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July 1, 1995 - June 30, 1997

Commissioner's Plan

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Minnesota
Department of
Employee
Relations

Leadership and partnership in

Pursuant to Minn. Stat. 43A.18
Subd. 2

Commissioner's Plan

July 1, 1995 through June 30, 1997

Prepared pursuant to Minn. Stat. 43A.18, subdivision 2, by the:

Minnesota Department of Employee Relations
200 Centennial Office Building
658 Cedar Street
Saint Paul, Minnesota 55155

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This Plan, authorized by M.S. 43A.18, subdivision 2, establishes the compensation, terms, and conditions of employment for all non-managerial classified and unclassified employees (except unclassified employees of the legislative and judicial branches) who are not covered by a collective bargaining agreement and who are not otherwise provided for in law. Specifically included are:

- confidential employees as identified in M.S. 179A.10, subdivision 1;
- classified employees in the Office of the Legislative Auditor;
- employees who work less than 14 hours per week or less than 67 days in any calendar year and are, therefore, excluded from the bargaining units to which their classes are assigned (hereinafter referred to as "insufficient work time employees").
NOTE: Where the terms and conditions of employment for a sub-group of represented employees differ from those provided under the applicable master collective bargaining agreement as a result of a supplemental agreement, the Appointing Authority may prepare and implement, with the approval of the Commissioner of Employee Relations, an alternative plan governing insufficient worktime employees in the same sub-group which provides a level of benefits up to and including that provided in the supplemental agreement;
- Compensation Judges;
- employees who have severed from bargaining units under the provisions of M.S. 179A.10, subdivision 3, except for professional employees of the Higher Education Services Office;
- medical specialists whose compensation is established under the provisions of M.S. 43A.17, subdivision 4;
- health treatment professionals in classifications assigned to bargaining unit 13; and
- employees of the Bureau of Mediation Services and employees in the classes of Pilot and Chief Pilot under the provisions of M.S. 179A.10, subdivision 1.

This Plan provides coverage for the biennium beginning on July 1, 1995, and ending on June 30, 1997. The provisions of Chapter 13 regarding insurance coverage are effective December 27, 1995. All other provisions are effective on the date this Plan is approved by the Joint Subcommittee on Employee Relations. Provisions shall remain in effect after June 30, 1997, until a new Plan for the following biennium is approved by the Joint Subcommittee on Employee Relations.

Certain provisions of this Plan also apply to non-managerial employees covered by agency compensation plans approved by the Commissioner of Employee Relations under the provisions of M.S. 43A.18, subdivision 4. The provisions of Chapters 2, 3, 4, 5, 13, 14 and 19 shall not apply to such employees unless incorporated, in whole or in part, by specific reference in the agency plan. All other provisions shall apply to employees covered by agency plans unless superseded by law or rule.

Employees covered by this Plan are invited to submit comments, questions and suggestions regarding the Plan at any time. Written comments should refer to specific Plan provisions and be addressed to:

Office of the Commissioner
Department of Employee Relations
200 Centennial Office Building
658 Cedar Street
Saint Paul, Minnesota 55155

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Hours of Work and Overtime

Standard Work Schedules. The standard work day consists of 8 hours of work within a 24 hour period, exclusive of a duty-free unpaid meal period. The standard work week consists of 5 consecutive days totaling 40 hours.

An Appointing Authority may establish other daily or weekly work schedules, including four 10-hour days, and shall give affected employees 14 days notice of schedule changes.

For employees of the Departments of Corrections and Human Services who are not eligible for time and one-half overtime compensation, if the Appointing Authority changes an employee's scheduled day(s) off with less than 14 calendar days notice to the affected employee, the employee shall receive \$10.00 for each 4 hours or portion thereof worked on the original day off up to a maximum of \$20.00.

Work schedules for insufficient work time employees may be established or changed by the Appointing Authority in accord with the needs of the agency without regard to the 14 day notice requirement.

Flexible Work Schedules. An employee may request a modification of his/her current work schedule. The Appointing Authority may approve or deny flexible work schedules and retains the responsibility for determining exemptions from, or terminations of, flexible work schedules which adversely affect the operation of the agency or any of its units or the level of service to the public.

Emergency Work Schedules. In emergency situations, an Appointing Authority may change work schedules without advance notice for such time periods as the Appointing Authority determines that alternative schedules are necessary.

Meal and Rest Periods. Each employee who works more than 4 hours per day shall normally have a duty-free unpaid meal period of no less than 30 minutes nor more than 60 minutes, the duration of which is at the discretion of the Appointing Authority. Each employee shall have a 15 minute paid rest period during each 4 hours of scheduled work. The scheduling of employee rest periods is at the discretion of the Appointing Authority. Rest periods may not be accumulated.

Daylight Savings Time. Employees required to work an additional hour due to the change from daylight savings time to standard time shall be paid for the additional hour worked at the appropriate overtime rate. Employees required to work one less hour due to the change from standard time to daylight savings time shall be paid for the actual hours worked.

Employees may use vacation time or compensatory time to make up for the 1 hour lost. Employees in the first 6 months of employment who would otherwise be eligible to accrue vacation may be advanced 1 hour of vacation time which shall either be deducted from their initial vacation leave balance, or deducted from their last paycheck if the employee is separated prior to accruing vacation.

Part-time Hours. If it is necessary to reduce the hours of a part-time position such that the incumbent of the position is no longer eligible to participate in the Employer's insurance program, the Appointing Authority shall request volunteers for the position from among part-time employees in the same class, employment condition, and work area/principal place of employment. If there are no volunteers, the least senior qualified employee in the same class, employment condition, and work area/principal place of employment shall be assigned to the position.

Definitions. The following definitions are intended for use in administering the overtime provisions of this Plan:

- **Work Week.** A fixed and regularly recurring period of 7 consecutive calendar days chosen by the Appointing Authority.
- **Work Period.** A fixed and regularly recurring period of time used to determine an employee's eligibility for overtime payments under the Federal Fair Labor Standards Act. Employees of institutions operated by the Department of Human Services and Veterans Affairs may be employed on the basis of an 80 hour work period, which coincides with the pay period. Employees of Correctional Facilities may be employed on the basis of a work period chosen by the Appointing Authority which shall be at least 7 days but not more than 28 days in length.
- **Overtime.** All hours worked in excess of the employee's standard work day or 8 hours, whichever is greater, or on a regularly scheduled day off. For the purposes of this Chapter, all paid leave time (vacation, sick leave, compensatory time off, or paid leaves of absence) shall be considered time worked.

Overtime Rates. Employees are eligible for overtime as provided below:

- Non-exempt employees (non-supervisory clerical, technical, craft, and service employees in series B, C, and L and supervisory employees in classifications assigned to progression codes 2 or 3) are eligible at the rate of time and one-half.
- Exempt employees (registered nurses, professional employees and all supervisory employees in classifications assigned to progression code 1) are normally exempt from the provisions of the Federal Fair Labor Standards Act and are eligible for overtime pay at the rate of straight time only for special assignments outside their normal duties or in emergencies. Prior written approval of the Appointing Authority for special assignment overtime is required. In emergency situations, the Commissioner of Employee Relations may allow these employees to be compensated for hours worked in excess of the standard work day or 8 hours, whichever is greater, or for hours worked on a scheduled day off and may also authorize compensation at the rate of time and one-half.

The Commissioner of Employee Relations may upon investigation designate specific positions to be non-exempt under the Federal Fair Labor Standards Act and therefore subject to the overtime provisions of that law.

Overtime Payments. Overtime payments shall be made at the appropriate overtime rate as noted above and shall be in the form of either cash or compensatory time off. The Appointing Authority or the employee shall determine the form of payment in accord with the following provisions:

1. **Employee Discretion.** Non-exempt employees shall have the option of choosing cash or compensatory time off if they actively work:
 - more than 40 hours in the work week; or
 - more than 80 hours in an applicable work period in an institution operated by the Department of Human Services or Veterans Affairs; or
 - more than the number of hours allowed by the Federal Fair Labor Standards Act for the applicable work period in a Corrections Department Facility.
2. **Appointing Authority Discretion.** The Appointing Authority has the discretion to grant cash or compensatory time off to non-exempt employees who actively work:
 - 40 or fewer hours in the work week; or
 - 80 or fewer hours in an applicable work period in an institution operated by the Department of Human Services or Veterans Affairs; or
 - no more than the number of hours allowed by the Federal Fair Labor Standards Act for the applicable work period in a Corrections Department Facility.

The Appointing Authority has the discretion to grant cash or compensatory time off to exempt employees who are eligible for overtime compensation.

Compensatory Time Banks

1. **Size of Bank.** An employee's compensatory time bank may not exceed 120 hours. When an employee has 120 hours in his/her compensatory time bank, all additional overtime hours worked shall be paid in cash.
2. **Use of Compensatory Time.** Employees shall be permitted to use compensatory time off upon request provided that the request is made 14 or more calendar days in advance and the use of time off does not unduly disrupt the operations of the Appointing Authority. The Appointing Authority may waive the 14 day notice requirement.
3. **Liquidation of Compensatory Time Banks.** With 35 calendar days notice, the Appointing Authority may liquidate all or a portion of compensatory time banks provided that all employees in the agency are treated in a uniform manner. An employee accepting another position covered by this Plan in another state agency may, at the employee's discretion, liquidate all or a portion of his/her compensatory time bank prior to appointment in the new agency. An employee

accepting a position not covered by this Plan, separating from State service, or being permanently laid off shall have all unused compensatory time paid in cash. An employee being placed on seasonal layoff may have unused compensatory time paid in cash or retained to his/her credit at the discretion of the employee.

On Call. Employees are in on-call status if instructed by their Appointing Authority to be available to work during an off-duty period. When in on-call status, employees are not required to remain in a fixed location, but must leave word where they may be reached by telephone or by an electronic signaling device. Employees who are instructed to remain in an on-call status shall be compensated for such time at the rate of fifteen (15) minutes straight time pay for each one (1) hour of on-call status.

Employees shall not receive on-call pay for hours actually worked. No employee shall be assigned to on-call status for a period of less than eight consecutive hours. Appointing Authorities who require employees to be on-call may develop alternative plans to reimburse those employees and submit them to the Commissioner of Employee Relations for approval prior to their use.

Call In. Employees called to work by their supervisor prior to their regularly scheduled shift shall receive a minimum payment of two (2) hours of pay.

Call Back. Employees called back to work by their supervisor after their regularly scheduled shift and who was not assigned such work by the end of their last worked shift prior to the assigned work shall be paid a minimum of two (2) hours of pay. Employees who are called back to work shall be reimbursed mileage for driving to and from their work station and their home if they use their own vehicle.

Appointing Authorities who call in or call back employees may develop alternative plans to reimburse those employees and submit them to the Commissioner of Employee Relations for approval prior to their use.

Eligibility. All employees in payroll status are eligible for paid holidays except intermittent employees, emergency employees, student workers, and project employees. However, temporary employees shall not be eligible for the floating holiday.

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

Holiday	1995-96	1996-97
Independence Day	Tuesday, July 4, 1995	Thursday, July 4, 1996
Labor Day	Monday, September 4, 1995	Monday, September 2, 1996
Veterans Day	Friday, November 10, 1995	Monday, November 11, 1996
Thanksgiving Day	Thursday, November 23, 1995	Thursday, November 28, 1996
Day after Thanksgiving	Friday, November 24, 1995	Friday, November 29, 1996
Christmas	Monday, December 25, 1995	Wednesday, December 25, 1996
New Year's	Monday, January 1, 1996	Wednesday, January 1, 1997
Martin Luther King Day	Monday, January 15, 1996	Monday, January 20, 1997
Presidents Day	Monday, February 19, 1996	Monday, February 17, 1997
Memorial Day	Monday, May 27, 1996	Monday, May 26, 1997

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

Holiday	1995-96	1996-97
Independence Day	Tuesday, July 4, 1995	Thursday, July 4, 1996
Labor Day	Monday, September 4, 1995	Monday, September 2, 1996
Veterans Day	Saturday, November 11, 1995	Monday, November 11, 1996
Thanksgiving Day	Thursday, November 23, 1995	Thursday, November 28, 1996
Day After Thanksgiving	Friday, November 24, 1995	Friday, November 29, 1996
Christmas	Monday, December 25, 1995	Wednesday, December 25, 1996
New Year's	Monday, January 1, 1996	Wednesday, January 1, 1997
Martin Luther King Day	Monday, January 15, 1996	Monday, January 20, 1997
Presidents Day	Monday, February 19, 1996	Monday, February 17, 1997
Memorial Day	Monday, May 27, 1996	Monday, May 26, 1997

When any of the above holidays falls on an employee's regularly scheduled day off, the employee's scheduled work day either before or after the holiday, at the option of the Appointing Authority, shall be scheduled as a holiday for that employee, unless other arrangements are agreed to between the Appointing Authority and the employee.

Floating Holidays. An employee, other than a temporary employee, shall receive one floating holiday each fiscal year. However, seasonal employees are eligible for only one floating holiday per season. The employee must request the floating holiday in advance. The holiday shall be taken on an employee's regularly scheduled work day subject to mutual agreement between the Appointing Authority and the employee. The floating holiday shall be taken in the fiscal year in which it is earned, or it is lost.

Substitute Holidays. The Appointing Authority may designate substitute or floating holidays for the observance of Veterans Day, Presidents Day and the day after Thanksgiving.

Holiday Pay Entitlement. In order to receive a paid holiday, an eligible employee must be in payroll status on the normal work day immediately preceding and the normal work day immediately following the holiday(s). In the event an employee dies or is mandatorily retired on a holiday or holiday weekend, the employee shall be entitled to be paid for the holiday(s).

Holiday Pay. Holiday pay shall be the employee's regular hourly rate of pay multiplied by the number of hours in his/her normal work day and shall be paid in cash.

Eligible employees who normally work less than full-time shall have their holiday pay prorated in accord with the schedule set forth in Appendix D. In payroll periods that include a holiday, supervisors may allow part-time employees to arrange their work schedules to avoid a reduction in salary due to the proration of holiday pay, provided such rescheduling does not result in the payment of overtime.

Full-time employees working compressed work weeks (e.g., four 10 hour days) receive holiday pay based on the number of hours the employee would have been scheduled to work had there been no holiday.

Work on a Holiday. An employee who works on a designated holiday shall either be:

- paid at the employee's appropriate overtime rate (straight time or time and one-half) for all hours worked in addition to holiday pay; or
- paid at the employee's appropriate overtime rate (straight time or time and one-half) for all hours worked and granted an alternate holiday at the Appointing Authority's discretion. This option shall not be available to employees who work less than their normal work day on a holiday.

In the Departments of Corrections and Human Services, employees not eligible for time and one-half overtime shall receive a holiday bonus of \$20.00 for each 4 hours or portion thereof worked up to a maximum of \$40.00 for those hours specifically assigned by the supervisor and worked on a holiday.

Religious Holidays. When a religious holiday, not observed as a holiday listed above, falls on an employee's regularly scheduled work day, the employee shall be entitled to that day off to observe the religious holiday.

Time to observe a religious holiday shall be taken without pay unless the employee uses accumulated vacation leave or compensatory time or, by mutual consent with the Appointing Authority, is able to work an equivalent number of hours at some time during the fiscal year to compensate for the hours lost. An employee shall notify his/her supervisor of his/her intention to observe a religious holiday in advance of the holiday. Use of this provision shall not entitle an employee to overtime compensation as provided in Chapter 2.

Eligibility. All employees who are appointed for a period in excess of 6 months and are in payroll status, are eligible after completion of the first 6 months of State service to accrue vacation leave except intermittent employees, emergency employees, temporary employees (6 months or less), student workers, and project employees.

Vacation Accrual. A full-time employee shall accrue vacation leave each pay period according to the rates provided below. After completion of the first 6 months of State service, an employee shall be credited with vacation leave back to the date of hire in an eligible position. An employee being paid for less than a full 80 hour pay period shall have his/her vacation accrual prorated according to the schedule provided by Appendix B.

Vacation Accrual Schedule for Full-Time Employees

Length of Service	Employees	Health Treatment Professionals and Medical Specialists
0 through 5 years	4 hours	6 hours
After 5 through 8 years	5 hours	7 hours
After 8 through 10 years	7 hours	7.5 hours
After 10 through 12 years	7 hours	8 hours
After 12 through 20 years	7.5 hours	8 hours
After 20 through 25 years	8 hours	8.5 hours
After 25 through 30 years	8.5 hours	9 hours
After 30 years	9 hours	9 hours

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

As used above, "Length of Service" includes all time served in vacation eligible status but does not include time on suspension or unpaid non-medical leaves of absence, which exceed one full pay period in duration. However, an employee on military leave or salary savings leave shall earn credit for "Length of Service."

"Length of Service" may also include time spent in other Minnesota State government positions or public jurisdictions as stated below:

1. An eligible employee who moves without a break in service to a Plan position from any other position in Minnesota State government, shall have his/her length of service and accumulated vacation leave, transferred.
2. An eligible employee who is appointed to a Plan position within four years from the date of separation in good standing from any position in Minnesota State government shall accrue vacation leave according to the length of service the employee had attained at the time of separation.

3. A former Legislator who is appointed to a Plan position within four years of the end of his/her term in the Legislature shall receive full credit for his/her length of service in the Legislature.
4. An employee who is appointed to a Plan position within four years of separation from another public jurisdiction may, at the Appointing Authority's discretion, transfer length of service credit for purposes of vacation accrual.

Employees who qualify under these provisions may have their length of service adjusted, prospectively, effective the date they provide documentation of qualifying previous employment.

Vacation Usage. Vacation leave shall not be used during the pay period in which the hours are accrued. Employees shall submit written requests to use vacation leave prior to the absence. The Appointing Authority shall respond within a reasonable period and shall deny the request only to meet job-related organizational needs. Except in emergencies, no employee shall be required to work during the employee's vacation once the vacation request has been approved.

Vacation accrued while on paid leave may be used by the employee with the approval of the supervisor without returning to work prior to the usage of such accrued leave.

Should an employee become ill or disabled while on vacation, vacation leave may be changed to sick leave, effective the date of the illness or disability, upon timely notice to the employee's supervisor.

Vacation Charges. An employee who uses vacation leave shall be charged only for the number of hours s/he would have been scheduled to work during the period of absence. Vacation leave shall not be granted in increments of less than one-half hour except to permit use of lesser fractions that have been accrued. Holidays that occur during vacation periods shall be paid as holidays and not charged as vacation leave.

Vacation Accumulation. Vacation leave may be accumulated to any amount provided that once during each fiscal year, the employee's balance must be reduced to 260 hours or less (275 hours for Health Treatment Professionals and Medical Specialists) at the end of the payroll period. For this purpose, the employee's balance at the end of the payroll period is the vacation balance after the deduction of hours used that pay period and before the addition of accrued vacation hours earned during the pay period. If this is not accomplished prior to the end of the fiscal year, the employee's balance shall automatically be reduced to 260 hours (275 hours for Health Treatment Professionals and Medical Specialists).

The Commissioner of Employee Relations may temporarily suspend the maximum number of hours which may be accumulated in emergency situations. Emergencies are defined as nonrecurring situations that could not be anticipated or planned for. Emergencies do not include seasonal fluctuation in workload (e.g., Legislature in session, budget development, forest fire season, park season, or road construction season) which occur on a regular and reasonably predictable basis.

Vacation Leave Upon Separation. An eligible employee who separates from State service shall be compensated in cash, at the employee's current rate of pay, for all accumulated and unused vacation leave at the time of separation up to a maximum of 260 hours (275 hours for Health Treatment Professionals and Medical Specialists). However, the maximum cap shall not apply in situations where the payout is due to the employee's death. Vacation leave may not be used alone or in combination with unpaid leave on separation from State service to extend insurance coverage. Employees on seasonal layoff may, at the Appointing Authority's discretion, be allowed to retain their accumulated vacation leave.

Conversion of Accumulated Vacation to Deferred Compensation. Once in each fiscal year, an employee may convert a portion of his/her accumulated vacation to a contribution to a deferred compensation plan for which the state provides payroll deduction. Each employee may convert up to 1 hour of vacation for each 3 hours of vacation used in the 26 pay periods ending with the last full pay period in the previous fiscal year, provided that an employee may not convert more than 40 hours per fiscal year.

This provision shall not be used in the pay period which contains the first of July. Contributions to deferred compensation plans made through the conversion of vacation hours are subject to all of the rules and regulations of the respective plans.

For F.Y. 1997, employees may elect either to convert vacation to deferred compensation or to receive a State-paid contribution to the State deferred compensation program in an amount matching the employee's contributions not to exceed one hundred fifty dollars (\$150.00) per employee as provided in Chapter 14.

This provision does not apply to employees covered by a compensation plan established under the provisions of M.S. 43A.18, subdivision 4 unless that compensation plan is amended to include a specific reference to this provision.

Eligibility. All employees who are appointed for a period in excess of 6 months and are in payroll status, are eligible to accrue paid sick leave as provided in this Chapter except intermittent employees, emergency employees, temporary employees (6 months or less), student workers, and project employees.

Sick Leave Accrual and Accumulation. A full-time employee shall accrue sick leave at the base rate of four hours per pay period until 900 hours have been accumulated. An employee being paid for less than a full 80 hour pay period shall have his/her sick leave accrual prorated according to the schedule in Appendix C until 900 hours have been accumulated. After 900 hours have been accumulated, an employee shall accrue sick leave at the rate of two hours per pay period, or as provided by Appendix C, as long as the 900 hours is maintained. This time shall be credited to the employee in a sick leave bank. An employee whose sick leave balance falls below 900 hours shall again accrue sick leave at the appropriate full- or part-time base rate until his/her accumulation again reaches 900 hours.

Transfer/Restoration of Sick Leave Hours. An eligible employee who moves without a break in service to a Plan position from any other position in Minnesota State government, shall have his/her accumulated sick leave balance and bank, if any, transferred. If the previous accrual rate and maximum accumulation were greater than those provided in this Plan, the leave balance and bank shall be transferred in amounts equal to what the employee would have accumulated under this Plan.

An eligible employee who is appointed to a Plan position within four years from the date of separation in good standing from any other position in Minnesota State government shall have his/her sick leave balance and bank, if any, restored provided that any employee being appointed after receiving severance pay shall have his/her leave restored proportionately by deducting the hours which were paid as severance. If the previous accrual rate and maximum accumulation were greater than those provided in this Plan, the leave balance and bank shall be restored in amounts equal to what the employee would have accumulated under this Plan.

An eligible employee who was employed within the last year in another public jurisdiction may be credited with up to 80 hours (10 days) of sick leave earned in that jurisdiction at the discretion of the new Appointing Authority. Such credit shall be reduced proportionately as sick leave is accumulated.

Usage. Whenever practicable, an employee shall submit a written request for sick leave in advance of the period of absence. When advance notice is not possible, an employee shall notify his/her supervisor by telephone or other means at the earliest opportunity. An employee shall be granted sick leave to the extent of his/her accumulation for the following:

- employee illness or disability;
- medical, chiropractic, or dental care for the employee, dependent child living in the household, or minor child whether or not the child lives in the same household as the employee;
- exposure to contagious disease which endangers the health of other persons;
- inability to work during the period of time that the doctor certifies that the employee is unable to work because of pregnancy or childbirth;
- illness or disability of a dependent child who is living in the same household as the employee; or
- illness or disability of a minor child whether or not the child lives in the same household as the employee.

An employee shall be granted sick leave for such reasonable periods as the employee's attendance may be necessary for the following:

- illness or disability of family members or other dependents in the same household;
- birth or adoption of an employee's child, not to exceed three days;
- to arrange for necessary nursing care for members of the family, not to exceed three days; or
- to attend the funeral of a close relative, stepchild, ward, or parent or grandparent of the spouse for a reasonable period of time, including necessary travel time, but not for absences to aid bereaved relatives or to attend to the estate of the deceased.

When used, sick leave shall be first deducted from the 900 hour sick leave balance. When an employee has exhausted his/her sick leave balance, additional sick leave taken shall be deducted from his/her sick leave bank.

An employee using sick leave may be required to furnish a statement from his/her medical practitioner or a medical practitioner designated by the Appointing Authority indicating the nature and expected duration of the illness or disability. The Appointing Authority may also require a similar statement from a medical practitioner if the Appointing Authority has reason to believe the employee is not able to work or has been exposed to a contagious disease which endangers the health of other persons.

Sick leave hours shall not be used during the pay period in which the hours are accrued. Sick leave accruals earned while on paid leave may be used by the employee with the approval of the supervisor without returning to work prior to the usage of accrued sick leave.

Sick Leave Charges. An employee using sick leave shall be charged for only the number of hours that the employee was scheduled to work during the period of sick leave. Sick leave shall not be granted for periods of less than one-quarter hour except to permit usage of lesser fractions that have been accrued. Holidays that occur during sick leave periods will be paid as holidays and not charged as sick leave.

6 *Other Leaves Of Absence*

Application for Leave. An employee shall submit a request for a leave of absence in writing to the immediate supervisor as far in advance of the requested absence as is practicable. The request shall state the reason for, and the anticipated duration of, the leave of absence.

Paid Leaves of Absence. Paid leaves of absence shall not exceed the employee's normal work schedule and shall be granted as follows:

- Court appearance leave for appearances before a court or other judicial or quasi-judicial body in response to a subpoena or other direction by proper authority for purposes related to the employee's State job. The employee shall receive regular pay for such appearances or attendances, including necessary travel time, provided that any fee received, exclusive of paid expenses, is returned to the State. Any employee who must appear and testify in private litigation, not as an officer of the State but as an individual, shall be required to use vacation leave, leave of absence without pay, or compensatory time unless, by mutual consent with the Appointing Authority, the employee is able to work an equivalent number of hours during the fiscal year to compensate for the hours lost.
- Jury duty leave for time to serve on a jury provided that when not impaneled for actual service, but only on call for service, the employee shall report to work.
- Election Judge leave for purposes of serving as an Election Judge in any election. The employee must request the leave at least twenty (20) calendar days in advance.
- Military leave in accord with M.S. 192.26 for members of a reserve component of the armed forces of this State or of the United States who are ordered by the appropriate authorities to active service or to attend a training program. This leave shall be limited to 15 working days per calendar year. The employee must inform his/her Appointing Authority within seven (7) calendar days of receiving notification of duty.
- Voting time leave in accord with M.S. 204C.04 for employees eligible to vote in a state primary election, a presidential primary election, a state general election, or an election to fill a vacancy in the United States Congress provided that the leave is for a period of time long enough to vote during the forenoon of the election day.
- Emergency leave in the event of a natural or man-made emergency if determined by the Commissioner of Employee Relations, after consultation with the Commissioner of Public Safety, that continued operation would involve a threat to the health or safety of individuals. The length of such leave shall be determined by the Commissioner of Employee Relations.
- Athletic leave in accord with M.S. 15.62 as amended in 1985 to prepare for and engage in world, Olympic, or Pan American games competition.

- Blood Donation leave to donate blood at an onsite and Appointing Authority endorsed program.
- Transition leave, at the Appointing Authority's discretion, for an employee on notice of permanent layoff. This leave is limited to two (2) calendar weeks, ending at the date of layoff, and is not subject to the Application and Return provisions of this Chapter.

Unpaid Leaves of Absence - Mandatory. Unpaid leaves of absence shall be granted upon an employee's request as follows:

- Disability leave for a cumulative period of one year per illness or injury, unless extended by the Appointing Authority, when an employee has exhausted his/her accumulation of sick leave due to an extended illness or injury.
- Family leave to a natural or adoptive parent for a period of six months when requested in conjunction with the birth or adoption of a child. The leave shall begin on the date requested by the employee but no later than six weeks after the birth or adoption; except that, in the case where the child must remain in the hospital longer than the mother, the leave may begin up to six weeks after the child leaves the hospital. Sick leave used with a medical practitioner's statement prior to the birth of the child will not reduce the duration of the family leave. Sick leave or vacation used following the birth of the child will not have the effect of extending the six-month family leave. Upon request, the Appointing Authority may extend the leave up to a maximum of one year.
- Military leave in accord with M.S. 192.261, subdivision 1, for entry into active military service in the armed forces of this State or of the United States for the period of military service up to five (5) years plus any additional time, in each case, as the employee may be required to serve pursuant to law. If such leave results from an order to active service by the appropriate authority, the employee shall continue to accrue vacation and sick leave during the period of active service. Vacation leave may be accumulated to any amount provided that the amount is reduced to 260 hours (275 hours for Health Treatment Professionals and Medical Specialists) within two years of the employee's return to State service.
- Military leave in accord with 38 U.S.C. § 2024(d) for the period required to perform active duty for training or inactive duty training in the armed forces of the United States shall be granted with the employee being permitted to return to the employee's position with such seniority, status, pay, vacation, and sick leave as such employee would have had if the employee had not been absent due to service under § 2024(d). The employee must inform his/her Appointing Authority within seven (7) calendar days of receiving notification of duty. Vacation leave may be accumulated to any amount provided that the amount is reduced to 260 hours (275 hours for Health Treatment Professionals and Medical Specialists) within two years of the employee's return to State service.

- Political process leave in accord with M.S. 202A.135 and 202A.19, subdivision 2, for the purpose of attending a precinct caucus, a meeting of the State central or executive committees of a major political party if the employee is a member of the committee, or any convention of major political party delegates including meetings of official convention committees if the employee is a convention delegate or alternate, provided that the leave is requested ten days prior to the leave start date.
- Public office leave in accord with M.S. 43A.32, subdivision 2, for an employee in the classified service:
 - upon assuming an elected Federal or an elected State public office other than State legislative office; or
 - if elected to State legislative office, during times the Legislature is in session; or
 - upon assuming any other elected public office if, in the opinion of the Commissioner of Employee Relations, the holding of the office conflicts with the employee's regular State employment; or
 - at the employee's request upon filing as a candidate for any elected public office or any time during the course of the employee's candidacy.
- VISTA or Peace Corps leave for a period not to exceed four years.

Unpaid Leaves of Absence - Discretionary. Unpaid leaves of absence may be granted upon an employee's request at the discretion of the Appointing Authority as follows:

- Temporary leave for salary saving purposes provided that an Appointing Authority shall not hire a replacement for an employee on temporary leave. An employee on temporary leave shall, if otherwise eligible, continue to accrue vacation leave, sick leave, and seniority and shall continue to be eligible for paid holidays and insurance benefits provided that any holiday pay shall be included in the first paycheck received following the employee's return from leave.
- Personal leave for any reason for a period of up to one year subject to annual renewal at the Appointing Authority's discretion.
- Unclassified service leave in accord with M.S. 43A.07, subdivision 5, to allow an employee in the classified service to accept a position in the unclassified service.

