50 at Rochester Methodist Hospital or Saint Marys Hospital.
MENTAL HEALTH	Inpatient: 30 days a calendar year. 100% coverage or member pays 10% to \$100 a confinement at Rochester Methodist Hospital or Saint Marys Hospital. Outpatient: Coverage to 40, 55 minute visits a calendar year. Member pays \$10 a visit. Visits 11-40 require preauthorization. No payment without preauthorization.
CHEMICAL DEPENDENCY	Inpatient: 73 days a year. 100% coverage or member pays 10% to \$100 a confinement at Rochester Methodist Hospital or Saint Marys Hospital. Outpatient: 20 55-minute visits a year are covered. Member pays \$10 a visit.
SUPPLEMENTAL BENEFITS	Unlimited lifetime maximum. 100% coverage for ambulance. 100% coverage for home health services for physical, occupational or speech therapy, if approved by a plan physician. 100% coverage for prosthetics and rental or purchase of certain durable medical equipment, when prescribed by a plan physician.
OUT OF AREA BENEFITS	Emergency physician, inpatient, and outpatient hospital services covered as in area. No coverage for routine care.
DENTAL CARE	No coverage for routine dental services. Limited coverage for oral surgery due to traumatic injury, tumors or cysts.
PRE-EXISTING CONDITIONS	No restrictions during open enrollment periods.
CONVERSION PLAN	Individual major medical conversion contract available.
This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.	

MEDCENTERS HEALTH PLAN

GENERAL HOSPITAL	
ADMISSIONS	100% coverage in semi-private room for unlimited days.
SURGERY	100% coverage
ANESTHESIOLOGY	100% coverage
X-RAY AND LABORATORY (Inpatient and clinical)	100% coverage
OFFICE CALLS	100% coverage
EYE EXAMS	100% coverage
MATERNITY	100% coverage while policy is in force.
PREVENTIVE MEDICINE	100% coverage for physical examinations (except for employment or insurance), well baby care, immunizations, and allergy testing and treatment.
OUTPATIENT EMERGENCY	Member pays \$25 a visit, waived if admitted for same condition within 24 hours. Member pays \$7 an urgent care center visit.
PRESCRIPTIONS, DRUGS	Member pays \$4.50 a prescription up to a 30 day supply (90 days for birth control pills, 1 vial of insulin).
EYE GLASSES	\$50 credit on eye glasses or contacts obtained at Benson's, Daytons, St. Paul Eye Clinic or Park Nicollet.
MENTAL HEALTH	Inpatient: 80% coverage to 60 days a calendar year. Outpatient: Individual Therapy - Member pays \$15 a session. Family Therapy - Family pays \$15 a session. Group Therapy - Member pays \$5 a session. Maximum: 40 visits a calendar year.
CHEMICAL DEPENDENCY	Inpatient: 80% coverage to 75 inpatient days a calendar year when approved by a plan, chemical dependency counselor. Outpatient: Outpatient treatment for alcoholism and chemical dependency covered as any mental condition.
SUPPLEMENTAL BENEFITS	80% coverage for ambulance, prosthetic devices and durable medical equipment.
OUT OF AREA BENEFITS	80% coverage of first \$2000, 100% coverage thereafter for emergency expenses in a calendar year.
DENTAL CARE	80% coverage for accident to sound, natural teeth.
PRE-EXISTING CONDITIONS	No restrictions.
CONVERSION PLAN	If remaining in service area MCHP provides conversion to non-group HMO membership in MCHP.

This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.

SHARE HEALTH PLAN

GENERAL HOSPITAL	
ADMISSIONS	100% coverage in semi-private room for unlimited days.
SURGERY	100% coverage
ANESTHESIOLOGY	100% coverage
X-RAY AND LABORATORY (Inpatient and clinical)	100% coverage
OFFICE CALLS	100% coverage
CYC EXAMS	100% coverage
MATERNITY	100% coverage while policy is in force.
PREVENTIVE MEDICINE	100% coverage for physical exams, eye exams, well child care, immunizations, voluntary family planning, infertility consultations and evaluations, diagnostic x-ray and lab, and allergy testing and treatment.
OUTPATIENT EMERGENCY	100% coverage for emergency care at any SHARE medical office or hospital.
PRESCRIPTIONS, DRUGS	Member pays up to \$2.50 a prescription up to a 34 day supply or 100 pills, whichever is less (3 month supply of birth control pills), when purchased from participating pharmacies.
EYE GLASSES	20% discount through SHARE optical providers. No limit to frequency of purchase or number of pair.
MENTAL HEALTH	Inpatient: Member pays \$15 a day to 30 day confinement. Member pays \$15 a day, maximum 30 day residential care facility confinement for emotionally handicapped children.  Outpatient: Member pays 20% a visit, 40 visits a calendar year for outpatient evaluation and crisis intervention care.
CHEMICAL DEPENDENCY	Inpatient: Member pays \$15 a day to 73 days a year for detoxification and/or treatment.  Outpatient: Member pays \$5 a day to 20 visits a calendar year for drug addiction or alcohol treatment.
SUPPLEMENTAL BENEFITS	100% coverage for ambulance, blood, and home health care if approved by plan physician. 80% coverage for prosthetic devices and durable medical equipment.
OUT OF AREA BENEFITS	80% coverage of first \$500 in emergency expenses, 100% thereafter.
DENTAL CARE	80% coverage for injury to sound, natural teeth.
PRE-EXISTING CONDITIONS	No restrictions.
CONVERSION PLAN	Individual plan available through SHARE at same level of benefits for persons residing in the service area. If member moves outside SHARE'S service area, conversion plan available John Alden Life.

This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.

CENTRAL MINNESOTA GROUP HEALTH PLAN

	GROUP HEALTH PROVIDERS	NON-PROVIDERS
<b>GENERAL HOSPITAL</b>		
ADMISSIONS	100% coverage in semi-private room; unlimited days.	Member pays a deductible of \$150 a year (3 deductibles a family), Group Health pays 80% of the first \$5,000 (\$1,000 out-of-pocket a member maximum). Coverage is 100% thereafter.
SURGERY	100% coverage	\$150 deductible/80% coverage.
ANESTHESIOLOGY	100% coverage	\$150 deductible/80% coverage.
X-RAY AND LABORATORY	100% coverage	\$150 deductible/80% coverage.
INPATIENT AND CLINICAL	100% coverage	\$150 deductible/80% coverage.
OFFICE CALLS	100% coverage	\$150 deductible/80% coverage.
EYE EXAMS	100% coverage	No coverage.
MATERNITY	100% coverage while policy is in force.	\$150 deductible/80% coverage.
PREVENTIVE MEDICINE	100% coverage for health evaluations that include routine physical, well baby and child care, immunizations, allergy treatment or testing, pap smears and family planning services. Health education programs are available through CMGHP medical center. Non-Provider: No coverage.	
OUTPATIENT EMERGENCY	100% coverage. Non-Provider: \$150 deductible/80% coverage.	
PRESCRIPTIONS, DRUGS	Member pays \$4 a prescription up to a 31 day supply. Drugs available at Group Health Pharmacy or participating pharmacies after office hours. Non-Provider: \$150 deductible/80% coverage.	
EYE GLASSES	Discounts on usual eyewear through participating optical stores. Non-Provider: No coverage.	
MENTAL HEALTH	<p>Inpatient: 100% coverage to 30 days a calendar year. Non-Provider: \$150 deductible/80% coverage.</p> <p>Outpatient: Member pays 20% of the first 10 hours, 25% for additional hours. Member covered to a minimum 20 hours a calendar year. Mental health director may approve up to 20 additional hours. Non-Providers: Member pays 20% of the first 10 hours, 25% for additional hours. Member covered to a minimum of 10 hours a calendar year. Mental health director may approve to 30 additional hours.</p>	
CHEMICAL DEPENDENCY	<p>Inpatient: 80% coverage for 73 days a calendar year when authorized by a Group Health physician. Non-Provider: \$150 deductible/80% coverage to 73 days a calendar year.</p> <p>Outpatient: 100% coverage, unlimited visits. Non-Provider: \$150 deductible/80% coverage, 130 hours a calendar year.</p>	
SUPPLEMENTAL BENEFITS	80% of fair, reasonable charges for private duty nursing, oxygen, and durable medical equipment when prescribed by a Group Health physician. Non-Provider: \$150 deductible/80% coverage.	
OUT OF AREA BENEFITS	Inpatient, outpatient, and ambulance for emergency care, Group Health provides 80% coverage of first \$2000. Member pays \$400 maximum. 50% coverage for drugs. Non-Provider: \$150 deductible/80% coverage.	
DENTAL CARE	80% coverage of first \$375 a calendar year for accidental injury to sound, natural teeth. Non-Provider: \$150 deductible/80% coverage.	
PRE-EXISTING CONDITIONS	No restrictions. Non-Provider: No restrictions.	
CONVERSION PLAN	CMGHP provides conversion to a self pay plan membership. Conversion available through MidAmerican Mutual Life Insurance Company for members who move outside Group Health's service area. Call Group Health for further information on transfer agreements for providers and non-providers; 253-5348.	

This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.

HMO GOLD

	HMO Gold Network	AMARE Gold Network	Nonnetwork
<b>COVERAGE INFORMATION</b>	Coverage described in this column applies to covered services provided by your primary care clinic or with a referral from your primary care clinic. Your most complete coverage is under this column. You are only responsible for coinsurance, copayments, and noncovered services.	Coverage described in this column applies to usual and customary (U & C) charges for covered services provided by AMARE facilities or AMARE Gold health professionals. You are only responsible for coinsurance and non-covered services.	Coverage described in this column applies to U & C charges for covered services provided by nonnetwork providers of health care. A non-network provider is one other than your primary care clinic, an authorized hospital or referral provider, or an AMARE Gold network provider. When you use nonnetwork providers, you may have to file your own claim and pay a balance in addition to your deductible, copayments, and coinsurance. We will send payment to you, not to the provider, and you are responsible for full payment to the provider.
<b>DEDUCTIBLE</b>	No deductible	No deductible	Annual deductible \$100 a person, \$200 a family. Deductible applies to all covered services except as noted in this column.
<b>PREVENTIVE CARE AND OFFICE VISITS</b>	100% coverage for routine physical exams, immunizations, well-baby care, hearing and vision exams, and office visits for illness. No coverage for hearing aids, glasses, and contact lenses; however, discounts on glasses and contact lenses are offered by HMO Gold optical centers.	80% coverage of first \$5,000 (100% thereafter) for same services listed under first column.	After deductible, 80% coverage of first \$5,000 of U & C charges (100% of U & C charges thereafter) for same services listed in first column.
<b>OTHER PHYSICIAN SERVICES</b>	100% coverage for surgery, maternity care, in-hospital medical care, anesthesia, and allergy testing and treatment.	80% coverage of first \$5,000 (100% thereafter) for same services listed in the first column. Some oral surgery covered.	After deductible, 80% coverage of first \$5,000 of U & C charges (100% of U & C charges thereafter) for same services listed in the first column. Some oral surgery covered.
<b>CHIROPRACTIC SERVICES</b>	100% coverage for authorized chiropractic services.	80% coverage of first \$5,000 (100% thereafter).	After deductible, 80% coverage of first \$5,000 of U & C charges (100% of U & C charges thereafter). 15 services a calendar year limit.
<b>DIAGNOSTIC X-RAY AND LABORATORY SERVICES</b>	100% coverage for authorized X-ray and laboratory services.	80% coverage of first \$5,000 (100% thereafter).	After deductible, 80% coverage of first \$5,000 of U & C charges (100% of U & C charges thereafter).
<b>PRESCRIPTION DRUGS</b>	Member pays \$4.50 a prescription for 30 day or 100 unit supply or for 3 cycles of oral contraceptives dispensed by HMO Gold pharmacy for HHOM or BCBSM listed drugs. Member pays \$10 a prescription for non-listed drugs.	Member pays \$4.50 a prescription for 30 day or 100 unit supply or for 3 cycles of oral contraceptives dispensed by AMARE Gold pharmacy for HHOM or BCBSM listed drugs. Member pays \$10 a prescription for non-listed drugs.	No deductible. Member pays \$4.50 a prescription for 30 day or 100 unit supply or 3 cycles of oral contraceptives dispensed by a nonnetwork pharmacy for BCBSM or HHOM listed drugs. Member pays \$10 a prescription for non-listed drugs. You may have to pay the bill in full and file your own claim.

	HMO Gold Network	AWARE Gold Network	Nonnetwork
INPATIENT HOSPITAL	100% coverage for semi-private room as medically necessary, includes nonacute care facilities and admissions to HMO Gold participating hospitals by your primary care clinic or authorized referral provider or by an AWARE Gold or nonnetwork provider.	80% coverage of first \$5,000 (100% thereafter) in a semiprivate room as medically necessary, includes facilities for nonacute care and emotionally handicapped children.	No deductible. 80% coverage of first \$5,000 of allowed amounts (100% of allowed amounts thereafter) in a semiprivate room as medically necessary. Member pays additional \$250 if not preauthorized. Includes facilities for nonacute care and emotionally handicapped children.
OUTPATIENT HOSPITAL	100% coverage for surgery, preoperative testing, chemotherapy, hemodialysis, diagnostic X-ray and laboratory services, and accident care. Member pays \$25 an in-area emergency room visit, unless inpatient admission occurs for the same condition within 24 hours. Includes care at HMO Gold participating hospitals without authorization or referral from your primary care clinic.	80% coverage of first \$5,000 (100% thereafter) for surgery, preoperative testing, chemotherapy, hemodialysis, diagnostic X-ray and laboratory services, and accident care.	No deductible. 80% coverage of first \$5,000 of allowed amounts (100% of allowed amounts thereafter) for the same services listed under second column.
MEDICAL EMERGENCY	100% coverage for medical emergencies, except member pays \$25 an in-area emergency room visit. No payment if inpatient admission occurs for the same condition within 24 hours.	No copayment for out-of-area emergency room visit.	
	You must notify your primary care clinic within 48 hours of emergency care.		
	Regardless of the network used, coverage is provided by HMO Minnesota and is subject to the terms of the HMO Minnesota Certificate of Coverage.		
AMBULANCE	100% coverage for emergencies or when authorized by primary care clinic, authorized referral provider or HMO Minnesota. Air ambulance covered up to the cost of ground ambulance, unless ordered "first response" or if air ambulance is only medically acceptable means of transport.	80% coverage of first \$5,000 (100% thereafter). Air ambulance not covered.	No deductible. 80% coverage of first \$5,000 of allowed amounts (100% of allowed amounts thereafter). Air ambulance not covered.
PHYSICAL THERAPY, OCCUPATIONAL THERAPY, AND SPEECH THERAPY	100% coverage for authorized physical therapy, occupational therapy, and speech therapy.	80% coverage of first \$5,000 (100% thereafter).	After deductible, 80% coverage of first \$5,000 of U & C charges (100% of U & C charges thereafter).
HOME HEALTH CARE	100% coverage for authorized home health care. No coverage for custodial care.	80% coverage of \$5,000 annual maximum (no coverage thereafter). No coverage for custodial care.	After deductible, 80% coverage of \$5,000 annual maximum of allowed amounts (no coverage thereafter). No coverage for custodial care.

	HMO Gold Network	AWARE Gold Network	Nonnetwork
INPATIENT MENTAL HEALTH AND CHEMICAL DEPENDENCY TREATMENT	90% coverage for 73 days a year for combination of mental health and chemical dependency treatment; no day maximum for detoxification. Includes coverage for emotionally handicapped children. Physician services covered at 90%.	80% coverage for 73 days a year for mental health care; additional 73 days for chemical dependency treatment. 80% coverage of U & C charges for physician services.	No deductible. 80% coverage of allowed amounts for 73 days a year for mental health care; additional 73 days for chemical dependency treatment. Member pays \$250 for facility charges if not preauthorized. 80% coverage of U & C charges after deductible for physician services.
OUTPATIENT MENTAL HEALTH CARE	90% coverage for 10 hours a year for outpatient mental health treatment. 80% coverage for hours 11-40 with pre-authorization.	80% coverage for first 40 hours a year. Hours 11-40 requires pre-authorization. No payment without pre-authorization.	80% coverage of U & C charges for first 10 hours a year. After deductible, 75% coverage of U & C for hours 11-40. Hours 11-40 requires preauthorization. No payment if not preauthorized.
OUTPATIENT CHEMICAL DEPENDENCY TREATMENT	90% coverage for 30 hours a year for outpatient chemical dependency treatment. Unlimited for detoxification.	80% coverage for up to 130 hours a year.	No deductible. 80% coverage of allowed amounts for up to 130 hours a year.
SUPPLIES	100% coverage for authorized supplies.	100% coverage of U & C charges for covered supplies.	No deductible. 100% coverage of U & C charges for covered supplies.
OUT-OF-POCKET MAXIMUM	\$500 a person a year, includes all copayments and coinsurance except coinsurance for chemical dependency and mental health care.	\$2,500 a person a year combined for AWARE Gold network and nonnetwork (second and third columns). Includes all copayments, coinsurance, and deductibles except coinsurance for chemical dependency and mental health care. Noncovered charges do not count toward the \$2,500.	
LIFETIME MAXIMUM	Unlimited.	\$1,000,000 a person for total benefits paid under AWARE Gold network and nonnetwork (second and third columns).	

Coverage in the first column is provided by HMO Minnesota. Coverage in the second and third column is provided by Blue Cross and Blue Shield of Minnesota.

This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.

PHP/COMBINATION PLAN

	PHP PROVIDERS	NON-PROVIDERS
GENERAL HOSPITAL		
ADMISSIONS	100% coverage in semi-private room.	80% coverage after deductible
SURGERY	100% coverage. A second opinion may be requested by PHP for elective surgery. 25% reduced benefits if second opinion not obtained.	80% coverage after deductible
ANESTHESIOLOGY	100% coverage	80% coverage after deductible
X-RAY AND LABORATORY (Inpatient and clinical)	100% coverage	80% coverage after deductible
OFFICE CALLS	100% coverage	80% coverage after deductible
EYE EXAMS	100% coverage	No coverage
MATERNITY	100% coverage while policy is in force.	80% coverage after deductible
PREVENTIVE MEDICINE	100% coverage for routine health exams well child care, and immunizations. No coverage for employment examinations, licensure, judicial orders, insurance or medical research.	
OUTPATIENT EMERGENCY	Member pays \$30 a visit for emergency room and outpatient services through any participating hospital; 100% coverage for scheduled outpatient surgery; diagnostic tests and therapy if no facility fee is charged or when admission for same emergency condition occurs within 24 hours. Non-PHP Providers: \$300 deductible/80% coverage.	
PRESCRIPTIONS, DRUGS	Inpatient: 100% coverage. Outpatient: Member pays \$5.50 a prescription up to a 34 day supply; (3 cycles for birth control pills). Non-PHP Providers: \$300 deductible/80% coverage.	
EYE GLASSES	Discounts for eye glasses are available through various optical centers. Non-PHP Providers: no coverage.	
MENTAL HEALTH	Members must be evaluated by PHP mental health designee, Metropolitan Clinic of Counseling (MCC) before beginning or continuing treatment. Inpatient: 80% coverage of eligible expenses to 73 days a calendar year, advance approval by MCC. Non-PHP: \$300 deductible/80% coverage to 30 days a calendar year, advance approval by plan. 60% coverage without prior authorization. Outpatient: Member pays \$10 individual/\$5 group therapy a visit to 10 visits a member, a calendar year. Prior authorization for extended treatment required to maximum of 30 visits a member, a calendar year. 75% coverage of eligible expenses for extended treatment. Non-PHP Providers: 80% coverage to 10 visits a member, a calendar year. 75% coverage of extended treatment to 30 visits with prior authorization a member, a calendar year.	
CHEMICAL DEPENDENCY	Inpatient: 80% coverage to 73 days a calendar year for eligible expenses, evaluated and approved in advance by MCC. Non-PHP Providers: \$300 deductible/80% coverage of eligible expenses to 28 days a calendar year, approved in advance by plan. Outpatient: Member pays \$10 individual/\$5 group therapy a visit to 20 visits a member, a calendar year. Non-PHP Providers: \$300 deductible/80% coverage.	
SUPPLEMENTAL BENEFITS	No lifetime dollar maximum. Coverage as described for services provided by a PHP plan physician and at a PHP facility; 80% coverage for ambulance; 80% coverage for home, health care services and specified prosthetic and durable equipment if authorized in advance by PHP. 100% coverage for blood, physical therapy. No coverage for custodial care. Non-PHP: \$300 deductible/80% coverage. Maximum lifetime coverage \$1,000,000.	

PHP/COMBINATION PLAN (cont.)

OUT OF AREA BENEFITS	80% coverage of the first \$2,500, thereafter 100% coverage for emergency when medically possible for member to reach a PHP Provider.  100% coverage for nonemergency if referred by PHP in advance of service. Non-PHP Providers: \$300 deductible/80% coverage for eligible benefits.
DENTAL CARE	80% coverage for accident related dental treatment occurring while covered, treated within 6 months of injury, and approved in advance by PHP. Non-PHP Providers: No coverage.
PRE-EXISTING CONDITIONS	100% coverage for all conditions. Non-PHP Providers: No coverage.
CONVERSION PLAN	Qualified conversion plan available. Please contact our member service department at 612-936-1821.

This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.

BLUE CROSS AND BLUE SHIELD OF MINNESOTA

AWARE Gold Limited

Coverage described below applies to charges for covered services provided by AWARE facilities or AWARE Gold health professionals.

GENERAL HOSPITAL

ADMISSIONS

Member pays \$100 deductible a year (maximum \$200 per family). Plan pays 80% of first \$3,000 of eligible expenses (\$680 out-of-pocket a member maximum; \$1,360 a family maximum). 100% coverage thereafter. Coverage includes semi-private room for unlimited days. There is one deductible a year which includes maternity, mental health, chemical dependency, or any other inpatient hospital confinement.

SURGERY

100% coverage

ANESTHESIOLOGY

100% coverage

X-RAY & LAB

100% coverage

OFFICE CALLS

100% coverage

EYE EXAMS

100% coverage for one routine exam a year.

MATERNITY HOSPITAL SERVICES

Deductible and coinsurance apply. See hospital admissions above.

PHYSICIAN SERVICES

100% covered while policy is in force.

PREVENTIVE MEDICINE

100% coverage for routine, annual physicals (except for employment or insurance), eye and ear exams, well-child care, PAP smears, mammograms, immunizations, and injections.

OUTPATIENT HOSPITAL SERVICES

100% coverage for scheduled surgery, diagnostic tests, preadmission tests and exams, radiation therapy and chemotherapy, kidney dialysis.

80% coverage for other non-emergency services.

EMERGENCY CARE

Inpatient: 100% coverage for physician services if admitted within 48 hours. Physician need not be an AWARE Gold physician. Deductible and coinsurance apply for hospital facility charges. See hospital admissions above.

Outpatient: 100% coverage for hospital emergency facility and physician if treated within 48 hours. Physician need not be an AWARE Gold physician.

PRESCRIPTIONS, DRUGS

Member pays \$4.50 a prescription or refill for a 34 day supply, (100-day supply for approved maintenance drugs such as insulin, hypertension medication, birth control pills) for BCBSM listed drugs. Member pays \$10 a prescription or refill for non-BCBSM listed drugs.

EYE GLASSES

No coverage on lens, frames or contacts.

MENTAL HEALTH

Inpatient: Member is covered for 73 days a calendar year. Deductible and coinsurance apply. See hospital admissions above.

Outpatient: 80% coverage for 40 hours a calendar year. Hours 11-40 require preauthorization. No payment if not preauthorized. 75% of UBC charges after deductible for hours 11-40 for non-network provider.

Member can use any facility or provider who follows Minnesota licensure standards.

All out of state mental health services must be preauthorized.

CHEMICAL DEPENDENCY

Inpatient: Member is covered for 73 days a calendar year. Deductible and co-insurance apply. See hospital admissions above.

Outpatient: 100% coverage for 130 hours.

Member can use any facility or provider who follows Minnesota licensure standards.

All out of state chemical dependency services must be preauthorized.

AWARE Gold Limited

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SUPPLEMENTAL BENEFITS

100% coverage for network chiropractic care. Limit of 15 services a calendar year for non-network.

100% coverage for preauthorized home health care services up to \$5,000 each year.

100% coverage for preauthorized physical therapy, 50% coverage if not preauthorized.

80% coverage for ground ambulance to the nearest qualified facility. Air ambulance paid to ground ambulance coverage limit only, unless ordered "first response" or if air ambulance is the only medically acceptable means of transport.

80% durable medical supplies.

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REFERRALS

None required.

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OUT-OF-NETWORK COVERAGE:

PHYSICIAN SERVICES

Members are covered when they use the services of doctors outside the network according to the following:

- 100% coverage for emergency physician services.
  - Member pays \$100 medical deductible (this is separate from hospital deductible) for nonemergency physician service. Blue Cross and Blue Shield of Minnesota pays 80% of first \$3000 of eligible expenses, 100% thereafter.
- 

HOSPITAL SERVICES

All Minnesota hospitals are network providers. When outside the state, the following coverage applies:

- Hospital benefits apply for emergency admissions (see above for emergency care).
  - Hospital benefits apply for preauthorized nonemergency admissions.
  - There is a \$250 copayment for each unauthorized hospital stay outside Minnesota in nonemergency situations.
- 

DENTAL CARE

100% coverage for treatment of accidental injury to sound, natural teeth, oral surgery for removal of impacted teeth, removal of a tooth root without removal of the whole tooth, and root canal therapy. Routine dental care is covered under the dental programs provided by the state.

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PRE-EXISTING CONDITIONS

No restrictions.

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CONVERSION PLAN

Individual comprehensive, major medical conversion contract through Blue Cross and Blue Shield of Minnesota.

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This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.

MINNESOTA MUTUAL/NORTHWESTERN NATIONAL LIFE

OPTIONAL ADDITIONAL EMPLOYEE, SPOUSE AND DEPENDENT LIFE INSURANCE

1. Additional Employee Life Insurance is available. The maximum amount is \$105,000. This coverage may be applied for in increments of \$1,000 up to \$15,000 and in increments of \$5,000 from \$15,000 to \$105,000.

Accidental Death and Dismemberment -- The amount of life insurance with 24 hour coverage, doubles if an employee dies by accident.

Employees becoming totally and permanently disabled prior to age 70 may apply for continuation of their life insurance without further premium. If approved, the life insurance remains in force until age 70.

