

**SUMMARY OF SALARY AND BENEFIT PROVISIONS
OF AGREEMENT WITH MIDDLE MANAGEMENT ASSOCIATION**

Salary

General Wage Adjustment

July 5, 1989: 5% across-the-board

July 4, 1990: 5% across-the-board

Other:

1. Inequity Adjustments

- 14 job classes effective July 5, 1989 (comparable rate movement)
- 4 job classes effective October 24, 1990 (comparable rate movement)
- 1 job class effective July 5, 1989 (comparable step movement)
- 1 job class effective October 24, 1990 (comparable step movement)

2. Deferred Compensation

In accord with M.S. 356.24, the State will contribute an amount matching employee contributions to \$100 Fiscal Year 1990 and an additional \$100 Fiscal Year 1991.

Insurance

- Established a Preferred Provider Plan for the State Health Plan with a limited provider network.

Substantive changes to the State Health Plan include:

- New out-of-network deductibles of \$300 per person per year (\$600 per family), and 70%-30% coinsurance up to maximum annual copayment of \$3,000 per person (\$6,000 per family).
 - Limit of maximum lifetime coverage of \$1,000,000 through SHP network, \$500,000 for coverage outside the network.
 - No coverage for out-of-network service for mental health services, both inpatient and outpatient.
 - No coverage for out-of-network service for chemical dependency services, inpatient or outpatient.
 - No out-of-network coverage for chiropractic services.
- Current benefit levels maintained, except new co-pays adopted as follows:

- \$30 for outpatient emergency room visits;
- \$15 copayment for urgicenter visits.
- Increased co-pays for prescription drugs to new limits:
 - Effective 12/20/89 -- \$5 for formulary, \$11 for non-formulary.
 - Effective 1/3/91 -- \$6 for formulary, \$12 for non-formulary.
- Continued competitive model for determining the state's payment of medical insurance premiums in which the state's contribution to HMOs and the State Health Plan is based on the premium rates of the carrier having the lowest cost family rate in the employee's county of permanent work location.

Other

Placed a six (6) month work requirement on seasonal supervisors' eligibility for the floating holiday.

SUMMARY OF FINANCIAL COST

I. Bargaining Unit Composition:

| <u>Unit</u> | <u>Approximate No. of Employees</u> |
|-------------|-------------------------------------|
| Supervisory | 2,575 |

II. Exclusive Representative: Middle Management Association

III. Fiscal Summary: All Funds, Non-Higher Education Agencies

| <u>Cost Item</u> | <u>Biennial Base</u> | <u>Biennial New Money</u> |
|-------------------|----------------------|-------------------------------|
| Salaries | \$180,292,000 | \$15,685,000 |
| FICA & Retirement | \$ 21,296,000 | \$ 1,853,000 |
| Insurance | \$ 14,162,000 | \$ 2,273,000 |
| TOTALS: | \$215,750,000 | \$19,811,000 |

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AGREEMENT
between the
STATE OF MINNESOTA
and the
MIDDLE MANAGEMENT ASSOCIATION

July 1, 1989 through June 30, 1991

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PREAMBLE

This Agreement is made and entered into this _____ day of September, 1989, by and between the State of Minnesota, hereinafter referred to as the Employer, and the Middle Management Association, hereinafter referred to as the Association.

If the parties mutually agree during the term of this Agreement, this Agreement may be supplemented by such additional provisions relating to departmental issues as the parties of this Agreement deem appropriate. Failure of the parties to reach such supplemental agreement shall not be subject to the interest arbitration procedure as set out in the Minnesota Public Employment Labor Relations Act.

Any Agreement entered into after the execution date of this 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.

ARTICLE 1

ASSOCIATION RECOGNITION

Section 1. Recognition. The Employer recognizes the Association as the exclusive representative for all supervisors employed by the State of Minnesota for more than fourteen (14) hours per week and more than sixty-seven (67) working days per year as certified by the Bureau of Mediation Services Case Nos. 81-PR-5-A and 81-PR-222-A.

Section 2. Disputes. In the event of a dispute, assignment of supervisors to the appropriate bargaining unit shall be accomplished in accordance with Minn. Stat. 179A.10, Subd. 4.

Section 3. Exclusive Recognition. The Employer will not meet and negotiate with any other labor or employee organization or employee(s), concerning the terms and conditions of employment for supervisors covered by this Agreement. The Employer will not assist or otherwise encourage any other employee organizations which seek to bargain for supervisors covered by this Agreement.

ARTICLE 2

DUES CHECKOFF

Section 1. Payroll Deduction. The Employer agrees to cooperate with the Department of Finance and the Association in facilitating the deduction of the regular biweekly Association dues for those supervisors in the unit who are members of the Association and who request in writing to have their regular biweekly Association dues checked-off by payroll deduction.

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 the 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 supervisors shall be remitted by the Employer together with an itemized statement to the Middle Management Association no later than ten (10) days following the end of each payroll period.

Section 4. Supervisor Lists. The Appointing Authority shall advise the Association, in writing of, social security numbers, classification code, classifications and addresses of all supervisors added to the bargaining unit and the names of supervisors removed from the bargaining unit on a bi-weekly payroll basis on the form included as Appendix K of this Agreement. Copies of the form included as Appendix K shall be provided to the Appointing Authority by the Association, and the Appointing Authority shall use this form when submitting the report. The bi-weekly report shall be transmitted no later than one (1) week following the end of each payroll period.

Effective on or after January 1, 1990, the Department of Employee Relations shall take over the responsibilities of the Appointing Authority as described in the previous paragraph.

ARTICLE 3

NON-DISCRIMINATION

Section 1. Consistent Application. This Agreement shall be applied equally to all supervisors in the bargaining unit without discrimination as to sex, race, color, creed, national origin, political affiliation, physical handicap, marital status, or age, subject, however, to the mandatory retirement age specified by law. The Association shall share equally with the Appointing Authority the responsibilities established by this Article.

Section 2. Association Membership. The Appointing Authority shall not discriminate against, interfere with, restrain or coerce a supervisor from exercising the right to join or participate in the activities of 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 a supervisor from exercising the right not to join the Association and shall not discriminate against any supervisor in the administration of this Agreement because of non-membership in the Association.

Section 3. Association Responsibility. The Association accepts the responsibility as the exclusive representative and agrees to represent all supervisors in the bargaining unit without discrimination.

ARTICLE 4

EMPLOYER RIGHTS

It is recognized that except as expressly stated herein, the Employer shall retain whatever rights and authority are necessary for it to operate and direct the affairs of the Employer and its agencies in all of their various aspects, including but not limited to, the right to direct and assign employees; to plan, direct and control all the operations and services of the Employer; to schedule working hours; to determine whether goods and services should be made or purchased. 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 5

ASSOCIATION RIGHTS

Section 1. Representatives. The Association may designate for each work location in the bargaining unit a supervisor as Representative to function as steward. Upon execution of this Agreement and as changes occur thereafter, the Association shall notify the Appointing Authority of the names of the Association Representatives selected as provided in this Article, designating the work location they will be responsible for.

Section 2. Representatives' Activities. The Employer agrees that during working hours, on the Appointing Authority's premises within the Representatives' work location and without loss of pay, Representatives will be allowed reasonable time to post official Association notices, distribute the Association newsletters, and to transmit communications authorized by the Association to the Employer as are required for the administration of this Agreement, providing, however, this activity does not interfere with normal work duties. The Association shall notify the Appointing Authority of those representatives, if any, who have authority to process or resolve grievances on a regular or case by case basis. The Representative shall first inform his/her superior of his/her impending departure and shall first receive approval to leave the work location.

Section 3. Bulletin Boards. The Appointing Authority shall make space available on a bulletin board to be used exclusively by the Association for the posting of official Association notices, meetings, elections, minutes, and newsletters.

Section 4. Notification. When the Employer has determined that a position in the supervisory unit is to be placed in the management schedule, the Employer shall notify the Association in advance of such placement.

ARTICLE 6

STRIKES AND LOCKOUTS

Section 1. Strikes. The Association, its officers and agents, and the supervisors covered by this Agreement agree not to promote or support any strikes as defined in Minn. Stat. 179A.01, Subd. 16. Any supervisor who knowingly violates the provisions of this Section may be discharged or otherwise disciplined.

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

ARTICLE 7

DISCIPLINE AND DISCHARGE

Section 1. Purpose. Disciplinary action may be imposed on supervisors only for just cause.

Section 2. Disciplinary Action. Discipline may include only the following, but not necessarily in this order:

1. Oral reprimand (not grievable)
2. Written reprimand (not arbitrable)
3. Suspension or Temporary Equivalent Reduction in Pay
4. Demotion
5. Discharge

If the disciplinary action imposed is suspension or Temporary Equivalent Reduction in Pay and the Appointing Authority chooses not to suspend the supervisor, the choice of either a suspension or Temporary Equivalent Reduction in Pay as the method of discipline may be made by the supervisor. Temporary Equivalent Reduction in Pay may only be chosen if the suspension is for a period of five (5) days or less.

If Temporary Equivalent Reduction in Pay is the method of discipline, such reduction shall first be defined by an equivalent number of days. Such reduction shall not be more than three (3) salary steps (or an equivalent) from the supervisor's permanent rate of pay.

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

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 supervisor in writing of the specific reason(s) for such action, with a copy to the Association Executive Director.

The Appointing Authority may discipline a supervisor before such notification is given if extenuating circumstances exist. The Appointing Authority will provide the supervisor with such notification within one working day, exclusive of Saturdays, Sundays and holidays, after such action.

Section 3. Investigatory Suspension. The Appointing Authority may place a supervisor who is the subject of a disciplinary investigation on an investigatory suspension without pay for up to and including five (5) work days. Thereafter, the supervisor shall be placed on suspension with pay for the remaining duration of the investigatory suspension. If, as a result of the disciplinary investigation, no discipline is imposed on the supervisor, he/she shall be reimbursed for all lost pay. A supervisor on unpaid investigatory suspension shall continue to receive state paid insurance benefits consistent with Article 18, Insurance.

Section 4. Investigatory Interview. The Appointing Authority shall not meet with a supervisor for the purpose of questioning a supervisor during an investigation that may lead to discipline of that supervisor without first offering the supervisor an opportunity for MMA representation. Any supervisor waiving the right to such representation must do so in writing prior to the questioning. A copy of such waiver shall be furnished to the Association upon request. The supervisor shall be advised of the principal allegations being investigated and, if known, the alleged time and place of occurrence prior to questioning. However, if any supervisor, who is not the subject of the investigation, is being questioned during an investigation of resident/patient abuse, the supervisor, upon request, shall have the right to Association representation.

Section 5. Discharge of Permanent Supervisors. The Appointing Authority shall not discharge any permanent supervisor without just cause. If the Appointing Authority believes there is just cause for discharge, the supervisor and the Association will be notified, in writing, that a supervisor is to be discharged and shall be furnished with the reason(s) therefor and the effective date of the discharge.

The supervisor 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, upon request. The right to such meeting shall expire at the end of the next scheduled work day of the supervisor after the notice of discharge is delivered to the supervisor unless the supervisor and the Appointing Authority agree otherwise. The discharge shall not become effective during the period when the meeting may occur. The supervisor shall remain in pay status during the time between the notice of discharge and the expiration of the meeting. However, if the supervisor 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 suspensions, temporary reductions in pay, demotions, and discharges 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.

A supervisor 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 Supervisors. The discharge or termination of unclassified supervisors is not subject to the arbitration provisions of this Agreement.

The provisions of Section 1 of this Article shall not apply to this Section.

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

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

Upon the request of the supervisor, a written reprimand shall be removed from the supervisor's personnel record provided that no further disciplinary action has been taken against the supervisor for a period of two (2) years following the date of the written reprimand.

Upon the request of the supervisor, a suspension of ten (10) days or less shall be removed from the supervisor's personnel record providing that no further disciplinary action has been taken against the supervisor for a period of three (3) years from the initial date of the suspension.

The contents of a supervisor's personnel office record shall be disclosed to him/her upon request and to the supervisor's Association Representative upon the written request of the supervisor. In the event a grievance is initiated under Article 8, the Appointing Authority shall provide a copy of any items from the supervisor's personnel office record upon the request of the supervisor.

Only the personnel office record 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.

Each supervisor shall be furnished with a copy of all evaluative and disciplinary entries into their personnel office record at or before the time such entry is placed in the record and shall be entitled to place his/her written response to such action in the personnel office record.

ARTICLE 8

GRIEVANCE PROCEDURE

Section 1. Definition of a Grievance. For the purpose of this Agreement, a grievance shall be defined as a dispute or a disagreement as to the interpretation or application of any term or terms of this Agreement. Supervisors are encouraged to first attempt to resolve the matter on an informal basis with their immediate superior at the earliest opportunity. If the matter cannot be resolved to the supervisor's satisfaction by informal discussion, it shall then be settled in accordance with the following procedure.

STEP 1. The grievance shall be reduced to writing, setting forth the nature of the grievance, the facts upon which it was based, section or sections of the Agreement alleged to have been violated, and the relief requested and shall be presented to the grievant's immediate superior by an Association Representative or designee. Any alleged violation not processed to this step within twenty-one (21) calendar days of the first

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 knowledge of the first occurrence of the event giving rise to the grievance, shall be considered waived. Within seven (7) calendar days after receiving the written grievance, the grievant's immediate superior or the Appointing Authority's designee and the Association Representative shall arrange a meeting with or without the grievant, in an attempt to resolve the grievance. Failure to arrange a meeting within the above stated seven (7) calendar days shall require the Association to commence the next step filing within the succeeding seven (7) calendar days unless the parties mutually agree in writing to an extension. If the grievance remains unresolved after this meeting, the immediate superior's written answer to the grievance shall be given to the Association Representative within seven (7) calendar days of this meeting. The Association may appeal the grievance to Step 2 within seven (7) calendar days of the receipt of the immediate superior's answer.

STEP 2. Within seven (7) calendar days after receiving the Association's appeal, the Appointing Authority or designee and the appropriate Association Representative with or without the supervisor shall arrange a meeting to attempt to resolve the grievance. Failure to arrange a meeting within the above stated seven (7) calendar days shall require the Association to commence the next step filing within the succeeding seven (7) calendar days unless the parties mutually agree in writing to an extension. If, as a result of this meeting, the grievance remains unresolved, the Appointing Authority or designee shall give his/her written answer to the Association Representative within seven (7) calendar days following this meeting. The Association may refer the grievance in writing to Step 3 within seven (7) days after receipt of the Appointing Authority or designee's written answer.

STEP 3. Within ten (10) calendar days following the receipt of a grievance referred from Step 2, the Appointing Authority or designee shall arrange a meeting with the Association's designee in an attempt to resolve the grievance. Failure to arrange a meeting within the above stated ten (10) calendar days shall require the Association to commence the next step filing within the succeeding ten (10) calendar days unless the parties mutually agree in writing to an extension. Within ten (10) calendar days following this meeting, the Appointing Authority or designee shall respond in writing to the 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 refer the grievance within twenty (20) calendar days to Step 4. Any grievance not referred in writing by the Association to Step 4 within twenty (20) calendar days following receipt of the answer of the Appointing Authority or designee shall be considered waived.

STEP 4. If the grievance remains unresolved, the Association may, within twenty (20) calendar days after the response of the Appointing Authority or designee is due, by written notice to the Deputy Commissioner of the Department of Employee Relations (State Labor Negotiator) request arbitration of the grievance. The arbitrator shall be selected pursuant to Section 2 of this Article within ten (10) calendar days after notice has been given, and the hearing shall be scheduled on a date mutually agreeable to the arbitrator and the parties.

Section 2. Arbitration List. The parties shall employ arbitration lists composed of five (5) arbitrators on each individual case obtained from the Bureau of Mediation Services, unless mutually agreeing otherwise. Upon receipt of the list, the parties shall have ten (10) working days to select an arbitrator. Both the Employer and the Association shall strike names alternatively from the list. A coin toss shall determine which party shall strike the first name. The final name remaining shall be the arbitrator.

Section 3. Arbitration Hearing Site. The arbitration hearing site shall be determined by mutual agreement of the State Negotiator and Association. If mutual agreement cannot be reached, the hearing site shall be determined, in a pre-hearing conference, by the arbitrator chosen to hear the case.

Section 4. Arbitrator's Authority. The arbitrator shall have no right to amend, modify, nullify, ignore, add to, or subtract from the provisions of this 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. 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 express 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 supervisor.

Section 5. 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, provided that each party shall be responsible for compensating its own representatives and witnesses.

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 either party desires a transcription of the verbatim record, it shall pay for such transcription and provide a free copy to the arbitrator. Should the other party desire a copy of such transcription, it shall pay the service who took the verbatim record for such copy.

Section 6. Time Limits. If a grievance was not presented within the time limits set forth above, it shall be considered waived. If a grievance is not appealed to the next step within the specified time limit or any agreed extension thereof, it shall be settled on the basis of the Appointing Authority or designee's last answer. 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. The time limit in each step may be extended by mutual written agreement of the Appointing Authority or designee and the Association at each step. By mutual agreement of the Appointing Authority and Association, the parties may waive Steps 1 and 2.

Section 7. Processing Grievances. The Association Representative involved and the grieving supervisor shall not leave work or disrupt departmental routine to discuss grievances without first requesting permission from his/her immediate superior, which shall not be unreasonably withheld.

The Association Representative and the grieving supervisor shall be allowed a reasonable amount of time during working hours while on the Appointing Authority's premises when a grievance is investigated or presented in Steps 1 through 3.

ARTICLE 9

VACATION AND SICK LEAVE

Section 1. Vacation Eligibility and General Conditions.

- A. Eligibility. Supervisors, except for emergency, temporary, intermittent, and project appointments shall accrue vacation leave.
- B. Accruals. All eligible supervisors shall accrue vacation leave according to the following rates:

| <u>Length of Service Requirement</u> | <u>Rate Per Full Payroll Period</u> |
|--|---|
| 0 through 5 years | 4 working hours |
| After 5 through 8 years | 5 working hours |
| After 8 through 12 years | 7 working hours |
| After 12 through 20 years | 7½ working hours |
| After 20 through 25 years | 8 working hours |
| After 25 through 30 years | 8½ working hours |
| After 30 years | 9 working hours |

Length of service is defined as the length of employment with the State of Minnesota since the last date of hire in accordance with Section 1(A). 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 a supervisor'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.

Changes in accrual rate shall be made effective at the beginning of the next payroll period following completion of the specified Length of Service Requirement.

A supervisor who is reinstated or reappointed to State service after June 30, 1983, and within four (4) years from 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.

Supervisors in the unclassified service of the State who are subsequently appointed to a position in the classified service, or vice versa, without an interruption in service shall have their accumulated but unused vacation leave balance posted to their credit in the records of the employing department provided such vacation leave was accrued in accordance with the personnel rules or the provisions of this or any preceding Agreement.

- C. Use and Crediting Accruals. Vacation leave shall not be used or accumulated during the first six (6) months of State service in accordance with Section 1(A). Upon completion of this six (6) month requirement, vacation shall accrue for those six (6) months.

Supervisors being paid for less than a full eighty (80) hour pay period will have their vacation accruals pro-rated in accordance with the schedule set forth in Appendix C.

Vacation leave may be accumulated to any amount provided that once during each fiscal year, each supervisor's accumulation must be reduced to two hundred and sixty (260) hours or less. If this is not accomplished prior to the last payroll period during the fiscal year, the amount of vacation shall automatically be reduced to two hundred sixty (260) hours at the end of the last payroll period of the fiscal year.

Supervisors on a Military Leave under Article 11 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 supervisor returns from the Military Leave.

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

Should a supervisor become ill or disabled while on vacation, vacation leave shall be changed to sick leave, effective the date of illness or disability, upon notice to the supervisor's superior. Upon such notice, supervisors may be requested by the Appointing Authority to furnish a medical statement from a medical practitioner. If requested by the Appointing Authority, such statement shall be provided as soon as possible after the illness or disability occurs.

Supervisor vacation accruals earned while on a paid leave may be used by the supervisor with the approval of the immediate superior without returning to work prior to the use of the accrued vacation leave.

Upon request, employees of the Legislative Branch who are appointed to the Executive Branch within four (4) years of the date of resignation in good standing or retirement, shall receive credit for their length of service in the Legislative Branch that existed at the time of such transfer or separation for vacation accrual purposes provided that the employee was in an eligible status as defined in Section 1(A) of this Article when employed by the Legislative Branch. 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. Effective August 25, 1987, employees who are appointed without a break in service may be allowed to bring any accumulated but unused vacation leave with them provided that it does not exceed two hundred and sixty (260) hours.

Section 2. Vacation Schedules. Every reasonable effort shall be made to grant vacation at the times requested by the supervisor. The Appointing Authority agrees to respond in a reasonable time to supervisors' requests for vacation. However, if an early response date is needed by the supervisor, it shall be so stated on the request form and responded to by the Appointing Authority in writing. If the nature of the work makes it necessary to limit the number of supervisors on vacation at the same time, vacation schedules shall be established on the basis of Classification Seniority within a work location in the event of any conflict over vacation periods.

Except in emergencies, as determined by the Appointing Authority, no supervisor will be required to work during the supervisor's vacation once the vacation request has been approved.

Section 3. Vacation Rights. Any supervisor separated from State service shall be compensated in cash, at the supervisor's then current rate of pay, for all vacation leave to the supervisor's credit at the time of separation, but in no case shall payment exceed two hundred and sixty (260) hours.

Supervisors shall be allowed to leave their accumulated vacation to their credit during the period of seasonal or temporary layoff.

Section 4. Sick Leave Accumulation. Supervisors, except for emergency, temporary, intermittent and project appointments, 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, supervisors shall then accrue sick leave at the rate of two (2) hours per pay period.

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

Supervisors being paid for less than a full eighty (80) hour pay period shall have sick leave accruals pro-rated in accordance with the schedule set forth in Appendix D.

A supervisor who is reinstated or reappointed to State service after June 30, 1983, and within four years from the date of resignation in good standing or retirement shall have accumulated but unused sick leave balance restored and posted to the supervisor's 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. This method shall not be used to change sick leave balance restorations determined prior to July 1, 1983.

However, a supervisor who has received severance pay shall have his/her sick leave balance restored at sixty (60) percent of the supervisor's accumulated but unused sick leave balance plus seventy-five (75) percent of the supervisor's accumulated but unused sick leave bank.

Supervisors in the unclassified service of the State who are subsequently appointed to a position in the classified service, or vice versa, without an interruption in service shall have their accumulated but unused sick leave balance posted to their 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.

Upon request, effective August 25, 1987, employees of the Legislative Branch who are appointed to the Executive Branch 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 accord with the personnel rules or the provisions of this Agreement.

Section 5. Sick Leave Use. A supervisor shall be granted sick leave with pay to the extent of the supervisor's accumulation for absences necessitated by the following conditions:

A. Employee.

1. illness or disability, including the period of time that a doctor certifies a female employee unable to work because of pregnancy.
2. medical, chiropractic, or dental care.
3. exposure to contagious disease which endangers the health of other employees, clients, or the public.

B. Others.

1. illness of a spouse, minor or dependent children, or parent who is living in the same household of the employee.
2. birth or adoption of a child.
3. to arrange for necessary nursing care for members of the family, as specified in B.1. above.

Sick leave granted under Subsection B above shall be for such reasonable periods as the employee's attendance may be necessary; however such leave under B(2) and B(3) shall not exceed three (3) days.

The use of a reasonable period of sick leave shall be granted in cases of death of the spouse or parents of the spouse, or the parents, grandparents, grandchildren, guardian, children, brothers, sisters, or wards of the supervisor.

Supervisors using sick leave under this Article will have sick leave first deducted from the nine hundred (900) hours accumulation. Supervisors having used sick leave and who fall below the nine hundred (900) hours accumulation shall again accrue sick leave at four (4) hours per payroll period until their accumulation again reaches nine hundred (900) hours. Use of the more than nine hundred (900) hour bank shall be subject to the provisions of this Article.

Supervisor sick leave accruals earned while on a paid leave may be used by the supervisor with the approval of the immediate superior without returning to work prior to the use of the accrued sick leave.

Section 6. Sick Leave. The supervisor shall notify the Appointing Authority at or before his/her normally scheduled starting time of any illness. Supervisors utilizing leave under this Section shall furnish a statement from a medical practitioner upon the request of the Appointing Authority for absences in excess of three working days, or where the Appointing Authority has reasonable reason to believe that a supervisor has abused or is abusing

sick leave. Those supervisors who misuse sick leave may be subject to disciplinary action. The Appointing Authority may also request a statement from a medical practitioner if the Appointing Authority has reason to believe the supervisor is not fit to work or has been exposed to a contagious disease which endangers the health of other supervisors, employees, clients or the public. Supervisors returning from extended sick leave shall notify the Appointing Authority within a reasonable amount of time prior to returning to work.

Section 7. Sick Leave/Vacation Leave Coordination. When a supervisor on Workers' Compensation benefits has decided to use sick leave and/or vacation to supplement his/her Workers' Compensation benefits the following procedure applies: The supervisor shall notify the Appointing Authority that he/she wishes to supplement his/her Workers' Compensation check through use of sick leave and/or vacation leave. Sick leave must be exhausted before the vacation leave can be used. The Appointing Authority shall obtain from the Workers' Compensation Division the amount of the benefit check and automatically authorize a payroll check in the amount of the difference between the benefit check and the supervisor's regular gross pay for the supervisor's normal pay period. The supervisor's sick leave or vacation balance shall be reduced by the amount of the payroll check divided by the supervisor's hourly rate of pay at the time the payroll check is issued.

A supervisor who uses sick leave or vacation leave while awaiting the Worker's Compensation determination shall return that part of the Worker's Compensation check which covers the waiting period to the Appointing Authority. The Appointing Authority shall credit back to the supervisor's sick leave or vacation leave the number of hours equal to the amount of the Worker's Compensation check divided by the supervisor's hourly rate.

ARTICLE 10

HOLIDAYS

Section 1. Eligibility. Supervisors, except for emergency, temporary, intermittent, and project appointments, shall be eligible for purposes of this Article.

Section 2. Observed Holidays.

- A. The following days shall be observed as paid holidays for all eligible supervisors, assigned to a Monday through Friday, five (5) day operation:

Tuesday, July 4, 1989 - Independence Day
Monday, September 4, 1989 - Labor Day
Friday, November 10, 1989 - Veterans Day
Thursday, November 23, 1989 - Thanksgiving Day
Friday, November 24, 1989 - Day after Thanksgiving
Monday, December 25, 1989 - Christmas
Monday, January 1, 1990 - New Year's
Monday, January 15, 1990 - Martin Luther King Day
Monday, February 19, 1990 - Presidents Day
Monday, May 28, 1990 - Memorial Day
Wednesday, July 4, 1990 - Independence Day
Monday, September 3, 1990 - Labor Day
Monday, November 12, 1990 - Veterans Day
Thursday, November 22, 1990 - Thanksgiving Day

Friday, November 23, 1990 - Day after Thanksgiving
Tuesday, December 25, 1990 - Christmas
Tuesday, January 1, 1991 - New Year's
Monday, January 21, 1991 - Martin Luther King Day
Monday, February 18, 1991 - Presidents Day
Monday, May 27, 1991 - Memorial Day

- B. The following days shall be observed as paid holidays for employees assigned to a six (6) or seven (7) day operation:

Tuesday, July 4, 1989 - Independence Day
Monday, September 4, 1989 - Labor Day
Saturday, November 11, 1989 - Veterans Day
Thursday, November 23, 1989 - Thanksgiving Day
Friday, November 24, 1989 - Day after Thanksgiving
Monday, December 25, 1989 - Christmas
Monday, January 1, 1990 - New Year's
Monday, January 15, 1990 - Martin Luther King Day
Monday, February 19, 1990 - Presidents Day
Monday, May 28, 1990 - Memorial Day
Wednesday, July 4, 1990 - Independence Day
Monday, September 3, 1990 - Labor Day
Sunday, November 11, 1990 - Veterans Day
Thursday, November 22, 1990 - Thanksgiving Day
Friday, November 23, 1990 - Day after Thanksgiving
Tuesday, December 25, 1990 - Christmas
Tuesday, January 1, 1991 - New Year's
Monday, January 21, 1991 - Martin Luther King Day
Monday, February 18, 1991 - Presidents Day
Monday, May 27, 1991 - Memorial Day

All supervisors except emergency, temporary, intermittent, and project appointments, shall receive one (1) floating holiday each fiscal year of the Agreement. Every reasonable effort shall be made to grant the floating holiday for the time requested by the supervisor. The Appointing Authority may limit the number of supervisors 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 and may only be used for periods of eight (8) hours. However, seasonal supervisors shall only be eligible for a floating holiday if he/she works six (6) months or more and shall be eligible for one (1) floating holiday per season.

For purposes of this Article, when a work shift includes consecutive hours which fall in two (2) calendar days, that work shift shall be considered as falling on the calendar day in which the majority of hours in the shift fall. When a work shift includes an equal number of consecutive hours in each of two (2) calendar days, that work shift shall be considered as falling on the first of the two (2) calendar days.

When any of the above holidays fall on a supervisor's regularly scheduled day off, the Appointing Authority shall grant an alternative holiday within one hundred twenty (120) calendar days of the pay period in which the holiday occurs. If there is no agreement as to the date of the alternative holiday between the Appointing Authority and the supervisor, the Appointing Authority shall select one (1) of four (4) days preferred by the supervisor.

In the State University System, Community College System, Faribault Residential Academies and Resource Center, the Appointing Authority may, after consultation with the Association, designate alternative days for the observance of Veterans' Day, the Day after Thanksgiving and Presidents' Day.

In other departments, the Appointing Authority may, with the agreement of the Association, designate alternative days for the observance of Veterans' Day and Presidents' Day.

Section 3. Holiday Pay Entitlement. To be entitled to receive a paid holiday, an eligible supervisor must be in payroll status on the normal work day immediately preceding and the normal work day immediately following the holiday(s).

Supervisors employed on an academic school year basis shall be eligible for the Christmas and New Year's holidays provided they are in payroll status on the last scheduled work day prior to the Christmas break and the first scheduled work day following the break.

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

Section 4. Holiday Pay. Holiday pay shall be computed at the supervisor's normal day's pay (i.e., the supervisor'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 supervisors 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 superior, part-time supervisors 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 proration of holiday hours, provided such rescheduling does not result in the payment of overtime.

Section 5. Work on a Holiday. Any supervisor who is assigned to work on a holiday shall, at the Appointing Authority's discretion, either be:

- 1) paid in cash at the supervisor's appropriate overtime rate for all hours worked in addition to holiday pay provided for in Section 3 and 4 above; or,
- 2) paid in cash at the supervisor's appropriate overtime rate for all hours worked in addition to an alternative holiday in lieu of holiday pay provided for in Section 3 and 4 above. Such alternative holiday shall be granted within one hundred twenty (120) days of the pay period in which the holiday occurs, and if there is no agreement as to the date of the alternative holiday between the Appointing Authority and the supervisor, the Appointing Authority shall select one (1) of four (4) days preferred by the supervisor. This option shall not be available for supervisors who work less than their normal work day on a holiday.

Section 6. Religious Holidays. When a religious holiday, not observed as a holiday, as provided in Section 2 above, falls on a supervisor's regularly scheduled work day, the supervisor 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 supervisor has sufficient accumulated vacation leave or accumulated compensatory time, or, by mutual consent, is able to make the time up. Supervisors shall notify the Appointing Authority at least five (5) working days prior to the leave.

ARTICLE 11

LEAVES OF ABSENCE

Section 1. Application for Leave. All requests for a leave of absence or extension thereof shall be submitted in writing by the supervisor to the supervisor's immediate superior as soon as the need for such a leave or extension thereof is known. The request shall state the reason for and the anticipated duration of the leave of absence or extension thereof.

Section 2. Authorization for Leave. Authorization for or denial of a leave of absence shall be furnished promptly to the supervisor in writing. No leave of absence request shall be unreasonably denied, and no supervisor shall be required to exhaust accrued vacation leave prior to an extended leave of absence.

Section 3. Paid Leaves of Absence.

- A. Court Appearance Leave: Leave shall be granted for appearances 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 created by the supervisor or the exclusive representative. Leave shall also be granted for attendance in court in connection with a supervisor's official duty, which shall include any necessary travel time. Such supervisor shall be paid the supervisor's regular rate of pay but shall remit to his/her Appointing Authority the amount received, exclusive of expenses, for serving as a witness, as required by the court.
- B. Jury Duty Leave: Leave shall be granted for service upon a jury. Supervisors 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 and free to leave the courthouse, the supervisor shall report to work.
- C. Educational Leave: Leave with pay shall be granted for educational purposes if such education is required or assigned by the Appointing Authority.
- D. Military Leave: Up to fifteen (15) working days leave per calendar year shall be granted to members of a reserve force of the United States or of the State of Minnesota and who are ordered by the appropriate authorities to attend a training program or perform any other duties under the supervision of the United States or of the State of Minnesota during the period of such activity. The supervisor, upon receiving notification of duty, must notify his/her Appointing Authority within seven (7) calendar days of receiving that notification.

- E. Voting Time Leave: Any supervisor who is eligible 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 supervisor has made prior arrangements for such absence with his/her immediate superior.
- F. Emergency Leave: The Commissioner of Employee Relations, after consultation with the Commissioner of Public Safety, may excuse State supervisors 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 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.

Paid leaves of absence granted under this Article shall not exceed the supervisor's normal work schedule.

Section 4. Unpaid Leaves of Absence.

- A. Unclassified Service Leave: Leave may be granted to any classified supervisor to accept a position in the unclassified service of the State of Minnesota.
- B. Educational Leave: Leave may be granted to any supervisor for educational purposes.
- C. Disability Leave:
 - 1. Employee Requested. Leave of absence up to one (1) year shall be granted to any supervisor who has completed an initial probationary period with the State and who, as a result of an extended illness or injury, has exhausted his/her accumulation of sick leave. Such leave shall be limited to a cumulative total of one (1) year per illness or injury. Upon the request of the supervisor such leave may be extended. Supervisors shall receive reasonable notice in writing before a disability leave is cancelled. An Appointing Authority may require appropriate medical documentation of the illness, injuries, or disability. The Appointing Authority may require the supervisor returning from a disability leave to furnish a statement from a medical practitioner if the Appointing Authority has reason to believe the supervisor is not fit to return to work.
- D. Maternity/Paternity or Adoption Leave: A Maternity/Paternity or Adoption leave of absence shall be granted to a natural parent or an adoptive parent who has completed an initial probationary period with the State 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, but in no event less than three (3) days prior to such leave. Requests for Maternity/Paternity Leave shall be submitted at least six (6) weeks in advance of the anticipated due date, if possible. The Maternity/Paternity or Adoption Leave shall commence on the date requested by the supervisor and shall continue up to six (6) months. Any paid sick leave used following a birth shall be deducted from the six (6) months unpaid Maternity/Paternity Leave. Such leave may be extended up to a maximum of one (1) year by mutual consent between the supervisor and the Appointing Authority.

- E. Military Leave: Leave shall be granted to a supervisor 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.
- F. Personal Leave: Leave may be granted to any supervisor, upon request, for personal reasons. No such leave shall be granted for the purpose of securing other employment, except as provided in this Article.
- G. Precinct Caucus: Upon ten (10) days advance request, leave shall be granted to any supervisor for the purpose of attending a political party caucus.
- H. Association Leave: Upon advanced written request of the Association, leave shall be granted to supervisors who are elected or appointed by the Association to serve on the Association Negotiating Team. Leave time for service on an Association Negotiating Team shall be considered as paid leave for purposes of vacation leave and sick leave accrual. Association Representatives or other supervisors 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 supervisor's department or agency.

In any case of leave of absence or time off to perform duties for the exclusive representative, the number of supervisors to be granted leaves of absence or time off from any one department or agency may be limited by the Appointing Authority, if the Appointing Authority determines that the number requesting the leave of absence or time off would adversely affect the operations of the department or agency.

Upon the written request of the Association, leave shall be granted to supervisors who are elected officers or appointed full-time representatives of the Association. Annually, the Appointing Authority may request the Association to confirm the supervisor's continuation on Association Leave.