Termination of Leaves. An employee may terminate his/her leave of absence prior to the previously agreed upon date of expiration of the leave with the approval of the Appointing Authority. Leaves of absence or extensions of leaves which are subject to the discretionary authority of the Appointing Authority may be cancelled by an Appointing Authority upon reasonable notice to the employee. Such notice shall ordinarily be in writing except in case of emergency.

Return From Leave. An employee on an approved leave of absence is required to contact the Appointing Authority if an extension is being requested. Failure to contact the Appointing Authority about an extension prior to the end of the approved leave shall be deemed to be a voluntary resignation, and the employee shall be severed from State service. An employee returning from a leave of absence of two months or more shall notify his/her Appointing Authority at least two weeks prior to the intended date of return. An employee shall be entitled to return from an approved leave of absence to a vacant position in the same class and agency. If a vacant position in the employee's class is not available, the Appointing Authority may offer the employee a vacant position in a different class of comparable duties and pay for which the employee is qualified. If no vacant position is available and/or offered, the layoff provisions (including bumping rights) of Chapter 10 shall apply.

Absence Without Leave. Any unauthorized absence from duty is an absence without leave and shall be without pay. If it is subsequently determined by an Appointing Authority that mitigating circumstances existed, the Appointing Authority may convert the absence without leave to other leave as appropriate. Absence without leave shall be just cause for disciplinary action.

7 ***Probationary and Trial Periods***

Application of Probation. The probationary period is an extension of the examination process. It provides an opportunity for the Appointing Authority to evaluate and the employee to demonstrate whether the employee can perform the duties and fulfill the responsibilities of the position.

Required Probationary Period. An employee shall be required to complete a probationary period in order to attain permanent status in a class following unlimited appointment to a classified position except upon recall from an Agency Layoff List within two (2) years of the date of layoff or if the probationary period is optional as provided below.

Optional Probationary Period. With written notice prior to the appointment date, an employee may be required by the Appointing Authority to serve a probationary period in order to attain permanent status in a class or agency after receiving any of the following types of appointments: reinstatement or reemployment, transfer to a new class within an agency or between agencies or jurisdictions, transfer within the same class between agencies or jurisdictions, voluntary demotion to a new class within an agency or between agencies or jurisdictions, recall from an Agency Layoff List more than two (2) years after the date of layoff, or recall from a Class Layoff List to a new agency.

Length of Probationary Period. Employees shall serve a probationary period of six months except as provided below:

- Insufficient work time employees and intermittent employees shall serve a probationary period of 1044 hours not to exceed three calendar years.
- Health Treatment Professionals shall serve probationary periods of one year. An Appointing Authority may reduce the length of a Health Treatment Professional's required probationary period to not less than 6 months.
- An Appointing Authority may reduce the probationary period of an incumbent appointed to a reallocated position to not less than three (3) months, or an employee's optional probationary period to any length by providing written notice to the employee and the Commissioner of Employee Relations of the determination to grant permanent status prior to completion of the probationary period.
- An Appointing Authority may extend an employee's six-month probationary period for up to three additional months if the extension is desirable for reasons such as unanticipated change in the program or duty assignment or substantial change in performance. In such cases, the Appointing Authority shall provide the employee with written notice of the length of the extension prior to the end of the six-month probationary period.

- Prior to referral of names from an eligible list or noncompetitive appointment in accord with M.S. 43A.15, an Appointing Authority may establish a probationary period of up to one year for administrative, technical, or professional positions for which six months is insufficient to expose an employee to all the duties and responsibilities of the position. Such probationary periods may not be extended. An employee required to serve a probationary period of more than six months in accord with this provision shall be provided written notice by the Appointing Authority prior to the appointment date.

Computation of Time on Probation. The probationary period begins on the day of unlimited appointment and includes, except as provided below, all time in the agency in the class and in any subsequent appointments to comparable or higher related classes or related unclassified positions but not time on layoffs or unpaid leaves exceeding 10 consecutive work days.

For insufficient work time employees and other intermittent employees, time on probation shall include only hours of actual work during the normal work day, exclusive of overtime, holidays or leaves.

Attainment of Permanent Status. Unless the employee is notified by the Appointing Authority that s/he will not be certified to permanent status in the class prior to the end of a probationary period specified or extended in accord with the above provisions, the employee shall attain permanent status immediately upon completion of the last assigned work day of the probationary period.

Failure to Attain Permanent Status. An employee serving an initial probationary period may be terminated by the Appointing Authority at any time during the probationary period and shall have no further rights to State employment. An employee, who has attained permanent status in another class and/or agency and who is notified by the Appointing Authority that s/he will not be certified to permanent status in the new class and/or agency, shall be returned to a vacant position in the class and agency in which the employee served immediately prior to appointment to the new class and/or agency, subject to applicable provisions of collective bargaining agreements and plans. If there is no vacancy, the layoff provisions (including bumping rights) of the collective bargaining agreement or plan applicable to the former class and/or agency shall be applied.

Trial Period. An employee who has been appointed to a new class or who has transferred between classes and/or agencies and required to serve a new probationary period shall have a trial period of 15 calendar days in which to decide whether to remain in the new position. Upon his/her request, the employee shall be returned to his/her former class and/or agency any time during the trial period. If there is no vacancy, the employee shall be subject to the layoff provisions (including bumping rights) of the collective bargaining agreement or plan applicable to the former class and/or agency.

8 *Employee Development and Career Advancement*

Position Descriptions and Performance Standards. Every new employee shall be provided with a position description and performance standards or objectives which accurately reflect his/her duties and the expectations of the Appointing Authority. The position description and standards of performance for a probationary employee shall be completed no later than 6 months after the employee's appointment or promotion. A permanent employee's position description and standards of performance shall be reviewed with the employee at least once per year and, if necessary, rewritten after the employee's annual appraisal or whenever there is a substantial change in duties and at least every three years.

Performance Appraisal. A probationary employee shall receive a performance counseling review at the midpoint and end of the probationary period. Performance appraisals for permanent employees shall be conducted at least once per year and are encouraged on a more frequent basis. Upon request, an employee shall receive a copy of a written appraisal and shall have the opportunity to review and comment in writing on the performance rating and to sign the appraisal as indication of having read the appraisal, participated in the performance appraisal process, and had the opportunity to comment. Performance ratings may be appealed to the Appointing Authority as provided by Administrative Procedure 20.

Individual Development Planning. As a part of the performance appraisal, the employee shall be notified of any gaps between current levels of performance and those required for satisfactory performance. The employee shall also be given an opportunity to explore with the supervisor any perceived developmental needs or interests to improve performance in the current job or to expand capability to achieve higher levels of responsibility within the agency and State service. The employee and supervisor shall complete an Individual Development Plan which states the agreed upon needs, indicates priorities for the needs, and suggests means to respond to those needs. The plan shall be reviewed and updated at the time of the annual performance review and shall be monitored during the appraisal period.

The supervisor and the Appointing Authority shall make a reasonable effort to provide the agreed upon assistance to help the employee address his/her developmental needs including, at the discretion of the Appointing Authority, release time and/or payment for enrollment in State-sponsored or approved training courses and enrollment in seminars and courses at educational institutions in accord with Administrative Procedure 21.

Required Training. Training and education may be necessary to meet the goals of State agencies to have employees function appropriately in their positions and to prepare employees to accept expanded responsibilities. Employees who are required by their Appointing Authorities to participate in training programs shall be released from their work assignments and shall be paid for their normal hours of work.

All Other Training. An employee may request to attend a specific training activity. If, in the judgment of the Appointing Authority, the requested course, workshop, conference, or seminar will better prepare an employee to perform his/her current or projected responsibilities and if staffing needs and budgetary resources permit, the Appointing Authority may approve the employee's request for training and provide release time and/or reimbursement in accord with Administrative Procedure 21 and Chapter 15. An employee must successfully complete the training to be eligible for reimbursement. Expenses incurred shall be reimbursed in accord with Chapter 15. With the prior approval of the Appointing Authority, an employee required to attend continuing education courses in order to maintain professional licensure necessary to his/her State employment may be released from work to attend courses determined to be relevant to the job.

Membership in Professional Organizations. In each fiscal year, the Appointing Authority may authorize payment for an employee of full or partial costs of membership dues paid to professional organizations related to the employee's job provided that the organization offering the membership does not directly influence agency policies, exist primarily for social reasons, have as its primary purpose the advancement of individual employee interests, or restrict membership on the basis of sex, race, or religion. The employee may attend meetings and seminars of professional organizations during work hours if the amount of time required is reasonable, the Appointing Authority approves such attendance as related to the work assignment, and staffing requirements permit. The employee may hold office in professional organizations if s/he receives no stipend or direct payment other than expense reimbursement from the organizations.

Subscriptions. An Appointing Authority may authorize payment for the cost of an employee's individual subscriptions to magazines or other professional publications provided that the publications meet organizational needs.

Reclassification Requests. An employee who believes that his/her position is inappropriately classified may request a review of the position by his/her personnel office or by the Staffing Services Division of the Department of Employee Relations by submitting:

- a current position description signed by the appropriate parties;
- a current organization chart identifying the position in relation to others in the unit and agency;
- an explanation of the changes which have taken place in the position over what period of time; and
- a "supervisory status questionnaire" if the position provides supervision or leadwork direction to other employees.

The employee shall be notified within a reasonable period of time of the decision regarding the reclassification request and of the opportunity to appeal that decision. If the position is to be reclassified, the employee shall be notified of whether the reclassification is determined to be a reallocation or a change in allocation and of the effects of the decision on the incumbent.

Effects of Change in Allocation. If a position is changed in allocation, it shall be considered vacant and filled in accord with law, rules, Administrative Procedures, and this Plan within a reasonable period of time. The incumbent shall be notified of any examination opened for the purpose of filling the position in the new class. The employee shall be permitted to remain in the position until action to fill the position is completed. If the employee is not appointed to the vacant position, s/he shall be subject to the layoff provisions of Chapter 10.

Effects of Reallocation. If a position is reallocated, the incumbent shall be promoted under the provisions of M.S. 43A.15, subdivision 5, or transferred or demoted under the provisions of M.S. 43A.15, subdivision 6, provided that the employee possesses any required license, certificate or registration. If the reallocation results in the demotion of the incumbent, the employee's name shall be placed on the Agency and Class Layoff Lists in accord with the provisions of Chapter 10 for the class from which s/he was reallocated. If the employee does not possess any required license, certificate or registration, s/he shall be subject to the layoff provisions of Chapter 10 and the position shall be filled in accord with law, rules, Administrative Procedures and this Plan.

Changes in Employment Condition and Job Share. An employee interested in changing his/her employment condition (from full-time to part-time, or vice versa) or in accepting a position in the Job Share Program established in accord with M.S. 43A.40-43A.465 may contact his/her personnel office to express interest in such options and to receive consideration for appropriate appointment.

Opportunities for New Jobs Within an Agency. Each Appointing Authority shall establish procedures to inform employees covered by this Plan (except insufficient work time employees) of vacancies within the agency in positions covered by this Plan and of the way to express interest or obtain further information.

The Appointing Authority shall also inform employees of any procedures for obtaining information about vacancies within the agency in positions covered by collective bargaining agreements or other plans so that interested employees may notify the Appointing Authority of their interest and receive appointment consideration consistent with provisions of law, rules, Administrative Procedures, and the appropriate collective bargaining agreements or plans.

Opportunities for New Jobs in Other Agencies. When a position covered by this Plan will not be filled from among agency employees, the Appointing Authority shall make reasonable efforts to provide employees covered by this Plan in other agencies with information about the position for possible transfer, demotion, or promotion. Employees may obtain information through announcements in the Minnesota Career Opportunities bulletin, by calling the Department's Job Information Line, or by reviewing the list of vacancies available by computer access. An employee interested in changing jobs through transfer, change of employment condition, or job share to a position in the same class but in a different agency may submit an original application marked "Transfer" to the Department of Employee Relations for automatic referral to appropriate vacancies.

Mobility Assignments. To broaden their work experiences and expand their prospects for State jobs, employees may participate in inter-agency, inter-jurisdictional, or private-public mobility assignments. Such mobility assignments must be approved by the current and new Appointing Authorities and must be consistent with provisions of M.S. 15.51-15.59 and Administrative Procedure 1.1.

9

Limited Interruptions of Work and Permanent Non-disciplinary Separations

Limited Interruptions of Work. An employee may have his/her employment interrupted, or normal work hours reduced, for a period, not in excess of two consecutive calendar weeks because of adverse weather conditions, shortage of material or equipment, or other unexpected or unusual reasons. This interruption of employment shall not be considered a layoff.

Upon request during limited interruptions of employment, employees shall be allowed to use accumulated vacation leave or compensatory time in order to provide them with up to their regularly scheduled number of hours of earnings for a pay period.

The Appointing Authority may approve requests from employees to receive an advance of hours to provide them with up to their regularly scheduled number of hours of earnings for a pay period. If approved, the advance may not exceed the employee's accumulated and unused vacation leave. Employees who elect to draw such advances may not reduce their vacation accumulation below the total hours advanced. With supervisory approval, the employee may make up the hours advanced. In the payroll period ending closest to November 1 of each year, all employees who received advances and have not made up the total hours advanced, shall have the remaining hours subtracted from their vacation accumulation.

Resignations. An employee may resign in good standing by providing the Appointing Authority with at least two weeks advance written notice.

Retirement. An employee subject to mandatory retirement shall retire by the end of the day s/he is compelled to retire in accord with applicable law.

Termination of Unclassified Appointment. An employee appointed to an unclassified position (other than a supervisory position with the State Patrol) may be terminated at any time by the Appointing Authority and shall have no further rights to State employment. However, an employee on an approved unclassified service leave of absence may return to a position in the classified service as provided in Chapter 6.

Termination of Temporary, Emergency or Provisional Appointment. An employee working in a temporary, emergency or provisional appointment may be terminated at any time by the Appointing Authority and shall have no further rights to State employment unless, in the case of a provisional appointment, s/he has the right to return to the previously held class.

10

Seniority, Layoff and Recall

Application of Seniority. All employees working in unlimited appointments in classified positions covered by this Plan shall accrue seniority as outlined below to be applied by the Appointing Authority in determining their relative positions for retention when a layoff occurs. Upon an employee's request, an Appointing Authority shall provide the employee with full information regarding his/her seniority.

Computation of Seniority. Seniority shall be calculated by class and shall include:

- all time since the last date of appointment to unlimited status in the class through appointment from an eligible list, appointment in accord with M.S. 43A.15, subdivisions 4, 5, 6, 7, 8, 10, 11, or 12, or reinstatement.
- all time served in unlimited classified appointments in higher or comparably paid positions determined by the Commissioner of Employee Relations to be related to the current class provided that the employee has not had a break in employment; except that for employees whose positions are reallocated to a lower or equal class after January 1, 1980, seniority shall include service in the class from which they were reallocated regardless of whether or not the higher or equal class is related to the class to which reallocated.
- all time during which an employee is in layoff status or is on an approved leave of absence provided the employee returns to State service upon recall or expiration of an approved leave.
- for General Maintenance Worker, all seniority previously accrued in the classes General Maintenance Worker 1, 2 and 3; for Human Services Technician, all seniority previously accrued in the classes Human Services Technician and Human Services Technician Senior; and for Highway Maintenance Worker, all seniority previously accrued in the classes Highway Maintenance Worker and Highway Maintenance Worker Senior.

For employees returning to this Plan through outside layoff, time in higher or comparably paid positions under another plan or collective bargaining agreement will not be included in seniority until the employee returns to a position under this Plan. The employee may use only seniority previously accrued under this Plan to bump into a Commissioner's Plan position from a position under another plan or collective bargaining agreement.

Ties in Seniority. When two or more employees have equal seniority based on the above computation, ties shall be broken in favor of the employee with the highest most recent annual performance rating and, if a tie still exists, in favor of the employee with the longest length of continuous employment with the State since the last date of hire.

Layoff. A permanent or probationary classified employee may be laid off because of abolition of the employee's position, shortage of work or funding, a management-imposed reduction in a full-time employee's normal work hours which continues longer than two consecutive weeks, ineligibility for appointment to a reclassified position, or other reasons outside the employee's control. Any employee who has voluntarily requested and received Appointing Authority approval to reduce his/her work hours shall not be considered to have been laid off.

An Appointing Authority may effect layoffs within an agency or within an organizational unit of an agency provided that the organizational unit was proposed by the Appointing Authority and approved by the Commissioner of Employee Relations more than three months prior to the implementation of a layoff and that all affected employees were notified by the Appointing Authority of the proposed organizational unit and were given opportunity to comment to the Commissioner of Employee Relations prior to its establishment. In the event that it becomes necessary for an Appointing Authority to abolish one or more unlimited full-time positions, the Appointing Authority shall act to minimize the necessity for layoff and the effects of layoff on individual employees by first consulting with employees covered by this Plan to explore interest in reducing hours, sharing jobs, or any other action (consistent with law, rules, Administrative Procedures, and this Plan) which may avert a layoff.

Procedures for Seasonal Layoff of Seasonal Employees and for Permanent Layoff of Insufficient Work Time Employees.

- Step 1: The Appointing Authority shall determine the class, employment condition, and principal place of employment where a position is to be eliminated and shall identify the least senior employee in that class, employment condition, and principal place of employment.
- Step 2: The Appointing Authority shall notify the affected employee in writing at least one week prior to the effective date of the layoff. The notice shall state the reason for the layoff, the effective date of the layoff, and the estimated length of the layoff period. For permanent layoff, it shall also state, or offer the employee the opportunity to discuss with the Appointing Authority, the options available to the employee in lieu of layoff.
- Step 3: An employee notified of permanent layoff may choose to:
 - Option 1: Accept the layoff.
 - Option 2: Accept a vacancy offered by the Appointing Authority in any comparable or lower class for which the employee is determined qualified by the Commissioner of Employee Relations.
 - Option 3: Bump the least senior employee in the same employment condition and principal place of employment in any comparable or lower class in which the employee previously served in order of previous service, provided that the employee must accept a vacancy in the same class before bumping and must have greater seniority than the employee who is to be bumped.

Procedures for All Other Employees and for Permanent Layoff of Seasonal Employees.

- Step 1: The Appointing Authority shall determine which position is to be eliminated.
- Step 2: To avert a layoff, the Appointing Authority shall reassign the employee occupying the position to be eliminated to any vacancy the Appointing Authority determines to fill in the same class, agency, and employment condition and within 35 miles of the position which is to be eliminated unless the employee is determined to be not qualified for the position by the Commissioner of Employee Relations. The Appointing Authority shall terminate any provisional employee working in an unlimited position covered by this Plan in the class, agency (and organizational unit, if applicable) and employment condition within 35 miles of the position which is being eliminated and shall reassign the employee whose position has been abolished to the resultant vacancy before effecting a layoff.
- Step 3: If a layoff cannot be averted through the reassignment procedures of Step 2, the Appointing Authority shall notify the incumbent of the position to be eliminated in writing at least three (3) weeks prior to the effective date of a layoff. The notice shall state the reasons for the layoff action, the effective date of the layoff, and the estimated length of the layoff period. It shall also state, or offer the employee the opportunity to discuss with the Appointing Authority, the options available to the employee in lieu of layoff. The Appointing Authority may establish a date, no more than one week prior to the effective date of the layoff, by which employees must choose the layoff option they will exercise. This date shall be indicated in the written notice of the layoff. At the Appointing Authority's discretion, an employee on notice of permanent layoff may be granted transition leave as provided in Chapter 6. An Appointing Authority is encouraged to notify all other employees who potentially may be bumped as a result of the elimination of this position.
- Step 4: An employee notified of layoff shall have the following options. Before bumping another employee, the employee must accept a vacancy in the same class, geographic limit, and employment condition. Any employee choosing to bump another employee must have greater seniority than the employee who is bumped. The employee may:
- Option 1: Accept the layoff.
 - Option 2: Unless determined by the Commissioner of Employee Relations to be not qualified for the affected position, choose to bump the least senior employee within 35 miles who is in the same agency (and organizational unit, if applicable) and who is in:
 - (a) the same class and employment condition; or if the same class is not available,
 - (b) any comparable or lower class in which the employee previously served in order of previous service.

- Option 3: Accept a vacancy in the same agency (and organizational unit, if applicable), same employment condition and the same class or any comparable or lower class for which the employee is determined qualified by the Commissioner of Employee Relations.
- Option 4: Accept a reduction in hours offered by the Appointing Authority in the same agency and the same class or any comparable or lower class for which the employee is determined qualified by the Commissioner of Employee Relations.
- Option 5: Bump the least senior employee in the same agency (and organizational unit, if applicable) and employment condition in the same class or any comparable or lower class in which the employee previously served in order of previous service (i.e., with no geographic limits) unless determined to be not qualified for the position by the Commissioner of Employee Relations.
- Option 6: Unless determined by the Commissioner of Employee Relations to be not qualified for the position, an unlimited full-time employee may bump the least senior employee or accept a vacancy in the unlimited part-time employment condition and an unlimited part-time employee may bump the least senior employee or accept a vacancy in the unlimited full-time employment condition in the same agency (and organizational unit, if applicable) and the same class within thirty-five (35) miles. An employee may not exercise this option if Option 2(a) is available or if there is a vacancy in the same agency (and organizational unit, if applicable) and same employment condition within thirty-five (35) miles in the same or a comparable class for which the employee is determined qualified by the Commissioner of Employee Relations.
- Option 7: Accept a transfer or demotion to a non-temporary, classified vacancy in a different agency or organization unit in the same class or in a comparable or lower class unless determined to be not qualified for the position by the Commissioner of Employee Relations. The Appointing Authority for the new agency or organization unit shall not unreasonably deny a request for a transfer or demotion which would avert layoff. However, the Appointing Authority may deny such a request if the vacancy will be filled by the transfer or demotion of a qualified employee of the new agency (and organizational unit, if applicable), who is on notice of permanent layoff. The employee may not request a transfer or demotion to another agency or organization unit if a vacancy has been offered in the employee's current agency or organization unit in a comparable or higher class in the same or a greater employment condition within 35 miles of the same geographic location.

In determining whether the employee is qualified for a position, the Commissioner of Employee Relations shall consider any recommendation made by the Appointing Authority.

Return Through Outside Layoff. The Appointing Authority may allow an agency employee to return to a position covered by this Plan under the following conditions:

The employee previously had permanent or probationary classified status in a position (other than an insufficient work time position) covered by this Plan; and

The employee currently has permanent or probationary classified status in a higher or equal class; and

The employee has received notice of permanent layoff and has exhausted all vacancy and bumping options available under the layoff provisions of the plan or collective bargaining agreement covering him/her for purposes of layoff; and

That plan or collective bargaining agreement includes a provision allowing the return of employees laid off under the Commissioner's Plan.

If all of these are met, the Appointing Authority may allow the employee to exercise Options 1-6 in Step 4 of the permanent layoff procedure, under the conditions specified there. In addition, before bumping another employee, the employee must accept a vacancy in an equal class for which the Employer has determined him/her qualified, within the same geographic limit and employment condition. Also see "Computation of Seniority" for information on calculating the employee's seniority for bumping.

Layoff Lists. Names of insufficient work time employees who have been laid off, accepted demotions in lieu of layoff, or been demoted to positions reallocated downward and names of employees on seasonal off shall be placed on an Agency Layoff List in order of seniority for the class, agency, employment condition, and principal place of employment from which they were laid off. Names shall remain on the list for one year or for a period of time equal to the employee's continuous State employment to a maximum of three years unless removed under the provisions of this Chapter.

Other permanent or probationary employees who have been laid off, accepted demotions or lesser employment conditions in lieu of layoff, or been demoted to positions reallocated downward shall have their names placed on the Agency Layoff List in order of seniority for the class, agency, employment condition, and geographic location from which they were laid off or demoted. These employees may request in writing, on forms provided by the Appointing Authority, that their names be placed on the Class Layoff List for the class and for other equal or lower classes in which they had permanent or probationary status. These employees may indicate in writing, locations and employment conditions for which they are available and may change their availabilities by notifying the department in writing. Names shall remain on the Agency and Class Layoff Lists for one year or for a period of time equal to the employee's length of continuous State employment to a maximum of five years unless removed under the provisions of this Chapter.

Recall. Employees on seasonal off and insufficient work time employees shall be recalled to positions in the agency, class, employment condition and principal place of employment from which they were laid off in the order in which their names appear on the Agency Layoff List.

Other permanent or probationary employees shall be recalled to positions which match their availabilities in the class and agency from which they were laid off in the order in which their names appear on the Agency Layoff List unless the employee is determined by the Commissioner of Employee Relations to be not qualified for the position. Prior to recalling from the Agency Layoff List, the Appointing Authority may choose to fill the vacancy by transferring or demoting a qualified employee of the agency (and organizational unit, if applicable) who is on notice of permanent layoff. In the absence of an Agency Layoff List, the Appointing Authority shall consider employees on the Class Layoff List and may appoint no one other than a current civil service employee if there are employees on a Class Layoff List whom the Commissioner of Employee Relations determines to be qualified for the position.

In determining whether the employee is qualified for a position, the Commissioner of Employee Relations shall consider any recommendation made by the Appointing Authority.

Removal from Layoff List. The names of employees shall be removed from the Agency and Class Layoff Lists for any of the following reasons:

- Failure to accept recall to a position which meets the availabilities specified by the employee.
- Unlimited appointment to a classified position in a class comparable to or higher than, and with the same or greater employment conditions as, the one from which the employee was laid off or demoted. An employee who is non-certified in such a position may request that his/her name be restored to the layoff list(s) for the time remaining. Requests may be made in writing to the Department of Employee Relations.
- Expiration of the term of eligibility specified above.
- Termination from State service.

Administration of Discipline. An Appointing Authority shall make reasonable effort to discuss with the employee any performance problem which may lead to disciplinary action and to assist the employee in eliminating problem areas before disciplinary action becomes necessary. In the case of a permanent employee, disciplinary action may be taken only for just cause as provided in M.S. 43A.33, subdivision 2, which shall include failure to maintain any license required in the position. For all employees, disciplinary action should be taken only for reasons which are communicated clearly to the employee.

For employees with permanent status, discipline may include, in any order, only the following: oral reprimand, written reprimand, suspension, demotion, and/or discharge. For employees who do not have permanent status, discipline may include any of the preceding except discharge. Refer to Chapter 7 (Probationary Period) for termination of employees serving initial probationary periods and Chapter 9 (Limited Interruptions of Work and Permanent Non-Disciplinary Separations) for termination of unclassified, emergency or temporary employees.

Forms of Discipline:

- A. **Oral Reprimand.** An oral reprimand should clearly be identified as such and should be administered in private.
- B. **Written Reprimand.** A written reprimand should be clearly identified as such, and should specify reasons for the action. Changes expected and necessary to correct the deficiency should be clearly outlined.
- C. **Paid or Unpaid Suspension, or Demotion.** Such disciplinary actions require written notice, no later than the effective date of the action. The notice should include the following:
 - (1) the nature of the disciplinary action;
 - (2) specific reasons for the action;
 - (3) effective date of the action;
 - (4) statement of the employee's right to reply in writing to the Appointing Authority or designee within five working days of receipt of the notice; and
 - (5) in the case of an employee with permanent status (i.e., not serving an initial probationary period), a statement of the employee's right to appeal as provided in M.S. 43A.33, subdivision 3(a) (see Appendix K) and the Dispute Resolution Procedure provided in Chapter 12.

A copy of the notice and the employee's written reply, if any, shall be filed by the Appointing Authority with the Commissioner of Employee Relations within 10 calendar days of the effective date of discipline.

D. **Discharge of Employee With Permanent Status.** Discharge requires a written notice, no later than one day prior to effective date of discharge. The notice of discharge shall include the following:

- (1) nature of the disciplinary action;
- (2) specific reasons for the action;
- (3) effective date of the action;
- (4) statement of the employee's right to request an opportunity to hear an explanation of the evidence against him/her, and to present his/her side of the story while still in pay status, and notice that this right expires at the end of the next scheduled day of work after the notice of discharge is delivered unless the employee and the Appointing Authority agree otherwise; if the employee was not in pay status at the time of the notice, the requirement to be in pay status does not apply;
- (5) statement of the employee's right to reply in writing to the Appointing Authority or designee within five working days of receipt of the notice regardless of whether the employee chooses to exercise his/her rights in (4) above; and
- (6) statement of the employee's right to appeal as provided in M.S. 43A.33, subdivision 3(a) and the Dispute Resolution Procedure provided in Chapter 12.

A copy of the notice and the employee's reply, if any, shall be filed by the Appointing Authority with the Commissioner of Employee Relations within 10 calendar days of effective date of discipline.

Investigatory Leave. The Appointing Authority/designee may place an employee who is the subject of a disciplinary investigation on an investigatory leave with pay provided a reasonable basis exists to warrant such leave.

Personnel Records. An employee disciplined under the provisions of this Chapter may submit a written statement regarding the disciplinary action which will be placed in the employee's personnel record. At the request of the employee, a written reprimand or written record of a suspension of ten days or less shall be removed from the employee's personnel record provided that no further disciplinary action has been taken against the employee for a period of two years following the date of the written reprimand or three years following the date of the suspension.

Application. This Chapter covers resolution of disputes concerning interpretation and application of this Plan, disciplinary action as defined in Chapter 11 and non-certification of probationary employees.

Representation and Use of Work Time. An employee may elect to be represented at any step of the Dispute Resolution Procedure. The employee and his/her representative, if a State employee, shall be allowed a reasonable amount of time without loss of pay, during working hours while on the Appointing Authority's premises to research and present his/her view provided that the employee and the representative receive prior approval from their supervisors.

Non-Disciplinary Issues. The Appointing Authority shall adopt procedures for resolution of disputes concerning interpretations and applications for which the Appointing Authority has discretion under this Plan. Decisions reached through such procedures are not appealable to the Commissioner of Employee Relations. Disputes concerning other interpretations and applications of this Plan, including disputes concerning the computation of seniority, but excluding disciplinary action are appealable through Step 4a of the Dispute Resolution Procedure below.