Satisfactory evidence of insurability must be furnished for all amounts of additional employee life insurance. The table of rates a \$1,000 is shown below.

2. Spouse life insurance may be applied for in an amount equal to the total additional life insurance carried by the employee. (Rates a \$1,000 shown below.) Satisfactory evidence of insurability must be furnished for any amount of spouse life insurance.
3. Dependent life insurance of \$3,000 may be applied for by the employee covering his or her spouse and each dependent child (each child from 14 days to 6 months \$100, thereafter \$3,000). To age 70, an additional amount of \$3,000 accidental death and dismemberment insurance is included on the life of the spouse. The table of rates a family based upon the age of the employee is shown below.
4. Beneficiary -- You may name your specific beneficiary. If you don't, the priority list below will determine your beneficiary.
1. Your surviving lawful spouse.
  2. Your surviving children in equal shares.
  3. Your surviving parents in equal shares.
  4. The duly appointed legal representative of your estate.

"Children" means only first generation marital issue and legally adopted persons.

LIFE INSURANCE COST PER 2-WEEK PAY PERIOD

Attained Age Of Employee Or Spouse	Optional Employee Or Spouse Life Per \$1,000	\$3,000 Dependent Life	Attained Age Of Employee Or Spouse	Optional Employee Or Spouse Life Per \$1,000	\$3,000 Dependent Life
Under 30	\$.03	\$.24	45 - 49	\$.14	\$.60
30 - 34	.05	.30	50 - 54	.24	.93
35 - 39	.06	.39	55 - 59	.37	1.29
40 - 44	.08	.51	60 - 64	.57	2.16
			65 - 69	.92	3.84

This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.

WESTERN LIFE INSURANCE COMPANY

ACCIDENT AND SICKNESS INDEMNITY -- Short Term Disability, 1st day accident or 8th day sickness pays to 26 weeks. Requires evidence of insurability if application is made after first 60 days of employment.

Accident and Sickness Indemnity may be applied for by the employee in the amounts below if the monthly benefit does not exceed 66 2/3 of the monthly salary. NOTE: No benefit is payable when eligible for Worker's Compensation benefits.

Monthly Benefit	Cost Per 2-Week Pay Period	Monthly Benefit	Cost Per 2-Week Pay Period
\$300	\$2.49	\$1000	\$ 8.28
400	3.31	1100	9.11
500	4.14	1200	9.94
600	4.97	1300	10.77
700	5.80	1400	11.60
800	6.62	1500	12.43
900	7.45		

LONG TERM SALARY CONTINUANCE DISABILITY -- Coverage is available to employees based upon annual salary and requires evidence of insurability. Benefits begin on the 181st day of continuous, total disability and are payable to age 65. (Exception: If you are disabled after age 60, benefits are paid according to the schedule below.)

## Age at Disability

Less than 60  
60  
61  
62  
63  
64  
65  
66  
67  
68  
69 and over

## Benefit Duration

To age 65  
60 months  
48 months  
42 months  
36 months  
30 months  
24 months  
21 months  
18 months  
15 months  
12 months

<u>Applicant's Annual Salary</u>	<u>Benefit Amount for Integration</u>	<u>Maximum Benefit Payable</u>	<u>Bi-Weekly Premium</u>
\$ 4,000 - \$ 5,000	\$ 200	\$ 200	\$1.18
5,001 - 5,666	250	250	1.48
5,667 - 6,333	300	300	1.77
6,334 - 7,000	350	350	2.07
7,001 - 8,000	400	400	2.36
8,001 - 9,000	450	450	2.66
9,001 - 10,000	500	500	2.95
10,001 - 11,000	550	550	3.25
11,001 - 11,666	600	600	3.54
11,667 - 12,333	650	650	3.84
12,334 - 13,000	700	700	4.14
13,001 - 14,000	750	750	4.43
14,001 - 15,000	800	800	4.72
15,001 - 16,000	850	850	5.02
16,001 - 18,000	900	900	5.32
18,001 - 19,000	950	950	5.61
19,001 - 20,000	1,000	1,000	5.90
20,001 - 22,000	1,100	1,000	5.90
22,001 - 24,000	1,200	1,000	5.90
24,001 - 26,000	1,300	1,000	5.90
26,001 - 28,000	1,400	1,000	5.90
28,001 - 30,000	1,500	1,000	5.90
30,001 - 32,000	1,600	1,000	5.90
32,001 - 34,000	1,700	1,000	5.90
34,001 - 36,000	1,800	1,000	5.90
36,001 - 38,000	1,900	1,000	5.90
38,001 - 40,000	2,000	1,000	5.90

ACCIDENTAL DEATH AND DISMEMBERMENT INSURANCE -- \$15,000 coverage available without evidence of insurability.

This coverage is available in units of \$5,000. An employee may apply for amounts from \$5,000 to \$100,000 (ages 61-70, \$50,000). This coverage is available to a spouse in units of \$5,000 to a maximum of \$25,000 (but not more than amount purchased by employee). The rate for a \$5,000 unit is \$ .12 per 2-week pay period.

NOTE: If husband and wife are employed by the State, each is eligible to apply for the Optional Life (Minnesota Mutual and Northwestern National) and the Accidental Death and Dismemberment Insurance (St. Paul Life Insurance Company) benefits as employees. They may not insure each other for the dependent benefits.

This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.

DENTAL PLANS

DELTA DENTAL PLAN OF MINNESOTA	GROUP HEALTH, INC.	MORE HMO DENTAL PLAN
<b>Coverage A</b>	<b>Coverage A</b>	<b>Coverage A</b>
<b>Regular Diagnostic &amp; Preventive Services</b>	<b>Regular Diagnostic &amp; Preventive Services</b>	<b>Regular Diagnostic &amp; Preventive Services</b>
Dentists who participate with Delta Dental are paid directly by Delta at 80% of the usual, customary and reasonable charge. Covered persons have a free choice of dentists. The amount of a covered persons obligation to the dentist may be greater if the dentist does not participate with Delta Dental.	100% coverage through GHI dental facilities.	100% coverage through More HMO participating Dental Clinic.
<b>Coverage B</b>	<b>Coverage B</b>	<b>Coverage B</b>
<b>Regular &amp; Restorative Services</b>	<b>Regular &amp; Restorative Services</b>	<b>100% coverage through More HMO participating Dental Clinic.</b>
Dentists who participate with Delta Dental are paid directly by Delta at 80% of the usual, customary and reasonable charge. Covered persons have a free choice of dentists. The amount of a covered persons obligation to the dentist may be greater if the dentist does not participate with Delta Dental.	100% for routine fillings. 80% for regular care through GHI dental facilities.	<b>Coverage C</b>
<b>Coverage C</b>	<b>Coverage C</b>	a. <b>Prosthetics (Inlays, onlays, gold fillings or crowns, restorations to diseased or accidentally broken teeth, relining or rebasing of dentures).</b>
<b>Prosthetics</b>	<b>Prosthetics</b>	85% coverage through More HMO participating Dental Clinic.
Dentists who participate with Delta Dental are paid directly by Delta at 50% of the usual, customary and reasonable charge. Covered persons have a free choice of dentists. The amount of a covered persons obligation to the dentist may be greater if the dentist does not participate with Delta Dental.	50% coverage through GHI dental facilities.	b. <b>Prosthetics (fixed or removable bridgework, dentures, replacement for fixed or removable prosthetics).</b>
<b>Coverage D</b>	<b>Coverage D</b>	50% coverage through More HMO participating Dental Clinic.
<b>Orthodontics</b>	<b>Orthodontics</b>	<b>Coverage D</b>
Provided at 80% of charges, through GHI dental staff, to dependent children while under age 19.	Provided at 80% of charges, through GHI dental staff, to dependent children while under age 19.	<b>Orthodontics</b>
\$1,000 annual maximum benefit on orthodontics.	\$1,000 annual maximum benefit on orthodontics.	Provided at 80% of charges through More HMO participating Dental Clinic for dependent children under age 19.
<b>Miscellaneous</b>	<b>Miscellaneous</b>	\$1000 annual maximum benefit a covered person.
Dentists who participate with Delta Dental are paid directly by Delta at 50% of the usual, customary and reasonable charge. Covered persons have a free choice of dentists. The amount of a covered persons obligation to the dentist may be greater if the dentist does not participate with Delta Dental.	GHI offers dental membership to state employees, even those not enrolled in GHI's medical program.	
<b>Coverage D</b>	No deductible. No maximum on Coverages A, B, or C.	
<b>Orthodontics</b>		
Dentists who participate with Delta Dental are paid directly by Delta at 80% of the usual, customary and reasonable charge. Covered persons have a free choice of dentists. The amount of a covered persons obligation to the dentist may be greater if the dentist does not participate with Delta Dental.		
Coverage limited to eligible, dependent children ages 8 through 18.		
<b>Miscellaneous</b>		
Benefits payable on Coverage B and Coverage C are subject to a combined \$25 deductible a coverage year. (July to July)		
\$1000 maximum benefit a coverage year payable on each covered person.		
96% of dentists in Minnesota are participating with Delta. Inquire at the dentist's office to determine if your dentist participates with Delta Dental.		

This is a summary of benefits. All benefits and exclusions are subject to the terms of the actual contract.



APPENDIX G-1

Compensation Grid 14A  
 Unit 214 Minnesota Association of Professional Employees  
 Series A Ranges 1-30  
 Effective 7/1/87-1/5/88

Comp Code		A	B	C	D	E	F	G	H	I	J	Range	
Step	Range	01	02	03	04	05	06	07	08	09	10		
A	1	YR	18,458	19,189	19,940	20,609	21,339	21,987	22,697	23,469	24,283	25,140	1
		MO	1,538	1,599	1,662	1,717	1,778	1,832	1,891	1,956	2,024	2,095	
		HR	8.84	9.19	9.55	9.87	10.22	10.53	10.87	11.24	11.63	12.04	
A	2	YR	19,189	19,940	20,609	21,339	21,987	22,697	23,469	24,283	25,140	25,975	2
		MO	1,599	1,662	1,717	1,778	1,832	1,891	1,956	2,024	2,095	2,165	
		HR	9.19	9.55	9.87	10.22	10.53	10.87	11.24	11.63	12.04	12.44	
A	3	YR	19,940	20,609	21,339	21,987	22,697	23,469	24,283	25,140	25,975	26,914	3
		MO	1,662	1,717	1,778	1,832	1,891	1,956	2,024	2,095	2,165	2,243	
		HR	9.55	9.87	10.22	10.53	10.87	11.24	11.63	12.04	12.44	12.89	
A	4	YR	20,609	21,339	21,987	22,697	23,469	24,283	25,140	25,975	26,914	27,833	4
		MO	1,717	1,778	1,832	1,891	1,956	2,024	2,095	2,165	2,243	2,319	
		HR	9.87	10.22	10.53	10.87	11.24	11.63	12.04	12.44	12.89	13.33	
A	5	YR	21,339	21,987	22,697	23,469	24,283	25,140	25,975	26,914	27,833	28,814	5
		MO	1,778	1,832	1,891	1,956	2,024	2,095	2,165	2,243	2,319	2,401	
		HR	10.22	10.53	10.87	11.24	11.63	12.04	12.44	12.89	13.33	13.80	
A	6	YR	21,987	22,697	23,469	24,283	25,140	25,975	26,914	27,833	28,814	29,879	6
		MO	1,832	1,891	1,956	2,024	2,095	2,165	2,243	2,319	2,401	2,490	
		HR	10.53	10.87	11.24	11.63	12.04	12.44	12.89	13.33	13.80	14.31	
A	7	YR	22,697	23,469	24,283	25,140	25,975	26,914	27,833	28,814	29,879	30,986	7
		MO	1,891	1,956	2,024	2,095	2,165	2,243	2,319	2,401	2,490	2,582	
		HR	10.87	11.24	11.63	12.04	12.44	12.89	13.33	13.80	14.31	14.84	
A	8	YR	23,469	24,283	25,140	25,975	26,914	27,833	28,814	29,879	30,986	32,072	8
		MO	1,956	2,024	2,095	2,165	2,243	2,319	2,401	2,490	2,582	2,673	
		HR	11.24	11.63	12.04	12.44	12.89	13.33	13.80	14.31	14.84	15.36	
A	9	YR	24,283	25,140	25,975	26,914	27,833	28,814	29,879	30,986	32,072	33,220	9
		MO	2,024	2,095	2,165	2,243	2,319	2,401	2,490	2,582	2,673	2,768	
		HR	11.63	12.04	12.44	12.89	13.33	13.80	14.31	14.84	15.36	15.91	
A	10	YR	25,140	25,975	26,914	27,833	28,814	29,879	30,986	32,072	33,220	34,452	10
		MO	2,095	2,165	2,243	2,319	2,401	2,490	2,582	2,673	2,768	2,871	
		HR	12.04	12.44	12.89	13.33	13.80	14.31	14.84	15.36	15.91	16.50	
A	11	YR	25,975	26,914	27,833	28,814	29,879	30,986	32,072	33,220	34,452	35,684	11
		MO	2,165	2,243	2,319	2,401	2,490	2,582	2,673	2,768	2,871	2,974	
		HR	12.44	12.89	13.33	13.80	14.31	14.84	15.36	15.91	16.50	17.09	
A	12	YR	26,914	27,833	28,814	29,879	30,986	32,072	33,220	34,452	35,684	37,020	12
		MO	2,243	2,319	2,401	2,490	2,582	2,673	2,768	2,871	2,974	3,085	
		HR	12.89	13.33	13.80	14.31	14.84	15.36	15.91	16.50	17.09	17.73	
A	13	YR	27,833	28,814	29,879	30,986	32,072	33,220	34,452	35,684	37,020	38,336	13
		MO	2,319	2,401	2,490	2,582	2,673	2,768	2,871	2,974	3,085	3,195	
		HR	13.33	13.80	14.31	14.84	15.36	15.91	16.50	17.09	17.73	18.36	
A	14	YR	28,814	29,879	30,986	32,072	33,220	34,452	35,684	37,020	38,336	39,693	14
		MO	2,401	2,490	2,582	2,673	2,768	2,871	2,974	3,085	3,195	3,308	
		HR	13.80	14.31	14.84	15.36	15.91	16.50	17.09	17.73	18.36	19.01	
A	15	YR	29,879	30,986	32,072	33,220	34,452	35,684	37,020	38,336	39,693	41,280	15
		MO	2,490	2,582	2,673	2,768	2,871	2,974	3,085	3,195	3,308	3,440	
		HR	14.31	14.84	15.36	15.91	16.50	17.09	17.73	18.36	19.01	19.77	

APPENDIX G-1 (cont.)

Compensation Grid 14A  
 Unit 214 Minnesota Association of Professional Employees  
 Series A Ranges 1-30  
 Effective 7/1/87-1/5/88

Comp Code			A	B	C	D	E	F	G	H	I	J	
Step			01	02	03	04	05	06	07	08	09	10	
Series	Range												Range
A	16	YR	30,986	32,072	33,220	34,452	35,684	37,020	38,336	39,693	41,280	42,783	
		MO	2,582	2,673	2,768	2,871	2,974	3,085	3,195	3,308	3,440	3,565	16
		HR	14.84	15.36	15.91	16.50	17.09	17.73	18.36	19.01	19.77	20.49	
A	17	YR	32,072	33,220	34,452	35,684	37,020	38,336	39,693	41,280	42,783	44,328	
		MO	2,673	2,768	2,871	2,974	3,085	3,195	3,308	3,440	3,565	3,694	17
		HR	15.36	15.91	16.50	17.09	17.73	18.36	19.01	19.77	20.49	21.23	
A	18	YR	33,220	34,452	35,684	37,020	38,336	39,693	41,280	42,783	44,328	46,061	
		MO	2,768	2,871	2,974	3,085	3,195	3,308	3,440	3,565	3,694	3,838	18
		HR	15.91	16.50	17.09	17.73	18.36	19.01	19.77	20.49	21.23	22.06	
A	19	YR	34,452	35,684	37,020	38,336	39,693	41,280	42,783	44,328	46,061	47,669	
		MO	2,871	2,974	3,085	3,195	3,308	3,440	3,565	3,694	3,838	3,972	19
		HR	16.50	17.09	17.73	18.36	19.01	19.77	20.49	21.23	22.06	22.83	
A	20	YR	35,684	37,020	38,336	39,693	41,280	42,783	44,328	46,061	47,669	49,319	
		MO	2,974	3,085	3,195	3,308	3,440	3,565	3,694	3,838	3,972	4,110	20
		HR	17.09	17.73	18.36	19.01	19.77	20.49	21.23	22.06	22.83	23.62	
A	21	YR	37,020	38,336	39,693	41,280	42,783	44,328	46,061	47,669	49,319	51,093	
		MO	3,085	3,195	3,308	3,440	3,565	3,694	3,838	3,972	4,110	4,258	21
		HR	17.73	18.36	19.01	19.77	20.49	21.23	22.06	22.83	23.62	24.47	
A	22	YR	38,336	39,693	41,280	42,783	44,328	46,061	47,669	49,319	51,093	52,993	
		MO	3,195	3,308	3,440	3,565	3,694	3,838	3,972	4,110	4,258	4,416	22
		HR	18.36	19.01	19.77	20.49	21.23	22.06	22.83	23.62	24.47	25.38	
A	23	YR	39,693	41,280	42,783	44,328	46,061	47,669	49,319	51,093	52,993	54,852	
		MO	3,308	3,440	3,565	3,694	3,838	3,972	4,110	4,258	4,416	4,571	23
		HR	19.01	19.77	20.49	21.23	22.06	22.83	23.62	24.47	25.38	26.27	
A	24	YR	41,280	42,783	44,328	46,061	47,669	49,319	51,093	52,993	54,852	56,835	
		MO	3,440	3,565	3,694	3,838	3,972	4,110	4,258	4,416	4,571	4,736	24
		HR	19.77	20.49	21.23	22.06	22.83	23.62	24.47	25.38	26.27	27.22	
A	25	YR	42,783	44,328	46,061	47,669	49,319	51,093	52,993	54,852	56,835	58,882	
		MO	3,565	3,694	3,838	3,972	4,110	4,258	4,416	4,571	4,736	4,907	25
		HR	20.49	21.23	22.06	22.83	23.62	24.47	25.38	26.27	27.22	28.20	
A	26	YR	44,328	46,061	47,669	49,319	51,093	52,993	54,852	56,835	58,882	61,011	
		MO	3,694	3,838	3,972	4,110	4,258	4,416	4,571	4,736	4,907	5,084	26
		HR	21.23	22.06	22.83	23.62	24.47	25.38	26.27	27.22	28.20	29.22	
A	27	YR	46,061	47,669	49,319	51,093	52,993	54,852	56,835	58,882	61,011	63,246	
		MO	3,838	3,972	4,110	4,258	4,416	4,571	4,736	4,907	5,084	5,270	27
		HR	22.06	22.83	23.62	24.47	25.38	26.27	27.22	28.20	29.22	30.29	
A	28	YR	47,669	49,319	51,093	52,993	54,852	56,835	58,882	61,011	63,246		
		MO	3,972	4,110	4,258	4,416	4,571	4,736	4,907	5,084	5,270		28
		HR	22.83	23.62	24.47	25.38	26.27	27.22	28.20	29.22	30.29		
A	29	YR	49,319	51,093	52,993	54,852	56,835	58,882	61,011	63,246			
		MO	4,110	4,258	4,416	4,571	4,736	4,907	5,084	5,270			29
		HR	23.62	24.47	25.38	26.27	27.22	28.20	29.22	30.29			
A	30	YR	51,093	52,993	54,852	56,835	58,882	61,011	63,246				
		MO	4,258	4,416	4,571	4,736	4,907	5,084	5,270				30
		HR	24.47	25.38	26.27	27.22	28.20	29.22	30.29				

Step	01	02	03	04	05	06	07	08	09	10
Comp Code	A	B	C	D	E	F	G	H	I	J
YR - Yearly Salary Rate										
MO - Monthly Salary Rate										
HR - Hourly Salary Rate										

APPENDIX G-1 (cont.)

Compensation Grid 14B  
 Unit 214 Minnesota Association of Professional Employees  
 Series A Ranges 51-52  
 Effective 7/1/87-1/5/88

Comp Code		A	B	C	D	E	F		
Step		01	02	03	04	05	06		
Series	Range							Range	
A	51	YR	18,604	19,418	20,274	21,172	22,091	23,093	51
		MO	1,550	1,618	1,690	1,764	1,841	1,924	
		HR	8.91	9.30	9.71	10.14	10.58	11.06	
A	52	YR	23,741	24,659	25,578	26,559	27,562	28,626	52
		MO	1,978	2,055	2,132	2,213	2,297	2,386	
		HR	11.37	11.81	12.25	12.72	13.20	13.71	

Step	01	02	03	04	05	06
Comp Code	A	B	C	D	E	F

YR - Yearly Salary Rate

MO - Monthly Salary Rate

HR - Hourly Salary Rate

APPENDIX G-2

Compensation Grid 14A  
 Unit 214 Minnesota Association of Professional Employees  
 Series A Ranges 1-30  
 Effective 1/6/88-7/5/88

Comp Code		A	B	C	D	E	F	G	H	I	J		
Step		01	02	03	04	05	06	07	08	09	10		
Series	Range											Range	
A	1	YR	18,608	19,418	20,191	20,859	21,611	22,258	22,989	23,761	24,597	25,453	1
		MO	1,557	1,618	1,683	1,738	1,801	1,855	1,916	1,980	2,050	2,121	
		HR	8.95	9.30	9.67	9.99	10.35	10.66	11.01	11.38	11.78	12.19	
A	2	YR	19,418	20,191	20,859	21,611	22,258	22,989	23,761	24,597	25,453	26,309	2
		MO	1,618	1,683	1,738	1,801	1,855	1,916	1,980	2,050	2,121	2,192	
		HR	9.30	9.67	9.99	10.35	10.66	11.01	11.38	11.78	12.19	12.60	
A	3	YR	20,191	20,859	21,611	22,258	22,989	23,761	24,597	25,453	26,309	27,248	3
		MO	1,683	1,738	1,801	1,855	1,916	1,980	2,050	2,121	2,192	2,271	
		HR	9.67	9.99	10.35	10.66	11.01	11.38	11.78	12.19	12.60	13.05	
A	4	YR	20,859	21,611	22,258	22,989	23,761	24,597	25,453	26,309	27,248	28,188	4
		MO	1,738	1,801	1,855	1,916	1,980	2,050	2,121	2,192	2,271	2,349	
		HR	9.99	10.35	10.66	11.01	11.38	11.78	12.19	12.60	13.05	13.50	
A	5	YR	21,611	22,258	22,989	23,761	24,597	25,453	26,309	27,248	28,188	29,169	5
		MO	1,801	1,855	1,916	1,980	2,050	2,121	2,192	2,271	2,349	2,431	
		HR	10.35	10.66	11.01	11.38	11.78	12.19	12.60	13.05	13.50	13.97	
A	6	YR	22,258	22,989	23,761	24,597	25,453	26,309	27,248	28,188	29,169	30,255	6
		MO	1,855	1,916	1,980	2,050	2,121	2,192	2,271	2,349	2,431	2,521	
		HR	10.66	11.01	11.38	11.78	12.19	12.60	13.05	13.50	13.97	14.49	
A	7	YR	22,989	23,761	24,597	25,453	26,309	27,248	28,188	29,169	30,255	31,383	7
		MO	1,916	1,980	2,050	2,121	2,192	2,271	2,349	2,431	2,521	2,615	
		HR	11.01	11.38	11.78	12.19	12.60	13.05	13.50	13.97	14.49	15.03	
A	8	YR	23,761	24,597	25,453	26,309	27,248	28,188	29,169	30,255	31,383	32,468	8
		MO	1,980	2,050	2,121	2,192	2,271	2,349	2,431	2,521	2,615	2,706	
		HR	11.38	11.78	12.19	12.60	13.05	13.50	13.97	14.49	15.03	15.55	
A	9	YR	24,597	25,453	26,309	27,248	28,188	29,169	30,255	31,383	32,468	33,638	9
		MO	2,050	2,121	2,192	2,271	2,349	2,431	2,521	2,615	2,706	2,803	
		HR	11.78	12.19	12.60	13.05	13.50	13.97	14.49	15.03	15.55	16.11	
A	10	YR	25,453	26,309	27,248	28,188	29,169	30,255	31,383	32,468	33,638	34,890	10
		MO	2,121	2,192	2,271	2,349	2,431	2,521	2,615	2,706	2,803	2,908	
		HR	12.19	12.60	13.05	13.50	13.97	14.49	15.03	15.55	16.11	16.71	
A	11	YR	26,309	27,248	28,188	29,169	30,255	31,383	32,468	33,638	34,890	36,122	11
		MO	2,192	2,271	2,349	2,431	2,521	2,615	2,706	2,803	2,908	3,010	
		HR	12.60	13.05	13.50	13.97	14.49	15.03	15.55	16.11	16.71	17.30	
A	12	YR	27,248	28,188	29,169	30,255	31,383	32,468	33,638	34,890	36,122	37,480	12
		MO	2,271	2,349	2,431	2,521	2,615	2,706	2,803	2,908	3,010	3,123	
		HR	13.05	13.50	13.97	14.49	15.03	15.55	16.11	16.71	17.30	17.95	
A	13	YR	28,188	29,169	30,255	31,383	32,468	33,638	34,890	36,122	37,480	38,816	13
		MO	2,349	2,431	2,521	2,615	2,706	2,803	2,908	3,010	3,123	3,235	
		HR	13.50	13.97	14.49	15.03	15.55	16.11	16.71	17.30	17.95	18.59	
A	14	YR	29,169	30,255	31,383	32,468	33,638	34,890	36,122	37,480	38,816	40,194	14
		MO	2,431	2,521	2,615	2,706	2,803	2,908	3,010	3,123	3,235	3,350	
		HR	13.97	14.49	15.03	15.55	16.11	16.71	17.30	17.95	18.59	19.25	
A	15	YR	30,255	31,383	32,468	33,638	34,890	36,122	37,480	38,816	40,194	41,802	15
		MO	2,521	2,615	2,706	2,803	2,908	3,010	3,123	3,235	3,350	3,483	
		HR	14.49	15.03	15.55	16.11	16.71	17.30	17.95	18.59	19.25	20.02	

Step		01	02	03	04	05	06	07	08	09	10
Comp Code		A	B	C	D	E	F	G	H	I	J
YR											
MO											
HR											

APPENDIX G-2 (cont.)