Any supervisor returning from an approved Association leave of absence as covered by this Section shall be entitled to return to employment in a position in the supervisor's former classification and agency within thirty-five (35) miles of the former position. Upon return from an extended Association leave of absence of one (1) year or more, a supervisor may elect to take a vacancy in the same class/class option within the same agency if the supervisor is determined to be qualified for the position. A supervisor exercising this option shall be subject to a new probationary period. During the Article 16, Section 2 trial period or upon non-certification, the supervisor may exercise return rights described above.

- I. Leave for Related Work: Leave not to exceed one (1) year may be granted to a supervisor 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 supervisor's current work.

Section 5. Cancellation of Discretionary Leaves. Leaves of absence or extensions of such leaves which are subject to the discretionary authority of the Employer may be cancelled by an Appointing Authority upon reasonable written notice to the supervisor unless the Appointing Authority agrees in writing at the time the leave is granted that the leave will not be cancelled.

Section 6. Reinstatement after Leave. Any supervisor returning from an approved leave of absence as covered by this Article shall be entitled to return to employment in a position in the supervisor's former classification and agency within thirty-five (35) miles of the former position. For leaves of absence in excess of six (6) months, supervisors shall be entitled to return to a vacant position in the class from which they left or a vacancy in a related class in which the range assignments are the same, for which they are qualified and within thirty-five (35) miles of the person's work location. Supervisors 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 scheduled leave end date. Supervisors returning from an approved leave of absence shall be returned at the same rate of pay the supervisor had been receiving at the time the leave of absence commenced plus any automatic adjustments that would have been made had the supervisor been continuously employed during the period of absence. At the discretion of the Appointing Authority, a supervisor may terminate his/her leave of absence prior to the previously agreed upon date of expiration of that leave of absence.

ARTICLE 12

HOURS OF WORK AND OVERTIME

Section 1. Supervisors assigned to Progression Codes 2 and 3 and supervisors assigned to Progression Code 1 at Salary Range 18 and below.

- A. Consecutive Hours. The regular hours of work each day shall be consecutive except that they may be interrupted by unpaid lunch periods if free from work and each work shift shall include two rest periods of at least 15 minutes each which shall be included in work time. There shall be no split shifts assigned or required except as mutually agreed to by the Association and the Appointing Authority. Regularly scheduled days off shall normally be consecutive.

Supervisors desiring to get off evening and/or night shift duty in continuous operations shall request such reassignments in writing to the Appointing Authority.

- B. Normal Payroll Period. The normal payroll period shall consist of eighty (80) hours of work within a two (2) week payroll period.
- C. Normal Work Week. It is recognized that because of the nature of their work, some of the supervisors covered by this Agreement may be required to work varied hours, work on holidays and weekends, making the maintaining of consistent starting and stopping times or the assignment of the number of hours worked in one day sometimes impossible. Insofar as practicable and without reducing the efficiency of work performance, supervisors are expected to complete normal routine work within a normal work day.

Supervisor's hours may be adjusted in accordance with circumstances and with the approval of the immediate superior.

D. Overtime Rates.

1. Supervisors assigned to Progression Codes 2 and 3 shall be compensated for overtime hours at the rate of time and one-half (1½) for all hours worked as assigned by the Appointing Authority in excess of the established work day; before or after a supervisor's regularly scheduled shift; or on any regularly scheduled day of rest.
2. Supervisors assigned to Progression Code 1 and employed in those classes assigned to Salary Range 18 and below shall be compensated at the rate of straight time for all overtime hours worked as specifically assigned or directed by the Appointing Authority in excess of the normally scheduled pay period.

E. Liquidation of Overtime.

1. Supervisors assigned to Progression Codes 2 and 3 and to Progression Code 1, Ranges 18 and below.
 - a) General. At the supervisor's option, overtime hours shall be paid in cash or assigned to a compensatory bank. Those who are employed on the effective date of this Agreement shall have sixty (60) calendar days from that date to decide whether overtime hours shall be paid in cash or assigned to a compensatory bank. All supervisors who are hired, recalled from layoff, returned from leave of absence, or otherwise enter the seniority unit after the effective date of this Agreement shall have ten (10) calendar days from the date of unit entrance to decide. Supervisors shall indicate their choice to the Appointing Authority in writing. However, if a supervisor fails to respond in writing, liquidation shall be in cash. Supervisors may change their decision on July 1, 1990. Overtime hours may be assigned to a compensatory bank in the first pay period following the date the supervisor responds in writing.
 - b) Compensatory Bank.
 1. Size of Bank. The maximum amount of hours that may be in the compensatory bank at any given time is one hundred twenty (120) hours.
 2. Hours Worked in Excess of Bank. All overtime hours worked over the maximum amount of hours in b-1 shall be compensated in cash.
 - c) Cash Liquidation. 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 is earned. Supervisors who choose cash liquidation may still use compensatory time within the same work week/applicable work period. Overtime earned for work on a holiday shall be paid in cash.

- d) Compensatory Time Liquidation in Cash. At the option of the Appointing Authority, all or a portion of the compensatory bank may be liquidated in cash at the beginning of the pay periods closest to January 1, 1990 and/or on July 1, 1990, and/or on January 1, 1991, and/or on June 30, 1991, with thirty (30) calendar days advance written notice to the Association. Such liquidation shall be done in a uniform manner for all supervisors of the seniority unit.

A supervisor transferring to the service of another Appointing Authority, accepting a position not represented by the Association, separated from State service, or placed on permanent layoff, shall have unused compensatory time paid in cash. A supervisor placed on seasonal layoff may have unused compensatory time paid in cash, at the option of the supervisor.

Any cash payment of unused compensatory time shall be at the average regular rate of pay received by the supervisor during the last three (3) years of the supervisor's employment or his/her regular rate of pay as of the date of payment, whichever is greater.

- e) Use of Compensatory Time. Supervisors requesting compensatory time off with fourteen (14) or more calendar days notice to the Appointing Authority shall be permitted to use such time if it does not unduly disrupt the operations of the Appointing Authority, or require payment of additional salary costs. Requests for use of compensatory time off with less than fourteen (14) calendar days notice to the Appointing Authority or for weekend shifts may be granted at the discretion of the Appointing Authority.

The Appointing Authority may schedule compensatory time off for a supervisor with more than forty (40) hours in the compensatory bank by providing him/her no less than fourteen (14) calendar days notice prior to the specified scheduled time off. The supervisor may not be scheduled below forty (40) hours.

Compensatory time may be granted in increments of one-half (1/2) hour or more. Compensatory time scheduled off by the Appointing Authority shall be in increments of at least the supervisor's normal work day. Overtime earned for work on a holiday shall be paid in cash.

Supervisors shall not be permitted to use compensatory time or scheduled to use compensatory time if use will result in the denial of a request to have a holiday off, a denial of a vacation request, or a denial of a discretionary leave request in Article 11.

If it is necessary to limit the number of supervisors in a work unit using compensatory time at the same time, conflicts shall be resolved on the basis of State Seniority within or among class(es) as determined by the Appointing Authority.

Article 14, Layoff and Recall, Section 3, of the Master Agreement shall be modified by providing that in the event limited interruptions of employment occur, the Appointing Authority may require that supervisors use compensatory time before use of vacation, or supervisors may elect no pay. Other than full-time unlimited supervisors may use compensatory time during a limited interruption.

DNR supervisors who work overtime hours on out-of-state firefighting shall be paid in cash only.

Section 2. Supervisors assigned to Progression Code 1 at Salary Range 19 and above.

- A. Time Management. Because of the nature of the duties performed by these supervisors, it is impracticable to apply provisions which prescribe normal work hours. However, it is normally expected that eight (8) hours of work shall constitute a normal work day and eighty (80) hours a normal payroll period.

It is recognized that these supervisors are responsible for managing and accounting for their own hours of work and that they may work hours in excess of the normal work day and/or payroll period and may make adjustments in hours of work in subsequent work days and/or payroll periods, provided such time management system does not result in overtime payment or guarantee hour-for-hour time off for extra hours worked.

- B. Overtime. Supervisors assigned to a special project that is in addition to their normal duties or workloads and upon having received advance approval shall be compensated as follows:
1. Such overtime shall be liquidated in cash or compensatory time off at the discretion of the Appointing Authority;
 2. Such overtime shall be earned at the rate of straight time;
 3. A compensatory bank when established shall normally not exceed forty (40) hours; however, the Appointing Authority may increase this amount in extraordinary circumstances;
 4. The Appointing Authority shall not be obligated to liquidate in cash overtime hours worked over the established maximum hour limit of the compensatory bank;
 5. The compensatory bank shall be liquidated in leave only and shall terminate if the supervisor leaves his/her seniority unit.

Except where there are existing collective bargaining agreements or official agency records that provide differently, all supervisors shall start on the effective date of this Agreement with zero accumulated compensatory time.

Section 3. Call Back. Any continuous operations supervisor, or any supervisor in an emergency situation, called back to work after his/her regularly scheduled shift shall be paid a minimum of two (2) hours at the appropriate overtime rate.

Call back is unscheduled overtime which is not assigned by the end of the supervisor's last worked shift prior to the overtime assignment. Overtime assigned any time period in advance of the end of the supervisor's last worked shift is not call back.

Supervisors who are called back to work shall use a State vehicle or use their own vehicle and shall be reimbursed mileage for driving to and from their work station and their home.

Section 4. On Call. A supervisor shall be in an on-call status if the supervisor's superior has instructed the supervisor, in writing, to remain available to work during an off duty period. A supervisor who is instructed to be in an on-call status is not required to remain at a fixed location but is required to leave word where he/she may be reached.

A supervisor who is instructed to remain in an on-call status shall be compensated for such time on the basis of forty-five (\$45) dollars for twenty-four (24) hour period or part thereof, not to exceed a maximum of two hundred eighty (\$280) dollars per week.

Section 5. Flex-Time. Upon agreement of the supervisor's superior, an individual flex-time schedule may be established.

ARTICLE 13

SENIORITY

Section 1. Seniority. For purposes of this Article, seniority is defined as follows:

- 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 the length of service in a specific job classification/class option within the bargaining unit, beginning with the date an employee starts to serve a probationary appointment.

Time in a related higher or equally paid class outside of the bargaining unit within the same department prior to November 19, 1981 shall be credited to a supervisor's Classification Seniority unless specifically prohibited by an applicable 1979-1981 collective bargaining agreement.

In addition to managerial service credited above, time in a related higher or equally paid managerial class/class option within the same department after September 4, 1985 shall be credited to a supervisor's classification seniority provided the supervisor otherwise has rights to return to a previously held class/class option in the department in the bargaining unit.

Confidential employees shall continue to accrue Classification Seniority in a confidential position in a job classification which is otherwise supervisory within the same department.

- C. Bumping, Demotions, Transfers. When a supervisor exercises bumping rights, or is demoting, or is transferring within the bargaining unit, Classification Seniority in the class to which the supervisor is bumping or is demoting, or is transferring shall include Classification Seniority in all related higher or equally paid classes in which the supervisor has served within the bargaining unit.

D. Class Option. "Class Option" is defined as an area of specialization which shall require special licensure, certification or registration, and/or for which a separate examination is used in making appointments to a classification.

E. Crediting and Interruptions. In the case of a supervisor working under a provisional appointment, Classification Seniority shall be credited back to the date of hire at the time a supervisor begins to serve a probationary period in a related classification.

Classification Seniority shall be interrupted only by separation because of resignation, discharge for just cause, failure to return upon expiration of a leave of absence, failure to respond to a recall from layoff, or retirement.

F. Related Classes. "Related Classes" are those classes which are similar in the nature and character of the work performed and which require similar qualifications.

G. Seniority Units. "Seniority Unit" is defined as set forth in Appendix A.

Section 2. Seniority Earned Under Previous Collective Bargaining Agreements. Supervisors shall continue to have their seniority calculated as provided for under the 1981-83 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 the roster, shall post it on all official bulletin boards, and shall provide one (1) copy to the Association President and one (1) copy to the designated Association Representative in the seniority unit. 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 supervisor and manager with supervisory seniority in the order of Classification Seniority and reflect each supervisor's date of Classification Seniority, date of State Seniority, and the date of Classification Seniority and class title for all classes in which the supervisor previously served.

The rosters shall also identify the type of appointment if other than full-time unlimited.

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

Section 4. Appeals. Supervisors shall have thirty (30) calendar days from the initial date of availability to notify the Appointing Authority of any disagreements over the Seniority Roster. Such disagreements shall be limited to changes since the previous listing.

Supervisors on extended absences of more than fourteen (14) calendar days shall have thirty (30) calendar days from their return to work to notify their Appointing Authority of any disagreement over the Seniority Rosters.

ARTICLE 14

LAYOFF AND RECALL

Section 1. Layoff. An Appointing Authority may lay off a supervisor by reason of abolition of the position, shortage of work or funds, or other reasons outside the supervisor's control which do not reflect discredit on the service of the supervisor. A layoff occurs when such conditions continue longer than ten (10) consecutive working days.

Section 2. Layoff Procedures. In the event a layoff in the classified service of bargaining unit supervisors becomes necessary, the Appointing Authority shall notify the Association and the Association Executive Director of the classifications and number of positions to be eliminated at least twenty-one (21) calendar days if practicable, but at least fourteen (14) calendar days prior to the effective date of the 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) such action is necessary and the estimated length of the layoff period, to all supervisors about to be laid off and to the Association President.

Seasonal supervisors shall be laid off in inverse order of Classification Seniority within the supervisor's principal place of employment.

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 supervisors shall, upon request, be entitled to advance of hours in order to provide the supervisor 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 a supervisor's accumulated and unused vacation leave. If a supervisor elects to draw such advances, the supervisor shall not be permitted to reduce his/her vacation accumulation below the total hours advanced. However, no supervisor 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 supervisor has been advanced under this Section. With the approval of the supervisor's superior, the supervisor shall have the right to make the hours up.

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

However, such advances shall not apply when the limited interruption is the result of a shortage of funds.

Section 4. Layoff. The Appointing Authority shall designate the position(s) in the class/class option which is to be eliminated.

If there is a vacancy within thirty-five (35) miles in the same class (or class option or another option within that class for which the supervisor is determined by the employer to be qualified), seniority unit, and employment condition as the position to be eliminated, the Appointing Authority shall reassign the supervisor holding the position to be eliminated to that vacancy provided the supervisor is qualified for the position.

If there is no such vacancy, the supervisor may exercise the following options in the order set forth below. In lieu of the following options, a supervisor may elect to accept a vacancy in the same seniority unit in the same class/class option or in an equal or lower class/class option (in which the supervisor has previously served or for which the supervisor is determined by the Employer to be qualified) or in an equal or lesser employment condition.

However, in order to avoid a layoff or bump, a supervisor may take a transfer or demotion to a vacancy in another seniority unit in a class/class option for which the supervisor is qualified. Supervisors may not request a transfer or demotion to another Appointing Authority if a comparable vacancy within thirty-five (35) miles of the supervisor's work location is available which the current Appointing Authority determines to fill.

1. Bump the least senior supervisor occupying a position in the same class (or class option or another option within that class for which the supervisor is determined by the employer to be qualified), seniority unit, and employment condition within thirty-five (35) miles of the supervisor's work location provided the supervisor is qualified for the position.
2. Bump the least senior supervisor occupying a position in the same class (or class option or another option within that class for which the supervisor is determined by the employer to be qualified), seniority unit, and employment condition more than thirty-five (35) miles from the supervisor's work location provided the supervisor is qualified for the position.
3. Bump the least senior supervisor occupying a position in the same seniority unit and employment condition in an equal or lower class (or class option) in which the supervisor most recently served (or another option within that class for which the supervisor is determined by the employer to be qualified) within thirty-five (35) miles of the supervisor's work location provided the supervisor is qualified for the position.
4. Bump the least senior supervisor occupying a position in the same seniority unit and employment condition in an equal or lower class (or class option) in which the supervisor most recently served (or another option within that class for which the supervisor is determined by the employer to be qualified) more than thirty-five (35) miles from the supervisor's work location provided the supervisor is qualified for the position.

If none of the preceding exist or if the supervisor chooses not to accept the preceding, the supervisor shall be laid off.

A supervisor who does not have sufficient Classification Seniority to bump into a previous class shall not forfeit the right to exercise Classification Seniority in bumping into the next previously held class/class option.

Qualified means that the supervisor meets the registration requirements and reasonably meets the experience and/or educational requirements for initial appointment to the position or that the supervisor meets the registration requirements and previously served in any permanent appointment in the class in the seniority unit, except as otherwise required by State or federal rule or law. The Employer's determinations of classification/class option qualification are not grievable nor arbitrable, but the Appointing Authority's determinations of position qualification are grievable and arbitrable.

In all cases, the supervisor exercising bumping rights must have greater Classification Seniority in the classification/class option in which the supervisor is bumping than the supervisor who is to be displaced. Supervisors who have accepted an equally or higher paid position excluded from the bargaining unit shall retain full bumping rights into a previously held class/class option within the seniority unit of the same Appointing Authority based upon Classification Seniority, provided the supervisor has exhausted all of the layoff options available under the existing layoff procedure which covers him/her for purposes of layoff.

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.

Section 5. Layoff Lists.

- A. Seniority Unit Layoff List. The names of supervisors who have been laid off or reallocated downward to a class in a lower salary range or bumped supervisors who have accepted a demotion in lieu of layoff shall be automatically placed on a Seniority Unit Layoff List for the seniority unit, classification/class option, geographic location and employment condition from which they were laid off, reallocated downward or bumped in the order of their Classification Seniority. Supervisors may also indicate, in writing on a document provided by the Appointing Authority, other geographic locations for which they are available. Names shall be retained on the Seniority Unit Layoff List for a minimum of one (1) year or for a period of time equal to the supervisor's State Seniority to a maximum of eight (8) years. The supervisor may change his/her availability by notifying the Department of Employee Relations in writing.
- B. Agency Layoff List. (For the Department of Corrections, Department of Human Services, Community College System and State University System.) The names of such supervisors shall also be placed on an Agency Layoff List (if applicable) for the agency, classification/class option and employment condition from which they were laid off or bumped in the order of Classification Seniority. Names shall be retained on the Agency Layoff List for a minimum of one (1) year or a period of time equal to the supervisor's State Seniority to a maximum of five (5) years. For purposes of this sub-section, Classification Seniority shall be the sum of Classification Seniority in all facilities within the agency.

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

- C. Bargaining Unit Layoff List/Same Classification. The names of such supervisors shall also be placed on a Bargaining Unit Layoff List/Same Classification for the bargaining unit, classification/class option, geographic location and employment condition from which they were laid off or bumped in the order of Classification Seniority. Names shall be retained on the Bargaining Unit Layoff List/Same Classification for a minimum of one (1) year or for a period of time equal to the supervisor's State Seniority to a maximum of five (5) years.

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

- D. Bargaining Unit Layoff List/Other Classifications. The supervisor may also designate in writing other equal or lower bargaining unit classification(s) in which he/she previously served. His/her name shall then be placed on the Bargaining Unit Layoff List/Other Classifications for those classes/class options in order of Classification Seniority. The names shall remain on the list for a minimum of one (1) year or for a period of time equal to the supervisor's State Seniority to a maximum of five (5) years.

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

The provisions of Sections 5 (B) (C) and (D) shall not apply to supervisors on seasonal layoff.

Section 6. Reemployment Lists. The name of a laid off supervisor shall be placed on all reemployment lists for those classifications/class options in which the supervisor held Classification Seniority and for geographic locations and employment conditions for which the supervisor has indicated in writing, on a document provided by the Appointing Authority, a willingness to accept employment. The Department of Employee Relations shall then certify the name of the laid off supervisor to be considered for appointments to vacancies for which the supervisor is eligible. A supervisor may change his/her availability by notifying the Department of Employee Relations in writing.

The provisions of Section 6 shall not apply to supervisors on seasonal layoff.

Section 7. Recall.

- A. Supervisors shall be recalled from layoff in the order in which their names appear on the layoff list(s) as specified in Sections 5, above, provided the supervisor is qualified for the position.
- B. Seasonal supervisors 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.

- C. A supervisor shall be notified of recall by personal notice or certified mail (return receipt required) sent to the supervisor's last known address at least fifteen (15) calendar days prior to the reporting date. The supervisor 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 for work on the reporting date unless other arrangements are made. The fifteen (15) calendar day notice includes the supervisor's five (5) calendar day response time. It shall be the supervisor's responsibility to keep the Appointing Authority informed of his/her current address.
- D. The Appointing Authority may temporarily assign supervisor(s) to any vacancies or openings to fulfill operating requirements during the period while the recall process is taking place.

Section 8. Removal From Layoff Lists. Supervisors shall be removed from all layoff lists for any of the following reasons:

- A. Recall to a permanent position from the Seniority Unit Layoff List, Agency Layoff List or Bargaining Unit Layoff List/Same Classification. In the event that a supervisor is recalled to a seniority unit other than the one from which he/she was laid off, and the supervisor does not successfully complete the probationary period, such supervisor's name shall be restored to the original Seniority Unit Layoff List for the remainder of the time period originally provided in Section 5A.

When a supervisor is recalled from the Bargaining Unit Layoff List/Other Classification, his/her name shall remain on other layoff lists.

- B. Failure to accept recall to a permanent position within thirty-five (35) miles of the supervisor's previous work location.
- C. Failure to accept recall to a permanent position in a geographic location more than thirty-five (35) miles from the supervisor's previous work location, except that the supervisor will remain on the Seniority Unit Layoff List for recall to a position within thirty-five (35) miles of the supervisor's previous work location.
- D. Appointment to a permanent position in a class which is equal to or higher than the one from which the supervisor was laid off.
- E. Resignation, retirement or termination from State service.

Section 9. Exclusions. The provisions of this Article shall not apply to unclassified supervisors.

ARTICLE 15
FILLING OF POSITIONS

Section 1. Vacancies.

A. Defined.

1. A vacancy is defined as a permanent position in the classified service which the Appointing Authority determines to fill. A vacancy is not created by reallocation, unless the incumbent fails to qualify for appointment to the new class.

Section 2. Job Posting. Whenever a vacancy occurs, it shall be posted within the seniority unit for ten (10) calendar days so that qualified supervisors in the same classification may indicate their desire to be considered for the position. The posting shall include the classification/class option, a brief description of the position and the required qualifications. A copy of each posting shall be sent to the MMA Office at the time of the posting. If the ten (10) calendar day posting ends on a weekend or holiday, the expiration date shall be the day following the weekend or holiday.

Section 3. Filling of Vacancies. All classified supervisors in the same class and seniority unit who meet the posted qualifications and who express their interest in writing, shall be given consideration for the opening prior to filling the vacancy through other available means. If requested by the supervisor, an interview shall be provided before filling the vacancy.

If a Seniority Unit Layoff List exists for the classification, seniority unit, geographic location, and employment condition, selection shall then be made from qualified supervisors on that list.

If the vacancy is not filled by the Seniority Unit Layoff List, it may be filled by a qualified supervisor who to avoid layoff or bumping takes a transfer or demotion that crosses seniority units. Supervisors may not request a transfer or demotion to another Appointing Authority if a comparable vacancy within thirty-five (35) miles of the supervisor's work location is available which the current Appointing Authority determines to fill. If the vacancy remains unfilled and other layoff lists exist for that classification and that geographic location and employment condition, the Appointing Authority shall either:

- 1) transfer or promote a current supervisory bargaining unit employee, or
- 2) recall a qualified supervisor from the following layoff lists in the order set forth below:
 - A. Agency Layoff List (if applicable)
 - B. Bargaining Unit Layoff List/Same Classification
 - C. Bargaining Unit Layoff List/Other Classification

If the vacancy is not filled by the use of a layoff list for that classification, geographic location, and employment condition, or by transfer or promotion as noted above, the Appointing Authority may fill the vacancy by the use of any of the following methods:

1. eligible list
2. voluntary demotion
3. voluntary transfer
4. reinstatement
5. other: any other appointment procedure pursuant to statute

Section 4. Promotional Ratings. Promotional ratings required by the Employer in conjunction with an examination shall be prepared for each supervisor who is a candidate for that examination in an objective manner. No supervisor will be rated by a superior who is an applicant for the same examination. Prior to being processed by the Appointing Authority, the supervisor's final rating shall be discussed with the supervisor by the superior who signs the rating form and a signed copy of the rating shall be furnished to the supervisor.

Section 5. Transfers Between Agencies. Supervisors 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 supervisor wishes to transfer agrees to the transfer and does not require that the supervisor serve a new probationary period, the supervisor's current Appointing Authority shall agree to the transfer.

ARTICLE 16

PROBATIONARY PERIOD

Section 1. Probationary Period. All unlimited appointments to positions in the classified service, except appointments from layoff lists, shall be for a probationary period as follows:

| | |
|-------------------------------|------------------------|
| Half to Full-Time positions | Six calendar months |
| Less than Half-Time positions | Twelve calendar months |

A calendar month is defined as the time between the date of employment and the corresponding date in the next following month. Any unpaid leaves of absence in excess of an aggregate total of ten (10) working days shall be added to the duration of the probationary period. The probationary period shall exclude any time served in emergency, provisional, temporary, or unclassified employment. Supervisors promoted prior to the completion of their probationary period to a higher classification in the same occupational field and Appointing Authority, shall complete the probationary period in the lower classification by service in the higher classification.

An Appointing Authority may require a probationary period as specified above for transfers, reemployment, and reinstatements. An Appointing Authority may also require a probationary period when a supervisor voluntarily demotes to a position in an agency different from the one presently employed in, or to a classification in which the supervisor has not previously served. All supervisors shall be provided with a mid-probationary review if requested by the supervisor.

Supervisors placed on a layoff prior to the completion of their probationary period shall be required to complete the probationary period upon return from the layoff.

A supervisor shall be required to serve a probationary period, unless waived in writing by the superior, for the length of time specified above when recalled to a position in a seniority unit other than the one from which he/she was laid off.

If the Appointing Authority decides a supervisor cannot successfully complete the probationary period as provided above, such supervisor 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 supervisor may mutually agree to a limited extension, not to exceed three (3) months.

Probationary supervisors serving an initial probationary period may upon request meet with the Appointing Authority, with or without the Association representative, to discuss the non-certification decision.

Supervisors who have permanent status in another classification who fail to be certified in a subsequent probationary period may upon request have a meeting with the Appointing Authority, with or without the Association representative, to discuss the non-certification decision.

Upon request, such supervisors shall be given the reason for the non-certification.

The provisions of Article 7 and Article 8 shall not apply to supervisors serving in an initial probationary period. Additionally, permanent supervisors serving a subsequent probationary period cannot use Article 8 to appeal a non-certification decision.

Section 2. Trial Period. Supervisors serving a probationary period pursuant to this Article shall have a trial period of two (2) calendar weeks for the purpose of evaluation. During this trial period, the supervisor may elect to return to his/her former position. In the event a supervisor does not successfully complete the remaining probationary period after the two (2) calendar week trial period, the supervisor shall be restored to his/her former position, if vacant. If such vacancy does not exist, the supervisor shall be restored to a vacant position in his/her former classification/class option within the agency and geographic area from which the supervisor came. If no such vacancy exists, the supervisor shall be restored to a position in his/her former classification and agency.

ARTICLE 17

WAGES

Section 1. Salary Ranges. The salary ranges for classes covered by this Agreement shall be those contained in Appendices F and G. In the event that supervisors 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 and upon request, discuss the new salary range in advance of

final establishment. The salary range established by the Department shall be based on comparability and internal consistency between classes in the salary plan. The Employer may assign a class to a higher salary range during the life of this Agreement after consultation with the Association.

Section 2. First Year Wage Adjustments. Effective July 5, 1989, all salary ranges and rates shall be increased by five (5) percent, rounded to the nearest cent. The compensation grids for classes covered by this Agreement are contained in Appendix H. Supervisors shall convert to the new compensation grid as provided in Section 4.

Section 3. Second Year Wage Adjustment. Effective July 4, 1990, all salary ranges and rates shall be increased by five (5) percent, rounded to the nearest cent. The compensation grids for classes covered by this Agreement are contained in Appendix I. Salary increases provided by this Section shall be given to all supervisors including those whose rates of pay exceed the maximum rate for their class.

Section 4. Conversion. Effective July 5, 1989, (July 4, 1990), all supervisors shall be assigned to the same relative salary step within the salary range for their respective class, as specified in Appendices F and G, except as hereafter set forth.

Supervisors who are paid at a rate which exceeds the maximum rate established for their class prior to the effective date of this wage adjustment, 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 5, 1989 (July 4, 1990) maximum rate set forth in Appendices F and G is equal to or less than the supervisor's current salary, no adjustment shall be made, but supervisors assigned to these classes shall suffer no reduction in pay and shall continue at their current rate of pay as of July 4, 1989 (July 3, 1990).

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

Section 5. Progression. All increases authorized by this Section shall be effective at the start of the pay period nearest to the completion of the months of required service.

A. Progression for supervisors assigned to Progression Code 1, as identified in Appendices F and G, shall be as follows:

Supervisors 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 |

At the position rate and beyond, supervisors 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.

Authorized increases shall be recommended in the context of performance measured against specific performance standards or objectives. Increases will not be recommended for supervisors 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 supervisor is achieving performance standards or objectives. The substantive judgment of the supervisor's superior regarding his/her performance is not grievable/arbitrable; however, the withholding of a step increase is grievable/arbitrable.

The anniversary date for all persons employed on or before May 30, 1973, shall be May 30. For those reinstated from a leave of absence during the period May 30, 1973, through June 30, 1975, the anniversary date shall be the month and date of such reinstatement. After June 30, 1975, reinstatement from a leave of absence shall not change a supervisor's anniversary date. For all supervisors employed, promoted, reinstated after resignation or retirement, or re-employed after May 30, 1973, the anniversary date shall be the month and date of such action.

B. Progression for supervisors assigned to Progression Code 2, as identified in Appendices F and G, shall be as follows:

The orientation rate (or Step A) shall be paid during the first six (6) calendar months of employment within a class and the base rate (or Step B) shall be paid thereafter unless payment at the base rate is provided in accordance with Section 7(A) or 7(C).

C. Progression for supervisors assigned to Progression Code 3, as identified in Appendices F and G, shall be as follows:

Supervisors at the first step shall be advanced to the second step at the completion of six (6) calendar months of satisfactory continuous service at the first step. Supervisors shall be advanced from the second to the third step at the completion of six (6) calendar months of satisfactory continuous service at the second step. Supervisors at or beyond the third step shall advance to the next higher step at the completion of twelve (12) months of satisfactory continuous service at that step, until the maximum rate of pay is attained.

Appointing Authorities may withhold such step increases because of unsatisfactory service, with written notice to the supervisor. Increases so withheld may subsequently be granted upon certification by the Appointing Authority that the supervisor has achieved a satisfactory level. The substantive judgment of the supervisor's superior regarding his/her performance is not grievable/arbitrable; however, the withholding of a step increase is grievable/arbitrable.

D. Achievement Awards: Any supervisor who has demonstrated outstanding performance may receive achievement awards in the amount of a lump sum payment equal to four (4) percent of his/her current salary not to exceed \$1,400. In no instance during a fiscal year shall achievement awards be

granted to more than forty (40) percent of the number of supervisors authorized at the beginning of the fiscal year, except that in seniority units of three (3) or fewer supervisors, the Appointing Authority may grant one (1) achievement award in each seniority unit.

Section 6. Inequity Adjustments.

- A. Inequity Adjustments. The Employer shall implement pay adjustments as provided in Appendix J.

Section 7. Salary Upon Class Change.

- A. Promotion. Supervisors 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. A supervisor who transfers within the same class shall receive no salary adjustment. A supervisor who transfers between classes shall receive the minimum adjustment necessary to bring his/her salary up to the minimum salary for the new class or up to a published salary rate for the class. However, a supervisor receiving a rate of pay in excess of the range maximum shall continue to receive that rate of pay, except as provided by subsection E of this section.
- C. Demotion for Other than Cause. A supervisor who takes a voluntary demotion or a demotion in lieu of layoff shall retain his/her present salary unless that salary exceeds the maximum rate of pay for the new position in which case the supervisor's salary shall be adjusted to the new maximum. However, a supervisor 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 for Cause. A supervisor who is demoted for cause shall receive a salary rate within the range for the class to which he/she is demoted.
- E. Reallocation. If a position is reallocated to a class in a lower salary range, and the salary of the supervisor exceeds the maximum of the new range the supervisor shall be placed in the new class and shall retain his/her current salary. In addition, the supervisor shall receive any across the board or conversion increases as provided by this Agreement.

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

Such payment does not apply to reallocations resulting from department or division or group studies initiated by the Department of Employee Relations or the Appointing Authority. The Commissioner of the Department of Employee Relations shall determine when such payment is appropriate.

- F. Non-certification during Probationary Period. A supervisor 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 supervisor would have received had he/she remained in the former class.

Section 8. Shift Differential. The shift differential for supervisors working on assigned shifts which begin before 6:00 a.m. or which end at or after 7:00 p.m. shall be forty cents (\$.40) per hour for all hours worked on that shift. Such shift differential shall be in addition to the supervisor's regular rate of pay, shall be included in all payroll calculations, but shall not apply during periods of paid leave.

Section 9. Work Out of Class. When a supervisor is expressly assigned to perform substantially all of the duties of a position allocated to a different class that is temporarily unoccupied and the work out of class assignment exceeds ten (10) consecutive work days in duration, the supervisor shall be paid for all such hours at the supervisor's current salary when assigned to work in a lower 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 (1) step higher than the supervisor's current salary, whichever is greater. When a supervisor is assigned to serve in a class for which he/she is on a layoff list, the supervisor shall be paid as provided above or the maximum step previously achieved by the employee, whichever is greater.

Section 10. Severance Pay. All supervisors who have accrued twenty (20) years or more continuous State service shall receive severance pay upon any separation except for discharge for just cause from State service. Supervisors 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 layoffs. Supervisors who retire from State service after ten (10) years of continuous 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.

Severance pay shall be equal to forty (40) percent of the supervisor'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 hour maximum. In addition the supervisor shall receive twenty-five (25) percent of the supervisor's accumulated but unused sick leave bank, times the supervisor's regular rate of pay at the time of separation.

Should any supervisor 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 supervisor's credit at the time the supervisor was reappointed and the amount of accumulated but unused sick leave at the time of the supervisor's subsequent eligibility for severance pay.

Such severance pay shall be excluded from retirement deductions and from any calculations in retirement benefits and shall be paid over a period not to exceed five (5) years from termination of employment. In the event that a terminated supervisor dies before all or a portion of the severance pay has been disbursed, that balance due shall be paid to a named beneficiary or, lacking same, to the deceased's estate.

Section 11. Injured on Duty Pay. The parties recognize that supervisors working with residents or inmates of certain state institutions or facilities or dealing with suspected violators of the law face a high potential for injury due to the nature of their employment. Therefore, a supervisor of any Department of Corrections, Department of Human Services, Department of

Education, or Department of Veteran's Affairs institution, or State conservation officers or crime bureau agents 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 criminal and/or intentional and overt act of a person who is a resident or is in the custodial control of the institution, or which is incurred while attempting to apprehend or take into custody such inmate or resident, or suspected violator of the law shall receive compensation in an amount equal to the difference between the supervisor's regular rate of pay and benefits paid under Workers' Compensation, without deduction from the supervisor's accrued sick leave.

Such compensation shall not exceed an amount equal to two hundred forty (240) times the supervisor's regular hourly rate of pay per disabling injury.

Section 12. Corrections Trades Differential. Where a correctional trades employee in an adult institution receives a differential, the supervisor shall receive a pay differential equal to that amount necessary to provide the supervisor with at least thirty-five cents (\$0.35) more than the highest paid correctional trades employee under his/her supervision. This differential is restricted to supervisory staff of trades employees and is not available to administrative or correctional counselor staff.

Section 13. Health and Dental Premium Expense Account. The Employer agrees to provide insurance eligible supervisors with the option to pay for the supervisor portion of health and dental premiums on a pretax basis as permitted by law or regulation.

Section 14. Dependent Care Expense Account. The Employer agrees to provide insurance eligible supervisors 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.