Non-Certification. Failure to attain permanent status in a class is appealable through Step 3 of the Dispute Resolution Procedure below. Employees serving a subsequent probationary period may have return rights as described in Chapter 7.

Disciplinary Actions, Other Than Discharge.

Oral reprimands are not appealable.

Written reprimands may be appealed through Step 3 of the Dispute Resolution Procedure below.

Unclassified employees and employees on initial probation may appeal a suspension or demotion through Step 3 of the Dispute Resolution Procedure below.

Permanent employees, employees on a subsequent probationary period and employees on an unclassified service leave of absence may appeal a suspension or demotion under the provisions of M.S. 43A.33, subdivisions 3(a) and 4. (Described in Step 4b of the Dispute Resolution Procedure below.) Employees are encouraged to use the Dispute Resolution Procedure through Step 3 below while appealing under the provisions of M.S. 43A.33, subdivisions 3(a) and 4.

Discharge. Employees with permanent status may appeal a discharge under the provisions of M.S. 43A.33, subdivision 3(a) and 4. (Described in Step 4b of the Dispute Resolution Procedure below). Employees are encouraged to use the Dispute Resolution Procedure through Step 3 below while appealing under the provisions of M.S. 43A.33, subdivisions 3(a) and 4.

Dispute Resolution Procedure. Disputes shall be resolved in accord with the following steps, however, at any step the parties may, by mutual agreement, attempt to resolve the dispute through mediation.

Step 1: Within 14 calendar days after the employee should have had knowledge of the event, the employee shall present to his/her supervisor in writing the nature of the dispute, the facts upon which it is based, and the remedy requested. Within seven days, the supervisor shall give a written answer to the employee.

If the dispute has not been resolved satisfactorily, the employee shall have the option of proceeding immediately to either Step 2 or Step 3, whichever the employee feels is most appropriate to the matter in dispute. The employee may appeal the decision to the agency representative at the next level of supervision (Step 2) or to the Appointing Authority or his/her designee (Step 3) in writing within 10 calendar days after the date of the supervisor's response.

Step 2: The agency representative at the next level of supervision shall meet with the employee within seven calendar days following an appeal from Step 1 and shall give the employee a written answer within 14 calendar days following their meeting.

If the dispute has not been resolved, the employee may appeal the decision to the Appointing Authority or his/her designee (Step 3) in writing within 10 calendar days of the agency representative's response.

Step 3: The Appointing Authority or his/her designee shall meet with the employee within seven calendar days following an appeal from Step 1 or Step 2 and shall give the employee a written answer within 14 calendar days following their meeting.

Step 4a: The employee may appeal the decision of the Appointing Authority or his/her designee in writing to the Commissioner of Employee Relations within seven calendar days after the Appointing Authority or designee has given an answer. The Commissioner of Employee Relations shall consider the information presented by the employee and the Appointing Authority and shall make a decision within 14 calendar days. The Commissioner of Employee Relations may decide to hold a hearing to discuss the dispute. The Commissioner's decision shall be final.

Step 4b: A permanent status employee may appeal a suspension, demotion or discharge at any step of the Dispute Resolution Procedure to the Office of Administrative Hearings as provided under M.S. 43A.33, subdivision 3(a) and 4 (see Appendix K).

Time Limits. If a dispute is not presented within the time limit set forth above, it shall be considered waived. If a dispute is not appealed to the next step within the time limit specified, it shall be considered to be resolved on the basis of the last answer. If no response is made within a specified time limit, the employee may elect to treat the dispute as denied at that step and may appeal to the next step. Time limits on each step may be extended by mutual written agreement of the parties involved.

Authorization of Payment. Any resolution of a dispute that results in a payment to an employee must be approved by the Commissioner of Employee Relations as provided in M.S. 43A.04, subdivision 6.

Section 1. State Employee Group Insurance Program. During the life of this Plan, the Employer shall provide a Group Insurance Program that includes health, dental, life, and disability coverages equivalent to existing coverages, subject to the provisions of this Chapter.

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

- A. **Employees - Basic Eligibility.** Employees 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 employees; (2) student workers hired after July 1, 1979; and (3) interns.
- B. **Employees - Special Eligibility.** The following employees are also eligible to participate in the Group Insurance Program:
 - 1. **Job-sharing Employees.** Consistent with M.S. 43A.44, subdivision 2, an employee in the State job-sharing program may participate in the Group Insurance Program.
 - 2. **Employees with a Work-related Injury/Disability.** An employee 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 an employee receives workers' compensation payments or while the workers' compensation claim is pending.
 - 3. **Totally Disabled Employees.** Consistent with M.S. 62A.148, certain totally disabled employees may continue to participate in the Group Insurance Program.
 - 4. **Retired Employees.** An employee who retires from State service, is not eligible for regular (non-disability) Medicare coverage, has five (5) or more years of allowable pension service, and is entitled at the time of retirement to immediately 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 employee 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 Chapter are as follows:
 - 1. **Spouse.** The spouse of an eligible employee (if not legally separated). For the purpose of health insurance coverage, if that spouse works full-time for an organization employing more than 100 people and elects to receive either credits or cash (1) in place of health insurance or health coverage or (2) in addition to a

health plan with a seven hundred and fifty dollar (\$750) or greater deductible through his/her employing organization, s/he is not eligible to be a covered dependent for the purposes of this Chapter. 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, unless one spouse is not eligible for a full Employer Contribution as defined in Section 3A.

2. **Children and Grandchildren.** An eligible employee's unmarried dependent children and unmarried dependent grandchildren: (1) through age eighteen (18); or (2) through age twenty-four (24) if the child or grandchild is a full-time student at an accredited educational institution; or (3) a child or grandchild, regardless of age or marital status who is incapable of self-sustaining employment by reason of mental retardation, mental illness or physical disability and is chiefly dependent on the employee for support. The handicapped dependent shall be eligible for coverage as long as s/he continues to be handicapped and dependent, unless coverage terminates under the contract.

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

"Dependent Grandchild" includes an employee's: (1) grandchild placed in the legal custody of the employee, (2) grandchild legally adopted by the employee or placed for adoption with the employee, or (3) grandchild who is the dependent child of the employee's unmarried dependent child. Under (1) and (3) above, the grandchild must be dependent upon the employee for principal support and maintenance and live with the employee.

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 employees who share legal responsibility for their eligible dependent children or grandchildren.

- D. **Continuation Coverage.** Consistent with state and federal laws, certain employees, former employees, 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 Plan, 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 employee; 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 employees covered by this Plan receive the full Employer Contribution:
 - 1. Employees 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. Employees who are scheduled to work at least sixty (60) hours per pay period for twelve (12) consecutive months, but excluding part-time or seasonal employees serving on less than a seventy-five (75) percent basis.
- B. **Partial Employer Contribution - Basic Eligibility.** The following employees covered by this Plan receive the full Employer Contribution for basic life coverage, and at the employee's option, a partial Employer Contribution for health and dental coverages. The partial Employer Contribution for health and dental coverages is sixty-five (65) percent of the full Employer Contribution. For the 1997 plan year, the partial Employer Contribution for health and dental coverages is seventy-five (75) percent of the full Employer Contribution for employee only coverage and sixty-five (65) percent of the full Employer Contribution for dependent coverage.
 - 1. **Part-time Employees.** Employees 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 Employees.** Seasonal employees who are scheduled to work at least 1044 hours for a period of nine (9) months or more in any twelve (12) consecutive months.
- C. **Special Eligibility.** The following employees also receive an Employer Contribution:
 - 1. **Job-sharing Employees.** Consistent with M.S. 43A.44, subdivision 2, an employee 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 employees receive the full Employer Contribution for basic life coverage.
 - 2. **Employees on Layoff.** A classified employee 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 Chapter for six (6) months from the date of layoff.

3. **Work-related Injury/Disability.** An employee 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 an employee receives workers' compensation payments. If such employee ceases to receive workers' compensation payments for the injury or disability and is granted a disability leave under Chapter 6, s/he shall be eligible for an Employer Contribution during that leave.
4. **Early Retirement Incentive.** Any employee who attains the age of fifty-five (55) after the effective date and before the expiration date of this Plan and who is covered by the Correctional Employee Retirement Fund or the State Patrol Retirement Plan and who is eligible for an annuity may elect either during the pay period in which his/her fifty-fifth (55th) birthday occurs or during the pay period in which his/her next anniversary date occurs, to take advantage of the early retirement incentive. Anniversary date for this purpose means the date upon which s/he completes his/her next year of allowable service as defined in Section 352B.01, subdivision 3.

A person who is employed by the Department of Transportation in the classification of Pilot or Chief Pilot is eligible upon retirement for the early retirement incentive if the Pilot or Chief Pilot:

1. Is covered by the general employee retirement plan under Section 352.01, subdivision 23; and
2. Elects special retirement coverage under Section 352.86, subdivision 3; and
3. Is prohibited from performing the duties of Pilot or Chief Pilot after reaching age sixty-two (62) by a rule adopted by the Commissioner of Transportation; and
4. Terminates employment as a State employee on reaching age 62.

These employees shall receive the State-paid portion of health and dental insurance benefits for themselves and their dependents until the employees attain the age of sixty-five (65). Employees exercising this option must be eligible for insurance coverage under the provisions of this Chapter but shall be provided with health and dental insurance coverage which the employee 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.** An employee who receives a full or partial Employer Contribution maintains that eligibility as long as the employee meets the Employer Contribution eligibility requirements, and appears on a State payroll for at least one (1) full

working day during each payroll period. This requirement does not apply to employees who receive an Employer Contribution while on layoff as described in Section 3C2, or while eligible for workers' compensation payments as described in Section 3C3.

2. **Unpaid Leave of Absence.** If an employee 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 employee on a State payroll for one (1) working day per pay period.
3. **School Year Employment.** If an employee is employed on the basis of a school year and such employment contemplates absences from the State payroll during the summer months or vacation periods scheduled by the Appointing Authority which occur during the regular school year, the employee shall nonetheless remain eligible for an Employer Contribution, provided that the employee appears on the regular payroll for at least one (1) working day in the payroll period immediately preceding such absences.
4. An employee who is on an approved FMLA leave or on a Voluntary Reduction in Hours as provided elsewhere in this plan maintains their eligibility.

Section 4. Amount of Employer Contribution. For employees eligible for an Employer Contribution as described in Section 3, the amount of the Employer Contribution will be determined as follows beginning on December 27, 1995. The Employer Contribution amounts and rules in effect on June 30, 1995 will continue through December 26, 1995.

A. Contribution Formula - Health Coverage.

1. **Employee Coverage.** For employee health coverage, the Employer contributes an amount equal to the lesser of one hundred (100) percent of the employee-only premium of the Low Cost Health Plan, or the actual employee-only premium of the health plan chosen by the employee.
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 Low Cost Health Plan, or the actual dependent premium of the health plan chosen by the employee.
3. **Low Cost Health Plan.** For the purposes of Section 4A, "Low Cost Health Plan" means the health plan with: (1) the lowest family premium rate; and (2) operating in the county of the employee's permanent work location. "Family premium" is the total of the employee premium and the dependent premium.

The Low Cost Health Plan for each county for the 1996 insurance year is listed in Appendix E. During the 1996 insurance year, the list may be changed only if the Low Cost Health Plan no longer operates in a county.

4. **Employee Work Location.** The Employer Contribution for each employee is based on the employee's permanent work location on the effective date of each new insurance year. If the health plan an employee 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. **Employee Coverage.** For employee dental coverage, the Employer contributes an amount equal to the lesser of one hundred (100) percent of the employee premium of the State Dental Plan, or the actual employee premium of the dental plan chosen by the employee.
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 employee.

- C. Contribution Formula - Basic Life Coverage.** For employee 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.** An employee must make his/her choice of employee health and dental plans and choice of dependent coverage (if applicable) within sixty (60) calendar days of the date of initial appointment to an insurance eligible position. When health and dental coverage are elected, the employee will automatically be enrolled in basic life coverage. Employees eligible for a partial employer contribution may elect health and dental coverage within sixty (60) calendar days of initial employment or during an open enrollment period. Employees who become eligible for a full employer contribution must make their choice of employee health and dental plans and dependent coverage within sixty (60) calendar days of becoming eligible or be enrolled in the low cost plan in the county of the employee's work location. An employee may change his/her health or dental plan if the employee changes to a new permanent work location, and the employee's current plan is not available at the new work location. An employee who receives notification of a work location change between the end of an open enrollment period and the beginning of the next insurance year, may change his/her health or dental plan within thirty (30) days of the date of the relocation under the same provisions accorded during the last open enrollment period.

An employee may add dependent health or dental coverage within thirty (30) calendar days after the following events:

1. If an employee becomes married, the employee may add his/her spouse and any dependent children/grandchildren.
2. If the employee's spouse loses group health or dental coverage, the employee may add his/her spouse and any dependent children/grandchildren.

3. When an employee acquires their first dependent child, grandchild, or step child, the employee may add dependent coverage to cover both the child and the employee's spouse.

B. When Coverage May Be Cancelled.

1. **Dependent Coverage.** An employee may cancel dependent health or dependent dental coverage outside of open enrollment only in the case of certain life events that are consistent with the request to cancel coverage. The request to cancel coverage must be made within sixty (60) days of the event. Life events include, but are not limited to:
 - loss of dependent status of a sole dependent;
 - death of a sole dependent;
 - divorce;
 - change in employment condition of an employee or spouse; and
 - a significant change of spousal insurance coverage (cost of coverage is not a significant change).

Dependent health or dependent dental coverage may also be cancelled during the open enrollment period that applies to each type of plan for any reason.

2. **Employee Coverage.** A part-time employee may also cancel employee coverage within sixty (60) days of when one of these same life events occurred.

Cancellation will take effect on the first day of the pay period coinciding with or next following the date of the application to cancel coverage, or the loss of eligible dependent status.

- C. **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 employee's first day of employment, re-employment, re-hire, or reinstatement with the State. An employee must be actively at work on the initial effective date of coverage, except that an employee 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 an employee's dependent's coverage become effective before the employee's coverage.

D. Delay in Coverage Effective Date.

1. **Health, Dental, and Basic Life.** Except for dependent coverage for newborn children, handicapped dependents as defined in Minnesota Statutes 62A.14 and 62A.141, and children placed for the purposes of adoption, 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, an employee 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 employee's or dependent's hospital discharge. However, initial employee-only coverage may begin if the employee'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, an employee is on an unpaid leave of absence or layoff.

2. **Optional Life and Disability Coverages.** In order for coverage to become effective, the employee must be in active payroll status and not using sick leave on the first day of the pay period coinciding with or next following approval by the insurance company. If it is an open enrollment period, coverage may be applied for but will not become effective until the first day of the pay period coinciding with or next following the employee's return to work.

E. Open Enrollment.

1. **Frequency and Duration.** There shall be an open enrollment period for health coverage in each year of this Plan, and for dental coverage in the first year of this Plan. Open enrollment periods shall last a minimum of thirty (30) calendar days. Open enrollment changes become effective on December 27, 1995 in the first year of this Plan, and on December 25, 1996 in the second year of this Plan.
 2. **Eligibility to Participate.** An employee eligible to participate in the State Employee Group Insurance Program, as described in Section 2A and 2B, may participate in open enrollment. In addition, a person in the following categories may, as allowed in section 5E1 above, make certain changes: (1) a former employee or dependent on continuation coverage, as described in Section 2D, may change plans or add coverage for health and/or dental plans on the same basis as active employees; and (2) an early retiree, prior to becoming eligible for Medicare, may change health and/or dental plans as agreed to for active employees, but may not add dependent coverage.
 3. **Materials for Employee Choice.** Prior to open enrollment in the first year of the Plan, the Appointing Authority will give each employee a copy of the Summary Plan Description. Employees will be provided a statement of his/her current coverage each year of the Plan.
- F. Coverage Selection Prior to Retirement.** An employee who retires and is entitled to receive an annuity under a State retirement program may change his/her health or dental plan during the sixty (60) calendar day period immediately preceding the date of retirement. The employee 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. Employee and Family Health Coverage.

1. **Coverage Options.** Eligible employees may 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.
2. **Coverage Under the State Health Plan.** From July 1, 1995 through December 26, 1995, coverage under the State Health Plan will continue at the level in effect on June 30, 1995. Beginning with the 1996 insurance year, the State Health Plan will provide the following two (2) options: Option I, State Health Plan Select - will cover only care that is received from or authorized by the primary care clinic (except as specified in this Plan and the Certificate of Coverage). Option II, State Health Plan - will cover both (1) care that is received from or authorized by the primary care clinic and (2) care received as a result of the employee's self-referral, as provided in the Certificate of Coverage. Effective December 27, 1995, the State Health Plan will cover allowable charges for the following eligible services subject to the copayments and coverage limits stated. 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. **Services received from, or authorized by, a primary care physician within the primary care clinic.** Options I and II.

The following health care services under the State Health Plan shall be received from, or authorized by a primary care physician within the primary care clinic. The primary care clinic shall be selected from approved clinics in accordance with State Health Plan administrative procedures. Higher out-of-pocket costs as described in 6A2b apply to the following services if not received from, or authorized by, a primary care physician within the primary care clinic.

1. **Inpatient hospital services.** One hundred (100) percent coverage.
2. **Outpatient surgery center services.** One hundred (100) percent coverage.
3. **Home health services.** One hundred (100) percent coverage up to a maximum of five thousand dollars (\$5,000) eligible expenses per person per year.
4. **X-rays and laboratory tests.** One hundred (100) percent coverage.
5. **Preventive care.** One hundred (100) percent coverage.
6. **Physicians services.** One hundred (100) percent coverage.
7. **Durable medical equipment.** Eighty (80) percent coverage.

- b. **Services not authorized by a primary care physician within the primary care clinic.** Coverage under this section 6A2b is only available to individuals who elect State Health Plan coverage Option II, and then only under the terms and conditions outlined in the Certificate of Coverage.

For services under 6A2a which are not authorized by a primary care physician within the primary care clinic in the 1996 and 1997 insurance year:

- there is a three hundred fifty dollar (\$350) deductible per person with a maximum deductible per family per year of seven hundred dollars (\$700).

After deductible is satisfied, seventy (70) percent coverage up to a maximum annual copayment of:

- three thousand dollars (\$3,000) per person and six thousand dollars (\$6,000) per family.

These deductibles and copayments are separate from the deductibles and copayments for authorized services under Section 6A2a.

- c. **Select networks.** The following services must be received from State Health Plan select network providers in order to be covered.

1. **Mental health services - inpatient and outpatient.** One hundred (100) percent coverage (up to 365 days for inpatient services). No coverage for services obtained from out-of-network providers under Option I. Out-of-network services are available under Option II according to the terms of the Certificate of Coverage. Services need not be authorized by a primary care physician within the primary care clinic.
2. **Chemical dependency services - inpatient and outpatient.** One hundred (100) percent coverage (up to 365 days for inpatient services). No coverage for services obtained from out-of-network providers under Option I. Out-of-network services are available under Option II according to the terms of the Certificate of Coverage. Services need not be authorized by a primary care physician within the primary care clinic.
3. **Chiropractic services.** One hundred (100) percent coverage. No coverage for services obtained from out-of-network providers. Services need not be authorized by a primary care physician within the primary care clinic.
4. **Transplant coverage.** The State Health Plan shall provide transplant coverage, as specified in the State Health Plan Certificate of Coverage. No coverage for services obtained from out-of-network providers.

Referrals for eligible transplant services must be authorized by a primary care physician within the primary care clinic.

5. **Cardiac services.** No coverage for non-emergency cardiac services obtained from out-of-network providers. Referrals for services must be authorized by a primary care physician within the primary care clinic.
 6. **Home Infusion Therapy.** The State Health Plan shall provide Home Infusion Therapy coverage as specified in the State Health Plan Certificate of Coverage. No coverage for services obtained from out-of-network providers. Referrals for eligible Home Infusion Therapy services must be authorized by a primary care physician within the primary care clinic.
 7. **Hospice Benefit.** One hundred (100) percent coverage for services obtained from in-network providers. Seventy (70) percent coverage for services obtained from out-of-network providers under Option II.
- d. **Services not requiring authorization by a primary care physician within the primary care clinic.**

The following services do not require authorization by a primary care physician within the primary care clinic in order to be covered.

1. **Prescription drugs.**

- a. **OPTION I. Prescription Drugs.** For the 1996 and 1997 insurance years:
 - eight dollar (\$8) copayment per prescription or refill for a formulary drug dispensed in a thirty four (34) day supply or for a thirty four (34) day supply of insulin;
 - all diabetic supplies, including test tapes and syringes, covered at eighty percent (80%).
- b. **OPTION II. Prescription Drugs.** For the 1996 and 1997 insurance years:
 - eight dollar (\$8) copayment per prescription or refill for a formulary drug dispensed in a thirty four (34) day supply, or a one hundred (100) day supply for approved maintenance drugs;
 - fourteen dollar (\$14) for non-formulary drugs; one hundred (100) percent coverage after copayment.

A prescription for a non-formulary drug will be treated as formulary if the physician has written Dispense as Written (DAW) on the prescription. If the subscriber chooses a brand name drug when a bioequivalent generic drug is available, the subscriber is required to pay the standard copayment plus the difference between the cost of the brand name drug and the generic.

For insulin dependent diabetics who have been continuously enrolled in the State Health Plan since January 1, 1991 and who were identified as having used these supplies during the period January 1 through September 30, 1991, diabetic supplies (limited to test tapes and syringes) are covered at one hundred (100) percent. Beginning with the 1992 plan year, any diabetics not identified as noted above, may purchase necessary syringes and test tapes for the standard prescription copayment identified in the above paragraph for a thirty-four (34) day or one hundred (100) unit supply for each product, whichever is greater. The one hundred (100) day supply for approved maintenance drugs identified in the above paragraph does not apply to these supplies.

2. **Eye exams.** Options I and II. One hundred (100) percent coverage. (Limited to one routine examination per year.)
3. **Outpatient emergency and urgicenter services.** Options I and II. Thirty dollar (\$30) copayment per visit for outpatient emergency visits and fifteen dollar (\$15) copayment per visit for urgicenter visits that do not result in hospital admission within twenty-four (24) hours; one hundred (100) percent coverage thereafter.
4. **Ambulance.** Options I and II. Eighty (80) percent 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 as certified by the attending physician.)
- e. **Lifetime maximum.** Options I and II. Coverage under the State Health Plan is subject to a per-person lifetime maximum. The lifetime maximum is one million five hundred thousand dollars (\$1,500,000) for services under 6A2a, 6A2c and 6A2d combined. The lifetime maximum for services under 6A2b is limited to five hundred thousand dollars (\$500,000). The five hundred thousand dollar (\$500,000) maximum which applies under 6A2b is part of, and not in addition to, the one million five hundred thousand dollar (\$1,500,000) lifetime plan maximum.
3. **Coordination with Workers' Compensation.** When an employee 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 employee's health plan, pursuant to M.S. 176.191, subdivision 3.
4. **Health Promotion and Health Education.** The Employer recognizes the value and importance of health promotion and health education programs. Such programs can assist employees 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.

Program 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 employees and their dependents.
- c. **Employee Participation.** The Employer will assist employees' 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 employee's absence and the availability of funds. Employees are eligible for release time, tuition reimbursement, or a pro rata combination of both. Employees may be reimbursed for up to one hundred (100) percent of tuition or registration costs upon successful completion of the program.

- d. **Health Promotion Incentives.** The Joint Labor-Management Committee on Health Plans shall develop a program which provides incentives for employees who participate in a health promotion program. The health promotion program shall emphasize the adoption and maintenance of more healthy lifestyle behaviors and shall encourage wiser usage of the health care system.

B. Employee and Family Dental Coverage.

1. **Coverage Options.** Eligible employees may select coverage under one of the dental plans offered by the Employer, including health maintenance organization plans, the State Dental Plan, or other dental plans.
2. **Coverage Under the State Dental Plan.** The State Dental Plan will provide the following coverage:
 - a. **Copayments.** Effective December 27, 1995, the State Dental Plan will cover allowable charges for the following services subject to the copayments and coverage limits stated. Higher out-of-pocket costs apply to services obtained from dental care providers not in the State Dental Plan network. Services

provided through the State Dental Plan are subject to the State Dental Plan's managed care procedures and principles, including standards of dental necessity and appropriate practice. The plan shall cover general cleaning two (2) times per plan year and special cleanings (root or deep cleaning) as prescribed by the dentist.

Service	In-Network	Out-of-Network
Diagnostic/Preventive	100%	50%
Fillings	80%	50%
Endodontics	80%	50%
Periodontics	80%	50%
Oral Surgery	80%	50%
Crowns	80%	50%
Prosthetics	50%	None
Prosthetic Repairs	50%	None
Orthodontics	80%	50%

- b. **Deductible.** An annual deductible of one hundred dollars (\$100) per person applies to State Dental Plan basic and special services received from out of network providers. The deductible must be satisfied before coverage begins.
- c. **Annual Maximums.** State Dental Plan coverage is subject to a one thousand dollar (\$1,000) annual maximum in eligible expenses per person. "Annual" means per insurance year.

C. **Employee 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 employees eligible for an Employer Contribution, as described in Section 3. Any premium paid by the State in excess of fifty thousand dollars (\$50,000) coverage is subject to a tax liability in accord with Internal Revenue Service regulations. An employee may decline coverage in excess of fifty thousand dollars (\$50,000) by filing a waiver in accord with Department of Finance procedures.

Employee's Annual Base Salary	Group Life Insurance Coverage	Accidental Death and Dismemberment Principal Sum
\$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

Health Treatment Professionals and Medical Specialists participate in the Manager's Income Protection Plan.

2. **Extended Benefits.** An employee who becomes totally disabled before age 70 shall be eligible for the extended benefit provisions of the life insurance policy until age 70. Current recipients of extended life insurance shall continue to receive such benefits under the terms of the policy in effect prior to July 1, 1983.
3. **Additional Death Benefit.** Employees who retire on or after July 1, 1985, shall be entitled to a five hundred dollar (\$500) death benefit payable to a beneficiary designated by the employee, if at the time of death the employee is entitled to an annuity under a State retirement program. A five hundred dollar (\$500) cash death benefit shall also be payable to the designated beneficiary of an employee 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. An employee who takes an unpaid leave of absence or who is laid off may discontinue premium payments on optional policies during the period of leave or layoff. If the employee returns within one (1) year, the employee shall be permitted to pick up all optionals held prior to the leave or layoff. For purposes of reinstating such optional coverages, the following limitations shall be applicable.

1. For the first twenty four (24) months of short-term and/or long-term disability coverage after such a period of leave or layoff, any such disability coverage shall exclude coverage for certain pre-existing conditions. For disability purposes, a pre-existing condition is defined as any disability which is caused by, or results from, any injury, sickness or pregnancy which occurred, was diagnosed, or for which medical care was received during the period of leave or layoff. In addition, any pre-existing condition limitations that would have been in effect under the policy but for the discontinuance of coverage shall continue to apply as provided in the policy.

2. For the first twenty four (24) months of optional life coverage after such a period of leave or layoff, any such optional life coverage shall exclude coverage for certain pre-existing conditions. For optional life purposes, any death which is caused by, or results from any injury or sickness which occurred, was diagnosed, or for which medical care was received during the period of leave or layoff shall be excluded from coverage for such twenty four- (24-) month period.

The limitations set forth in 1. and 2. above do not apply to Family Medical Leave Act (FMLA) leaves.

A. Life Coverage.

1. **Employee.** An employee may purchase up to three hundred thousand dollars (\$300,000) additional life insurance, in increments established by the Employer, subject to satisfactory evidence of insurability. A new employee may purchase up to two (2) times annual salary or two hundred thousand dollars (\$200,000), whichever is less, in optional employee life coverage within sixty (60) calendar days of hire without evidence of insurability.
2. **Spouse.** An employee may purchase up to three hundred thousand dollars (\$300,000) life insurance coverage for his/her spouse, in increments established by the Employer, subject to satisfactory evidence of insurability. A new employee may purchase either five thousand dollars (\$5,000) or ten thousand dollars (\$10,000) in optional spouse life coverage within sixty (60) calendar days of hire without evidence of insurability.
3. **Children/Grandchildren.** An employee may purchase life insurance in amounts of five thousand dollars (\$5,000) or ten thousand dollars (\$10,000) as a package for all eligible children/grandchildren (as defined in Section 2C of this Chapter). Child/grandchild coverage requires evidence of insurability if application is made after the first sixty (60) calendar days of employment. Child/grandchild coverage commences fourteen (14) calendar days after birth.
4. **Waiver of Premium.** In the event an employee becomes totally disabled before age seventy (70), there shall be a waiver of premium for all life insurance coverage that the employee had at the time of disability.
5. **Paid Up Life Policy.** At age sixty-five (65) or the date of retirement, an employee who has carried optional life insurance for the five (5) consecutive years immediately preceding the date of the employee's retirement or age sixty-five (65), whichever is later, shall receive a post-retirement paid-up life insurance policy in an amount equal to ten (10) percent of the smallest amount of optional employee life insurance in force during that five (5) year period. The employee's post-retirement death benefit shall be effective as of the date of the employee's retirement or the employee age sixty-five (65), whichever is later. Employees who retire prior to age sixty-five (65) must be immediately eligible to receive a state retirement annuity and must continue their optional employee life insurance to age sixty-five (65) in order to remain eligible for the employee post-retirement death benefit.

An employee who has carried optional spouse life insurance for the five (5) consecutive years immediately preceding the date of the employee's retirement or spouse age sixty-five (65), whichever is later, shall receive a post-retirement paid-up life insurance policy in an amount equal to ten (10) percent of the smallest amount of optional spouse life insurance in force during that five (5) year period. The spouse post-retirement death benefit shall be effective as of the date of the employee's retirement or spouse age sixty-five (65), whichever is later. The employee must continue the full amount of optional spouse life insurance to the date of the employee's retirement or spouse age sixty-five (65), whichever is later, in order to remain eligible for the spouse post-retirement death benefit.

Each policy remains separate and distinct, and amounts may not be combined for the purpose of increasing the amount of a single policy.