Compensation Grid 14A  
 Unit 214 Minnesota Association of Professional Employees  
 Series A Ranges 1-30  
 Effective 1/6/88-7/5/88

Comp Code		A	B	C	D	E	F	G	H	I	J	
Step		01	02	03	04	05	06	07	08	09	10	
Series	Range											Range
A	16	YR 31,383	32,468	33,638	34,890	36,122	37,480	38,816	40,194	41,802	43,326	16
		MO 2,615	2,706	2,803	2,908	3,010	3,123	3,235	3,350	3,483	3,611	
		HR 15.03	15.55	16.11	16.71	17.30	17.95	18.59	19.25	20.02	20.75	
A	17	YR 32,468	33,638	34,890	36,122	37,480	38,816	40,194	41,802	43,326	44,892	17
		MO 2,706	2,803	2,908	3,010	3,123	3,235	3,350	3,483	3,611	3,741	
		HR 15.55	16.11	16.71	17.30	17.95	18.59	19.25	20.02	20.75	21.50	
A	18	YR 33,638	34,890	36,122	37,480	38,816	40,194	41,802	43,326	44,892	46,646	18
		MO 2,803	2,908	3,010	3,123	3,235	3,350	3,483	3,611	3,741	3,887	
		HR 16.11	16.71	17.30	17.95	18.59	19.25	20.02	20.75	21.50	22.34	
A	19	YR 34,890	36,122	37,480	38,816	40,194	41,802	43,326	44,892	46,646	48,275	19
		MO 2,908	3,010	3,123	3,235	3,350	3,483	3,611	3,741	3,887	4,023	
		HR 16.71	17.30	17.95	18.59	19.25	20.02	20.75	21.50	22.34	23.12	
A	20	YR 36,122	37,480	38,816	40,194	41,802	43,326	44,892	46,646	48,275	49,945	20
		MO 3,010	3,123	3,235	3,350	3,483	3,611	3,741	3,887	4,023	4,162	
		HR 17.30	17.95	18.59	19.25	20.02	20.75	21.50	22.34	23.12	23.92	
A	21	YR 37,480	38,816	40,194	41,802	43,326	44,892	46,646	48,275	49,945	51,741	21
		MO 3,123	3,235	3,350	3,483	3,611	3,741	3,887	4,023	4,162	4,312	
		HR 17.95	18.59	19.25	20.02	20.75	21.50	22.34	23.12	23.92	24.78	
A	22	YR 38,816	40,194	41,802	43,326	44,892	46,646	48,275	49,945	51,741	53,662	22
		MO 3,235	3,350	3,483	3,611	3,741	3,887	4,023	4,162	4,312	4,472	
		HR 18.59	19.25	20.02	20.75	21.50	22.34	23.12	23.92	24.78	25.70	
A	23	YR 40,194	41,802	43,326	44,892	46,646	48,275	49,945	51,741	53,662	55,541	23
		MO 3,350	3,483	3,611	3,741	3,887	4,023	4,162	4,312	4,472	4,628	
		HR 19.25	20.02	20.75	21.50	22.34	23.12	23.92	24.78	25.70	26.60	
A	24	YR 41,802	43,326	44,892	46,646	48,275	49,945	51,741	53,662	55,541	57,545	24
		MO 3,483	3,611	3,741	3,887	4,023	4,162	4,312	4,472	4,628	4,795	
		HR 20.02	20.75	21.50	22.34	23.12	23.92	24.78	25.70	26.60	27.56	
A	25	YR 43,326	44,892	46,646	48,275	49,945	51,741	53,662	55,541	57,545	59,612	25
		MO 3,611	3,741	3,887	4,023	4,162	4,312	4,472	4,628	4,795	4,968	
		HR 20.75	21.50	22.34	23.12	23.92	24.78	25.70	26.60	27.56	28.55	
A	26	YR 44,892	46,646	48,275	49,945	51,741	53,662	55,541	57,545	59,612	61,784	26
		MO 3,741	3,887	4,023	4,162	4,312	4,472	4,628	4,795	4,968	5,149	
		HR 21.50	22.34	23.12	23.92	24.78	25.70	26.60	27.56	28.55	29.59	
A	27	YR 46,646	48,275	49,945	51,741	53,662	55,541	57,545	59,612	61,784	64,039	27
		MO 3,887	4,023	4,162	4,312	4,472	4,628	4,795	4,968	5,149	5,337	
		HR 22.34	23.12	23.92	24.78	25.70	26.60	27.56	28.55	29.59	30.67	
A	28	YR 48,275	49,945	51,741	53,662	55,541	57,545	59,612	61,784	64,039		28
		MO 4,023	4,162	4,312	4,472	4,628	4,795	4,968	5,149	5,337		
		HR 23.12	23.92	24.78	25.70	26.60	27.56	28.55	29.59	30.67		
A	29	YR 49,945	51,741	53,662	55,541	57,545	59,612	61,784	64,039			29
		MO 4,162	4,312	4,472	4,628	4,795	4,968	5,149	5,337			
		HR 23.92	24.78	25.70	26.60	27.56	28.55	29.59	30.67			
A	30	YR 51,741	53,662	55,541	57,545	59,612	61,784	64,039				30
		MO 4,312	4,472	4,628	4,795	4,968	5,149	5,337				
		HR 24.78	25.70	26.60	27.56	28.55	29.59	30.67				

Step	01	02	03	04	05	06	07	08	09	10
Comp Code	A	B	C	D	E	F	G	H	I	J
YR	- Yearly Salary Rate									
MO	- Monthly Salary Rate									
HR	- Hourly Salary Rate									

APPENDIX G-2 (cont.)

Compensation Grid 14B  
 Unit 214 Minnesota Association of Professional Employees  
 Series A Ranges 51-52  
 Effective 1/6/88-7/5/88

Comp Code		A	B	C	D	E	F		
Step		01	02	03	04	05	06		
Series	Range							Range	
A	51	YR	18,834	19,669	20,525	21,444	22,362	23,386	51
		MO	1,569	1,639	1,710	1,787	1,864	1,949	
		HR	9.02	9.42	9.83	10.27	10.71	11.20	
A	52	YR	24,033	24,972	25,891	26,893	27,917	28,981	52
		MO	2,003	2,081	2,158	2,241	2,326	2,415	
		HR	11.51	11.96	12.40	12.88	13.37	13.88	
Step		01	02	03	04	05	06		
Comp Code		A	B	C	D	E	F		
YR - Yearly Salary Rate									
MO - Monthly Salary Rate									
HR - Hourly Salary Rate									

APPENDIX G-3

Compensation Grid 14A  
 Unit 214 Minnesota Association of Professional Employees  
 Series A Ranges 1-30  
 Effective 7/6/88-6/30/89

Comp Code			A	B	C	D	E	F	G	H	I	J		
Step			01	02	03	04	05	06	07	08	09	10	Range	
Series	Range												Range	
A	1	YR	19,251	20,003	20,796	21,486	22,258	22,926	23,678	24,471	25,327	26,225		1
		MO	1,604	1,667	1,733	1,790	1,855	1,911	1,973	2,039	2,111	2,185		
		HR	9.22	9.58	9.96	10.29	10.66	10.98	11.34	11.72	12.13	12.56		
A	2	YR	20,003	20,796	21,486	22,258	22,926	23,678	24,471	25,327	26,225	27,102		2
		MO	1,667	1,733	1,790	1,855	1,911	1,973	2,039	2,111	2,185	2,259		
		HR	9.58	9.96	10.29	10.66	10.98	11.34	11.72	12.13	12.56	12.98		
A	3	YR	20,796	21,486	22,258	22,926	23,678	24,471	25,327	26,225	27,102	28,063		3
		MO	1,733	1,790	1,855	1,911	1,973	2,039	2,111	2,185	2,259	2,339		
		HR	9.96	10.29	10.66	10.98	11.34	11.72	12.13	12.56	12.98	13.44		
A	4	YR	21,486	22,258	22,926	23,678	24,471	25,327	26,225	27,102	28,063	29,044		4
		MO	1,790	1,855	1,911	1,973	2,039	2,111	2,185	2,259	2,339	2,420		
		HR	10.29	10.66	10.98	11.34	11.72	12.13	12.56	12.98	13.44	13.91		
A	5	YR	22,258	22,926	23,678	24,471	25,327	26,225	27,102	28,063	29,044	30,046		5
		MO	1,855	1,911	1,973	2,039	2,111	2,185	2,259	2,339	2,420	2,504		
		HR	10.66	10.98	11.34	11.72	12.13	12.56	12.98	13.44	13.91	14.39		
A	6	YR	22,926	23,678	24,471	25,327	26,225	27,102	28,063	29,044	30,046	31,153		6
		MO	1,911	1,973	2,039	2,111	2,185	2,259	2,339	2,420	2,504	2,596		
		HR	10.98	11.34	11.72	12.13	12.56	12.98	13.44	13.91	14.39	14.92		
A	7	YR	23,678	24,471	25,327	26,225	27,102	28,063	29,044	30,046	31,153	32,322		7
		MO	1,973	2,039	2,111	2,185	2,259	2,339	2,420	2,504	2,596	2,694		
		HR	11.34	11.72	12.13	12.56	12.98	13.44	13.91	14.39	14.92	15.48		
A	8	YR	24,471	25,327	26,225	27,102	28,063	29,044	30,046	31,153	32,322	33,450		8
		MO	2,039	2,111	2,185	2,259	2,339	2,420	2,504	2,596	2,694	2,787		
		HR	11.72	12.13	12.56	12.98	13.44	13.91	14.39	14.92	15.48	16.02		
A	9	YR	25,327	26,225	27,102	28,063	29,044	30,046	31,153	32,322	33,450	34,640		9
		MO	2,111	2,185	2,259	2,339	2,420	2,504	2,596	2,694	2,787	2,887		
		HR	12.13	12.56	12.98	13.44	13.91	14.39	14.92	15.48	16.02	16.59		
A	10	YR	26,225	27,102	28,063	29,044	30,046	31,153	32,322	33,450	34,640	35,934		10
		MO	2,185	2,259	2,339	2,420	2,504	2,596	2,694	2,787	2,887	2,995		
		HR	12.56	12.98	13.44	13.91	14.39	14.92	15.48	16.02	16.59	17.21		
A	11	YR	27,102	28,063	29,044	30,046	31,153	32,322	33,450	34,640	35,934	37,208		11
		MO	2,259	2,339	2,420	2,504	2,596	2,694	2,787	2,887	2,995	3,101		
		HR	12.98	13.44	13.91	14.39	14.92	15.48	16.02	16.59	17.21	17.82		
A	12	YR	28,063	29,044	30,046	31,153	32,322	33,450	34,640	35,934	37,208	38,607		12
		MO	2,339	2,420	2,504	2,596	2,694	2,787	2,887	2,995	3,101	3,217		
		HR	13.44	13.91	14.39	14.92	15.48	16.02	16.59	17.21	17.82	18.49		
A	13	YR	29,044	30,046	31,153	32,322	33,450	34,640	35,934	37,208	38,607	39,985		13
		MO	2,420	2,504	2,596	2,694	2,787	2,887	2,995	3,101	3,217	3,332		
		HR	13.91	14.39	14.92	15.48	16.02	16.59	17.21	17.82	18.49	19.15		
A	14	YR	30,046	31,153	32,322	33,450	34,640	35,934	37,208	38,607	39,985	41,405		14
		MO	2,504	2,596	2,694	2,787	2,887	2,995	3,101	3,217	3,332	3,450		
		HR	14.39	14.92	15.48	16.02	16.59	17.21	17.82	18.49	19.15	19.83		
A	15	YR	31,153	32,322	33,450	34,640	35,934	37,208	38,607	39,985	41,405	43,055		15
		MO	2,596	2,694	2,787	2,887	2,995	3,101	3,217	3,332	3,450	3,588		
		HR	14.92	15.48	16.02	16.59	17.21	17.82	18.49	19.15	19.83	20.62		

Step 01 02 03 04 05 06 07 08 09 10  
 Comp Code A B C D E F G H I J  
 YR - Yearly Salary Rate  
 MO - Monthly Salary Rate  
 HR - Hourly Salary Rate

APPENDIX G-3 (cont.)

Compensation Grid 14A  
 Unit 214 Minnesota Association of Professional Employees  
 Series A Ranges 1-30  
 Effective 7/6/88-6/30/89

Comp Code		A	B	C	D	E	F	G	H	I	J	
Step		01	02	03	04	05	06	07	08	09	10	Range
Series	Range											
A	16	YR 32,322	33,450	34,640	35,934	37,208	38,607	39,985	41,405	43,055	44,621	16
		MO 2,694	2,787	2,887	2,995	3,101	3,217	3,332	3,450	3,588	3,718	
		HR 15.48	16.02	16.59	17.21	17.82	18.49	19.15	19.83	20.62	21.37	
A	17	YR 33,450	34,640	35,934	37,208	38,607	39,985	41,405	43,055	44,621	46,249	17
		MO 2,787	2,887	2,995	3,101	3,217	3,332	3,450	3,588	3,718	3,854	
		HR 16.02	16.59	17.21	17.82	18.49	19.15	19.83	20.62	21.37	22.15	
A	18	YR 34,640	35,934	37,208	38,607	39,985	41,405	43,055	44,621	46,249	48,045	18
		MO 2,887	2,995	3,101	3,217	3,332	3,450	3,588	3,718	3,854	4,004	
		HR 16.59	17.21	17.82	18.49	19.15	19.83	20.62	21.37	22.15	23.01	
A	19	YR 35,934	37,208	38,607	39,985	41,405	43,055	44,621	46,249	48,045	49,715	19
		MO 2,995	3,101	3,217	3,332	3,450	3,588	3,718	3,854	4,004	4,143	
		HR 17.21	17.82	18.49	19.15	19.83	20.62	21.37	22.15	23.01	23.81	
A	20	YR 37,208	38,607	39,985	41,405	43,055	44,621	46,249	48,045	49,715	51,448	20
		MO 3,101	3,217	3,332	3,450	3,588	3,718	3,854	4,004	4,143	4,287	
		HR 17.82	18.49	19.15	19.83	20.62	21.37	22.15	23.01	23.81	24.64	
A	21	YR 38,607	39,985	41,405	43,055	44,621	46,249	48,045	49,715	51,448	53,286	21
		MO 3,217	3,332	3,450	3,588	3,718	3,854	4,004	4,143	4,287	4,440	
		HR 18.49	19.15	19.83	20.62	21.37	22.15	23.01	23.81	24.64	25.52	
A	22	YR 39,985	41,405	43,055	44,621	46,249	48,045	49,715	51,448	53,286	55,269	22
		MO 3,332	3,450	3,588	3,718	3,854	4,004	4,143	4,287	4,440	4,606	
		HR 19.15	19.83	20.62	21.37	22.15	23.01	23.81	24.64	25.52	26.47	
A	23	YR 41,405	43,055	44,621	46,249	48,045	49,715	51,448	53,286	55,269	57,211	23
		MO 3,450	3,588	3,718	3,854	4,004	4,143	4,287	4,440	4,606	4,768	
		HR 19.83	20.62	21.37	22.15	23.01	23.81	24.64	25.52	26.47	27.40	
A	24	YR 43,055	44,621	46,249	48,045	49,715	51,448	53,286	55,269	57,211	59,278	24
		MO 3,588	3,718	3,854	4,004	4,143	4,287	4,440	4,606	4,768	4,940	
		HR 20.62	21.37	22.15	23.01	23.81	24.64	25.52	26.47	27.40	28.39	
A	25	YR 44,621	46,249	48,045	49,715	51,448	53,286	55,269	57,211	59,278	61,408	25
		MO 3,718	3,854	4,004	4,143	4,287	4,440	4,606	4,768	4,940	5,117	
		HR 21.37	22.15	23.01	23.81	24.64	25.52	26.47	27.40	28.39	29.41	
A	26	YR 46,249	48,045	49,715	51,448	53,286	55,269	57,211	59,278	61,408	63,642	26
		MO 3,854	4,004	4,143	4,287	4,440	4,606	4,768	4,940	5,117	5,304	
		HR 22.15	23.01	23.81	24.64	25.52	26.47	27.40	28.39	29.41	30.48	
A	27	YR 48,045	49,715	51,448	53,286	55,269	57,211	59,278	61,408	63,642	65,960	27
		MO 4,004	4,143	4,287	4,440	4,606	4,768	4,940	5,117	5,304	5,497	
		HR 23.01	23.81	24.64	25.52	26.47	27.40	28.39	29.41	30.48	31.59	
A	28	YR 49,715	51,448	53,286	55,269	57,211	59,278	61,408	63,642	65,960	68,304	28
		MO 4,143	4,287	4,440	4,606	4,768	4,940	5,117	5,304	5,497	5,697	
		HR 23.81	24.64	25.52	26.47	27.40	28.39	29.41	30.48	31.59	32.70	
A	29	YR 51,448	53,286	55,269	57,211	59,278	61,408	63,642	65,960	68,304	70,652	29
		MO 4,287	4,440	4,606	4,768	4,940	5,117	5,304	5,497	5,697	5,904	
		HR 24.64	25.52	26.47	27.40	28.39	29.41	30.48	31.59	32.70	33.81	
A	30	YR 53,286	55,269	57,211	59,278	61,408	63,642	65,960	68,304	70,652	73,000	30
		MO 4,440	4,606	4,768	4,940	5,117	5,304	5,497	5,697	5,904	6,117	
		HR 25.52	26.47	27.40	28.39	29.41	30.48	31.59	32.70	33.81	34.92	

Step 01 02 03 04 05 06 07 08 09 10  
 Comp Code A B C D E F G H I J  
 YR - Yearly Salary Rate  
 MO - Monthly Salary Rate  
 HR - Hourly Salary Rate

APPENDIX G-3 (cont.)

Compensation Grid 14B  
 Unit 214 Minnesota Association of Professional Employees  
 Series A Ranges 51-52  
 Effective 7/6/88-6/30/89

Comp Code		A	B	C	D	E	F		
Step		01	02	03	04	05	06		
Series	Range							Range	
A	51	YR	19,398	20,254	21,131	22,091	23,031	24,096	51
		MO	1,616	1,688	1,761	1,841	1,919	2,008	
		HR	9.29	9.70	10.12	10.58	11.03	11.54	
A	52	YR	24,764	25,724	26,664	27,708	28,752	29,858	52
		MO	2,064	2,144	2,222	2,309	2,396	2,488	
		HR	11.86	12.32	12.77	13.27	13.77	14.30	
Step		01	02	03	04	05	06		
Comp Code		A	B	C	D	E	F		

YR - Yearly Salary Rate  
 MO - Monthly Salary Rate  
 HR - Hourly Salary Rate

APPENDIX H  
 UNIT 214 MINNESOTA ASSOCIATION OF PROFESSIONAL EMPLOYEES  
 CLASSES AND SALARIES AS OF JULY 1, 1987

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002088	ACCESSIBILITY SPECIALIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000004	ACCOUNTING OFFICER	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000979	ACCOUNTING OFFICER INTER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000633	ACCOUNTING OFFICER SENIOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
007015	ADMINISTRATIVE ASSISTANT 1	14B	214	A	51F	8.91	11.06	1,550	1,924	18,604	23,093
007016	ADMINISTRATIVE ASSISTANT 2	14B	214	A	52F	11.37	13.71	1,978	2,386	23,741	28,626
001966	ADULT EDUCATION COORDINATOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001447	AFFIRMATIVE ACTION OFFICER 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001448	AFFIRMATIVE ACTION OFFICER 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001449	AFFIRMATIVE ACTION OFFICER 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001450	AFFIRMATIVE ACTION OFFICER 4	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002544	AGENCY RELATIONS COORDINATOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000944	AGRIC MARKETING DEVELOP REP	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001824	AGRIC MARKETING ECONOMIST	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
002010	AGRIC MARKETING SPECIALIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000014	AGRIC MARKETING SPECIALIST SR	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000974	AGRONOMY REGULATORY SPECIALIST	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002588	AGRONOMY SERVICES PROGRAM COORD	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002276	ALUMNI COORDINATOR	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002117	ANALYTICAL LABORATORY SPEC	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001907	ANIMAL HEALTH SPECIALIST	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814
008621	APPEALS COURT ATTORNEY	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
001437	APPEALS EXAMINER	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
001431	APPEALS EXAMINER SENIOR	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
000851	APPRAISER	14A	214	A	08G	11.24	13.80	1,956	2,401	23,469	28,814
000023	APPRAISER SENIOR	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
000026	APPRENTICESHIP TRNG FIELD REP	14A	214	A	09I	11.63	15.36	2,024	2,673	24,283	32,072

APPENDIX H  
 UNIT 214 MINNESOTA ASSOCIATION OF PROFESSIONAL EMPLOYEES  
 CLASSES AND SALARIES AS OF JULY 1, 1987

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001068	APPRENTICESHIP TRNG FLD REP SR	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
000029	ARCHITECT	14A	214	A	21H	17.73	22.83	3,085	3,972	37,020	47,669
001635	ARTS PROGRAM ASSOCIATE 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001636	ARTS PROGRAM ASSOCIATE 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001306	ARTS PROGRAM ASSOCIATE 3	14A	214	A	11H	12.44	15.91	2,165	2,768	25,975	33,220
000095	ATTORNEY 1	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000096	ATTORNEY 2	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
000100	AUDIOLOGIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000102	AUDITOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000978	AUDITOR INTERMEDIATE	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001067	AUDITOR PRINCIPAL	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000636	AUDITOR SENIOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001396	AVIATION REPRESENTATIVE	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
000111	BACTERIOLOGIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001478	BACTERIOLOGIST INTERMEDIATE	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002355	BACTERIOLOGY LABORATORY SPEC	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001493	BEHAVIOR ANALYST 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001495	BEHAVIOR ANALYST 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002780	BEHAVIORAL PSYCHOLOGIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002583	BENEFITS SPECIALIST	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814
000564	BIOLOGIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002468	BIOLOGIST INTERMEDIATE	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001351	BIOLOGIST SENIOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000120	BOILER INSPECTOR 1	14A	214	A	09G	11.63	14.31	2,024	2,490	24,283	29,879
000121	BOILER INSPECTOR 2	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
000638	BUDGET REPRESENTATIVE	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
001093	BUILDING CODE INSPECTOR	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020

APPENDIX H  
 UNIT 214 MINNESOTA ASSOCIATION OF PROFESSIONAL EMPLOYEES  
 CLASSES AND SALARIES AS OF JULY 1, 1987

3

CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002550	BUSINESS FINANCING SPECIALIST	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002573	BUSINESS LICENSING ADVISOR	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
000140	BUYER 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000141	BUYER 2	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
002421	CASH FLOW ANALYST	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001973	CASUALTY ACTUARY	14A	214	A	27J	22.06	30.29	3,838	5,270	46,061	63,246
008800	CHAPLAIN	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
000153	CHEMIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001477	CHEMIST INTERMEDIATE	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002782	CHIEF CLASSIFICATION ANALYST	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
002783	CHIEF EXAMINATION ANALYST	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
000754	CHIEF OF VOLUNTEER SERVICES	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
008614	CHILD SUPPORT SYSTEM SPEC	14A	214	A	16J	14.84	20.49	2,582	3,565	30,986	42,783
002235	CJIS TRAINING OFFICER 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002236	CJIS TRAINING OFFICER 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002633	CLIENT ADVOCATE	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001376	COLLEGE CENTER PROGRAM COORD	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814
001514	COLLEGE LABORATORY SRVC SPEC	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000401	COLLEGE RECORDER	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002649	COMMERCE ANALYST 1	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
000661	COMMERCE ANALYST 2	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001938	COMMERCE ANALYST 3	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002488	COMMERCE CONSUMER LIAISON	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001800	COMMERCE INVESTIGATOR	14A	214	A	08G	11.24	13.80	1,956	2,401	23,469	28,814
001801	COMMERCE INVESTIGATOR SENIOR	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002064	COMMUNICATION CENTER SPECIALIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
007012	COMMUNITY COLLEGE PROGRAM DIR 1	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
007013	COMMUNITY COLLEGE PROGRAM DIR 2	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002150	COMMUNITY COLLEGE REGISTRN CRD	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002743	COMMUNITY DEVELOPMENT REP	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000831	COMMUNITY LIAISON REP	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002052	COMMUNITY SVCS PROGRAM SPEC 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002053	COMMUNITY SVCS PROGRAM SPEC 2	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
002418	COMMUNITY SVCS PROGRAM SPEC 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002312	COMPENSATION ATTORNEY	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
002313	COMPENSATION ATTORNEY PRINCIPAL	14A	214	A	20I	17.09	22.83	2,974	3,972	35,684	47,669
002364	COMPENSATION PROGRAM ANALYST	14A	214	A	17I	15.36	20.49	2,673	3,565	32,072	42,783
001061	CONSUMER COMPLAINT MEDIATOR 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001479	CONSUMER COMPLAINT MEDIATOR 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001817	CONSUMER UTIL ADVOC UNIT ANAL	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
001815	CONSUMER UTIL ADVOC UNIT SPEC	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
002626	CONTRACT MANAGEMENT COORD	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
000206	CORR AGENT	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
001051	CORR AGENT CAREER	14A	214	A	10J	12.04	16.50	2,095	2,871	25,140	34,452
000643	CORR AGENT SENIOR	14A	214	A	07J	10.87	14.84	1,891	2,582	22,697	30,986
002350	CORR BEHAVIOR THERAPIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002351	CORR BEHAVIOR THERAPY SPEC	14A	214	A	09I	11.63	15.36	2,024	2,673	24,283	32,072
001461	CORR DETENTION FACILITIES INSP	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001918	CORR FACILITIES EDUCATION SPEC	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000548	CORR IND SALES EXECUTIVE	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002045	CORR INMATE PERSONNEL SPEC	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
008538	CORR INTERNAL AFFAIRS INVEST	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002136	CORR PROGRAM & POLICY MONITOR	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
001683	CORR SECURITY CASEWORKER	14A	214	A	08J	11.24	15.36	1,956	2,673	23,469	32,072