Section 15. State Contribution to Deferred Compensation Plan. Effective on or after January 1, 1990, the Employer agrees to provide supervisors with a state-paid contribution to the deferred compensation program under M.S. 352.96. The state-paid contribution shall be in an amount matching employee contributions on a dollar for dollar basis, as permitted by M.S. 356.24, not to exceed \$100 per employee in fiscal year 1990 and not to exceed \$200 per employee in fiscal year 1991.

ARTICLE 18

INSURANCE

Section 1. State Supervisor Group Insurance Program. During the life of this Agreement, the Employer agrees to offer a Group Insurance Program that includes health, dental, life, and disability coverages equivalent to existing coverages, subject to the provisions of this Article.

Section 2. Eligibility for Group Participation. This section describes eligibility to participate in the Group Insurance Program.

- A. Supervisors - Basic Eligibility. Supervisors may participate in the Group Insurance Program if they are scheduled to work at least 1044 hours in any twelve consecutive months, except for: (1) emergency, temporary, and intermittent supervisors; (2) student workers hired after July 1, 1979; and (3) interns.
- B. Supervisors - Special Eligibility. The following supervisors are also eligible to participate in the Group Insurance Program:
1. Job-sharing Supervisors. Consistent with M.S. 43A.44, Subdivision 2, a supervisor in the State job-sharing program may participate in the Group Insurance Program.
 2. DNR Supervisors. A supervisor of the Department of Natural Resources may meet the basic eligibility requirement for participation in the Group Insurance Program based on a combination of seasonal and temporary project employment. Eligibility commences after completion of three (3) years of continuous service in which the basic eligibility requirements are met; continues until the supervisor completes a year in which the basic eligibility requirements are not met; and commences again after the supervisor meets or is anticipated to meet the basic eligibility requirements in one (1) year.
 3. Seasonal Supervisors, Pre-7/1/77. A seasonal supervisor who was receiving an Employer Contribution prior to July 1, 1977, may continue to participate in the Group Insurance Program, provided he/she remains employed on the same basis as he/she was prior to July 1, 1977.
 4. Part-time and Seasonal Supervisors, Pre-4/1/67. A part-time or seasonal supervisor in the classified service who was receiving an Employer Contribution for health coverage and basic life coverage prior to April 1, 1967, may continue to participate in the Group Insurance Program.
 5. Supervisors with a Work-related Injury/Disability. A supervisor who was off the State payroll due to a work-related injury or a work-related disability may continue to participate in the Group Insurance Program as long as such a supervisor receives workers' compensation payments or while the workers' compensation claim is pending.
 6. Totally Disabled Supervisors. Consistent with M.S. 62A.148, certain totally disabled supervisors may continue to participate in the Group Insurance Program.
 7. Retired Supervisors. A supervisor who retires from State service, is not eligible for regular (non-disability) Medicare coverage, has ten (10) or more years of allowable pension service, and is entitled at the time of retirement to receive an annuity under a State retirement program, may continue to participate in the health and dental coverages offered through the Group Insurance Program.

Consistent with M.S. 43A.27, Subdivision 3, a retired supervisor of the State who receives an annuity under a State retirement program may continue to participate in the health and dental coverages offered through the Group Insurance Program. Retiree coverage must be coordinated with Medicare.

C. Dependents. Eligible dependents for the purposes of this Article are as follows:

1. Spouse. The spouse of an eligible supervisor (if not legally separated). If both spouses work for the State or another organization participating in the State's Group Insurance Program, neither spouse may be covered as a dependent by the other.
2. Children and Grandchildren. An eligible supervisor's unmarried dependent children and unmarried dependent grandchildren: (1) through age 18; or (2) through age 22 if the child or grandchild is a full-time student at an accredited educational institution; or (3) through any age if the child or grandchild is incapable of self-sustaining employment by reason of mental retardation or physical disability and if chiefly dependent on the supervisor for support.

"Dependent Child" includes a supervisor's: (1) biological child, (2) child legally adopted by or placed for adoption with the supervisor, (3) foster child, and (4) step-child. To be considered a dependent child, a foster child or step-child must be dependent on the supervisor for his/her principal support and maintenance.

"Dependent Grandchild" includes a supervisor's: (1) grandchild placed in the legal custody of the supervisor, (2) grandchild legally adopted by the supervisor or placed for adoption with the supervisor, or (3) grandchild who is the dependent child of the supervisor's unmarried dependent child.

If both spouses work for the State or another organization participating in the State's Group Insurance Program, either spouse, but not both, may cover their eligible dependent children or grandchildren. This restriction also applies to two divorced, legally separated, or unmarried supervisors who share legal responsibility for their eligible dependent children or grandchildren.

D. Continuation Coverage. Consistent with state and federal laws, certain supervisors, former supervisors, dependents, and former dependents may continue group health, dental, and/or life coverage at their own expense for a fixed length of time. As of the date of this Agreement, state and federal laws allow certain group coverages to be continued if they would otherwise terminate due to:

- a. termination of employment (except for gross misconduct);
- b. layoff;
- c. reduction of hours to an ineligible status;
- d. dependent child becoming ineligible due to change in age, student status, marital status, or financial support (in the case of a foster child or stepchild);
- e. death of supervisor; or
- f. divorce.

Section 3. Eligibility for Employer Contribution. This section describes eligibility for an Employer Contribution toward the cost of coverage.

A. Full Employer Contribution - Basic Eligibility. The following supervisors covered by this Agreement receive the full Employer Contribution:

1. Supervisors who 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.
 2. Supervisors who are scheduled to work at least sixty (60) hours per pay period for twelve (12) consecutive months, but excluding part-time or seasonal supervisors serving on less than a seventy-five (75) percent basis.
- B. Partial Employer Contribution - Basic Eligibility. The following supervisors covered by this Agreement receive the full Employer Contribution for basic life coverage, and at the supervisor's option, a partial Employer Contribution for health and dental coverages. The partial Employer Contribution for health and dental coverages is fifty (50) percent of the full Employer Contribution for the 1989, 1990 and 1991 insurance years.
1. Part-time Supervisors. Supervisors who hold part-time, unlimited appointments and who work at least fifty (50) percent of the time but less than seventy-five (75) percent of the time.
 2. Seasonal Supervisors. Seasonal supervisors who are scheduled to work at least 1044 hours for a period of nine (9) months or more in any twelve (12) consecutive months.
- C. Special Eligibility. The following supervisors also receive an Employer Contribution:
1. Job-sharing Supervisors. Consistent with M.S. 43A.44, Subdivision 2, a supervisor in the State job-sharing program receives a pro rata Employer Contribution according to the share of the job worked. The pro rata Employer Contribution applies only to health and dental coverages; job-sharing supervisors receive the full Employer Contribution for basic life coverage.
 2. DNR Supervisors. A supervisor of the Department of Natural Resources may meet the basic requirements for a full or partial Employer Contribution based on a combination of seasonal and temporary project employment, as described in Section 2B2.
 3. Seasonal Supervisors, Pre-7/1/77. A seasonal supervisor who was receiving an Employer Contribution prior to July 1, 1977 remains eligible for that contribution, provided he/she remains employed on the same basis as he/she was prior to July 1, 1977.
 4. Part-time and Seasonal Supervisors, Pre-4/1/67. A part-time or seasonal supervisor in the classified service who was receiving an Employer Contribution for health coverage and basic life coverage prior to April 1, 1967, remains eligible for that contribution. This exception does not affect eligibility for an Employer Contribution for dental coverage.
 5. Supervisors on Layoff. A classified supervisor who receives an Employer Contribution, who has three (3) or more years of continuous service, and who has been laid off, remains eligible for an Employer Contribution and all other benefits provided under this Article for six (6) months from the date of layoff.

6. Work-related Injury/Disability. A supervisor who receives an Employer Contribution and who is off the State payroll due to a work-related injury or a work-related disability remains eligible for an Employer Contribution as long as such a supervisor receives workers' compensation payments. If such supervisor ceases to receive workers' compensation payments for the injury or disability and is granted a disability leave under Article 10, he/she shall be eligible for an Employer contribution during that leave.
7. Corrections Early Retirement Incentive. Any supervisor who attains the age of fifty-five (55) after the effective date and before the expiration date of the contract and who is covered by the Correctional Early Retirement Plan may opt during the pay period in which his/her fifty-fifth (55th) birthday occurs to take advantage of the early retirement incentive.

These supervisors shall receive the State-paid portion of health and dental insurance benefits for themselves and their dependents until the supervisors attain the age of sixty-five (65). Supervisors exercising this option must be eligible for insurance coverage under the provisions of this Article but shall be provided with health and dental insurance coverage which the supervisor was entitled to at the time of retirement, subject to any changes in coverage in accordance with this or any subsequent Agreement.

Receipt of early retirement insurance benefits is contingent upon completion of all the required forms and continued payment of the non-State portion of the insurance premium.

D. Maintaining Eligibility for Employer Contribution.

1. General. A supervisor who receives a full or partial Employer Contribution maintains that eligibility as long as the supervisor meets the Employer Contribution eligibility requirements, and appears on a State payroll for at least one full working day during each payroll period. This requirement does not apply to supervisors who receive an Employer Contribution while on layoff as described in Section 3C5, or while eligible for workers' compensation payments as described in Section 3C6.
2. Unpaid Leave of Absence. If a supervisor is on an unpaid leave of absence, then vacation leave, compensatory time, or sick leave cannot be used for the purpose of maintaining eligibility for an Employer Contribution by keeping the supervisor on a State payroll for one working day per pay period.
3. School Year Employment. If a supervisor 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 supervisor shall nonetheless remain eligible for an Employer Contribution, provided that the supervisor appears on the regular payroll for at least one working day in the payroll period immediately preceding such absences.

Section 4. Amount of Employer Contribution. For supervisors eligible for an Employer Contribution as described in section 3, the amount of the Employer Contribution will be determined as follows beginning on December 20, 1989. The Employer Contribution amounts and rules in effect on June 30, 1989 will continue through December 19, 1989.

A. Contribution Formula - Health Coverage.

1. Supervisor Coverage. For supervisor health coverage, the Employer contributes an amount equal to the lesser of one hundred (100) percent of the supervisor premium of the Lowest Cost Carrier, or the actual supervisor premium of the health plan chosen by the supervisor.
2. Dependent Coverage. For dependent health coverage, the Employer contributes an amount equal to the lesser of ninety (90) percent of the dependent premium of the Lowest Cost Carrier, or the actual dependent premium of the health plan chosen by the supervisor.
3. Lowest Cost Carrier. For the purposes of Section 4A, "Lowest Cost Carrier" means the health plan with: (1) the lowest family premium rate; and (2) operating in the county of the supervisor's permanent work location. "Family premium" is the total of the supervisor premium and the dependent premium.

The low-cost carrier for each county for the 1990 insurance year is listed in Appendix M. During the 1990 insurance year, the list may be changed only if the low-cost carrier no longer operates in a county.

The list for the 1991 insurance year shall be established in accordance with the following procedures:

- a. At least twelve (12) weeks prior to the open enrollment period for the 1991 insurance year, the Employer shall meet and confer with the Joint Labor/Management Committee on Health Plans in an attempt to reach agreement on the low-cost carrier for each county.
- b. If no agreement is reached within five (5) working days, the Employer and the Joint Labor/Management Committee on behalf of all of the exclusive representatives shall submit counties in dispute to a mutually agreed upon neutral expert in health care delivery systems for final and binding resolution. The only counties that may be submitted for resolution by this process are those in which, since the list for the 1990 insurance year was negotiated, one or more of the following has occurred:
 - (1) changes in the network of one or more of the plans offered;
 - (2) changes in premium amounts affecting which plan is low cost;
 - (3) the addition or deletion of carriers affecting which plan is low cost.

Absent agreement on a neutral expert the parties shall select an arbitrator from a list of five (5) arbitrators supplied by the Bureau of Mediation Services. The parties shall flip a coin to determine who strikes first. One-half of the fees and expenses of the neutral shall be paid by the Employer and one-half by the exclusive representatives. The parties shall select a neutral within five (5) working days after no agreement is reached, and a hearing shall be held within fourteen (14) working days of the selection of the neutral.

c. The decision of the neutral shall be issued within two (2) working days after the hearing.

4. Supervisor Work Location. The Employer Contribution for each supervisor is based on the supervisor's permanent work location on the effective date of each new insurance year. If the health plan a supervisor is enrolled in is not available at the new permanent work location, then the Employer Contribution changes to the amount in effect at the new permanent work location.

B. Contribution Formula – Dental Coverage.

1. Supervisor Coverage. For supervisor dental coverage, the Employer contributes an amount equal to the lesser of one hundred (100) percent of the supervisor premium of the State Dental Plan, or the actual supervisor premium of the dental plan chosen by the supervisor.
2. Dependent Coverage. For dependent dental coverage, the Employer contributes an amount equal to the lesser of fifty (50) percent of the dependent premium of the State Dental Plan, or the actual dependent premium of the dental plan chosen by the supervisor.

C. Contribution Formula – Basic Life Coverage. For supervisor basic life coverage and accidental death and dismemberment coverage, the Employer contributes one-hundred (100) percent of the cost.

Section 5. Coverage Changes and Effective Dates.

- A. When Coverage May Be Chosen. A supervisor must make his/her choice of plans and choice of dependent coverage (if applicable) at the time of initial employment or during an open enrollment period. A supervisor may change his/her health or dental plan if the supervisor changes to a new permanent work location, and the supervisor's current plan is not available at the new work location. A supervisor may also add dependent health or dental coverage within thirty (30) days after the following events:

1. If a supervisor becomes married, the supervisor may add his/her spouse and any dependent children/grandchildren acquired as a result of the marriage.
2. If the supervisor's spouse loses group health or dental coverage, the supervisor may add his/her spouse and any dependent children/grandchildren who lost coverage as a result of the spouse's loss of coverage.
3. If a supervisor acquires a dependent child/grandchild, the supervisor may add coverage for that child/grandchild.

- B. Initial Effective Date. The initial effective date of coverage under the Group Insurance Program is the first day of the first payroll period beginning on or after the 28th calendar day following the supervisor's first day of employment, re-employment, re-hire, or reinstatement with the State. A supervisor must be actively at work on the initial effective date of coverage, except that a supervisor who is on paid leave on the date State-paid life insurance benefits increase is also entitled to the increased life insurance coverage. In no event shall a supervisor's dependent's coverage become effective before the supervisor's coverage.

- C. Delay in Coverage Effective Date. Except for dependent coverage for newborn children, the effective date of initial coverage or a change in coverage is delayed in the event that, on the date coverage would otherwise be effective, a supervisor or his/her dependent is hospitalized. Initial coverage for a newborn child is not affected by the child's hospitalization. In all other cases, coverage does not begin or change until the beginning of the first payroll period following the supervisor's or dependent's hospital discharge. However, initial supervisor-only coverage may begin if the supervisor's dependent is hospitalized.

The effective date of a change in coverage is not delayed in the event that, on the date the coverage change would be effective, a supervisor is on an unpaid leave of absence or layoff.

D. Open Enrollment.

1. Frequency and Duration. There shall be an open enrollment period for health coverage in each year of this Agreement, and for dental coverage in the first year of this Agreement. Open enrollment periods shall last a minimum of thirty (30) calendar days. Open enrollment changes become effective on December 20, 1989 in the first year of this Agreement, and on January 2, 1991 in the second year of this Agreement.
2. Eligibility to Participate. A supervisor eligible to participate in the Group Insurance Program, as described in Section 2A and 2B, may participate in open enrollment. In addition, a person in the following categories may change his/her health or dental plan during open enrollment, but may not add coverages: (1) a former supervisor or dependent on continued coverage, as described in Section 2D; or (2) an early retiree prior to becoming eligible for regular Medicare coverage.
3. Materials for Supervisor Choice. Prior to each open enrollment, the Appointing Authority will give each supervisor a statement of his/her current coverage and a copy of the Summary Plan Document.

- E. Coverage Selection Prior to Retirement. A supervisor who retires and is entitled to receive an annuity under a State retirement program may change his/her health or dental plan during the thirty (30) calendar day period immediately preceding the date of retirement. The supervisor may not add dependent coverage during this period. The change takes effect on the first day of the first pay period beginning after the date of retirement.

Section 6. Basic Coverages.

A. Supervisor and Dependent Health Coverage.

1. Coverage Options. Eligible supervisors must select coverage under one of the health plans offered by the Employer, including health maintenance organization plans, the State Health Plan, or other health plans. Coverage offered through health maintenance organization plans is subject to change during the life of this Agreement upon action of the health maintenance organization and approval of the Employer after consultation with the Joint Labor/Management Committee on Health

Plans. However, actuarial reductions in the level of HMO coverages effective during the term of this Agreement, including increases in copayments, require approval of the Joint Labor/Management Committee on Health Plans. Coverage offered through the State Health Plan is determined by Section 6A2.

2. Coverage Under the State Health Plan. From July 1, 1989 through December 19, 1989, coverage under the State Health Plan will continue at the level in effect on June 30, 1989. Effective December 20, 1989, the State Health Plan will cover allowable charges for the following eligible services subject to the copayments and coverage limits stated. Higher out-of-pocket costs apply to services obtained from health care providers not in the State Health Plan network. Services provided through the State Health Plan are subject to the State Health Plan's managed care procedures and principles, including standards of medical necessity and appropriate practice.
 - a. Inpatient hospital services. \$100 deductible per person per year, maximum \$200 per family per year. After deductible is satisfied, 80% coverage up to a maximum annual copayment of \$580 per person, \$1,160 maximum annual copayment per family; 100% coverage thereafter.
 - b. Outpatient surgery center services. 100% coverage.
 - c. Outpatient emergency and urgicenter services. \$30 copayment per visit for outpatient emergency visits and \$15 copayment per visit for urgicenter visits that do not result in hospital admission within twenty-four (24) hours; 100% coverage thereafter.
 - d. Out-of-network services. \$300 deductible per person per year, maximum \$600 deductible per family per year. After deductible is satisfied, 70% coverage up to a maximum annual copayment of \$3,000 per person, \$6,000 per family; 100% coverage thereafter. The out-of-network deductibles and copayments are separate from the in-network deductibles and copayments (Section 6A2a).
 - e. Home health services. 100% coverage up to a maximum of \$5,000 eligible expenses per person per year.
 - f. X-rays and laboratory tests. 100% coverage.
 - g. Preventive care. 100% coverage.
 - h. Physicians services. 100% coverage.
 - i. Eye exams. 100% coverage (limited to one routine examination per year).
 - j. Mental health services - inpatient. Inpatient hospital services deductible and copayments apply (Section 6A2a), except that coverage is limited to a maximum of seventy-three (73) days per year. No coverage for services obtained from out-of-network providers.
 - k. Mental health services - outpatient. 80% coverage for up to forty (40) hours per year; hours eleven - forty (11 - 40) require preauthorization. No coverage for services obtained from out-of-network providers.

- l. Chemical dependency services - inpatient. Inpatient hospital services deductible, copayments, and coverage levels apply, except that coverage is limited to a maximum of seventy-three (73) days per year. No coverage for services obtained from out-of-network providers.
 - m. Chemical dependency services - outpatient. 100% coverage for up to sixty-five (65) hours per year (two (2) group-session hours count as one (1) hour). No coverage for services obtained from out-of-network providers.
 - n. Chiropractic services. 100% coverage. No coverage for services obtained from out-of-network providers.
 - o. Prescription drugs. For the 1990 insurance year, \$5 copayment per prescription or refill for a thirty-four (34)-day supply, or a one hundred (100)-day supply for approved maintenance drugs; \$11 copayment for non-formulary drugs; 100% coverage after copayment. For the 1991 insurance year, \$6 copayment per prescription, \$12 for non-formulary drugs.
 - p. Durable medical equipment. 80% coverage.
 - q. Ambulance. 80% coverage for eligible expenses. (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.)
 - r. Lifetime maximum. Coverage under the State Health Plan is subject to a per-person lifetime maximum. The lifetime maximum is \$1,000,000 for coverage through the State Health Plan provider network, and \$500,000 for coverage outside the provider network. The out-of-network maximum is part of, and not in addition to, the in-network maximum.
3. Coordination with Workers' Compensation. When a supervisor has incurred an on-the-job injury or an on-the-job disability and has filed a claim for workers' compensation, medical costs connected with the injury or disability shall be paid by the supervisor's health plan, pursuant to M.S. 176.191, Subdivision 3.
 4. Health Promotion and Health Education. Both parties to this Agreement recognize the value and importance of health promotion and health education programs. Such programs can assist supervisor and their dependents to maintain and enhance their health, and to make appropriate use of the health care system. To work toward these goals:
 - a. Develop Programs. The Employer will develop and implement health promotion and health education programs, subject to the availability of resources. Each Appointing Authority will develop a health promotion and health education program consistent with the Department of Employee Relations policy. Upon request of any exclusive representative in an agency, the Appointing Authority shall meet and confer with the exclusive representative and may include other interested exclusive representatives. Agenda topics shall include but are not limited to smoking cessation, weight loss, stress management, health education/self-care, and education on related benefits provided through the State Health Plan and HMO plans.

- b. Health Plan Specification. The Employer will require health plans participating in the Group Insurance Program to develop and implement health promotion and health education programs for State supervisors and their dependents.
- c. Supervisor Participation. The Employer will assist supervisors' participation in health promotion and health education programs. Health promotion and health education programs that have been endorsed by the Employer (Department of Employee Relations) will be considered to be non-assigned job-related training pursuant to Administrative Procedure 21B. Approval for this training is at the discretion of the Appointing Authority and is contingent upon meeting staffing needs in the supervisor's absence and the availability of funds. Supervisors are eligible for release time, tuition reimbursement, or a prorata combination of both. Supervisors may be reimbursed for 75 percent of tuition or registration costs upon successful completion of the program. Any exception to the 75 percent amount must be approved by the Department of Employee Relations. Supervisors may be granted release time, including the travel time, in lieu of reimbursement.

B. Supervisor and Dependent Dental Coverage.

- 1. Coverage Options. Eligible supervisors may select coverage under any one of the dental plans offered by the Employer, including health maintenance organization plans, the State Dental Plan, or other dental plans. Coverage offered through health maintenance organization plans is subject to change during the life of this Agreement upon action of the health maintenance organization and approval of the Employer after consultation with the Joint Labor/Management Committee on Health Plans. However, actuarial reductions in the level of HMO coverages effective during the term of this Agreement, including increases in copayments, require approval of the Joint Labor/Management Committee on Health Plans. Coverage offered through the State Dental Plan is determined by Section 6B2.
- 2. Coverage Under the State Dental Plan. The State Dental Plan will provide the following coverage:
 - a. Deductible. An annual deductible of \$25 per person applies to State Dental Plan basic, special, and prosthetic coverage. The deductible must be satisfied before coverage begins.
 - b. Copayments. The State Dental Plan covers 80 percent of eligible expenses for diagnostic and preventive services, basic and special services, and orthodontics, and 50 percent of eligible expenses for prosthetics, except for:
 - (1) Expenses incurred before the deductible is satisfied, as described in Section 6B2a.
 - (2) Expenses incurred after the annual maximum is reached, as described in Section 6A2c.
 - c. Annual Maximums. State Dental Plan coverage is subject to a \$1,000 annual maximum in eligible expenses per person.

d. Covered Services. The State Dental Plan covers allowable charges for the following eligible services subject to the copayments and limits stated in Section 6B2. For all covered services, the usual, customary, and reasonable charge is based on State Dental Plan dentists. The amount of an enrollee's obligation may be greater if the dentist does not participate in the State Dental Plan.

- Diagnostic and preventive services.
- Basic and special services.
- Prosthetics.
- Orthodontics.

C. Supervisor Life Coverage.

1. Basic Life and Accidental Death and Dismemberment Coverage. The Employer agrees to provide and pay for the following term life coverage and accidental death and dismemberment coverage for all supervisors eligible for a full or partial Employer Contribution, as described in Section 4.

| <u>Supervisor's Annual Base Salary</u> | <u>Group Life Insurance Coverage</u> | <u>Accidental Death and Dismemberment Principal Sum</u> |
|--|--|---|
| \$10,000 - \$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 |
| \$40,001 - \$45,000 | \$45,000 | \$45,000 |
| \$45,001 - \$50,000 | \$50,000 | \$50,000 |
| Over \$50,000 | \$55,000 | \$55,000 |

2. Extended Benefits. A supervisor 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.
3. Additional Death Benefit. Supervisors who retire on or after July 1, 1985, shall be entitled to a \$500 death benefit payable to a beneficiary designated by the supervisor, if at the time of death the supervisor is entitled for an annuity under a State retirement program. A \$500 cash death benefit shall also be payable to the designated beneficiary of a supervisor who becomes totally and permanently disabled on or after July 1, 1985, 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 7. Optional Coverages. From July 1, 1989 through December 19, 1989, the optional coverages available will remain the same as on June 30, 1989. Effective December 20, 1989, the following optional insurance coverages may be purchased by supervisors eligible to participate in the Group Insurance Program:

A. Life Coverage.

1. Supervisor. A supervisor may purchase up to \$250,000 additional life insurance, in increments established by the Employer, subject to satisfactory evidence of insurability. A new supervisor may purchase up to \$10,000 in optional supervisor life coverage within sixty (60) days of hire without evidence of insurability.
2. Spouse. A supervisor may purchase life insurance coverage for his/her spouse, subject to satisfactory evidence of insurability. In order to purchase spousal coverage in excess of \$5,000, the supervisor must carry equal or greater optional life coverage for him/herself. A new supervisor may purchase \$5,000 in optional spouse life coverage within sixty (60) days of hire without evidence of insurability.
3. Children/Grandchildren. A supervisor may purchase life insurance of \$5,000 for all eligible children/grandchildren (as defined in Section 2C of this Article). Child/grandchild coverage requires evidence of insurability if application is made after the first sixty (60) days of employment. Child/grandchild coverage commences fourteen (14) days after birth.
4. Waiver of Premium. In the event a supervisor becomes totally disabled before age 70, there shall be a waiver of premium for all life insurance coverage that the supervisor had at the time of disability.

B. Disability Coverage.

1. Short-term Disability Coverage. A supervisor may purchase short-term disability coverage that provides benefits of from \$300 to \$1,500 per month, up to two-thirds of a supervisor's salary, for up to one hundred eighty (180) days during total disability due to a non-occupational accident or a non-occupational sickness. Benefits are paid from the first day of a disabling injury or from the eighth day of a disabling sickness.
2. Long-term Disability Coverage. A supervisor may purchase long-term disability coverage that provides benefits of from \$200 to \$2,000 per month, based on the supervisor's salary, commencing on the 181st day of total disability, subject to evidence of insurability. In the event that the supervisor becomes totally disabled before age 70, the premiums on this benefit shall be waived.

- C. Accidental Death and Dismemberment Coverage. A supervisor may purchase accidental death and dismemberment coverage that 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. A supervisor may also purchase from \$5,000 to \$25,000 in coverage for his/her spouse, but not in excess of the amount carried by the supervisor.

ARTICLE 19

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. Supervisors affected under this Article shall be reimbursed for such expenses that had been authorized by the Appointing Authority in accordance with the terms of this Article.

Section 2. Automobile Expense. When a State-owned vehicle is not available and a supervisor is required to use his/her personal automobile to conduct authorized State business, the Appointing Authority shall reimburse the supervisor 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 supervisor, mileage shall be paid at the rate of twenty-one (21) cents per mile on the most direct route. Deviations from the most direct route, such as vicinity driving or departure from the supervisor's residence, shall be shown separately on the supervisor's daily expense record and reimbursed under the foregoing rates. Actual payment of toll charges and parking fees shall be reimbursed. A supervisor shall not be required by the Appointing Authority to carry automobile insurance coverage beyond that required by law.

Section 3. Other Transportation. When a supervisor is required to use commercial transportation (air, taxi, rental car, etc.) in connection with authorized business of an Appointing Authority, the supervisor 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.

Supervisors 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 and 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 4. Overnight Travel. Supervisors 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. Supervisors in travel status in excess on one (1) week without returning home shall be allowed actual cost not to exceed \$16.00 per week for laundry and/or dry cleaning for each week after the first week. Actual documented personal telephone call charges shall be reimbursed in the following manner: the maximum reimbursement for each trip shall be the result of multiplying the number of nights away from home by two (\$2.00) dollars.

Section 5. Meal Allowances. Supervisors assigned to be in travel status between the supervisor'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 supervisor is on assignment away from his/her home station in travel status overnight or departs from home in an assigned travel status before 6:00 a.m.

B. Noon Meal.

Lunch reimbursement may be claimed only if the supervisor is in travel status and is performing required work more than thirty-five (35) miles from his/her temporary or permanent work station and the work assignment extends over the normal noon meal period.

C. Dinner.

Dinner reimbursement may be claimed only if the supervisor 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 | - \$ 7.50 |
| Dinner | - \$13.50 |

For the following metropolitan areas, the maximum reimbursement shall be:

| | |
|-----------|-----------|
| Breakfast | - \$ 7.00 |
| Lunch | - \$ 8.50 |
| Dinner | - \$15.50 |

The metropolitan areas are:

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

Supervisors 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 and banquet tickets, 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 supervisor makes such a request a reasonable period of time in advance of the travel date. Reimbursements shall be made within two (2) weeks from the time expense reports are submitted to the Appointing Authority. Supervisors may request a State issued credit card. If the supervisor receives such a card, the Appointing Authority and the supervisor may mutually agree to use the card in place of an advance.

ARTICLE 20

RELOCATION EXPENSES

Section 1. Authorization. When it has been determined by the Appointing Authority that a supervisor is required to be transferred or reassigned to a different work station, the cost of moving the supervisor shall be paid by the Appointing Authority.

When a supervisor must change residence as a condition of employment or 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 interests of the Employer and the Appointing Authority shall approve the reimbursement of relocation expenses in accordance with the provisions of this Article.

Supervisors 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 accordance with the provisions of this Article. Supervisors who are demoted during their probationary period, after their two (2) calendar week trial period, shall receive those relocation expenses provided in Section 2, Paragraphs C and D, of this Article.

A supervisor who is transferred, reassigned, or demoted at such supervisor's request when the transfer, reassignment, or demotion is for the supervisor's sole benefit shall not be entitled to reimbursement for relocation expenses. However, on a case-by-case basis, the Appointing Authority may determine that a specific transfer, reassignment or demotion is not for the supervisor's sole benefit, but for mutual benefit, and may authorize reimbursement for relocation expenses contained in this Article.

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 supervisor'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 supervisors who currently commute thirty-five (35) miles or more to their work location unless the supervisor is transferred or reassigned to a new work location which is thirty-five (35) miles or more from the supervisor's current work station.

Relocation Expenses. If the application of Section 4 of Article 14 requires a supervisor to change residence and such change meets the thirty-five (35) mile requirements provided for in this Article, Relocation Expenses, the supervisor shall be eligible for payment of relocation expenses, consistent with this Article, provided the supervisor cannot fill any vacancy or bump into a position within thirty-five (35) miles of the supervisor's current work location.

Employees who transfer or demote across seniority units to avoid layoff or bumping are not eligible for relocation expenses. However, at its sole discretion, the laying off Appointing Authority may pay relocation expenses.

No reimbursement for relocation expenses will be allowed unless the change of residence is completed within twelve (12) months, or unless other time extension arrangements have been approved by the Appointing Authority.

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

- A. Travel Status. Supervisors 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, at the Appointing Authority's discretion, either to:
- 1) travel between their original work station and their new work station on a daily basis; or,
 - 2) be lodged at their new work station and be allowed to return to their original work station once a week. In the use of this option, standard travel expenses for the supervisor'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.

At its discretion, the Appointing Authority may extend travel status expenses up to an additional ninety (90) calendar days.

- B. Realtor's Fees. Realtor's fees for the sale of the supervisor's domicile, in the amount of up to \$5,000, shall be paid by the Appointing Authority. Additional realtor's fees up to \$10,000 total may be paid at the discretion of the Appointing Authority.
- C. Moving Expenses. The Appointing Authority shall pay the cost of moving and packing the supervisor's household goods. The supervisor 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 supervisor's household goods. The Appointing Authority shall pay for the moving of house trailers if the trailer is the supervisor's domicile, and such reimbursement shall include the cost of transporting support blocks, skirts, and/or other attached fixtures.
- D. Miscellaneous Expenses. The supervisor shall be reimbursed up to a maximum of \$1,000 for the necessary miscellaneous expenses directly related to the move. These expenses may include, but are not limited to, such items as: disconnecting and connecting appliances and/or utilities, the cost of insurance for property damage during the move, the cost of moving up to two (2) automobiles, the reasonable transportation costs of

the supervisor'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 19 (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 supervisor's household goods or personal effects as a result of such a transfer.

- E. Other Expenses. At their sole discretion, Appointing Authorities may authorize payment of additional relocation expenses in their entirety or partially for the following items incurred as the result of the work-related move: fees involved in purchase of housing in the new location, including attorney charges, not to exceed \$500; title insurance, not to exceed \$100; escrow purchase fees and closing fee, not to exceed \$185; loan origination fees, not to exceed 1% of mortgage up to \$1,000.

Expenses covered by this subpart may be paid where the supervisor is relocating from a depressed housing market, where the costs of relocating prevent the supervisor from accepting the position, or where the Appointing Authority has identified other reasons restricting its ability to select the desired supervisor to fill the position.

The provisions of this subpart shall not be subject to arbitration.

ARTICLE 21

HOUSING

Section 1. Rental Rates. Any supervisor 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 supervisor 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 determines that a supervisor shall no longer reside or is no longer required to reside in a State-owned residence, the supervisor shall receive a reasonable period of notice of not less than six (6) months. However, the six (6) month time period shall not apply in the following situations:

1. A supervisor resigns, retires, or is terminated from State service; or
2. A supervisor accepts a different position in State service that does not require that he/she live in the State housing.

However, for a Department of Natural Resources supervisor who does not have first priority to reside in a State-owned residence, the notification period shall be determined by mutual agreement of the Appointing Authority and that supervisor. In the absence of such mutual agreement, the Appointing Authority shall determine the appropriate notification period.

The Appointing Authority shall advise all supervisors 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 a supervisor to maintain an office in the State-owned residence, the Appointing Authority shall pay all utilities related to the operation of the office.

The supervisor 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 supervisor. Supervisors 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 supervisor for his/her private vehicle without cost to the supervisor.

Section 4. Housing Allowance for Chaplains. The Employer agrees to designate to Chaplains the sum of \$10,000 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 22

UNIFORMS

The Appointing Authority agrees to maintain its current practice of providing clothing or a clothing allowance to supervisors who are required to wear uniforms as a condition of employment.

Notwithstanding the above, the Appointing Authority shall furnish each supervisor in the Department of Natural Resources such articles of clothing as are specified as part of the uniform valued at \$150 annually.

ARTICLE 23

SUPERVISOR RIGHTS

Section 1. Membership Dues. In each fiscal year, the Appointing Authority may reimburse each supervisor in the bargaining unit for membership dues paid to professional organizations related to the supervisor's job, up to a cumulative maximum of one hundred fifty dollars (\$150.00). However, the Appointing Authority shall not reimburse membership dues to a supervisor for payment to an organization, one of whose purposes is to negotiate terms and conditions of employment of supervisors with the Employer.

Section 2. Performance Evaluation. The Appointing Authority agrees that, at least annually, a performance evaluation shall be conducted between the supervisor and the person(s) designated by the Appointing Authority to evaluate the supervisor's performance.

Section 3. Supervisor Training.

- A. Assigned Training. When the Appointing Authority assigns a supervisor to training and/or developmental activities, such activities shall be considered to be work assignments. Release time, reimbursement for tuition and expenses shall be in accord with the applicable Administrative Procedure on job-related training and with this Article.
- B. Non-Assigned Training. The Appointing Authority may approve release time and reimbursement for non-assigned training in accord with the applicable Administrative Procedure on employee training. Any expenses for reimbursements shall be in accord with this Article.

ARTICLE 24

SAFETY

Section 1. General Policy. It shall be the policy of the Employer that the safety of supervisors, the protection of work areas, adequate training and necessary safety practices, and the prevention of accidents are a continuing and integral part of its everyday responsibility. It shall also be the responsibility of all supervisors to cooperate in programs to promote safety, to comply with rules promulgated to ensure safety and to properly use all safety devices in accordance with recognized safety procedures.