B. Disability Coverage.

1. **Short-term Disability Coverage.** An employee may purchase short-term disability coverage that provides benefits of from three hundred dollars (\$300) to one thousand dollars (\$2,000) per month, up to two-thirds (2/3) of an employee's salary, for up to one hundred eighty (180) calendar 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. Coverage applied for within sixty (60) calendar days of hire or becoming insurance eligible does not require evidence of insurability.
2. **Long-term Disability Coverage.** New employees may enroll in long-term disability insurance within sixty (60) days of employment or insurance eligibility. The terms are the same as for employees who wish to add/increase during the annual open enrollment. During open enrollment only, an employee may purchase long-term disability coverage that provides benefits of from two hundred dollars (\$200) to two thousand dollars (\$2,000) per month, based on the employee's salary, commencing on the 181st calendar day of total disability, and not subject to evidence of insurability but with a limited term pre-existing condition exclusion. In the event that the employee becomes totally disabled before age seventy (70), the premiums on this benefit shall be waived.

- C. **Accidental Death and Dismemberment Coverage.** An employee may purchase accidental death and dismemberment coverage that provides principal sum benefits in amounts ranging from five thousand dollars (\$5,000) to one hundred thousand dollars (\$100,000). After sixty (60) calendar days from the date of hire, any amount in excess of the initial fifteen thousand dollars (\$15,000) requires evidence of insurability. Payment is made only for accidental bodily injury or death and may vary, depending upon the extent of dismemberment. An employee may also purchase from five thousand dollars (\$5,000) to twenty-five thousand dollars (\$25,000) in coverage for his/her spouse, but not in excess of the amount carried by the employee.

Salary Ranges. Each classified position is assigned, and each unclassified position is compared, to a specific job class at the time a position is established. Each class, except those for which a salary rate or range is established by law, shall be assigned to a salary range as indicated in Appendices F, G, H, I, M and N. The Commissioner of Employee Relations may reassign or recompare positions to different classes and may reassign classes to different salary ranges.

The salary ranges in Appendix G are effective July 1, 1995. Grids reflecting the July 1, 1996 rates are in Appendix H.

Salary Rates and Limits. The salary rate for each employee shall be set by the Appointing Authority within the limits of the salary range to which the employee's class is assigned, subject to the limitations of Personnel Rule 3900.2100 and this Chapter. An employee's salary rate may not exceed the range maximum except as provided in this Chapter or by law. The actual salary established by the Governor for an agency head listed in M.S. 15A.081 shall serve as the upper limit of compensation for all employees in that agency. The total annual salary paid to an employee plus any lump sum payments shall not exceed the upper limit of compensation as provided in this Chapter. The Commissioner of Employee Relations may grant an exemption not to exceed the employee's salary range maximum or 120% of the agency head's salary, whichever is less, as provided by M.S. 43A.17, subdivision 3, or an exemption in accord with M.S. 43A.17, subdivision 4.

Insufficient Work Time Employees. An insufficient work time employee shall be subject to the same salary provisions as provided to employees in the same class in the bargaining unit to which the employee would otherwise be assigned.

Examination Monitors. An Examination Monitor appointed in accord with M.S. 43A.08, subdivision 1(15), shall be paid at the single rate of pay to which his/her class is assigned as follows:

July 1, 1995-June 30, 1996 July 1, 1996-June 30, 1997

Examination Monitor 1	\$8.14/hr.	\$8.50/hr.
Examination Monitor 2	\$9.45/hr.	\$9.90/hr.
Examination Monitor 3	\$10.50/hr.	\$11.00/hr.

First Year General Salary Increases. Except as specified below, all employees covered by this Plan shall receive a salary increase of two and one-half (2.5) percent, rounded to the nearest cent per hour, effective July 1, 1995. This increase shall not be applied to the salaries of employees covered by Appendices I, M and N, Examination Monitors, and Insufficient Work Time Employees, or any employee whose June 30, 1995 rate of pay exceeds the July 1, 1995 salary range maximum for their salary range specified in Appendix G. Employees whose June 30, 1995, rate of pay exceeds the June 30, 1995, salary range maximum and is less than the July 1, 1995, salary range maximum shall receive a salary increase to the new maximum rate.

Employees of the Technical Colleges who became State employees on July 1, 1995, as a result of the higher education system merger shall have their salary adjusted as follows:

Employees shall receive the same general salary increase provided to similarly situated employees in the same or similar classifications who are covered by a collective bargaining agreement with the State. However, any Technical College employee who received a salary increase greater than or equal to two and one-half (2.5) percent on or after June 30, 1995, shall not receive the two and one-half (2.5) percent general increase provided by this Plan. If the increase received from the Technical College was less than two and one-half (2.5) percent, the employee shall receive an increase equal to the difference between two and one-half (2.5) percent and the Technical College increase, effective July 1, 1995.

Second Year General Salary Increases. Effective July 1, 1996, all health care non-professional, clerical, technical, craft and service employees covered by this Plan, including those employees whose rates of pay exceed the maximum of their salary range, shall receive a salary increase of two and one-half (2.5) percent, rounded to the nearest cent per hour. Effective July 1, 1996, all professional and supervisory employees covered by this Plan, including those employees whose rates of pay exceed the maximum of their salary range, shall receive a salary increase of two and one-quarter (2.25) percent, rounded to the nearest cent per hour. This increase shall not be applied to the salaries of employees covered by Appendices I, M and N, Examination Monitors, and Insufficient Work Time Employees.

Performance Based Salary Increases. Effective January 10, 1996, and January 8, 1997, each employee whose current rate of pay does not equal or exceed the maximum of the salary range is eligible for a performance-based salary increase. Such increase shall be in the form of an adjustment to the employee's base salary rate, not to exceed the salary range maximum. An employee may be granted one salary increase per fiscal year under this provision. At the discretion of the Appointing Authority, such salary increases may be delayed, and, if granted, shall be effective no later than the beginning of the first full pay period in the following June.

The aggregate increase granted to employees in an agency in either fiscal year shall not exceed three (3) percent of the aggregate salaries of eligible employees.

Achievement Awards. At the Appointing Authority's discretion, an employee who has demonstrated outstanding performance may receive one achievement award per fiscal year in a lump sum amount determined by the Appointing Authority not to exceed \$1,400. In no instance during a fiscal year shall achievement awards be granted to more than 20% of the employees authorized at the beginning of the fiscal year.

The Appointing Authority, with the prior approval of the Commissioner of Employee Relations, may modify the distribution of achievement awards. Such modifications may include changing the number and amount of the awards, provided that the modifications do not result in an increase in the number of dollars spent on achievement awards.

Salary on Class Change. Movement between classes is defined as a promotion, transfer, or demotion in accord with Administrative Procedure 15.6.

Salary on Promotion. Upon promotion, an employee shall normally receive a salary increase of at least three and one-half (3.5) percent. An Appointing Authority may grant a salary increase of up to 12% or to the midpoint of the salary range of the new class, whichever is greater. An Appointing Authority may grant a larger increase with advance approval from the Commissioner of Employee Relations. No promotional increase shall be granted which would place an employee's rate of pay above the salary range maximum.

If an employee is promoted in accord with M.S. 43A.15, subdivision 5, the increase shall be effective 15 calendar days after receipt in the Department of Employee Relations or an agency human resource office with delegated authority of a request determined by the Department of Employee Relations or the delegated authority to be properly documented and shall continue from that date until the effective date of the appointment. This paragraph does not apply to reallocations resulting from a classification study which includes some or all positions in a class or class series. The Commissioner of Employee Relations or an agency human resource office with delegated authority shall determine when such payment is appropriate. The provisions of this paragraph shall also apply to the incumbents of unclassified positions which are recompared to higher classes.

Salary on Transfer. An employee's salary rate shall not be changed upon transfer, except for any increase required to pay the employee at the minimum of the new range or unless the employee voluntarily chooses to accept a lower rate of pay.

Salary on Demotion. Upon demotion, an employee's current rate of pay shall remain the same if the rate falls within the new salary range unless the employee voluntarily chooses to accept a lower rate of pay. If the current rate of pay exceeds the maximum of the new range, it shall be reduced to the maximum of the new range unless a) the employee volunteers to accept a lower rate or b) the demotion is the result of a reallocation to a lower class or c) the demotion is a result of a recomparison of an unclassified position to a lower class as the result of a gradual change in assigned duties or d) the Commissioner of Employee Relations approves a request from the Appointing Authority to pay a rate which exceeds the maximum under the provisions of M.S. 43A.17, subdivision 5.

Salary on Return from Leave of Absence. An employee returning from an unpaid leave of absence shall return to the same rate of pay s/he had been receiving at the time the leave commenced plus any non-discretionary adjustments that would have been granted had the employee been continuously employed during the period of absence, or at a higher rate with the approval of the Commissioner of Employee Relations.

Salary on Failure to Attain Permanent Status. If a probationary employee fails to attain permanent status in a new class and is returned to his/her former class, the employee's rate of pay shall be adjusted to the rate s/he would be earning had s/he remained in the former class.

Work Out of Class Pay. When an employee is assigned in accord with Administrative Procedure 17.1 to perform substantially all of the duties of a temporarily unoccupied position assigned to a higher class and the assignment exceeds 10 consecutive work days, the employee shall receive a salary increase for the assignment in accord with the provisions of "Salary on Promotion" above. An employee working out of class in a transferable or lower class shall receive no salary adjustment.

Shift Differential. An employee working on an assigned shift which begins before 6:00 a.m. or which ends at or after 7:00 p.m. shall receive a shift differential of \$.50 per hour for all hours worked on that shift. An employee working the regular day schedule who is required to work overtime or who is called back to work for a special project is not eligible for the shift differential. An employee working a shift for which a differential is paid who is required to work overtime shall be paid at the rate of one and one-half times the sum of his/her regular rate of pay plus differential. The provisions of this paragraph shall not apply to State Patrol supervisors.

Each Appointing Authority may establish a shift differential policy for insufficient work time employees of his/her agency, which must be approved by the Commissioner of Employee Relations before taking effect.

Project Labor Rates. An Appointing Authority may pay an employee in a skilled trades or labor class at a rate not to exceed 170% of the normal maximum for that class if the employee is engaged in a construction project of a short-term and non-recurring nature. Such temporary or emergency employees shall not be employed for more than 66 work days in a 12 month period. These employees shall not receive any of the benefits related to State employment.

Severance Pay. An employee shall be entitled to severance pay upon separation from the State service by reason of:

- mandatory retirement;
- retirement at or after age 65;
- retirement immediately following 10 years of continuous State employment with immediate entitlement at the time of retirement to an annuity under a State retirement program;
- death;
- layoff other than seasonal;
- separation other than discharge immediately following 20 years of continuous State employment; or
- termination resulting from abolition of unlimited, unclassified position immediately following 5 years of continuous State employment.

Severance pay shall be a sum equal to the employee's regular rate of pay at the time of separation multiplied by 40% of the employee's accumulated but unused sick leave balance at the time of separation not to exceed 900 hours, plus 25% of the employee's hours in the sick leave bank. If necessary, hours shall be transferred from the sick leave bank to attain the 900 hour maximum at the 40% rate.

An employee may choose to:

- be paid in a lump sum at the time of eligible separation;
- arrange for a one-time deferred compensation or tax-sheltered annuity deduction, provided the employee satisfies all requirements of the administrator of the deferred compensation plan or tax-sheltered annuity; or
- a combination of the above.

An Appointing Authority may elect to distribute the severance payment over a period of up to two years from the date of separation. If the employee dies before all of the severance pay has been disbursed, the balance due shall be paid to a named beneficiary, if any, or to the employee's estate.

Health/Dental Premium and Expense Account. The Employer provides insurance eligible employees with the option to pay for the employee's portion of health and dental premiums on a pretax basis as permitted by law or regulation. Employees may cover co-payments, deductibles, and other medical and dental expenses or expenses for services not covered by health or dental insurance as permitted by law or regulation, up to a maximum expenditure of one-thousand two-hundred dollars (\$1,200.00) per insurance year.

Dependent Care Expense Account. The Employer provides insurance eligible employees with the option to participate in a dependent care reimbursement program for work-related dependent care expenses on a pretax basis as permitted by law or regulation.

Deferred Compensation. Effective in F.Y. 1997, the Employer shall provide a State-paid contribution to the State deferred compensation program as permitted by M.S. 356.24, subd. 1, paragraph 4. The State-paid contribution shall be in an amount matching the employee's contributions on a dollar for dollar basis, not to exceed one hundred fifty dollars (\$150.00) per employee.

Employees may elect to receive either this contribution or the conversion of vacation to deferred compensation as provided in Chapter 4 for F.Y. 1997.

Effective after January 10, 1996, the Employer will provide employees covered by this Plan 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 the employee's contribution on a dollar for dollar basis as permitted by M.S. 356.24 not to exceed seventy-five dollars (\$75.00) per employee for the fiscal year ending June 30, 1997.

On or after June 30, 1996, the Employer shall present to the Joint Labor-Management Committee on Health Plans an estimate of the projected savings for the health and dental plans for the 1997 plan year compared to the 1995 plan year. For each one million dollars (\$1,000,000) in savings, the Employer shall contribute an additional twenty dollars (\$20.00) per employee in matching funds for the fiscal year ending June 30, 1997.

General. The Appointing Authority may authorize payment of travel and other expenses and reimbursement of special expenses for employees and interns in accord with the provisions of this Chapter, Chapter 8, and Administrative Procedure 4.4 for the effective conduct of the State's business. Such authorization must be granted prior to incurring the actual expenses.

Privately-Owned Vehicles and Aircraft. An employee shall be reimbursed for the use of privately-owned vehicles and aircraft under the situations and at the rates specified below. In all cases, mileage must be on the most direct route according to Department of Transportation records.

Situation	Rate Per Mile
• Use of personal automobile when a State-owned vehicle is not available.	\$.27
• Use of personal automobile when a State-owned vehicle is available and declined by the employee.	\$.21
• Use of personal van or van-type vehicle specially equipped with a ramp, lift, or other level-changing device designed to provide wheelchair access.	\$.40
• Use of personal aircraft provided that the employee demonstrates adequate liability coverage under the requirements of M.S. 360.59, subdivision 10, and the Appointing Authority has granted approval for the use of the aircraft.	\$.43
• Use of personal motorcycle or similar two-wheel motorized vehicle.	\$.13

When an employee does not report to the permanent work location during the day or makes business calls before or after reporting to the permanent work location, the allowable mileage is: (1) the lesser of the mileage from the employee's residence to the first stop or from his/her permanent work location to the first stop, (2) all mileage between points visited on State business during the day, and (3) the lesser of the mileage from the last stop to the employee's residence or from the last stop to his/her permanent work location.

Other Travel Expenses. Upon approval of the Appointing Authority, employees in travel status may be reimbursed for expenses described below in the amounts actually incurred not to exceed any maximum amounts specified below.

Where anticipated expenses total at least \$100.00, the Appointing Authority shall advance the employee the amount of the anticipated expenses upon the employee's request made a reasonable period of time prior to the travel date. If the amount advanced exceeds the actual expenses, the employee shall return the excess within two weeks of return from travel. The Appointing Authority may issue the employee a State-owned credit card in lieu of a travel advance.

Reimbursable expenses may include, but are not limited to, the following:

- Commercial transportation (air, taxi, rental car, etc.) provided that no air transportation shall be by first class (unless authorized by an Appointing Authority if no other seating is available) and that reimbursement for travel which includes more than one destination visited for State purposes and non-State purposes shall be in an amount equal to the cost of the air fare only to those destinations visited for State purposes.
- Meals including tax and a reasonable gratuity. Employees shall be reimbursed for meals under the following conditions:
 1. **Breakfast.** Breakfast reimbursements may be claimed if the employee leaves home before 6:00 a.m. or is away from home overnight.
 2. **Lunch.** Lunch reimbursements may be claimed if the employee is in travel status more than 35 miles away from his/her normal office or is away from home overnight.
 3. **Dinner.** Dinner reimbursements may be claimed if the employee cannot return home until after 7:00 p.m. or is away from home overnight.
 4. **Reimbursement Amount.** Except for the metropolitan areas listed below, the maximum reimbursement for meals including tax and gratuity shall be:

Breakfast	\$ 7.00
Lunch	8.50
Dinner	14.50

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

Breakfast	\$ 8.00
Lunch	9.50
Dinner	16.50

The metropolitan areas are:

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

The higher meal reimbursement rates also include any location outside the 48 contiguous United States.

Employees who are in travel status for two or more consecutive meals shall be reimbursed for the actual costs of the meals including tax and a reasonable gratuity, up to the combined maximum amount for the reimbursable meals.

- Hotel and motel accommodations provided that employees exercise good judgment in incurring lodging costs and that charges are reasonable and consistent with the facilities available.
- All work-related long distance telephone calls provided that the employee does not have a State telephone credit card or is unable to bill the call to the office telephone number.
- Actual, documented personal telephone call charges. The maximum reimbursement for each trip shall be the result of multiplying the number of nights away from home by two (2) dollars.
- Reasonable costs of dry cleaning and laundry services, not to exceed \$16.00, each week after the first week an employee is in continued travel status.
- Reasonable costs and gratuities for baggage handling.
- Parking fees and toll charges.

Receipts. The Appointing Authority may require receipts for any reimbursement requested by an employee under the provisions of this or any other chapter in this Plan.

Uniforms. If an Appointing Authority requires an employee to wear a uniform, the Appointing Authority shall supply the initial uniform and the employee shall be responsible for the maintenance of the uniform.

General Eligibility. An employee may be reimbursed for relocation expenses only if the employee obtains prior authorization from the Appointing Authority before incurring any reimbursable expenses and only if the employee completes the change of residence within twelve (12) months of the date of appointment or reassignment. The Appointing Authority may approve time extensions in individual situations. In situations covered by Mandatory Reimbursement below, it is recommended that the employee seek prior authorization from the Appointing Authority even though it is not required.

The Appointing Authority and the employee are expected to reach a clear understanding of the relocation expense reimbursement available to the employee before the employee incurs any expenses. The Appointing Authority and the employee shall meet once every thirty (30) calendar days in order to review the employee's progress toward completion of the relocation process as well as actual and anticipated expense claims.

Mandatory Reimbursement. An Appointing Authority shall reimburse an employee up to \$10,000 in relocation expenses as provided in this Chapter if one of the following applies:

- the Appointing Authority requires a change of residence as a condition of employment; or
- a move is incurred as the result of reassignment to a new position more than 35 miles from the employee's present work location; or
- a move is incurred as the result of the application of the layoff provisions of Chapter 10, resulting in reassignment, transfer, or demotion to a new position more than 35 miles from the employee's present work location.

An Appointing Authority may authorize payment of more than \$10,000 in individual situations.

Discretionary Reimbursement. An Appointing Authority may reimburse an employee for relocation expenses incurred as the result of a work-related move, of more than 35 miles from the employee's present work location in situations other than those listed above under Mandatory Reimbursement. The Appointing Authority shall determine the types and total amount of expenses to be reimbursed, within the provisions of this Chapter.

Covered Expenses. Reimbursable expenses may include, but are not limited to, the following:

- Realtor's fees on the domicile being sold by the employee or fees required to break a lease on the employee's rented domicile.

- The cost of packing, moving and short-term storage of household goods, subject to the receipt of bids as required by the Procurement Division of the Department of Administration and to the approval of the Appointing Authority prior to any commitment to a mover to either pack or ship the employee's household goods. Neither the State of Minnesota nor any of its agencies shall be responsible for the loss nor damage to any employee's household goods nor personal effects.
- Documented miscellaneous expenses directly related to the move. Such expenses include, but are not limited to, the cost of disconnecting and reconnecting appliances and/or utilities (including the modification of existing gas or electrical service to accommodate the employee's existing appliances); fees related to the purchase or sale of a residence (including, but not limited to, attorney's fees, loan origination fees, abstract fees, title insurance premiums, appraisal fees, credit report fees, and government recording and transfer fees); fees for inspections or other services required by state law or local ordinance; the cost of insurance for property damage during the move; the cost of moving up to two (2) automobiles; or other direct costs associated with the rental or purchase of a new residence.

Reimbursable miscellaneous expenses do not include, among others, rental of the employee's permanent residence, costs of improvements to either the old or the new home, real estate taxes, mortgage interest differential, points, assessments, homeowner association fees, homeowner's or renter's insurance, mortgage insurance, hazard insurance, automobile or driver's license reissue fees, utility or other refundable deposits, long-term boarding of pets and the purchase of new furnishings or personal effects.

- The cost of moving a mobile home if the mobile home is the employee's primary residence.
- Temporary living expenses for the employee under the provisions of Chapter 15, Expense Reimbursement, using one of the following options, which shall be chosen by the Appointing Authority after consultation with the employee.

Option 1: Reimbursement for travel expenses, including meals and mileage, for travel between the old and new work locations on a daily basis for up to 90 days or until the date of the move to a new permanent work location, whichever comes first, or

Option 2: Reimbursement for actual lodging, meal and other standard travel expenses at the new work location and the cost of return trips to the old work location once a week, for a period ending when the employee moves into his/her new permanent residence, or 90 calendar days after the effective date of the appointment making the employee eligible for relocation, or on a date specified by the Appointing Authority, whichever comes first, or

Option 3: Reimbursement for actual lodging, meal and other standard travel expenses at the new location and the cost of return trips to the old work location once a week until the employee moves into his/her new residence, not to exceed an amount established by the Appointing Authority. The Appointing Authority shall not establish an amount that exceeds the cost of 90 days of reimbursement for meals and reasonable lodging. Reimbursement shall be on the basis of receipts for actual expenses.

Employees may receive reimbursement for expenses under more than one of these options during one relocation with the prior approval of the Appointing Authority, as long as only one option applies to any one week of relocation status. The Appointing Authority may extend the period of reimbursement up to an additional ninety (90) days.

Employees receiving reimbursement for temporary living expenses under either Option 2 or Option 3 may be reimbursed for the short-term rental of an apartment, house or other residence instead of reimbursement for hotel or motel room rental, with the approval of the Appointing Authority, provided that the rental rate for the alternative housing is less than or comparable to hotel or motel rates and provided that the rental residence is available to all potential renters. When reviewing requests for rental of alternative short-term housing, Appointing Authorities may take into account the lower cost of groceries for the employee compared to reimbursement for restaurant meals.

Employees receiving reimbursement under Options 2 or 3 shall not receive reimbursement for daily commuting to work from the temporary residence, however, they may be reimbursed for "local miles" driven while searching for a new residence.

- Travel expenses for the employee's spouse to travel twice between the old and new work locations prior to the time of the move, including meals, mileage and lodging, not to exceed a total of seven (7) calendar days.
- Travel expenses for the employee's family from the old work location to the new work location at the time of the move, consistent with the provisions of Chapter 15 on Expense Reimbursement.
- At the option of the Appointing Authority, up to \$750.00 for employment assistance provided to the employee's spouse by an outside job placement agency or resume preparation service, if the spouse was employed in the origin city at the time of the relocation. Services include:
 - skills assessment;
 - resume preparation;
 - coaching in interview techniques;
 - job placement assistance.

Third Party Home Purchase Plans. With the approval of the Commissioner of Employee Relations, an Appointing Authority may enter into a contract with a relocation company for the purpose of providing the assured sale of an employee's current residence when the employee is relocating from a depressed housing market.

Rental Rates. An Appointing Authority shall not require an employee to pay rent when occupying a State-owned residence as a condition of employment. An employee who is not required by the Appointing Authority to live in a State-owned residence as a condition of employment shall pay the rental rate established by the Commissioner of Administration.

In the event the Appointing Authority requires an employee to vacate a State-owned residence, the employee shall be given at least 60 calendar days in which to find alternate housing, except in instances where the employee leaves employment with the Appointing Authority, or accepts another position in State service not requiring housing in a State-owned residence.

Utilities and Repairs. The employee shall pay for utilities unless the Appointing Authority requires an employee to maintain an office in the State-owned residence, in which case, the Appointing Authority shall determine and pay a prorated share of the utilities costs related to the operation of the office.

The employee occupying the residence shall be responsible for routine maintenance. Necessary decorating, painting, and repairs shall be done by the State at no cost to the employee. The employee shall not alter any plumbing, wiring, or any roof, wall, or partition without express written approval from the Appointing Authority working within guidelines of the Department of Administration's Real Estate Management Division. The employee may be held responsible for alteration or damage beyond ordinary wear.

Safety Promotion. The Employer is accountable for ensuring that all departments and agencies in the executive branch establish and maintain effective health and safety programs for State workers. It ensures that these programs meet minimum Employer standards and maintain compliance with federal, state, and local regulations. In coordinating a consistent approach to occupational health, safety, and the management of workers' compensation throughout State service, the Employer provides guidance to State agencies by setting achievable statewide goals and policies, assists in the development and delivery of departmental programs, administers workers' compensation claims, identifies health and safety resources, and designs effective training programs.

The Employer will strive to meet this responsibility and will continue to improve our Health and Safety Program wherever possible to reduce and eliminate hazards at every opportunity.

The employee's personal health and safety depend primarily on the employee. Safety is acquired through constant attention to good work practices and the application of good, common sense.

Protective Equipment. The Appointing Authority shall provide and maintain protective equipment or clothing, including safety glasses, safety helmets, and safety vests whenever such equipment is required as a condition of employment by State or Federal regulation. Employees not covered by a collective bargaining agreement because of the limited duration of their employment will be required to provide their own protective footwear, where such is required, as a condition of employment.

Medical Examinations. If required by the Appointing Authority as part of general health and safety programs or to comply with State and Federal health and safety requirements, medical examinations shall be provided at no cost to the employee. The Appointing Authority shall receive a copy of the medical report.

Work-Related Injuries. An employee who is injured or who is involved in an accident during the course of his/her employment shall report the accident to his/her immediate supervisor as soon as possible after the injury or accident occurs.

VDT/CRT Operations. Employees operating VDT or CRT equipment for a continuous period of four hours shall be given a five minute rest period or an alternative work assignment for at least five minutes, in addition to normal meal and rest periods.

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

Workers' Compensation; Injured on Duty Pay

Hazardous Occupation Injuries. An employee of any Department of Corrections or Human Services Facility, any Department of Veterans Affairs Home, the Faribault Residential Academies and Resource Center who incurs a disabling injury in the ordinary course of employment may be eligible for injured-on-duty pay. Such injury must be the direct result of aggressive, criminal and/or intentional acts, or their consequences, by a person who is a resident or is under the custodial control of a correctional, educational, veterans', or welfare institution; or the injury must have occurred while attempting to apprehend, restrain, or take into custody an institutional inmate or resident, or suspected violator of the law.

In order to be eligible for such pay, an employee shall have been acting in a reasonable and prudent manner in compliance with established policies and procedures of the Appointing Authority when the injury was incurred.

An eligible employee shall receive compensation in an amount equal to the difference between his/her regular rate of pay and benefits paid under workers' compensation. Such injured-on-duty pay shall not exceed an amount equal to 240 times the employee's regular hourly rate of pay per disabling injury, and shall not affect the employee's regular accrued vacation, sick leave, or overtime credits.

The provisions of this Chapter shall also apply to Natural Resources Enforcement Supervisors in the Department of Natural Resources and Lieutenants, Majors, and Captains in the State Patrol if the disabling injury is the direct result of performing assigned duties involving enforcement, investigation or assistance.

Other Job-Related Injuries. An employee incurring an on-the-job injury shall be paid his/her regular rate of pay for the remainder of the scheduled work day without deduction from vacation or sick leave accruals. An employee who incurs a compensable illness or injury and receives workers' compensation benefits may elect to use accumulated vacation or sick leave, or both, during an absence resulting from an injury or illness for which a claim for workers' compensation is made or while an award of benefits is pending. Such leave may be used on the following basis:

- The employee retains the workers' compensation benefit check and receives payments from sick leave and vacation leave accruals in an amount which will total his/her regular gross pay for the period of time involved provided that the total rate of compensation shall not exceed the regular compensation of the employee (M.S. 176.021, subdivision 5); or
- The employee retains the workers' compensation benefit check and takes an unpaid workers' compensation leave during the time s/he is unable to work.

- An employee shall return from workers' compensation leave as provided in Chapter 6 upon appropriate release from workers' compensation status provided the employee is able to perform the work satisfactorily and safely as determined by competent medical authority.

Vacation and Sick Leave Accruals. An eligible employee receiving workers' compensation benefits supplemented by vacation and/or sick leave accruals shall accrue vacation and sick leave for the total number of hours compensated by workers' compensation, sick leave, and vacation leave. An employee on unpaid workers' compensation leave does not accrue vacation or sick leave.

Insurance. For employees who are off the State payroll due to a work-related injury or disability, benefits provided under Chapter 13 of this Plan shall continue as long as the employee is receiving workers' compensation payments or is using disability leave.

Purpose. The Employer has an obligation to provide reasonable accommodation to individuals qualified under the Americans with Disabilities Act (ADA) and to place employees returning from workers' compensation injuries. The Appointing Authority shall provide these reasonable accommodations in a fair and equitable manner.

Process. While considering employee requests for accommodation, the Appointing Authority shall review other options, including, but not limited to, equipment purchase or modification, accessibility improvement, and scheduling modifications and/or restructuring of current positions and duties.

1. **"Administrative Procedures"** means the Administrative Procedures of the Department of Employee Relations developed in accord with M.S. 43A.04, subdivision 4.
2. **"Appointing Authority"** means a person or a group of persons empowered by the Constitution, statute, or executive order to employ persons in or to make appointments to positions in the civil service.
3. **"Appointment"** means the act of filling a civil service position.
4. **"Change in Allocation"** means reclassification resulting from abrupt, management-imposed changes in the duties and responsibilities of a position.
5. **"Class"** means one or more positions sufficiently similar with respect to duties and responsibilities that the same descriptive title may be used with clarity to designate each position allocated to the class, that the same general qualifications are needed for performance of the duties of the class, that the same tests of fitness may be used to recruit employees, and that the same schedule of pay can be applied with equity to all positions in the class under the same or substantially the same employment conditions.
6. **"Commissioner"** means the Commissioner of Employee Relations unless otherwise specified.
7. **"Demotion"** means the downward movement of an employee from a position in one class to a position in another class where the second class is assigned to a lower salary range and the positions are not transferable.
8. **"Department"** means the Department of Employee Relations unless otherwise specified.
9. **"Eligible List"** means a list of candidates qualified for appointment to a class as provided in M.S. 43A.10-43A.14.
10. **"Emergency Employee"** means an employee who is appointed for no more than 45 aggregate work days in any 12 month period for any single Appointing Authority.
11. **"Employment Condition"** means any limitation on full-time, unlimited employment caused by the number of hours of work and the appointment status assigned to an employee. Hours of work may be full-time, part-time, or intermittent. Appointment status may be unlimited, limited temporary, limited emergency, or seasonal.
12. **"Full-time Employee"** means an employee who is normally scheduled to work an average of 80 hours per pay period.