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001903	CORR SECURITY CASEWORKER CAREER	14A	214	A	11J	12.44	17.09	2,165	2,974	25,975	35,684
002252	CORRECTIONS HEARINGS OFFICER	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
000214	CRIME LABORATORY ANALYST 1	14A	214	A	09I	11.63	15.36	2,024	2,673	24,283	32,072
000215	CRIME LABORATORY ANALYST 2	14A	214	A	12J	12.89	17.73	2,243	3,085	26,914	37,020
001429	CRIME LABORATORY ANALYST 3	14A	214	A	15J	14.31	19.77	2,490	3,440	29,879	41,280
002591	CRIMINAL INTELLIGENCE ANALYST	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
000216	CURRICULUM EDITOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001615	DENTAL HYGIENE PROGRAM SUPV	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002239	DIETITIAN SPECIALIST	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
000234	DIETITIAN 1	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
008436	DIR CHAPLAINCY SERVICES (CORR)	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000871	DISABILITY EXAMINER	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
002613	DISABILITY HEARINGS OFFICER	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002499	DISABILITY PROG MEDICAL REL REP	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001387	DISABILITY PROGRAM SPECIALIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000870	DISABILITY SPECIALIST	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002500	DISABLED VETS OUTREACH PROG REP	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002333	ECONOMIC GEOLOGIST (MINERALS)	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
001789	ECONOMIC OPPTY PROGRAM SPEC 1	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
001790	ECONOMIC OPPTY PROGRAM SPEC 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001791	ECONOMIC OPPTY PROGRAM SPEC 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002578	ECONOMIC OPPTY PROGRAM SPEC 4	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002267	EDP INFO SYSTEMS TECHNICAL MGR	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
000780	EDP PROGRAMMER	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814
000781	EDP PROGRAMMER SENIOR	14A	214	A	09I	11.63	15.36	2,024	2,673	24,283	32,072
001888	EDP PROGRAMMER/ANALYST	14A	214	A	13J	13.33	18.36	2,319	3,195	27,833	38,336
002688	EDUC FINANCE SPECIALIST 1	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002689	EDUC FINANCE SPECIALIST 2	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
002690	EDUC FINANCE SPECIALIST 3	14A	214	A	17I	15.36	20.49	2,673	3,565	32,072	42,783
000258	EDUC SPECIALIST 1	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000259	EDUC SPECIALIST 2	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
000956	EDUC VOCATIONAL PROGRAM SUPV	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
000976	ELECTRICAL AREA REPRESENTATIVE	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000775	ELECTRICAL EXAMINER	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001963	ELECTRICAL SVCS OPER ANALYST	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002602	EMERGENCY SVCS REG PROG COORD	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000468	EMERGENCY SVCS TRAINING OFF 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000171	EMERGENCY SVCS TRAINING OFF 2	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
001793	EMPL & TRNG PROGRAM SPEC 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001794	EMPL & TRNG PROGRAM SPEC 2	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
001795	EMPL & TRNG PROGRAM SPEC 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000794	EMPLOYABILITY DEVELOPMENT SPEC	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001409	EMPLOYEE DEVELOPMENT SPEC 1	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
001410	EMPLOYEE DEVELOPMENT SPEC 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000996	EMPLOYEE DEVELOPMENT SPEC 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001411	EMPLOYEE DEVELOPMENT SPEC 4	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000274	EMPLOYMENT COUNSELOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000926	EMPLOYMENT COUNSELOR SENIOR	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001533	ENERGY SPECIALIST 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001862	ENERGY SPECIALIST 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002502	ENVIRONMENTAL ANALYST 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002503	ENVIRONMENTAL ANALYST 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002504	ENVIRONMENTAL ANALYST 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001930	EPIDEMIOLOGIST 1	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001931	EPIDEMIOLOGIST 2	14A	214	A	20I	17.09	22.83	2,974	3,972	35,684	47,669
001587	EQUAL OPPORTUNITY SPECIALIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
008165	EXEC SEC BOXING BD	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
008172	EXEC SEC CHIROPRACTIC EXAM BD	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814
008168	EXEC SEC OPTOMETRY BD	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
008469	EXEC SEC PRIVATE DETECTIVE BD	14A	214	A	09I	11.63	15.36	2,024	2,673	24,283	32,072
001915	EXEC SEC PUBLIC EMPL REL BD	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
008868	EXEC SEC VETERINARY MEDICINE BD	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
001642	FINANCIAL AIDS OFFICER	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002247	FINANCIAL INST ANALYST	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002244	FINANCIAL INST ASST EXAMINER	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002245	FINANCIAL INST EXAMINER	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002246	FINANCIAL INST EXAMINER SENIOR	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002043	FINANCIAL REPORTING ANALYST	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
008870	FISCAL & RECORD ADMINISTRATOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000310	GENETICIST	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
000311	GEOLOGIST	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
002241	GRANTS PROGRAM COORDINATOR	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
002697	HEALTH CARE PROG INVESTIGATOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000337	HEALTH EDUCATOR 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000338	HEALTH EDUCATOR 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002676	HEALTH EDUCATOR 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001606	HEALTH FACILITY EVALUATOR 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001607	HEALTH FACILITY EVALUATOR 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001307	HEALTH PHYSICIST 1	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001377	HEALTH PROGRAM REP INTERMEDIATE	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000833	HEALTH PROGRAM REP SENIOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220

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000832	HEALTH PROGRAM REPRESENTATIVE	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
000368	HEALTH SERVICES ANALYST 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000369	HEALTH SERVICES ANALYST 2	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002311	HEARING IMPAIRED PROG ADVISOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002717	HEARING IMPAIRED PROG INTERPRTR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002495	HORTICULTURIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001557	HOUSING DEVELOPMENT OFF INTER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001444	HOUSING DEVELOPMENT OFF SENIOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001443	HOUSING DEVELOPMENT OFFICER	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001611	HOUSING FINANCE CONST SPEC	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
002133	HOUSING FINANCIAL ANALYST	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
000900	HUMAN RIGHTS ENFORCEMENT OFF 1	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
001946	HUMAN RIGHTS ENFORCEMENT OFF 2	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
002678	HUMAN SVCS LICENSING GRP LEADER	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002680	HUMAN SVCS LICENSOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000955	HYDROLOGIST 1	14A	214	A	09E	11.63	13.33	2,024	2,319	24,283	27,833
000958	HYDROLOGIST 2	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000959	HYDROLOGIST 3	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
002460	INCOME MNTC PROGRAM ADVISOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002458	INCOME MNTC PROGRAM ANALYST	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
002461	INCOME MNTC PROGRAM CONSULTANT	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002459	INCOME MNTC PROGRAM REP	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001691	INDIAN AFFAIRS REPRESENTATIVE	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002443	INDIAN AFFAIRS STAFF ASSISTANT	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000380	INDUSTRIAL DEVELOP FIELD REP	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000381	INDUSTRIAL ECONOMIST	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
001822	INDUSTRIAL HYGIENIST 1	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986

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002668	INDUSTRIAL HYGIENIST 2	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001438	INDUSTRIAL HYGIENIST 3	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
002059	INDUSTRY DEVELOPMENT ADMIN	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002266	INFORMATION & MARKETING COORD	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002063	INFORMATION & REFERRAL SPEC	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001314	INFORMATION OFFICER 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000647	INFORMATION OFFICER 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000577	INFORMATION OFFICER 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000133	INSTITUTION BLDG MAINT ADVISOR	14A	214	A	15G	14.31	17.73	2,490	3,085	29,879	37,020
000953	INSTITUTION COMMUNITY REL COORD	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
001013	INSTRUCTIONAL COMMUNIC CHF ENG	14A	214	A	17G	15.36	19.01	2,673	3,308	32,072	39,693
000814	INTERNATIONAL TRADE REP	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
001937	INTERPRETER (SIGN LANGUAGE)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002577	INTERPRETIVE NATURALIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001621	INTERPRETIVE NATURALIST INTER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
008537	INVESTMENT ANALYST 1	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
008805	INVESTMENT ANALYST 2	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
008804	INVESTMENT ANALYST 3	14A	214	A	19I	16.50	22.06	2,871	3,838	34,452	46,061
008799	INVESTMENT ANALYST 4	14A	214	A	21I	17.73	23.62	3,085	4,110	37,020	49,319
002685	IRRRB ALPINE RECREATIONAL COORD	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
002612	IRRRB ECONOMIC DEVEL PROG DIR	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002686	IRRRB NORDIC RECREATIONAL COORD	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814
000786	JOB SERVICE PROGRAM SPEC 1	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002201	JOB SERVICE PROGRAM SPEC 2	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002202	JOB SERVICE PROGRAM SPEC 3	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002603	JOBS & TRNG FIELD INVESTIGATOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002628	JOBS & TRNG FIELD OPS SPEC	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
000278	JOBS & TRNG INTERVIEWER	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002173	JOBS & TRNG TITLE V COORD	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001016	LABELS & STANDARDS EXAMINER	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002537	LABOR & INDUSTRY TRAINING OFF	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000406	LABOR INVESTIGATOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001069	LABOR INVESTIGATOR SENIOR	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
002692	LABOR RELATIONS REP PRINCIPAL	14A	214	A	17I	15.36	20.49	2,673	3,565	32,072	42,783
002483	LABOR RELATIONS REP SENIOR	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002482	LABOR RELATIONS REPRESENTATIVE	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002175	LABORATORY CERTIF & DEVEL SPEC	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002624	LABORATORY METROLOGIST	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
002269	LAND USE PLANNING DIRECTOR	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
000418	LANDSCAPE ARCHITECT	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
002642	LANDSCAPE ARCHITECT INTER	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
001593	LEASE SPECIALIST	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
002077	LEGISLATIVE AUDITOR SENIOR	14A	214	A	11J	12.44	17.09	2,165	2,974	25,975	35,684
002076	LEGISLATIVE AUDITOR STAFF	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000428	LIBRARIAN	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
001393	LIBRARIAN SENIOR	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
000823	LIFE ACTUARY	14A	214	A	22H	18.36	23.62	3,195	4,110	38,336	49,319
001758	LOAN OFFICER	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002661	LOAN OFFICER SENIOR	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002357	LOCAL GOVT AUDIT STAFF SPEC SR	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
002014	LOCAL GOVT AUDITOR	14A	214	A	07E	10.87	12.44	1,891	2,165	22,697	25,975
002015	LOCAL GOVT AUDITOR INTERMEDIATE	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002016	LOCAL GOVT AUDITOR SENIOR	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000006	MANAGEMENT ANALYST 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001528	MANAGEMENT ANALYST 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000893	MANAGEMENT ANALYST 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000634	MANAGEMENT ANALYST 4	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002541	MANAGEMENT DEVELOPMENT TNG CRD	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000075	MEDIATOR	14A	214	A	20I	17.09	22.83	2,974	3,972	35,684	47,669
000455	MEDICAL TECHNOLOGIST	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814
002449	MENTAL HEALTH PROG ADVISOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002496	MENTAL HEALTH PROG CONSULTANT	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002621	MENTAL HEALTH PROG REP	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002465	MERIT SYSTEM PERSONNEL COORD	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
002817	MGMT INFO SYSTEMS COORD 1	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
002818	MGMT INFO SYSTEMS COORD 2	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
002819	MGMT INFO SYSTEMS COORD 3	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
002820	MGMT INFO SYSTEMS COORD 4	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000460	MIGRANT LABOR COUNSELOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002092	MINELAND RECLAMATION SPEC	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002698	MINELAND RECLAMATION SPEC SR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002152	MINERAL OPERATIONS TECHNICIAN	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
002538	MINERALS RESOURCE GEOLOGIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000471	MORTICIAN INVESTIGATOR	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002080	MUSIC THERAPIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002081	MUSIC THERAPIST SENIOR	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
000817	NATL INDUSTRIAL DEVEL FIELD REP	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002343	NR CITIZEN PARTICIPATION COORD	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
001407	NR COMMUNITY LIAISON OFFICER	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002309	NR FOREST SOIL SPECIALIST	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002255	NR FORESTRY STAFF SPECIALIST	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879

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002349	NR NONGAME WILDLIFE SPECIALIST	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002635	NR PARK DEVELOPMENT SPECIALIST	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002153	NR REGIONAL LAND SPECIALIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002256	NR SENIOR STAFF SPECIALIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002790	NR SPEC (AQUATIC BIOLOGIST)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002791	NR SPEC (FISHERIES MGMT)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002792	NR SPEC (FISHERIES RES BIOLOG)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002793	NR SPEC (WILDLIFE MANAGEMENT)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002794	NR SPEC (WILDLIFE RES BIOLOG)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002795	NR SPEC INT (AQUATIC BIOLOGIST)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002796	NR SPEC INT (FISHERIES MGMT)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002797	NR SPEC INT (FISHERIES RES BIO)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002798	NR SPEC INT (WILDLIFE MGMT)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002799	NR SPEC INT (WILDLIFE RES BIOL)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002800	NR SPEC SR (AQUATIC BIOLOGIST)	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002801	NR SPEC SR (FISHERIES MGMT)	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002802	NR SPEC SR (FISHERIES RES BIOL)	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002803	NR SPEC SR (NON/GAME)	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002804	NR SPEC SR (WILDLIFE MGMT)	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002805	NR SPEC SR (WILDLIFE RES BIOL)	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001765	NR SPEC 1 (AQUATIC BIOLOGIST)	14A	214	A	03G	9.55	11.63	1,662	2,024	19,940	24,283
001738	NR SPEC 1 (FISHERIES SPEC)	14A	214	A	03G	9.55	11.63	1,662	2,024	19,940	24,283
001739	NR SPEC 1 (FORESTER)	14A	214	A	03G	9.55	11.63	1,662	2,024	19,940	24,283
001766	NR SPEC 1 (PARK NATURALIST)	14A	214	A	03G	9.55	11.63	1,662	2,024	19,940	24,283
001742	NR SPEC 1 (PARK SPECIALIST)	14A	214	A	03G	9.55	11.63	1,662	2,024	19,940	24,283
001740	NR SPEC 1 (WILDLIFE BIOLOGIST)	14A	214	A	03G	9.55	11.63	1,662	2,024	19,940	24,283
001741	NR SPEC 1 (WILDLIFE SPECIALIST)	14A	214	A	03G	9.55	11.63	1,662	2,024	19,940	24,283

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001767	NR SPEC 2 (AQUATIC BIOLOGIST)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001744	NR SPEC 2 (FISHERIES SPEC)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001745	NR SPEC 2 (FORESTER)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001768	NR SPEC 2 (PARK NATURALIST)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001748	NR SPEC 2 (PARK SPECIALIST)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001746	NR SPEC 2 (WILDLIFE BIOLOGIST)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001747	NR SPEC 2 (WILDLIFE SPECIALIST)	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001769	NR SPEC 3 (AQUATIC BIOLOGIST)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001770	NR SPEC 3 (PARK NATURALIST)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001754	NR SPEC 3 (PARK SPECIALIST)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001752	NR SPEC 3 (WILD BIOLOGIST)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001753	NR SPEC 3 (WILD SPECIALIST)	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000192	NR SPECIALIST 1	14A	214	A	03G	9.55	11.63	1,662	2,024	19,940	24,283
001066	NR SPECIALIST 2	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000193	NR SPECIALIST 3	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001965	NR YOUTH PROGRAMS CAMP LEADER	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000480	NUTRITIONIST	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
002493	OCCUP SAFETY & HEALTH TRNG OFF	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000482	OCCUPATIONAL TEST TECHNICIAN	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002082	OCCUPATIONAL THERAPIST	14A	214	A	07J	10.87	14.84	1,891	2,582	22,697	30,986
002083	OCCUPATIONAL THERAPIST SENIOR	14A	214	A	09J	11.63	15.91	2,024	2,768	24,283	33,220
001637	OSHA COMPLIANCE ANALYST	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
002029	PEACE OFF CONTINUING EDUC COORD	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
001826	PEACE OFF STANDARDS & TRNG EVAL	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
002030	PEACE OFF STANDARDS COORDINATOR	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
002193	PERMIT COMPLIANCE SPECIALIST	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
001090	PERSONAL PROPERTY INV EVALUATOR	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814

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002140	PERSONAL PROPERTY INV PROG SPEC	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
000498	PERSONNEL OFFICER	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
001423	PERSONNEL OFFICER SENIOR	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
000652	PERSONNEL REPRESENTATIVE	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000653	PERSONNEL REPRESENTATIVE SR	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000508	PHYSICAL THERAPIST 1	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001684	PHYSICAL THERAPIST 2	14A	214	A	09J	11.63	15.91	2,024	2,768	24,283	33,220
001730	PILOT	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
000511	PLANNER	14A	214	A	05I	10.22	13.33	1,778	2,319	21,339	27,833
002376	PLANNER INTERMEDIATE	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002287	PLANNER PRINCIPAL COMM SPEC	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
000510	PLANNER PRINCIPAL STATE	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
002601	PLANNER PRINCIPAL TRANSP	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
000512	PLANNER SENIOR COMMUNITY	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000837	PLANNER SENIOR STATE	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000518	PLANNER SENIOR TRANSPORTATION	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002141	PLANNER STATE COMP OUTDOOR REC	14A	214	A	13I	13.33	17.73	2,319	3,085	27,833	37,020
000812	PLANNING DIR STATE	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
001303	PLANNING GRANTS ANALYST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001644	PLANNING GRANTS ANALYST INTER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001304	PLANNING GRANTS ANALYST SR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001548	PLANT HEALTH SPECIALIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001470	PLANT HEALTH SPECIALIST INTER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000532	PLUMBING INSPECTOR	14A	214	A	08G	11.24	13.80	1,956	2,401	23,469	28,814
002470	POLLUTION CONTROL EMR RESP SPEC	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002784	POLLUTION CONTROL PROJ LEADER	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001657	POLLUTION CONTROL SPEC INTER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
000858	POLLUTION CONTROL SPECIALIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000859	POLLUTION CONTROL SPECIALIST SR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002024	PRINTING SPECIF & EST COORD	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001322	PROGRAM EVALUATION SPEC	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001624	PROGRAM EVALUATION SPEC INTER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001323	PROGRAM EVALUATION SPEC SENIOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002213	PROPERTY APPRAISAL SPECIALIST	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
002711	PROTECTIVE SVCS PROG ADVISOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002712	PROTECTIVE SVCS PROG CONSULTANT	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000560	PSYCHOLOGIST 1	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
000561	PSYCHOLOGIST 2	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000562	PSYCHOLOGIST 3	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
001521	PUB UTIL FINANCIAL ANALYST 1	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
001522	PUB UTIL FINANCIAL ANALYST 2	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
001523	PUB UTIL FINANCIAL ANALYST 3	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
001830	PUB UTIL FINANCIAL ANALYST 4	14A	214	A	17I	15.36	20.49	2,673	3,565	32,072	42,783
001524	PUB UTIL RATES ANALYST 1	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
001525	PUB UTIL RATES ANALYST 2	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
001526	PUB UTIL RATES ANALYST 3	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
001831	PUB UTIL RATES ANALYST 4	14A	214	A	17I	15.36	20.49	2,673	3,565	32,072	42,783
002156	PUB UTIL STATISTICAL ANALYST 1	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
002157	PUB UTIL STATISTICAL ANALYST 2	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
002158	PUB UTIL STATISTICAL ANALYST 3	14A	214	A	15I	14.31	19.01	2,490	3,308	29,879	39,693
002159	PUB UTIL STATISTICAL ANALYST 4	14A	214	A	17I	15.36	20.49	2,673	3,565	32,072	42,783
001617	PUBLIC ACCOUNTS INVESTIGATOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000576	PUBLIC HEALTH SANITARIAN 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001504	PUBLIC HEALTH SANITARIAN 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879

APPENDIX H  
 UNIT 214 MINNESOTA ASSOCIATION OF PROFESSIONAL EMPLOYEES  
 CLASSES AND SALARIES AS OF JULY 1, 1987

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001309	PUBLIC HEALTH SANITARIAN 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001876	PWR PLNT SIT PROJ DIR/TECH ANAL	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001877	PWR PLT SIT PRJ DIR/TCH ANAL SR	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
000582	RADIATION SPECIALIST 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001775	RADIATION SPECIALIST 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001050	RADIO/TV PROGRAM COORDINATOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002084	RECREATION THERAPIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002085	RECREATION THERAPIST SENIOR	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814
000595	REGIONAL COORDINATOR FOR AGING	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000599	REHABILITATION COUNSELOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001052	REHABILITATION COUNSELOR CAREER	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000658	REHABILITATION COUNSELOR SENIOR	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002394	REHABILITATION PROGRAM SPEC 1	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002395	REHABILITATION PROGRAM SPEC 2	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000598	REHABILITATION PROGRAM SPEC 3	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002358	REHABILITATION THERAPY SPEC	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
000892	RESEARCH ANALYSIS SPECIALIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000659	RESEARCH ANALYSIS SPECIALIST SR	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000604	RESEARCH ANALYST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002251	RESEARCH ANALYST INTERMEDIATE	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000607	RESEARCH SCIENTIST 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000608	RESEARCH SCIENTIST 2	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000609	RESEARCH SCIENTIST 3	14A	214	A	18I	15.91	21.23	2,768	3,694	33,220	44,328
002272	RETIREMENT SERVICES COORD	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002218	RETIREMENT SERVICES PROGRAM REP	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000660	RETIREMENT SERVICES SPEC INTER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000613	RETIREMENT SERVICES SPECIALIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914

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 CLASSES AND SALARIES AS OF JULY 1, 1987

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002756	REVENUE AUDITOR 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002757	REVENUE AUDITOR 2	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002758	REVENUE AUDITOR 3	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002759	REVENUE AUDITOR 4	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002760	REVENUE AUDITOR 5	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002762	REVENUE COLLECTIONS OFFICER 2	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002763	REVENUE COLLECTIONS OFFICER 3	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002764	REVENUE COLLECTIONS OFFICER 4	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002765	REVENUE COLLECTIONS OFFICER 5	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002767	REVENUE EXAMINER 2	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002768	REVENUE EXAMINER 3	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002769	REVENUE EXAMINER 4	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002770	REVENUE EXAMINER 5	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002681	REVENUE SPECIAL INVESTIGATOR 1	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002480	REVENUE SPECIAL INVESTIGATOR 2	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000852	RIGHT OF WAY AGENT 1	14A	214	A	08G	11.24	13.80	1,956	2,401	23,469	28,814
001378	RIGHT OF WAY AGENT 2	14A	214	A	09I	11.63	15.36	2,024	2,673	24,283	32,072
000617	RIGHT OF WAY AGENT 3	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
001399	SAFETY & HEALTH OFFICER 1	14A	214	A	08G	11.24	13.80	1,956	2,401	23,469	28,814
001400	SAFETY & HEALTH OFFICER 2	14A	214	A	11H	12.44	15.91	2,165	2,768	25,975	33,220
002687	SAFETY ADMINISTRATOR	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002605	SAFETY CONSULTANT	14A	214	A	11H	12.44	15.91	2,165	2,768	25,975	33,220
000621	SAFETY INVESTIGATOR	14A	214	A	08G	11.24	13.80	1,956	2,401	23,469	28,814
001072	SAFETY INVESTIGATOR SENIOR	14A	214	A	11H	12.44	15.91	2,165	2,768	25,975	33,220
000826	SAFETY PROGRAM COORDINATOR	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002586	SCHOOL DISTRICT ORGANIZ SPEC	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002027	SMALL BUSINESS ASSISTANCE COORD	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336

APPENDIX H  
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CLASSES AND SALARIES AS OF JULY 1, 1987

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001838	SMALL BUSINESS COORDINATOR	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002714	SOCIAL SVCS PROG ADMIN CONSULTN	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
002715	SOCIAL SVCS PROG ADVISOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002716	SOCIAL SVCS PROG CONSULTANT	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
001005	SOCIAL WORK SPECIALIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000677	SOCIAL WORKER	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000662	SOCIAL WORKER SENIOR	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000678	SOIL CONSERVATION REP	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002054	SOIL SCIENTIST 1	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002055	SOIL SCIENTIST 2	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000691	SPEECH PATHOLOGIST	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002003	SPEECH PATHOLOGY CLINICIAN	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002002	SPEECH PATHOLOGY SPECIALIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002824	SPORTS MEDICINE SPECIALIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
000086	STATE FIRE AND ARSON INVEST	14A	214	A	09J	11.63	15.91	2,024	2,768	24,283	33,220
001849	STATE FIRE CODES/PLANS SPEC	14A	214	A	09J	11.63	15.91	2,024	2,768	24,283	33,220
001848	STATE FIRE SAFETY INSPECTOR	14A	214	A	08I	11.24	14.84	1,956	2,582	23,469	30,986
001412	STEAMFITTING STANDARDS REP	14A	214	A	14E	13.80	15.91	2,401	2,768	28,814	33,220
000894	SYSTEMS ANALYST	14A	214	A	11I	12.44	16.50	2,165	2,871	25,975	34,452
000889	SYSTEMS ANALYST SENIOR	14A	214	A	15J	14.31	19.77	2,490	3,440	29,879	41,280
000186	SYSTEMS PROGRAMMER	14A	214	A	16J	14.84	20.49	2,582	3,565	30,986	42,783
002746	SYSTEMS PROGRAMMER SENIOR	14A	214	A	18J	15.91	22.06	2,768	3,838	33,220	46,061
000879	TAX EXAMINER 2	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001331	TAX EXAMINER 3	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001332	TAX EXAMINER 4	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
001333	TAX EXAMINER 5	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
001334	TAX EXAMINER 6	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
000721	TECHNICAL WRITER	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002775	TRANSPORT REGULATION BD REP	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
000813	TRAVEL & TOURISM REPRESENTATIVE	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000787	UNEMP INSURANCE PROG SPEC 1	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002203	UNEMP INSURANCE PROG SPEC 2	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
002204	UNEMP INSURANCE PROG SPEC 3	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
000740	UNEMP INSURANCE REPRESENTATIVE	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001705	UNEMPLOYMENT TAX EXAMINER 1	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001706	UNEMPLOYMENT TAX EXAMINER 2	14A	214	A	07J	10.87	14.84	1,891	2,582	22,697	30,986
001084	VETERANS CLAIMS REPRESENTATIVE	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000788	VETERANS EMPLOYMENT REP	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
001055	VETERANS EMPLOYMENT REP SENIOR	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
001058	VOCATIONAL EDUC FIELD INSTR	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002618	VOCATIONAL EVALUATOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002619	VOCATIONAL EVALUATOR SENIOR	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002610	VOCATIONAL POLICY DEVELOP SPEC	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002525	VOCATIONAL REHAB PLACMNT COORD	14A	214	A	06I	10.53	13.80	1,832	2,401	21,987	28,814
000755	VOLUNTEER SERVICES COORDINATOR	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002481	WELFARE OPERATIONS REVIEWER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
000763	WELFARE SPECIALIST	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220
000183	WELFARE SPECIALIST SENIOR	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
002608	WORKERS COMP MEDIATOR	14A	214	A	16I	14.84	19.77	2,582	3,440	30,986	41,280
002654	WORKERS COMP REHAB SPEC SR	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
001940	WORKERS COMP REHAB SPECIALIST	14A	214	A	12I	12.89	17.09	2,243	2,974	26,914	35,684
002547	WORKERS COMP SPECIALIST	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914
002548	WORKERS COMP SPECIALIST INTER	14A	214	A	07I	10.87	14.31	1,891	2,490	22,697	29,879
002549	WORKERS COMP SPECIALIST SENIOR	14A	214	A	10I	12.04	15.91	2,095	2,768	25,140	33,220