Section 2. Safety Committee. The Appointing Authority shall allow at least one supervisor to participate on its joint safety committee, if such a committee exists.

Section 3. Safety Equipment and Protective Clothing. Any protective equipment or clothing, e.g., safety glasses or other types of eye protection (including prescription lenses and frames when required), safety helmets, safety vests, welding gloves and aprons, safety shoes, ear protection, etc., shall be provided and maintained by the Appointing Authority whenever such equipment is required as a condition of employment either by the Appointing Authority, by OSHA, or by the Federal Mine Safety and Health Administration.

ARTICLE 25

WORK RULES

The Appointing Authority shall have the right to make and enforce reasonable work rules affecting terms and conditions of employment. Such work rules shall be uniformly applied and shall not be in conflict with the provisions of this Agreement. The Appointing Authority shall discuss the changes in new or amended work rules with the Association, explaining the need therefore, and shall allow the Association reasonable opportunity to express its view prior to placing the work rules in effect. Work rules will be labeled as new or amended and shall be posted on appropriate bulletin boards as far in advance of their effective date as practicable.

ARTICLE 26

VOLUNTARY REDUCTION IN HOURS

The Appointing Authority may allow a supervisor 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 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.

A supervisor taking a leave 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 supervisor 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 27

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 provision shall be considered void, but all other valid provisions shall remain in full force and effect.

If any provision or portion of this Agreement is prevented from being put into effect because of applicable legislative action, Executive Order or regulation dealing with wage and price controls, then only such specific provision or portion specified in such decisions shall be invalid, the remainder of this Agreement continuing in full force and effect for the term of the Agreement. Provided, however, any provision of this Agreement so prevented from being put into effect shall become effective at such time, in such amounts, and for such periods, retroactively and prospectively, as will be permitted by law at any time during the life of this Agreement or any extension thereof.

ARTICLE 28

COMPLETE AGREEMENT AND WAIVER CLAUSE

Both parties acknowledge that during negotiations resulting in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law, rule, or regulation from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Employer and the Association, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time that they negotiated or signed this Agreement.

ARTICLE 29

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 no more than five (5) representatives each 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, such as child care, safety, affirmative action, parking, and issues of local concern.

The Committee shall have the right to establish subcommittees on specific issues. These subcommittees may include Employer and Association representatives not on the full Committee. The full Committee shall be responsible for coordinating the activities of the subcommittees which shall keep the full Committee informed of its actions.

ARTICLE 30

DURATION

The provisions of this Agreement shall become effective the _____ day of _____, 1989, subject to the acceptance of the Seventy-Sixth (76th) session of the Legislature or the Legislative Commission on Employee Relations and shall remain in full force and effect through the thirtieth day of June, 1991.

It shall be automatically renewed from biennium to biennium thereafter unless either party shall notify the other in writing no later than October 1 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 caused this Agreement to be signed by their respective representatives this ____ day of _____, 1989.

FOR THE ASSOCIATION

FOR THE EMPLOYER

Roger A. Liska
President

Nina Rothchild
Commissioner of Employee Relations

James Wigginton
Executive Vice President

Lance Teachworth
State Labor Negotiator

Richard Swenson
Vice President

John Kuderka
Assistant State Negotiator

Allison Huiras
Secretary

Rebecca Tholen
Labor Relations Representative

Carl Pearson
Treasurer

Gary Denault
Executive Director

Ronald Rollins
Association Counsel

APPENDIX A

Below is a list of seniority units for Unit 16, Supervisors, 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 Architecture Board | Statewide |
| Arts Board | Statewide |
| Attorney General | Statewide |
| Auditor | Statewide |
| Barber Exam Board | Statewide |
| Boxing Board | Statewide |
| Capitol Area Architectural and Planning Board | Statewide |
| Chiropractic Examiners Board | Statewide |
| Commerce | Statewide |
| Community College System | System Office (including Computer Center) Anoka-Ramsey Community College Austin Community College Community College - Arrowhead - Hibbing Campus Community College - Arrowhead - Itasca Campus Community College - Arrowhead - Mesabi Campus (including supervisors of Regional Campus) Community College - Arrowhead - Rainy River Campus Community College - Arrowhead - Vermillion Campus Clearwater Community College Region - Brainerd Campus Clearwater Community College Region - Fergus Falls Campus Clearwater Community College Region - Northland Campus |

| | |
|--|---|
| | East Central Service Center (Cambridge) |
| | Inver Hills Community College |
| | Lakewood Community College |
| | Minneapolis Community College |
| | Normandale Community College |
| | North Hennepin Community College |
| | Rochester Community College |
| | Willmar Community College |
| | Worthington Community College |
| Corrections | Thistledeew Camp Willow River Camp MCF-Faribault MCF-Shakopee MCF-Lino Lakes MCF-Sauk Center MCF-Red Wing MCF-St. Cloud MCF-Stillwater MCF-Oak Park Heights Ramsey Medical Unit Central Office and Community Services |
| Council for Spanish Speaking People | Statewide |
| Council for the Handicapped | Statewide |
| Council on Black Minnesotans | Statewide |
| Dentistry Board | Statewide |
| Education | Central Office Minnesota Academies (Blind and Deaf) State Board of - including the MN Academic Excellence Foundation |
| Electricity Board | Statewide |
| Energy and Economic Development | Statewide |
| Ethical Practices Board | Statewide |
| Finance | Statewide |
| Health | Statewide |
| Hearings Examiner | Statewide |
| Higher Education Coordinating Board | Statewide |
| Higher Education Facilities Authority | Statewide |
| Housing Finance Agency | Statewide |

| | |
|---|--|
| Human Rights | Statewide |
| Human Services | Anoka Metro Regional Treatment Center Ah-Gwah-Ching Center Brainerd Regional Human Services Center Cambridge Regional Human Services Center Faribault Regional Center Fergus Falls Regional Treatment Center Moose Lake Regional Treatment Center Oak Terrace Nursing Home Minnesota Security Hospital St. Peter Regional Treatment Center Willmar Regional Treatment Center Central Office |
| Indian Affairs Inter-Tribal Board | Statewide |
| Investment Board | Statewide |
| Iron Range Resources and Rehabilitation Board | Statewide |
| Jobs and Training | 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 Examiners Board | Statewide |
| Ombudsman for Corrections | Statewide |
| Optometry Board | Statewide |
| Peace Officers Standards and Training Board | Statewide |
| Pharmacy Board | Statewide |
| Podiatry Board | Statewide |

| | |
|--|--|
| Pollution Control Agency | Statewide |
| Psychology Board | Statewide |
| Public Employee's Retirement Assoc. | Statewide |
| Public Safety | Statewide |
| Public Service | Statewide |
| Public Utilities Commission | Statewide |
| Revenue | Statewide |
| Secretary of State | Statewide |
| Sentencing Guidelines Commission | Statewide |
| Social Work and Mental Health Board, Office of (Including Boards of Marriage and Family Therapy, Unlicensed Mental Health Service Providers, and Social Work) | |
| State Planning Agency | Reorganization in Progress |
| State University System | Bemidji State University Mankato State University Metropolitan State University Moorhead State University St. Cloud State University Southwest State University Winona State University System Office |
| Tax Court | Statewide |
| Teachers Retirement Association | Statewide |
| Transportation | Statewide |
| Transportation Regulation Board | Statewide |
| Veterans Affairs, Department of | Statewide |
| Veterans Home - Minneapolis/Hastings and Board | |
| Veterans Home - Silver Bay | |
| 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 |
| 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 B - HOLIDAYS

Eligible supervisors who normally work less than full-time and eligible intermittent supervisors shall have their holiday pay prorated on the following basis:

| <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 9-1/2 | 0 |
| At least 9-1/2, but less than 19-1/2 | 1 |
| At least 19-1/2, but less than 29-1/2 | 2 |
| At least 29-1/2, but less than 39-1/2 | 3 |
| At least 39-1/2, but less than 49-1/2 | 4 |
| At least 49-1/2, but less than 59-1/2 | 5 |
| At least 59-1/2, but less than 69-1/2 | 6 |
| At least 69-1/2, but less than 79-1/2 | 7 |
| At least 79-1/2 | 8 |

APPENDIX C - VACATION

Eligible supervisors 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 BASED ON LENGTH OF SERVICE

| Number of Hours Worked During Pay Period | 0 thru 5 years | After 5 thru 8 years | After 8 thru 12 years | After 12 thru 20 years | After 20-25 years | After 25 thru 30 years | After 30 years |
|--|----------------|----------------------------|-----------------------------|------------------------------|-------------------------|------------------------------|----------------------|
| Less than 9-1/2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| At least 9-1/2 but less than 19-1/2 | 3/4 | 1 | 1-1/4 | 1-1/2 | 1-1/2 | 1-3/4 | 1-3/4 |
| At least 19-1/2, but less than 29-1/2 | 1 | 1-1/4 | 1-3/4 | 2 | 2 | 2-1/4 | 2-1/4 |
| At least 29-1/2, but less than 39-1/2 | 1-1/2 | 2 | 2-3/4 | 3 | 3 | 3-1/4 | 3-1/4 |
| At least 39-1/2, but less than 49-1/2 | 2 | 2-1/2 | 3-1/2 | 3-3/4 | 4 | 4-1/4 | 4-1/2 |
| At least 49-1/2, but less than 59-1/2 | 2-1/2 | 3-1/4 | 4-1/2 | 4-3/4 | 5 | 5-1/2 | 5-3/4 |
| At least 59-1/2, but less than 69-1/2 | 3 | 3-3/4 | 5-1/4 | 5-3/4 | 6 | 6-1/2 | 6-3/4 |
| At least 69-1/2, but less than 79-1/2 | 3-1/2 | 4-1/2 | 6-1/4 | 6-3/4 | 7 | 7-1/2 | 8 |
| At least 79-1/2 | 4 | 5 | 7 | 7-1/2 | 8 | 8-1/2 | 9 |

APPENDIX D - SICK LEAVE

Eligible supervisors 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

| Number of Hours Worked During Pay Period | Less than 900 Hours | 900 Hours and Maintained |
|--|------------------------|-----------------------------|
| Less than 9-1/2 | 0 | 0 |
| At least 9-1/2, but less than 19-1/2 | 3/4 | 1/4 |
| At least 19-1/2, but less than 29-1/2 | 1 | 1/2 |
| At least 29-1/2, but less than 39-1/2 | 1-1/2 | 3/4 |
| At least 39-1/2, but less than 49-1/2 | 2 | 1 |
| At least 49-1/2, but less than 59-1/2 | 2-1/2 | 1-1/4 |
| At least 59-1/2, but less than 69-1/2 | 3 | 1-1/2 |
| At least 69-1/2, but less than 79-1/2 | 3-1/2 | 1-3/4 |
| At least 79-1/2 | 4 | 2 |

APPENDIX E

The Employer and Association agree to supplement and/or modify the 1989-91 Agreement as noted below.

A. Department of Corrections

Work on a Holiday

Article 10, Section 5 shall be supplemented as follows:

A supervisor working in a Department of Corrections Facility shall receive a holiday premium of \$10.00 for each four (4) hours or portion thereof worked up to a maximum of \$20.00 for those holiday hours specifically assigned by the supervisor's superior and worked on the holiday. A supervisor receiving a holiday premium is not eligible for officer-of-the-day differential for the same hours worked.

Seniority Credit for Trainee Time and Effect on Future Vacation Accrual

1. In the case of an employee in a trainee classification or an employee working under a provisional appointment, Classification Seniority shall be credited to the date of hire at the time an employee begins to serve a probationary period in a related classification.
2. It is understood by the parties hereto that pre-service Correctional Counselor trainee service and any other Department of Corrections trainee service that is unbroken and precedes a probationary appointment does not apply toward vacation or sick leave accumulation under Article 9, Vacation and Sick Leave, except as modified below.

3. The Appointing Authority agrees that for the purpose of determining an employee's length of service credits for vacation accruals, the Appointing Authority shall use the date the employee was appointed to a trainee classification provided there was not a break in service between the trainee appointment and a probationary appointment. This provision shall be prospective only, and it shall only apply to changes and rates of accrual that may occur in the future.

Notice of Shift Change

Article 12, Section 1(A) shall be supplemented as follows:

For informational purposes and where practicable, the Appointing Authorities at MCF-Stillwater and MCF-Oak Park Heights agree that when supervisors in the classification Correctional Counselor Supervisor and Correctional Counselor 4 are required to change shifts on a permanent basis, such change shall be posted 30 calendar days in advance of occurrence. Further, when the above supervisors are required to change shifts on a temporary basis such change shall be posted 14 calendar days in advance of occurrence.

On-Call

Article 12, Hours of Work and Overtime, Section 4, On Call is modified or supplemented as follows:

A supervisor in any institution of the Minnesota Department of Corrections who is instructed by his/her superior to remain in an on-call status shall receive eight (8) hours of compensation for being in on-call status for a seven (7) day period or part thereof. Such compensation shall be paid in cash or credited to the supervisor's compensatory bank at the option of the supervisor. An additional four (4) hours of compensatory overtime shall be granted for each legal holiday that occurs within the seven (7) day period. A floating holiday does not count for purposes of incurring the four hours compensation.

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.

Compensation for Officiating

Article 17, Wages, shall be modified and supplemented in the following manner:

1. The employees who officiate competitive sports events between residents as an extra-duty event shall be reimbursed at the rate of a flat \$10.00 per game.
2. The parties recognize that employees performing these occupational or sporadic employment duties will not have these hours counted as hours worked for purposes of determining eligibility for overtime either under Article 17 of the Agreement or under federal law.

B. Department of Education

Layoff and Recall

Article 14, Section 7 shall be supplemented and/or modified as follows:

Summer School. The Appointing Authority shall notify all supervisors of all summer school openings. A supervisor 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 supervisor. Once the supervisor elects to sign the waiver of recall, such supervisor 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 supervisor.

Any waiver of recall by a supervisor 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 supervisors, 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.

Layoff and Recall

Article 14, Section 4 shall be supplemented and/or modified as follows:

Supervisors shall be permitted to extend their work season beyond the specified date of their layoff by the use of accumulated vacation and such extension of time shall not be considered a violation of the inverse seniority provisions of the layoff.

For supervisors engaged in an academic year, prior to June 1 of each year, supervisors shall designate the amount of vacation leave hours to be used. For supervisors engaged in summer school, prior to July 1 of each year, supervisors shall designate the amount of vacation leave hours to be used. Use of vacation leave hours shall be consecutive. Use of such accumulated vacation leave shall not entitle supervisors for holiday pay eligibility or conversion of vacation leave to sick leave.

C. Department of Health

Call Back, On Call

Article 12, Section 4 shall be supplemented and/or modified as follows:

A supervisor in the Division of Environmental Health/Disease Prevention and Control who volunteers to be on-call shall be considered to be on-call when the supervisor's name has been posted for duty during an off duty period. A supervisor who volunteers and 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.

Supervisors in the Division of Environmental Health who volunteer to be on-call to respond to nuclear emergencies shall be compensated at a flat rate of \$55.00 per week.

Supervisors in the Division of Disease Prevention and Control who volunteer to be on-call to respond to communicable disease emergencies shall be compensated at a flat rate of \$100.00 per week.

D. Department of Human Services and Veteran's Affairs (including Veterans Homes in Minneapolis and Hastings)

Officer-of-the-Day Differential

When a supervisor is assigned in writing to be on duty as officer-of-the-day for an institution, that supervisor shall receive a differential in the amount of \$1.50 per hour. Such supervisor shall not be eligible for shift differential for any of the hours for which he/she receives the officer-of-the-day differential. For purposes of this provision, the two (2) seniority units at St. Peter shall be considered as one (1) institution.

Work on a Holiday

Article 10, Section 5 shall be supplemented as follows:

A supervisor working in a Department of Human Services Residential Facility shall receive a holiday premium of \$10.00 for each four (4) hours or portion thereof worked up to a maximum of \$20.00 for those holiday hours specifically assigned by the supervisor's superior and worked on the holiday. A supervisor receiving a holiday premium is not eligible for officer-of-the-day differential for the same hours worked.

Schedule Changes

Article 12, Section 1(A) shall be supplemented as follows:

For supervisors working in a Department of Human Services Residential Facility, the Appointing Authority shall provide no less than fourteen (14) calendar days notice to the affected supervisor(s) prior to making a change in the days of work, hours of work, or the length of the work day of full-time supervisors. Further for information purposes and where practicable, the Appointing Authorities agree that when supervisors are required to change shifts on a permanent basis, such change shall be posted 30 calendar days in advance of occurrence.

If the Appointing Authority changes a supervisor's scheduled day(s) off with less than fourteen (14) calendar days notice to the affected supervisor, the supervisor 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 a supervisor's scheduled hours of work by four (4) hours or more with less than fourteen (14) calendar days notice to the affected supervisor, the supervisor 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.

A supervisor receiving schedule change pay is not eligible for officer-of-the-day differential for the same hours worked, nor shall a supervisor receive schedule change pay for overtime hours.

E. Department of Jobs and Training

Filling of Positions

Article 15, Section 2 shall be supplemented as follows:

When the Appointing Authority in the Department of Jobs and Training determines that all supervisors in a classification within a seniority unit have access to Electronic Mail or a similar automated process, posting of vacancies may be accomplished solely through the use of such process.

F. Department of Military Affairs

Holidays

Article 10, Section 2 of the Master Agreement shall be implemented and/or modified as follows:

The provisions of this Article shall not apply to Assistant Chief or Airfield Firefighters (Assistant Chief).

Vacation Accrual

Article 9, Section 1 of the Master Agreement shall be supplemented and/or modified as follows:

Section 2. Allowances.

All eligible Assistant Chiefs shall accrue vacation pay according to the following rates:

| <u>Length of Service</u> | <u>Rate Per Full Payroll Period</u> |
|---------------------------|-------------------------------------|
| 0 through 5 years | 7 working hours |
| After 5 through 8 years | 9 working hours |
| After 9 through 12 years | 12.5 working hours |
| After 12 through 20 years | 13.5 working hours |
| After 20 through 25 years | 14.5 working hours |
| After 25 through 30 years | 15 working hours |
| After 30 years | 16 working hours |

Vacation charges for Assistant Chiefs shall be computed on the basis that each work day is equal to twenty-four (24) hours.

Eligible Assistant Chiefs being paid for less than a full one hundred and forty-four (144) hour pay period shall have their vacation accruals pro-rated in accord with the schedule set forth in Appendix C.

Appendix C of the Master Agreement shall be supplemented and/or modified as follows:

Eligible Assistant Chiefs paid for less than a full one hundred and forty-four (144) hour pay period shall have their vacation accruals pro-rated according to the rate table listed below:

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

| Number of Hours Worked During Pay Period | 0 thru 5 years | After 5 thru 8 years | After 8 thru 12 years | After 12 thru 20 years | After 20-25 years | After 25 thru 30 years | After 30 years |
|--|----------------|----------------------------|-----------------------------|------------------------------|-------------------------|------------------------------|----------------------|
| Less than 18 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| At least 18 Less than 36 | 1.25 | 1.75 | 2.5 | 2.75 | 2.75 | 2.75 | 3 |
| At least 36 Less than 54 | 1.75 | 2.25 | 3.25 | 3.5 | 3.75 | 3.75 | 4 |
| At least 54 Less than 72 | 2.75 | 3.5 | 5 | 5.25 | 5.75 | 5.75 | 6 |
| At least 72 Less than 90 | 3.5 | 4.5 | 6.25 | 6.75 | 7 | 7.5 | 8 |
| At least 90 Less than 108 | 4.5 | 5.75 | 8 | 8.75 | 9 | 9.5 | 10 |
| At least 108 Less than 126 | 5.25 | 6.75 | 9.5 | 10.25 | 11 | 11.25 | 12 |
| At least 126 Less than 144 | 6.25 | 8 | 11.25 | 12 | 13 | 13.25 | 14 |
| At least 144 | 7 | 9 | 12.5 | 13.5 | 14.5 | 15 | 16 |

Assistant Chiefs may accumulate unused vacation leave to a maximum of seven hundred and twenty (720) hours.

Sick Leave

Article 9, Section 4 of the Master Agreement shall be supplemented and/or modified as follows:

Eligible Assistant Chiefs shall accrue sick leave at the rate of seven (7) hours per pay period of continuous employment beginning with their date of eligibility until sixteen hundred and fourteen (1614) hours have been accrued. After sixteen hundred and fourteen (1614) hours have been accrued and maintained, Assistant Chiefs shall then accrue sick leave at the rate of three and one-half (3.5) hours per pay period.

Eligible Assistant Chiefs being paid for less than a full one hundred and forty-four (144) hour pay period shall have sick leave accruals pro-rated in accord with the schedule set forth in Appendix D.

Appendix D of the Master Agreement shall be supplemented and/or modified as follows:

Eligible Assistant Chiefs being paid for less than a one hundred forty-four (144) hour pay period shall have sick leave accruals pro-rated 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 1614 Hours | 1614 Hours and Maintained |
|--|-------------------------|------------------------------|
| Less than 18 | 0 | 0 |
| At least 18 Less than 36 | 1.25 | .625 |
| At least 36 Less than 54 | 1.75 | .875 |
| At least 54 Less than 72 | 2.75 | 1.375 |
| At least 72 Less than 90 | 3.5 | 1.75 |
| At least 90 Less than 108 | 4.5 | 2.25 |
| At least 108 Less than 126 | 5.5 | 2.75 |
| At least 126 Less than 144 | 6.25 | 3.125 |
| At least 144 | 7 | 3.5 |

Article 9, Section 5 of the Master Agreement shall be supplemented and/or modified as follows:

Assistant Chiefs using sick leave under this Article will have such sick leave first deducted from the sixteen hundred and fourteen (1614) hour accumulation. Assistant Chiefs having used sick leave and who fall below the sixteen hundred and fourteen (1614) hours accumulation shall again accrue sick leave at seven (7) hours per payroll period until their accumulation again reaches sixteen hundred and fourteen (1614) hours. Use of the more than sixteen hundred and fourteen (1614) hour bank shall be subject to the provisions of this Article.

Hours of Work

Article 12 of the Master Agreement shall be supplemented and/or modified as follows:

Work Period. The normal work period shall consist of six (6) normal work days during a fourteen (14) calendar day period.

Airfield Firefighters shall be scheduled for one (1) day off after each normal workday until six (6) normal workdays have been worked, at which time the Firefighters shall be scheduled for three (3) consecutive days off.

Overtime

Article 12 of the Master Agreement shall be supplemented and/or modified as follows:

The provisions of this Article shall not apply to Airfield Firefighters.

However, Duluth Airfield Assistant Chiefs shall have paid vacation time, paid sick leave, and paid leaves of absence considered as "time worked."

Shift Differential

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

The provisions of this Section shall not apply to Airfield Firefighters.

G. Department of Natural Resources

Hours of Work and Overtime

Article 12, Section 1(D), Hours of Work and Overtime shall be supplemented and/or modified 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 supervisory employees at the rate of time and one-half for fire fighting work on the same fire. There shall be no actual rate paid at time and one-half in excess of twenty five dollars (\$25.00) an hour.

H. Public Employees Retirement Association (PERA)

1. Article 13, Section 1A, State Seniority, shall be defined as the length of service with PERA since the last date of hire with that organization.
2. Article 13, Section 1B, Classification Seniority, shall be defined as the length of continuous service in the position which the supervisor held on July 1, 1985.
3. Article 13, Section 1C, Continuous Service, shall be interpreted as commencing on the last date of hire with the PERA notwithstanding the provisions of M.S. 353.03 Subd. 3(a).

4. Article 9, Section 1, Vacation Accumulation, shall be modified to allow a supervisor of PERA hired before 7/1/85, and who has served a minimum of six (6) months of continuous service with PERA since his/her last date of hire to be eligible to use vacation leave after July 1, 1985.
5. Effective July 1, 1985, supervisors of PERA shall accrue vacation leave in accordance with the schedule outlined in Article 9, Section 1, Vacation Accumulation. The length of service requirement shall be in accordance with #1 above, subject to any restrictions that are found in M.S. 353.03 Subd. 3(a).
6. Effective July 1, 1985, all supervisors shall accrue sick leave in accordance with Article 9, Section 4, Sick Leave Accumulation. Any accrued balances from PERA employment prior to July 1, 1985 that are equal to or less than nine hundred (900) hours shall be transferred in total to the supervisor's sick leave account. Accrued balances in excess of nine hundred (900) hours shall be transferred to the supervisor's sick leave bank at the rate of two-fifths (2/5) of the accrued balance. The remaining three-fifths (3/5) balance shall be placed in a separate supplemental account. Such sick leave hours shall only be used for extended or catastrophic illness/accident in the event the supervisor has exhausted all other sick leave balances and only with the approval of the Commissioner of Employee Relations upon written application of the supervisor. Any supplemental sick leave hours that may still exist at the time of the supervisor's separation from State service shall not be subject to the provisions of Article 17, Section 10, Severance Pay.
7. The Employer agrees to use the date of the supervisor's last salary increase or the date of last promotion, whichever is later, to determine the date the supervisor is next eligible for progression increases under Article 17, Section 5, Progression.
8. For those supervisors whose salaries are within the range established for their class but not on a salary range step, Article 17, Section 5, Progression, shall be modified to be consistent with the State's transfer policy until such time that the supervisor's salary rate moves on step.
9. Article 17, Section 10, Severance Pay, shall be modified to be consistent with numbers 1, 3, and 6 above.

I. Department of Public Safety

Telephone Expenses

The Employer shall pay one-half (1/2) of the monthly residence telephone bill not to exceed \$12.00 per month for supervisors of the State Fire Marshall Division in the classification State Fire Safety Supervisor who work out of their home and maintain an office for State business in their residence.

J. Department of Revenue

Expenses

Article 19, Expenses, of the Master Agreement shall be supplemented and/or modified as follows:

Supervisors in 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.

Reallocation and Preferential Appointment List

Article 15, Filling of Positions, shall be supplemented by the following:

This Memorandum of Understanding is made and entered into between the State of Minnesota and its Department of Revenue (Employer) and the Middle Management Association, MMA, (Association).

- I. The Employer will provide an option to employees occupying positions which, as the result of the 1987 Tax Examining Supervisor classification study, are assigned to a lower classification in the new class series. These employees may elect to remain in their current Tax Examiner Supervisor class or accept reallocation to the lower class.

The option will be offered in writing on a form provided by the Department immediately after notification by DOER of the decision on all appeals resulting from the study of supervisory positions. Employees will be provided this option one time only and will have a minimum of one week to respond with their decision.

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.

- II. Supervisors in job classes covered by the Agreement whose positions are reallocated to a lower class as the result of the Tax Examiner classification study:

SECTION 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 in their most recent Tax Examiner Supervisor classification for the geographical locations indicated by the employees. Employees may change their availability by written notice to the Human Resource Management Division.

Employees whose names appear on the PREFERENTIAL APPOINTMENT LIST shall be considered for vacancies in the class on which their names appear and if the position is not filled through the job posting procedure of the Master Agreement, shall be offered the vacancy before the position is filled through other means.

Names will remain on the PREFERENTIAL APPOINTMENT LIST for a minimum of three (3) years, or the length of time that the supervisor has occupied a supervisory position to a maximum of five (5) years, or until an employee has refused an offer of appointment from the list to a position the third time.

Names shall be removed from the PREFERENTIAL APPOINTMENT LIST for any of the following reasons:

Appointment to a permanent position from the preferential list.

Failure to accept three offers of employment to a permanent position which meets the most recent availability indicated by the employee at the time that the list is certified.

Appointment to any permanent 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.

SECTION B. ELIGIBILITY TO REQUEST A TRANSFER TO POSTED VACANCIES

Employees who elect to remain in their previous Tax Examining Supervisor job classification may request a class transfer to vacancies in the new class at their equivalent level. This request may be made during the regular posting period of the vacancy.

- III. The provisions of this subpart do not set a precedent for any future discussions, agreements or understandings between the Employer, its Department of Revenue or any other state agency.

K. State Auditor's Office

CPA Examination

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 to supervisors in the classes Local Government Auditor Principal and Local Government Auditor Director who pass all four (4) parts of the CPA examination.

L. State University System

Tuition Waiver

There shall be available to supervisors of the State University System a tuition waiver as set forth below. The Association on each campus and at the System's Office shall have the choice whether to participate in this waiver or not. The parties agree that should the Association attempt to expand this tuition waiver beyond supervisors of the State University System, the waiver shall immediately cease.

Full-time unlimited and seasonal, and part-time unlimited and seasonal employees, upon completion of three (3) consecutive years of service in the State University System, shall be entitled to enroll on a space available basis in courses at any university in the System without payment of tuition and fees (except laboratory and special course fees). Such enrollment shall not exceed twenty-four (24) credits for a year, running from summer session through spring quarter. The supervisor's spouse or dependent children may share this right within the limit established above with waiver of tuition only.

For those seniority units in which the Association chooses to participate in this tuition waiver provision, the following modifications to the 1989-1991 collective bargaining agreement shall apply following the effective date of the Agreement:

Article 10, Holidays, Section 2 shall be modified as follows:
Supervisors shall not be eligible for the Floating Holiday.

Article 9, Vacation and Sick leave, Section 1(C) shall be modified as follows: Supervisors shall not be eligible for the floating vacation cap. Supervisors may accumulate unused vacation leave to a maximum of two hundred sixty (260) hours.

If the Association chooses to participate in the tuition waiver system after August 18, 1989, the State University and the Association shall meet and confer to determine the academic quarter in which the provision takes effect.

M. Department of Transportation

Vehicles

Article 19, Section 2 shall be supplemented and/or modified as follows:

Supervisors scheduled by their District Engineer or Office Director to be available to respond to work-related emergencies during hours when the supervisor is not normally working, shall be provided with a State-owned vehicle and will not be charged mileage for driving to and from their work station and their home. It is understood that the State-owned vehicle shall not be used for personal purposes.

Winter Maintenance Schedule

Article 12, Section 5 shall be supplemented and/or modified as follows:

The Appointing Authority and the Association agree to the use of winter maintenance shifts. The Department of Transportation and the Association agree that the Appointing Authority may institute split shifts under the winter maintenance schedule.

Hours of Work and Overtime

Article 12 shall be supplemented and/or modified as follows:

The parties agree that for purposes of Article 12 (Hours of Work and Overtime) of the Agreement supervisors who were previously represented by Middle Management Association prior to July 1, 1981, shall be governed by the hours of work and overtime provisions as though they were assigned to Progression Code 1 and employed in those classes assigned to Salary Range 18.

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

1

| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002093 | ACCOUNT CLERK SUPERVISOR | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 000003 | ACCOUNTING DIRECTOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002094 | ACCOUNTING SUPERVISOR | 16 | 216 | J | 10I | 1 | 11.49 | 15.31 | 1,999 | 2,664 | 23,991 | 31,967 |
| 002095 | ACCOUNTING SUPERVISOR INTER | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 001500 | ACCOUNTING SUPERVISOR PRINC | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002143 | ACCOUNTING SUPERVISOR SENIOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002096 | ACCOUNTING TECHNICIAN SUPV | 16 | 216 | J | 08I | 3 | 10.73 | 14.21 | 1,867 | 2,473 | 22,404 | 29,670 |
| 002097 | ACCOUNTING TECHNICIAN SUPV SR | 16 | 216 | J | 10I | 3 | 11.49 | 15.31 | 1,999 | 2,664 | 23,991 | 31,967 |
| 002185 | ADMINISTRATIVE PLANNING DIR ST | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002372 | ADMINISTRATIVE SECRETARY SUPV | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 000987 | ADMINISTRATIVE SYSTEMS SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002914 | ADOPTION AND GUARDIANSHIP SUPV | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 008600 | AGENT ORANGE INFO & ASSTNC DIR | 16 | 216 | J | 15J | 1 | 13.71 | 19.13 | 2,386 | 3,329 | 28,626 | 39,943 |
| 001910 | AGRONOMY SERVICES ASST DIRECTOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000019 | AGRONOMY SERVICES SUPERVISOR | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 002752 | AIRFIELD FIRE FIGHTER ASST CHF | 16 | 216 | J | 01B | 3 | 8.91 | 9.12 | 1,550 | 1,587 | 18,604 | 19,043 |
| 000025 | APPRAISAL DIRECTOR PROPERTY | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 000024 | APPRAISAL SUPERVISOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 000027 | APPRENTICESHIP TRNG DIRECTOR | 16 | 216 | J | 22H | 1 | 17.76 | 22.96 | 3,090 | 3,995 | 37,083 | 47,940 |
| 002099 | ARCHITECTURAL & TECH SVCS DIR | 16 | 216 | J | 26H | 1 | 20.61 | 26.45 | 3,586 | 4,602 | 43,034 | 55,228 |
| 002389 | ARCHITECTURAL SUPERVISOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 008659 | ARTS SCHOOL CURR AND INST SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002871 | ASST DIR IRON WORLD OPERATIONS | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002422 | ASST TO COMM PUBLIC SERVICE | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002347 | ATTORNEY 2 SUPERVISOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 000097 | ATTORNEY 3 | 16 | 216 | J | 25I | 1 | 19.87 | 26.45 | 3,457 | 4,602 | 41,489 | 55,228 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