13. **"Health Treatment Professional"** means an employee in the Health Treatment Bargaining Unit or an employee whose position has been assigned to that bargaining unit but who is not covered under the provisions of a collective bargaining agreement and who is not a Medical Specialist.
14. **"Initial Entry"** means an individual's first appointment to State service.
15. **"Initial Probationary Period"** means the first probationary period served by an employee upon entry to the classified service (see Probationary Period).
16. **"Intermittent Employee"** means an employee who works an irregular and uncertain schedule which alternately begins, ceases, and begins again as the needs of the agency require.
17. **"Medical Specialist"** means an exceptionally qualified doctor of medicine whose compensation is established in accord with M.S. 43A.17, subdivision 4 and Chapter 14 of this Plan.
18. **"M.S."** means the Minnesota Statutes.
19. **"Organizational Unit"** means a subdivision of an agency.
20. **"Pay Period"** means the two week period of time beginning on a specified Wednesday and ending on the second Tuesday following, which is used for calculating each employee's wages for that two week period.
21. **"Payroll Status"** means that an employee is receiving payment for hours worked or for hours on an approved paid leave.
22. **"Part-time Employee"** means an employee who is normally scheduled to work on a regular and recurring schedule of less than 80 hours in a pay period.
23. **"Permanent Status"** means the state or condition achieved by an employee in the classified service who has successfully completed an initial probationary period or a probationary period required following reinstatement or reemployment, or whose probationary period is waived through specific statutory direction.
24. **"Probationary Period,"** part of the examination process, means a working period following unlimited appointment to a position in the classified service, during which the employee is required to demonstrate ability to perform the duties and fulfill the responsibilities of the position.
25. **"Promotion"** means the upward movement of an employee from a position in one class to a position in another class where the second class is assigned to a higher salary range and the positions are not transferable.

26. **"Provisional"** means an appointment in accord with M.S. 43A.15, subdivision 4, when there is an urgent reason for filling a vacancy and there are no suitable or available candidates for appointment. Provisional appointments may not last longer than a maximum of 12 months except for persons provisionally appointed to physician positions or other positions requiring licensure or certification.
27. **"Reallocation"** means a reclassification resulting from significant changes over a period of time in the duties and responsibilities of a position.
28. **"Reassignment"** means the management-directed movement of an employee between two positions in the same class and agency.
29. **"Reclassification"** means changing the assignment of a position to a higher, lower, or comparable class.
30. **"Reemployment"** means appointment from the reemployment list of a current or former permanent or probationary employee laid off, demoted in lieu of layoff, or separated in good standing from a class.
31. **"Reinstatement"** means the appointment of a former permanent or probationary employee to a class within four years of the employee's separation from the class.
32. **"Related Classes"** means those classes which are similar in nature and character of work performed and which require similar qualifications.
33. **"Student Worker"** means an unclassified employee in accord with M.S. 43A.08, subdivision 1(q), who is currently enrolled in an educational institution while working part-time or full-time. Student workers differ from interns in that they are not working to fulfill an academic requirement or to receive academic credit.
34. **"Temporary Employee"** means an employee who is appointed in accord with M.S. 43A.15, subdivision 3, with a definite ending date. A temporary appointment may not exceed a total of 12 months in any 24 month period in any one agency.
35. **"Transfer"** means the lateral movement of an employee between two positions in the same class or between two positions in different classes where both classes are assigned to the same or comparable salary ranges. This lateral movement may occur within an agency or organizational unit or between two different agencies or organizational units. Reassignment of an employee does not constitute a transfer.
36. **"Unlimited"** means an appointment or position is ongoing and has no specified duration.
37. **"U.S.C."** means the United States Code.

(Refer also to the definitions contained in M.S. 43A.02 or in Personnel Rules 1983, Rule 3900.0400.)

Vacation Leave Proration Schedule

Length of Service Requirement

73

Health Treatment Professionals and Medical Specialists

No. Hours Worked During Pay Period	Length of Service Requirement					
	0 through 5 years	After 5 through 8 years	After 8 through 10 years	After 10 through 20 years	Over 20 through 25 years	After 25 years
Less than 9.5	0	0	0	0	0	0
At least 9.5, but less than 19.5	.75	1.25	1.50	1.50	1.75	1.75
At least 19.5, but less than 29.5	1.50	1.75	2	2	2.25	2.25
At least 29.5, but less than 39.5	2.25	2.75	3	3	3.25	3.50
At least 39.5, but less than 49.5	3	3.50	3.75	4	4.25	4.50
At least 49.5, but less than 59.5	3.75	4.50	4.75	5	5.50	5.75
At least 59.5, but less than 69.5	4.50	5.25	5.75	6	6.50	6.75
At least 69.5, but less than 79.5	5.25	6.25	6.75	7	7.50	8
At least 79.5	6	7	7.50	8	8.50	9

C

*Sick Leave
Proration Schedule*

Number of hours worked during pay period.	Less than 900 hours.	900 hours and maintained.
Less than 9.5	0	0
At least 9.5, but less than 19.5	.75	.25
At least 19.5, but less than 29.5	1	.50
At least 29.5, but less than 39.5	1.50	.75
At least 39.5, but less than 49.5	2	1
At least 49.5, but less than 59.5	2.50	1.25
At least 59.5, but less than 69.5	3	1.50
At least 69.5, but less than 79.5	3.50	1.75
At least 79.5	4	2

D

Holidays

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

Hours That Would Have Been Worked During The Pay Period Had There Been No Holiday	Holiday Hours Earned For Each Holiday in the Pay Period
Less than 9½	0
At least 9½ but less than 19½	1
At least 19½ but less than 29½	2
At least 29½ but less than 39½	3
At least 39½ but less than 49½	4
At least 49½ but less than 59½	5
At least 59½ but less than 69½	6
At least 69½ but less than 72	7
At least 72	8

E Low Cost Health Plan by County - 1996 Insurance Year

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

F Salary Range Assignments

Classes listed in this Appendix are those which are unique to this Plan. Salary ranges for classes which have positions covered both by this Plan and a collective bargaining agreement are those listed in the appendices of the appropriate collective bargaining agreements.

Class	Title	Grid	Series	July, 1995 Comp Code
008621	APPEALS COURT ATTORNEY	14D	R	08L
000095	ATTORNEY 1	14D	R	14L
000096	ATTORNEY 2	14D	R	16L
002583	BENEFITS SPECIALIST	14D	R	06L
008467	CAPITOL COMPLEX SECURITY DIR	16D	Y	19K
002782	CHIEF CLASSIFICATION ANALYST	14D	R	16L
002783	CHIEF EXAMINATION ANALYST	14D	R	17L
000159	CHIEF OF SERVICE	14D	R	24L
002883	CHIROPRACTOR	14D	R	17L
002312	COMPENSATION ATTORNEY	14D	R	16L
002313	COMPENSATION ATTORNEY PRINCIPAL	14D	R	20L
000822	DENTAL HEALTH PROGRAM DIRECTOR	14D	R	27L
000228	DENTIST	14D	R	27L
003379	DIR SAFETY & HEALTH	16D	Y	21K
002915	EMPLOYEE BENEFITS ANALYST SUPV	16D	Y	21K
002961	EMPLOYEE INSURANCE SYST SUPV	16D	Y	20K
008517	EXAMINATION MONITOR 1	---	F	01A
008518	EXAMINATION MONITOR 2	---	F	02A
008591	EXAMINATION MONITOR 3	---	F	03A
002482	LABOR RELATIONS REPRESENTATIVE	14D	R	10L
002692	LABOR RELATIONS REP PRINCIPAL	14D	R	19L
002483	LABOR RELATIONS REP SENIOR	14D	R	14L
002079	LEGISLATIVE AUDIT DIRECTOR	16D	Y	23K
003480	LEGISLATIVE AUDIT TEAM LEADER	14D	R	16L
002078	LEGISLATIVE AUDITOR PRINCIPAL	16E	Z	20L
002077	LEGISLATIVE AUDITOR SENIOR	14D	R	12L
002076	LEGISLATIVE AUDITOR STAFF	14D	R	07L
000075	MEDIATOR	14D	R	20L
003111	NR ENFORCEMENT ASST SUPV	1C	H	17G
003209	NR ENFORCEMENT AVIATION SUPV	1C	H	15G
002675	NR ENFORCEMENT SUPERVISOR	1C	H	19G
001749	NR SPEC 3 (CO AREA SUPV)	1C	H	15G
002341	NR SPEC 4 (CO ENFORC TRNG COORD)	1C	H	15G
002956	NR SPEC 4 (CO SPECIAL INVEST)	1C	H	19G
002865	PERSONNEL ADMINISTRATIVE SUPV	16D	Y	15K
002366	PERSONNEL AIDE SENIOR SUPV	16D	Y	07K
000499	PERSONNEL DIRECTOR 1	16D	Y	17K
000500	PERSONNEL DIRECTOR 2	16D	Y	20K
000498	PERSONNEL OFFICER	14D	R	05L
003017	PERSONNEL OFFICER PRINC	14D	R	10L

Class	Title	Grid	Series	July, 1995
				Comp Code
001423	PERSONNEL OFFICER SENIOR	14D	R	08L
002367	PERSONNEL OFFICER SUPERVISOR	16D	Y	09K
002368	PERSONNEL OFFICER SUPV SR	16D	Y	12K
000652	PERSONNEL REPRESENTATIVE	14D	R	12L
000653	PERSONNEL REPRESENTATIVE SR	14D	R	14L
001547	PERSONNEL SERVICES SUPV 1	16D	Y	20K
002781	PERSONNEL SERVICES SUPV 2	16D	Y	22K
003109	PERSONNEL TRANSACTIONS SUPV	16D	Y	12K
002426	PERSONNEL TRANSACTIONS TECH	7	C	61L
003107	PERSONNEL TRANSACTIONS TECH SR	7	C	64L
000367	PHARMACIST	14D	R	20I
002040	PHARMACIST CLINICIAN	14D	R	19L
003000	PHARMACIST CLINICIAN SR	14D	R	21L
001883	PHARMACIST SENIOR	14D	R	24I
001677	PHARMACY CONSULTANT	14D	R	18L
001347	PHARMACY SURVEYOR	14D	R	21L
001730	PILOT	14D	R	18L
001731	PILOT CHIEF	16D	Y	25K
001624	PROGRAM EVALUATION SPEC INTER	14D	R	07L
001324	PROGRAM EVALUATION SPEC PRINC	16D	Y	19K
000573	PUBLIC HEALTH PHYSICIAN 1	14D	R	21L
000574	PUBLIC HEALTH PHYSICIAN 2	16D	Y	29K
003331	PUBLIC HEALTH PHYSI MEDICAL ADV	14D	R	26L
003069	REEMPLOY INSURANCE JUDGE	14D	R	16L
000692	STAFF PHYSICIAN	14D	R	21L
000664	STAFF PHYSICIAN SENIOR	14D	R	23L
007993	STATE PATROL CAPTAIN	1A	J	31E
007992	STATE PATROL LIEUTENANT	1A	J	30E
007994	STATE PATROL MAJOR	1A	J	32E
001902	TRANSP SAFETY DIRECTOR	16D	Y	19K
000751	VETERINARIAN	14D	R	17L
003295	WORKERS COMP CLAIMS MGT SUPV 2	16D	Y	23K

Appendix G
Compensation Grid 3-4-6
Commissioner's Plan Service, Health Care Non-professional and Clerical
Series L Ranges 42-77
Effective 07/01/95 - 06/30/96

Comp Code	Step	Range	Series		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	Range
					01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
08	42	L	HR		6.80	6.97	7.14	7.32	7.49	7.70	7.87	8.08	8.27	8.47	8.65	8.80	8.95	9.13		42
			YR		14,198	14,553	14,908	15,284	15,639	16,078	16,433	16,871	17,268	17,685	18,061	18,374	18,688	19,063		
	43	L	HR		6.97	7.14	7.32	7.49	7.70	7.87	8.08	8.27	8.47	8.65	8.80	8.95	9.13	9.31		43
			YR		14,553	14,908	15,284	15,639	16,078	16,433	16,871	17,268	17,685	18,061	18,374	18,688	19,063	19,439		
	44	L	HR		7.14	7.32	7.49	7.70	7.87	8.08	8.27	8.47	8.65	8.80	8.95	9.13	9.31	9.53		44
			YR		14,908	15,284	15,639	16,078	16,433	16,871	17,268	17,685	18,061	18,374	18,688	19,063	19,439	19,899		
	45	L	HR		7.32	7.49	7.70	7.87	8.08	8.27	8.47	8.65	8.80	8.95	9.13	9.31	9.53	9.79		45
			YR		15,284	15,639	16,078	16,433	16,871	17,268	17,685	18,061	18,374	18,688	19,063	19,439	19,899	20,358		
	46	L	HR		7.49	7.70	7.87	8.08	8.27	8.47	8.65	8.80	8.95	9.13	9.31	9.53	9.75	9.96		46
			YR		15,639	16,078	16,433	16,871	17,268	17,685	18,061	18,374	18,688	19,063	19,439	19,899	20,358	20,796		
	47	L	HR		7.70	7.87	8.08	8.27	8.47	8.65	8.80	8.95	9.13	9.31	9.53	9.75	9.96	10.19		47
			YR		16,078	16,433	16,871	17,268	17,685	18,061	18,374	18,688	19,063	19,439	19,899	20,358	20,796	21,277		
	48	L	HR		7.87	8.08	8.27	8.47	8.65	8.80	8.95	9.13	9.31	9.53	9.75	9.96	10.19	10.43		48
			YR		16,433	16,871	17,268	17,685	18,061	18,374	18,688	19,063	19,439	19,899	20,358	20,796	21,277	21,778		
	49	L	HR		8.08	8.27	8.47	8.65	8.80	8.95	9.13	9.31	9.50	9.75	9.96	10.19	10.43	10.65		49
			YR		16,871	17,268	17,685	18,061	18,374	18,688	19,063	19,439	19,836	20,358	20,796	21,277	21,778	22,237		
	50	L	HR		8.27	8.47	8.65	8.80	8.95	9.13	9.31	9.50	9.72	9.95	10.19	10.43	10.65	10.90		50
			YR		17,268	17,685	18,061	18,374	18,688	19,063	19,439	19,836	20,295	20,776	21,277	21,778	22,237	22,759		
	51	L	HR		8.47	8.65	8.80	8.95	9.13	9.31	9.50	9.72	9.95	10.19	10.43	10.65	10.90	11.18		51
			YR		17,685	18,061	18,374	18,688	19,063	19,439	19,836	20,295	20,776	21,277	21,778	22,237	22,759	23,344		
	52	L	HR		8.65	8.80	8.95	9.13	9.31	9.50	9.72	9.95	10.19	10.43	10.65	10.90	11.18	11.46	11.81	52
			YR		18,061	18,374	18,688	19,063	19,439	19,836	20,295	20,776	21,277	21,778	22,237	22,759	23,344	23,928	24,659	
	53	L	HR		8.80	8.95	9.13	9.31	9.50	9.72	9.95	10.19	10.43	10.65	10.90	11.18	11.46	11.81		53
			YR		18,374	18,688	19,063	19,439	19,836	20,295	20,776	21,277	21,778	22,237	22,759	23,344	23,928	24,659		
	54	L	HR		8.95	9.13	9.31	9.50	9.72	9.95	10.19	10.43	10.65	10.90	11.18	11.46	11.81	12.11		54
			YR		18,688	19,063	19,439	19,836	20,295	20,776	21,277	21,778	22,237	22,759	23,344	23,928	24,659	25,286		
	55	L	HR		9.13	9.31	9.50	9.72	9.95	10.19	10.43	10.65	10.90	11.18	11.46	11.81	12.11	12.41		55
			YR		19,063	19,439	19,836	20,295	20,776	21,277	21,778	22,237	22,759	23,344	23,928	24,659	25,286	25,912		
	56	L	HR		9.31	9.50	9.72	9.95	10.19	10.43	10.65	10.90	11.18	11.46	11.81	12.11	12.41	12.75	13.10	56
			YR		19,439	19,836	20,295	20,776	21,277	21,778	22,237	22,759	23,344	23,928	24,659	25,286	25,912	26,622	27,353	
	57	L	HR		9.50	9.72	9.95	10.19	10.43	10.65	10.90	11.18	11.46	11.81	12.11	12.41	12.75	13.10	13.46	57
			YR		19,836	20,295	20,776	21,277	21,778	22,237	22,759	23,344	23,928	24,659	25,286	25,912	26,622	27,353	28,104	
	58	L	HR		9.72	9.95	10.19	10.43	10.65	10.90	11.18	11.46	11.81	12.11	12.41	12.75	13.10	13.46		58
			YR		20,295	20,776	21,277	21,778	22,237	22,759	23,344	23,928	24,659	25,286	25,912	26,622	27,353	28,104		
	59	L	HR		9.95	10.19	10.43	10.65	10.90	11.18	11.46	11.81	12.11	12.41	12.75	13.10	13.46	13.81	14.27	59
			YR		20,776	21,277	21,778	22,237	22,759	23,344	23,928	24,659	25,286	25,912	26,622	27,353	28,104	28,835	29,796	
Step					01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Comp Code					A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	

HR - Hourly Salary Rate
YR - Yearly Salary Rate (2.088 x Hourly Salary Rate)
Monthly Salary Rate - 174 x Hourly Salary Rate

Appendix G
Compensation Grid 3-4-6
Commissioner's Plan Service, Health Care Non-professional and Clerical (cont.)
Series L Ranges 42-77
Effective 07/01/95 - 06/30/96

Comp Code	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Step	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Series L	Range	60														Range
	HR	10.19	10.43	10.65	10.90	11.18	11.46	11.81	12.11	12.41	12.75	13.10	13.46	13.81	14.27	14.67
	YR	21,277	21,778	22,237	22,759	23,344	23,928	24,659	25,286	25,912	26,622	27,353	28,104	28,835	29,796	30,631
	L	61														61
	HR	10.43	10.65	10.90	11.18	11.46	11.81	12.11	12.41	12.75	13.10	13.46	13.81	14.27	14.67	
	YR	21,778	22,237	22,759	23,344	23,928	24,659	25,286	25,912	26,622	27,353	28,104	28,835	29,796	30,631	
	L	62														62
	HR	10.65	10.90	11.18	11.46	11.81	12.11	12.41	12.75	13.10	13.46	13.81	14.27	14.67	15.09	
	YR	22,237	22,759	23,344	23,928	24,659	25,286	25,912	26,622	27,353	28,104	28,835	29,796	30,631	31,508	
	L	63														63
	HR	10.90	11.18	11.46	11.81	12.11	12.41	12.75	13.10	13.46	13.81	14.27	14.67	15.09	15.50	
	YR	22,759	23,344	23,928	24,659	25,286	25,912	26,622	27,353	28,104	28,835	29,796	30,631	31,508	32,364	
	L	64														64
	HR	11.18	11.46	11.81	12.11	12.41	12.75	13.10	13.46	13.81	14.27	14.67	15.09	15.50	15.91	
	YR	23,344	23,928	24,659	25,286	25,912	26,622	27,353	28,104	28,835	29,796	30,631	31,508	32,364	33,220	
	L	65														65
	HR	11.46	11.81	12.11	12.41	12.75	13.10	13.46	13.81	14.27	14.67	15.09	15.50	15.91	16.32	
	YR	23,928	24,659	25,286	25,912	26,622	27,353	28,104	28,835	29,796	30,631	31,508	32,364	33,220	34,076	
	L	66														66
	HR	11.81	12.11	12.41	12.75	13.10	13.46	13.81	14.27	14.67	15.09	15.50	15.91	16.32	16.79	
	YR	24,659	25,286	25,912	26,622	27,353	28,104	28,835	29,796	30,631	31,508	32,364	33,220	34,076	35,058	
	L	67														67
	HR	12.11	12.41	12.75	13.10	13.46	13.81	14.27	14.67	15.09	15.50	15.91	16.32	16.79	17.24	
	YR	25,286	25,912	26,622	27,353	28,104	28,835	29,796	30,631	31,508	32,364	33,220	34,076	35,058	35,997	
	L	68														68
	HR	12.41	12.75	13.10	13.46	13.81	14.27	14.67	15.09	15.50	15.91	16.32	16.79	17.24	17.68	
	YR	25,912	26,622	27,353	28,104	28,835	29,796	30,631	31,508	32,364	33,220	34,076	35,058	35,997	36,916	
	L	69														69
	HR	12.75	13.10	13.46	13.81	14.27	14.67	15.09	15.50	15.91	16.32	16.79	17.24	17.68	18.16	
	YR	26,622	27,353	28,104	28,835	29,796	30,631	31,508	32,364	33,220	34,076	35,058	35,997	36,916	37,918	
	L	70														70
	HR	13.10	13.46	13.81	14.27	14.67	15.09	15.50	15.91	16.32	16.79	17.24	17.68	18.16	18.63	
	YR	27,353	28,104	28,835	29,796	30,631	31,508	32,364	33,220	34,076	35,058	35,997	36,916	37,918	38,899	
	L	71														71
	HR	13.46	13.81	14.27	14.67	15.09	15.50	15.91	16.32	16.79	17.24	17.68	18.16	18.63	19.08	
	YR	28,104	28,835	29,796	30,631	31,508	32,364	33,220	34,076	35,058	35,997	36,916	37,918	38,899	39,839	
	L	72														72
	HR	13.81	14.27	14.67	15.09	15.50	15.91	16.32	16.79	17.24	17.68	18.16	18.63	19.08	19.55	
	YR	28,835	29,796	30,631	31,508	32,364	33,220	34,076	35,058	35,997	36,916	37,918	38,899	39,839	40,820	
	L	73														73
	HR	14.27	14.67	15.09	15.50	15.91	16.32	16.79	17.24	17.68	18.16	18.63	19.08	19.55	19.99	
	YR	29,796	30,631	31,508	32,364	33,220	34,076	35,058	35,997	36,916	37,918	38,899	39,839	40,820	41,739	
	L	74														74
	HR	14.67	15.09	15.50	15.91	16.32	16.79	17.24	17.68	18.16	18.63	19.08	19.55	19.99	20.49	
	YR	30,631	31,508	32,364	33,220	34,076	35,058	35,997	36,916	37,918	38,899	39,839	40,820	41,739	42,783	
	L	75														75
	HR	15.09	15.50	15.91	16.32	16.79	17.24	17.68	18.16	18.63	19.08	19.55	19.99	20.49	20.93	
	YR	31,508	32,364	33,220	34,076	35,058	35,997	36,916	37,918	38,899	39,839	40,820	41,739	42,783	43,702	
	L	76														76
	HR	15.50	15.91	16.32	16.79	17.24	17.68	18.16	18.63	19.08	19.55	19.99	20.49	20.93	21.37	
	YR	32,364	33,220	34,076	35,058	35,997	36,916	37,918	38,899	39,839	40,820	41,739	42,783	43,702	44,621	
	L	77														77
	HR	15.91	16.32	16.79	17.24	17.68	18.16	18.63	19.08	19.55	19.99	20.49	20.93	21.37	21.81	
	YR	33,220	34,076	35,058	35,997	36,916	37,918	38,899	39,839	40,820	41,739	42,783	43,702	44,621	45,539	
Step	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Comp Code	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	

HR - Hourly Salary Rate

YR - Yearly Salary Rate (2,088 x Hourly Salary Rate)

Monthly Salary Rate - 174 x Hourly Salary Rate

Appendix G
Compensation Grid 7
Commissioner's Plan Technical
Series C Ranges 42-77
Effective 07/01/95 - 06/30/96

Step	Comp Code	Range	A	B	C	D	E	F	G	H	I	J	K	L	M	N	Range	
			01	02	03	04	05	06	07	08	09	10	11	12	13	14		
C	42	HR	6.80	6.97	7.14	7.32	7.49	7.71	7.90	8.12	8.36	8.54	8.73	8.91	9.10	9.29	42	
		YR	14,198	14,553	14,908	15,284	15,639	16,098	16,495	16,955	17,456	17,832	18,228	18,604	19,001	19,398		
C	43	HR	6.97	7.14	7.32	7.49	7.71	7.90	8.12	8.36	8.54	8.73	8.91	9.10	9.29	9.49	43	
		YR	14,553	14,908	15,284	15,639	16,098	16,495	16,955	17,456	17,832	18,228	18,604	19,001	19,398	19,815		
C	44	HR	7.14	7.32	7.49	7.71	7.90	8.12	8.36	8.54	8.73	8.91	9.10	9.29	9.49	9.75	44	
		YR	14,908	15,284	15,639	16,098	16,495	16,955	17,456	17,832	18,228	18,604	19,001	19,398	19,815	20,358		
C	45	HR	7.32	7.49	7.71	7.90	8.12	8.36	8.54	8.73	8.91	9.10	9.29	9.49	9.75	9.98	45	
		YR	15,284	15,639	16,098	16,495	16,955	17,456	17,832	18,228	18,604	19,001	19,398	19,815	20,358	20,838		
C	46	HR	7.49	7.71	7.90	8.12	8.36	8.54	8.73	8.91	9.10	9.29	9.49	9.75	9.98	10.21	46	
		YR	15,639	16,098	16,495	16,955	17,456	17,832	18,228	18,604	19,001	19,398	19,815	20,358	20,838	21,318		
C	47	HR	7.71	7.90	8.12	8.36	8.54	8.73	8.91	9.10	9.29	9.49	9.75	9.98	10.21	10.47	47	
		YR	16,098	16,495	16,955	17,456	17,832	18,228	18,604	19,001	19,398	19,815	20,358	20,838	21,318	21,861		
C	48	HR	7.90	8.12	8.36	8.54	8.73	8.91	9.10	9.29	9.49	9.75	9.98	10.21	10.47	10.70	48	
		YR	16,495	16,955	17,456	17,832	18,228	18,604	19,001	19,398	19,815	20,358	20,838	21,318	21,861	22,342		
C	49	HR	8.12	8.36	8.54	8.73	8.91	9.10	9.29	9.49	9.70	9.98	10.21	10.47	10.70	10.96	49	
		YR	16,955	17,456	17,832	18,228	18,604	19,001	19,398	19,815	20,254	20,838	21,318	21,861	22,342	22,884		
C	50	HR	8.36	8.54	8.73	8.91	9.10	9.29	9.49	9.70	9.95	10.19	10.47	10.70	10.96	11.21	50	
		YR	17,456	17,832	18,228	18,604	19,001	19,398	19,815	20,254	20,776	21,277	21,861	22,342	22,884	23,406		
C	51	HR	8.54	8.73	8.91	9.10	9.29	9.49	9.70	9.95	10.19	10.47	10.70	10.96	11.21	11.51	51	
		YR	17,832	18,228	18,604	19,001	19,398	19,815	20,254	20,776	21,277	21,861	22,342	22,884	23,406	24,033		
C	52	HR	8.73	8.91	9.10	9.29	9.49	9.70	9.95	10.19	10.47	10.70	10.96	11.21	11.51	11.85	52	
		YR	18,228	18,604	19,001	19,398	19,815	20,254	20,776	21,277	21,861	22,342	22,884	23,406	24,033	24,743		
C	53	HR	8.91	9.10	9.29	9.49	9.70	9.95	10.19	10.47	10.70	10.96	11.21	11.51	11.85	12.23	53	
		YR	18,604	19,001	19,398	19,815	20,254	20,776	21,277	21,861	22,342	22,884	23,406	24,033	24,743	25,536		
C	54	HR	9.10	9.29	9.49	9.70	9.95	10.19	10.47	10.70	10.96	11.21	11.51	11.85	12.23	12.56	54	
		YR	19,001	19,398	19,815	20,254	20,776	21,277	21,861	22,342	22,884	23,406	24,033	24,743	25,536	26,225		
C	55	HR	9.29	9.49	9.70	9.95	10.19	10.47	10.70	10.96	11.21	11.51	11.85	12.23	12.56	12.90	55	
		YR	19,398	19,815	20,254	20,776	21,277	21,861	22,342	22,884	23,406	24,033	24,743	25,536	26,225	26,935		
C	56	HR	9.49	9.70	9.95	10.19	10.47	10.70	10.96	11.21	11.51	11.85	12.23	12.56	12.90	13.27	56	
		YR	19,815	20,254	20,776	21,277	21,861	22,342	22,884	23,406	24,033	24,743	25,536	26,225	26,935	27,708		
C	57	HR	9.70	9.95	10.19	10.47	10.70	10.96	11.21	11.51	11.85	12.23	12.56	12.90	13.27	13.66	57	
		YR	20,254	20,776	21,277	21,861	22,342	22,884	23,406	24,033	24,743	25,536	26,225	26,935	27,708	28,522		
C	58	HR	9.95	10.19	10.47	10.70	10.96	11.21	11.51	11.85	12.23	12.56	12.90	13.27	13.66	14.03	58	
		YR	20,776	21,277	21,861	22,342	22,884	23,406	24,033	24,743	25,536	26,225	26,935	27,708	28,522	29,295		
C	59	HR	10.19	10.47	10.70	10.96	11.21	11.51	11.85	12.23	12.56	12.90	13.27	13.66	14.03	14.45	59	
		YR	21,277	21,861	22,342	22,884	23,406	24,033	24,743	25,536	26,225	26,935	27,708	28,522	29,295	30,172		
Step				01	02	03	04	05	06	07	08	09	10	11	12	13	14	
Comp Code				A	B	C	D	E	F	G	H	I	J	K	L	M	N	
HR - Hourly Salary Rate																		
YR - Yearly Salary Rate (2,088 x Hourly Salary Rate)																		
Monthly Salary Rate - 174 x Hourly Salary Rate																		

Appendix G
Compensation Grid 7
Commissioner's Plan Technical (cont.)
Series C Ranges 42-77
Effective 07/01/95 - 06/30/96