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<u>CLASS CODE</u>	<u>CLASS TITLE</u>	<u>GRID</u>	<u>BARG UNIT</u>	<u>SERIES</u>	<u>COMP CODE</u>	<u>MINIMUM HOURLY</u>	<u>MAXIMUM HOURLY</u>	<u>MINIMUM MONTHLY</u>	<u>MAXIMUM MONTHLY</u>	<u>MINIMUM ANNUAL</u>	<u>MAXIMUM ANNUAL</u>
002074	WORKERS COMP SUBROGATION SUPV	14A	214	A	14I	13.80	18.36	2,401	3,195	28,814	38,336
001986	ZOOLOGICAL MGT RECORDS SPEC	14A	214	A	04I	9.87	12.89	1,717	2,243	20,609	26,914

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002088	ACCESSIBILITY SPECIALIST	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000004	ACCOUNTING OFFICER	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000979	ACCOUNTING OFFICER INTER	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000633	ACCOUNTING OFFICER SENIOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
007015	ADMINISTRATIVE ASSISTANT 1	14B	214	A	51F	9.02	11.20	1,569	1,949	18,834	23,386
007016	ADMINISTRATIVE ASSISTANT 2	14B	214	A	52F	11.51	13.88	2,003	2,415	24,033	28,981
001966	ADULT EDUCATION COORDINATOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001447	AFFIRMATIVE ACTION OFFICER 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001448	AFFIRMATIVE ACTION OFFICER 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001449	AFFIRMATIVE ACTION OFFICER 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001450	AFFIRMATIVE ACTION OFFICER 4	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002544	AGENCY RELATIONS COORDINATOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000944	AGRIC MARKETING DEVELOP REP	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001824	AGRIC MARKETING ECONOMIST	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
002010	AGRIC MARKETING SPECIALIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000014	AGRIC MARKETING SPECIALIST SR	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000974	AGRONOMY REGULATORY SPECIALIST	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002588	AGRONOMY SERVICES PROGRAM COORD	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002276	ALUMNI COORDINATOR	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002117	ANALYTICAL LABORATORY SPEC	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001907	ANIMAL HEALTH SPECIALIST	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169
008621	APPEALS COURT ATTORNEY	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
001437	APPEALS EXAMINER	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
001431	APPEALS EXAMINER SENIOR	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
000851	APPRAISER	14A	214	A	08G	11.38	13.97	1,980	2,431	23,761	29,169
000023	APPRAISER SENIOR	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
000026	APPRENTICESHIP TRNG FIELD REP	14A	214	A	09I	11.78	15.55	2,050	2,706	24,597	32,468

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001068	APPRENTICESHIP TRNG FLD REP SR	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
000029	ARCHITECT	14A	214	A	21H	17.95	23.12	3,123	4,023	37,480	48,275
001635	ARTS PROGRAM ASSOCIATE 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001636	ARTS PROGRAM ASSOCIATE 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001306	ARTS PROGRAM ASSOCIATE 3	14A	214	A	11H	12.60	16.11	2,192	2,803	26,309	33,638
000095	ATTORNEY 1	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000096	ATTORNEY 2	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
000100	AUDIOLOGIST	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000102	AUDITOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000978	AUDITOR INTERMEDIATE	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001067	AUDITOR PRINCIPAL	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000636	AUDITOR SENIOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001396	AVIATION REPRESENTATIVE	14A	214	A	15I	14.49	19.25	2,521	3,350	30,255	40,194
000111	BACTERIOLOGIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001478	BACTERIOLOGIST INTERMEDIATE	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002355	BACTERIOLOGY LABORATORY SPEC	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001493	BEHAVIOR ANALYST 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001495	BEHAVIOR ANALYST 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002780	BEHAVIORAL PSYCHOLOGIST	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002583	BENEFITS SPECIALIST	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169
000564	BIOLOGIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002468	BIOLOGIST INTERMEDIATE	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001351	BIOLOGIST SENIOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000120	BOILER INSPECTOR 1	14A	214	A	09G	11.78	14.49	2,050	2,521	24,597	30,255
000121	BOILER INSPECTOR 2	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
000638	BUDGET REPRESENTATIVE	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
001093	BUILDING CODE INSPECTOR	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002550	BUSINESS FINANCING SPECIALIST	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002573	BUSINESS LICENSING ADVISOR	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
000140	BUYER 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000141	BUYER 2	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
002421	CASH FLOW ANALYST	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001973	CASUALTY ACTUARY	14A	214	A	27J	22.34	30.67	3,887	5,337	46,646	64,039
008800	CHAPLAIN	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
000153	CHEMIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001477	CHEMIST INTERMEDIATE	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002782	CHIEF CLASSIFICATION ANALYST	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
002783	CHIEF EXAMINATION ANALYST	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
000754	CHIEF OF VOLUNTEER SERVICES	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
008614	CHILD SUPPORT SYSTEM SPEC	14A	214	A	16J	15.03	20.75	2,615	3,611	31,383	43,326
002235	CJIS TRAINING OFFICER 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002236	CJIS TRAINING OFFICER 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002633	CLIENT ADVOCATE	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001376	COLLEGE CENTER PROGRAM COORD	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169
001514	COLLEGE LABORATORY SRVC SPEC	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000401	COLLEGE RECORDER	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002649	COMMERCE ANALYST 1	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
000661	COMMERCE ANALYST 2	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001938	COMMERCE ANALYST 3	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002488	COMMERCE CONSUMER LIAISON	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001800	COMMERCE INVESTIGATOR	14A	214	A	08G	11.38	13.97	1,980	2,431	23,761	29,169
001801	COMMERCE INVESTIGATOR SENIOR	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002064	COMMUNICATION CENTER SPECIALIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
007012	COMMUNITY COLLEGE PROGRAM DIR 1	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
007013	COMMUNITY COLLEGE PROGRAM DIR 2	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002150	COMMUNITY COLLEGE REGISTRN CRD	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002743	COMMUNITY DEVELOPMENT REP	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000831	COMMUNITY LIAISON REP	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002052	COMMUNITY SVCS PROGRAM SPEC 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002053	COMMUNITY SVCS PROGRAM SPEC 2	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
002418	COMMUNITY SVCS PROGRAM SPEC 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002312	COMPENSATION ATTORNEY	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
002313	COMPENSATION ATTORNEY PRINCIPAL	14A	214	A	20I	17.30	23.12	3,010	4,023	36,122	48,275
002364	COMPENSATION PROGRAM ANALYST	14A	214	A	17I	15.55	20.75	2,706	3,611	32,468	43,326
001061	CONSUMER COMPLAINT MEDIATOR 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001479	CONSUMER COMPLAINT MEDIATOR 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001817	CONSUMER UTIL ADVOC UNIT ANAL	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
001815	CONSUMER UTIL ADVOC UNIT SPEC	14A	214	A	15I	14.49	19.25	2,521	3,350	30,255	40,194
002626	CONTRACT MANAGEMENT COORD	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
000206	CORR AGENT	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
001051	CORR AGENT CAREER	14A	214	A	10J	12.19	16.71	2,121	2,908	25,453	34,890
000643	CORR AGENT SENIOR	14A	214	A	07J	11.01	15.03	1,916	2,615	22,989	31,383
002350	CORR BEHAVIOR THERAPIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002351	CORR BEHAVIOR THERAPY SPEC	14A	214	A	09I	11.78	15.55	2,050	2,706	24,597	32,468
001461	CORR DETENTION FACILITIES INSP	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001918	CORR FACILITIES EDUCATION SPEC	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000548	CORR IND SALES EXECUTIVE	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002045	CORR INMATE PERSONNEL SPEC	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
008538	CORR INTERNAL AFFAIRS INVEST	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002136	CORR PROGRAM & POLICY MONITOR	14A	214	A	15I	14.49	19.25	2,521	3,350	30,255	40,194
001683	CORR SECURITY CASEWORKER	14A	214	A	08J	11.38	15.55	1,980	2,706	23,761	32,468

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001903	CORR SECURITY CASEWORKER CAREER	14A	214	A	11J	12.60	17.30	2,192	3,010	26,309	36,122
002252	CORRECTIONS HEARINGS OFFICER	14A	214	A	15I	14.49	19.25	2,521	3,350	30,255	40,194
000214	CRIME LABORATORY ANALYST 1	14A	214	A	09I	11.78	15.55	2,050	2,706	24,597	32,468
000215	CRIME LABORATORY ANALYST 2	14A	214	A	12J	13.05	17.95	2,271	3,123	27,248	37,480
001429	CRIME LABORATORY ANALYST 3	14A	214	A	15J	14.49	20.02	2,521	3,483	30,255	41,802
002591	CRIMINAL INTELLIGENCE ANALYST	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
000216	CURRICULUM EDITOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001615	DENTAL HYGIENE PROGRAM SUPV	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002239	DIETITIAN SPECIALIST	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
000234	DIETITIAN 1	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
008436	DIR CHAPLAINCY SERVICES (CORR)	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000871	DISABILITY EXAMINER	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
002613	DISABILITY HEARINGS OFFICER	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002499	DISABILITY PROG MEDICAL REL REP	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001387	DISABILITY PROGRAM SPECIALIST	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000870	DISABILITY SPECIALIST	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002500	DISABLED VETS OUTREACH PROG REP	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002333	ECONOMIC GEOLOGIST (MINERALS)	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
001789	ECONOMIC OPPTY PROGRAM SPEC 1	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
001790	ECONOMIC OPPTY PROGRAM SPEC 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001791	ECONOMIC OPPTY PROGRAM SPEC 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002578	ECONOMIC OPPTY PROGRAM SPEC 4	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002267	EDP INFO SYSTEMS TECHNICAL MGR	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
000780	EDP PROGRAMMER	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169
000781	EDP PROGRAMMER SENIOR	14A	214	A	09I	11.78	15.55	2,050	2,706	24,597	32,468
001888	EDP PROGRAMMER/ANALYST	14A	214	A	13J	13.50	18.59	2,349	3,235	28,188	38,816
002688	EDUC FINANCE SPECIALIST 1	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638

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002689	EDUC FINANCE SPECIALIST 2	14A	214	A	15I	14.49	19.25	2,521	3,350	30,255	40,194
002690	EDUC FINANCE SPECIALIST 3	14A	214	A	17I	15.55	20.75	2,706	3,611	32,468	43,326
000258	EDUC SPECIALIST 1	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000259	EDUC SPECIALIST 2	14A	214	A	15I	14.49	19.25	2,521	3,350	30,255	40,194
000956	EDUC VOCATIONAL PROGRAM SUPV	14A	214	A	15I	14.49	19.25	2,521	3,350	30,255	40,194
000976	ELECTRICAL AREA REPRESENTATIVE	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000775	ELECTRICAL EXAMINER	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001963	ELECTRICAL SVCS OPER ANALYST	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002602	EMERGENCY SVCS REG PROG COORD	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000468	EMERGENCY SVCS TRAINING OFF 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000171	EMERGENCY SVCS TRAINING OFF 2	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
001793	EMPL & TRNG PROGRAM SPEC 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001794	EMPL & TRNG PROGRAM SPEC 2	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
001795	EMPL & TRNG PROGRAM SPEC 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000794	EMPLOYABILITY DEVELOPMENT SPEC	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001409	EMPLOYEE DEVELOPMENT SPEC 1	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
001410	EMPLOYEE DEVELOPMENT SPEC 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000996	EMPLOYEE DEVELOPMENT SPEC 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001411	EMPLOYEE DEVELOPMENT SPEC 4	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000274	EMPLOYMENT COUNSELOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000926	EMPLOYMENT COUNSELOR SENIOR	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001533	ENERGY SPECIALIST 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001862	ENERGY SPECIALIST 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002502	ENVIRONMENTAL ANALYST 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002503	ENVIRONMENTAL ANALYST 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002504	ENVIRONMENTAL ANALYST 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001930	EPIDEMIOLOGIST 1	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122

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001931	EPIDEMIOLOGIST 2	14A	214	A	20I	17.30	23.12	3,010	4,023	36,122	48,275
001587	EQUAL OPPORTUNITY SPECIALIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
008165	EXEC SEC BOXING BD	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
008172	EXEC SEC CHIROPRACTIC EXAM BD	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169
008168	EXEC SEC OPTOMETRY BD	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
008469	EXEC SEC PRIVATE DETECTIVE BD	14A	214	A	09I	11.78	15.55	2,050	2,706	24,597	32,468
001915	EXEC SEC PUBLIC EMPL REL BD	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
008868	EXEC SEC VETERINARY MEDICINE BD	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
001642	FINANCIAL AIDS OFFICER	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002247	FINANCIAL INST ANALYST	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002244	FINANCIAL INST ASST EXAMINER	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002245	FINANCIAL INST EXAMINER	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002246	FINANCIAL INST EXAMINER SENIOR	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002043	FINANCIAL REPORTING ANALYST	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
008870	FISCAL & RECORD ADMINISTRATOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000310	GENETICIST	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
000311	GEOLOGIST	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
002241	GRANTS PROGRAM COORDINATOR	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
002697	HEALTH CARE PROG INVESTIGATOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000337	HEALTH EDUCATOR 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000338	HEALTH EDUCATOR 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002676	HEALTH EDUCATOR 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001606	HEALTH FACILITY EVALUATOR 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001607	HEALTH FACILITY EVALUATOR 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001307	HEALTH PHYSICIST 1	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001377	HEALTH PROGRAM REP INTERMEDIATE	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000833	HEALTH PROGRAM REP SENIOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
000832	HEALTH PROGRAM REPRESENTATIVE	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
000368	HEALTH SERVICES ANALYST 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000369	HEALTH SERVICES ANALYST 2	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002311	HEARING IMPAIRED PROG ADVISOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002717	HEARING IMPAIRED PROG INTERPRTR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002495	HORTICULTURIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001557	HOUSING DEVELOPMENT OFF INTER	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001444	HOUSING DEVELOPMENT OFF SENIOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001443	HOUSING DEVELOPMENT OFFICER	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001611	HOUSING FINANCE CONST SPEC	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
002133	HOUSING FINANCIAL ANALYST	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
000900	HUMAN RIGHTS ENFORCEMENT OFF 1	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
001946	HUMAN RIGHTS ENFORCEMENT OFF 2	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
002678	HUMAN SVCS LICENSING GRP LEADER	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002680	HUMAN SVCS LICENSOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000955	HYDROLOGIST 1	14A	214	A	09E	11.78	13.50	2,050	2,349	24,597	28,188
000958	HYDROLOGIST 2	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000959	HYDROLOGIST 3	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
002460	INCOME MNTC PROGRAM ADVISOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002458	INCOME MNTC PROGRAM ANALYST	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
002461	INCOME MNTC PROGRAM CONSULTANT	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002459	INCOME MNTC PROGRAM REP	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001691	INDIAN AFFAIRS REPRESENTATIVE	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002443	INDIAN AFFAIRS STAFF ASSISTANT	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000380	INDUSTRIAL DEVELOP FIELD REP	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000381	INDUSTRIAL ECONOMIST	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
001822	INDUSTRIAL HYGIENIST 1	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383

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002668	INDUSTRIAL HYGIENIST 2	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001438	INDUSTRIAL HYGIENIST 3	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
002059	INDUSTRY DEVELOPMENT ADMIN	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002266	INFORMATION & MARKETING COORD	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002063	INFORMATION & REFERRAL SPEC	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001314	INFORMATION OFFICER 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000647	INFORMATION OFFICER 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000577	INFORMATION OFFICER 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000133	INSTITUTION BLDG MAINT ADVISOR	14A	214	A	15G	14.49	17.95	2,521	3,123	30,255	37,480
000953	INSTITUTION COMMUNITY REL COORD	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
001013	INSTRUCTIONAL COMMUNIC CHF ENG	14A	214	A	17G	15.55	19.25	2,706	3,350	32,468	40,194
000814	INTERNATIONAL TRADE REP	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
001937	INTERPRETER (SIGN LANGUAGE)	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002577	INTERPRETIVE NATURALIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001621	INTERPRETIVE NATURALIST INTER	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
008537	INVESTMENT ANALYST 1	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
008805	INVESTMENT ANALYST 2	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
008804	INVESTMENT ANALYST 3	14A	214	A	19I	16.71	22.34	2,908	3,887	34,890	46,646
008799	INVESTMENT ANALYST 4	14A	214	A	21I	17.95	23.92	3,123	4,162	37,480	49,945
002685	IRRRB ALPINE RECREATIONAL COORD	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
002612	IRRRB ECONOMIC DEVEL PROG DIR	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002686	IRRRB NORDIC RECREATIONAL COORD	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169
000786	JOB SERVICE PROGRAM SPEC 1	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002201	JOB SERVICE PROGRAM SPEC 2	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002202	JOB SERVICE PROGRAM SPEC 3	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002603	JOBS & TRNG FIELD INVESTIGATOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002628	JOBS & TRNG FIELD OPS SPEC	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816

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000278	JOBS & TRNG INTERVIEWER	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002173	JOBS & TRNG TITLE V COORD	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001016	LABELS & STANDARDS EXAMINER	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002537	LABOR & INDUSTRY TRAINING OFF	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000406	LABOR INVESTIGATOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001069	LABOR INVESTIGATOR SENIOR	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
002692	LABOR RELATIONS REP PRINCIPAL	14A	214	A	17I	15.55	20.75	2,706	3,611	32,468	43,326
002483	LABOR RELATIONS REP SENIOR	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002482	LABOR RELATIONS REPRESENTATIVE	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002175	LABORATORY CERTIF & DEVEL SPEC	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002624	LABORATORY METROLOGIST	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
002269	LAND USE PLANNING DIRECTOR	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
000418	LANDSCAPE ARCHITECT	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
002642	LANDSCAPE ARCHITECT INTER	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
001593	LEASE SPECIALIST	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
002077	LEGISLATIVE AUDITOR SENIOR	14A	214	A	11J	12.60	17.30	2,192	3,010	26,309	36,122
002076	LEGISLATIVE AUDITOR STAFF	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000428	LIBRARIAN	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
001393	LIBRARIAN SENIOR	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
000823	LIFE ACTUARY	14A	214	A	22H	18.59	23.92	3,235	4,162	38,816	49,945
001758	LOAN OFFICER	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002661	LOAN OFFICER SENIOR	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002357	LOCAL GOVT AUDIT STAFF SPEC SR	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
002014	LOCAL GOVT AUDITOR	14A	214	A	07E	11.01	12.60	1,916	2,192	22,989	26,309
002015	LOCAL GOVT AUDITOR INTERMEDIATE	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002016	LOCAL GOVT AUDITOR SENIOR	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000006	MANAGEMENT ANALYST 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248

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001528	MANAGEMENT ANALYST 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000893	MANAGEMENT ANALYST 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000634	MANAGEMENT ANALYST 4	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002541	MANAGEMENT DEVELOPMENT TNG CRD	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000075	MEDIATOR	14A	214	A	20I	17.30	23.12	3,010	4,023	36,122	48,275
000455	MEDICAL TECHNOLOGIST	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169
002449	MENTAL HEALTH PROG ADVISOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002496	MENTAL HEALTH PROG CONSULTANT	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002621	MENTAL HEALTH PROG REP	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002465	MERIT SYSTEM PERSONNEL COORD	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
002817	MGMT INFO SYSTEMS COORD 1	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
002818	MGMT INFO SYSTEMS COORD 2	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
002819	MGMT INFO SYSTEMS COORD 3	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
002820	MGMT INFO SYSTEMS COORD 4	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000460	MIGRANT LABOR COUNSELOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002092	MINELAND RECLAMATION SPEC	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002698	MINELAND RECLAMATION SPEC SR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002152	MINERAL OPERATIONS TECHNICIAN	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
002538	MINERALS RESOURCE GEOLOGIST	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000471	MORTICIAN INVESTIGATOR	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002080	MUSIC THERAPIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002081	MUSIC THERAPIST SENIOR	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
000817	NATL INDUSTRIAL DEVEL FIELD REP	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002343	NR CITIZEN PARTICIPATION COORD	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
001407	NR COMMUNITY LIAISON OFFICER	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002309	NR FOREST SOIL SPECIALIST	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002255	NR FORESTRY STAFF SPECIALIST	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255

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002349	NR NONGAME WILDLIFE SPECIALIST	14A	214	A	071	11.01	14.49	1,916	2,521	22,989	30,255
002635	NR PARK DEVELOPMENT SPECIALIST	14A	214	A	121	13.05	17.30	2,271	3,010	27,248	36,122
002153	NR REGIONAL LAND SPECIALIST	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002256	NR SENIOR STAFF SPECIALIST	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002790	NR SPEC (AQUATIC BIOLOGIST)	14A	214	A	041	9.99	13.05	1,738	2,271	20,859	27,248
002791	NR SPEC (FISHERIES MGMT)	14A	214	A	041	9.99	13.05	1,738	2,271	20,859	27,248
002792	NR SPEC (FISHERIES RES BIOLOG)	14A	214	A	041	9.99	13.05	1,738	2,271	20,859	27,248
002793	NR SPEC (WILDLIFE MANAGEMENT)	14A	214	A	041	9.99	13.05	1,738	2,271	20,859	27,248
002794	NR SPEC (WILDLIFE RES BIOLOG)	14A	214	A	041	9.99	13.05	1,738	2,271	20,859	27,248
002795	NR SPEC INT (AQUATIC BIOLOGIST)	14A	214	A	071	11.01	14.49	1,916	2,521	22,989	30,255
002796	NR SPEC INT (FISHERIES MGMT)	14A	214	A	071	11.01	14.49	1,916	2,521	22,989	30,255
002797	NR SPEC INT (FISHERIES RES BIO)	14A	214	A	071	11.01	14.49	1,916	2,521	22,989	30,255
002798	NR SPEC INT (WILDLIFE MGMT)	14A	214	A	071	11.01	14.49	1,916	2,521	22,989	30,255
002799	NR SPEC INT (WILDLIFE RES BIOL)	14A	214	A	071	11.01	14.49	1,916	2,521	22,989	30,255
002800	NR SPEC SR (AQUATIC BIOLOGIST)	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002801	NR SPEC SR (FISHERIES MGMT)	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002802	NR SPEC SR (FISHERIES RES BIOL)	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002803	NR SPEC SR (NON/GAME)	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002804	NR SPEC SR (WILDLIFE MGMT)	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002805	NR SPEC SR (WILDLIFE RES BIOL)	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
001765	NR SPEC 1 (AQUATIC BIOLOGIST)	14A	214	A	03G	9.67	11.78	1,683	2,050	20,191	24,597
001738	NR SPEC 1 (FISHERIES SPEC)	14A	214	A	03G	9.67	11.78	1,683	2,050	20,191	24,597
001739	NR SPEC 1 (FORESTER)	14A	214	A	03G	9.67	11.78	1,683	2,050	20,191	24,597
001766	NR SPEC 1 (PARK NATURALIST)	14A	214	A	03G	9.67	11.78	1,683	2,050	20,191	24,597
001742	NR SPEC 1 (PARK SPECIALIST)	14A	214	A	03G	9.67	11.78	1,683	2,050	20,191	24,597
001740	NR SPEC 1 (WILDLIFE BIOLOGIST)	14A	214	A	03G	9.67	11.78	1,683	2,050	20,191	24,597
001741	NR SPEC 1 (WILDLIFE SPECIALIST)	14A	214	A	03G	9.67	11.78	1,683	2,050	20,191	24,597

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001767	NR SPEC 2 (AQUATIC BIOLOGIST)	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001744	NR SPEC 2 (FISHERIES SPEC)	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001745	NR SPEC 2 (FORESTER)	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001768	NR SPEC 2 (PARK NATURALIST)	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001748	NR SPEC 2 (PARK SPECIALIST)	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001746	NR SPEC 2 (WILDLIFE BIOLOGIST)	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001747	NR SPEC 2 (WILDLIFE SPECIALIST)	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001769	NR SPEC 3 (AQUATIC BIOLOGIST)	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001770	NR SPEC 3 (PARK NATURALIST)	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001754	NR SPEC 3 (PARK SPECIALIST)	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001752	NR SPEC 3 (WILD BIOLOGIST)	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001753	NR SPEC 3 (WILD SPECIALIST)	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000192	NR SPECIALIST 1	14A	214	A	03G	9.67	11.78	1,683	2,050	20,191	24,597
001066	NR SPECIALIST 2	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000193	NR SPECIALIST 3	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001965	NR YOUTH PROGRAMS CAMP LEADER	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000480	NUTRITIONIST	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
002493	OCCUP SAFETY & HEALTH TRNG OFF	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000482	OCCUPATIONAL TEST TECHNICIAN	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002082	OCCUPATIONAL THERAPIST	14A	214	A	07J	11.01	15.03	1,916	2,615	22,989	31,383
002083	OCCUPATIONAL THERAPIST SENIOR	14A	214	A	09J	11.78	16.11	2,050	2,803	24,597	33,638
001637	OSHA COMPLIANCE ANALYST	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
002029	PEACE OFF CONTINUING EDUC COORD	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
001826	PEACE OFF STANDARDS & TRNG EVAL	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
002030	PEACE OFF STANDARDS COORDINATOR	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
002193	PERMIT COMPLIANCE SPECIALIST	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
001090	PERSONAL PROPERTY INV EVALUATOR	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169