2

| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002135 | AUDIOLOGIST SUPERVISOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000101 | AUDIT DIRECTOR | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 002098 | AUDITOR INTERMEDIATE SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002277 | AUDITOR PRINCIPAL SUPERVISOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002278 | AUDITOR SENIOR SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000107 | AUTOMOTIVE MECHANIC SUPERVISOR | 16 | 216 | J | 17B | 2 | 14.76 | 15.31 | 2,568 | 2,664 | 30,819 | 31,967 |
| 001904 | AVIATION REPRESENTATIVE SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 000637 | BACTERIOLOGIST SUPERVISOR 1 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000155 | BACTERIOLOGIST SUPERVISOR 2 | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 001494 | BEHAVIOR ANALYST 2 SUPV | 16 | 216 | J | 13I | 1 | 12.73 | 17.12 | 2,215 | 2,979 | 26,580 | 35,747 |
| 002186 | BEHAVIOR ANALYST 3 SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000036 | BLIND SERVICES PROGRAM SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002748 | BOILER INSPECTOR DIV CHIEF | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 000127 | BRIDGE MAINT SUPERINTENDENT | 16 | 216 | J | 17J | 1 | 14.76 | 20.61 | 2,568 | 3,586 | 30,819 | 43,034 |
| 000126 | BRIDGE MAINT SUPERVISOR | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 002750 | BRUCellosis LABORATORY SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 001336 | BUILDING CODE SECTION CHIEF | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 000131 | BUILDING MAINTENANCE FOREMAN | 16 | 216 | J | 17B | 2 | 14.76 | 15.31 | 2,568 | 2,664 | 30,819 | 31,967 |
| 000132 | BUILDING MAINTENANCE SUPERVISOR | 16 | 216 | J | 15H | 1 | 13.71 | 17.76 | 2,386 | 3,090 | 28,626 | 37,083 |
| 000134 | BUILDING SERVICES FOREMAN | 16 | 216 | J | 07I | 3 | 10.45 | 13.27 | 1,818 | 2,309 | 21,820 | 27,708 |
| 000861 | BUILDING SERVICES MANAGER | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 000860 | BUILDING SERVICES SUPERVISOR | 16 | 216 | J | 05I | 3 | 9.87 | 12.48 | 1,717 | 2,172 | 20,609 | 26,058 |
| 000138 | BUSINESS MANAGER 1 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000899 | BUYER 3 | 16 | 216 | J | 16I | 1 | 14.21 | 19.13 | 2,473 | 3,329 | 29,670 | 39,943 |
| 001445 | CAPITOL ASST CHIEF OPERATOR | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 000145 | CAPITOL CHIEF OPERATOR | 16 | 216 | J | 10H | 3 | 11.49 | 14.76 | 1,999 | 2,568 | 23,991 | 30,819 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001812 | CAPITOL COMPLEX GROUNDS SUPV | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 008467 | CAPITOL COMPLEX SECURITY DIR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000147 | CARPENTER SUPERVISOR | 16 | 216 | J | 17B | 2 | 14.76 | 15.31 | 2,568 | 2,664 | 30,819 | 31,967 |
| 000639 | CASHIER SUPERVISOR | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 001631 | CELL HALL DIRECTOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 001532 | CENTRAL PAYROLL OPERATIONS SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002031 | CENTRAL PAYROLL TEAM SUPV | 16 | 216 | J | 09I | 1 | 11.09 | 14.76 | 1,930 | 2,568 | 23,156 | 30,819 |
| 008878 | CHAPLAIN SUPERVISOR | 16 | 216 | J | 16I | 1 | 14.21 | 19.13 | 2,473 | 3,329 | 29,670 | 39,943 |
| 000020 | CHEMICAL DEPEND COUNSELOR SUPV | 16 | 216 | J | 13I | 1 | 12.73 | 17.12 | 2,215 | 2,979 | 26,580 | 35,747 |
| 001851 | CHEMICAL LAB SUPERVISOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 000640 | CHEMIST SUPERVISOR 1 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000407 | CHEMISTRY LABORATORY DIRECTOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 000157 | CHIEF COOK | 16 | 216 | J | 09I | 1 | 11.09 | 14.76 | 1,930 | 2,568 | 23,156 | 30,819 |
| 000563 | CHIEF OF PSYCHOLOGICAL SERVICES | 16 | 216 | J | 27I | 1 | 21.37 | 28.40 | 3,718 | 4,942 | 44,621 | 59,299 |
| 002657 | CLAIMS PROCESSING ASST SUPV | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 002102 | CLERK 4 SUPERVISOR | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 002103 | CLERK STENOGRAPHER 4 SUPV | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 002104 | CLERK TYPIST 4 SUPERVISOR | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 001417 | CLIMATOLOGIST STATE | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |
| 001604 | COLLEGE BOOKSTORE SUPERVISOR | 16 | 216 | J | 10I | 1 | 11.49 | 15.31 | 1,999 | 2,664 | 23,991 | 31,967 |
| 001057 | COMMERCE ANALYSIS SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002572 | COMMERCE INVESTIGATION SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002050 | COMMERCE LICENSING DIRECTOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002910 | COMMERCIAL VEHICLE INSPECT SUPV | 16 | 216 | J | 09I | 1 | 11.09 | 14.76 | 1,930 | 2,568 | 23,156 | 30,819 |
| 002065 | COMMUNICATION CENTER SUPERVISOR | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 007020 | COMMUNITY COLLEGE PROGRAM SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001028 | COMMUNITY COLLEGE REGISTRAR | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 001545 | COMMUNITY COLLEGE REGISTRAR SR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002187 | COMMUNITY DEVELOPMENT SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001860 | COMPUTER CENTER DIRECTOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 001978 | CONSUMER COMPLAINT MEDIAT SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002469 | CONSUMER SERVICES SUPPORT SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 000966 | CONTRACTS OFFICER | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002436 | COOK SUPERVISOR | 16 | 216 | J | 07H | 3 | 10.45 | 12.87 | 1,818 | 2,239 | 21,820 | 26,873 |
| 002206 | CORPORATE SERVICES SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002207 | CORR ASKLEPIEION SUPERVISOR | 16 | 216 | J | 17H | 1 | 14.76 | 19.13 | 2,568 | 3,329 | 30,819 | 39,943 |
| 000199 | CORR CAPTAIN | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002682 | CORR COMMUNITY SVCS DIST SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 001088 | CORR COUNSELOR 4 | 16 | 216 | J | 16I | 1 | 14.21 | 19.13 | 2,473 | 3,329 | 29,670 | 39,943 |
| 001962 | CORR COUNSELOR SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002579 | CORR FACILITY INDUST ASST DIR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002933 | CORR HEALTH CARE ADMINISTRATOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002253 | CORR HEARINGS OFFICER SUPV | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 002510 | CORR INDIAN RESDNTL PROG DIR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002058 | CORR IND SALES SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000546 | CORR IND SUPERVISOR | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 001711 | CORR IND SUPV (LICENSE MAKING) | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 001712 | CORR IND SUPV (MACHINE) | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 001713 | CORR IND SUPV (METAL FAB) | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 001714 | CORR IND SUPV (PRINTING) | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 001717 | CORR IND SUPV (WOODWORKING) | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 002373 | CORR INFORMATION CENTER SUPV | 16 | 216 | J | 15J | 1 | 13.71 | 19.13 | 2,386 | 3,329 | 28,626 | 39,943 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 000438 | CORR MACHINERY FACTORY SUPV 1 | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 000439 | CORR MACHINERY FACTORY SUPV 2 | 16 | 216 | J | 16I | 1 | 14.21 | 19.13 | 2,473 | 3,329 | 29,670 | 39,943 |
| 002507 | CORR MARKETING SPECIALIST | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000208 | CORR SPECIALIST | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000204 | CORR SUPERVISOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002667 | COST OF CARE ASST DIRECTOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002528 | COST OF CARE PROGRAM SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002212 | CJIS OPERATIONS SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002581 | DAIRY INSPECTION ASST DIRECTOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000220 | DAIRY INSPECTION SUPERVISOR | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 000403 | DATA ENTRY SUPERVISOR 1 | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 001466 | DATA ENTRY SUPERVISOR 2 | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 000717 | DATA ENTRY SUPERVISOR 3 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002354 | DEVELOPMENTAL ACHIEV PROG SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002834 | DEVELOPMENTAL DIS PROG SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002189 | DIETITIAN 1 SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000235 | DIETITIAN 2 | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001338 | DINING HALL MANAGER | 16 | 216 | J | 05H | 3 | 9.87 | 12.16 | 1,717 | 2,116 | 20,609 | 25,390 |
| 002437 | DINING HALL SUPERVISOR | 16 | 216 | J | 02H | 3 | 9.12 | 11.09 | 1,587 | 1,930 | 19,043 | 23,156 |
| 002348 | DIR CHEM DEP SPEC COMMUN PROG | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002853 | DIR CHILD NUTRITION PROGRAMS | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |
| 002009 | DIR CRIMINAL JUSTICE INFO SYST | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002872 | DIR IRON WORLD OPERATIONS | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 000237 | DIR NURSES | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002209 | DIR SCHOOL FINANCE | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |
| 002490 | DIR SCHOOL ORG TRANSP & FAC | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002607 | DISABILITY HEARINGS SUPERVISOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002508 | DISABILITY PROG OPERATIONS SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 001386 | DISABILITY QUALITY ASSUR SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000947 | DISABILITY SUPERVISOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002381 | DRIVER IMPROVEMENT SPEC SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002906 | DVS EXAM & INSP CHIEF | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001413 | DVS EXAM & INSP REG SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002702 | DVS EXAMINING & INSPECTION SUPV | 16 | 216 | J | 09I | 3 | 11.09 | 14.76 | 1,930 | 2,568 | 23,156 | 30,819 |
| 002779 | DVS PROGRAM SUPERVISOR | 16 | 216 | J | 16I | 1 | 14.21 | 19.13 | 2,473 | 3,329 | 29,670 | 39,943 |
| 002471 | DVS TEST STATION SUPV | 16 | 216 | J | 06J | 1 | 10.15 | 13.27 | 1,766 | 2,309 | 21,193 | 27,708 |
| 002318 | DUE PROCESS UNIT SUPERVISOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000249 | DUPLICATING SHOP SUPERVISOR | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002250 | ECONOMIC DEVELOPMENT REP | 16 | 216 | J | 23J | 1 | 18.43 | 25.56 | 3,207 | 4,447 | 38,482 | 53,369 |
| 000067 | ECONOMIC OPPTY ASST DIRECTOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 001792 | ECONOMIC OPPTY PROGRAM SUPV 1 | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002745 | ECONOMIC OPPTY PROGRAM SUPV 2 | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 001000 | EDP INFORMATION SYSTEMS MANAGER | 16 | 216 | J | 25J | 1 | 19.87 | 27.41 | 3,457 | 4,769 | 41,489 | 57,232 |
| 001001 | EDP INFO SYSTEMS SPECIALIST | 16 | 216 | J | 21J | 1 | 17.12 | 23.80 | 2,979 | 4,141 | 35,747 | 49,694 |
| 001004 | EDP MAJOR OPERATIONS SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002149 | EDP OPERATIONS CTL/SHIFT SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000715 | EDP OPERATIONS SUPERVISOR 1 | 16 | 216 | J | 08I | 3 | 10.73 | 14.21 | 1,867 | 2,473 | 22,404 | 29,670 |
| 000716 | EDP OPERATIONS SUPERVISOR 2 | 16 | 216 | J | 12J | 1 | 12.27 | 17.12 | 2,135 | 2,979 | 25,620 | 35,747 |
| 000254 | EDP OPERATIONS SUPERVISOR 3 | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 002134 | EDP OPERATIONS TECHNICAL SUPV | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 002126 | EDP PROGRAMMER/ANALYST SUPV | 16 | 216 | J | 20J | 1 | 16.51 | 22.96 | 2,873 | 3,995 | 34,473 | 47,940 |
| 002137 | EDP SOFTWARE SERVICES SUPV | 16 | 216 | J | 21J | 1 | 17.12 | 23.80 | 2,979 | 4,141 | 35,747 | 49,694 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002282 | EDUC LICENSURE PLACEMENT SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 001852 | EDUC PROGRAM SUPERVISOR | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 000260 | EDUC SPECIALIST 3 | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |
| 002240 | EDUC TITLE 1 FIELD OFFICE SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002741 | EEO CONTRACT COMPLIANCE SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002952 | ELECTION DIVISION SUPERVISOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 001958 | ELECTRICAL MAINTENANCE SUPV | 16 | 216 | J | 14J | 1 | 13.23 | 18.43 | 2,302 | 3,207 | 27,624 | 38,482 |
| 000267 | ELECTRICIAN SUPERVISOR | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 001941 | ELECTROMECHANICAL SYSTEMS SPEC | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 001959 | ELECTRONIC MAINTENANCE SUPV | 16 | 216 | J | 14J | 1 | 13.23 | 18.43 | 2,302 | 3,207 | 27,624 | 38,482 |
| 001516 | ELECTRONIC TRAFFIC MNTC SUPV | 16 | 216 | J | 16J | 1 | 14.21 | 19.87 | 2,473 | 3,457 | 29,670 | 41,489 |
| 002406 | EMPLOYEE DEVELOP SPEC 3 SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 001977 | EMPLOYEE DEVELOPMENT SUPV | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 002961 | EMPLOYEE INSURANCE SYST SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 001796 | EMPL & TRNG PROGRAM SUPV 1 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 001797 | EMPL & TRNG PROGRAM SUPV 2 | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002505 | ENVIRONMENTAL ANALYST SUPV 1 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002506 | ENVIRONMENTAL ANALYST SUPV 2 | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002151 | ENVIRONMENTAL EDUC REG COORD | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002211 | EPIDEMIOLOGIST SUPERVISOR 1 | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002949 | EPIDEMIOLOGIST SUPERVISOR 2 | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002948 | EPIDEMIOLOGIST ADMIN SUPV | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |
| 000295 | EXECUTIVE HOUSEKEEPER | 16 | 216 | J | 09I | 1 | 11.09 | 14.76 | 1,930 | 2,568 | 23,156 | 30,819 |
| 002904 | FAMILY SUPPORT PROGRAM SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001433 | FINANCE GENERAL ACCOUNTING SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001435 | FINANCE OPERATIONS SUPERVISOR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001434 | FINANCE QUALITY CONTROL SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002249 | FINANCIAL INST EXAMNT PROG DIR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002623 | FINANCIAL REPORTING ANAL SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000069 | FOOD INSPECTION ASST DIRECTOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000304 | FOOD INSPECTION SUPERVISOR | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 000779 | FOOD SERVICE SUPERVISOR | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 001982 | FORENSIC LABORATORY ASST DIR | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |
| 002927 | FORENSIC SCIENCE SUPV | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 002219 | GENERAL MAINTENANCE SUPERVISOR | 16 | 216 | J | 12B | 2 | 12.27 | 12.73 | 2,135 | 2,215 | 25,620 | 26,580 |
| 002751 | GEOGRAPHIC INFORMATION SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001009 | GEOLOGIST SENIOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 000313 | GRAIN INSPECTION AREA SUPV | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 001546 | GRAIN INSPECTION ASST DIR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000320 | GRAIN INSPECTION MARKETING SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 000314 | GRAIN INSPECTION PROGRAM SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 001651 | GRAIN INSPECTION TERMINAL SUPV | 16 | 216 | J | 14H | 3 | 13.23 | 17.12 | 2,302 | 2,979 | 27,624 | 35,747 |
| 001886 | GRAIN SAMPLER 3 | 16 | 216 | J | 13I | 3 | 12.73 | 17.12 | 2,215 | 2,979 | 26,580 | 35,747 |
| 002316 | GRAPHIC SUPERVISOR | 16 | 216 | J | 11I | 1 | 11.84 | 15.87 | 2,060 | 2,761 | 24,722 | 33,137 |
| 001035 | GROUND & ROADS MNTC SUPV | 16 | 216 | J | 10I | 1 | 11.49 | 15.31 | 1,999 | 2,664 | 23,991 | 31,967 |
| 000330 | GROUP SUPERVISOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000070 | GROUP SUPERVISOR ASSISTANT | 16 | 216 | J | 14J | 1 | 13.23 | 18.43 | 2,302 | 3,207 | 27,624 | 38,482 |
| 002845 | HEALTH CARE PROGRAM SUPERVISOR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001825 | HEALTH DISTRICT REP | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 001608 | HEALTH FACILITY EVAL SUPV 1 | 16 | 216 | J | 16I | 1 | 14.21 | 19.13 | 2,473 | 3,329 | 29,670 | 39,943 |
| 002432 | HEALTH FACILITY EVAL SUPV 2 | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001609 | HEALTH FACILITY EVAL SUPV 3 | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001308 | HEALTH PHYSICIST 2 | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002127 | HEALTH PROGRAM AIDE SUPV | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 000834 | HEALTH PROGRAM REP PRINCIPAL | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002128 | HEALTH PROGRAM SUPERVISOR | 16 | 216 | J | 15J | 1 | 13.71 | 19.13 | 2,386 | 3,329 | 28,626 | 39,943 |
| 001776 | HEALTH SERVICES ANALYST SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 001094 | HEALTH STATISTICAL UNIT SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002888 | HEARING IMPAIRED PROG SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002863 | HEAVY EQUIPMENT MECH ASST SUPV | 16 | 216 | J | 11I | 1 | 11.84 | 15.87 | 2,060 | 2,761 | 24,722 | 33,137 |
| 001900 | HEAVY EQUIPMENT MECHANIC SUPV | 16 | 216 | J | 16J | 1 | 14.21 | 19.87 | 2,473 | 3,457 | 29,670 | 41,489 |
| 000352 | HIGHWAY EQUIPMENT SUPERVISOR | 16 | 216 | J | 17J | 1 | 14.76 | 20.61 | 2,568 | 3,586 | 30,819 | 43,034 |
| 000351 | HIGHWAY MAINTENANCE SUPT | 16 | 216 | J | 18J | 1 | 15.31 | 21.37 | 2,664 | 3,718 | 31,967 | 44,621 |
| 000355 | HIGHWAY MAINTENANCE SUPV 1 | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 000922 | HIGHWAY MAINTENANCE SUPV 2 | 16 | 216 | J | 15J | 1 | 13.71 | 19.13 | 2,386 | 3,329 | 28,626 | 39,943 |
| 002611 | HOSPITAL CENTRAL PROG SVCS SPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002625 | HOSPITAL SERVICES SUPERVISOR | 16 | 216 | J | 09I | 1 | 11.09 | 14.76 | 1,930 | 2,568 | 23,156 | 30,819 |
| 001897 | HOUSEKPNG & REGIONAL LNDY SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 001554 | HOUSING DEVELOPMENT OFF PRINC | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002420 | HOUSING FINANCE SECTION SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 001509 | HOUSING PROGRAM SUPERVISOR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001945 | HUMAN RIGHTS ENFORC OFFCR SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 008617 | HUMAN RIGHTS ENFORC SVCS DIR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002831 | HUMAN SVCS LICENSING ADMIN SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002847 | HUMAN SVCS LICENSING ASST SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002679 | HUMAN SVCS LICENSING SUPERVISOR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001697 | HYDROLOGIST 4 | 16 | 216 | J | 23J | 1 | 18.43 | 25.56 | 3,207 | 4,447 | 38,482 | 53,369 |
| 002174 | HYDROLOGIST SUPERVISOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002463 | INCOME MNTC PROGRAM ADMIN SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002462 | INCOME MNTC PROGRAM SUPERVISOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002242 | INDIAN EDUC FIELD OFFICE SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002693 | INFORMATION CENTER SUPERVISOR | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 002181 | INFORMATION OFFICER 2 SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 001315 | INFORMATION OFFICER 4 | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002110 | INFORMATION PROGRAM SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002261 | INSTITUTION COMMUNITY REL SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 000932 | INSTITUTION EDUCATIONAL SUPV | 16 | 216 | J | 22J | 1 | 17.76 | 24.65 | 3,090 | 4,289 | 37,083 | 51,469 |
| 002139 | INSTITUTION TRAINING SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 001012 | INSTRUCTIONAL COMMUNIC SUPV | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 001634 | INTERPRETIVE NATURALIST SENIOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000928 | INVENTORY CONTROL SUPERVISOR 1 | 16 | 216 | J | 09J | 1 | 11.09 | 15.31 | 1,930 | 2,664 | 23,156 | 31,967 |
| 000930 | INVENTORY CONTROL SUPERVISOR 2 | 16 | 216 | J | 11J | 1 | 11.84 | 16.51 | 2,060 | 2,873 | 24,722 | 34,473 |
| 008528 | INVESTMENT BD SECURITY TRADER | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002651 | INVOICE PROCESSING SUPERVISOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 001345 | IRRRB COMMUNITY DEV DIR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002345 | IRRRB MINELAND RECLAMATION DIR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002656 | IRRRB RECREATION AREA DIRECTOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002392 | ITPSA DIRECTOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002217 | JANITOR SUPERVISOR | 16 | 216 | J | 02H | 3 | 9.12 | 11.09 | 1,587 | 1,930 | 19,043 | 23,156 |
| 000789 | JOB SRVC FIELD OPNS AREA MGR 1 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000790 | JOB SRVC FIELD OPNS AREA MGR 2 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002530 | JOB SRVC FIELD OPNS AREA MGR 3 | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002531 | JOB SRVC FIELD OPNS AREA MGR 4 | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002512 | JOB SERVICE SUPERVISOR 1 | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 000279 | JOB SERVICE SUPERVISOR 2 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000280 | JOB SERVICE SUPERVISOR 3 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000281 | JOB SERVICE SUPERVISOR 4 | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002596 | JOBS & TRNG BUDGET & PLAN SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002179 | JOBS & TRNG COMPUTER OPER SUPV | 16 | 216 | J | 23J | 1 | 18.43 | 25.56 | 3,207 | 4,447 | 38,482 | 53,369 |
| 002180 | JOBS & TRNG DATA CONTROL SUPV | 16 | 216 | J | 21J | 1 | 17.12 | 23.80 | 2,979 | 4,141 | 35,747 | 49,694 |
| 002958 | JOBS & TRNG FLD OFF AREA SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002599 | JOBS & TRNG SPEC PROGRAMS SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000405 | LABOR INVESTIGATION SUPERVISOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000409 | LABORATORY SERVICES SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000649 | LANDSCAPE ARCHITECT SENIOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 000420 | LAUNDRY SUPERINTENDENT | 16 | 216 | J | 08I | 1 | 10.73 | 14.21 | 1,867 | 2,473 | 22,404 | 29,670 |
| 002170 | LEASE SUPERVISOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002286 | LEGAL SECRETARY SENIOR SUPV | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 002912 | LIBRARY DEV AND SVCS ASST DIR | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |
| 000650 | LIBRARY/INFO RES SERV PROG DIR | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 002112 | LIBRARY/INFO RES SERV SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002113 | LIBRARY/INFO RES SERV SUPV SR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000429 | LICENSE PLANT SUPERVISOR | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 000432 | LIQUOR ENFORCEMENT CHIEF | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 001568 | LIVESTOCK WEIGHING SUPV | 16 | 216 | J | 13I | 1 | 12.73 | 17.12 | 2,215 | 2,979 | 26,580 | 35,747 |
| 001681 | LOCAL GOVT AIDS ASSISTANT DIR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002018 | LOCAL GOVT AUDIT DIRECTOR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002017 | LOCAL GOVT AUDITOR PRINCIPAL | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002264 | MANAGEMENT ANALYST SUPV 1 | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002115 | MANAGEMENT ANALYST SUPV 2 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002114 | MANAGEMENT ANALYST SUPV 3 | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002836 | MGMT INFO SYSTEMS SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002391 | MARKETING SERVICES ASST DIR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 001091 | MATERIALS SVCS & DIST SUPV | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 000862 | MATERIALS TRANSFER SUPERVISOR | 16 | 216 | J | 13B | 2 | 12.73 | 13.23 | 2,215 | 2,302 | 26,580 | 27,624 |
| 001499 | MEDICAL CLAIMS SUPERVISOR | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 002129 | MEDICAL LABORATORY SUPERVISOR | 16 | 216 | J | 10I | 1 | 11.49 | 15.31 | 1,999 | 2,664 | 23,991 | 31,967 |
| 001641 | MEDICAL PAYMENTS RECOVERY SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000454 | MEDICAL RECORDS OFFICER | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002407 | MEDICAL RECORDS TECH SUPV 1 | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 002191 | MEDICAL RECORDS TECH SUPV 2 | 16 | 216 | J | 11H | 3 | 11.84 | 15.31 | 2,060 | 2,664 | 24,722 | 31,967 |
| 002450 | MENTAL HEALTH PROG ADMIN SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002859 | MENTAL HEALTH PROG SUPV | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001342 | MICROGRAPHICS SERVICES SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000459 | MICROFILM SUPERVISOR | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 001887 | MICROGRAPHICS OPERATIONS SUPV | 16 | 216 | J | 09I | 3 | 11.09 | 14.76 | 1,930 | 2,568 | 23,156 | 30,819 |
| 002442 | MILITARY SECURITY SHIFT SUPV | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 002700 | MINELAND RECLAMATION FLD SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 001927 | MINERALS POTENTIAL GEOLOGIST | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000472 | MORTUARY STANDARDS SUPERVISOR | 16 | 216 | J | 16I | 1 | 14.21 | 19.13 | 2,473 | 3,329 | 29,670 | 39,943 |
| 002456 | MOTOR TRANSP ENFORCEMENT SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000906 | NR EDUCATION SPECIALIST | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 002785 | NR FISH HATCHERY SUPERVISOR 1 | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002786 | NR FISH HATCHERY SUPERVISOR 2 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002787 | NR FISH HATCHERY SUPERVISOR 3 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002809 | NR FISHERIES AREA SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002810 | NR FISHERIES AREA SUPERVISOR SR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002403 | NR FORESTRY PLANNING SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002634 | NR ITASCA PARK SUPERVISOR | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 002955 | NR HYDROGRAPHICS SUPERVISOR | 16 | 216 | J | 17J | 1 | 14.76 | 20.61 | 2,568 | 3,586 | 30,819 | 43,034 |
| 001761 | NR LICENSE CENTER SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 008618 | NR MISSISSIPPI RIVER COORD | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 002335 | NR PARK SUPERVISOR 1 | 16 | 216 | J | 08H | 1 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 002336 | NR PARK SUPERVISOR 2 | 16 | 216 | J | 10I | 1 | 11.49 | 15.31 | 1,999 | 2,664 | 23,991 | 31,967 |
| 002337 | NR PARK SUPERVISOR 3 | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002637 | NR PARK SUPERVISOR 4 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002638 | NR PARK SUPERVISOR 5 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002922 | NR REGIONAL BUSINESS MGR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 001476 | NR REGIONAL FIELD SVCS SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002397 | NR REGIONAL HYDROLOGIST | 16 | 216 | J | 22J | 1 | 17.76 | 24.65 | 3,090 | 4,289 | 37,083 | 51,469 |
| 001778 | NR SERVICE CENTER SUPERVISOR | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001751 | NR SPEC 3 (FORESTER) | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 000194 | NR SPECIALIST 4 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000195 | NR SUPERVISOR | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 002806 | NR WILDLIFE AREA SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002807 | NR WILDLIFE AREA SUPERVISOR SR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002894 | NR WILDLIFE FIELD SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002808 | NR WILDLIFE RESEARCH SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002585 | NR YOUTH PROGRAMS FIELD SUPV | 16 | 216 | J | 09I | 1 | 11.09 | 14.76 | 1,930 | 2,568 | 23,156 | 30,819 |
| 001837 | NR YOUTH PROGRAMS SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000481 | NUTRITIONIST SUPERVISOR | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001492 | OCCUP SAFETY & HEALTH AREA SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001318 | OCCUP SAFETY & HEALTH ASST DIR | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 001669 | OCCUP SAFETY & HEALTH CONSL DIR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002265 | OCCUPATIONAL THERAPIST SR SUPV | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 000486 | OFFICE MACHINE REPAIR SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002192 | OFFICE SERVICES SUPERVISOR 1 | 16 | 216 | J | 09H | 3 | 11.09 | 14.21 | 1,930 | 2,473 | 23,156 | 29,670 |
| 002118 | OFFICE SERVICES SUPERVISOR 2 | 16 | 216 | J | 11I | 1 | 11.84 | 15.87 | 2,060 | 2,761 | 24,722 | 33,137 |
| 000294 | OFFICE SERVICES SUPERVISOR 3 | 16 | 216 | J | 12J | 1 | 12.27 | 17.12 | 2,135 | 2,979 | 25,620 | 35,747 |
| 000491 | PAINTER SUPERVISOR | 16 | 216 | J | 17B | 2 | 14.76 | 15.31 | 2,568 | 2,664 | 30,819 | 31,967 |
| 002865 | PERSONNEL ADMINISTRATIVE SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002366 | PERSONNEL AIDE SENIOR SUPV | 16 | 216 | J | 07I | 3 | 10.45 | 13.27 | 1,818 | 2,309 | 21,820 | 27,708 |
| 000499 | PERSONNEL DIRECTOR 1 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000500 | PERSONNEL DIRECTOR 2 | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002367 | PERSONNEL OFFICER SUPERVISOR | 16 | 216 | J | 09I | 1 | 11.09 | 14.76 | 1,930 | 2,568 | 23,156 | 30,819 |
| 002368 | PERSONNEL OFFICER SUPV SR | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 001547 | PERSONNEL SERVICES SUPV 1 | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002781 | PERSONNEL SERVICES SUPV 2 | 16 | 216 | J | 22I | 1 | 17.76 | 23.80 | 3,090 | 4,141 | 37,083 | 49,694 |
| 002447 | PERSONNEL TRANSACTIONS COORD | 16 | 216 | J | 15J | 1 | 13.71 | 19.13 | 2,386 | 3,329 | 28,626 | 39,943 |
| 002869 | PESTICIDE REGULATORY PROG SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002870 | PESTICIDE REGULATORY UNIT SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 001875 | PHOTOGRAPHIC SERVICES SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 000776 | PHYSICAL PLANT DIRECTOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 000654 | PHYSICAL THERAPIST SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 000520 | PLANNING DIRECTOR COMMUNITY | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 000522 | PLANNING DIR TRANSPORTATION | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 000968 | PLANNING GRANTS ADMINISTRATOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 001645 | PLANNING GRANTS ANALYST PRIN | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002223 | PLANNING GRANTS SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000513 | PLANNING SUPV COMMUNITY | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 002184 | PLANNING SUPV STATE | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 000519 | PLANNING SUPV TRANSPORTATION | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001549 | PLANT HEALTH SPECIALIST SENIOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000079 | ASST DIR PLANT INDUSTRY | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000964 | PLUMBER SUPERVISOR | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 000531 | PLUMBING INSPECTION SUPERVISOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 001329 | POLLUTION CONTROL REGIONAL DIR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002539 | POLLUTION CONTROL SITE RESP SPV | 16 | 216 | J | 22J | 1 | 17.76 | 24.65 | 3,090 | 4,289 | 37,083 | 51,469 |
| 001350 | POLLUTION CONTROL SPEC PRIN | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 000041 | PWR PLANT ASST CHIEF ENGINEER | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 001075 | PWR PLANT CHIEF ENGINEER | 16 | 216 | J | 18F | 1 | 15.31 | 18.43 | 2,664 | 3,207 | 31,967 | 38,482 |
| 002023 | PRINTING PLAN & ESTIMATING DIR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002726 | PRINTING PLANT SUPERVISOR | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 000552 | PRODUCE INSPECTION SUPERVISOR | 16 | 216 | J | 14I | 1 | 13.23 | 17.76 | 2,302 | 3,090 | 27,624 | 37,083 |
| 002713 | PROTECTIVE SVCS PROG SUPERVISOR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001650 | PROTEIN LABORATORY SUPERVISOR | 16 | 216 | J | 13H | 3 | 12.73 | 16.51 | 2,215 | 2,873 | 26,580 | 34,473 |
| 002138 | PSYCHOLOGICAL SERVICES DIR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002130 | PSYCHOLOGIST SUPERVISOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000572 | PUB HEALTH NURSING ADMIN SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 000574 | PUBLIC HEALTH PHYSICIAN 2 | 16 | 216 | J | 29I | 1 | 22.96 | 30.50 | 3,995 | 5,307 | 47,940 | 63,684 |
| 001505 | PUBLIC HEALTH SANITARIAN 4 | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002131 | PUBLIC HEALTH SANITARIAN SUPV | 16 | 216 | J | 16I | 1 | 14.21 | 19.13 | 2,473 | 3,329 | 29,670 | 39,943 |
| 001520 | PUB UTIL FINANCIAL ANAL SUPV | 16 | 216 | J | 25I | 1 | 19.87 | 26.45 | 3,457 | 4,602 | 41,489 | 55,228 |
| 001527 | PUB UTIL RATES EVALUATION SUPV | 16 | 216 | J | 25I | 1 | 19.87 | 26.45 | 3,457 | 4,602 | 41,489 | 55,228 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002551 | RACING COMM SUPPORT SRVC SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 000777 | RADIO COMMUNICATIONS SUPERVISOR | 16 | 216 | J | 13I | 1 | 12.73 | 17.12 | 2,215 | 2,979 | 26,580 | 35,747 |
| 000588 | RADIO MAINTENANCE SUPERVISOR | 16 | 216 | J | 16J | 1 | 14.21 | 19.87 | 2,473 | 3,457 | 29,670 | 41,489 |
| 002225 | RATE & TARIFF ANALYST SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002858 | REALTY SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002194 | RECREATION THERAPIST COORD | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002359 | RECREATION THERAPY PROG SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002172 | REGISTERED NURSE ADMIN-SUPV | 16 | 216 | J | 18J | 1 | 15.31 | 21.37 | 2,664 | 3,718 | 31,967 | 44,621 |
| 002154 | REGISTERED NURSE SUPERVISOR | 16 | 216 | J | 15J | 1 | 13.71 | 19.13 | 2,386 | 3,329 | 28,626 | 39,943 |
| 002694 | REGULATION DEVELOPMENT SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002532 | REHABILITATION COUNS SUPV 1 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000600 | REHABILITATION COUNS SUPV 2 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002533 | REHABILITATION COUNS SUPV 3 | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002195 | REHABILITATION COUNSELOR SR SPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002951 | REHABILITATION PROGRAM SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 000873 | REHABILITATION REGIONAL SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000603 | REHABILITATION THERAPIES DIR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000856 | REHABILITATION THERAPIST SUPV | 16 | 216 | J | 16I | 1 | 14.21 | 19.13 | 2,473 | 3,329 | 29,670 | 39,943 |
| 002142 | RESEARCH ANALYST SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002254 | RESEARCH ANALYST SUPV SENIOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002119 | RESEARCH SCIENTIST SUPV 1 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002329 | RESEARCH SCIENTIST SUPV 2 | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 000610 | RESIDENCE HALL DIRECTOR | 16 | 216 | J | 10I | 1 | 11.49 | 15.31 | 1,999 | 2,664 | 23,991 | 31,967 |
| 002520 | RESIDENTIAL CARE SUPERVISOR | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 002479 | RESIDENTIAL PROGRAM SUPERVISOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 000907 | RETIREMENT SERVICES DIRECTOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001425 | RETIREMENT SERVICES SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002921 | REVENUE AUDIT PLANS SYSTEM SUPV | 16 | 216 | J | 17J | 1 | 14.76 | 20.61 | 2,568 | 3,586 | 30,819 | 43,034 |
| 002895 | REVENUE COLLECTIONS SHIFT SUPV | 16 | 216 | J | 12J | 1 | 12.27 | 17.12 | 2,135 | 2,979 | 25,620 | 35,747 |
| 002778 | REVENUE DOCUMENT REVIEW SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 001687 | REVENUE FLD OPERATIONS ASST DIR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002736 | REVENUE LEGAL & LEG AFF AST DIR | 16 | 216 | J | 27I | 1 | 21.37 | 28.40 | 3,718 | 4,942 | 44,621 | 59,299 |
| 001511 | REVENUE RESEARCH ASST DIR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002771 | REVENUE TAX SUPERVISOR 1 | 16 | 216 | J | 15J | 1 | 13.71 | 19.13 | 2,386 | 3,329 | 28,626 | 39,943 |
| 002772 | REVENUE TAX SUPERVISOR 2 | 16 | 216 | J | 17J | 1 | 14.76 | 20.61 | 2,568 | 3,586 | 30,819 | 43,034 |
| 002773 | REVENUE TAX SUPERVISOR 3 | 16 | 216 | J | 19J | 1 | 15.87 | 22.19 | 2,761 | 3,861 | 33,137 | 46,333 |
| 002774 | REVENUE TAX SUPERVISOR 4 | 16 | 216 | J | 21J | 1 | 17.12 | 23.80 | 2,979 | 4,141 | 35,747 | 49,694 |
| 002414 | REVENUE WORD PROC SHIFT SUPV | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 000618 | RIGHT OF WAY AGENT 4 | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 000847 | ROAD INFO & TRANSP PERMIT CHIEF | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001442 | SEC/COMMUNICATION SYS MONIT SPV | 16 | 216 | J | 06H | 3 | 10.15 | 12.48 | 1,766 | 2,172 | 21,193 | 26,058 |
| 002497 | SECURITY HOSPITAL EDUC SUPV | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001774 | SECURITY SHIFT SUPERVISOR | 16 | 216 | J | 03H | 3 | 9.38 | 11.38 | 1,632 | 1,980 | 19,585 | 23,761 |
| 001046 | SECURITY SUPERVISOR | 16 | 216 | J | 11I | 1 | 11.84 | 15.87 | 2,060 | 2,761 | 24,722 | 33,137 |
| 000628 | SEED POTATO CERTIFICATION SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 001073 | SIGNING SUPERVISOR | 16 | 216 | J | 11H | 1 | 11.84 | 15.31 | 2,060 | 2,664 | 24,722 | 31,967 |
| 002844 | SKILLS DEVELOPMENT SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000676 | SOCIAL SERVICES SUPERVISOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002196 | SOCIAL WORK SPECIALIST SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002197 | SOCIAL WORKER SENIOR SUPERVISOR | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 001799 | SOIL CONSERVATION REP SENIOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002041 | SOIL SCIENTIST SENIOR | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 000810 | SPECIAL AGENT IN CHARGE | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |
| 002360 | SPEECH & HEARING SUPERVISOR | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001655 | STATE FIRE SAFETY SUPERVISOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000970 | STATE LABORATORY METROLOGIST | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 000703 | STEAMFITTER SUPERVISOR | 16 | 216 | J | 18B | 2 | 15.31 | 15.87 | 2,664 | 2,761 | 31,967 | 33,137 |
| 000891 | STEAMFITTING STANDARDS SUPV | 16 | 216 | J | 22H | 1 | 17.76 | 22.96 | 3,090 | 3,995 | 37,083 | 47,940 |
| 000164 | STORES CLERK CHIEF | 16 | 216 | J | 05H | 3 | 9.87 | 12.16 | 1,717 | 2,116 | 20,609 | 25,390 |
| 000707 | STORES SUPERVISOR | 16 | 216 | J | 10H | 3 | 11.49 | 14.76 | 1,999 | 2,568 | 23,991 | 30,819 |
| 002176 | SURVEY CREW SUPERVISOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002132 | SYSTEMS ANALYSIS UNIT SUPV | 16 | 216 | J | 21J | 1 | 17.12 | 23.80 | 2,979 | 4,141 | 35,747 | 49,694 |
| 001089 | SYSTEMS SUPERVISOR | 16 | 216 | J | 23J | 1 | 18.43 | 25.56 | 3,207 | 4,447 | 38,482 | 53,369 |
| 002121 | TAX EXAMINING SUPERVISOR 1 | 16 | 216 | J | 15J | 1 | 13.71 | 19.13 | 2,386 | 3,329 | 28,626 | 39,943 |
| 002122 | TAX EXAMINING SUPERVISOR 2 | 16 | 216 | J | 17J | 1 | 14.76 | 20.61 | 2,568 | 3,586 | 30,819 | 43,034 |
| 002123 | TAX EXAMINING SUPERVISOR 3 | 16 | 216 | J | 19J | 1 | 15.87 | 22.19 | 2,761 | 3,861 | 33,137 | 46,333 |
| 002227 | TOURISM TRAVEL INFO CENTER DIR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002776 | TOURISM TRAVEL INFO CENTER SUPV | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 002928 | TRANSIT ADMIN SUPERVISOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002944 | TRANSPORT DATA COORD SUPV | 16 | 216 | J | 17J | 1 | 14.76 | 20.61 | 2,568 | 3,586 | 30,819 | 43,034 |
| 001734 | TRANSPORT ELECTRICAL MNTC SUPT | 16 | 216 | J | 18J | 1 | 15.31 | 21.37 | 2,664 | 3,718 | 31,967 | 44,621 |
| 001899 | TRANSPORT PLANNING REG COORD | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 001902 | TRANSPORT SAFETY DIRECTOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000704 | TYPING SERVICES SUPERVISOR | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 002446 | UNEMP INSURANCE SUPERVISOR 1 | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 000742 | UNEMP INSURANCE SUPERVISOR 2 | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 000743 | UNEMP INSURANCE SUPERVISOR 3 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002534 | UNEMP INSURANCE SUPERVISOR 4 | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001707 | UNEMPLOYMENT TAX EXAMINER 3 | 16 | 216 | J | 15J | 1 | 13.71 | 19.13 | 2,386 | 3,329 | 28,626 | 39,943 |
| 001708 | UNEMPLOYMENT TAX EXAMINER 4 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002061 | UNIVERSITY PRINT SHOP SUPV | 16 | 216 | J | 12I | 1 | 12.27 | 16.51 | 2,135 | 2,873 | 25,620 | 34,473 |
| 000747 | VETERANS ASSISTANCE SUPERVISOR | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002125 | VETERANS CLAIMS BRANCH OFF SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002388 | VETERANS HOME TRANSPORT SUPV | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 000752 | VETERINARIAN SENIOR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 002840 | VOC BUDGET & INFO SVCS SUPV | 16 | 216 | J | 24I | 1 | 19.13 | 25.56 | 3,329 | 4,447 | 39,943 | 53,369 |
| 002660 | VOCATIONAL EDUC FLD SVCS SUPV | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 002664 | VOCATIONAL EVALUATOR SUPV | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002288 | VOCATIONAL LICENSURE SUPV | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002361 | VOCATIONAL THERAPY PROG SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002228 | VOLUNTEER SERVICES SUPERVISOR | 16 | 216 | J | 10I | 1 | 11.49 | 15.31 | 1,999 | 2,664 | 23,991 | 31,967 |
| 001947 | WATER TREATMENT PLANT SUPV | 16 | 216 | J | 17B | 2 | 14.76 | 15.31 | 2,568 | 2,664 | 30,819 | 31,967 |
| 001704 | WEIGHTS & MEASURES REG SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002200 | WELFARE SPECIALIST SUPV SENIOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |
| 000764 | WELFARE SUPERVISOR | 16 | 216 | J | 23I | 1 | 18.43 | 24.65 | 3,207 | 4,289 | 38,482 | 51,469 |
| 001908 | WORD PROCESSING CENTER SUPV | 16 | 216 | J | 08H | 3 | 10.73 | 13.71 | 1,867 | 2,386 | 22,404 | 28,626 |
| 002821 | WORKERS COMP ASSTNC & CMPL SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002816 | WORKERS COMP BENEFIT FUND SUPV | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002822 | WORKERS COMP CLAIMS ADMIN SUP 1 | 16 | 216 | J | 17I | 1 | 14.76 | 19.87 | 2,568 | 3,457 | 30,819 | 41,489 |
| 002851 | WORKERS COMP CLAIMS ADMIN SUP 2 | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002749 | WORKERS COMP COST CONTAIN SUPV | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 002609 | WORKERS COMP MEDIATION SUPV | 16 | 216 | J | 21I | 1 | 17.12 | 22.96 | 2,979 | 3,995 | 35,747 | 47,940 |
| 002655 | WORKERS COMP REHAB SUPERVISOR | 16 | 216 | J | 20I | 1 | 16.51 | 22.19 | 2,873 | 3,861 | 34,473 | 46,333 |
| 002849 | ZOO HORTICULTURE CURATOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |