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14	
Series C	Range 60	HR 10.47	10.70	10.96	11.21	11.51	11.85	12.23	12.56	12.90	13.27	13.66	14.03	14.45	14.89	Range 60
	YR	21,861	22,342	22,884	23,406	24,033	24,743	25,536	26,225	26,935	27,708	28,522	29,295	30,172	31,090	
C	61	HR 10.70	10.96	11.21	11.51	11.85	12.23	12.56	12.90	13.27	13.66	14.03	14.45	14.89	15.33	61
	YR	22,342	22,884	23,406	24,033	24,743	25,536	26,225	26,935	27,708	28,522	29,295	30,172	31,090	32,009	
C	62	HR 10.96	11.21	11.51	11.85	12.23	12.56	12.90	13.27	13.66	14.03	14.45	14.89	15.33	15.77	62
	YR	22,884	23,406	24,033	24,743	25,536	26,225	26,935	27,708	28,522	29,295	30,172	31,090	32,009	32,928	
C	63	HR 11.21	11.51	11.85	12.23	12.56	12.90	13.27	13.66	14.03	14.45	14.89	15.33	15.77	16.24	63
	YR	23,406	24,033	24,743	25,536	26,225	26,935	27,708	28,522	29,295	30,172	31,090	32,009	32,928	33,909	
C	64	HR 11.51	11.85	12.23	12.56	12.90	13.27	13.66	14.03	14.45	14.89	15.33	15.77	16.24	16.69	64
	YR	24,033	24,743	25,536	26,225	26,935	27,708	28,522	29,295	30,172	31,090	32,009	32,928	33,909	34,849	
C	65	HR 11.85	12.23	12.56	12.90	13.27	13.66	14.03	14.45	14.89	15.33	15.77	16.24	16.69	17.19	65
	YR	24,743	25,536	26,225	26,935	27,708	28,522	29,295	30,172	31,090	32,009	32,928	33,909	34,849	35,893	
C	66	HR 12.23	12.56	12.90	13.27	13.66	14.03	14.45	14.89	15.33	15.77	16.24	16.69	17.19	17.65	66
	YR	25,536	26,225	26,935	27,708	28,522	29,295	30,172	31,090	32,009	32,928	33,909	34,849	35,893	36,853	
C	67	HR 12.56	12.90	13.27	13.66	14.03	14.45	14.89	15.33	15.77	16.24	16.69	17.19	17.65	18.16	67
	YR	26,225	26,935	27,708	28,522	29,295	30,172	31,090	32,009	32,928	33,909	34,849	35,893	36,853	37,918	
C	68	HR 12.90	13.27	13.66	14.03	14.45	14.89	15.33	15.77	16.24	16.69	17.19	17.65	18.16	18.66	68
	YR	26,935	27,708	28,522	29,295	30,172	31,090	32,009	32,928	33,909	34,849	35,893	36,853	37,918	38,962	
C	69	HR 13.27	13.66	14.03	14.45	14.89	15.33	15.77	16.24	16.69	17.19	17.65	18.16	18.66	19.14	69
	YR	27,708	28,522	29,295	30,172	31,090	32,009	32,928	33,909	34,849	35,893	36,853	37,918	38,962	39,964	
C	70	HR 13.66	14.03	14.45	14.89	15.33	15.77	16.24	16.69	17.19	17.65	18.16	18.66	19.14	19.64	70
	YR	28,522	29,295	30,172	31,090	32,009	32,928	33,909	34,849	35,893	36,853	37,918	38,962	39,964	41,008	
C	71	HR 14.03	14.45	14.89	15.33	15.77	16.24	16.69	17.19	17.65	18.16	18.66	19.14	19.64	20.15	71
	YR	29,295	30,172	31,090	32,009	32,928	33,909	34,849	35,893	36,853	37,918	38,962	39,964	41,008	42,073	
C	72	HR 14.45	14.89	15.33	15.77	16.24	16.69	17.19	17.65	18.16	18.66	19.14	19.64	20.15	20.64	72
	YR	30,172	31,090	32,009	32,928	33,909	34,849	35,893	36,853	37,918	38,962	39,964	41,008	42,073	43,096	
C	73	HR 14.89	15.33	15.77	16.24	16.69	17.19	17.65	18.16	18.66	19.14	19.64	20.15	20.64	21.17	73
	YR	31,090	32,009	32,928	33,909	34,849	35,893	36,853	37,918	38,962	39,964	41,008	42,073	43,096	44,203	
C	74	HR 15.33	15.77	16.24	16.69	17.19	17.65	18.16	18.66	19.14	19.64	20.15	20.64	21.17	21.67	74
	YR	32,009	32,928	33,909	34,849	35,893	36,853	37,918	38,962	39,964	41,008	42,073	43,096	44,203	45,247	
C	75	HR 15.77	16.24	16.69	17.19	17.65	18.16	18.66	19.14	19.64	20.15	20.64	21.17	21.67	22.17	75
	YR	32,928	33,909	34,849	35,893	36,853	37,918	38,962	39,964	41,008	42,073	43,096	44,203	45,247	46,291	
C	76	HR 16.24	16.69	17.19	17.65	18.16	18.66	19.14	19.64	20.15	20.64	21.17	21.67	22.17	22.65	76
	YR	33,909	34,849	35,893	36,853	37,918	38,962	39,964	41,008	42,073	43,096	44,203	45,247	46,291	47,293	
C	77	HR 16.69	17.19	17.65	18.16	18.66	19.14	19.64	20.15	20.64	21.17	21.67	22.17	22.65	23.13	77
	YR	34,849	35,893	36,853	37,918	38,962	39,964	41,008	42,073	43,096	44,203	45,247	46,291	47,293	48,295	

Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N
HR - Hourly Salary Rate															
YR - Yearly Salary Rate (2.088 x Hourly Salary Rate)															
Monthly Salary Rate - 174 x Hourly Salary Rate															

Appendix G
Compensation Grid 14A
Commissioner's Plan Professional Employees
Series A Ranges 01 - 30
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "J" Only

Comp Code		A	B	C	D	E	F	G	H	I	J	
Step		01	02	03	04	05	06	07	08	09	10	
Series	Range											Range
A	01	YR	21,757	22,655	23,574	24,471	25,432	26,288	27,228	28,063	29,002	29,879
		MO	1,813	1,888	1,964	2,039	2,119	2,191	2,269	2,339	2,417	2,490
		HR	10.42	10.85	11.29	11.72	12.18	12.59	13.04	13.44	13.89	14.31
A	02	YR	22,655	23,574	24,471	25,432	26,288	27,228	28,063	29,002	29,942	30,840
		MO	1,888	1,964	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,570
		HR	10.85	11.29	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.77
A	03	YR	23,574	24,471	25,432	26,288	27,228	28,063	29,002	29,942	31,007	31,926
		MO	1,964	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,660
		HR	11.29	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.29
A	04	YR	24,471	25,432	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,053
		MO	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,754
		HR	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.83
A	05	YR	25,432	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,139
		MO	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,845
		HR	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.35
A	06	YR	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,371
		MO	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,948
		HR	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.45	16.94
A	07	YR	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,603
		MO	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,050
		HR	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.53
A	08	YR	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,749	37,855
		MO	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,155
		HR	13.44	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.13
A	09	YR	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,254
		MO	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,271
		HR	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.80
A	10	YR	29,942	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,716
		MO	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,393
		HR	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.50
A	11	YR	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,115
		MO	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,510
		HR	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.17
A	12	YR	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,618
		MO	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,635
		HR	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.28	20.89
A	13	YR	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,289
		MO	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,774
		HR	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.69
A	14	YR	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,518	46,896
		MO	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,908
		HR	16.45	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.46
A	15	YR	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,609
		MO	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,051
		HR	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.28
Step		01	02	03	04	05	06	07	08	09	10	
Comp Code		A	B	C	D	E	F	G	H	I	J	
YR - Yearly Salary Rate												
MO - Monthly Salary Rate												
HR - Hourly Salary Rate												

Appendix G
Compensation Grid 14A (cont.)
Commissioner's Plan Professional Employees
Series A Ranges 01 - 30
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "J" Only

Comp Code		A		B		C		D		E		F		G		H		I		J	
Step		01		02		03		04		05		06		07		08		09		10	
Series	Range																				Range
A	16	YR	36,749	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,404	52,158	54,004	55,922	57,918	59,999	62,167	64,425	66,776	16
		MO	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	
		HR	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	
A	17	YR	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	17
		MO	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	
		HR	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	32.49	
A	18	YR	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	18
		MO	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	
		HR	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	32.49	33.51	
A	19	YR	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	19
		MO	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	
		HR	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	32.49	33.51	34.55	
A	20	YR	42,345	43,952	45,518	47,189	48,922	50,634	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	20
		MO	3,529	3,663	3,793	3,932	4,077	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	
		HR	20.28	21.05	21.80	22.60	23.43	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	32.49	33.51	34.55	35.61	
A	21	YR	43,952	45,518	47,189	48,922	50,634	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	76,842	21
		MO	3,663	3,793	3,932	4,077	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	6,404	
		HR	21.05	21.80	22.60	23.43	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	32.49	33.51	34.55	35.61	36.69	
A	22	YR	45,518	47,189	48,922	50,634	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	76,842	79,142	22
		MO	3,793	3,932	4,077	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	6,404	6,592	
		HR	21.80	22.60	23.43	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	32.49	33.51	34.55	35.61	36.69	37.79	
A	23	YR	47,189	48,922	50,634	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	76,842	79,142	81,492	23
		MO	3,932	4,077	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	6,404	6,592	6,784	
		HR	22.60	23.43	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	32.49	33.51	34.55	35.61	36.69	37.79	38.91	
A	24	YR	48,922	50,634	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	76,842	79,142	81,492	83,842	24
		MO	4,077	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	6,404	6,592	6,784	6,980	
		HR	23.43	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	32.49	33.51	34.55	35.61	36.69	37.79	38.91	40.05	
A	25	YR	50,634	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	76,842	79,142	81,492	83,842	86,242	25
		MO	4,220	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	6,404	6,592	6,784	6,980	7,180	
		HR	24.25	25.07	25.92	26.79	27.69	28.61	29.55	30.51	31.49	32.49	33.51	34.55	35.61	36.69	37.79	38.91	40.05	41.21	
A	26	YR	52,388	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	76,842	79,142	81,492	83,842	86,242	88,692	26
		MO	4,368	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	6,404	6,592	6,784	6,980	7,180	7,384	
		HR	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.51	34.73	35.99	37.29	38.61	39.95	41.31	42.69	44.09	45.51	
A	27	YR	54,189	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	76,842	79,142	81,492	83,842	86,242	88,692	91,192	27
		MO	4,519	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	6,404	6,592	6,784	6,980	7,180	7,384	7,592	
		HR	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.51	34.73	35.99	37.29	38.61	39.95	41.31	42.69	44.09	45.51	46.95	
A	28	YR	56,034	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	76,842	79,142	81,492	83,842	86,242	88,692	91,192	93,742	28
		MO	4,674	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	6,404	6,592	6,784	6,980	7,180	7,384	7,592	7,804	
		HR	27.09	28.15	29.12	30.14	31.22	32.36	33.51	34.73	35.99	37.29	38.61	39.95	41.31	42.69	44.09	45.51	46.95	48.41	
A	29	YR	57,922	59,852	61,824	63,838	65,894	67,992	70,142	72,342	74,592	76,842	79,142	81,492	83,842	86,242	88,692	91,192	93,742	96,342	29
		MO	4,832	4,993	5,158	5,327	5,500	5,675	5,853	6,034	6,218	6,404	6,592	6,784	6,980	7,180	7,384	7,592	7,804	8,020	
		HR	28.15	29.12	30.14	31.22	32.36	33.51	34.73	35.99	37.29	38.61	39.95	41.31	42.69	44.09	45.51	46.95	48.41	49.89	
A	30	YR	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,884	80,721	83,658	86,696	89,834	93,072	96,410	99,848	103,386	107,024	110,762	30
		MO	5,067	5,244	5,432	5,631	5,832	6,043	6,264	6,495	6,736	6,987	7,248	7,518	7,798	8,087	8,386	8,694	9,012	9,340	
		HR	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.29	38.61	39.95	41.31	42.69	44.09	45.51	46.95	48.41	49.89	51.39	
Step		01		02		03		04		05		06		07		08		09		10	
Comp Code		A		B		C		D		E		F		G		H		I		J	
YR - Yearly Salary Rate																					
MO - Monthly Salary Rate																					
HR - Hourly Salary Rate																					

Appendix G
Compensation Grid 14C
Commissioner's Plan Professional Employees
Series N Ranges 01 - 30
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code		A		B		C		D		E		F		G		H		I		J		K	
Step		01	02	03	04	05	06	07	08	09	10	11											
Series	Range																						Range
N	01	YR	21,757	22,655	23,574	24,471	25,432	26,288	27,228	28,063	29,002	29,942	30,840	01									
		MO	1,813	1,888	1,964	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,570										
		HR	10.42	10.85	11.29	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.77										
N	02	YR	22,655	23,574	24,471	25,432	26,288	27,228	28,063	29,002	29,942	31,007	31,926	02									
		MO	1,888	1,964	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,660										
		HR	10.85	11.29	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.29										
N	03	YR	23,574	24,471	25,432	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,053	03									
		MO	1,964	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,754										
		HR	11.29	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.83										
N	04	YR	24,471	25,432	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,139	04									
		MO	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,845										
		HR	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.35										
N	05	YR	25,432	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,371	05									
		MO	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,948										
		HR	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.45	16.94										
N	06	YR	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,603	06									
		MO	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,050										
		HR	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.53										
N	07	YR	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,749	37,855	07									
		MO	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,155										
		HR	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.13										
N	08	YR	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,254	08									
		MO	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,271										
		HR	13.44	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.80										
N	09	YR	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,716	09									
		MO	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,393										
		HR	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.50										
N	10	YR	29,942	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,115	10									
		MO	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,510										
		HR	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.17										
N	11	YR	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,618	11									
		MO	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,635										
		HR	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.28	20.89										
Step			01	02	03	04	05	06	07	08	09	10	11										
Comp Code		A		B		C		D		E		F		G		H		I		J		K	
YR - Yearly Salary Rate																							
MO - Monthly Salary Rate																							
HR - Hourly Salary Rate																							

Appendix G
Compensation Grid 14C (cont.)
Commissioner's Plan Professional Employees
Series N Ranges 01 - 30
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code			A	B	C	D	E	F	G	H	I	J	K	
Step			01	02	03	04	05	06	07	08	09	10	11	
Series	Range													Range
N	12	YR	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,289	12
		MO	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,774	
		HR	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.69	
N	13	YR	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,518	46,896	13
		MO	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,908	
		HR	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.46	
N	14	YR	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,609	14
		MO	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,051	
		HR	16.45	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.28	
N	15	YR	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,404	15
		MO	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,200	
		HR	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.14	
N	16	YR	36,749	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,158	16
		MO	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,347	
		HR	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	24.98	
N	17	YR	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,659	54,225	17
		MO	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,388	4,519	
		HR	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.22	25.97	
N	18	YR	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,659	54,559	56,188	18
		MO	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,388	4,547	4,682	
		HR	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.22	26.13	26.91	
N	19	YR	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,659	54,559	56,564	58,255	19
		MO	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,388	4,547	4,714	4,855	
		HR	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.22	26.13	27.09	27.90	
N	20	YR	42,345	43,952	45,518	47,189	48,922	50,634	52,659	54,559	56,564	58,777	60,531	20
		MO	3,529	3,663	3,793	3,932	4,077	4,220	4,388	4,547	4,714	4,898	5,044	
		HR	20.28	21.05	21.80	22.60	23.43	24.25	25.22	26.13	27.09	28.15	28.99	
N	21	YR	43,952	45,518	47,189	48,922	50,634	52,659	54,559	56,564	58,777	60,803	62,619	21
		MO	3,663	3,793	3,932	4,077	4,220	4,388	4,547	4,714	4,898	5,067	5,218	
		HR	21.05	21.80	22.60	23.43	24.25	25.22	26.13	27.09	28.15	29.12	29.99	
N	22	YR	45,518	47,189	48,922	50,634	52,659	54,559	56,564	58,777	60,803	62,932	64,812	22
		MO	3,793	3,932	4,077	4,220	4,388	4,547	4,714	4,898	5,067	5,244	5,401	
		HR	21.80	22.60	23.43	24.25	25.22	26.13	27.09	28.15	29.12	30.14	31.04	
Step		01	02	03	04	05	06	07	08	09	10	11		
Comp Code		A	B	C	D	E	F	G	H	I	J	K		
YR - Yearly Salary Rate														
MO - Monthly Salary Rate														
HR - Hourly Salary Rate														

Appendix G
Compensation Grid 14C (cont.)
Commissioner's Plan Professional Employees
Series N Ranges 01 - 30
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code		A		B		C		D		E		F		G		H		I		J		K	
Step		01	02	03	04	05	06	07	08	09	10	11											
Series	Range	Range																					
N	23	YR	47,189	48,922	50,634	52,659	54,559	56,564	58,777	60,803	62,932	65,187	67,129										23
		MO	3,932	4,077	4,220	4,388	4,547	4,714	4,898	5,067	5,244	5,432	5,594										
		HR	22.60	23.43	24.25	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.15										
N	24	YR	48,922	50,634	52,659	54,559	56,564	58,777	60,803	62,932	65,187	67,568	69,593										24
		MO	4,077	4,220	4,388	4,547	4,714	4,898	5,067	5,244	5,432	5,631	5,799										
		HR	23.43	24.25	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.33										
N	25	YR	50,634	52,659	54,559	56,564	58,777	60,803	62,932	65,187	67,568	69,990	72,078										25
		MO	4,220	4,388	4,547	4,714	4,898	5,067	5,244	5,432	5,631	5,832	6,006										
		HR	24.25	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.52	34.52										
N	26	YR	52,659	54,559	56,564	58,777	60,803	62,932	65,187	67,568	69,990	72,516	74,688										26
		MO	4,388	4,547	4,714	4,898	5,067	5,244	5,432	5,631	5,832	6,043	6,224										
		HR	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.52	34.73	35.77										
N	27	YR	54,559	56,564	58,777	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,381										27
		MO	4,547	4,714	4,898	5,067	5,244	5,432	5,631	5,832	6,043	6,262	6,448										
		HR	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.06										
N	28	YR	56,564	58,777	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,841	80,179										28
		MO	4,714	4,898	5,067	5,244	5,432	5,631	5,832	6,043	6,262	6,487	6,682										
		HR	27.09	28.15	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.28	38.40										
N	29	YR	58,777	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,841	80,701	83,123										29
		MO	4,898	5,067	5,244	5,432	5,631	5,832	6,043	6,262	6,487	6,725	6,927										
		HR	28.15	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.28	38.65	39.81										
N	30	YR	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,841	80,701												30
		MO	5,067	5,244	5,432	5,631	5,832	6,043	6,262	6,487	6,725												
		HR	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.28	38.65												
Step		01	02	03	04	05	06	07	08	09	10	11											
Comp Code		A	B	C	D	E	F	G	H	I	J	K											
YR - Yearly Salary Rate																							
MO - Monthly Salary Rate																							
HR - Hourly Salary Rate																							

Appendix G
Compensation Grid 14D
Commissioner's Plan Professional Employees
Series R Ranges 01 - 30
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code		A		B		C		D		E		F		G		H		I		J		K		L		Range
Step		01		02		03		04		05		06		07		08		09		10		11		12		
Series	Range																									
R	01	YR	21,757	22,655	23,574	24,471	25,432	26,288	27,228	28,063	29,002	29,942	31,007	31,926	01											
		MO	1,813	1,888	1,964	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,660												
		HR	10.42	10.85	11.29	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.29												
R	02	YR	22,655	23,574	24,471	25,432	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,053	02											
		MO	1,888	1,964	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,754												
		HR	10.85	11.29	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.83												
R	03	YR	23,574	24,471	25,432	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,139	03											
		MO	1,964	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,845												
		HR	11.29	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.35												
R	04	YR	24,471	25,432	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,371	04											
		MO	2,039	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,948												
		HR	11.72	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.45	16.94												
R	05	YR	25,432	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,603	05											
		MO	2,119	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,050												
		HR	12.18	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.53												
R	06	YR	26,288	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,749	37,855	06											
		MO	2,191	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,155												
		HR	12.59	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.13												
R	07	YR	27,228	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,254	07											
		MO	2,269	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,271												
		HR	13.04	13.44	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.80												
R	08	YR	28,063	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,716	08											
		MO	2,339	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,393												
		HR	13.44	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.50												
R	09	YR	29,002	29,942	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,115	09											
		MO	2,417	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,510												
		HR	13.89	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.17												
R	10	YR	29,942	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,618	10											
		MO	2,495	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,635												
		HR	14.34	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.28	20.89												
R	11	YR	31,007	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,289	11											
		MO	2,584	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,774												
		HR	14.85	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.69												
Step		01		02		03		04		05		06		07		08		09		10		11		12		
Comp Code		A		B		C		D		E		F		G		H		I		J		K		L		
YR - Yearly Salary Rate																										
MO - Monthly Salary Rate																										
HR - Hourly Salary Rate																										

Appendix G
Compensation Grid 14D (cont.)
Commissioner's Plan Professional Employees
Series R Ranges 01 - 30
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code				A	B	C	D	E	F	G	H	I	J	K	L		
Step	Range		01	02	03	04	05	06	07	08	09	10	11	12			
Series																	Range
R	12	YR	32,072	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,518	46,896		12	
		MO	2,673	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,908			
		HR	15.36	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.46			
R	13	YR	33,157	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,609		13	
		MO	2,763	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,051			
		HR	15.88	16.45	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.28			
R	14	YR	34,348	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,404		14	
		MO	2,862	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,200			
		HR	16.45	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.14			
R	15	YR	35,538	36,749	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,158		15	
		MO	2,961	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,347			
		HR	17.02	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	24.98			
R	16	YR	36,749	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,659	54,225		16	
		MO	3,062	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,388	4,519			
		HR	17.60	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.22	25.97			
R	17	YR	38,127	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,659	54,559	56,188		17	
		MO	3,177	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,388	4,547	4,682			
		HR	18.26	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.22	26.13	26.91			
R	18	YR	39,526	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,659	54,559	56,564	58,255		18	
		MO	3,294	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,388	4,547	4,714	4,855			
		HR	18.93	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.22	26.13	27.09	27.90			
R	19	YR	40,904	42,345	43,952	45,518	47,189	48,922	50,634	52,659	54,559	56,564	58,777	60,531		19	
		MO	3,409	3,529	3,663	3,793	3,932	4,077	4,220	4,388	4,547	4,714	4,898	5,044			
		HR	19.59	20.28	21.05	21.80	22.60	23.43	24.25	25.22	26.13	27.09	28.15	28.99			
R	20	YR	42,345	43,952	45,518	47,189	48,922	50,634	52,659	54,559	56,564	58,777	60,803	62,619		20	
		MO	3,529	3,663	3,793	3,932	4,077	4,220	4,388	4,547	4,714	4,898	5,067	5,218			
		HR	20.28	21.05	21.80	22.60	23.43	24.25	25.22	26.13	27.09	28.15	29.12	29.99			
R	21	YR	43,952	45,518	47,189	48,922	50,634	52,659	54,559	56,564	58,777	60,803	62,932	64,812		21	
		MO	3,663	3,793	3,932	4,077	4,220	4,388	4,547	4,714	4,898	5,067	5,244	5,401			
		HR	21.05	21.80	22.60	23.43	24.25	25.22	26.13	27.09	28.15	29.12	30.14	31.04			
R	22	YR	45,518	47,189	48,922	50,634	52,659	54,559	56,564	58,777	60,803	62,932	65,187	67,129		22	
		MO	3,793	3,932	4,077	4,220	4,388	4,547	4,714	4,898	5,067	5,244	5,432	5,594			
		HR	21.80	22.60	23.43	24.25	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.15			
Step			01	02	03	04	05	06	07	08	09	10	11	12			
Comp Code			A	B	C	D	E	F	G	H	I	J	K	L			
YR - Yearly Salary Rate																	
MO - Monthly Salary Rate																	
HR - Hourly Salary Rate																	

Appendix G
Compensation Grid 14D (cont.)
Commissioner's Plan Professional Employees
Series R Ranges 01 - 30
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code			A	B	C	D	E	F	G	H	I	J	K	L	
Step			01	02	03	04	05	06	07	08	09	10	11	12	
Series		Range													Range
R	23	YR	47,189	48,922	50,634	52,659	54,559	56,564	58,777	60,803	62,932	65,187	67,568	69,593	23
		MO	3,932	4,077	4,220	4,388	4,547	4,714	4,898	5,067	5,244	5,432	5,631	5,799	
		HR	22.60	23.43	24.25	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.33	
R	24	YR	48,922	50,634	52,659	54,559	56,564	58,777	60,803	62,932	65,187	67,568	69,990	72,078	24
		MO	4,077	4,220	4,388	4,547	4,714	4,898	5,067	5,244	5,432	5,631	5,832	6,006	
		HR	23.43	24.25	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.52	34.52	
R	25	YR	50,634	52,659	54,559	56,564	58,777	60,803	62,932	65,187	67,568	69,990	72,516	74,688	25
		MO	4,220	4,388	4,547	4,714	4,898	5,067	5,244	5,432	5,631	5,832	6,043	6,224	
		HR	24.25	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.52	34.73	35.77	
R	26	YR	52,659	54,559	56,564	58,777	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,381	26
		MO	4,388	4,547	4,714	4,898	5,067	5,244	5,432	5,631	5,832	6,043	6,262	6,448	
		HR	25.22	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.06	
R	27	YR	54,559	56,564	58,777	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,841	80,179	27
		MO	4,547	4,714	4,898	5,067	5,244	5,432	5,631	5,832	6,043	6,262	6,487	6,682	
		HR	26.13	27.09	28.15	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.28	38.40	
R	28	YR	56,564	58,777	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,841	80,701	83,123	28
		MO	4,714	4,898	5,067	5,244	5,432	5,631	5,832	6,043	6,262	6,487	6,725	6,927	
		HR	27.09	28.15	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.28	38.65	39.81	
R	29	YR	58,777	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,841	80,701			29
		MO	4,898	5,067	5,244	5,432	5,631	5,832	6,043	6,262	6,487	6,725			
		HR	28.15	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.28	38.65			
R	30	YR	60,803	62,932	65,187	67,568	69,990	72,516	75,147	77,841	80,701				30
		MO	5,067	5,244	5,432	5,631	5,832	6,043	6,262	6,487	6,725				
		HR	29.12	30.14	31.22	32.36	33.52	34.73	35.99	37.28	38.65				
Step			01	02	03	04	05	06	07	08	09	10	11	12	
Comp Code			A	B	C	D	E	F	G	H	I	J	K	L	
YR - Yearly Salary Rate															
MO - Monthly Salary Rate															
HR - Hourly Salary Rate															

Appendix G
Compensation Grid 16C
Commissioner's Plan Supervisory Employees
Series X Ranges 01 - 29
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "J" Only

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
X	01	YR	21,235	21,736	22,258	22,884	23,427	24,033	24,743	25,515	26,204	26,998		01
		MO	1,770	1,811	1,855	1,907	1,952	2,003	2,062	2,126	2,184	2,250		
		HR	10.17	10.41	10.66	10.96	11.22	11.51	11.85	12.22	12.55	12.93		
X	02	YR	21,736	22,258	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,854		02
		MO	1,811	1,855	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,321		
		HR	10.41	10.66	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.34		
X	03	YR	22,258	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,750	28,585		03
		MO	1,855	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,312	2,382		
		HR	10.66	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.29	13.69		
X	04	YR	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,791	28,585	29,441		04
		MO	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,316	2,382	2,453		
		HR	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.31	13.69	14.10		
X	05	YR	23,427	24,033	24,743	25,515	26,204	27,040	27,854	28,647	29,691	30,589		05
		MO	1,952	2,003	2,062	2,126	2,184	2,253	2,321	2,387	2,474	2,549		
		HR	11.22	11.51	11.85	12.22	12.55	12.95	13.34	13.72	14.22	14.65		
X	06	YR	24,033	24,743	25,515	26,204	27,040	27,937	28,752	29,754	30,443	31,362		06
		MO	2,003	2,062	2,126	2,184	2,253	2,328	2,396	2,480	2,537	2,613		
		HR	11.51	11.85	12.22	12.55	12.95	13.38	13.77	14.25	14.58	15.02		
X	07	YR	24,743	25,515	26,204	27,040	28,000	28,794	29,838	30,714	31,383	32,322		07
		MO	2,062	2,126	2,184	2,253	2,333	2,399	2,486	2,560	2,615	2,694		
		HR	11.85	12.22	12.55	12.95	13.41	13.79	14.29	14.71	15.03	15.48		
X	08	YR	25,515	26,204	27,040	28,000	28,835	29,921	31,049	32,239	33,450	34,452		08
		MO	2,126	2,184	2,253	2,333	2,403	2,493	2,587	2,687	2,787	2,871		
		HR	12.22	12.55	12.95	13.41	13.81	14.33	14.87	15.44	16.02	16.50		
X	09	YR	26,204	27,040	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,726		09
		MO	2,184	2,253	2,333	2,403	2,493	2,587	2,687	2,787	2,890	2,977		
		HR	12.55	12.95	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.11		
X	10	YR	27,040	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,062		10
		MO	2,253	2,333	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,089		
		HR	12.95	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.75		
X	11	YR	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,440		11
		MO	2,333	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,203		
		HR	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.41		
X	12	YR	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,670	39,839		12
		MO	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,320		
		HR	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.08		
X	13	YR	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,468		13
		MO	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,456		
		HR	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.86		
X	14	YR	31,049	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,739	42,992		14
		MO	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,583		
		HR	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.59		
X	15	YR	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,621		15
		MO	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,718		
		HR	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.37		
X	16	YR	33,450	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,291		16
		MO	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,858		
		HR	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.17		
X	17	YR	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,045		17
		MO	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,004		
		HR	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.01		
Step				01	02	03	04	05	06	07	08	09	10	
Comp Code				A	B	C	D	E	F	G	H	I	J	
YR - Yearly Salary Rate														
MO - Monthly Salary Rate														
HR - Hourly Salary Rate														

Appendix G
Compensation Grid 16C
Commissioner's Plan Supervisory Employees
Series X Ranges 01 - 29 (cont.)
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "J" Only