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002140	PERSONAL PROPERTY INV PROG SPEC	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
000498	PERSONNEL OFFICER	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
001423	PERSONNEL OFFICER SENIOR	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
000652	PERSONNEL REPRESENTATIVE	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000653	PERSONNEL REPRESENTATIVE SR	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000508	PHYSICAL THERAPIST 1	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001684	PHYSICAL THERAPIST 2	14A	214	A	09J	11.78	16.11	2,050	2,803	24,597	33,638
001730	PILOT	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
000511	PLANNER	14A	214	A	05I	10.35	13.50	1,801	2,349	21,611	28,188
002376	PLANNER INTERMEDIATE	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002287	PLANNER PRINCIPAL COMM SPEC	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
000510	PLANNER PRINCIPAL STATE	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
002601	PLANNER PRINCIPAL TRANSP	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
000512	PLANNER SENIOR COMMUNITY	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000837	PLANNER SENIOR STATE	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000518	PLANNER SENIOR TRANSPORTATION	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002141	PLANNER STATE COMP OUTDOOR REC	14A	214	A	13I	13.50	17.95	2,349	3,123	28,188	37,480
000812	PLANNING DIR STATE	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
001303	PLANNING GRANTS ANALYST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001644	PLANNING GRANTS ANALYST INTER	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001304	PLANNING GRANTS ANALYST SR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001548	PLANT HEALTH SPECIALIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001470	PLANT HEALTH SPECIALIST INTER	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000532	PLUMBING INSPECTOR	14A	214	A	08G	11.38	13.97	1,980	2,431	23,761	29,169
002470	POLLUTION CONTROL EMR RESP SPEC	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002784	POLLUTION CONTROL PROJ LEADER	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001657	POLLUTION CONTROL SPEC INTER	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
000858	POLLUTION CONTROL SPECIALIST	14A	214	A	041	9.99	13.05	1,738	2,271	20,859	27,248
000859	POLLUTION CONTROL SPECIALIST SR	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002024	PRINTING SPECIF & EST COORD	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
001322	PROGRAM EVALUATION SPEC	14A	214	A	041	9.99	13.05	1,738	2,271	20,859	27,248
001624	PROGRAM EVALUATION SPEC INTER	14A	214	A	071	11.01	14.49	1,916	2,521	22,989	30,255
001323	PROGRAM EVALUATION SPEC SENIOR	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002213	PROPERTY APPRAISAL SPECIALIST	14A	214	A	151	14.49	19.25	2,521	3,350	30,255	40,194
002711	PROTECTIVE SVCS PROG ADVISOR	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
002712	PROTECTIVE SVCS PROG CONSULTANT	14A	214	A	141	13.97	18.59	2,431	3,235	29,169	38,816
000560	PSYCHOLOGIST 1	14A	214	A	081	11.38	15.03	1,980	2,615	23,761	31,383
000561	PSYCHOLOGIST 2	14A	214	A	141	13.97	18.59	2,431	3,235	29,169	38,816
000562	PSYCHOLOGIST 3	14A	214	A	181	16.11	21.50	2,803	3,741	33,638	44,892
001521	PUB UTIL FINANCIAL ANALYST 1	14A	214	A	081	11.38	15.03	1,980	2,615	23,761	31,383
001522	PUB UTIL FINANCIAL ANALYST 2	14A	214	A	111	12.60	16.71	2,192	2,908	26,309	34,890
001523	PUB UTIL FINANCIAL ANALYST 3	14A	214	A	151	14.49	19.25	2,521	3,350	30,255	40,194
001830	PUB UTIL FINANCIAL ANALYST 4	14A	214	A	171	15.55	20.75	2,706	3,611	32,468	43,326
001524	PUB UTIL RATES ANALYST 1	14A	214	A	081	11.38	15.03	1,980	2,615	23,761	31,383
001525	PUB UTIL RATES ANALYST 2	14A	214	A	111	12.60	16.71	2,192	2,908	26,309	34,890
001526	PUB UTIL RATES ANALYST 3	14A	214	A	151	14.49	19.25	2,521	3,350	30,255	40,194
001831	PUB UTIL RATES ANALYST 4	14A	214	A	171	15.55	20.75	2,706	3,611	32,468	43,326
002156	PUB UTIL STATISTICAL ANALYST 1	14A	214	A	081	11.38	15.03	1,980	2,615	23,761	31,383
002157	PUB UTIL STATISTICAL ANALYST 2	14A	214	A	111	12.60	16.71	2,192	2,908	26,309	34,890
002158	PUB UTIL STATISTICAL ANALYST 3	14A	214	A	151	14.49	19.25	2,521	3,350	30,255	40,194
002159	PUB UTIL STATISTICAL ANALYST 4	14A	214	A	171	15.55	20.75	2,706	3,611	32,468	43,326
001617	PUBLIC ACCOUNTS INVESTIGATOR	14A	214	A	101	12.19	16.11	2,121	2,803	25,453	33,638
000576	PUBLIC HEALTH SANITARIAN 1	14A	214	A	041	9.99	13.05	1,738	2,271	20,859	27,248
001504	PUBLIC HEALTH SANITARIAN 2	14A	214	A	071	11.01	14.49	1,916	2,521	22,989	30,255

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001309	PUBLIC HEALTH SANITARIAN 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001876	PWR PLNT SIT PROJ DIR/TECH ANAL	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001877	PWR PLT SIT PRJ DIR/TCH ANAL SR	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
000582	RADIATION SPECIALIST 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001775	RADIATION SPECIALIST 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001050	RADIO/TV PROGRAM COORDINATOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002084	RECREATION THERAPIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002085	RECREATION THERAPIST SENIOR	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169
000595	REGIONAL COORDINATOR FOR AGING	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000599	REHABILITATION COUNSELOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001052	REHABILITATION COUNSELOR CAREER	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000658	REHABILITATION COUNSELOR SENIOR	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002394	REHABILITATION PROGRAM SPEC 1	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002395	REHABILITATION PROGRAM SPEC 2	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000598	REHABILITATION PROGRAM SPEC 3	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002358	REHABILITATION THERAPY SPEC	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
000892	RESEARCH ANALYSIS SPECIALIST	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000659	RESEARCH ANALYSIS SPECIALIST SR	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000604	RESEARCH ANALYST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002251	RESEARCH ANALYST INTERMEDIATE	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000607	RESEARCH SCIENTIST 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000608	RESEARCH SCIENTIST 2	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000609	RESEARCH SCIENTIST 3	14A	214	A	18I	16.11	21.50	2,803	3,741	33,638	44,892
002272	RETIREMENT SERVICES COORD	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002218	RETIREMENT SERVICES PROGRAM REP	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000660	RETIREMENT SERVICES SPEC INTER	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000613	RETIREMENT SERVICES SPECIALIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248

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002756	REVENUE AUDITOR 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002757	REVENUE AUDITOR 2	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002758	REVENUE AUDITOR 3	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002759	REVENUE AUDITOR 4	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002760	REVENUE AUDITOR 5	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002762	REVENUE COLLECTIONS OFFICER 2	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002763	REVENUE COLLECTIONS OFFICER 3	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002764	REVENUE COLLECTIONS OFFICER 4	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002765	REVENUE COLLECTIONS OFFICER 5	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002767	REVENUE EXAMINER 2	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002768	REVENUE EXAMINER 3	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002769	REVENUE EXAMINER 4	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002770	REVENUE EXAMINER 5	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002681	REVENUE SPECIAL INVESTIGATOR 1	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002480	REVENUE SPECIAL INVESTIGATOR 2	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000852	RIGHT OF WAY AGENT 1	14A	214	A	08G	11.38	13.97	1,980	2,431	23,761	29,169
001378	RIGHT OF WAY AGENT 2	14A	214	A	09I	11.78	15.55	2,050	2,706	24,597	32,468
000617	RIGHT OF WAY AGENT 3	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
001399	SAFETY & HEALTH OFFICER 1	14A	214	A	08G	11.38	13.97	1,980	2,431	23,761	29,169
001400	SAFETY & HEALTH OFFICER 2	14A	214	A	11H	12.60	16.11	2,192	2,803	26,309	33,638
002687	SAFETY ADMINISTRATOR	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002605	SAFETY CONSULTANT	14A	214	A	11H	12.60	16.11	2,192	2,803	26,309	33,638
000621	SAFETY INVESTIGATOR	14A	214	A	08G	11.38	13.97	1,980	2,431	23,761	29,169
001072	SAFETY INVESTIGATOR SENIOR	14A	214	A	11H	12.60	16.11	2,192	2,803	26,309	33,638
000826	SAFETY PROGRAM COORDINATOR	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002586	SCHOOL DISTRICT ORGANIZ SPEC	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002027	SMALL BUSINESS ASSISTANCE COORD	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816

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001838	SMALL BUSINESS COORDINATOR	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002714	SOCIAL SVCS PROG ADMIN CONSULTN	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
002715	SOCIAL SVCS PROG ADVISOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002716	SOCIAL SVCS PROG CONSULTANT	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
001005	SOCIAL WORK SPECIALIST	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000677	SOCIAL WORKER	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000662	SOCIAL WORKER SENIOR	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000678	SOIL CONSERVATION REP	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002054	SOIL SCIENTIST 1	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002055	SOIL SCIENTIST 2	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000691	SPEECH PATHOLOGIST	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002003	SPEECH PATHOLOGY CLINICIAN	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002002	SPEECH PATHOLOGY SPECIALIST	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002824	SPORTS MEDICINE SPECIALIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
000086	STATE FIRE AND ARSON INVEST	14A	214	A	09J	11.78	16.11	2,050	2,803	24,597	33,638
001849	STATE FIRE CODES/PLANS SPEC	14A	214	A	09J	11.78	16.11	2,050	2,803	24,597	33,638
001848	STATE FIRE SAFETY INSPECTOR	14A	214	A	08I	11.38	15.03	1,980	2,615	23,761	31,383
001412	STEAMFITTING STANDARDS REP	14A	214	A	14E	13.97	16.11	2,431	2,803	29,169	33,638
000894	SYSTEMS ANALYST	14A	214	A	11I	12.60	16.71	2,192	2,908	26,309	34,890
000889	SYSTEMS ANALYST SENIOR	14A	214	A	15J	14.49	20.02	2,521	3,483	30,255	41,802
000186	SYSTEMS PROGRAMMER	14A	214	A	16J	15.03	20.75	2,615	3,611	31,383	43,326
002746	SYSTEMS PROGRAMMER SENIOR	14A	214	A	18J	16.11	22.34	2,803	3,887	33,638	46,646
000879	TAX EXAMINER 2	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001331	TAX EXAMINER 3	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001332	TAX EXAMINER 4	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
001333	TAX EXAMINER 5	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
001334	TAX EXAMINER 6	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816

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000721	TECHNICAL WRITER	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002775	TRANSPORT REGULATION BD REP	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
000813	TRAVEL & TOURISM REPRESENTATIVE	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000787	UNEMP INSURANCE PROG SPEC 1	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002203	UNEMP INSURANCE PROG SPEC 2	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
002204	UNEMP INSURANCE PROG SPEC 3	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
000740	UNEMP INSURANCE REPRESENTATIVE	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001705	UNEMPLOYMENT TAX EXAMINER 1	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001706	UNEMPLOYMENT TAX EXAMINER 2	14A	214	A	07J	11.01	15.03	1,916	2,615	22,989	31,383
001084	VETERANS CLAIMS REPRESENTATIVE	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000788	VETERANS EMPLOYMENT REP	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
001055	VETERANS EMPLOYMENT REP SENIOR	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
001058	VOCATIONAL EDUC FIELD INSTR	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002618	VOCATIONAL EVALUATOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002619	VOCATIONAL EVALUATOR SENIOR	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002610	VOCATIONAL POLICY DEVELOP SPEC	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002525	VOCATIONAL REHAB PLACMNT COORD	14A	214	A	06I	10.66	13.97	1,855	2,431	22,258	29,169
000755	VOLUNTEER SERVICES COORDINATOR	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002481	WELFARE OPERATIONS REVIEWER	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
000763	WELFARE SPECIALIST	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638
000183	WELFARE SPECIALIST SENIOR	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
002608	WORKERS COMP MEDIATOR	14A	214	A	16I	15.03	20.02	2,615	3,483	31,383	41,802
002654	WORKERS COMP REHAB SPEC SR	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
001940	WORKERS COMP REHAB SPECIALIST	14A	214	A	12I	13.05	17.30	2,271	3,010	27,248	36,122
002547	WORKERS COMP SPECIALIST	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248
002548	WORKERS COMP SPECIALIST INTER	14A	214	A	07I	11.01	14.49	1,916	2,521	22,989	30,255
002549	WORKERS COMP SPECIALIST SENIOR	14A	214	A	10I	12.19	16.11	2,121	2,803	25,453	33,638

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002074	WORKERS COMP SUBROGATION SUPV	14A	214	A	14I	13.97	18.59	2,431	3,235	29,169	38,816
001986	ZOOLOGICAL MGT RECORDS SPEC	14A	214	A	04I	9.99	13.05	1,738	2,271	20,859	27,248

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002088	ACCESSIBILITY SPECIALIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000004	ACCOUNTING OFFICER	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000979	ACCOUNTING OFFICER INTER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000633	ACCOUNTING OFFICER SENIOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
007015	ADMINISTRATIVE ASSISTANT 1	14B	214	A	51F	9.29	11.54	1,616	2,008	19,398	24,096
007016	ADMINISTRATIVE ASSISTANT 2	14B	214	A	52F	11.86	14.30	2,064	2,488	24,764	29,858
001966	ADULT EDUCATION COORDINATOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001447	AFFIRMATIVE ACTION OFFICER 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001448	AFFIRMATIVE ACTION OFFICER 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001449	AFFIRMATIVE ACTION OFFICER 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001450	AFFIRMATIVE ACTION OFFICER 4	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002544	AGENCY RELATIONS COORDINATOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000944	AGRIC MARKETING DEVELOP REP	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001824	AGRIC MARKETING ECONOMIST	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
002010	AGRIC MARKETING SPECIALIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000014	AGRIC MARKETING SPECIALIST SR	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000974	AGRONOMY REGULATORY SPECIALIST	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002588	AGRONOMY SERVICES PROGRAM COORD	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002276	ALUMNI COORDINATOR	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002117	ANALYTICAL LABORATORY SPEC	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001907	ANIMAL HEALTH SPECIALIST	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046
008621	APPEALS COURT ATTORNEY	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
001437	APPEALS EXAMINER	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
001431	APPEALS EXAMINER SENIOR	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
000851	APPRAISER	14A	214	A	08G	11.72	14.39	2,039	2,504	24,471	30,046
000023	APPRAISER SENIOR	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
000026	APPRENTICESHIP TRNG FIELD REP	14A	214	A	09I	12.13	16.02	2,111	2,787	25,327	33,450

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001068	APPRENTICESHIP TRNG FLD REP SR	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
000029	ARCHITECT	14A	214	A	21H	18.49	23.81	3,217	4,143	38,607	49,715
001635	ARTS PROGRAM ASSOCIATE 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001636	ARTS PROGRAM ASSOCIATE 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001306	ARTS PROGRAM ASSOCIATE 3	14A	214	A	11H	12.98	16.59	2,259	2,887	27,102	34,640
000095	ATTORNEY 1	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000096	ATTORNEY 2	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
000100	AUDIOLOGIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000102	AUDITOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000978	AUDITOR INTERMEDIATE	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001067	AUDITOR PRINCIPAL	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000636	AUDITOR SENIOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001396	AVIATION REPRESENTATIVE	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
000111	BACTERIOLOGIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001478	BACTERIOLOGIST INTERMEDIATE	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002355	BACTERIOLOGY LABORATORY SPEC	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001493	BEHAVIOR ANALYST 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001495	BEHAVIOR ANALYST 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002780	BEHAVIORAL PSYCHOLOGIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002583	BENEFITS SPECIALIST	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046
000564	BIOLOGIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002468	BIOLOGIST INTERMEDIATE	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001351	BIOLOGIST SENIOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000120	BOILER INSPECTOR 1	14A	214	A	09G	12.13	14.92	2,111	2,596	25,327	31,153
000121	BOILER INSPECTOR 2	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
000638	BUDGET REPRESENTATIVE	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
001093	BUILDING CODE INSPECTOR	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002550	BUSINESS FINANCING SPECIALIST	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002573	BUSINESS LICENSING ADVISOR	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
000140	BUYER 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000141	BUYER 2	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
002421	CASH FLOW ANALYST	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
001973	CASUALTY ACTUARY	14A	214	A	27J	23.01	31.59	4,004	5,497	48,045	65,960
008800	CHAPLAIN	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
000153	CHEMIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001477	CHEMIST INTERMEDIATE	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002782	CHIEF CLASSIFICATION ANALYST	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
002783	CHIEF EXAMINATION ANALYST	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
000754	CHIEF OF VOLUNTEER SERVICES	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
008614	CHILD SUPPORT SYSTEM SPEC	14A	214	A	16J	15.48	21.37	2,694	3,718	32,322	44,621
002235	CJIS TRAINING OFFICER 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002236	CJIS TRAINING OFFICER 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002633	CLIENT ADVOCATE	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
001376	COLLEGE CENTER PROGRAM COORD	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046
001514	COLLEGE LABORATORY SRVC SPEC	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000401	COLLEGE RECORDER	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002649	COMMERCE ANALYST 1	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
000661	COMMERCE ANALYST 2	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001938	COMMERCE ANALYST 3	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002488	COMMERCE CONSUMER LIAISON	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001800	COMMERCE INVESTIGATOR	14A	214	A	08G	11.72	14.39	2,039	2,504	24,471	30,046
001801	COMMERCE INVESTIGATOR SENIOR	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002064	COMMUNICATION CENTER SPECIALIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
007012	COMMUNITY COLLEGE PROGRAM DIR 1	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044

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007013	COMMUNITY COLLEGE PROGRAM DIR 2	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002150	COMMUNITY COLLEGE REGISTRN CRD	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002743	COMMUNITY DEVELOPEMENT REP	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000831	COMMUNITY LIAISON REP	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002052	COMMUNITY SVCS PROGRAM SPEC 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002053	COMMUNITY SVCS PROGRAM SPEC 2	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
002418	COMMUNITY SVCS PROGRAM SPEC 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002312	COMPENSATION ATTORNEY	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
002313	COMPENSATION ATTORNEY PRINCIPAL	14A	214	A	20I	17.82	23.81	3,101	4,143	37,208	49,715
002364	COMPENSATION PROGRAM ANALYST	14A	214	A	17I	16.02	21.37	2,787	3,718	33,450	44,621
001061	CONSUMER COMPLAINT MEDIATOR 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001479	CONSUMER COMPLAINT MEDIATOR 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001817	CONSUMER UTIL ADVOC UNIT ANAL	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
001815	CONSUMER UTIL ADVOC UNIT SPEC	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
002626	CONTRACT MANAGEMENT COORD	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
000206	CORR AGENT	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
001051	CORR AGENT CAREER	14A	214	A	11J	12.98	17.82	2,259	3,101	27,102	37,208
000643	CORR AGENT SENIOR	14A	214	A	07J	11.34	15.48	1,973	2,694	23,678	32,322
002350	CORR BEHAVIOR THERAPIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002351	CORR BEHAVIOR THERAPY SPEC	14A	214	A	09I	12.13	16.02	2,111	2,787	25,327	33,450
001461	CORR DETENTION FACILITIES INSP	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001918	CORR FACILITIES EDUCATION SPEC	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000548	CORR IND SALES EXECUTIVE	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002045	CORR INMATE PERSONNEL SPEC	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
008538	CORR INTERNAL AFFAIRS INVEST	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002136	CORR PROGRAM & POLICY MONITOR	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
001683	CORR SECURITY CASEWORKER	14A	214	A	08J	11.72	16.02	2,039	2,787	24,471	33,450

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001903	CORR SECURITY CASEWORKER CAREER	14A	214	A	12J	13.44	18.49	2,339	3,217	28,063	38,607
002252	CORRECTIONS HEARINGS OFFICER	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
000214	CRIME LABORATORY ANALYST 1	14A	214	A	09I	12.13	16.02	2,111	2,787	25,327	33,450
000215	CRIME LABORATORY ANALYST 2	14A	214	A	12J	13.44	18.49	2,339	3,217	28,063	38,607
001429	CRIME LABORATORY ANALYST 3	14A	214	A	15J	14.92	20.62	2,596	3,588	31,153	43,055
002591	CRIMINAL INTELLIGENCE ANALYST	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
000216	CURRICULUM EDITOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001615	DENTAL HYGIENE PROGRAM SUPV	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002239	DIETITIAN SPECIALIST	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
000234	DIETITIAN 1	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
008436	DIR CHAPLAINCY SERVICES (CORR)	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000871	DISABILITY EXAMINER	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
002613	DISABILITY HEARINGS OFFICER	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002499	DISABILITY PROG MEDICAL REL REP	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001387	DISABILITY PROGRAM SPECIALIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000870	DISABILITY SPECIALIST	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002500	DISABLED VETS OUTREACH PROG REP	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002333	ECONOMIC GEOLOGIST (MINERALS)	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
001789	ECONOMIC OPPTY PROGRAM SPEC 1	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
001790	ECONOMIC OPPTY PROGRAM SPEC 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001791	ECONOMIC OPPTY PROGRAM SPEC 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002578	ECONOMIC OPPTY PROGRAM SPEC 4	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002267	EDP INFO SYSTEMS TECHNICAL MGR	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
000780	EDP PROGRAMMER	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046
000781	EDP PROGRAMMER SENIOR	14A	214	A	09I	12.13	16.02	2,111	2,787	25,327	33,450
001888	EDP PROGRAMMER/ANALYST	14A	214	A	13J	13.91	19.15	2,420	3,332	29,044	39,985
002688	EDUC FINANCE SPECIALIST 1	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640

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002689	EDUC FINANCE SPECIALIST 2	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
002690	EDUC FINANCE SPECIALIST 3	14A	214	A	17I	16.02	21.37	2,787	3,718	33,450	44,621
000258	EDUC SPECIALIST 1	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000259	EDUC SPECIALIST 2	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
000956	EDUC VOCATIONAL PROGRAM SUPV	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
000976	ELECTRICAL AREA REPRESENTATIVE	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000775	ELECTRICAL EXAMINER	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
001963	ELECTRICAL SVCS OPER ANALYST	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002602	EMERGENCY SVCS REG PROG COORD	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000468	EMERGENCY SVCS TRAINING OFF 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000171	EMERGENCY SVCS TRAINING OFF 2	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
001793	EMPL & TRNG PROGRAM SPEC 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001794	EMPL & TRNG PROGRAM SPEC 2	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
001795	EMPL & TRNG PROGRAM SPEC 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000794	EMPLOYABILITY DEVELOPMENT SPEC	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
001409	EMPLOYEE DEVELOPMENT SPEC 1	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
001410	EMPLOYEE DEVELOPMENT SPEC 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000996	EMPLOYEE DEVELOPMENT SPEC 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001411	EMPLOYEE DEVELOPMENT SPEC 4	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000274	EMPLOYMENT COUNSELOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000926	EMPLOYMENT COUNSELOR SENIOR	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001533	ENERGY SPECIALIST 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001862	ENERGY SPECIALIST 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002502	ENVIRONMENTAL ANALYST 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002503	ENVIRONMENTAL ANALYST 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002504	ENVIRONMENTAL ANALYST 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001930	EPIDEMIOLOGIST 1	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208

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001931	EPIDEMIOLOGIST 2	14A	214	A	20I	17.82	23.81	3,101	4,143	37,208	49,715
001587	EQUAL OPPORTUNITY SPECIALIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
008165	EXEC SEC BOXING BD	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
008172	EXEC SEC CHIROPRACTIC EXAM BD	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046
008168	EXEC SEC OPTOMETRY BD	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
008469	EXEC SEC PRIVATE DETECTIVE BD	14A	214	A	09I	12.13	16.02	2,111	2,787	25,327	33,450
001915	EXEC SEC PUBLIC EMPL REL BD	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
008868	EXEC SEC VETERINARY MEDICINE BD	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
001642	FINANCIAL AIDS OFFICER	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002247	FINANCIAL INST ANALYST	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002244	FINANCIAL INST ASST EXAMINER	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002245	FINANCIAL INST EXAMINER	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002246	FINANCIAL INST EXAMINER SENIOR	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002043	FINANCIAL REPORTING ANALYST	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
008870	FISCAL & RECORD ADMINISTRATOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000310	GENETICIST	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
000311	GEOLOGIST	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
002241	GRANTS PROGRAM COORDINATOR	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
002697	HEALTH CARE PROG INVESTIGATOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000337	HEALTH EDUCATOR 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000338	HEALTH EDUCATOR 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002676	HEALTH EDUCATOR 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001606	HEALTH FACILITY EVALUATOR 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001607	HEALTH FACILITY EVALUATOR 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001307	HEALTH PHYSICIST 1	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
001377	HEALTH PROGRAM REP INTERMEDIATE	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000833	HEALTH PROGRAM REP SENIOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640

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000832	HEALTH PROGRAM REPRESENTATIVE	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
000368	HEALTH SERVICES ANALYST 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000369	HEALTH SERVICES ANALYST 2	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002311	HEARING IMPAIRED PROG ADVISOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002717	HEARING IMPAIRED PROG INTERPRTR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002495	HORTICULTURIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001557	HOUSING DEVELOPMENT OFF INTER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001444	HOUSING DEVELOPMENT OFF SENIOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001443	HOUSING DEVELOPMENT OFFICER	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001611	HOUSING FINANCE CONST SPEC	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
002133	HOUSING FINANCIAL ANALYST	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
000900	HUMAN RIGHTS ENFORCEMENT OFF 1	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
001946	HUMAN RIGHTS ENFORCEMENT OFF 2	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
002678	HUMAN SVCS LICENSING GRP LEADER	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002680	HUMAN SVCS LICENSOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000955	HYDROLOGIST 1	14A	214	A	09E	12.13	13.91	2,111	2,420	25,327	29,044
000958	HYDROLOGIST 2	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000959	HYDROLOGIST 3	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
002460	INCOME MNTC PROGRAM ADVISOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002458	INCOME MNTC PROGRAM ANALYST	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
002461	INCOME MNTC PROGRAM CONSULTANT	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002459	INCOME MNTC PROGRAM REP	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001691	INDIAN AFFAIRS REPRESENTATIVE	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002443	INDIAN AFFAIRS STAFF ASSISTANT	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000380	INDUSTRIAL DEVELOP FIELD REP	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000381	INDUSTRIAL ECONOMIST	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
001822	INDUSTRIAL HYGIENIST 1	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322