APPENDIX F
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 5, 1989

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|-------------------------------|------|--------------|-------------|--------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001696 | ZOO ANIMAL CURATOR | 16 | 216 | J | 15I | 1 | 13.71 | 18.43 | 2,386 | 3,207 | 28,626 | 38,482 |
| 002850 | ZOO INTERPRETIVE SVCS CURATOR | 16 | 216 | J | 18I | 1 | 15.31 | 20.61 | 2,664 | 3,586 | 31,967 | 43,034 |
| 001544 | ZOO RECORDS SUPERVISOR | 16 | 216 | J | 19I | 1 | 15.87 | 21.37 | 2,761 | 3,718 | 33,137 | 44,621 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002093 | ACCOUNT CLERK SUPERVISOR | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 000003 | ACCOUNTING DIRECTOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002094 | ACCOUNTING SUPERVISOR | 16 | 216 | J | 10I | | 1 | 12.06 | 16.08 | 2,098 | 2,798 | 25,181 | 33,575 |
| 002095 | ACCOUNTING SUPERVISOR INTER | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 001500 | ACCOUNTING SUPERVISOR PRINC | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002143 | ACCOUNTING SUPERVISOR SENIOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002096 | ACCOUNTING TECHNICIAN SUPV | 16 | 216 | J | 08I | | 3 | 11.27 | 14.92 | 1,961 | 2,596 | 23,532 | 31,153 |
| 002097 | ACCOUNTING TECHNICIAN SUPV SR | 16 | 216 | J | 10I | | 3 | 12.06 | 16.08 | 2,098 | 2,798 | 25,181 | 33,575 |
| 002185 | ADMINISTRATIVE PLANNING DIR ST | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002372 | ADMINISTRATIVE SECRETARY SUPV | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 000987 | ADMINISTRATIVE SYSTEMS SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002914 | ADOPTION AND GUARDIANSHIP SUPV | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 008600 | AGENT ORANGE INFO & ASSTNC DIR | 16 | 216 | J | 15J | | 1 | 14.40 | 20.09 | 2,506 | 3,496 | 30,067 | 41,948 |
| 001910 | AGRONOMY SERVICES ASST DIRECTOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000019 | AGRONOMY SERVICES SUPERVISOR | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 002752 | AIRFIELD FIRE FIGHTER ASST CHF | 16 | 216 | J | 01B | | 3 | 9.36 | 9.58 | 1,629 | 1,667 | 19,544 | 20,003 |
| 000025 | APPRAISAL DIRECTOR PROPERTY | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 000024 | APPRAISAL SUPERVISOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 000027 | APPRENTICESHIP TRNG DIRECTOR | 16 | 216 | J | 22H | | 1 | 18.65 | 24.11 | 3,245 | 4,195 | 38,941 | 50,342 |
| 002099 | ARCHITECTURAL & TECH SVCS DIR | 16 | 216 | J | 26H | | 1 | 21.64 | 27.77 | 3,765 | 4,832 | 45,184 | 57,984 |
| 002389 | ARCHITECTURAL SUPERVISOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 008659 | ARTS SCHOOL CURR AND INST SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002871 | ASST DIR IRON WORLD OPERATIONS | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002422 | ASST TO COMM PUBLIC SERVICE | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002347 | ATTORNEY 2 SUPERVISOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 000097 | ATTORNEY 3 | 16 | 216 | J | 25I | | 1 | 20.86 | 27.77 | 3,630 | 4,832 | 43,556 | 57,984 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002135 | AUDIOLOGIST SUPERVISOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000101 | AUDIT DIRECTOR | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 002098 | AUDITOR INTERMEDIATE SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002277 | AUDITOR PRINCIPAL SUPERVISOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002278 | AUDITOR SENIOR SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000107 | AUTOMOTIVE MECHANIC SUPERVISOR | 16 | 216 | J | 17B | | 2 | 15.50 | 16.08 | 2,697 | 2,798 | 32,364 | 33,575 |
| 001904 | AVIATION REPRESENTATIVE SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 000637 | BACTERIOLOGIST SUPERVISOR 1 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000155 | BACTERIOLOGIST SUPERVISOR 2 | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 001494 | BEHAVIOR ANALYST 2 SUPV | 16 | 216 | J | 13I | | 1 | 13.37 | 17.98 | 2,326 | 3,129 | 27,917 | 37,542 |
| 002186 | BEHAVIOR ANALYST 3 SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000036 | BLIND SERVICES PROGRAM SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002748 | BOILER INSPECTOR DIV CHIEF | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 000127 | BRIDGE MAINT SUPERINTENDENT | 16 | 216 | J | 17J | | 1 | 15.50 | 21.64 | 2,697 | 3,765 | 32,364 | 45,184 |
| 000126 | BRIDGE MAINT SUPERVISOR | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 002750 | BRUCCELLOSIS LABORATORY SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 001336 | BUILDING CODE SECTION CHIEF | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 000131 | BUILDING MAINTENANCE FOREMAN | 16 | 216 | J | 17B | 18B | 2 | 15.50 | 16.08 | 2,697 | 2,798 | 32,364 | 33,575 |
| 000132 | BUILDING MAINTENANCE SUPERVISOR | 16 | 216 | J | 15H | | 1 | 14.40 | 18.65 | 2,506 | 3,245 | 30,067 | 38,941 |
| 000134 | BUILDING SERVICES FOREMAN | 16 | 216 | J | 07I | | 3 | 10.97 | 13.93 | 1,909 | 2,424 | 22,905 | 29,086 |
| 000861 | BUILDING SERVICES MANAGER | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 000860 | BUILDING SERVICES SUPERVISOR | 16 | 216 | J | 05I | | 3 | 10.36 | 13.10 | 1,803 | 2,279 | 21,632 | 27,353 |
| 000138 | BUSINESS MANAGER 1 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000899 | BUYER 3 | 16 | 216 | J | 16I | | 1 | 14.92 | 20.09 | 2,596 | 3,496 | 31,153 | 41,948 |
| 001445 | CAPITOL ASST CHIEF OPERATOR | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 000145 | CAPITOL CHIEF OPERATOR | 16 | 216 | J | 10H | | 3 | 12.06 | 15.50 | 2,098 | 2,697 | 25,181 | 32,364 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

3

| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001812 | CAPITOL COMPLEX GROUNDS SUPV | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 008467 | CAPITOL COMPLEX SECURITY DIR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000147 | CARPENTER SUPERVISOR | 16 | 216 | J | 17B | | 2 | 15.50 | 16.08 | 2,697 | 2,798 | 32,364 | 33,575 |
| 000639 | CASHIER SUPERVISOR | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 001631 | CELL HALL DIRECTOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 001532 | CENTRAL PAYROLL OPERATIONS SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002031 | CENTRAL PAYROLL TEAM SUPV | 16 | 216 | J | 09I | | 1 | 11.64 | 15.50 | 2,025 | 2,697 | 24,304 | 32,364 |
| 008878 | CHAPLAIN SUPERVISOR | 16 | 216 | J | 16I | | 1 | 14.92 | 20.09 | 2,596 | 3,496 | 31,153 | 41,948 |
| 000020 | CHEMICAL DEPEND COUNSELOR SUPV | 16 | 216 | J | 13I | | 1 | 13.37 | 17.98 | 2,326 | 3,129 | 27,917 | 37,542 |
| 001851 | CHEMICAL LAB SUPERVISOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 000640 | CHEMIST SUPERVISOR 1 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000407 | CHEMISTRY LABORATORY DIRECTOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 000157 | CHIEF COOK | 16 | 216 | J | 09I | | 1 | 11.64 | 15.50 | 2,025 | 2,697 | 24,304 | 32,364 |
| 000563 | CHIEF OF PSYCHOLOGICAL SERVICES | 16 | 216 | J | 27I | | 1 | 22.44 | 29.82 | 3,905 | 5,189 | 46,855 | 62,264 |
| 002657 | CLAIMS PROCESSING ASST SUPV | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 002102 | CLERK 4 SUPERVISOR | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 002103 | CLERK STENOGRAPHER 4 SUPV | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 002104 | CLERK TYPIST 4 SUPERVISOR | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 001417 | CLIMATOLOGIST STATE | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |
| 001604 | COLLEGE BOOKSTORE SUPERVISOR | 16 | 216 | J | 10I | | 1 | 12.06 | 16.08 | 2,098 | 2,798 | 25,181 | 33,575 |
| 001057 | COMMERCE ANALYSIS SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002572 | COMMERCE INVESTIGATION SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002050 | COMMERCE LICENSING DIRECTOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002910 | COMMERCIAL VEHICLE INSPECT SUPV | 16 | 216 | J | 09I | | 1 | 11.64 | 15.50 | 2,025 | 2,697 | 24,304 | 32,364 |
| 002065 | COMMUNICATION CENTER SUPERVISOR | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 007020 | COMMUNITY COLLEGE PROGRAM SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001028 | COMMUNITY COLLEGE REGISTRAR | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 001545 | COMMUNITY COLLEGE REGISTRAR SR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002187 | COMMUNITY DEVELOPMENT SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001860 | COMPUTER CENTER DIRECTOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 001978 | CONSUMER COMPLAINT MEDIAT SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002469 | CONSUMER SERVICES SUPPORT SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 000966 | CONTRACTS OFFICER | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002436 | COOK SUPERVISOR | 16 | 216 | J | 07H | | 3 | 10.97 | 13.51 | 1,909 | 2,351 | 22,905 | 28,209 |
| 002206 | CORPORATE SERVICES SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002207 | CORR ASKLEPIEION SUPERVISOR | 16 | 216 | J | 17H | | 1 | 15.50 | 20.09 | 2,697 | 3,496 | 32,364 | 41,948 |
| 000199 | CORR CAPTAIN | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002682 | CORR COMMUNITY SVCS DIST SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 001088 | CORR COUNSELOR 4 | 16 | 216 | J | 16I | | 1 | 14.92 | 20.09 | 2,596 | 3,496 | 31,153 | 41,948 |
| 001962 | CORR COUNSELOR SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002579 | CORR FACILITY INDUST ASST DIR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002933 | CORR HEALTH CARE ADMINISTRATOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002253 | CORR HEARINGS OFFICER SUPV | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 002510 | CORR INDIAN RESDNTL PROG DIR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002058 | CORR IND SALES SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000546 | CORR IND SUPERVISOR | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 001711 | CORR IND SUPV (LICENSE MAKING) | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 001712 | CORR IND SUPV (MACHINE) | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 001713 | CORR IND SUPV (METAL FAB) | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 001714 | CORR IND SUPV (PRINTING) | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 001717 | CORR IND SUPV (WOODWORKING) | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 002373 | CORR INFORMATION CENTER SUPV | 16 | 216 | J | 15J | | 1 | 14.40 | 20.09 | 2,506 | 3,496 | 30,067 | 41,948 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 000438 | CORR MACHINERY FACTORY SUPV 1 | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 000439 | CORR MACHINERY FACTORY SUPV 2 | 16 | 216 | J | 16I | | 1 | 14.92 | 20.09 | 2,596 | 3,496 | 31,153 | 41,948 |
| 002507 | CORR MARKETING SPECIALIST | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000208 | CORR SPECIALIST | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000204 | CORR SUPERVISOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002667 | COST OF CARE ASST DIRECTOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002528 | COST OF CARE PROGRAM SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002212 | CJIS OPERATIONS SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002581 | DAIRY INSPECTION ASST DIRECTOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000220 | DAIRY INSPECTION SUPERVISOR | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 000403 | DATA ENTRY SUPERVISOR 1 | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 001466 | DATA ENTRY SUPERVISOR 2 | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 000717 | DATA ENTRY SUPERVISOR 3 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002354 | DEVELOPMENTAL ACHIEV PROG SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002834 | DEVELOPMENTAL DIS PROG SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002189 | DIETITIAN 1 SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000235 | DIETITIAN 2 | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001338 | DINING HALL MANAGER | 16 | 216 | J | 05H | | 3 | 10.36 | 12.77 | 1,803 | 2,222 | 21,632 | 26,664 |
| 002437 | DINING HALL SUPERVISOR | 16 | 216 | J | 02H | | 3 | 9.58 | 11.64 | 1,667 | 2,025 | 20,003 | 24,304 |
| 002348 | DIR CHEM DEP SPEC COMMUN PROG | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002853 | DIR CHILD NUTRITION PROGRAMS | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |
| 002009 | DIR CRIMINAL JUSTICE INFO SYST | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002872 | DIR IRON WORLD OPERATIONS | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 000237 | DIR NURSES | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002209 | DIR SCHOOL FINANCE | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |
| 002490 | DIR SCHOOL ORG TRANSP & FAC | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002607 | DISABILITY HEARINGS SUPERVISOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002508 | DISABILITY PROG OPERATIONS SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 001386 | DISABILITY QUALITY ASSUR SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000947 | DISABILITY SUPERVISOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002381 | DRIVER IMPROVEMENT SPEC SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002906 | DVS EXAM & INSP CHIEF | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001413 | DVS EXAM & INSP REG SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002702 | DVS EXAMINING & INSPECTION SUPV | 16 | 216 | J | 09I | | 3 | 11.64 | 15.50 | 2,025 | 2,697 | 24,304 | 32,364 |
| 002779 | DVS PROGRAM SUPERVISOR | 16 | 216 | J | 16I | | 1 | 14.92 | 20.09 | 2,596 | 3,496 | 31,153 | 41,948 |
| 002471 | DVS TEST STATION SUPV | 16 | 216 | J | 06J | | 1 | 10.66 | 13.93 | 1,855 | 2,424 | 22,258 | 29,086 |
| 002318 | DUE PROCESS UNIT SUPERVISOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000249 | DUPLICATING SHOP SUPERVISOR | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002250 | ECONOMIC DEVELOPMENT REP | 16 | 216 | J | 23J | | 1 | 19.35 | 26.84 | 3,367 | 4,670 | 40,403 | 56,042 |
| 000067 | ECONOMIC OPPTY ASST DIRECTOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 001792 | ECONOMIC OPPTY PROGRAM SUPV 1 | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002745 | ECONOMIC OPPTY PROGRAM SUPV 2 | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 001000 | EDP INFORMATION SYSTEMS MANAGER | 16 | 216 | J | 25J | | 1 | 20.86 | 28.78 | 3,630 | 5,008 | 43,556 | 60,093 |
| 001001 | EDP INFO SYSTEMS SPECIALIST | 16 | 216 | J | 21J | | 1 | 17.98 | 24.99 | 3,129 | 4,348 | 37,542 | 52,179 |
| 001004 | EDP MAJOR OPERATIONS SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002149 | EDP OPERATIONS CTL/SHIFT SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000715 | EDP OPERATIONS SUPERVISOR 1 | 16 | 216 | J | 08I | | 3 | 11.27 | 14.92 | 1,961 | 2,596 | 23,532 | 31,153 |
| 000716 | EDP OPERATIONS SUPERVISOR 2 | 16 | 216 | J | 12J | | 1 | 12.88 | 17.98 | 2,241 | 3,129 | 26,893 | 37,542 |
| 000254 | EDP OPERATIONS SUPERVISOR 3 | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 002134 | EDP OPERATIONS TECHNICAL SUPV | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 002126 | EDP PROGRAMMER/ANALYST SUPV | 16 | 216 | J | 20J | | 1 | 17.34 | 24.11 | 3,017 | 4,195 | 36,206 | 50,342 |
| 002137 | EDP SOFTWARE SERVICES SUPV | 16 | 216 | J | 21J | | 1 | 17.98 | 24.99 | 3,129 | 4,348 | 37,542 | 52,179 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002282 | EDUC LICENSURE PLACEMENT SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 001852 | EDUC PROGRAM SUPERVISOR | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 000260 | EDUC SPECIALIST 3 | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |
| 002240 | EDUC TITLE 1 FIELD OFFICE SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002741 | EEO CONTRACT COMPLIANCE SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002952 | ELECTION DIVISION SUPERVISOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 001958 | ELECTRICAL MAINTENANCE SUPV | 16 | 216 | J | 14J | | 1 | 13.89 | 19.35 | 2,417 | 3,367 | 29,002 | 40,403 |
| 000267 | ELECTRICIAN SUPERVISOR | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 001941 | ELECTROMECHANICAL SYSTEMS SPEC | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 001959 | ELECTRONIC MAINTENANCE SUPV | 16 | 216 | J | 14J | | 1 | 13.89 | 19.35 | 2,417 | 3,367 | 29,002 | 40,403 |
| 001516 | ELECTRONIC TRAFFIC MNTC SUPV | 16 | 216 | J | 16J | | 1 | 14.92 | 20.86 | 2,596 | 3,630 | 31,153 | 43,556 |
| 002406 | EMPLOYEE DEVELOP SPEC 3 SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 001977 | EMPLOYEE DEVELOPMENT SUPV | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 002961 | EMPLOYEE INSURANCE SYST SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 001796 | EMPL & TRNG PROGRAM SUPV 1 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 001797 | EMPL & TRNG PROGRAM SUPV 2 | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002505 | ENVIRONMENTAL ANALYST SUPV 1 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002506 | ENVIRONMENTAL ANALYST SUPV 2 | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002151 | ENVIRONMENTAL EDUC REG COORD | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002211 | EPIDEMIOLOGIST SUPERVISOR 1 | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002949 | EPIDEMIOLOGIST SUPERVISOR 2 | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002948 | EPIDEMIOLOGIST ADMIN SUPV | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |
| 000295 | EXECUTIVE HOUSEKEEPER | 16 | 216 | J | 09I | | 1 | 11.64 | 15.50 | 2,025 | 2,697 | 24,304 | 32,364 |
| 002904 | FAMILY SUPPORT PROGRAM SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001433 | FINANCE GENERAL ACCOUNTING SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001435 | FINANCE OPERATIONS SUPERVISOR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001434 | FINANCE QUALITY CONTROL SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002249 | FINANCIAL INST EXAMNT PROG DIR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002623 | FINANCIAL REPORTING ANAL SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000069 | FOOD INSPECTION ASST DIRECTOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000304 | FOOD INSPECTION SUPERVISOR | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 000779 | FOOD SERVICE SUPERVISOR | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 001982 | FORENSIC LABORATORY ASST DIR | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |
| 002927 | FORENSIC SCIENCE SUPV | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 002219 | GENERAL MAINTENANCE SUPERVISOR | 16 | 216 | J | 12B | | 2 | 12.88 | 13.37 | 2,241 | 2,326 | 26,893 | 27,917 |
| 002751 | GEOGRAPHIC INFORMATION SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001009 | GEOLOGIST SENIOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 000313 | GRAIN INSPECTION AREA SUPV | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 001546 | GRAIN INSPECTION ASST DIR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000320 | GRAIN INSPECTION MARKETING SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 000314 | GRAIN INSPECTION PROGRAM SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 001651 | GRAIN INSPECTION TERMINAL SUPV | 16 | 216 | J | 14H | | 3 | 13.89 | 17.98 | 2,417 | 3,129 | 29,002 | 37,542 |
| 001886 | GRAIN SAMPLER 3 | 16 | 216 | J | 13I | | 3 | 13.37 | 17.98 | 2,326 | 3,129 | 27,917 | 37,542 |
| 002316 | GRAPHIC SUPERVISOR | 16 | 216 | J | 11I | | 1 | 12.43 | 16.66 | 2,163 | 2,899 | 25,954 | 34,786 |
| 001035 | GROUND & ROADS MNTC SUPV | 16 | 216 | J | 10I | | 1 | 12.06 | 16.08 | 2,098 | 2,798 | 25,181 | 33,575 |
| 000330 | GROUP SUPERVISOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000070 | GROUP SUPERVISOR ASSISTANT | 16 | 216 | J | 14J | | 1 | 13.89 | 19.35 | 2,417 | 3,367 | 29,002 | 40,403 |
| 002845 | HEALTH CARE PROGRAM SUPERVISOR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001825 | HEALTH DISTRICT REP | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 001608 | HEALTH FACILITY EVAL SUPV 1 | 16 | 216 | J | 16I | | 1 | 14.92 | 20.09 | 2,596 | 3,496 | 31,153 | 41,948 |
| 002432 | HEALTH FACILITY EVAL SUPV 2 | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001609 | HEALTH FACILITY EVAL SUPV 3 | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001308 | HEALTH PHYSICIST 2 | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002127 | HEALTH PROGRAM AIDE SUPV | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 000834 | HEALTH PROGRAM REP PRINCIPAL | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002128 | HEALTH PROGRAM SUPERVISOR | 16 | 216 | J | 15J | | 1 | 14.40 | 20.09 | 2,506 | 3,496 | 30,067 | 41,948 |
| 001776 | HEALTH SERVICES ANALYST SUPV | 16 | 216 | J | 15I | 16I | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 001094 | HEALTH STATISTICAL UNIT SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002888 | HEARING IMPAIRED PROG SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002863 | HEAVY EQUIPMENT MECH ASST SUPV | 16 | 216 | J | 11I | | 1 | 12.43 | 16.66 | 2,163 | 2,899 | 25,954 | 34,786 |
| 001900 | HEAVY EQUIPMENT MECHANIC SUPV | 16 | 216 | J | 16J | | 1 | 14.92 | 20.86 | 2,596 | 3,630 | 31,153 | 43,556 |
| 000352 | HIGHWAY EQUIPMENT SUPERVISOR | 16 | 216 | J | 17J | | 1 | 15.50 | 21.64 | 2,697 | 3,765 | 32,364 | 45,184 |
| 000351 | HIGHWAY MAINTENANCE SUPT | 16 | 216 | J | 18J | | 1 | 16.08 | 22.44 | 2,798 | 3,905 | 33,575 | 46,855 |
| 000355 | HIGHWAY MAINTENANCE SUPV 1 | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 000922 | HIGHWAY MAINTENANCE SUPV 2 | 16 | 216 | J | 15J | | 1 | 14.40 | 20.09 | 2,506 | 3,496 | 30,067 | 41,948 |
| 002611 | HOSPITAL CENTRAL PROG SVCS SPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002625 | HOSPITAL SERVICES SUPERVISOR | 16 | 216 | J | 09I | | 1 | 11.64 | 15.50 | 2,025 | 2,697 | 24,304 | 32,364 |
| 001897 | HOUSEKPNG & REGIONAL LNDRY SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 001554 | HOUSING DEVELOPMENT OFF PRINC | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002420 | HOUSING FINANCE SECTION SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 001509 | HOUSING PROGRAM SUPERVISOR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001945 | HUMAN RIGHTS ENFORC OFFCR SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 008617 | HUMAN RIGHTS ENFORC SVCS DIR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002831 | HUMAN SVCS LICENSING ADMIN SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002847 | HUMAN SVCS LICENSING ASST SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002679 | HUMAN SVCS LICENSING SUPERVISOR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001697 | HYDROLOGIST 4 | 16 | 216 | J | 23J | | 1 | 19.35 | 26.84 | 3,367 | 4,670 | 40,403 | 56,042 |
| 002174 | HYDROLOGIST SUPERVISOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002463 | INCOME MNTC PROGRAM ADMIN SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002462 | INCOME MNTC PROGRAM SUPERVISOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002242 | INDIAN EDUC FIELD OFFICE SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002693 | INFORMATION CENTER SUPERVISOR | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 002181 | INFORMATION OFFICER 2 SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 001315 | INFORMATION OFFICER 4 | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002110 | INFORMATION PROGRAM SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002261 | INSTITUTION COMMUNITY REL SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 000932 | INSTITUTION EDUCATIONAL SUPV | 16 | 216 | J | 22J | | 1 | 18.65 | 25.88 | 3,245 | 4,503 | 38,941 | 54,037 |
| 002139 | INSTITUTION TRAINING SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 001012 | INSTRUCTIONAL COMMUNIC SUPV | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 001634 | INTERPRETIVE NATURALIST SENIOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000928 | INVENTORY CONTROL SUPERVISOR 1 | 16 | 216 | J | 09J | | 1 | 11.64 | 16.08 | 2,025 | 2,798 | 24,304 | 33,575 |
| 000930 | INVENTORY CONTROL SUPERVISOR 2 | 16 | 216 | J | 11J | | 1 | 12.43 | 17.34 | 2,163 | 3,017 | 25,954 | 36,206 |
| 008528 | INVESTMENT BD SECURITY TRADER | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002651 | INVOICE PROCESSING SUPERVISOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 001345 | IRRRB COMMUNITY DEV DIR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002345 | IRRRB MINELAND RECLAMATION DIR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002656 | IRRRB RECREATION AREA DIRECTOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002392 | ITPSA DIRECTOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002217 | JANITOR SUPERVISOR | 16 | 216 | J | 02H | | 3 | 9.58 | 11.64 | 1,667 | 2,025 | 20,003 | 24,304 |
| 000789 | JOB SRVC FIELD OPNS AREA MGR 1 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000790 | JOB SRVC FIELD OPNS AREA MGR 2 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002530 | JOB SRVC FIELD OPNS AREA MGR 3 | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002531 | JOB SRVC FIELD OPNS AREA MGR 4 | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002512 | JOB SERVICE SUPERVISOR 1 | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 000279 | JOB SERVICE SUPERVISOR 2 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000280 | JOB SERVICE SUPERVISOR 3 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000281 | JOB SERVICE SUPERVISOR 4 | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002596 | JOBS & TRNG BUDGET & PLAN SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002179 | JOBS & TRNG COMPUTER OPER SUPV | 16 | 216 | J | 23J | | 1 | 19.35 | 26.84 | 3,367 | 4,670 | 40,403 | 56,042 |
| 002180 | JOBS & TRNG DATA CONTROL SUPV | 16 | 216 | J | 21J | | 1 | 17.98 | 24.99 | 3,129 | 4,348 | 37,542 | 52,179 |
| 002958 | JOBS & TRNG FLD OFF AREA SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002599 | JOBS & TRNG SPEC PROGRAMS SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000405 | LABOR INVESTIGATION SUPERVISOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000409 | LABORATORY SERVICES SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000649 | LANDSCAPE ARCHITECT SENIOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 000420 | LAUNDRY SUPERINTENDENT | 16 | 216 | J | 08I | | 1 | 11.27 | 14.92 | 1,961 | 2,596 | 23,532 | 31,153 |
| 002170 | LEASE SUPERVISOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002286 | LEGAL SECRETARY SENIOR SUPV | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 002912 | LIBRARY DEV AND SVCS ASST DIR | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |
| 000650 | LIBRARY/INFO RES SERV PROG DIR | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 002112 | LIBRARY/INFO RES SERV SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002113 | LIBRARY/INFO RES SERV SUPV SR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000429 | LICENSE PLANT SUPERVISOR | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 000432 | LIQUOR ENFORCEMENT CHIEF | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 001568 | LIVESTOCK WEIGHING SUPV | 16 | 216 | J | 13I | | 1 | 13.37 | 17.98 | 2,326 | 3,129 | 27,917 | 37,542 |
| 001681 | LOCAL GOVT AIDS ASSISTANT DIR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002018 | LOCAL GOVT AUDIT DIRECTOR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002017 | LOCAL GOVT AUDITOR PRINCIPAL | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002264 | MANAGEMENT ANALYST SUPV 1 | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002115 | MANAGEMENT ANALYST SUPV 2 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|--------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002114 | MANAGEMENT ANALYST SUPV 3 | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002836 | MGMT INFO SYSTEMS SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002391 | MARKETING SERVICES ASST DIR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 001091 | MATERIALS SVCS & DIST SUPV | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 000862 | MATERIALS TRANSFER SUPERVISOR | 16 | 216 | J | 13B | | 2 | 13.37 | 13.89 | 2,326 | 2,417 | 27,917 | 29,002 |
| 001499 | MEDICAL CLAIMS SUPERVISOR | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 002129 | MEDICAL LABORATORY SUPERVISOR | 16 | 216 | J | 10I | | 1 | 12.06 | 16.08 | 2,098 | 2,798 | 25,181 | 33,575 |
| 001641 | MEDICAL PAYMENTS RECOVERY SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000454 | MEDICAL RECORDS OFFICER | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002407 | MEDICAL RECORDS TECH SUPV 1 | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 002191 | MEDICAL RECORDS TECH SUPV 2 | 16 | 216 | J | 11H | | 3 | 12.43 | 16.08 | 2,163 | 2,798 | 25,954 | 33,575 |
| 002450 | MENTAL HEALTH PROG ADMIN SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002859 | MENTAL HEALTH PROG SUPV | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001342 | MICROGRAPHICS SERVICES SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000459 | MICROFILM SUPERVISOR | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 001887 | MICROGRAPHICS OPERATIONS SUPV | 16 | 216 | J | 09I | | 3 | 11.64 | 15.50 | 2,025 | 2,697 | 24,304 | 32,364 |
| 002442 | MILITARY SECURITY SHIFT SUPV | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 002700 | MINELAND RECLAMATION FLD SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 001927 | MINERALS POTENTIAL GEOLOGIST | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000472 | MORTUARY STANDARDS SUPERVISOR | 16 | 216 | J | 16I | | 1 | 14.92 | 20.09 | 2,596 | 3,496 | 31,153 | 41,948 |
| 002456 | MOTOR TRANSP ENFORCEMENT SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000906 | NR EDUCATION SPECIALIST | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 002785 | NR FISH HATCHERY SUPERVISOR 1 | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002786 | NR FISH HATCHERY SUPERVISOR 2 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002787 | NR FISH HATCHERY SUPERVISOR 3 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002809 | NR FISHERIES AREA SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002810 | NR FISHERIES AREA SUPERVISOR SR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002403 | NR FORESTRY PLANNING SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002634 | NR ITASCA PARK SUPERVISOR | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 002955 | NR HYDROGRAPHICS SUPERVISOR | 16 | 216 | J | 17J | | 1 | 15.50 | 21.64 | 2,697 | 3,765 | 32,364 | 45,184 |
| 001761 | NR LICENSE CENTER SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 008618 | NR MISSISSIPPI RIVER COORD | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 002335 | NR PARK SUPERVISOR 1 | 16 | 216 | J | 08H | 09I | 1 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 002336 | NR PARK SUPERVISOR 2 | 16 | 216 | J | 10I | 11I | 1 | 12.06 | 16.08 | 2,098 | 2,798 | 25,181 | 33,575 |
| 002337 | NR PARK SUPERVISOR 3 | 16 | 216 | J | 12I | 13I | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002637 | NR PARK SUPERVISOR 4 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002638 | NR PARK SUPERVISOR 5 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002922 | NR REGIONAL BUSINESS MGR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 001476 | NR REGIONAL FIELD SVCS SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002397 | NR REGIONAL HYDROLOGIST | 16 | 216 | J | 22J | | 1 | 18.65 | 25.88 | 3,245 | 4,503 | 38,941 | 54,037 |
| 001778 | NR SERVICE CENTER SUPERVISOR | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001751 | NR SPEC 3 (FORESTER) | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 000194 | NR SPECIALIST 4 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000195 | NR SUPERVISOR | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 002806 | NR WILDLIFE AREA SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002807 | NR WILDLIFE AREA SUPERVISOR SR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002894 | NR WILDLIFE FIELD SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002808 | NR WILDLIFE RESEARCH SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002585 | NR YOUTH PROGRAMS FIELD SUPV | 16 | 216 | J | 09I | | 1 | 11.64 | 15.50 | 2,025 | 2,697 | 24,304 | 32,364 |
| 001837 | NR YOUTH PROGRAMS SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000481 | NUTRITIONIST SUPERVISOR | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001492 | OCCUP SAFETY & HEALTH AREA SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001318 | OCCUP SAFETY & HEALTH ASST DIR | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 001669 | OCCUP SAFETY & HEALTH CONSL DIR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002265 | OCCUPATIONAL THERAPIST SR SUPV | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 000486 | OFFICE MACHINE REPAIR SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002192 | OFFICE SERVICES SUPERVISOR 1 | 16 | 216 | J | 09H | | 3 | 11.64 | 14.92 | 2,025 | 2,596 | 24,304 | 31,153 |
| 002118 | OFFICE SERVICES SUPERVISOR 2 | 16 | 216 | J | 11I | | 1 | 12.43 | 16.66 | 2,163 | 2,899 | 25,954 | 34,786 |
| 000294 | OFFICE SERVICES SUPERVISOR 3 | 16 | 216 | J | 12J | | 1 | 12.88 | 17.98 | 2,241 | 3,129 | 26,893 | 37,542 |
| 000491 | PAINTER SUPERVISOR | 16 | 216 | J | 17B | | 2 | 15.50 | 16.08 | 2,697 | 2,798 | 32,364 | 33,575 |
| 002865 | PERSONNEL ADMINISTRATIVE SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002366 | PERSONNEL AIDE SENIOR SUPV | 16 | 216 | J | 07I | | 3 | 10.97 | 13.93 | 1,909 | 2,424 | 22,905 | 29,086 |
| 000499 | PERSONNEL DIRECTOR 1 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000500 | PERSONNEL DIRECTOR 2 | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002367 | PERSONNEL OFFICER SUPERVISOR | 16 | 216 | J | 09I | | 1 | 11.64 | 15.50 | 2,025 | 2,697 | 24,304 | 32,364 |
| 002368 | PERSONNEL OFFICER SUPV SR | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 001547 | PERSONNEL SERVICES SUPV 1 | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002781 | PERSONNEL SERVICES SUPV 2 | 16 | 216 | J | 22I | | 1 | 18.65 | 24.99 | 3,245 | 4,348 | 38,941 | 52,179 |
| 002447 | PERSONNEL TRANSACTIONS COORD | 16 | 216 | J | 15J | | 1 | 14.40 | 20.09 | 2,506 | 3,496 | 30,067 | 41,948 |
| 002869 | PESTICIDE REGULATORY PROG SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002870 | PESTICIDE REGULATORY UNIT SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 001875 | PHOTOGRAPHIC SERVICES SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 000776 | PHYSICAL PLANT DIRECTOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 000654 | PHYSICAL THERAPIST SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 000520 | PLANNING DIRECTOR COMMUNITY | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 000522 | PLANNING DIR TRANSPORTATION | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 000968 | PLANNING GRANTS ADMINISTRATOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 001645 | PLANNING GRANTS ANALYST PRIN | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002223 | PLANNING GRANTS SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000513 | PLANNING SUPV COMMUNITY | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 002184 | PLANNING SUPV STATE | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 000519 | PLANNING SUPV TRANSPORTATION | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001549 | PLANT HEALTH SPECIALIST SENIOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000079 | ASST DIR PLANT INDUSTRY | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000964 | PLUMBER SUPERVISOR | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 000531 | PLUMBING INSPECTION SUPERVISOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 001329 | POLLUTION CONTROL REGIONAL DIR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002539 | POLLUTION CONTROL SITE RESP SPV | 16 | 216 | J | 22J | | 1 | 18.65 | 25.88 | 3,245 | 4,503 | 38,941 | 54,037 |
| 001350 | POLLUTION CONTROL SPEC PRIN | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 000041 | PWR PLANT ASST CHIEF ENGINEER | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 001075 | PWR PLANT CHIEF ENGINEER | 16 | 216 | J | 18F | | 1 | 16.08 | 19.35 | 2,798 | 3,367 | 33,575 | 40,403 |
| 002023 | PRINTING PLAN & ESTIMATING DIR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002726 | PRINTING PLANT SUPERVISOR | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 000552 | PRODUCE INSPECTION SUPERVISOR | 16 | 216 | J | 14I | | 1 | 13.89 | 18.65 | 2,417 | 3,245 | 29,002 | 38,941 |
| 002713 | PROTECTIVE SVCS PROG SUPERVISOR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001650 | PROTEIN LABORATORY SUPERVISOR | 16 | 216 | J | 13H | | 3 | 13.37 | 17.34 | 2,326 | 3,017 | 27,917 | 36,206 |
| 002138 | PSYCHOLOGICAL SERVICES DIR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002130 | PSYCHOLOGIST SUPERVISOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000572 | PUB HEALTH NURSING ADMIN SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 000574 | PUBLIC HEALTH PHYSICIAN 2 | 16 | 216 | J | 29I | | 1 | 24.11 | 32.03 | 4,195 | 5,573 | 50,342 | 66,879 |
| 001505 | PUBLIC HEALTH SANITARIAN 4 | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002131 | PUBLIC HEALTH SANITARIAN SUPV | 16 | 216 | J | 16I | | 1 | 14.92 | 20.09 | 2,596 | 3,496 | 31,153 | 41,948 |
| 001520 | PUB UTIL FINANCIAL ANAL SUPV | 16 | 216 | J | 25I | | 1 | 20.86 | 27.77 | 3,630 | 4,832 | 43,556 | 57,984 |
| 001527 | PUB UTIL RATES EVALUATION SUPV | 16 | 216 | J | 25I | | 1 | 20.86 | 27.77 | 3,630 | 4,832 | 43,556 | 57,984 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 002551 | RACING COMM SUPPORT SRVC SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 000777 | RADIO COMMUNICATIONS SUPERVISOR | 16 | 216 | J | 13I | | 1 | 13.37 | 17.98 | 2,326 | 3,129 | 27,917 | 37,542 |
| 000588 | RADIO MAINTENANCE SUPERVISOR | 16 | 216 | J | 16J | | 1 | 14.92 | 20.86 | 2,596 | 3,630 | 31,153 | 43,556 |
| 002225 | RATE & TARIFF ANALYST SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002858 | REALTY SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002194 | RECREATION THERAPIST COORD | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002359 | RECREATION THERAPY PROG SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002172 | REGISTERED NURSE ADMIN-SUPV | 16 | 216 | J | 18J | | 1 | 16.08 | 22.44 | 2,798 | 3,905 | 33,575 | 46,855 |
| 002154 | REGISTERED NURSE SUPERVISOR | 16 | 216 | J | 15J | | 1 | 14.40 | 20.09 | 2,506 | 3,496 | 30,067 | 41,948 |
| 002694 | REGULATION DEVELOPMENT SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002532 | REHABILITATION COUNS SUPV 1 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000600 | REHABILITATION COUNS SUPV 2 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002533 | REHABILITATION COUNS SUPV 3 | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002195 | REHABILITATION COUNSELOR SR SPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002951 | REHABILITATION PROGRAM SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 000873 | REHABILITATION REGIONAL SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000603 | REHABILITATION THERAPIES DIR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000856 | REHABILITATION THERAPIST SUPV | 16 | 216 | J | 16I | | 1 | 14.92 | 20.09 | 2,596 | 3,496 | 31,153 | 41,948 |
| 002142 | RESEARCH ANALYST SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002254 | RESEARCH ANALYST SUPV SENIOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002119 | RESEARCH SCIENTIST SUPV 1 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002329 | RESEARCH SCIENTIST SUPV 2 | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 000610 | RESIDENCE HALL DIRECTOR | 16 | 216 | J | 10I | | 1 | 12.06 | 16.08 | 2,098 | 2,798 | 25,181 | 33,575 |
| 002520 | RESIDENTIAL CARE SUPERVISOR | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 002479 | RESIDENTIAL PROGRAM SUPERVISOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 000907 | RETIREMENT SERVICES DIRECTOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001425 | RETIREMENT SERVICES SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002921 | REVENUE AUDIT PLANS SYSTEM SUPV | 16 | 216 | J | 17J | | 1 | 15.50 | 21.64 | 2,697 | 3,765 | 32,364 | 45,184 |
| 002895 | REVENUE COLLECTIONS SHIFT SUPV | 16 | 216 | J | 12J | | 1 | 12.88 | 17.98 | 2,241 | 3,129 | 26,893 | 37,542 |
| 002778 | REVENUE DOCUMENT REVIEW SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 001687 | REVENUE FLD OPERATIONS ASST DIR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002736 | REVENUE LEGAL & LEG AFF AST DIR | 16 | 216 | J | 27I | | 1 | 22.44 | 29.82 | 3,905 | 5,189 | 46,855 | 62,264 |
| 001511 | REVENUE RESEARCH ASST DIR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002771 | REVENUE TAX SUPERVISOR 1 | 16 | 216 | J | 15J | | 1 | 14.40 | 20.09 | 2,506 | 3,496 | 30,067 | 41,948 |
| 002772 | REVENUE TAX SUPERVISOR 2 | 16 | 216 | J | 17J | | 1 | 15.50 | 21.64 | 2,697 | 3,765 | 32,364 | 45,184 |
| 002773 | REVENUE TAX SUPERVISOR 3 | 16 | 216 | J | 19J | | 1 | 16.66 | 23.30 | 2,899 | 4,054 | 34,786 | 48,650 |
| 002774 | REVENUE TAX SUPERVISOR 4 | 16 | 216 | J | 21J | | 1 | 17.98 | 24.99 | 3,129 | 4,348 | 37,542 | 52,179 |
| 002414 | REVENUE WORD PROC SHIFT SUPV | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 000618 | RIGHT OF WAY AGENT 4 | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 000847 | ROAD INFO & TRANSP PERMIT CHIEF | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001442 | SEC/COMMUNICATION SYS MONIT SPV | 16 | 216 | J | 06H | | 3 | 10.66 | 13.10 | 1,855 | 2,279 | 22,258 | 27,353 |
| 002497 | SECURITY HOSPITAL EDUC SUPV | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001774 | SECURITY SHIFT SUPERVISOR | 16 | 216 | J | 03H | | 3 | 9.85 | 11.95 | 1,714 | 2,079 | 20,567 | 24,952 |
| 001046 | SECURITY SUPERVISOR | 16 | 216 | J | 11I | | 1 | 12.43 | 16.66 | 2,163 | 2,899 | 25,954 | 34,786 |
| 000628 | SEED POTATO CERTIFICATION SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 001073 | SIGNING SUPERVISOR | 16 | 216 | J | 11H | | 1 | 12.43 | 16.08 | 2,163 | 2,798 | 25,954 | 33,575 |
| 002844 | SKILLS DEVELOPMENT SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000676 | SOCIAL SERVICES SUPERVISOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002196 | SOCIAL WORK SPECIALIST SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002197 | SOCIAL WORKER SENIOR SUPERVISOR | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 001799 | SOIL CONSERVATION REP SENIOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002041 | SOIL SCIENTIST SENIOR | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