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	
X	18	YR	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,462	49,903	18	
		MO	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,159		
		HR	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.21	23.90		
X	19	YR	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,462	50,237	51,720	19	
		MO	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,310		
		HR	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.77		
X	20	YR	38,670	40,278	41,739	43,326	44,955	46,667	48,462	50,237	52,116	53,682	20	
		MO	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,474		
		HR	18.52	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.71		
X	21	YR	40,278	41,739	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,750	21	
		MO	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,646		
		HR	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.70		
X	22	YR	41,739	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,958	57,629	22	
		MO	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,802		
		HR	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.60		
X	23	YR	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,958	58,026	59,759	23	
		MO	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,835	4,980		
		HR	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.62		
X	24	YR	44,955	46,667	48,462	50,237	52,116	54,121	55,958	58,026	60,093	61,888	24	
		MO	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,157		
		HR	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.64		
X	25	YR	46,667	48,462	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,206	25	
		MO	3,889	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,351		
		HR	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.75		
X	26	YR	48,462	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,440	26	
		MO	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,537		
		HR	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.89	31.82		
X	27	YR	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,837	68,841	27	
		MO	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,737		
		HR	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.89	32.01	32.97		
X	28	YR	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,837	69,259	71,326	28	
		MO	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,772	5,944		
		HR	24.96	25.92	26.80	27.79	28.78	29.86	30.89	32.01	33.17	34.16		
X	29	YR	54,121	55,958	58,026	60,093	62,348	64,498	66,837	69,259	71,765	73,915	29	
		MO	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,772	5,980	6,160		
		HR	25.92	26.80	27.79	28.78	29.86	30.89	32.01	33.17	34.37	35.40		
Step			01	02	03	04	05	06	07	08	09	10		
Comp Code			A	B	C	D	E	F	G	H	I	J		
YR - Yearly Salary Rate														
MO - Monthly Salary Rate														
HR - Hourly Salary Rate														

Appendix G
Compensation Grid 16D
Commissioner's Plan Supervisory Employees
Series Y Ranges 01 - 29
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code				A	B	C	D	E	F	G	H	I	J	K	
Step				01	02	03	04	05	06	07	08	09	10	11	
Series	Range														Range
Y	01	YR	21,235	21,736	22,258	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,854		01
		MO	1,770	1,811	1,855	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,321		
		HR	10.17	10.41	10.66	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.34		
Y	02	YR	21,736	22,258	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,750	28,585		02
		MO	1,811	1,855	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,312	2,382		
		HR	10.41	10.66	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.29	13.69		
Y	03	YR	22,258	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,750	28,585	29,441		03
		MO	1,855	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,312	2,382	2,453		
		HR	10.66	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.29	13.69	14.10		
Y	04	YR	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,791	28,585	29,503	30,401		04
		MO	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,316	2,382	2,459	2,533		
		HR	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.31	13.69	14.13	14.56		
Y	05	YR	23,427	24,033	24,743	25,515	26,204	27,040	27,854	28,647	29,691	30,443	31,362		05
		MO	1,952	2,003	2,062	2,126	2,184	2,253	2,321	2,387	2,474	2,537	2,613		
		HR	11.22	11.51	11.85	12.22	12.55	12.95	13.34	13.72	14.22	14.58	15.02		
Y	06	YR	24,033	24,743	25,515	26,204	27,040	27,937	28,752	29,754	30,443	31,383	32,322		06
		MO	2,003	2,062	2,126	2,184	2,253	2,328	2,396	2,480	2,537	2,615	2,694		
		HR	11.51	11.85	12.22	12.55	12.95	13.38	13.77	14.25	14.58	15.03	15.48		
Y	07	YR	24,743	25,515	26,204	27,040	28,000	28,794	29,838	30,714	31,383	32,364	33,324		07
		MO	2,062	2,126	2,184	2,253	2,333	2,399	2,486	2,560	2,615	2,697	2,777		
		HR	11.85	12.22	12.55	12.95	13.41	13.79	14.29	14.71	15.03	15.50	15.96		
Y	08	YR	25,515	26,204	27,040	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,726		08
		MO	2,126	2,184	2,253	2,333	2,403	2,493	2,587	2,687	2,787	2,890	2,977		
		HR	12.22	12.55	12.95	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.11		
Y	09	YR	26,204	27,040	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,062		09
		MO	2,184	2,253	2,333	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,089		
		HR	12.55	12.95	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.75		
Y	10	YR	27,040	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,440		10
		MO	2,253	2,333	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,203		
		HR	12.95	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.41		
Y	11	YR	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,670	39,839		11
		MO	2,333	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,320		
		HR	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.08		
Y	12	YR	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,468		12
		MO	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,456		
		HR	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.86		
Y	13	YR	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,739	42,992		13
		MO	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,583		
		HR	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.59		
Y	14	YR	31,049	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,621		14
		MO	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,718		
		HR	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.37		
Y	15	YR	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,291		15
		MO	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,858		
		HR	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.17		
Y	16	YR	33,450	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,045		16
		MO	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,004		
		HR	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.01		
Y	17	YR	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,462	49,903		17
		MO	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,159		
		HR	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.21	23.90		
Step			01	02	03	04	05	06	07	08	09	10	11		
Comp Code			A	B	C	D	E	F	G	H	I	J	K		
YR - Yearly Salary Rate															
MO - Monthly Salary Rate															
HR - Hourly Salary Rate															

Appendix G
Compensation Grid 16D
Commissioner's Plan Supervisory Employees
Series Y Ranges 01 - 29 (cont.)
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code		A		B		C		D		E		F		G		H		I		J		K	
Step		01	02	03	04	05	06	07	08	09	10	11											
Series	Range	Range																					
Y	18	YR	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,462	50,237	51,720	18									
		MO	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,310										
		HR	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.77										
Y	19	YR	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,462	50,237	52,116	53,682	19									
		MO	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,474										
		HR	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.71										
Y	20	YR	38,670	40,278	41,739	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,750	20									
		MO	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,646										
		HR	18.52	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.70										
Y	21	YR	40,278	41,739	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,958	57,629	21									
		MO	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,802										
		HR	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.60										
Y	22	YR	41,739	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,958	58,026	59,759	22									
		MO	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,835	4,980										
		HR	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.62										
Y	23	YR	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,958	58,026	60,093	61,888	23									
		MO	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,157										
		HR	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.64										
Y	24	YR	44,955	46,667	48,462	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,206	24									
		MO	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,351										
		HR	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.75										
Y	25	YR	46,667	48,462	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,440	25									
		MO	3,889	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,537										
		HR	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.89	31.82										
Y	26	YR	48,462	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,837	68,841	26									
		MO	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,737										
		HR	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.89	32.01	32.97										
Y	27	YR	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,837	69,259	71,326	27									
		MO	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,772	5,944										
		HR	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.89	32.01	33.17	34.16										
Y	28	YR	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,837	69,259	71,765	73,915	28									
		MO	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,772	5,980	6,160										
		HR	24.96	25.92	26.80	27.79	28.78	29.86	30.89	32.01	33.17	34.37	35.40										
Y	29	YR	54,121	55,958	58,026	60,093	62,348	64,498	66,837	69,259	71,765	74,375	76,588	29									
		MO	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,772	5,980	6,198	6,382										
		HR	25.92	26.80	27.79	28.78	29.86	30.89	32.01	33.17	34.37	35.62	36.68										
Step		01	02	03	04	05	06	07	08	09	10	11											
Comp Code		A	B	C	D	E	F	G	H	I	J	K											
YR - Yearly Salary Rate																							
MO - Monthly Salary Rate																							
HR - Hourly Salary Rate																							

Appendix G
Compensation Grid 16E
Commissioner's Plan Supervisory Employees
Series Z Ranges 01 - 29
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L
Step		01	02	03	04	05	06	07	08	09	10	11	12
Series	Range	Range											
Z	01	YR	21,235	21,736	22,258	22,884	23,427	24,033	24,743	25,515	26,204	27,040	01
		MO	1,770	1,811	1,855	1,907	1,952	2,003	2,062	2,126	2,184	2,253	
		HR	10.17	10.41	10.66	10.96	11.22	11.51	11.85	12.22	12.55	12.95	
Z	02	YR	21,736	22,258	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,750	02
		MO	1,811	1,855	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,312	
		HR	10.41	10.66	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.29	
Z	03	YR	22,258	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,750	28,585	03
		MO	1,855	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,312	2,382	
		HR	10.66	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.29	13.69	
Z	04	YR	22,884	23,427	24,033	24,743	25,515	26,204	27,040	27,791	28,585	29,503	04
		MO	1,907	1,952	2,003	2,062	2,126	2,184	2,253	2,316	2,382	2,459	
		HR	10.96	11.22	11.51	11.85	12.22	12.55	12.95	13.31	13.69	14.13	
Z	05	YR	23,427	24,033	24,743	25,515	26,204	27,040	27,854	28,647	29,691	30,443	05
		MO	1,952	2,003	2,062	2,126	2,184	2,253	2,321	2,387	2,474	2,537	
		HR	11.22	11.51	11.85	12.22	12.55	12.95	13.34	13.72	14.22	14.58	
Z	06	YR	24,033	24,743	25,515	26,204	27,040	27,937	28,752	29,754	30,443	31,383	06
		MO	2,003	2,062	2,126	2,184	2,253	2,328	2,396	2,480	2,537	2,615	
		HR	11.51	11.85	12.22	12.55	12.95	13.38	13.77	14.25	14.58	15.03	
Z	07	YR	24,743	25,515	26,204	27,040	28,000	28,794	29,838	30,714	31,383	32,364	07
		MO	2,062	2,126	2,184	2,253	2,333	2,399	2,486	2,560	2,615	2,697	
		HR	11.85	12.22	12.55	12.95	13.41	13.79	14.29	14.71	15.03	15.50	
Z	08	YR	25,515	26,204	27,040	28,000	28,835	29,921	31,049	32,239	33,450	34,682	08
		MO	2,126	2,184	2,253	2,333	2,403	2,493	2,587	2,687	2,787	2,890	
		HR	12.22	12.55	12.95	13.41	13.81	14.33	14.87	15.44	16.02	16.61	
Z	09	YR	26,204	27,040	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,997	09
		MO	2,184	2,253	2,333	2,403	2,493	2,587	2,687	2,787	2,890	3,000	
		HR	12.55	12.95	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.24	
Z	10	YR	27,040	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,333	10
		MO	2,253	2,333	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,111	
		HR	12.95	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.88	
Z	11	YR	28,000	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,670	11
		MO	2,333	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,222	
		HR	13.41	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.52	
Z	12	YR	28,835	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,670	40,278	12
		MO	2,403	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,356	
		HR	13.81	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.29	
Step		01	02	03	04	05	06	07	08	09	10	11	12
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L
YR - Yearly Salary Rate													
MO - Monthly Salary Rate													
HR - Hourly Salary Rate													

Appendix G
Compensation Grid 16E
Commissioner's Plan Supervisory Employees
Series Z Ranges 01 - 29 (cont.)
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L		
Step		01	02	03	04	05	06	07	08	09	10	11	12		
Series	Range													Range	
Z	13	YR	29,921	31,049	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,621	13
		MO	2,493	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,718	
		HR	14.33	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.37	
Z	14	YR	31,049	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,291	14
		MO	2,587	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,858	
		HR	14.87	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.17	
Z	15	YR	32,239	33,450	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,045	15
		MO	2,687	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,004	
		HR	15.44	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.01	
Z	16	YR	33,450	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,462	49,903	16
		MO	2,787	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,159	
		HR	16.02	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.21	23.90	
Z	17	YR	34,682	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,462	50,237	51,720	17
		MO	2,890	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,310	
		HR	16.61	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.77	
Z	18	YR	35,997	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,462	50,237	52,116	53,682	18
		MO	3,000	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,474	
		HR	17.24	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.71	
Z	19	YR	37,333	38,670	40,278	41,739	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,750	19
		MO	3,111	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,646	
		HR	17.88	18.52	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.70	
Z	20	YR	38,670	40,278	41,739	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,958	57,629	20
		MO	3,222	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,802	
		HR	18.52	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.60	
Z	21	YR	40,278	41,739	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,958	58,026	59,759	21
		MO	3,356	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,835	4,980	
		HR	19.29	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.62	
Z	22	YR	41,739	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,958	58,026	60,093	61,888	22
		MO	3,478	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,157	
		HR	19.99	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.64	
Z	23	YR	43,326	44,955	46,667	48,462	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,206	23
		MO	3,611	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,351	
		HR	20.75	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.75	
Z	24	YR	44,955	46,667	48,462	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,440	24
		MO	3,746	3,889	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,537	
		HR	21.53	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.89	31.82	
Step		01	02	03	04	05	06	07	08	09	10	11	12		
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L		
YR - Yearly Salary Rate															
MO - Monthly Salary Rate															
HR - Hourly Salary Rate															

Appendix G
Compensation Grid 16E
Commissioner's Plan Supervisory Employees
Series Z Ranges 01 - 29 (cont.)
Effective 07/01/95 - 06/30/96

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L		
Step		01	02	03	04	05	06	07	08	09	10	11	12		
Series	Range													Range	
Z	25	YR	46,667	48,462	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,837	68,841	25
		MO	3,889	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,737	
		HR	22.35	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.89	32.01	32.97	
Z	26	YR	48,462	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,837	69,259	71,326	26
		MO	4,039	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,772	5,944	
		HR	23.21	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.89	32.01	33.17	34.16	
Z	27	YR	50,237	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,837	69,259	71,765	73,915	27
		MO	4,186	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,772	5,980	6,160	
		HR	24.06	24.96	25.92	26.80	27.79	28.78	29.86	30.89	32.01	33.17	34.37	35.40	
Z	28	YR	52,116	54,121	55,958	58,026	60,093	62,348	64,498	66,837	69,259	71,765	74,375	76,588	28
		MO	4,343	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,772	5,980	6,198	6,382	
		HR	24.96	25.92	26.80	27.79	28.78	29.86	30.89	32.01	33.17	34.37	35.62	36.68	
Z	29	YR	54,121	55,958	58,026	60,093	62,348	64,498	66,837	69,259	71,765	74,375			29
		MO	4,510	4,663	4,835	5,008	5,196	5,375	5,570	5,772	5,980	6,198			
		HR	25.92	26.80	27.79	28.78	29.86	30.89	32.01	33.17	34.37	35.62			
Step		01	02	03	04	05	06	07	08	09	10	11	12		
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L		
YR - Yearly Salary Rate															
MO - Monthly Salary Rate															
HR - Hourly Salary Rate															

Effective 07/01/96 - 06/30/97

Comp Code	Step	A		B		C		D		E		F		G		H		I		J		K		L		M		N		O						
Series	Range	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15																				
66	42	HR	6.97	7.14	7.32	7.50	7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36																Range 42				
		YR	14,553	14,908	15,284	15,660	16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,934	19,147	19,544	19,942																			
	43	HR	7.14	7.32	7.50	7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54																	43			
		YR	14,908	15,284	15,660	16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,934	19,147	19,544	19,942	20,340																			
	44	HR	7.32	7.50	7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77																	44			
		YR	15,284	15,660	16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,934	19,147	19,544	19,942	20,400	20,859																			
	45	HR	7.50	7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77	9.99																	45			
		YR	15,660	16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,934	19,147	19,544	19,942	20,400	20,859	21,318																			
	46	HR	7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77	9.99	10.21																	46			
		YR	16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,934	19,147	19,544	19,942	20,400	20,859	21,318	21,799																			
	47	HR	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77	9.99	10.21	10.44																	47			
		YR	16,474	16,850	17,289	17,706	18,124	18,521	18,934	19,147	19,544	19,942	20,400	20,859	21,318	21,799	22,281																			
	48	HR	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77	9.99	10.21	10.44	10.69																	48			
		YR	16,850	17,289	17,706	18,124	18,521	18,934	19,147	19,544	19,942	20,400	20,859	21,318	21,799	22,281	22,763																			
	49	HR	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.74	9.99	10.21	10.44	10.69	10.92																	49			
		YR	17,289	17,706	18,124	18,521	18,934	19,147	19,544	19,920	20,337	20,859	21,318	21,799	22,321	22,801	23,281																			
	50	HR	8.48	8.68	8.87	9.02	9.17	9.36																									50			
		YR	17,706	18,124	18,521	18,934	19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,281	23,763																			
51	HR	8.68	8.87	9.02	9.17	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46																	51				
	YR	18,124	18,521	18,934	19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,281	23,763	24,245																				
52	HR	8.87	9.02	9.17	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75																	52				
	YR	18,521	18,934	19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,281	23,763	24,245	24,728																				
53	HR	9.02	9.17	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11																	53				
	YR	18,934	19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,281	23,763	24,245	24,728	25,286																				
54	HR	9.17	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41																	54				
	YR	19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,281	23,763	24,245	24,728	25,286	25,844																				
55	HR	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72																	55				
	YR	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,281	23,763	24,245	24,728	25,286	25,844	26,359																				
56	HR	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07																	56				
	YR	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,281	23,763	24,245	24,728	25,286	25,844	26,359	26,874																				
57	HR	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43																	57				
	YR	20,337	20,796	21,298	21,799	22,321	22,801	23,281	23,763	24,245	24,728	25,286	25,844	26,359	26,874	27,390																				
58	HR	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43	13.80																	58				
	YR	20,796	21,298	21,799	22,321	22,801	23,281	23,763	24,245	24,728	25,286	25,844	26,359	26,874	27,390	27,906																				
59	HR	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43	13.80	14.16																	59				
	YR	21,298	21,799	22,321	22,801	23,323	23,928	24,534	25,286	25,912	26,559	27,290	28,042	28,814	29,566	30,347																				
Step	Comp Code	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O																				
HR - Hourly Salary Rate																																				
YR - Yearly Salary Rate (2,088 x Hourly Salary Rate)																																				
Monthly Salary Rate - 174 x Hourly Salary Rate																																				

Appendix H
Compensation Grid 3-4-6
Commissioner's Plan Service, Health Care Non-professional and Clerical
Series L Ranges 42-77
Effective 07/01/96 - 06/30/97

Comp Code	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
Step	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	Range
66	L 42	HR 6.97	7.14	7.32	7.50	7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	42
	YR 14,553	14,908	15,284	15,660	16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,834	19,147	19,544		
	L 43	HR 7.14	7.32	7.50	7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	43
	YR 14,908	15,284	15,660	16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,834	19,147	19,544	19,920		
	L 44	HR 7.32	7.50	7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77	44
	YR 15,284	15,660	16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,834	19,147	19,544	19,920	20,400		
	L 45	HR 7.50	7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77	9.99	45
	YR 15,660	16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,834	19,147	19,544	19,920	20,400	20,859		
	L 46	HR 7.68	7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77	9.99	10.21	46
	YR 16,036	16,474	16,850	17,289	17,706	18,124	18,521	18,834	19,147	19,544	19,920	20,400	20,859	21,318		
	L 47	HR 7.89	8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77	9.99	10.21	10.44	47
	YR 16,474	16,850	17,289	17,706	18,124	18,521	18,834	19,147	19,544	19,920	20,400	20,859	21,318	21,799		
	L 48	HR 8.07	8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.77	9.99	10.21	10.44	10.69	48
	YR 16,850	17,289	17,706	18,124	18,521	18,834	19,147	19,544	19,920	20,400	20,859	21,318	21,799	22,321		
	L 49	HR 8.28	8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.74	9.99	10.21	10.44	10.69	10.92	49
	YR 17,289	17,706	18,124	18,521	18,834	19,147	19,544	19,920	20,337	20,859	21,318	21,799	22,321	22,801		
	L 50	HR 8.48	8.68	8.87	9.02	9.17	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	50
	YR 17,706	18,124	18,521	18,834	19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,323		
	L 51	HR 8.68	8.87	9.02	9.17	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	51
	YR 18,124	18,521	18,834	19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,323	23,928		
	L 52	HR 8.87	9.02	9.17	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	52
	YR 18,521	18,834	19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,323	23,928	24,534	25,286	
	L 53	HR 9.02	9.17	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	53
	YR 18,834	19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,323	23,928	24,534	25,286		
	L 54	HR 9.17	9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	54
	YR 19,147	19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,323	23,928	24,534	25,286	25,912		
	L 55	HR 9.36	9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	55
	YR 19,544	19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,323	23,928	24,534	25,286	25,912	26,559		
	L 56	HR 9.54	9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	56
	YR 19,920	20,337	20,796	21,298	21,799	22,321	22,801	23,323	23,928	24,534	25,286	25,912	26,559	27,290	28,042	
	L 57	HR 9.74	9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43	57
	YR 20,337	20,796	21,298	21,799	22,321	22,801	23,323	23,928	24,534	25,286	25,912	26,559	27,290	28,042	28,814	
	L 58	HR 9.96	10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43	13.80	58
	YR 20,796	21,298	21,799	22,321	22,801	23,323	23,928	24,534	25,286	25,912	26,559	27,290	28,042	28,814		
	L 59	HR 10.20	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43	13.80	14.16	59
	YR 21,298	21,799	22,321	22,801	23,323	23,928	24,534	25,286	25,912	26,559	27,290	28,042	28,814	29,566	30,547	
Step	01	02	03	04	05	06	07	08	09	10	11	12	13	14	15	
Comp Code	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	
HR - Hourly Salary Rate																
YR - Yearly Salary Rate (2,088 x Hourly Salary Rate)																
Monthly Salary Rate - 174 x Hourly Salary Rate																

Appendix H
Compensation Grid 3-4-6
Police, Health Care Non-professional and Clerical (cont.)
Series L Ranges 42-77
Effective 07/01/96 - 06/30/97

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Series	60	HR	10.44	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43	13.80	14.16	14.63
L	60	YR	21,799	22,321	22,801	23,323	23,928	24,534	25,286	25,912	26,559	27,290	28,042	28,814	29,566	30,547
001	L	61	HR	10.69	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43	13.80	14.16	14.63
	61	YR	22,321	22,801	23,323	23,928	24,534	25,286	25,912	26,559	27,290	28,042	28,814	29,566	30,547	31,404
	L	62	HR	10.92	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43	13.80	14.16	14.63	15.04
	62	YR	22,801	23,323	23,928	24,534	25,286	25,912	26,559	27,290	28,042	28,814	29,566	30,547	31,404	32,301
	L	63	HR	11.17	11.46	11.75	12.11	12.41	12.72	13.07	13.43	13.80	14.16	14.63	15.04	15.47
	63	YR	23,323	23,928	24,534	25,286	25,912	26,559	27,290	28,042	28,814	29,566	30,547	31,404	32,301	33,178
	L	64	HR	11.46	11.75	12.11	12.41	12.72	13.07	13.43	13.80	14.16	14.63	15.04	15.47	15.89
	64	YR	23,928	24,534	25,286	25,912	26,559	27,290	28,042	28,814	29,566	30,547	31,404	32,301	33,178	34,055
	L	65	HR	11.75	12.11	12.41	12.72	13.07	13.43	13.80	14.16	14.63	15.04	15.47	15.89	16.31
	65	YR	24,534	25,286	25,912	26,559	27,290	28,042	28,814	29,566	30,547	31,404	32,301	33,178	34,055	34,932
	L	66	HR	12.11	12.41	12.72	13.07	13.43	13.80	14.16	14.63	15.04	15.47	15.89	16.31	16.73
	66	YR	25,286	25,912	26,559	27,290	28,042	28,814	29,566	30,547	31,404	32,301	33,178	34,055	34,932	35,934
	L	67	HR	12.41	12.72	13.07	13.43	13.80	14.16	14.63	15.04	15.47	15.89	16.31	16.73	17.21
	67	YR	25,912	26,559	27,290	28,042	28,814	29,566	30,547	31,404	32,301	33,178	34,055	34,932	35,934	36,895
L	68	HR	12.72	13.07	13.43	13.80	14.16	14.63	15.04	15.47	15.89	16.31	16.73	17.21	17.67	
68	YR	26,559	27,290	28,042	28,814	29,566	30,547	31,404	32,301	33,178	34,055	34,932	35,934	36,895	37,835	
L	69	HR	13.07	13.43	13.80	14.16	14.63	15.04	15.47	15.89	16.31	16.73	17.21	17.67	18.12	
69	YR	27,290	28,042	28,814	29,566	30,547	31,404	32,301	33,178	34,055	34,932	35,934	36,895	37,835	38,858	
L	70	HR	13.43	13.80	14.16	14.63	15.04	15.47	15.89	16.31	16.73	17.21	17.67	18.12	18.61	
70	YR	28,042	28,814	29,566	30,547	31,404	32,301	33,178	34,055	34,932	35,934	36,895	37,835	38,858	39,881	
L	71	HR	13.80	14.16	14.63	15.04	15.47	15.89	16.31	16.73	17.21	17.67	18.12	18.61	19.10	
71	YR	28,814	29,566	30,547	31,404	32,301	33,178	34,055	34,932	35,934	36,895	37,835	38,858	39,881	40,841	
L	72	HR	14.16	14.63	15.04	15.47	15.89	16.31	16.73	17.21	17.67	18.12	18.61	19.10	19.56	
72	YR	29,566	30,547	31,404	32,301	33,178	34,055	34,932	35,934	36,895	37,835	38,858	39,881	40,841	41,844	
L	73	HR	14.63	15.04	15.47	15.89	16.31	16.73	17.21	17.67	18.12	18.61	19.10	19.56	20.04	
73	YR	30,547	31,404	32,301	33,178	34,055	34,932	35,934	36,895	37,835	38,858	39,881	40,841	41,844	42,783	
L	74	HR	15.04	15.47	15.89	16.31	16.73	17.21	17.67	18.12	18.61	19.10	19.56	20.04	20.49	
74	YR	31,404	32,301	33,178	34,055	34,932	35,934	36,895	37,835	38,858	39,881	40,841	41,844	42,783	43,848	
L	75	HR	15.47	15.89	16.31	16.73	17.21	17.67	18.12	18.61	19.10	19.56	20.04	20.49	21.00	
75	YR	32,301	33,178	34,055	34,932	35,934	36,895	37,835	38,858	39,881	40,841	41,844	42,783	43,848	44,788	
L	76	HR	15.89	16.31	16.73	17.21	17.67	18.12	18.61	19.10	19.56	20.04	20.49	21.00	21.45	
76	YR	33,178	34,055	34,932	35,934	36,895	37,835	38,858	39,881	40,841	41,844	42,783	43,848	44,788	45,727	
L	77	HR	16.31	16.73	17.21	17.67	18.12	18.61	19.10	19.56	20.04	20.49	21.00	21.45	21.90	
77	YR	34,055	34,932	35,934	36,895	37,835	38,858	39,881	40,841	41,844	42,783	43,848	44,788	45,727	46,688	
Step		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N	O
HR - Hourly Salary Rate																
YR - Yearly Salary Rate (2,088 x Hourly Salary Rate)																
Monthly Salary Rate - 174 x Hourly Salary Rate																

**Appendix H
Compensation Grid 7
Commissioner's Plan Technical
Series C Ranges 42-77
Effective 07/01/96 - 06/30/97**

Comp Code	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
Step	01	02	03	04	05	06	07	08	09	10	11	12	13	14	
Series	Range														Range
C	42	HR 6.97 YR 14,553	7.14 14,908	7.32 15,284	7.50 15,660	7.68 16,036	7.90 16,495	8.10 16,913	8.32 17,372	8.57 17,894	8.75 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878
C	43	HR 7.14 YR 14,908	7.32 15,284	7.50 15,660	7.68 16,036	7.90 16,495	8.10 16,913	8.32 17,372	8.57 17,894	8.75 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316
C	44	HR 7.32 YR 15,284	7.50 15,660	7.68 16,036	7.90 16,495	8.10 16,913	8.32 17,372	8.57 17,894	8.75 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.99 20,859
C	45	HR 7.50 YR 15,660	7.68 16,036	7.90 16,495	8.10 16,913	8.32 17,372	8.57 17,894	8.75 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.99 20,859	10.23 21,360
C	46	HR 7.68 YR 16,036	7.90 16,495	8.10 16,913	8.32 17,372	8.57 17,894	8.75 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.99 20,859	10.23 21,360	10.47 21,861
C	47	HR 7.90 YR 16,495	8.10 16,913	8.32 17,372	8.57 17,894	8.75 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.99 20,859	10.23 21,360	10.47 21,861	10.73 22,404
C	48	HR 8.10 YR 16,913	8.32 17,372	8.57 17,894	8.75 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.99 20,859	10.23 21,360	10.47 21,861	10.73 22,404	10.97 22,905
C	49	HR 8.32 YR 17,372	8.57 17,894	8.75 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.94 20,755	10.23 21,360	10.47 21,861	10.73 22,404	10.97 22,905	11.23 23,448
C	50	HR 8.57 YR 17,894	8.75 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.94 20,755	10.20 21,298	10.44 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991
C	51	HR 8.75 YR 18,270	8.95 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.94 20,755	10.20 21,298	10.44 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991	11.80 24,638
C	52	HR 8.95 YR 18,688	9.13 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.94 20,755	10.20 21,298	10.44 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991	11.80 24,638	12.15 25,369
C	53	HR 9.13 YR 19,063	9.33 19,481	9.52 19,878	9.73 20,316	9.94 20,755	10.20 21,298	10.44 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991	11.80 24,638	12.15 25,369	12.54 26,184
C	54	HR 9.33 YR 19,481	9.52 19,878	9.73 20,316	9.94 20,755	10.20 21,298	10.44 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991	11.80 24,638	12.15 25,369	12.54 26,184	12.87 26,873
C	55	HR 9.52 YR 19,878	9.73 20,316	9.94 20,755	10.20 21,298	10.44 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991	11.80 24,638	12.15 25,369	12.54 26,184	12.87 26,873	13.22 27,603
C	56	HR 9.73 YR 20,316	9.94 20,755	10.20 21,298	10.44 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991	11.80 24,638	12.15 25,369	12.54 26,184	12.87 26,873	13.22 27,603	13.60 28,397
C	57	HR 9.94 YR 20,755	10.20 21,298	10.44 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991	11.80 24,638	12.15 25,369	12.54 26,184	12.87 26,873	13.22 27,603	13.60 28,397	14.00 29,232
C	58	HR 10.20 YR 21,298	10.44 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991	11.80 24,638	12.15 25,369	12.54 26,184	12.87 26,873	13.22 27,603	13.60 28,397	14.00 29,232	14.38 30,025
C	59	HR 10.44 YR 21,799	10.73 22,404	10.97 22,905	11.23 23,448	11.49 23,991	11.80 24,638	12.15 25,369	12.54 26,184	12.87 26,873	13.22 27,603	13.60 28,397	14.00 29,232	14.38 30,025	14.81 30,923
Step	01	02	03	04	05	06	07	08	09	10	11	12	13	14	
Comp Code	A	B	C	D	E	F	G	H	I	J	K	L	M	N	
HR - Hourly Salary Rate															
YR - Yearly Salary Rate (2,088 x Hourly Salary Rate)															
Monthly Salary Rate - 174 x Hourly Salary Rate															