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002668	INDUSTRIAL HYGIENIST 2	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
001438	INDUSTRIAL HYGIENIST 3	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
002059	INDUSTRY DEVELOPMENT ADMIN	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002266	INFORMATION & MARKETING COORD	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002063	INFORMATION & REFERRAL SPEC	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001314	INFORMATION OFFICER 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000647	INFORMATION OFFICER 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000577	INFORMATION OFFICER 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000133	INSTITUTION BLDG MAINT ADVISOR	14A	214	A	15G	14.92	18.49	2,596	3,217	31,153	38,607
000953	INSTITUTION COMMUNITY REL COORD	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
001013	INSTRUCTIONAL COMMUNIC CHF ENG	14A	214	A	17G	16.02	19.83	2,787	3,450	33,450	41,405
000814	INTERNATIONAL TRADE REP	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
001937	INTERPRETER (SIGN LANGUAGE)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002577	INTERPRETIVE NATURALIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001621	INTERPRETIVE NATURALIST INTER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
008537	INVESTMENT ANALYST 1	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
008805	INVESTMENT ANALYST 2	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
008804	INVESTMENT ANALYST 3	14A	214	A	19I	17.21	23.01	2,995	4,004	35,934	48,045
008799	INVESTMENT ANALYST 4	14A	214	A	21I	18.49	24.64	3,217	4,287	38,607	51,448
002685	IRRRB ALPINE RECREATIONAL COORD	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
002612	IRRRB ECONOMIC DEVEL PROG DIR	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002686	IRRRB NORDIC RECREATIONAL COORD	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046
000786	JOB SERVICE PROGRAM SPEC 1	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002201	JOB SERVICE PROGRAM SPEC 2	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002202	JOB SERVICE PROGRAM SPEC 3	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002603	JOBS & TRNG FIELD INVESTIGATOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002628	JOBS & TRNG FIELD OPS SPEC	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985

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000278	JOBS & TRNG INTERVIEWER	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002173	JOBS & TRNG TITLE V COORD	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
001016	LABELS & STANDARDS EXAMINER	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002537	LABOR & INDUSTRY TRAINING OFF	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000406	LABOR INVESTIGATOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001069	LABOR INVESTIGATOR SENIOR	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
002692	LABOR RELATIONS REP PRINCIPAL	14A	214	A	17I	16.02	21.37	2,787	3,718	33,450	44,621
002483	LABOR RELATIONS REP SENIOR	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002482	LABOR RELATIONS REPRESENTATIVE	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002175	LABORATORY CERTIF & DEVEL SPEC	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002624	LABORATORY METROLOGIST	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
002269	LAND USE PLANNING DIRECTOR	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
000418	LANDSCAPE ARCHITECT	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
002642	LANDSCAPE ARCHITECT INTER	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
001593	LEASE SPECIALIST	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
002077	LEGISLATIVE AUDITOR SENIOR	14A	214	A	11J	12.98	17.82	2,259	3,101	27,102	37,208
002076	LEGISLATIVE AUDITOR STAFF	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000428	LIBRARIAN	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
001393	LIBRARIAN SENIOR	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
000823	LIFE ACTUARY	14A	214	A	22H	19.15	24.64	3,332	4,287	39,985	51,448
001758	LOAN OFFICER	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002661	LOAN OFFICER SENIOR	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002357	LOCAL GOVT AUDIT STAFF SPEC SR	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
002014	LOCAL GOVT AUDITOR	14A	214	A	07E	11.34	12.98	1,973	2,259	23,678	27,102
002015	LOCAL GOVT AUDITOR INTERMEDIATE	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002016	LOCAL GOVT AUDITOR SENIOR	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000006	MANAGEMENT ANALYST 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001528	MANAGEMENT ANALYST 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000893	MANAGEMENT ANALYST 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000634	MANAGEMENT ANALYST 4	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002541	MANAGEMENT DEVELOPMENT TNG CRD	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000075	MEDIATOR	14A	214	A	20I	17.82	23.81	3,101	4,143	37,208	49,715
000455	MEDICAL TECHNOLOGIST	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046
002449	MENTAL HEALTH PROG ADVISOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002496	MENTAL HEALTH PROG CONSULTANT	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002621	MENTAL HEALTH PROG REP	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002465	MERIT SYSTEM PERSONNEL COORD	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
002817	MGMT INFO SYSTEMS COORD 1	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
002818	MGMT INFO SYSTEMS COORD 2	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
002819	MGMT INFO SYSTEMS COORD 3	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
002820	MGMT INFO SYSTEMS COORD 4	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000460	MIGRANT LABOR COUNSELOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002092	MINELAND RECLAMATION SPEC	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002698	MINELAND RECLAMATION SPEC SR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002152	MINERAL OPERATIONS TECHNICIAN	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
002538	MINERALS RESOURCE GEOLOGIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000471	MORTICIAN INVESTIGATOR	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002080	MUSIC THERAPIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002081	MUSIC THERAPIST SENIOR	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
000817	NATL INDUSTRIAL DEVEL FIELD REP	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002343	NR CITIZEN PARTICIPATION COORD	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
001407	NR COMMUNITY LIAISON OFFICER	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002309	NR FOREST SOIL SPECIALIST	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002255	NR FORESTRY STAFF SPECIALIST	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002349	NR NONGAME WILDLIFE SPECIALIST	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002635	NR PARK DEVELOPMENT SPECIALIST	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002153	NR REGIONAL LAND SPECIALIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002256	NR SENIOR STAFF SPECIALIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002790	NR SPEC (AQUATIC BIOLOGIST)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002791	NR SPEC (FISHERIES MGMT)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002792	NR SPEC (FISHERIES RES BIOLOG)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002793	NR SPEC (WILDLIFE MANAGEMENT)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002794	NR SPEC (WILDLIFE RES BIOLOG)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002795	NR SPEC INT (AQUATIC BIOLOGIST)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002796	NR SPEC INT (FISHERIES MGMT)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002797	NR SPEC INT (FISHERIES RES BIO)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002798	NR SPEC INT (WILDLIFE MGMT)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002799	NR SPEC INT (WILDLIFE RES BIOL)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002800	NR SPEC SR (AQUATIC BIOLOGIST)	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002801	NR SPEC SR (FISHERIES MGMT)	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002802	NR SPEC SR (FISHERIES RES BIOL)	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002803	NR SPEC SR (NON/GAME)	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002804	NR SPEC SR (WILDLIFE MGMT)	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002805	NR SPEC SR (WILDLIFE RES BIOL)	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001765	NR SPEC 1 (AQUATIC BIOLOGIST)	14A	214	A	03G	9.96	12.13	1,733	2,111	20,796	25,327
001738	NR SPEC 1 (FISHERIES SPEC)	14A	214	A	03G	9.96	12.13	1,733	2,111	20,796	25,327
001739	NR SPEC 1 (FORESTER)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001766	NR SPEC 1 (PARK NATURALIST)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001742	NR SPEC 1 (PARK SPECIALIST)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001740	NR SPEC 1 (WILDLIFE BIOLOGIST)	14A	214	A	03G	9.96	12.13	1,733	2,111	20,796	25,327
001741	NR SPEC 1 (WILDLIFE SPECIALIST)	14A	214	A	03G	9.96	12.13	1,733	2,111	20,796	25,327

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001767	NR SPEC 2 (AQUATIC BIOLOGIST)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001744	NR SPEC 2 (FISHERIES SPEC)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001745	NR SPEC 2 (FORESTER)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001768	NR SPEC 2 (PARK NATURALIST)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001748	NR SPEC 2 (PARK SPECIALIST)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001746	NR SPEC 2 (WILDLIFE BIOLOGIST)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001747	NR SPEC 2 (WILDLIFE SPECIALIST)	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001769	NR SPEC 3 (AQUATIC BIOLOGIST)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001770	NR SPEC 3 (PARK NATURALIST)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001754	NR SPEC 3 (PARK SPECIALIST)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001752	NR SPEC 3 (WILD BIOLOGIST)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001753	NR SPEC 3 (WILD SPECIALIST)	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000192	NR SPECIALIST 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001066	NR SPECIALIST 2	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000193	NR SPECIALIST 3	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001965	NR YOUTH PROGRAMS CAMP LEADER	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000480	NUTRITIONIST	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
002493	OCCUP SAFETY & HEALTH TRNG OFF	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000482	OCCUPATIONAL TEST TECHNICIAN	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002082	OCCUPATIONAL THERAPIST	14A	214	A	07J	11.34	15.48	1,973	2,694	23,678	32,322
002083	OCCUPATIONAL THERAPIST SENIOR	14A	214	A	09J	12.13	16.59	2,111	2,887	25,327	34,640
001637	OSHA COMPLIANCE ANALYST	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
002029	PEACE OFF CONTINUING EDUC COORD	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
001826	PEACE OFF STANDARDS & TRNG EVAL	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
002030	PEACE OFF STANDARDS COORDINATOR	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
002193	PERMIT COMPLIANCE SPECIALIST	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
001090	PERSONAL PROPERTY INV EVALUATOR	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002140	PERSONAL PROPERTY INV PROG SPEC	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
000498	PERSONNEL OFFICER	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
001423	PERSONNEL OFFICER SENIOR	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
000652	PERSONNEL REPRESENTATIVE	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000653	PERSONNEL REPRESENTATIVE SR	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000508	PHYSICAL THERAPIST 1	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001684	PHYSICAL THERAPIST 2	14A	214	A	11J	12.98	17.82	2,259	3,101	27,102	37,208
001730	PILOT	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
000511	PLANNER	14A	214	A	05I	10.66	13.91	1,855	2,420	22,258	29,044
002376	PLANNER INTERMEDIATE	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002287	PLANNER PRINCIPAL COMM SPEC	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
000510	PLANNER PRINCIPAL STATE	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
002601	PLANNER PRINCIPAL TRANSP	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
000512	PLANNER SENIOR COMMUNITY	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000837	PLANNER SENIOR STATE	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000518	PLANNER SENIOR TRANSPORTATION	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002141	PLANNER STATE COMP OUTDOOR REC	14A	214	A	13I	13.91	18.49	2,420	3,217	29,044	38,607
000812	PLANNING DIR STATE	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
001303	PLANNING GRANTS ANALYST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001644	PLANNING GRANTS ANALYST INTER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001304	PLANNING GRANTS ANALYST SR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001548	PLANT HEALTH SPECIALIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001470	PLANT HEALTH SPECIALIST INTER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000532	PLUMBING INSPECTOR	14A	214	A	08G	11.72	14.39	2,039	2,504	24,471	30,046
002470	POLLUTION CONTROL EMR RESP SPEC	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002784	POLLUTION CONTROL PROJ LEADER	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
001657	POLLUTION CONTROL SPEC INTER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153

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000858	POLLUTION CONTROL SPECIALIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000859	POLLUTION CONTROL SPECIALIST SR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002024	PRINTING SPECIF & EST COORD	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001322	PROGRAM EVALUATION SPEC	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001624	PROGRAM EVALUATION SPEC INTER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001323	PROGRAM EVALUATION SPEC SENIOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002213	PROPERTY APPRAISAL SPECIALIST	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
002711	PROTECTIVE SVCS PROG ADVISOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002712	PROTECTIVE SVCS PROG CONSULTANT	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000560	PSYCHOLOGIST 1	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000561	PSYCHOLOGIST 2	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000562	PSYCHOLOGIST 3	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
001521	PUB UTIL FINANCIAL ANALYST 1	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
001522	PUB UTIL FINANCIAL ANALYST 2	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
001523	PUB UTIL FINANCIAL ANALYST 3	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
001830	PUB UTIL FINANCIAL ANALYST 4	14A	214	A	17I	16.02	21.37	2,787	3,718	33,450	44,621
001524	PUB UTIL RATES ANALYST 1	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
001525	PUB UTIL RATES ANALYST 2	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
001526	PUB UTIL RATES ANALYST 3	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
001831	PUB UTIL RATES ANALYST 4	14A	214	A	17I	16.02	21.37	2,787	3,718	33,450	44,621
002156	PUB UTIL STATISTICAL ANALYST 1	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
002157	PUB UTIL STATISTICAL ANALYST 2	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
002158	PUB UTIL STATISTICAL ANALYST 3	14A	214	A	15I	14.92	19.83	2,596	3,450	31,153	41,405
002159	PUB UTIL STATISTICAL ANALYST 4	14A	214	A	17I	16.02	21.37	2,787	3,718	33,450	44,621
001617	PUBLIC ACCOUNTS INVESTIGATOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000576	PUBLIC HEALTH SANITARIAN 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001504	PUBLIC HEALTH SANITARIAN 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001309	PUBLIC HEALTH SANITARIAN 3	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
001876	PWR PLNT SIT PROJ DIR/TECH ANAL	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
001877	PWR PLT SIT PRJ DIR/TCH ANAL SR	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
000582	RADIATION SPECIALIST 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001775	RADIATION SPECIALIST 2	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001050	RADIO/TV PROGRAM COORDINATOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002084	RECREATION THERAPIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002085	RECREATION THERAPIST SENIOR	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046
000595	REGIONAL COORDINATOR FOR AGING	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000599	REHABILITATION COUNSELOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001052	REHABILITATION COUNSELOR CAREER	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000658	REHABILITATION COUNSELOR SENIOR	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002394	REHABILITATION PROGRAM SPEC 1	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002395	REHABILITATION PROGRAM SPEC 2	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000598	REHABILITATION PROGRAM SPEC 3	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002358	REHABILITATION THERAPY SPEC	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
000892	RESEARCH ANALYSIS SPECIALIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000659	RESEARCH ANALYSIS SPECIALIST SR	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000604	RESEARCH ANALYST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002251	RESEARCH ANALYST INTERMEDIATE	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000607	RESEARCH SCIENTIST 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000608	RESEARCH SCIENTIST 2	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000609	RESEARCH SCIENTIST 3	14A	214	A	18I	16.59	22.15	2,887	3,854	34,640	46,249
002272	RETIREMENT SERVICES COORD	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002218	RETIREMENT SERVICES PROGRAM REP	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000660	RETIREMENT SERVICES SPEC INTER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000613	RETIREMENT SERVICES SPECIALIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063

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 CLASSES AND SALARIES AS OF JULY 6, 1988

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002756	REVENUE AUDITOR 1	14A	214	A	04J	10.29	13.91	1,790	2,420	21,486	29,044
002757	REVENUE AUDITOR 2	14A	214	A	07J	11.34	15.48	1,973	2,694	23,678	32,322
002758	REVENUE AUDITOR 3	14A	214	A	10J	12.56	17.21	2,185	2,995	26,225	35,934
002759	REVENUE AUDITOR 4	14A	214	A	12J	13.44	18.49	2,339	3,217	28,063	38,607
002760	REVENUE AUDITOR 5	14A	214	A	14J	14.39	19.83	2,504	3,450	30,046	41,405
002762	REVENUE COLLECTIONS OFFICER 2	14A	214	A	04J	10.29	13.91	1,790	2,420	21,486	29,044
002763	REVENUE COLLECTIONS OFFICER 3	14A	214	A	07J	11.34	15.48	1,973	2,694	23,678	32,322
002764	REVENUE COLLECTIONS OFFICER 4	14A	214	A	10J	12.56	17.21	2,185	2,995	26,225	35,934
002765	REVENUE COLLECTIONS OFFICER 5	14A	214	A	12J	13.44	18.49	2,339	3,217	28,063	38,607
002767	REVENUE EXAMINER 2	14A	214	A	04J	10.29	13.91	1,790	2,420	21,486	29,044
002768	REVENUE EXAMINER 3	14A	214	A	07J	11.34	15.48	1,973	2,694	23,678	32,322
002769	REVENUE EXAMINER 4	14A	214	A	10J	12.56	17.21	2,185	2,995	26,225	35,934
002770	REVENUE EXAMINER 5	14A	214	A	12J	13.44	18.49	2,339	3,217	28,063	38,607
002829	REVENUE INCOME TAX SPECIALIST	14A	214	A	16J	15.48	21.37	2,694	3,718	32,322	44,621
002681	REVENUE SPECIAL INVESTIGATOR 1	14A	214	A	12J	13.44	18.49	2,339	3,217	28,063	38,607
002480	REVENUE SPECIAL INVESTIGATOR 2	14A	214	A	14J	14.39	19.83	2,504	3,450	30,046	41,405
000852	RIGHT OF WAY AGENT 1	14A	214	A	08G	11.72	14.39	2,039	2,504	24,471	30,046
001378	RIGHT OF WAY AGENT 2	14A	214	A	09I	12.13	16.02	2,111	2,787	25,327	33,450
000617	RIGHT OF WAY AGENT 3	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
001399	SAFETY & HEALTH OFFICER 1	14A	214	A	08G	11.72	14.39	2,039	2,504	24,471	30,046
001400	SAFETY & HEALTH OFFICER 2	14A	214	A	11H	12.98	16.59	2,259	2,887	27,102	34,640
002687	SAFETY ADMINISTRATOR	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002605	SAFETY CONSULTANT	14A	214	A	11H	12.98	16.59	2,259	2,887	27,102	34,640
000621	SAFETY INVESTIGATOR	14A	214	A	08G	11.72	14.39	2,039	2,504	24,471	30,046
001072	SAFETY INVESTIGATOR SENIOR	14A	214	A	11H	12.98	16.59	2,259	2,887	27,102	34,640
000826	SAFETY PROGRAM COORDINATOR	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002586	SCHOOL DISTRICT ORGANIZ SPEC	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002027	SMALL BUSINESS ASSISTANCE COORD	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
001838	SMALL BUSINESS COORDINATOR	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002714	SOCIAL SVCS PROG ADMIN CONSULTN	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
002715	SOCIAL SVCS PROG ADVISOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002716	SOCIAL SVCS PROG CONSULTANT	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
001005	SOCIAL WORK SPECIALIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000677	SOCIAL WORKER	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000662	SOCIAL WORKER SENIOR	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000678	SOIL CONSERVATION REP	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002054	SOIL SCIENTIST 1	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002055	SOIL SCIENTIST 2	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000691	SPEECH PATHOLOGIST	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002003	SPEECH PATHOLOGY CLINICIAN	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002002	SPEECH PATHOLOGY SPECIALIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002824	SPORTS MEDICINE SPECIALIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
000086	STATE FIRE AND ARSON INVEST	14A	214	A	09J	12.13	16.59	2,111	2,887	25,327	34,640
001849	STATE FIRE CODES/PLANS SPEC	14A	214	A	09J	12.13	16.59	2,111	2,887	25,327	34,640
001848	STATE FIRE SAFETY INSPECTOR	14A	214	A	08I	11.72	15.48	2,039	2,694	24,471	32,322
001412	STEAMFITTING STANDARDS REP	14A	214	A	14E	14.39	16.59	2,504	2,887	30,046	34,640
000894	SYSTEMS ANALYST	14A	214	A	11I	12.98	17.21	2,259	2,995	27,102	35,934
000889	SYSTEMS ANALYST SENIOR	14A	214	A	15J	14.92	20.62	2,596	3,588	31,153	43,055
000186	SYSTEMS PROGRAMMER	14A	214	A	16J	15.48	21.37	2,694	3,718	32,322	44,621
002746	SYSTEMS PROGRAMMER SENIOR	14A	214	A	18J	16.59	23.01	2,887	4,004	34,640	48,045
000879	TAX EXAMINER 2	14A	214	A	04J	10.29	13.91	1,790	2,420	21,486	29,044
001331	TAX EXAMINER 3	14A	214	A	07J	11.34	15.48	1,973	2,694	23,678	32,322
001332	TAX EXAMINER 4	14A	214	A	10J	12.56	17.21	2,185	2,995	26,225	35,934
001333	TAX EXAMINER 5	14A	214	A	12J	13.44	18.49	2,339	3,217	28,063	38,607

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
001334	TAX EXAMINER 6	14A	214	A	14J	14.39	19.83	2,504	3,450	30,046	41,405
000721	TECHNICAL WRITER	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002775	TRANSPORT REGULATION BD REP	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
000813	TRAVEL & TOURISM REPRESENTATIVE	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000787	UNEMP INSURANCE PROG SPEC 1	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002203	UNEMP INSURANCE PROG SPEC 2	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002204	UNEMP INSURANCE PROG SPEC 3	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
000740	UNEMP INSURANCE REPRESENTATIVE	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001705	UNEMPLOYMENT TAX EXAMINER 1	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001706	UNEMPLOYMENT TAX EXAMINER 2	14A	214	A	07J	11.34	15.48	1,973	2,694	23,678	32,322
001084	VETERANS CLAIMS REPRESENTATIVE	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000788	VETERANS EMPLOYMENT REP	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
001055	VETERANS EMPLOYMENT REP SENIOR	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
001058	VOCATIONAL EDUC FIELD INSTR	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002618	VOCATIONAL EVALUATOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002619	VOCATIONAL EVALUATOR SENIOR	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
002610	VOCATIONAL POLICY DEVELOP SPEC	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002525	VOCATIONAL REHAB PLACMNT COORD	14A	214	A	06I	10.98	14.39	1,911	2,504	22,926	30,046
000755	VOLUNTEER SERVICES COORDINATOR	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002481	WELFARE OPERATIONS REVIEWER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153
000763	WELFARE SPECIALIST	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
000183	WELFARE SPECIALIST SENIOR	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
002608	WORKERS COMP MEDIATOR	14A	214	A	16I	15.48	20.62	2,694	3,588	32,322	43,055
002654	WORKERS COMP REHAB SPEC SR	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
001940	WORKERS COMP REHAB SPECIALIST	14A	214	A	12I	13.44	17.82	2,339	3,101	28,063	37,208
002547	WORKERS COMP SPECIALIST	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063
002548	WORKERS COMP SPECIALIST INTER	14A	214	A	07I	11.34	14.92	1,973	2,596	23,678	31,153

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CLASS CODE	CLASS TITLE	GRID	BARG UNIT	SERIES	COMP CODE	MINIMUM HOURLY	MAXIMUM HOURLY	MINIMUM MONTHLY	MAXIMUM MONTHLY	MINIMUM ANNUAL	MAXIMUM ANNUAL
002549	WORKERS COMP SPECIALIST SENIOR	14A	214	A	10I	12.56	16.59	2,185	2,887	26,225	34,640
002074	WORKERS COMP SUBROGATION SUPV	14A	214	A	14I	14.39	19.15	2,504	3,332	30,046	39,985
001986	ZOOLOGICAL MGT RECORDS SPEC	14A	214	A	04I	10.29	13.44	1,790	2,339	21,486	28,063

APPENDIX I

A. STATE AUDITOR'S OFFICE

CPA EXAMINATION

The provisions of the Master Agreement are supplemented as follows:

Dependent upon the availability of funds and the operational needs of the State Auditor's Office, the Appointing Authority may provide a lump sum payment of \$500.00 to employees in the classes Local Government Auditor, Local Government Auditor Intermediate, and Local Government Auditor Senior who pass all four parts of the CPA examination.

B. DEPARTMENT OF COMMERCE

HOURS OF WORK AND OVERTIME

Article 28, Section 5 of the Master Agreement shall be supplemented and/or modified as follows:

Auditors in the Policy Analysis Division of the Department of Commerce who are assigned to an out-of-state audit assignment shall receive eight (8) hours of compensatory overtime for each such assignment if:

1. The assignment includes at least 9 consecutive working days; and
2. The employee is required to be away from home at least one (1) full weekend.

This compensatory overtime shall be administered and liquidated in accordance with all applicable provisions of Article 28, Section 6 of the Master Agreement.

C. DEPARTMENT OF CORRECTIONS

LAYOFF AND RECALL

Article 17, Section 2(C) of the Master Agreement shall be supplemented and/or modified as follows:

- C. Layoff Notification. Layoffs which are necessary shall be on the basis of inverse Classification Seniority within the class/class option and employment condition (full-time unlimited, part-time unlimited, seasonal full-time, seasonal part-time or intermittent) within the institution in which the position is to be eliminated. The Appointing Authority shall send a layoff notice to the employee with the least Classification Seniority in the same class/class option, and employment condition within the institution in which the

position is to be eliminated.

The remaining provisions of Article 17 of the Master Agreement shall apply.

Article 16, Section 4(B) of the Master Agreement shall be supplemented as follows:

If an employee in the class series Corrections Agent or the class series Corrections Security Caseworker submits a request to transfer or demote to the other class series during the posting period under Article 16, Section 3 accompanied by a request to interview and substantial evidence of qualification for the position, the Appointing Authority shall grant an interview. Nothing in this section shall be construed to require a standard for the non-selection of the interviewed employee.

An interview must only be granted if the position is not filled through interest bidding, recall from the seniority unit layoff list, or claiming.

D. COMMUNITY COLLEGE SYSTEM

VACATION LEAVE

Article 10 of the Master Agreement shall be modified as follows:

Employees currently employed in the job classifications Community College Administrative Assistants 1 and 2 who were employed in these classifications prior to July 1, 1981, shall accrue seven (7) hours of vacation leave per payroll period unless length of service warrants a higher accrual rate in accordance with the accrual schedule in Article 10. Employees currently employed in the job classifications of Community College Program Directors 1 and 2 who were also employed in these classifications prior to July 1, 1982, shall earn seven (7) hours of vacation leave per payroll period unless their length of service warrants a higher accrual rate in accordance with the accrual schedule in Article 10.

Employees commencing employment in the job classifications Community College Administrative Assistants 1 and 2 on or after July 1, 1981, shall not be covered by the terms of this Appendix. Employees commencing employment in the job classifications Community Program Directors 1 and 2 on or after July 1, 1982, shall not be covered by the terms of this Appendix.

E. DEPARTMENT OF JOBS AND TRAINING

VACANCIES, FILLING OF POSITIONS

Article 16, Sections 3 and 4 of the Master Agreement shall be supplemented and/or modified as follows:

Section 3. Job Posting. Whenever a vacancy occurs which the Appointing Authority determines to fill, the Appointing Authority shall post the vacancy on bulletin boards in the seniority unit for a minimum of (ten) 10 calendar days, or through such procedures as are otherwise agreed to between the Association and the Appointing Authority. The job posting shall include: the division, section, classification/class option, employment condition, and location of the vacancy. A copy of the posting shall be furnished to the Association. Permanent classified employees in the seniority unit in the same classification/class option may bid on such vacancy by submitting a bid to the Appointing Authority on or before the expiration date of the posting.