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| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 000810 | SPECIAL AGENT IN CHARGE | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |
| 002360 | SPEECH & HEARING SUPERVISOR | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001655 | STATE FIRE SAFETY SUPERVISOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000970 | STATE LABORATORY METROLOGIST | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 000703 | STEAMFITTER SUPERVISOR | 16 | 216 | J | 18B | | 2 | 16.08 | 16.66 | 2,798 | 2,899 | 33,575 | 34,786 |
| 000891 | STEAMFITTING STANDARDS SUPV | 16 | 216 | J | 22H | | 1 | 18.65 | 24.11 | 3,245 | 4,195 | 38,941 | 50,342 |
| 000164 | STORES CLERK CHIEF | 16 | 216 | J | 05H | | 3 | 10.36 | 12.77 | 1,803 | 2,222 | 21,632 | 26,664 |
| 000707 | STORES SUPERVISOR | 16 | 216 | J | 10H | | 3 | 12.06 | 15.50 | 2,098 | 2,697 | 25,181 | 32,364 |
| 002176 | SURVEY CREW SUPERVISOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002132 | SYSTEMS ANALYSIS UNIT SUPV | 16 | 216 | J | 21J | | 1 | 17.98 | 24.99 | 3,129 | 4,348 | 37,542 | 52,179 |
| 001089 | SYSTEMS SUPERVISOR | 16 | 216 | J | 23J | | 1 | 19.35 | 26.84 | 3,367 | 4,670 | 40,403 | 56,042 |
| 002121 | TAX EXAMINING SUPERVISOR 1 | 16 | 216 | J | 15J | | 1 | 14.40 | 20.09 | 2,506 | 3,496 | 30,067 | 41,948 |
| 002122 | TAX EXAMINING SUPERVISOR 2 | 16 | 216 | J | 17J | | 1 | 15.50 | 21.64 | 2,697 | 3,765 | 32,364 | 45,184 |
| 002123 | TAX EXAMINING SUPERVISOR 3 | 16 | 216 | J | 19J | | 1 | 16.66 | 23.30 | 2,899 | 4,054 | 34,786 | 48,650 |
| 002227 | TOURISM TRAVEL INFO CENTER DIR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002776 | TOURISM TRAVEL INFO CENTER SUPV | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 002928 | TRANSIT ADMIN SUPERVISOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002944 | TRANSPORT DATA COORD SUPV | 16 | 216 | J | 17J | | 1 | 15.50 | 21.64 | 2,697 | 3,765 | 32,364 | 45,184 |
| 001734 | TRANSPORT ELECTRICAL MNTC SUPT | 16 | 216 | J | 18J | | 1 | 16.08 | 22.44 | 2,798 | 3,905 | 33,575 | 46,855 |
| 001899 | TRANSPORT PLANNING REG COORD | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 001902 | TRANSPORT SAFETY DIRECTOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000704 | TYPING SERVICES SUPERVISOR | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 002446 | UNEMP INSURANCE SUPERVISOR 1 | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 000742 | UNEMP INSURANCE SUPERVISOR 2 | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 000743 | UNEMP INSURANCE SUPERVISOR 3 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002534 | UNEMP INSURANCE SUPERVISOR 4 | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

19

| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|---------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001707 | UNEMPLOYMENT TAX EXAMINER 3 | 16 | 216 | J | 15J | | 1 | 14.40 | 20.09 | 2,506 | 3,496 | 30,067 | 41,948 |
| 001708 | UNEMPLOYMENT TAX EXAMINER 4 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002061 | UNIVERSITY PRINT SHOP SUPV | 16 | 216 | J | 12I | | 1 | 12.88 | 17.34 | 2,241 | 3,017 | 26,893 | 36,206 |
| 000747 | VETERANS ASSISTANCE SUPERVISOR | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002125 | VETERANS CLAIMS BRANCH OFF SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002388 | VETERANS HOME TRANSPORT SUPV | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 000752 | VETERINARIAN SENIOR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 002840 | VOC BUDGET & INFO SVCS SUPV | 16 | 216 | J | 24I | | 1 | 20.09 | 26.84 | 3,496 | 4,670 | 41,948 | 56,042 |
| 002660 | VOCATIONAL EDUC FLD SVCS SUPV | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 002664 | VOCATIONAL EVALUATOR SUPV | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002288 | VOCATIONAL LICENSURE SUPV | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002361 | VOCATIONAL THERAPY PROG SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002228 | VOLUNTEER SERVICES SUPERVISOR | 16 | 216 | J | 10I | | 1 | 12.06 | 16.08 | 2,098 | 2,798 | 25,181 | 33,575 |
| 001947 | WATER TREATMENT PLANT SUPV | 16 | 216 | J | 17B | | 2 | 15.50 | 16.08 | 2,697 | 2,798 | 32,364 | 33,575 |
| 001704 | WEIGHTS & MEASURES REG SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002200 | WELFARE SPECIALIST SUPV SENIOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |
| 000764 | WELFARE SUPERVISOR | 16 | 216 | J | 23I | | 1 | 19.35 | 25.88 | 3,367 | 4,503 | 40,403 | 54,037 |
| 001908 | WORD PROCESSING CENTER SUPV | 16 | 216 | J | 08H | | 3 | 11.27 | 14.40 | 1,961 | 2,506 | 23,532 | 30,067 |
| 002821 | WORKERS COMP ASSTNC & CMPL SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002816 | WORKERS COMP BENEFIT FUND SUPV | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002822 | WORKERS COMP CLAIMS ADMIN SUP 1 | 16 | 216 | J | 17I | | 1 | 15.50 | 20.86 | 2,697 | 3,630 | 32,364 | 43,556 |
| 002851 | WORKERS COMP CLAIMS ADMIN SUP 2 | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002749 | WORKERS COMP COST CONTAIN SUPV | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 002609 | WORKERS COMP MEDIATION SUPV | 16 | 216 | J | 21I | | 1 | 17.98 | 24.11 | 3,129 | 4,195 | 37,542 | 50,342 |
| 002655 | WORKERS COMP REHAB SUPERVISOR | 16 | 216 | J | 20I | | 1 | 17.34 | 23.30 | 3,017 | 4,054 | 36,206 | 48,650 |
| 002849 | ZOO HORTICULTURE CURATOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |

APPENDIX G
UNIT 216 MIDDLE MANAGEMENT ASSOCIATION
CLASSES AND SALARIES AS OF JULY 4, 1990

20

| CLASS CODE | CLASS TITLE | GRID | BARG UNIT | SER- IES | COMP CODE | COMP 10/90 | PROG- RESS | MINIMUM HOURLY | MAXIMUM HOURLY | MINIMUM MONTHLY | MAXIMUM MONTHLY | MINIMUM ANNUAL | MAXIMUM ANNUAL |
|---------------|-------------------------------|------|--------------|-------------|--------------|---------------|---------------|-------------------|-------------------|--------------------|--------------------|-------------------|-------------------|
| 001696 | ZOO ANIMAL CURATOR | 16 | 216 | J | 15I | | 1 | 14.40 | 19.35 | 2,506 | 3,367 | 30,067 | 40,403 |
| 002850 | ZOO INTERPRETIVE SVCS CURATOR | 16 | 216 | J | 18I | | 1 | 16.08 | 21.64 | 2,798 | 3,765 | 33,575 | 45,184 |
| 001544 | ZOO RECORDS SUPERVISOR | 16 | 216 | J | 19I | | 1 | 16.66 | 22.44 | 2,899 | 3,905 | 34,786 | 46,855 |

APPENDIX H

Unit 216 Middle Management Association
Series J Ranges 1-29
Effective 07/05/89 - 07/03/90

| 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 |
| J | 01 | YR | 18,604 | 19,043 | 19,585 | 20,087 | 20,609 | 21,193 | 21,820 | 22,404 | 23,156 | | 01 |
| | | MO | 1,550 | 1,587 | 1,632 | 1,674 | 1,717 | 1,766 | 1,818 | 1,867 | 1,930 | | |
| | | HR | 8.91 | 9.12 | 9.38 | 9.62 | 9.87 | 10.15 | 10.45 | 10.73 | 11.09 | | |
| J | 02 | YR | 19,043 | 19,585 | 20,087 | 20,609 | 21,193 | 21,820 | 22,404 | 23,156 | 23,761 | | 02 |
| | | MO | 1,587 | 1,632 | 1,674 | 1,717 | 1,766 | 1,818 | 1,867 | 1,930 | 1,980 | | |
| | | HR | 9.12 | 9.38 | 9.62 | 9.87 | 10.15 | 10.45 | 10.73 | 11.09 | 11.38 | | |
| J | 03 | YR | 19,585 | 20,087 | 20,609 | 21,193 | 21,820 | 22,404 | 23,156 | 23,761 | 24,492 | | 03 |
| | | MO | 1,632 | 1,674 | 1,717 | 1,766 | 1,818 | 1,867 | 1,930 | 1,980 | 2,041 | | |
| | | HR | 9.38 | 9.62 | 9.87 | 10.15 | 10.45 | 10.73 | 11.09 | 11.38 | 11.73 | | |
| J | 04 | YR | 20,087 | 20,609 | 21,193 | 21,820 | 22,404 | 23,156 | 23,803 | 24,492 | 25,286 | | 04 |
| | | MO | 1,674 | 1,717 | 1,766 | 1,818 | 1,867 | 1,930 | 1,984 | 2,041 | 2,107 | | |
| | | HR | 9.62 | 9.87 | 10.15 | 10.45 | 10.73 | 11.09 | 11.40 | 11.73 | 12.11 | | |
| J | 05 | YR | 20,609 | 21,193 | 21,820 | 22,404 | 23,156 | 23,845 | 24,555 | 25,390 | 26,058 | | 05 |
| | | MO | 1,717 | 1,766 | 1,818 | 1,867 | 1,930 | 1,987 | 2,046 | 2,116 | 2,172 | | |
| | | HR | 9.87 | 10.15 | 10.45 | 10.73 | 11.09 | 11.42 | 11.76 | 12.16 | 12.48 | | |
| J | 06 | YR | 21,193 | 21,820 | 22,404 | 23,156 | 23,928 | 24,638 | 25,453 | 26,058 | 26,873 | 27,708 | 06 |
| | | MO | 1,766 | 1,818 | 1,867 | 1,930 | 1,994 | 2,053 | 2,121 | 2,172 | 2,239 | 2,309 | |
| | | HR | 10.15 | 10.45 | 10.73 | 11.09 | 11.46 | 11.80 | 12.19 | 12.48 | 12.87 | 13.27 | |
| J | 07 | YR | 21,820 | 22,404 | 23,156 | 23,991 | 24,680 | 25,536 | 26,309 | 26,873 | 27,708 | | 07 |
| | | MO | 1,818 | 1,867 | 1,930 | 1,999 | 2,057 | 2,128 | 2,192 | 2,239 | 2,309 | | |
| | | HR | 10.45 | 10.73 | 11.09 | 11.49 | 11.82 | 12.23 | 12.60 | 12.87 | 13.27 | | |
| J | 08 | YR | 22,404 | 23,156 | 23,991 | 24,722 | 25,620 | 26,580 | 27,624 | 28,626 | 29,670 | 30,819 | 08 |
| | | MO | 1,867 | 1,930 | 1,999 | 2,060 | 2,135 | 2,215 | 2,302 | 2,386 | 2,473 | 2,568 | |
| | | HR | 10.73 | 11.09 | 11.49 | 11.84 | 12.27 | 12.73 | 13.23 | 13.71 | 14.21 | 14.76 | |
| J | 09 | YR | 23,156 | 23,991 | 24,722 | 25,620 | 26,580 | 27,624 | 28,626 | 29,670 | 30,819 | 31,967 | 09 |
| | | MO | 1,930 | 1,999 | 2,060 | 2,135 | 2,215 | 2,302 | 2,386 | 2,473 | 2,568 | 2,664 | |
| | | HR | 11.09 | 11.49 | 11.84 | 12.27 | 12.73 | 13.23 | 13.71 | 14.21 | 14.76 | 15.31 | |
| J | 10 | YR | 23,991 | 24,722 | 25,620 | 26,580 | 27,624 | 28,626 | 29,670 | 30,819 | 31,967 | 33,137 | 10 |
| | | MO | 1,999 | 2,060 | 2,135 | 2,215 | 2,302 | 2,386 | 2,473 | 2,568 | 2,664 | 2,761 | |
| | | HR | 11.49 | 11.84 | 12.27 | 12.73 | 13.23 | 13.71 | 14.21 | 14.76 | 15.31 | 15.87 | |
| J | 11 | YR | 24,722 | 25,620 | 26,580 | 27,624 | 28,626 | 29,670 | 30,819 | 31,967 | 33,137 | 34,473 | 11 |
| | | MO | 2,060 | 2,135 | 2,215 | 2,302 | 2,386 | 2,473 | 2,568 | 2,664 | 2,761 | 2,873 | |
| | | HR | 11.84 | 12.27 | 12.73 | 13.23 | 13.71 | 14.21 | 14.76 | 15.31 | 15.87 | 16.51 | |
| J | 12 | YR | 25,620 | 26,580 | 27,624 | 28,626 | 29,670 | 30,819 | 31,967 | 33,137 | 34,473 | 35,747 | 12 |
| | | MO | 2,135 | 2,215 | 2,302 | 2,386 | 2,473 | 2,568 | 2,664 | 2,761 | 2,873 | 2,979 | |
| | | HR | 12.27 | 12.73 | 13.23 | 13.71 | 14.21 | 14.76 | 15.31 | 15.87 | 16.51 | 17.12 | |
| J | 13 | YR | 26,580 | 27,624 | 28,626 | 29,670 | 30,819 | 31,967 | 33,137 | 34,473 | 35,747 | 37,083 | 13 |
| | | MO | 2,215 | 2,302 | 2,386 | 2,473 | 2,568 | 2,664 | 2,761 | 2,873 | 2,979 | 3,090 | |
| | | HR | 12.73 | 13.23 | 13.71 | 14.21 | 14.76 | 15.31 | 15.87 | 16.51 | 17.12 | 17.76 | |
| J | 14 | YR | 27,624 | 28,626 | 29,670 | 30,819 | 31,967 | 33,137 | 34,473 | 35,747 | 37,083 | 38,482 | 14 |
| | | MO | 2,302 | 2,386 | 2,473 | 2,568 | 2,664 | 2,761 | 2,873 | 2,979 | 3,090 | 3,207 | |
| | | HR | 13.23 | 13.71 | 14.21 | 14.76 | 15.31 | 15.87 | 16.51 | 17.12 | 17.76 | 18.43 | |
| J | 15 | YR | 28,626 | 29,670 | 30,819 | 31,967 | 33,137 | 34,473 | 35,747 | 37,083 | 38,482 | 39,943 | 15 |
| | | MO | 2,386 | 2,473 | 2,568 | 2,664 | 2,761 | 2,873 | 2,979 | 3,090 | 3,207 | 3,329 | |
| | | HR | 13.71 | 14.21 | 14.76 | 15.31 | 15.87 | 16.51 | 17.12 | 17.76 | 18.43 | 19.13 | |

| 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 H (cont.)

Unit 216 Middle Management Association
Series J Ranges 1-29
Effective 07/05/89 - 07/03/90

| 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 |
| J | 16 | YR | 29,670 | 30,819 | 31,967 | 33,137 | 34,473 | 35,747 | 37,083 | 38,482 | 39,943 | 41,489 | 16 |
| | | MO | 2,473 | 2,568 | 2,664 | 2,761 | 2,873 | 2,979 | 3,090 | 3,207 | 3,329 | 3,457 | |
| | | HR | 14.21 | 14.76 | 15.31 | 15.87 | 16.51 | 17.12 | 17.76 | 18.43 | 19.13 | 19.87 | |
| J | 17 | YR | 30,819 | 31,967 | 33,137 | 34,473 | 35,747 | 37,083 | 38,482 | 39,943 | 41,489 | 43,034 | 17 |
| | | MO | 2,568 | 2,664 | 2,761 | 2,873 | 2,979 | 3,090 | 3,207 | 3,329 | 3,457 | 3,586 | |
| | | HR | 14.76 | 15.31 | 15.87 | 16.51 | 17.12 | 17.76 | 18.43 | 19.13 | 19.87 | 20.61 | |
| J | 18 | YR | 31,967 | 33,137 | 34,473 | 35,747 | 37,083 | 38,482 | 39,943 | 41,489 | 43,034 | 44,621 | 18 |
| | | MO | 2,664 | 2,761 | 2,873 | 2,979 | 3,090 | 3,207 | 3,329 | 3,457 | 3,586 | 3,718 | |
| | | HR | 15.31 | 15.87 | 16.51 | 17.12 | 17.76 | 18.43 | 19.13 | 19.87 | 20.61 | 21.37 | |
| J | 19 | YR | 33,137 | 34,473 | 35,747 | 37,083 | 38,482 | 39,943 | 41,489 | 43,034 | 44,621 | 46,333 | 19 |
| | | MO | 2,761 | 2,873 | 2,979 | 3,090 | 3,207 | 3,329 | 3,457 | 3,586 | 3,718 | 3,861 | |
| | | HR | 15.87 | 16.51 | 17.12 | 17.76 | 18.43 | 19.13 | 19.87 | 20.61 | 21.37 | 22.19 | |
| J | 20 | YR | 34,473 | 35,747 | 37,083 | 38,482 | 39,943 | 41,489 | 43,034 | 44,621 | 46,333 | 47,940 | 20 |
| | | MO | 2,873 | 2,979 | 3,090 | 3,207 | 3,329 | 3,457 | 3,586 | 3,718 | 3,861 | 3,995 | |
| | | HR | 16.51 | 17.12 | 17.76 | 18.43 | 19.13 | 19.87 | 20.61 | 21.37 | 22.19 | 22.96 | |
| J | 21 | YR | 35,747 | 37,083 | 38,482 | 39,943 | 41,489 | 43,034 | 44,621 | 46,333 | 47,940 | 49,694 | 21 |
| | | MO | 2,979 | 3,090 | 3,207 | 3,329 | 3,457 | 3,586 | 3,718 | 3,861 | 3,995 | 4,141 | |
| | | HR | 17.12 | 17.76 | 18.43 | 19.13 | 19.87 | 20.61 | 21.37 | 22.19 | 22.96 | 23.80 | |
| J | 22 | YR | 37,083 | 38,482 | 39,943 | 41,489 | 43,034 | 44,621 | 46,333 | 47,940 | 49,694 | 51,469 | 22 |
| | | MO | 3,090 | 3,207 | 3,329 | 3,457 | 3,586 | 3,718 | 3,861 | 3,995 | 4,141 | 4,289 | |
| | | HR | 17.76 | 18.43 | 19.13 | 19.87 | 20.61 | 21.37 | 22.19 | 22.96 | 23.80 | 24.65 | |
| J | 23 | YR | 38,482 | 39,943 | 41,489 | 43,034 | 44,621 | 46,333 | 47,940 | 49,694 | 51,469 | 53,369 | 23 |
| | | MO | 3,207 | 3,329 | 3,457 | 3,586 | 3,718 | 3,861 | 3,995 | 4,141 | 4,289 | 4,447 | |
| | | HR | 18.43 | 19.13 | 19.87 | 20.61 | 21.37 | 22.19 | 22.96 | 23.80 | 24.65 | 25.56 | |
| J | 24 | YR | 39,943 | 41,489 | 43,034 | 44,621 | 46,333 | 47,940 | 49,694 | 51,469 | 53,369 | 55,228 | 24 |
| | | MO | 3,329 | 3,457 | 3,586 | 3,718 | 3,861 | 3,995 | 4,141 | 4,289 | 4,447 | 4,602 | |
| | | HR | 19.13 | 19.87 | 20.61 | 21.37 | 22.19 | 22.96 | 23.80 | 24.65 | 25.56 | 26.45 | |
| J | 25 | YR | 41,489 | 43,034 | 44,621 | 46,333 | 47,940 | 49,694 | 51,469 | 53,369 | 55,228 | 57,232 | 25 |
| | | MO | 3,457 | 3,586 | 3,718 | 3,861 | 3,995 | 4,141 | 4,289 | 4,447 | 4,602 | 4,769 | |
| | | HR | 19.87 | 20.61 | 21.37 | 22.19 | 22.96 | 23.80 | 24.65 | 25.56 | 26.45 | 27.41 | |
| J | 26 | YR | 43,034 | 44,621 | 46,333 | 47,940 | 49,694 | 51,469 | 53,369 | 55,228 | 57,232 | 59,299 | 26 |
| | | MO | 3,586 | 3,718 | 3,861 | 3,995 | 4,141 | 4,289 | 4,447 | 4,602 | 4,769 | 4,942 | |
| | | HR | 20.61 | 21.37 | 22.19 | 22.96 | 23.80 | 24.65 | 25.56 | 26.45 | 27.41 | 28.40 | |
| J | 27 | YR | 44,621 | 46,333 | 47,940 | 49,694 | 51,469 | 53,369 | 55,228 | 57,232 | 59,299 | 61,450 | 27 |
| | | MO | 3,718 | 3,861 | 3,995 | 4,141 | 4,289 | 4,447 | 4,602 | 4,769 | 4,942 | 5,121 | |
| | | HR | 21.37 | 22.19 | 22.96 | 23.80 | 24.65 | 25.56 | 26.45 | 27.41 | 28.40 | 29.43 | |
| J | 28 | YR | 46,333 | 47,940 | 49,694 | 51,469 | 53,369 | 55,228 | 57,232 | 59,299 | 61,450 | 63,684 | 28 |
| | | MO | 3,861 | 3,995 | 4,141 | 4,289 | 4,447 | 4,602 | 4,769 | 4,942 | 5,121 | 5,307 | |
| | | HR | 22.19 | 22.96 | 23.80 | 24.65 | 25.56 | 26.45 | 27.41 | 28.40 | 29.43 | 30.50 | |
| J | 29 | YR | 47,940 | 49,694 | 51,469 | 53,369 | 55,228 | 57,232 | 59,299 | 61,450 | 63,684 | | 29 |
| | | MO | 3,995 | 4,141 | 4,289 | 4,447 | 4,602 | 4,769 | 4,942 | 5,121 | 5,307 | | |
| | | HR | 22.96 | 23.80 | 24.65 | 25.56 | 26.45 | 27.41 | 28.40 | 29.43 | 30.50 | | |

| 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 I

Unit 216 Middle Management Association
Series J Ranges 1-29
Effective 07/04/90 - 06/30/91

| 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 |
| J | 01 | YR | 19,544 | 20,003 | 20,567 | 21,089 | 21,632 | 22,258 | 22,905 | 23,532 | 24,304 | | 01 |
| | | MO | 1,629 | 1,667 | 1,714 | 1,757 | 1,803 | 1,855 | 1,909 | 1,961 | 2,025 | | |
| | | HR | 9.36 | 9.58 | 9.85 | 10.10 | 10.36 | 10.66 | 10.97 | 11.27 | 11.64 | | |
| J | 02 | YR | 20,003 | 20,567 | 21,089 | 21,632 | 22,258 | 22,905 | 23,532 | 24,304 | 24,952 | | 02 |
| | | MO | 1,667 | 1,714 | 1,757 | 1,803 | 1,855 | 1,909 | 1,961 | 2,025 | 2,079 | | |
| | | HR | 9.58 | 9.85 | 10.10 | 10.36 | 10.66 | 10.97 | 11.27 | 11.64 | 11.95 | | |
| J | 03 | YR | 20,567 | 21,089 | 21,632 | 22,258 | 22,905 | 23,532 | 24,304 | 24,952 | 25,724 | | 03 |
| | | MO | 1,714 | 1,757 | 1,803 | 1,855 | 1,909 | 1,961 | 2,025 | 2,079 | 2,144 | | |
| | | HR | 9.85 | 10.10 | 10.36 | 10.66 | 10.97 | 11.27 | 11.64 | 11.95 | 12.32 | | |
| J | 04 | YR | 21,089 | 21,632 | 22,258 | 22,905 | 23,532 | 24,304 | 24,993 | 25,724 | 26,559 | | 04 |
| | | MO | 1,757 | 1,803 | 1,855 | 1,909 | 1,961 | 2,025 | 2,083 | 2,144 | 2,213 | | |
| | | HR | 10.10 | 10.36 | 10.66 | 10.97 | 11.27 | 11.64 | 11.97 | 12.32 | 12.72 | | |
| J | 05 | YR | 21,632 | 22,258 | 22,905 | 23,532 | 24,304 | 25,035 | 25,787 | 26,664 | 27,353 | | 05 |
| | | MO | 1,803 | 1,855 | 1,909 | 1,961 | 2,025 | 2,086 | 2,149 | 2,222 | 2,279 | | |
| | | HR | 10.36 | 10.66 | 10.97 | 11.27 | 11.64 | 11.99 | 12.35 | 12.77 | 13.10 | | |
| J | 06 | YR | 22,258 | 22,905 | 23,532 | 24,304 | 25,119 | 25,870 | 26,726 | 27,353 | 28,209 | 29,086 | 06 |
| | | MO | 1,855 | 1,909 | 1,961 | 2,025 | 2,093 | 2,156 | 2,227 | 2,279 | 2,351 | 2,424 | |
| | | HR | 10.66 | 10.97 | 11.27 | 11.64 | 12.03 | 12.39 | 12.80 | 13.10 | 13.51 | 13.93 | |
| J | 07 | YR | 22,905 | 23,532 | 24,304 | 25,181 | 25,912 | 26,810 | 27,624 | 28,209 | 29,086 | | 07 |
| | | MO | 1,909 | 1,961 | 2,025 | 2,098 | 2,159 | 2,234 | 2,302 | 2,351 | 2,424 | | |
| | | HR | 10.97 | 11.27 | 11.64 | 12.06 | 12.41 | 12.84 | 13.23 | 13.51 | 13.93 | | |
| J | 08 | YR | 23,532 | 24,304 | 25,181 | 25,954 | 26,893 | 27,917 | 29,002 | 30,067 | 31,153 | 32,364 | 08 |
| | | MO | 1,961 | 2,025 | 2,098 | 2,163 | 2,241 | 2,326 | 2,417 | 2,506 | 2,596 | 2,697 | |
| | | HR | 11.27 | 11.64 | 12.06 | 12.43 | 12.88 | 13.37 | 13.89 | 14.40 | 14.92 | 15.50 | |
| J | 09 | YR | 24,304 | 25,181 | 25,954 | 26,893 | 27,917 | 29,002 | 30,067 | 31,153 | 32,364 | 33,575 | 09 |
| | | MO | 2,025 | 2,098 | 2,163 | 2,241 | 2,326 | 2,417 | 2,506 | 2,596 | 2,697 | 2,798 | |
| | | HR | 11.64 | 12.06 | 12.43 | 12.88 | 13.37 | 13.89 | 14.40 | 14.92 | 15.50 | 16.08 | |
| J | 10 | YR | 25,181 | 25,954 | 26,893 | 27,917 | 29,002 | 30,067 | 31,153 | 32,364 | 33,575 | 34,786 | 10 |
| | | MO | 2,098 | 2,163 | 2,241 | 2,326 | 2,417 | 2,506 | 2,596 | 2,697 | 2,798 | 2,899 | |
| | | HR | 12.06 | 12.43 | 12.88 | 13.37 | 13.89 | 14.40 | 14.92 | 15.50 | 16.08 | 16.66 | |
| J | 11 | YR | 25,954 | 26,893 | 27,917 | 29,002 | 30,067 | 31,153 | 32,364 | 33,575 | 34,786 | 36,206 | 11 |
| | | MO | 2,163 | 2,241 | 2,326 | 2,417 | 2,506 | 2,596 | 2,697 | 2,798 | 2,899 | 3,017 | |
| | | HR | 12.43 | 12.88 | 13.37 | 13.89 | 14.40 | 14.92 | 15.50 | 16.08 | 16.66 | 17.34 | |
| J | 12 | YR | 26,893 | 27,917 | 29,002 | 30,067 | 31,153 | 32,364 | 33,575 | 34,786 | 36,206 | 37,542 | 12 |
| | | MO | 2,241 | 2,326 | 2,417 | 2,506 | 2,596 | 2,697 | 2,798 | 2,899 | 3,017 | 3,129 | |
| | | HR | 12.88 | 13.37 | 13.89 | 14.40 | 14.92 | 15.50 | 16.08 | 16.66 | 17.34 | 17.98 | |
| J | 13 | YR | 27,917 | 29,002 | 30,067 | 31,153 | 32,364 | 33,575 | 34,786 | 36,206 | 37,542 | 38,941 | 13 |
| | | MO | 2,326 | 2,417 | 2,506 | 2,596 | 2,697 | 2,798 | 2,899 | 3,017 | 3,129 | 3,245 | |
| | | HR | 13.37 | 13.89 | 14.40 | 14.92 | 15.50 | 16.08 | 16.66 | 17.34 | 17.98 | 18.65 | |
| J | 14 | YR | 29,002 | 30,067 | 31,153 | 32,364 | 33,575 | 34,786 | 36,206 | 37,542 | 38,941 | 40,403 | 14 |
| | | MO | 2,417 | 2,506 | 2,596 | 2,697 | 2,798 | 2,899 | 3,017 | 3,129 | 3,245 | 3,367 | |
| | | HR | 13.89 | 14.40 | 14.92 | 15.50 | 16.08 | 16.66 | 17.34 | 17.98 | 18.65 | 19.35 | |
| J | 15 | YR | 30,067 | 31,153 | 32,364 | 33,575 | 34,786 | 36,206 | 37,542 | 38,941 | 40,403 | 41,948 | 15 |
| | | MO | 2,506 | 2,596 | 2,697 | 2,798 | 2,899 | 3,017 | 3,129 | 3,245 | 3,367 | 3,496 | |
| | | HR | 14.40 | 14.92 | 15.50 | 16.08 | 16.66 | 17.34 | 17.98 | 18.65 | 19.35 | 20.09 | |

| 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 I (cont.)