An employee who is away from his/her work location on assignment or approved vacation in excess of seven (7) calendar days, may submit a bid for individual vacancies posted during his/her absence. The advance bid shall indicate the division, section, classification/class option, employment condition and location of the individual position. Such advance bid shall be submitted to the Appointing Authority or designee and shall be valid for the period of the absence or four (4) weeks, whichever is less.

The Appointing Authority shall post for bidding all newly established and vacant contracted services positions in accordance with the provisions of Article 16, and as modified in Appendix I(E).

Section 4. Filling of Positions. Classified employees in the same class and seniority unit who have made a timely bid shall be considered for the vacancy. When there are less than three (3) bidders for a vacancy, consideration shall be based upon, (but not limited to), the employee's ability to perform the job, the employee's qualifications to perform the job, the employee's current workload, and the employee's Classification Seniority and may be appointed to the opening prior to filling the vacancy through other means. In situations where there are three (3) or more bidders, the selection shall be limited to the three (3) most senior bidders. Selection from among these bidders may be made without regard to seniority. All employees who submitted a bid shall be notified in a timely manner of the acceptance or rejection of their bid. If the vacancy is not filled by this method, then it shall be filled pursuant to Article 16, Section 4(A) and (B) of the Master Agreement.

### LAYOFF AND RECALL

Article 17, Section 2(C) of the Master Agreement shall be supplemented and/or modified as follows:

Layoffs which are necessary shall be on the basis of inverse classification seniority within the class/class option, employment condition (full-time unlimited, part-time unlimited, seasonal full-time, seasonal part-time or intermittent), and geographic area within thirty-five (35) miles of the work location except that employees who provide contracted services of the Appointing Authority to a specifically designated other entity under a contract between the Appointing Authority and that entity shall not for the duration of that contract for services or its extension be affected by the abolishment of positions and the layoff of employees whose positions are not funded by the specific contract for services.

Within a particular office, seasonal employees shall be laid off prior to the layoff of unlimited employees, within the same class. If, after the layoff of the seasonal employees, layoffs are still necessary, such layoffs shall be made pursuant to this Supplement and the Master Agreement.

If employees are to be recalled, the Appointing Authority shall determine the employment condition in which employees are to be recalled. Such recall shall be made pursuant to Article 16, Section 4(A).

Article 17, Section 4 of the Master Agreement shall be supplemented and/or modified as follows:

All references to bumping shall be limited by the following:

An employee providing contracted services of the Appointing Authority under a specific contract between the Appointing Authority and another entity may not be bumped by an employee whose position is not funded by the specific contract.

For employees in the Minneapolis and St. Paul Field Operations Offices of the Jobs, Opportunities and Insurance Division, the following shall apply:

The employee(s) receiving notice of layoff shall be placed in a vacancy in the same seniority unit, same class (or class option or another option within that class for which the employee is determined by the Employer to be qualified) and same employment condition within the Minneapolis area if the employee's current work location is within the Minneapolis area or within the St. Paul area if the employee's current work location is within the St. Paul area. If there is no such vacancy, the employee shall either:

- A. Bump the least senior employee in the same seniority unit, same class (or class option or another option within that class for which the employee is determined by the Employer to be qualified) and same employment condition within the Minneapolis area/St. Paul area, whichever is applicable; or
- B. Accept a vacancy in the same seniority unit and in an equal class in which the employee previously served or for which the employee is determined by the Employer to be qualified and in the same employment condition within the Minneapolis area/St. Paul area, whichever is applicable.

For employees in the Twin City Metro area and who are not in the Minneapolis and St. Paul Field Operations Offices of the Jobs, Opportunities and Insurance Division, the following shall apply:

The employee(s) receiving notice of layoff shall accept a vacancy in the same seniority unit, same class (or class option or another option within that class for which the employee is determined by the Employer to be qualified) and same employment condition within fifteen (15) miles of the employee's current work location. If there is no such vacancy, the employee shall either:

- A. Bump the least senior employee in the same seniority unit, same class (or class option or another option within that class for which the employee is determined by the Employer to be qualified) and same employment condition within fifteen (15) miles of the employee's current work location; or
- B. Accept a vacancy in the same seniority unit and in an equal class in which the employee previously served or for which the employee is determined by the Employer to be qualified and in the same employment condition within fifteen (15) miles of the employee's current work location.

For all employees, the remaining provisions of Article 17 of the Master Agreement shall apply.

F. DEPARTMENT OF HEALTH

CALL-IN, CALL-BACK, ON-Call

Article 26, Section 1 of the Master Agreement shall be supplemented and/or modified as follows:

The providing of information by telephone will not be considered as call back.

Article 26, Section 2 of the Master Agreement shall be supplemented and/or modified as follows:

An employee who volunteers to be on-call shall be considered to be on-call when the employee's name has been posted for duty by the supervisor during an off duty period. An employee who is scheduled for on-call status is not required to remain at a fixed location but must stay within the area of the paging device.

Environmental health personnel who volunteer to carry paging devices and be on-call to respond to nuclear emergencies shall be compensated at a flat rate of \$55.00 per week of assigned on-call duty.

Disease prevention and control personnel who volunteer to carry paging devices and be on-call to respond to communicable disease emergencies shall be compensated at a flat rate of \$100.00 per week of assigned on-call duty.

G. DEPARTMENT OF PUBLIC SAFETY

PROFESSIONAL DUES

Article 6, Section 6 of the Master Agreement shall be modified as follows:

In each fiscal year, the Appointing Authority shall reimburse Crime Lab Analysts I, II and III, and Forensic Latent Print Examiners for professional dues in job related organizations up to \$100.00 providing such employee presents the Department of Public Safety with a voucher indicating prior employee payment.

EXPENSE ALLOWANCES

Article 18, Section 6 of the Master Agreement shall be modified as follows:

The Employer shall pay one-half (1/2) of the monthly residence telephone bill not to exceed twelve dollars (\$12.00) per month for employees of the State Fire Marshal Division in the classifications State Fire Safety Inspector and State Fire and Arson Investigator who work out of their home and maintain an office for state business in their residence.

ON-CALL

Article 26, Section 2 of the Master Agreement shall be modified for employees of the State Fire Marshal Division as follows:

1. An employee shall be in on-call status if the employee's supervisor has instructed the employee in writing to remain

available to work during an off duty period. An employee who is instructed to be in on-call status is not required to remain at a fixed location but is required to leave word where he/she may be reached.

2. An employee who is instructed to remain in an on-call status shall receive eight (8) hours of overtime compensation for being in on-call status for the week-end for the purpose of conducting required fire investigations. An additional four (4) hours of overtime compensation shall be granted for each legal holiday that occurs within this period.
3. This understanding applies only to the hours between the end of the employee's scheduled shift on Friday and the beginning of the employee's scheduled shift on Monday.

BUREAU OF CRIMINAL APPREHENSION, FORENSIC SCIENCE LABORATORY

ON-CALL

Article 26, Section 2 of the Master Agreement shall be modified as follows:

An employee shall be in on-call status if the employee's supervisor has instructed the employee in writing to remain available to work during an off duty period. An employee who is instructed to be in on-call status is not required to remain at a fixed location but is required to leave word where he/she may be reached.

An employee who is instructed to remain in an on-call status for the purpose of serving on a crime scene processing team shall receive ten (10) hours of overtime compensation for being in on-call status for a seven (7) day period. An additional four (4) hours of overtime compensation shall be granted for each legal holiday that occurs within this period.

DIFFERENTIAL

Article 25 of the Master Agreement shall be supplemented and/or modified as follows:

The classifications of Crime Lab Analyst I, II, and III, and Identification Officer shall be granted the 1% differential on rates of pay which was established by Laws of 1977, Chapter 452, Section 30, to implement the arbitrator's award from the 1977-1979 contract.

H. DEPARTMENT OF REVENUE

HOURS OF WORK AND OVERTIME

Article 28, Section 5 of the Master Agreement shall be supplemented and/or modified as follows:

Employees in a Revenue Auditor job classification who are assigned to an out-of-State audit assignment shall receive eight (8) hours of compensatory overtime for each such assignment if:

1. The assignment includes at least 9 consecutive working days; and
2. The employee is required to be away from home at least one (1) full weekend.

This compensatory overtime shall be administered and liquidated in accordance with all applicable provisions of Article 28, Section 6 of the Master Agreement.

WAGES

Article 25, Section 1 and Section 3 of the Master Agreement shall be supplemented and/or modified as follows:

Employees in the Department of Revenue in a Revenue Auditor job classification, whose permanent work assignment are to offices located outside of the State of Minnesota and who reside in such locations shall be subject to the following terms:

1. The salary range for such employees shall be extended from its current maximum by five (5) salary steps.
2. Progression increases for employees assigned to rates above the current maximum shall be governed by the provisions of Article 25, Section 3 Progression, for employees in classes which have nine (9) steps in the range.

EXPENSES

Article 18, Expenses, of the Master Agreement shall be supplemented and/or modified as follows:

Employees of the Department of Revenue, who purchase monthly or weekly public transportation passes and who are required to travel by personal automobile directly from their home to a work site on a work assignment without going to their office shall be reimbursed for the pro rata share of such passes for each day this occurs during a period in which the pass is in effect. This provision shall not apply for any training and development activity or internal administrative

meetings. The reimbursement shall be in addition to any normal mileage reimbursement provided for by the Master Agreement.

Article 16 of the Master Agreement shall be modified and/or supplemented as follows:

- I. The Employer will provide an option to employees occupying positions which, as the result of the Tax Examiner classification study, are assigned to a lower classification in the new class series. These employees may elect to remain in their current Tax Examiner class or accept reallocation to the lower class.

The option will be offered in writing on a form provided by the Department immediately after expiration of the 30 day appeal period which follows the official notification from the Department of Employee Relations. Employees will be provided this option one time only.

If employees do not indicate a choice or do not respond by the time specified, they shall be placed into the appropriate lower class in the new series and have their names placed on the Preferential Appointment List described below.

Article 16, Vacancies, of the Master Agreement shall be supplemented and/or modified as follows for employees represented by the Association in the Tax Examiner 2, 3, 4, 5 and 6 job classifications in the Department of Revenue on the effective date of this memorandum:

A. PREFERENTIAL APPOINTMENT LIST

Employees who elect to accept reallocation to the lower class shall have their names placed on a DEPARTMENT OF REVENUE CLASS STUDY PREFERENTIAL APPOINTMENT LIST for the new class which is comparable to the level and type of work in their most recent Tax Examiner classification for the geographical locations indicated by the employees. Employees may change their availability by written notice to the Human Resource Management Division.

Selection shall be made on the basis of Classification Seniority from among employees on the Preferential Appointment List for that class and employees selected shall not be required to complete a new probationary period.

Names will remain on the Preferential Appointment List for a minimum of one year or a period of time equal to the employee's state seniority, up to a maximum of 5 years.

Names shall be removed from the Preferential Appointment List for any of the following reasons:

Appointment to a position from the preferential list

Failure to accept appointment to a position which meets the most recent availability indicated by the employee at the time that the list is certified

Appointment to any position equal to or higher than the one for which the employee's name appears on the preferential list

Resignation, retirement or termination from the Department of Revenue

**B. ELIGIBILITY TO INTEREST BID ON OR REQUEST A TRANSFER TO POSTED VACANCIES**

1. All Tax Examiners represented by the Association who are employed at the time of implementation of the study results who are reallocated to one of the new classifications shall be eligible to interest bid on posted vacancies pursuant to Article 16, Section 3 of the master contract in any of the new classes at their equivalent level.

New employees, employees who obtain positions in a different class, and employees who are offered and decline a position under this provision subsequent to implementation of the study results must then meet the master contract eligibility requirements to apply for a posted vacancy.

This provision shall remain in effect for three years from the date of implementation of study results at which time only the provisions of the master contract shall apply.

2. Employees who elect to remain in their previous Tax Examiner job classification upon implementation of the results may request a class transfer to any one of the new classifications at the equivalent level of their Tax Examiner class.

This request may be made during the regular posting period of the vacancy. Employees who have accepted positions in a different class subsequent to the implementation of the study results must then meet the master contract eligibility requirements to request transfer to a different class.

This provision shall remain in effect for three years from the date of implementation of study results at which time only the provisions of the master contract shall apply.

**C. ORDER OF FILLING VACANCIES**

Vacancies in the new job classes shall be filled in the following

order:

1. By employees in the new class or comparable level new class who have interest bid on a posted vacancy under Section B(1) above;
2. By use of the Preferential Appointment List as indicated above;
3. By employees who elected to remain in their previous Tax Examiner class who requested a transfer to a posted vacancy under SECTION B(2) above;
4. By any other available means specified in the master contract such as an eligible list, class transfer, voluntary demotion, reinstatement, etc.

Under 1, 3, and 4 above, employees who are not incumbents of the specific class of the posted vacancy must qualify for the vacancy.

I. DEPARTMENT OF HUMAN SERVICES--REGIONAL CENTERS AND NURSING HOMES

WORK ON A HOLIDAY

Article 11, Section 5 shall be supplemented as follows:

An employee shall receive a holiday bonus of \$10.00 for each four (4) hours or portion thereof worked up to a maximum of \$20.00 for those hours specifically assigned by the supervisor and worked on the holiday.

HOURS OF WORK AND OVERTIME

Article 28, Section 1 (A) shall be supplemented as follows:

- A. Scheduling. The Appointing Authority shall provide no less than fourteen (14) calendar days notice to the affected employee(s) prior to making a change in the days of work, hours of work or the length of the work day of full-time employees.

If the Appointing Authority changes an employee's scheduled day(s) off with less than fourteen (14) calendar days notice to the affected employee, the employee shall receive \$10.00 for each four (4) hours or portion thereof worked on the original day off up to a maximum of \$20.00.

If the Appointing Authority changes an employee's scheduled hours of work by four (4) hours or more with less than fourteen (14) calendar days notice to the affected employee, the employee shall receive \$10.00 for each four (4) hours or portion thereof worked outside the normally scheduled hours

of work, up to a maximum of \$20.00.

OVERNIGHT ACTIVITIES

The total compensation granted to employees assigned to overnight activities which involve the supervision of residents when such assignments are twenty-four (24) hours shall be as follows: eight (8) hours of straight time and eleven (11) hours at the straight time overtime rate, which may be liquidated pursuant to Article 28, Section 5 of the Master Agreement.

J. DEPARTMENT OF NATURAL RESOURCES.

HOURS OF WORK AND OVERTIME

Article 28, Section 5, shall be supplemented as follows:

Overtime will be paid in cash at the rate of time and one-half for out-of-state fire fighting provided the out of state jurisdiction, state or federal, pays similar professional employees at the rate of time and one-half for fire fighting work on the same fire.

APPENDIX J - PROHIBITION OF SEXUAL HARASSMENT

It is agreed by the Employer and the Association that all employees have a right to a workplace free of verbal and/or physical sexual harassment, "Sexual harassment" includes unwelcome sexual advances, requests for sexual favors, sexually motivated physical contact or communication of a sexual nature when:

- 1) Submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of obtaining employment;
- 2) Submission to or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's employment; or
- 3) That conduct or communication has the purpose or effect of substantially interfering with an individual's employment or creating an intimidating, hostile, or offensive employment environment; and the Employer knows or should know of the existence of the harassment and fails to take timely and appropriate action.

Sexual harassment complaints shall be processed pursuant to the Appointing Authority's affirmative action complaint procedure. The Employer agrees that all agency complaint procedures for sexual harassment shall be opened to Association participation at the request of the complaining employee and that each agency affirmative action officer/designee shall inform a complaining party of this right. Further, the Employer and Association agree that agency complaint procedures covering sexual harassment are modified to include these additional requirements:

- 1) When a complaint of sexual harassment is initiated, a notice of a complaint in progress shall be sent by the affirmative action officer to the Association unless the complaining employee requests that the Association not be notified. If in filing a complaint an employee states that she/he is unable to function in the worksite from which the complaint arose, the Appointing Authority shall conduct a preliminary investigation within two (2) calendar days or reasonable extension thereof. If this preliminary investigation establishes that a reasonable basis for the employee's concern about continuing in the work situation exists, the Appointing Authority shall take intervening action to defuse the situation which may include temporarily reassigning either party until such time as the complaint is fully investigated, there is a finding, and corrective action, if required, is implemented.
- 2) Within the time limits set forth in the affirmative action complaint procedures, but not to exceed thirty (30) days, the Appointing Authority shall conduct a full investigation and prepare a report along with designated actions to be

taken to remedy the complaint. If the complaining employee has requested the Association's involvement in the complaint, the Association's representative as well as the complainant shall be provided a written summary of the finding and resolution. The Association and Employer agree that reprisal against the complaining employee or a witness is prohibited.

The provisions of this Appendix are not subject to the provisions of Article 9 of the Master Agreement between the Association and the Employer except that the Association may grieve the initial implementation of the complaint procedure found in the Appendix.

Such unresolved complaints, if pursued, must be filed with the Minnesota Department of Human Rights within three hundred (300) days of the occurrence of the alleged harassment.

Nothing herein shall be construed as limiting in any way an employee's right to file with the Minnesota Department of Human Rights, the Federal Equal Employment Opportunity Commission, or an appropriate court, a charge of sexual harassment.

APPENDIX K

AFFIRMATIVE ACTION COMMITTEE

The Employer and the Association shall establish a joint Affirmative Action Committee. The Committee shall be composed of a mutually agreed upon number of representatives from each party.

The joint Affirmative Action Committee shall meet as determined by the parties to discuss issues of mutual concern.



State of Minnesota

**DEPARTMENT OF EMPLOYEE RELATIONS**

3rd Floor, Space Center Building

444 Lafayette Road, St. Paul, MN 55101 • 612/296-2616

NEW ADDRESS

3rd Floor

520 Lafayette Road

St. Paul, MN 55155

July 17, 1987

Mike Haney, President  
MN Association of Professional Employees  
411 Main Street  
St. Paul, MN 55102

Dear Mike:

Below is a list of the wage inequity adjustments agreed to as part of the 1987-89 Labor Agreement between the State of Minnesota and the Minnesota Association of Professional Employees.

1. Class		7/5/88	7/6/88
<u>Code</u>	<u>Class Title</u>	<u>Comp Code</u>	<u>Comp Code</u>
192	NR Specialist 1	3G	4I
1742	NR Specialist 1 (Park Specialist)	3G	4I
1739	NR Specialist 1 (Forester)	3G	4I
1766	NR Specialist 1 (Park Naturalist)	3G	4I

Effective July 6, 1988, employees in the classes listed above shall convert to the new salary range on a comparable step basis.

2. Class		7/5/88	7/6/88
<u>Code</u>	<u>Class Title</u>	<u>Comp Code</u>	<u>Comp Code</u>
1051	Corrections Agent Career	10J	11J
1903	Corrections Security Caseworker Career	11J	12J
1684	Physical Therapist 2	9J	11J
560	Psychologist 1	8I	10I
2756	Revenue Auditor 1	4I	4J
2757	Revenue Auditor 2	7I	7J
2758	Revenue Auditor 3	10I	10J
2759	Revenue Auditor 4	12I	12J
2760	Revenue Auditor 5	14I	14J
2762	Revenue Collections Officer 2	4I	4J
2763	Revenue Collections Officer 3	7I	7J
2764	Revenue Collections Officer 4	10I	10J
2765	Revenue Collections Officer 5	12I	12J
2767	Revenue Examiner 2	4I	4J
2768	Revenue Examiner 3	7I	7J
2769	Revenue Examiner 4	10I	10J
2770	Revenue Examiner 5	12I	12J

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2. Class	Class Title	7/5/88	7/6/88
		Comp Code	Comp Code
2681	Revenue Special Investigator 1	12I	12J
2480	Revenue Special Investigator 2	14I	14J
2829	Revenue Income Tax Specialist	16I	16J
879	Tax Examiner 2	4I	4J
1331	Tax Examiner 3	7I	7J
1332	Tax Examiner 4	10I	10J
1333	Tax Examiner 5	12I	12J
1334	Tax Examiner 6	14I	14J

Effective July 6, 1988, employees in the above listed classes shall convert to the new salary range with no increase in pay unless an increase is necessary to pay the employee at the minimum of the new salary range.

Employees who have been at the position rate of the old salary range for one year or more as of July 5, 1988 and are adjusted to a rate below the position rate for the new range shall be eligible for a progression increase under the provisions of Article 25, Section 3 on July 6, 1988.

Employees who have been at the maximum step of the old salary range for at least two years shall be eligible to advance to the next step in the salary range under the provisions of Article 25, Section 3 at the start of the pay period nearest to the next occurrence of the employee's anniversary date.

No progression increase granted because of salary range extensions provided by this letter shall be effective prior to July 6, 1988.

Sincerely,



Nancy Arneson McClure  
Assistant State Negotiator

NAM:cn



State of Minnesota

**DEPARTMENT OF EMPLOYEE RELATIONS**

3rd Floor, Space Center Building  
444 Lafayette Road, St. Paul, MN 55101 • 612/296-2616

New Address

3rd Floor  
520 Lafayette Road  
St. Paul, MN 55155

July 17, 1987

Mike Haney, President  
MN Association of Professional  
Employees  
411 Main Street Room 301  
St. Paul, Minnesota 55102-1049

Dear Mike:

As a result of our conversation the State agrees with the Association that any final action on the merger of the Unemployment Insurance Representative and the Jobs and Training Interviewer classes will not occur until after February 1, 1988.

As you know, Jobs and Training must collect data and make a recommendation to the Department of Employee Relations for approval. Authority for final action rests with DOER.

I trust this information clarifies this issue. If you have any questions please contact me.

Sincerely,

John Kuderka  
Labor Relations Representative Principal

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State of Minnesota

**DEPARTMENT OF EMPLOYEE RELATIONS**

3rd Floor, Space Center Building

444 Lafayette Road, St. Paul, MN 55101 • 612/296-2616

NEW ADDRESS

3rd Floor

520 Lafayette Road

St. Paul, MN 55155

July 1, 1987

Mr. Michael Haney  
President  
Minnesota Association of Professional Employees  
411 Main Street  
St. Paul, MN 55102

Dear Mike:

MAPE has requested an open enrollment for short term and long term disability insurance without providing evidence of insurability.

Western Life, the current carrier, has indicated their willingness to accommodate this request. Accordingly, we will advise Western of our concurrence with this open enrollment and ask that it be made in the following manner effective September 30, 1987.

Short Term Disability. Employees who have not been denied STD coverage in the past may add as much as \$400 per month additional coverage without evidence of insurability. Also, employees who have not previously enrolled in STD and have not been denied STD coverage may enroll for as much as \$400 per month benefit without evidence of insurability. The maximum payable benefit will be increased from \$1,100 to \$1,500 per month.

Long Term Disability. Employees currently enrolled in LTD who have not previously been denied this coverage may increase their LTD by \$200 per month additional coverage without evidence of insurability. Individuals not currently enrolled in LTD or who were previously denied LTD coverage are not eligible for this open enrollment.

Please call me if you have questions concerning this item.

Sincerely,

Nancy McClure  
Assistant State Labor Negotiator

NM:ej

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State of Minnesota

**DEPARTMENT OF EMPLOYEE RELATIONS**

3rd Floor, Space Center Building

444 Lafayette Road, St. Paul, MN 55101 • 612/296-2616

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July 17, 1987

Mike Haney, President  
MN Association of Professional  
Employees  
411 Main Street Room 301  
St. Paul, Minnesota 55102-1049

Dear Mike:

This letter is to confirm our agreement that MAPE may designate a representative to serve on the departmental committee on infectious disease in the Department of Human Services and in the Department of Corrections.

Sincerely,

  
Nancy Arneson McClure  
Assistant State Negotiator

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State of Minnesota

**DEPARTMENT OF EMPLOYEE RELATIONS**

3rd Floor, Space Center Building

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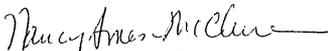
July 17, 1987

Mike Haney, President  
MN Association of Professional  
Employees  
411 Main Street Room 301  
St. Paul, Minnesota 55102-1049

Dear Mike:

This letter is to confirm our agreement that we will discuss with the State University Board and the Community College Board the possibility of reduced tuition for state professional employees taking courses in those systems on a space available basis.

Sincerely,

  
Nancy Arneson McClure  
Assistant State Negotiator

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State of Minnesota  
**DEPARTMENT OF EMPLOYEE RELATIONS**  
3rd Floor, Space Center Building  
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July 17, 1987

Mike Haney, President  
MN Association of Professional  
Employees  
411 Main Street Room 301  
St. Paul, Minnesota 55102-1049

Dear Mike:

This letter is to confirm an administrative practice that the State will follow for the 1987-89 biennium regarding eligibility to accrue vacation leave, sick leave and holiday pay for the MAPE Board Members.

For Board Members who are currently State employees not on full-time leave, time spent performing duties as members of the Board shall be considered as paid leave for purposes of vacation leave, sick leave, and holiday pay eligibility when they are on Association Leave pursuant to Article 14, Section 3D.

It is also understood the parties will develop a procedure by which the Association will notify the Department of Employee Relations, Labor Relations Bureau when any of these individuals' Association Leave time is to be considered as paid time for these purposes.

Additionally, Union Leave taken by State employees to serve as MAPE President shall not, for purposes of determining changes in the employee's vacation accrual rate, be deducted from the length of service requirement. This provision shall be applied retroactively to determine accrual rates, but shall not affect the amount of vacation earned prior to the effective date of the Agreement.

Please let me know if you have any questions regarding this matter.

Sincerely,

  
Nancy Arneson McClure  
Assistant State Negotiator

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State of Minnesota  
**DEPARTMENT OF EMPLOYEE RELATIONS**  
3rd Floor, Space Center Building  
444 Lafayette Road, St. Paul, MN 55101 • 612/296-2616

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July 15, 1987

Mike Haney, President  
MN Association of Professional  
Employees  
411 Main Street Room 301  
St. Paul, Minnesota 55102-1049

Dear Mike:

This letter is to confirm the understanding that was reached during the recently concluded contract negotiations regarding meet and confers over several issues. The issues, by department, are as follows:

Department of Human Services - within 30 days of request  
- vacation scheduling

Department of Natural Resources  
- seniority of employees affected by the fish and wildlife classification study  
- various rights of employees in the Natural Resources Specialist classes for Forestry and Fish and Wildlife

Department of Revenue - within 90 days of the signing of the Agreement  
- separate seniority unit for out-of-state offices  
- seniority of employees affected by the class study

Please let me know if you have any questions regarding these meet and confers.

Sincerely,

  
Nancy Arneson McClure  
Assistant State Negotiator

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