Unit 216 Middle Management Association
Series J Ranges 1-29
Effective 07/04/90 - 06/30/91

| 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 |
| J | 16 | YR | 31,153 | 32,364 | 33,575 | 34,786 | 36,206 | 37,542 | 38,941 | 40,403 | 41,948 | 43,556 | 16 |
| | | MO | 2,596 | 2,697 | 2,798 | 2,899 | 3,017 | 3,129 | 3,245 | 3,367 | 3,496 | 3,630 | |
| | | HR | 14.92 | 15.50 | 16.08 | 16.66 | 17.34 | 17.98 | 18.65 | 19.35 | 20.09 | 20.86 | |
| J | 17 | YR | 32,364 | 33,575 | 34,786 | 36,206 | 37,542 | 38,941 | 40,403 | 41,948 | 43,556 | 45,184 | 17 |
| | | MO | 2,697 | 2,798 | 2,899 | 3,017 | 3,129 | 3,245 | 3,367 | 3,496 | 3,630 | 3,765 | |
| | | HR | 15.50 | 16.08 | 16.66 | 17.34 | 17.98 | 18.65 | 19.35 | 20.09 | 20.86 | 21.64 | |
| J | 18 | YR | 33,575 | 34,786 | 36,206 | 37,542 | 38,941 | 40,403 | 41,948 | 43,556 | 45,184 | 46,855 | 18 |
| | | MO | 2,798 | 2,899 | 3,017 | 3,129 | 3,245 | 3,367 | 3,496 | 3,630 | 3,765 | 3,905 | |
| | | HR | 16.08 | 16.66 | 17.34 | 17.98 | 18.65 | 19.35 | 20.09 | 20.86 | 21.64 | 22.44 | |
| J | 19 | YR | 34,786 | 36,206 | 37,542 | 38,941 | 40,403 | 41,948 | 43,556 | 45,184 | 46,855 | 48,650 | 19 |
| | | MO | 2,899 | 3,017 | 3,129 | 3,245 | 3,367 | 3,496 | 3,630 | 3,765 | 3,905 | 4,054 | |
| | | HR | 16.66 | 17.34 | 17.98 | 18.65 | 19.35 | 20.09 | 20.86 | 21.64 | 22.44 | 23.30 | |
| J | 20 | YR | 36,206 | 37,542 | 38,941 | 40,403 | 41,948 | 43,556 | 45,184 | 46,855 | 48,650 | 50,342 | 20 |
| | | MO | 3,017 | 3,129 | 3,245 | 3,367 | 3,496 | 3,630 | 3,765 | 3,905 | 4,054 | 4,195 | |
| | | HR | 17.34 | 17.98 | 18.65 | 19.35 | 20.09 | 20.86 | 21.64 | 22.44 | 23.30 | 24.11 | |
| J | 21 | YR | 37,542 | 38,941 | 40,403 | 41,948 | 43,556 | 45,184 | 46,855 | 48,650 | 50,342 | 52,179 | 21 |
| | | MO | 3,129 | 3,245 | 3,367 | 3,496 | 3,630 | 3,765 | 3,905 | 4,054 | 4,195 | 4,348 | |
| | | HR | 17.98 | 18.65 | 19.35 | 20.09 | 20.86 | 21.64 | 22.44 | 23.30 | 24.11 | 24.99 | |
| J | 22 | YR | 38,941 | 40,403 | 41,948 | 43,556 | 45,184 | 46,855 | 48,650 | 50,342 | 52,179 | 54,037 | 22 |
| | | MO | 3,245 | 3,367 | 3,496 | 3,630 | 3,765 | 3,905 | 4,054 | 4,195 | 4,348 | 4,503 | |
| | | HR | 18.65 | 19.35 | 20.09 | 20.86 | 21.64 | 22.44 | 23.30 | 24.11 | 24.99 | 25.88 | |
| J | 23 | YR | 40,403 | 41,948 | 43,556 | 45,184 | 46,855 | 48,650 | 50,342 | 52,179 | 54,037 | 56,042 | 23 |
| | | MO | 3,367 | 3,496 | 3,630 | 3,765 | 3,905 | 4,054 | 4,195 | 4,348 | 4,503 | 4,670 | |
| | | HR | 19.35 | 20.09 | 20.86 | 21.64 | 22.44 | 23.30 | 24.11 | 24.99 | 25.88 | 26.84 | |
| J | 24 | YR | 41,948 | 43,556 | 45,184 | 46,855 | 48,650 | 50,342 | 52,179 | 54,037 | 56,042 | 57,984 | 24 |
| | | MO | 3,496 | 3,630 | 3,765 | 3,905 | 4,054 | 4,195 | 4,348 | 4,503 | 4,670 | 4,832 | |
| | | HR | 20.09 | 20.86 | 21.64 | 22.44 | 23.30 | 24.11 | 24.99 | 25.88 | 26.84 | 27.77 | |
| J | 25 | YR | 43,556 | 45,184 | 46,855 | 48,650 | 50,342 | 52,179 | 54,037 | 56,042 | 57,984 | 60,093 | 25 |
| | | MO | 3,630 | 3,765 | 3,905 | 4,054 | 4,195 | 4,348 | 4,503 | 4,670 | 4,832 | 5,008 | |
| | | HR | 20.86 | 21.64 | 22.44 | 23.30 | 24.11 | 24.99 | 25.88 | 26.84 | 27.77 | 28.78 | |
| J | 26 | YR | 45,184 | 46,855 | 48,650 | 50,342 | 52,179 | 54,037 | 56,042 | 57,984 | 60,093 | 62,264 | 26 |
| | | MO | 3,765 | 3,905 | 4,054 | 4,195 | 4,348 | 4,503 | 4,670 | 4,832 | 5,008 | 5,189 | |
| | | HR | 21.64 | 22.44 | 23.30 | 24.11 | 24.99 | 25.88 | 26.84 | 27.77 | 28.78 | 29.82 | |
| J | 27 | YR | 46,855 | 48,650 | 50,342 | 52,179 | 54,037 | 56,042 | 57,984 | 60,093 | 62,264 | 64,519 | 27 |
| | | MO | 3,905 | 4,054 | 4,195 | 4,348 | 4,503 | 4,670 | 4,832 | 5,008 | 5,189 | 5,377 | |
| | | HR | 22.44 | 23.30 | 24.11 | 24.99 | 25.88 | 26.84 | 27.77 | 28.78 | 29.82 | 30.90 | |
| J | 28 | YR | 48,650 | 50,342 | 52,179 | 54,037 | 56,042 | 57,984 | 60,093 | 62,264 | 64,519 | 66,879 | 28 |
| | | MO | 4,054 | 4,195 | 4,348 | 4,503 | 4,670 | 4,832 | 5,008 | 5,189 | 5,377 | 5,573 | |
| | | HR | 23.30 | 24.11 | 24.99 | 25.88 | 26.84 | 27.77 | 28.78 | 29.82 | 30.90 | 32.03 | |
| J | 29 | YR | 50,342 | 52,179 | 54,037 | 56,042 | 57,984 | 60,093 | 62,264 | 64,519 | 66,879 | | 29 |
| | | MO | 4,195 | 4,348 | 4,503 | 4,670 | 4,832 | 5,008 | 5,189 | 5,377 | 5,573 | | |
| | | HR | 24.11 | 24.99 | 25.88 | 26.84 | 27.77 | 28.78 | 29.82 | 30.90 | 32.03 | | |
| 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 J - INEQUITY ADJUSTMENTS

| <u>Class Code</u> | <u>Class Title</u> | <u>07/04/89 Comp</u> | <u>07/05/89 Comp</u> |
|-----------------------|--|--------------------------|--------------------------|
| 1982 | Forensic Laboratory Assistant Director | 23I | 24I |
| 1608 | Health Facility Evaluator Supervisor 1 | 15I | 16I |
| 2432 | Health Facility Evaluator Supervisor 2 | 17I | 18I |
| 1609 | Health Facility Evaluator Supervisor 3 | 20I | 21I |
| 2128 | Health Program Supervisor | 15I | 15J |
| 1945 | Human Rights Enforcement Officer Supervisor | 16I | 19I |
| 0454 | Medical Records Officer | 10I | 12I |
| 0654 | Physical Therapist Supervisor | 18I | 20I |
| 0572 | Public Health Nursing Administrator Supervisor | 20I | 21I |
| 2172 | Registered Nurse Administrator Supervisor | 17J | 18J |
| 2154 | Registered Nurse Supervisor | 14J | 15J |
| 0810 | Special Agent In Charge | 23I | 24I |
| 1655 | State Fire Safety Supervisor | 16I | 19I |
| 0891 | Steamfitting Standards Supervisor | 22E | 22H |

Effective July 5, 1989, 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 or at a published rate in the new range if the employee's rate of pay prior to the conversion does not appear in 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 4, 1989 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 17, Section 5 on July 5, 1989.

Employees who have been at the maximum step of the old salary range for at least two years as of July 4, 1989 shall be eligible to advance to the next step in the salary range under the provisions of Article 17, Section 5 on July 5, 1989.

| <u>Class Code</u> | <u>Class Title</u> | <u>10/23/90 Comp</u> | <u>10/24/90 Comp</u> |
|-----------------------|--------------------------------------|--------------------------|--------------------------|
| 1776 | Health Services Analyst Supervisor | 15I | 16I |
| 2335 | Natural Resources Parks Supervisor 1 | 08H | 09I |
| 2336 | Natural Resources Parks Supervisor 2 | 10I | 11I |
| 2337 | Natural Resources Parks Supervisor 3 | 12I | 13I |

Effective October 24, 1990, 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 or at a published rate in the new range if the employee's rate of pay prior to the conversion does not appear in the new salary range.

Employees who have been at the position rate of the old salary range for one year or more as of October 23, 1990 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 17, Section 5 on October 24, 1990.

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 17, Section 5 at the start of the pay period nearest to the next occurrence of the employee's anniversary date.

| <u>Class</u> <u>Code</u> | <u>Class Title</u> | <u>07/04/89</u> <u>Comp</u> | <u>07/05/89</u> <u>Comp</u> |
|-----------------------------|--------------------|--------------------------------|--------------------------------|
|-----------------------------|--------------------|--------------------------------|--------------------------------|

| | | | |
|------|-----------------------------|--|--|
| 0249 | Duplicating Shop Supervisor | | |
|------|-----------------------------|--|--|

9I

12I

| <u>Class</u> <u>Code</u> | <u>Class Title</u> |
|-----------------------------|--------------------|
|-----------------------------|--------------------|

| <u>10/23/90</u> <u>Comp</u> |
|--------------------------------|
|--------------------------------|

| <u>10/24/90</u> <u>Comp</u> |
|--------------------------------|
|--------------------------------|

| | |
|------|------------------------------|
| 0131 | Building Maintenance Foreman |
|------|------------------------------|

17B

18B

Employees in the classes listed above shall convert to the new salary range on a comparable step basis on the effective dates listed above.

MIDDLE MANAGEMENT ASSOCIATION (MMA)

BI-WEEKLY SENIORITY UNIT PERSONNEL TRANSACTIONS
 (DO NOT INCLUDE EMPLOYEES WORKING LESS THAN 14 HRS/WK OR 67 DAYS/YR)

DEPARTMENT: _____ SENIORITY UNIT NAME: _____

DEPARTMENT CODE: _____ FOR PAYROLL PERIOD ENDING: _____

ADDITIONS TO SENIORITY UNIT

| SOCIAL SECURITY # | NAME: LAST, | FIRST | M.I. | CLASS TITLE | CLASS CODE | WORK LOCATION | HOME ADDRESS |
|----------------------|----------------|-------|------|----------------|---------------|------------------|-----------------|
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

DELETIONS TO SENIORITY UNIT

| SOCIAL SECURITY # | NAME: LAST, | FIRST | M.I. | CLASS TITLE | DELETION CODE ** |
|----------------------|----------------|-------|------|----------------|---------------------|
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |

* Indicate work location and region if appropriate.

NO ADDITIONS OR DELETIONS
THIS PAYROLL PERIOD _____

*DELETION REASON CODES:

- 1 - Terminated Employment
- 2 - Transferred to another Appointing Authority. (Indicate Dept. & Bargaining Unit)
- 3 - Promoted to class not in unit. (Indicate new class.)
- 4 - Transferred to non-bargaining unit position in same class (Attach Explanation)
- 5 - Other - explain: _____

Signature _____

Title _____

Date _____

APPENDIX L

DEPARTMENT OF HUMAN SERVICES/DEPARTMENTWIDE

No Layoff Agreement

This Agreement is made between the State of Minnesota and the various bargaining unit representatives with respect to the restructuring of the State's health facility system and opportunities which will be provided employees as change occurs.

This agreement will become effective only if the Legislature substantially authorizes the policy and funding necessary to implement the department's restructuring plan.

The parties agree to the following terms in order to ensure that fair and equitable arrangements are carried out to protect the interest of affected State employees under the restructuring. These terms shall be part of the collective bargaining agreements between the parties and shall be implemented through the Master and Supplemental Agreements.

- 1) As a result of changes in the department's service delivery system, no employee of a State operated treatment center or nursing home except a temporary employee or emergency employee shall suffer a reduction in pay or be involuntarily laid off. Hours of work of full-time unlimited employees will not be involuntarily reduced. The hours of work of part-time employees shall not be involuntarily reduced below their current level of employer paid insurance contributions. Within sixty days of the execution of this Agreement, the parties will meet and negotiate regarding the status of intermittent employees. Following these negotiations, the employment condition of intermittent employees shall be changed, if appropriate. Intermittent employees who are laid off shall retain rights under their normal separation procedures.
- 2) Reduction in employee numbers will be made through normal attrition and through the provisions detailed in the employee mitigation to layoff section of this agreement.
- 3) Nothing in the agreement shall be interpreted as entitling an employee to lifetime employment or as protecting an employee against discharge for just cause.
- 4) Employees of the department who move to State operated community based facilities in accord with the restructuring proposal will be guaranteed collective bargaining rights as applicable under M.S. 179A and other rights under M.S. 43A, M.S.352, and M.S. 354.
- 5) Training and retraining of staff who, as a result of restructuring, fill a position in a State operated community based facility, or staff who fill a position within a facility, or between facilities will be the responsibility of the department. The department will make every reasonable effort to coordinate training and retraining with public institutions of post-secondary education.
- 6) Procedures for notifying employees affected by the restructuring plans will be negotiated into the collective bargaining agreements or Supplemental Agreements.

- 7) Any dispute concerning the interpretation, application or meaning and relationship to the terms of the respective Master or Supplemental Agreements must be resolved by the grievance/arbitration procedures of the appropriate agreements. The terms of this Memorandum are non-precedential.
- 8) Every effort will be made to communicate openly and to have common understanding between the State and labor organizations affected by the restructuring plan, including the establishment of joint labor and management committees.
- 9) The term of this Agreement for each facility extends until the completion of restructuring at that facility.

EMPLOYEE MITIGATION TO LAYOFF SECTION

For employees whose positions will be eliminated by implementation of the department's restructuring plan, a number of options will be offered. If an employee's position is to be eliminated, the following will be simultaneously presented to the employee:

- 1) job and training opportunities;
- 2) enhanced separation option;
- 3) normal separation including recall rights.

In order to reduce involuntary separations otherwise necessary, the most senior employee within a class shall be offered the choice of one of the available options before less senior employees. At the time an offer is made, the employee may select from the options available. Selection of the enhanced separation or normal separation packages preclude exercising any other option. The employee who selects from job and training opportunities [items 1.1-1.7] shall choose from all available job and training opportunities. Once such a selection has been made, the employee is precluded from exercising another option from items 1.1-1.7 at a later time, unless the employee's position is subsequently eliminated as a result of restructuring. An employee who selected the job and training opportunities shall be guaranteed at least one job and training opportunity.

JOB AND RETRAINING OPPORTUNITIES

- 1.1 A position of comparable duties and same pay within the same employment condition and within the same Regional Treatment Center.
- 1.2 A position in State operated community based residential or day habilitation services or a position in the technical support group for those services. Such positions would be of comparable duties and same pay and within the same employment condition. Relocation expenses will be paid by the Employer.
- 1.3 A position which the parties agree can best be filled by upgrading existing staff and for which the employer agrees to pay the cost of necessary training or certification.

- 1.4 Up to 160 hours training necessary to qualify for a comparable job (i.e., no reduction in pay) and the subsequent offer of that job within the same or another Regional Treatment Center or State nursing home. Relocation expenses will be paid by the Employer.
- 1.5 A position of comparable duties and same pay, within the same employment condition, at another State agency within a reasonable commuting distance.
- 1.6 A position of comparable duties and same pay, within the same employment condition at another State agency or Regional Treatment Center. Relocation expenses will be paid by the Employer.
- 1.7 A position at any State agency pursuant to the activation of M.S. 246.60 by the Commissioner of Employee Relations and Administration. Relocation expenses will be paid by the employer.

An employee who refuses a job and training opportunity not requiring relocation waives his/her right to enhanced separation. An employee who does not accept a job and training opportunity requiring relocation shall be entitled to select the enhanced separation option or normal separation.

ENHANCED SEPARATION PACKAGE

- 2.1 Retirement, with employer paid insurance benefits as negotiated under Chapter 605 (1988 Session Laws); or,
- 2.2 In addition to benefits provided under collective bargaining agreements, a one time enhanced payment not to exceed \$7500, based on 5% of the employee's base salary or wage, not to exceed \$1250.00, multiplied by the number of years of State service. For employees selecting this option, the department agrees not to contest any unemployment insurance determination; or,
- 2.3 In lieu of the one time enhanced payment, tuition, fees, books, travel expenses, career guidance, and related expenses at a public institution of post-secondary education, up to the amount of the enhanced payment to which the employee would be entitled.

An employee electing the enhanced separation option waives her/her recall rights under collective bargaining agreements.

NORMAL SEPARATION PACKAGE

- 3.1 Normal separation, with all rights negotiated under collective bargaining agreements.

APPENDIX M

LOW-COST HEALTH PLAN BY COUNTY -- 1990 INSURANCE YEAR

| <u>County</u> | <u>Low-Cost Health Plan</u> | <u>County</u> | <u>Low-Cost Health Plan</u> |
|-------------------|-----------------------------------|-----------------|---------------------------------|
| Aitkin | PHP | Mahnomen | State Health Plan |
| Anoka | Group Health | Marshall | State Health Plan |
| Becker | State Health Plan | Martin | State Health Plan |
| Beltrami | State Health Plan | Meeker | PHP |
| Benton | Central Minnesota Group Health | Mille Lacs | PHP |
| Big Stone | State Health Plan | Morrison | PHP |
| Blue Earth | State Health Plan | Mower | State Health Plan |
| Brown | State Health Plan | Murray | State Health Plan |
| Carlton | First Plan | Nicollet | PHP |
| Carver | Group Health | Nobles | MedCenters |
| Cass | State Health Plan | Norman | State Health Plan |
| Chippewa | State Health Plan | Olmsted | State Health Plan |
| Chisago | Group Health | Otter Tail | State Health Plan |
| Clay | State Health Plan | Pennington | State Health Plan |
| Clearwater | State Health Plan | Pine | PHP |
| Cook | State Health Plan | Pipestone | State Health Plan |
| Cottonwood | State Health Plan | Polk | State Health Plan |
| Crow Wing | State Health Plan | Pope | PHP |
| Dakota | Group Health | Ramsey | Group Health |
| Dodge | State Health Plan | Red Lake | State Health Plan |
| Douglas | State Health Plan | Redwood | State Health Plan |
| Faribault | State Health Plan | Renville | PHP |
| Fillmore | State Health Plan | Rice | State Health Plan |
| Freeborn | State Health Plan | Rock | State Health Plan |
| Goodhue | MedCenters | Roseau | State Health Plan |
| Grant | PHP | St. Louis | State Health Plan |
| Hennepin | Group Health | Scott | Group Health |
| Houston | State Health Plan | Sherburne | State Health Plan |
| Hubbard | State Health Plan | Sibley | MedCenters |
| Isanti | PHP | Stearns | State Health Plan |
| Itasca | State Health Plan | Steele | State Health Plan |
| Jackson | MedCenters | Stevens | State Health Plan |
| Kanabec | PHP | Swift | State Health Plan |
| Kandiyohi | State Health Plan | Todd | PHP |
| Kittson | State Health Plan | Traverse | State Health Plan |
| Koochiching | State Health Plan | Wabasha | MedCenters |
| Lac Qui Parle | State Health Plan | Wadena | State Health Plan |
| Lake | First Plan | Waseca | State Health Plan |
| Lake of the Woods | State Health Plan | Washington | Group Health |
| Le Sueur | PHP | Watsonwan | State Health Plan |
| Lincoln | State Health Plan | Wilkin | State Health Plan |
| Lyon | State Health Plan | Winona | State Health Plan |
| McLeod | MedCenters | Wright | MedCenters |
| | | Yellow Medicine | State Health Plan |



State of Minnesota

DEPARTMENT OF EMPLOYEE RELATIONS

3rd Floor

520 Lafayette Road, St. Paul, MN 55155 • 612/296-2616

July 24, 1989

Gary Denault, Executive Director
Middle Management Association
525 Park Street
Suite 333
St. Paul, MN 55103

Dear Gary:

During negotiations between the State and MMA for the 1985-87 labor agreement, a question arose regarding supervisor's ability to use sick leave for disability, medical, chiropractic or dental care of a spouse, minor or dependent child or parent living in the same household of the supervisor. We believe that Article 9, Section 5, Sick Leave Use, subpart 4 permits a supervisor to use sick leave when said supervisor's attendance is necessary based on the facts of the situation and limited to the amount of time that is reasonably necessary to accomplish the purpose stated above.

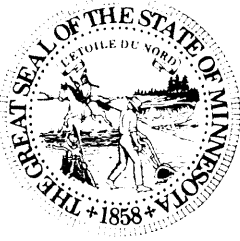
Some examples of permissible use might include a supervisor's use of sick leave to transport a blind or very young child to medical or dental appointments where the supervisor's attendance is necessary or accompanying a spouse and transporting him/her home after oral surgery. Needless to say, each situation must be reviewed on its own merits and it is not the intent of the language to provide paid sick leave for routine dental or medical matters.

We hope this letter clarifies supervisor's rights to use sick leave in the above-mentioned areas.

Kindest regards,

John Kuderka
Assistant State Labor Negotiator

JK:jp



State of Minnesota

DEPARTMENT OF EMPLOYEE RELATIONS

3rd Floor

520 Lafayette Road, St. Paul, MN 55155 • 612/296-2616

July 24, 1989

Gary Denault, Executive Director
Middle Management Association
525 Park Street
Suite 333
St. Paul, MN 55103

Dear Gary:

This letter is to confirm the understanding that was reached during the recent round of negotiations between the State and MMA regarding a supervisor's entitlement to relocation expenses where the supervisor, because of a layoff situation, must relocate more than one time and the multiple relocations cover an area greater than 35 miles. The Department of Employee Relations agrees to meet with MMA in an effort to develop an understanding of how current contract language is to be interpreted in the above type situation. Please let me know when you want to get together to discuss this matter.

Sincerely,

John Kuderka
Assistant State Labor Negotiator

JK:jp



State of Minnesota

DEPARTMENT OF EMPLOYEE RELATIONS

3rd Floor

520 Lafayette Road, St. Paul, MN 55155 • 612/296-2616

July 24, 1989

Gary Denault, Executive Director
Middle Management Association
525 Park Street
Suite 333
St. Paul, MN 55103

Dear Gary:

This letter is to confirm our understanding regarding open enrollments (without evidence of insurability) that will be held in the fall of 1989 for certain optional insurance coverages.

1. Optional Employee Life Insurance. There will be an open enrollment for employees who currently have optional employee life insurance based on the amount the employee currently has in force, as follows:

Insured for \$ 5,000 to \$39,999 -- \$ 5,000 evidence free
Insured for \$40,000 to \$59,999 -- \$10,000 evidence free
Insured for \$60,000 to \$79,999 -- \$15,000 evidence free
Insured for \$80,000 or more -- \$20,000 evidence free

The total covered in force cannot exceed the plan maximum. The employee must be actively at work for the increase to become effective.

2. Short-Term Disability Insurance. There will be an open enrollment for short-term disability insurance up to \$400 per employee, subject to the employee's monthly earnings maximum. This open enrollment is not available to employees who have applied for short-term disability insurance and been declined since January 1, 1986.

Page Two
July 24, 1989

3. Accidental Death and Dismemberment Insurance. There will be an open enrollment for accidental death and dismemberment insurance of up to \$50,000 for each employee and \$25,000 for spouse coverage, subject to maximum limits of \$100,000/employee and \$25,000/spouse.

No open enrollments will be held for other optional coverages including spouse life, child/grandchild life, and long-term disability.

Sincerely,

John Kuderka
Assistant State Negotiator

JK:tmg



State of Minnesota

DEPARTMENT OF EMPLOYEE RELATIONS

3rd Floor

520 Lafayette Road, St. Paul, MN 55155 • 612/296-2616

July 24, 1989

Gary Denault, Executive Director
Middle Management Association
520 Park Avenue
St. Paul, MN 55102

Dear Gary:

This memo is to confirm the understanding between the State and Middle Management Association regarding a meet and confer in the Department of Natural Resources. The department agrees to meet and confer regarding uniforms, outerwear and specialized training for supervisors in the Department of Natural Resources prior to the revision of Operational Order 33.

Sincerely,

John Kuderka
Assistant State Negotiator

JK:cn



State of Minnesota

DEPARTMENT OF EMPLOYEE RELATIONS

3rd Floor

520 Lafayette Road, St. Paul, MN 55155 • 612/296-2616

July 26, 1989

Gary Denault
Executive Director
Middle Management Association
520 Park Avenue
St. Paul, MN 55102

Dear Gary:

Attached is a letter regarding the classification issues identified as part of the recently negotiations. The instructions to the agencies have been to investigate these situations and conduct reviews for possible referral to DOER for action. I have asked that this be done as expeditiously as possible, and hope that these letters should resolve those issues that have arisen in bargaining and will allow individuals identified to have their positions reviewed by the agencies involved.

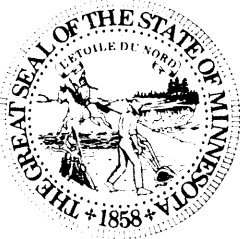
I have also attached a list of positions, agencies and incumbents to whom this letter will be sent. I hope that this resolves this issue.

If you have any questions about it during the course administration of the 1989-1991 contract, please don't hesitate to call me.

Sincerely,

John Kuderka
Assistant State Negotiator

JK:tmg



State of Minnesota

DEPARTMENT OF EMPLOYEE RELATIONS

3rd Floor

520 Lafayette Road, St. Paul, MN 55155 • 612/296-2616

July 26, 1989

Gary Denault
Executive Director
Middle Management Association
520 Park Avenue
St. Paul, MN 55102

Dear Gary:

During the recently completed negotiations between the parties, we have identified a number of classifications which are being reviewed or will be reviewed as part of studies conducted by the Department of Employee Relations. These studies involve the following classifications:

- Capitol Complex Grounds Supervisor in the Department of Administration is a single incumbent classification. This classification will be reviewed in the form of an audit of the position, which has been sent from the Department of Administration to the Department of Employee Relations and is currently in our department for review.
- The class, General Maintenance Supervisor, in the Department of Administration is also a one position classification. This position also has been recommended for review by the Department of Administration and the request is currently at the Department of Employee Relations for review.
- The Corrections Industries series is also being studied. This is a current, ongoing study and has involved interviews conducted by four members of our Staffing Division. It involves all classifications in the Corrections Industries series. I have been told by the Staffing Division that this review is well underway and it is continuing at this time.
- The class, Natural Resources Specialist 3, is one which is being reviewed as part of an ongoing study of the Department of Natural Resources Forestry series. This study is expected to be completed this fall.

Page Two
July 24, 1989

- The Unemployment Tax Examiner series. This study is not yet underway, however, it is expected to be started by the Department of Employee Relations shortly. It is the next study to be started by the staffing team responsible for social services agencies.
- While not a part of a specific study, the classifications involved in the Department of Jobs & Training are currently being affected by reorganization. This reorganization could have the effect of changing some of the classifications and, there may be some review as a result of the changes at the department level. The classes which would be affected are in the Field Office Area Manager series and the Unemployment Insurance Supervisor series.

This is a list of studies or reviews currently or shortly to be underway.

Again, if you have any questions, don't hesitate to call me.

Sincerely,

John Kuderka
Assistant State Negotiator

JK:tmg

DEPARTMENT : EMPLOYEE RELATIONS - 3RD FLOOR
520 LAFAYETTE ROAD

STATE OF MINNESOTA

Office Memorandum

DATE : July 26, 1989

TO : Personnel Director
Department of Administration

FROM : John Kuderka
Assistant State Negotiator
Labor Relations Bureau

PHONE : 297-4305

SUBJECT : Review of Buyer 3 Classification

As part of the recently completed negotiations with the Middle Management Association, the classification Buyer 3 was proposed by the Association for an inequity adjustment. Additionally, our office had been contacted by staff of your Materials Management Division regarding a possible inequity adjustment for this classification. The result of the bargaining did not adjust the classification. There are a number of reasons for this, however, one of the issues involved was the fact that this classification does not have a Hay rating to determine appropriate level for the purpose of internal equity. One of the arguments made by MMA regarding this class was that a number of changes have occurred which have affected it.

As a result of the information brought forth in the negotiations and through contact of your department staff, it appears that this class should be reviewed in relation to the proper point evaluations.

I know that the entire Materials Management Division, in terms of a large number of other changes, has been studied recently. These positions, and the Buyers series as a whole, were not one of them. An investigation of this situation and discussions with your department's management would seem appropriate at this time.

If you have any questions regarding this, please contact me.

JK:tmg

DEPARTMENT : EMPLOYEE RELATIONS - 3RD FLOOR
520 LAFAYETTE ROAD

STATE OF MINNESOTA

Office Memorandum

DATE : July 26, 1989

TO : Wayne Brede, Personnel Program Manager
Department of Transportation

FROM : John Kuderka
Assistant State Negotiator
Labor Relations Bureau

PHONE : 297-4305

SUBJECT : Recently Completed Middle Management Negotiations

As part of the Middle Management negotiations, an inequity request for the class Radio Maintenance Supervisor was made. In the course of these negotiations the information put forth by the Association indicated that recent changes in these positions have been caused by the introduction of more sophisticated equipment and the development of greater technology in this area. The positions have been Hay rated previously and the rating did not justify any increase in salary level for the classification. However, the changes indicated in negotiations could have impact on this and a review of the classification seems appropriate at this point.

If you have any questions regarding this matter, please contact me.

JK:tmg



State of Minnesota

DEPARTMENT OF EMPLOYEE RELATIONS

3rd Floor

520 Lafayette Road, St. Paul, MN 55155 • 612/296-2616

July 27, 1989

Gary Denault, Executive Director
Middle Management Association
520 Park Avenue
St. Paul, MN 55102

Dear Gary:

This letter will serve to confirm the agreement that was reached as a part recently completed negotiations regarding salary for ranges for supervisory nurses.

We have agreed that we will set-up a meet and confer with your association within 30 days of the Legislative Commission on Employee Relations Ratification of the agreement between the Minnesota Nurses Association and the State of Minnesota. The purpose of this meet and confer will be to discuss any increases negotiated with the nurses association and the ramifications on supervisory nurse salaries. It is our belief that this discussion will allow full input from your association regarding the salaries and allow both the state and MMA to review the impact of any changes on the salaries in your unit.

Sincerely,

John Kuderka
Asst. State Negotiator

JK:ak