Appendix H
Compensation Grid 7
Commissioner's Plan Technical (cont.)
Series C Ranges 42-77
Effective 07/01/96 - 06/30/97

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N		
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14		
Series	Range															Range	
C	60	HR	10.73	10.97	11.23	11.49	11.80	12.15	12.54	12.87	13.22	13.60	14.00	14.38	14.81	15.26	60
		YR	22,404	22,905	23,448	23,991	24,638	25,369	26,184	26,873	27,603	28,397	29,232	30,025	30,923	31,863	
C	61	HR	10.97	11.23	11.49	11.80	12.15	12.54	12.87	13.22	13.60	14.00	14.38	14.81	15.26	15.71	61
		YR	22,905	23,448	23,991	24,638	25,369	26,184	26,873	27,603	28,397	29,232	30,025	30,923	31,863	32,802	
C	62	HR	11.23	11.49	11.80	12.15	12.54	12.87	13.22	13.60	14.00	14.38	14.81	15.26	15.71	16.16	62
		YR	23,448	23,991	24,638	25,369	26,184	26,873	27,603	28,397	29,232	30,025	30,923	31,863	32,802	33,742	
C	63	HR	11.49	11.80	12.15	12.54	12.87	13.22	13.60	14.00	14.38	14.81	15.26	15.71	16.16	16.65	63
		YR	23,991	24,638	25,369	26,184	26,873	27,603	28,397	29,232	30,025	30,923	31,863	32,802	33,742	34,765	
C	64	HR	11.80	12.15	12.54	12.87	13.22	13.60	14.00	14.38	14.81	15.26	15.71	16.16	16.65	17.11	64
		YR	24,638	25,369	26,184	26,873	27,603	28,397	29,232	30,025	30,923	31,863	32,802	33,742	34,765	35,726	
C	65	HR	12.15	12.54	12.87	13.22	13.60	14.00	14.38	14.81	15.26	15.71	16.16	16.65	17.11	17.62	65
		YR	25,369	26,184	26,873	27,603	28,397	29,232	30,025	30,923	31,863	32,802	33,742	34,765	35,726	36,791	
C	66	HR	12.54	12.87	13.22	13.60	14.00	14.38	14.81	15.26	15.71	16.16	16.65	17.11	17.62	18.09	66
		YR	26,184	26,873	27,603	28,397	29,232	30,025	30,923	31,863	32,802	33,742	34,765	35,726	36,791	37,772	
C	67	HR	12.87	13.22	13.60	14.00	14.38	14.81	15.26	15.71	16.16	16.65	17.11	17.62	18.09	18.61	67
		YR	26,873	27,603	28,397	29,232	30,025	30,923	31,863	32,802	33,742	34,765	35,726	36,791	37,772	38,858	
C	68	HR	13.22	13.60	14.00	14.38	14.81	15.26	15.71	16.16	16.65	17.11	17.62	18.09	18.61	19.13	68
		YR	27,603	28,397	29,232	30,025	30,923	31,863	32,802	33,742	34,765	35,726	36,791	37,772	38,858	39,943	
C	69	HR	13.60	14.00	14.38	14.81	15.26	15.71	16.16	16.65	17.11	17.62	18.09	18.61	19.13	19.62	69
		YR	28,397	29,232	30,025	30,923	31,863	32,802	33,742	34,765	35,726	36,791	37,772	38,858	39,943	40,967	
C	70	HR	14.00	14.38	14.81	15.26	15.71	16.16	16.65	17.11	17.62	18.09	18.61	19.13	19.62	20.13	70
		YR	29,232	30,025	30,923	31,863	32,802	33,742	34,765	35,726	36,791	37,772	38,858	39,943	40,967	42,031	
C	71	HR	14.38	14.81	15.26	15.71	16.16	16.65	17.11	17.62	18.09	18.61	19.13	19.62	20.13	20.65	71
		YR	30,025	30,923	31,863	32,802	33,742	34,765	35,726	36,791	37,772	38,858	39,943	40,967	42,031	43,117	
C	72	HR	14.81	15.26	15.71	16.16	16.65	17.11	17.62	18.09	18.61	19.13	19.62	20.13	20.65	21.16	72
		YR	30,923	31,863	32,802	33,742	34,765	35,726	36,791	37,772	38,858	39,943	40,967	42,031	43,117	44,182	
C	73	HR	15.26	15.71	16.16	16.65	17.11	17.62	18.09	18.61	19.13	19.62	20.13	20.65	21.16	21.70	73
		YR	31,863	32,802	33,742	34,765	35,726	36,791	37,772	38,858	39,943	40,967	42,031	43,117	44,182	45,310	
C	74	HR	15.71	16.16	16.65	17.11	17.62	18.09	18.61	19.13	19.62	20.13	20.65	21.16	21.70	22.21	74
		YR	32,802	33,742	34,765	35,726	36,791	37,772	38,858	39,943	40,967	42,031	43,117	44,182	45,310	46,374	
C	75	HR	16.16	16.65	17.11	17.62	18.09	18.61	19.13	19.62	20.13	20.65	21.16	21.70	22.21	22.72	75
		YR	33,742	34,765	35,726	36,791	37,772	38,858	39,943	40,967	42,031	43,117	44,182	45,310	46,374	47,439	
C	76	HR	16.65	17.11	17.62	18.09	18.61	19.13	19.62	20.13	20.65	21.16	21.70	22.21	22.72	23.22	76
		YR	34,765	35,726	36,791	37,772	38,858	39,943	40,967	42,031	43,117	44,182	45,310	46,374	47,439	48,483	
C	77	HR	17.11	17.62	18.09	18.61	19.13	19.62	20.13	20.65	21.16	21.70	22.21	22.72	23.22	23.71	77
		YR	35,726	36,791	37,772	38,858	39,943	40,967	42,031	43,117	44,182	45,310	46,374	47,439	48,483	49,506	
Step		01	02	03	04	05	06	07	08	09	10	11	12	13	14		
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	M	N		
HR - Hourly Salary Rate																	
YR - Yearly Salary Rate (2,088 x Hourly Salary Rate)																	
Monthly Salary Rate - 174 x Hourly Salary Rate																	

Appendix H
Compensation Grid 14A
Commissioner's Plan Professional Employees
Series A Ranges 01 - 30
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "J" Only

Comp Code		A	B	C	D	E	F	G	H	I	J	Range
Step		01	02	03	04	05	06	07	08	09	10	
Series	Range											
A	01	YR	22,237	23,156	24,096	25,014	25,996	26,873	27,833	28,689	29,650	30,547
		MO	1,853	1,930	2,008	2,085	2,166	2,239	2,319	2,391	2,471	2,546
		HR	10.65	11.09	11.54	11.98	12.45	12.87	13.33	13.74	14.20	14.63
A	02	YR	23,156	24,096	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,529
		MO	1,930	2,008	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,627
		HR	11.09	11.54	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.10
A	03	YR	24,096	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,635
		MO	2,008	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,720
		HR	11.54	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.63
A	04	YR	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,805
		MO	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,817
		HR	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.19
A	05	YR	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,909	34,911
		MO	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,909
		HR	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.72
A	06	YR	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,164
		MO	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,014
		HR	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.32
A	07	YR	27,833	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,417
		MO	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,118
		HR	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.40	17.92
A	08	YR	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,712
		MO	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,226
		HR	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.54
A	09	YR	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,131
		MO	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,344
		HR	14.20	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.22
A	10	YR	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,635
		MO	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,470
		HR	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.36	19.94
A	11	YR	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,055
		MO	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,588
		HR	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.62
A	12	YR	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,600
		MO	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,717
		HR	15.71	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.36
A	13	YR	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,312
		MO	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,859
		HR	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.18
A	14	YR	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,542	47,961
		MO	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,878	3,997
		HR	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.29	22.97
A	15	YR	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,542	48,254	49,694
		MO	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,141
		HR	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.80
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
Compensation Grid 14A (cont.)
Commissioner's Plan Professional Employees
Series A Ranges 01 - 30
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "J" Only

Comp Code		A	B	C	D	E	F	G	H	I	J	Range
Step		01	02	03	04	05	06	07	08	09	10	
Series	Range											
A	16	YR	37,584	38,983	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,532
		MO	3,132	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,294
		HR	18.00	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.68
A	17	YR	38,983	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,328
		MO	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,444
		HR	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.54
A	18	YR	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,436
		MO	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,620
		HR	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.55
A	19	YR	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,462
		MO	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,788
		HR	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.52
A	20	YR	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,838	59,571
		MO	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,820	4,964
		HR	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.53
A	21	YR	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,838	60,093	61,888
		MO	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,157
		HR	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.64
A	22	YR	46,542	48,254	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,018
		MO	3,878	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,335
		HR	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.66
A	23	YR	48,254	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,273
		MO	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,523
		HR	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.74
A	24	YR	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,649	68,633
		MO	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,719
		HR	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.92	32.87
A	25	YR	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,159
		MO	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,930
		HR	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.08
A	26	YR	53,850	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,556	73,706
		MO	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,142
		HR	25.79	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.30
A	27	YR	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,358
		MO	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,363
		HR	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.57
A	28	YR	57,838	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,114
		MO	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,593
		HR	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.80	37.89
A	29	YR	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,595	81,975
		MO	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,633	6,831
		HR	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.80	38.12	39.26
A	30	YR	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,595	82,518	85,002
		MO	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,633	6,876	7,084
		HR	29.78	30.82	31.92	33.09	34.27	35.51	36.80	38.12	39.52	40.71
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
Compensation Grid 14C
Commissioner's Plan Professional Employees
Series N Ranges 01 - 30
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code		A	B	C	D	E	F	G	H	I	J	K		
Step		01	02	03	04	05	06	07	08	09	10	11		
Series	Range												Range	
N	01	YR	22,237	23,156	24,096	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,529	01
		MO	1,853	1,930	2,008	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,627	
		HR	10.65	11.09	11.54	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.10	
N	02	YR	23,156	24,096	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,635	02
		MO	1,930	2,008	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,720	
		HR	11.09	11.54	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.63	
N	03	YR	24,096	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,805	03
		MO	2,008	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,817	
		HR	11.54	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.19	
N	04	YR	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,909	34,911	04
		MO	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,909	
		HR	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.72	
N	05	YR	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,164	05
		MO	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,014	
		HR	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.32	
N	06	YR	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,417	06
		MO	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,118	
		HR	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.40	17.92	
N	07	YR	27,833	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,712	07
		MO	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,226	
		HR	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.54	
N	08	YR	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,131	08
		MO	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,344	
		HR	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.22	
N	09	YR	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,635	09
		MO	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,470	
		HR	14.20	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.36	19.94	
N	10	YR	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,055	10
		MO	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,588	
		HR	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.62	
N	11	YR	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,600	11
		MO	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,717	
		HR	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.36	
Step	Comp Code	01	02	03	04	05	06	07	08	09	10	11		
YR - Yearly Salary Rate		A	B	C	D	E	F	G	H	I	J	K		
MO - Monthly Salary Rate														
HR - Hourly Salary Rate														

Appendix H
Compensation Grid 14C (cont.)
Commissioner's Plan Professional Employees
Series N Ranges 01 - 30
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code		A		B		C		D		E		F		G		H		I		J		K	
Step		01		02		03		04		05		06		07		08		09		10		11	
Series	Range	Range																					
N	12	YR	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,312	12									
		MO	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,859										
		HR	15.71	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.18										
N	13	YR	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,542	47,961	13									
		MO	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,878	3,997										
		HR	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.29	22.97										
N	14	YR	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,542	48,254	49,694	14									
		MO	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,141										
		HR	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.80										
N	15	YR	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,532	15									
		MO	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,294										
		HR	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.68										
N	16	YR	37,584	38,983	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,328	16									
		MO	3,132	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,444										
		HR	18.00	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.54										
N	17	YR	38,983	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,436	17									
		MO	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,620										
		HR	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.55										
N	18	YR	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,462	18									
		MO	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,788										
		HR	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.52										
N	19	YR	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,838	59,571	19									
		MO	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,820	4,964										
		HR	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.53										
N	20	YR	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,838	60,093	61,888	20									
		MO	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,157										
		HR	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.64										
N	21	YR	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,018	21									
		MO	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,335										
		HR	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.66										
N	22	YR	46,542	48,254	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,273	22									
		MO	3,878	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,523										
		HR	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.74										
Step		01	02	03	04	05	06	07	08	09	10	11											
Comp Code		A	B	C	D	E	F	G	H	I	J	K											
YR - Yearly Salary Rate																							
MO - Monthly Salary Rate																							
HR - Hourly Salary Rate																							

Appendix H
Compensation Grid 14C (cont.)
Commissioner's Plan Professional Employees
Series N Ranges 01 - 30
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code			A	B	C	D	E	F	G	H	I	J	K	
Step			01	02	03	04	05	06	07	08	09	10	11	
Series	Range													Range
N	23	YR	48,254	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,649	68,633	23
		MO	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,719	
		HR	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.92	32.87	
N	24	YR	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,159	24
		MO	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,930	
		HR	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.08	
N	25	YR	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,556	73,706	25
		MO	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,142	
		HR	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.30	
N	26	YR	53,850	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,358	26
		MO	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,363	
		HR	25.79	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.57	
N	27	YR	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,114	27
		MO	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,593	
		HR	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.80	37.89	
N	28	YR	57,838	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,595	81,975	28
		MO	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,633	6,831	
		HR	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.80	38.12	39.26	
N	29	YR	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,595	82,518	85,002	29
		MO	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,633	6,876	7,084	
		HR	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.80	38.12	39.52	40.71	
N	30	YR	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,595	82,518			30
		MO	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,633	6,876			
		HR	29.78	30.82	31.92	33.09	34.27	35.51	36.80	38.12	39.52			
Step			01	02	03	04	05	06	07	08	09	10	11	
Comp Code			A	B	C	D	E	F	G	H	I	J	K	
YR - Yearly Salary Rate														
MO - Monthly Salary Rate														
HR - Hourly Salary Rate														

Appendix H
Compensation Grid 14D
Commissioner's Plan Professional Employees
Series R Ranges 01 - 30
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code			A	B	C	D	E	F	G	H	I	J	K	L	
Step			01	02	03	04	05	06	07	08	09	10	11	12	
Series	Range														Range
R	01	YR	22,237	23,156	24,096	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,635	01
		MO	1,853	1,930	2,008	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,720	
		HR	10.65	11.09	11.54	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.63	
R	02	YR	23,156	24,096	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,805	02
		MO	1,930	2,008	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,817	
		HR	11.09	11.54	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.19	
R	03	YR	24,096	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,909	34,911	03
		MO	2,008	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,909	
		HR	11.54	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.72	
R	04	YR	25,014	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,164	04
		MO	2,085	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,014	
		HR	11.98	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.32	
R	05	YR	25,996	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,417	05
		MO	2,166	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,118	
		HR	12.45	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.40	17.92	
R	06	YR	26,873	27,833	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,712	06
		MO	2,239	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,226	
		HR	12.87	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.54	
R	07	YR	27,833	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,131	07
		MO	2,319	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,344	
		HR	13.33	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.22	
R	08	YR	28,689	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,635	08
		MO	2,391	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,470	
		HR	13.74	14.20	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.36	19.94	
R	09	YR	29,650	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,055	09
		MO	2,471	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,588	
		HR	14.20	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.62	
R	10	YR	30,610	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,600	10
		MO	2,551	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,717	
		HR	14.66	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.36	
R	11	YR	31,696	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,312	11
		MO	2,641	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,859	
		HR	15.18	15.71	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.18	
Step			01	02	03	04	05	06	07	08	09	10	11	12	
Comp Code			A	B	C	D	E	F	G	H	I	J	K	L	
YR - Yearly Salary Rate															
MO - Monthly Salary Rate															
HR - Hourly Salary Rate															

Appendix H
Compensation Grid 14D (cont.)
Commissioner's Plan Professional Employees
Series R Ranges 01 - 30
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code		A		B		C		D		E		F		G		H		I		J		K		L	
Step		01	02	03	04	05	06	07	08	09	10	11	12												
Series	Range	Range																							
R	12	YR	32,802	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,542	47,961	12										
		MO	2,734	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,878	3,997											
		HR	15.71	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.29	22.97											
R	13	YR	33,909	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,542	48,254	49,694	13										
		MO	2,826	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,141											
		HR	16.24	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.80											
R	14	YR	35,120	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,532	14										
		MO	2,927	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,294											
		HR	16.82	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.68											
R	15	YR	36,331	37,584	38,983	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,328	15										
		MO	3,028	3,132	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,444											
		HR	17.40	18.00	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.54											
R	16	YR	37,584	38,983	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,436	16										
		MO	3,132	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,620											
		HR	18.00	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.55											
R	17	YR	38,983	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,462	17										
		MO	3,249	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,788											
		HR	18.67	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.52											
R	18	YR	40,424	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,838	59,571	18										
		MO	3,369	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,820	4,964											
		HR	19.36	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.53											
R	19	YR	41,823	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,838	60,093	61,888	19										
		MO	3,485	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,157											
		HR	20.03	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.64											
R	20	YR	43,305	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,018	20										
		MO	3,609	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,335											
		HR	20.74	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.66											
R	21	YR	44,934	46,542	48,254	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,273	21										
		MO	3,744	3,878	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,523											
		HR	21.52	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.74											
R	22	YR	46,542	48,254	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,649	68,633	22										
		MO	3,878	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,719											
		HR	22.29	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.92	32.87											
Step		01	02	03	04	05	06	07	08	09	10	11	12												
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L												

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

Appendix H
Compensation Grid 14D (cont.)
Commissioner's Plan Professional Employees
Series R Ranges 01 - 30
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code		A		B		C		D		E		F		G		H		I		J		K		L		
Step		01		02		03		04		05		06		07		08		09		10		11		12		
Series	Range	Range																								
R	23	YR	48,254	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,159												
		MO	4,021	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,930												
		HR	23.11	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.08												
R	24	YR	50,028	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,556	73,706												
		MO	4,169	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,142												
		HR	23.96	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.30												
R	25	YR	51,782	53,850	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,358												
		MO	4,315	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,363												
		HR	24.80	25.79	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.57												
R	26	YR	53,850	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,114												
		MO	4,487	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,593												
		HR	25.79	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.80	37.89												
R	27	YR	55,791	57,838	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,595	81,975												
		MO	4,649	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,633	6,831												
		HR	26.72	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.80	38.12	39.26												
R	28	YR	57,838	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,595	82,518	85,002												
		MO	4,820	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,633	6,876	7,084												
		HR	27.70	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.80	38.12	39.52	40.71												
R	29	YR	60,093	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,595	82,518														
		MO	5,008	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,633	6,876														
		HR	28.78	29.78	30.82	31.92	33.09	34.27	35.51	36.80	38.12	39.52														
R	30	YR	62,181	64,352	66,649	69,092	71,556	74,145	76,838	79,595	82,518															
		MO	5,182	5,363	5,554	5,758	5,963	6,179	6,403	6,633	6,876															
		HR	29.78	30.82	31.92	33.09	34.27	35.51	36.80	38.12	39.52															
Step		01		02		03		04		05		06		07		08		09		10		11		12		
Comp Code		A		B		C		D		E		F		G		H		I		J		K		L		
YR - Yearly Salary Rate																										
MO - Monthly Salary Rate																										
HR - Hourly Salary Rate																										

Appendix H
Compensation Grid 16C
Commissioner's Plan Supervisory Employees
Series X Ranges 01 - 29
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "J" Only

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
X	01	YR	21,715	22,216	22,759	23,406	23,949	24,576	25,307	26,079	26,789	27,603	01
		MO	1,810	1,851	1,897	1,951	1,996	2,048	2,109	2,173	2,232	2,300	
		HR	10.40	10.64	10.90	11.21	11.47	11.77	12.12	12.49	12.83	13.22	
X	02	YR	22,216	22,759	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,480	02
		MO	1,851	1,897	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,373	
		HR	10.64	10.90	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.64	
X	03	YR	22,759	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,376	29,232	03
		MO	1,897	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,365	2,436	
		HR	10.90	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.59	14.00	
X	04	YR	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,418	29,232	30,109	04
		MO	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,368	2,436	2,509	
		HR	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.61	14.00	14.42	
X	05	YR	23,949	24,576	25,307	26,079	26,789	27,645	28,480	29,295	30,360	31,278	05
		MO	1,996	2,048	2,109	2,173	2,232	2,304	2,373	2,441	2,530	2,607	
		HR	11.47	11.77	12.12	12.49	12.83	13.24	13.64	14.03	14.54	14.98	
X	06	YR	24,576	25,307	26,079	26,789	27,645	28,564	29,399	30,422	31,132	32,072	06
		MO	2,048	2,109	2,173	2,232	2,304	2,380	2,450	2,535	2,594	2,673	
		HR	11.77	12.12	12.49	12.83	13.24	13.68	14.08	14.57	14.91	15.36	
X	07	YR	25,307	26,079	26,789	27,645	28,626	29,441	30,506	31,404	32,093	33,053	07
		MO	2,109	2,173	2,232	2,304	2,386	2,453	2,542	2,617	2,674	2,754	
		HR	12.12	12.49	12.83	13.24	13.71	14.10	14.61	15.04	15.37	15.83	
X	08	YR	26,079	26,789	27,645	28,626	29,483	30,589	31,738	32,970	34,201	35,225	08
		MO	2,173	2,232	2,304	2,386	2,457	2,549	2,645	2,747	2,850	2,935	
		HR	12.49	12.83	13.24	13.71	14.12	14.65	15.20	15.79	16.38	16.87	
X	09	YR	26,789	27,645	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,519	09
		MO	2,232	2,304	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,043	
		HR	12.83	13.24	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.49	
X	10	YR	27,645	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,811	37,897	10
		MO	2,304	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,158	
		HR	13.24	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.15	
X	11	YR	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,296	11
		MO	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,275	
		HR	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.82	
X	12	YR	29,483	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,547	40,737	12
		MO	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,395	
		HR	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.51	
X	13	YR	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,407	13
		MO	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,534	
		HR	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.31	
X	14	YR	31,738	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,679	43,952	14
		MO	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,663	
		HR	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.05	
X	15	YR	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,623	15
		MO	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,802	
		HR	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.22	21.85	
X	16	YR	34,201	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,335	16
		MO	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,945	
		HR	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.67	
X	17	YR	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,131	17
		MO	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,094	
		HR	16.98	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.53	
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
Compensation Grid 16C
Commissioner's Plan Supervisory Employees
Series X Ranges 01 - 29 (cont.)
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "J" Only

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
X	18	YR	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,031	18									
		MO	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,253										
		HR	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.44										
X	19	YR	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,365	52,889	19									
		MO	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,407										
		HR	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.33										
X	20	YR	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,365	53,286	54,894	20									
		MO	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,574										
		HR	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.29										
X	21	YR	41,175	42,679	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,002	21									
		MO	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,750										
		HR	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.30										
X	22	YR	42,679	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,211	58,923	22									
		MO	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,910										
		HR	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.22										
X	23	YR	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,095	23									
		MO	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,091										
		HR	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.26										
X	24	YR	45,957	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,287	24									
		MO	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,274										
		HR	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.31										
X	25	YR	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,647	25									
		MO	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,471										
		HR	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.44										
X	26	YR	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,960	67,944	26									
		MO	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,662										
		HR	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.54										
X	27	YR	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,386	27									
		MO	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,866										
		HR	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.71										
X	28	YR	53,286	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,825	72,934	28									
		MO	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,902	6,078										
		HR	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.92	34.93										
X	29	YR	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,825	73,372	75,586	29									
		MO	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,902	6,114	6,299										
		HR	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.92	35.14	36.20										
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
Compensation Grid 16D
Commissioner's Plan Supervisory Employees
Series Y Ranges 01 - 29
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code				A	B	C	D	E	F	G	H	I	J	K	
Step		01	02	03	04	05	06	07	08	09	10	11			
Series	Range														Range
Y	01	YR	21,715	22,216	22,759	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,480	01	
		MO	1,810	1,851	1,897	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,373		
		HR	10.40	10.64	10.90	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.64		
Y	02	YR	22,216	22,759	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,376	29,232	02	
		MO	1,851	1,897	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,365	2,436		
		HR	10.64	10.90	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.59	14.00		
Y	03	YR	22,759	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,376	29,232	30,109	03	
		MO	1,897	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,365	2,436	2,509		
		HR	10.90	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.59	14.00	14.42		
Y	04	YR	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,418	29,232	30,172	31,090	04	
		MO	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,368	2,436	2,514	2,591		
		HR	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.61	14.00	14.45	14.89		
Y	05	YR	23,949	24,576	25,307	26,079	26,789	27,645	28,480	29,295	30,360	31,132	32,072	05	
		MO	1,996	2,048	2,109	2,173	2,232	2,304	2,373	2,441	2,530	2,594	2,673		
		HR	11.47	11.77	12.12	12.49	12.83	13.24	13.64	14.03	14.54	14.91	15.36		
Y	06	YR	24,576	25,307	26,079	26,789	27,645	28,564	29,399	30,422	31,132	32,093	33,053	06	
		MO	2,048	2,109	2,173	2,232	2,304	2,380	2,450	2,535	2,594	2,674	2,754		
		HR	11.77	12.12	12.49	12.83	13.24	13.68	14.08	14.57	14.91	15.37	15.83		
Y	07	YR	25,307	26,079	26,789	27,645	28,626	29,441	30,506	31,404	32,093	33,095	34,076	07	
		MO	2,109	2,173	2,232	2,304	2,386	2,453	2,542	2,617	2,674	2,758	2,840		
		HR	12.12	12.49	12.83	13.24	13.71	14.10	14.61	15.04	15.37	15.85	16.32		
Y	08	YR	26,079	26,789	27,645	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,519	08	
		MO	2,173	2,232	2,304	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,043		
		HR	12.49	12.83	13.24	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.49		
Y	09	YR	26,789	27,645	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,811	37,897	09	
		MO	2,232	2,304	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,158		
		HR	12.83	13.24	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.15		
Y	10	YR	27,645	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,296	10	
		MO	2,304	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,275		
		HR	13.24	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.82		
Y	11	YR	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,547	40,737	11	
		MO	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,395		
		HR	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.51		
Y	12	YR	29,483	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,407	12	
		MO	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,534		
		HR	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.31		
Y	13	YR	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,679	43,952	13	
		MO	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,663		
		HR	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.05		
Y	14	YR	31,738	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,623	14	
		MO	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,802		
		HR	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.22	21.85		
Y	15	YR	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,335	15	
		MO	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,945		
		HR	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.67		
Y	16	YR	34,201	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,131	16	
		MO	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,094		
		HR	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.53		
Y	17	YR	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,031	17	
		MO	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,253		
		HR	16.98	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.44		
Step		01	02	03	04	05	06	07	08	09	10	11			
Comp Code		A	B	C	D	E	F	G	H	I	J	K			

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

Appendix H
Compensation Grid 16D
Commissioner's Plan Supervisory Employees
Series X Ranges 01 - 29 (cont.)
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "K" Only

Comp Code			A	B	C	D	E	F	G	H	I	J	K	
Step			01	02	03	04	05	06	07	08	09	10	11	
Series	Range													Range
Y	18	YR	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,365	52,889	18
		MO	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,407	
		HR	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.33	
Y	19	YR	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,365	53,286	54,894	19
		MO	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,574	
		HR	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.29	
Y	20	YR	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,002	20
		MO	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,750	
		HR	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.30	
Y	21	YR	41,175	42,679	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,211	58,923	21
		MO	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,910	
		HR	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.22	
Y	22	YR	42,679	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,095	22
		MO	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,091	
		HR	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.26	
Y	23	YR	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,287	23
		MO	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,274	
		HR	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.31	
Y	24	YR	45,957	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,447	24
		MO	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,471	
		HR	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.44	
Y	25	YR	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,960	67,944	25
		MO	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,662	
		HR	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.54	
Y	26	YR	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,386	26
		MO	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,866	
		HR	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.71	
Y	27	YR	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,825	72,934	27
		MO	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,902	6,078	
		HR	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.92	34.93	
Y	28	YR	53,286	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,825	73,372	75,586	28
		MO	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,902	6,114	6,299	
		HR	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.92	35.14	36.20	
Y	29	YR	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,825	73,372	76,045	78,321	29
		MO	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,902	6,114	6,337	6,527	
		HR	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.92	35.14	36.42	37.51	
Step			01	02	03	04	05	06	07	08	09	10	11	
Comp Code			A	B	C	D	E	F	G	H	I	J	K	
YR - Yearly Salary Rate														
MO - Monthly Salary Rate														
HR - Hourly Salary Rate														

Appendix H
Compensation Grid 16E
Commissioner's Plan Supervisory Employees
Series Z Ranges 01 - 29
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code			A	B	C	D	E	F	G	H	I	J	K	L	
Step			01	02	03	04	05	06	07	08	09	10	11	12	
Series	Range													Range	
Z	01	YR	21,715	22,216	22,759	23,406	23,949	24,576	25,307	26,079	26,789	27,645	01		
		MO	1,810	1,851	1,897	1,951	1,996	2,048	2,109	2,173	2,232	2,304			
		HR	10.40	10.64	10.90	11.21	11.47	11.77	12.12	12.49	12.83	13.24			
Z	02	YR	22,216	22,759	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,376	02		
		MO	1,851	1,897	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,365			
		HR	10.64	10.90	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.59			
Z	03	YR	22,759	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,376	29,232	03		
		MO	1,897	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,365	2,436			
		HR	10.90	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.59	14.00			
Z	04	YR	23,406	23,949	24,576	25,307	26,079	26,789	27,645	28,418	29,232	30,172	04		
		MO	1,951	1,996	2,048	2,109	2,173	2,232	2,304	2,368	2,436	2,514			
		HR	11.21	11.47	11.77	12.12	12.49	12.83	13.24	13.61	14.00	14.45			
Z	05	YR	23,949	24,576	25,307	26,079	26,789	27,645	28,480	29,295	30,360	31,132	05		
		MO	1,996	2,048	2,109	2,173	2,232	2,304	2,373	2,441	2,530	2,594			
		HR	11.47	11.77	12.12	12.49	12.83	13.24	13.64	14.03	14.54	14.91			
Z	06	YR	24,576	25,307	26,079	26,789	27,645	28,564	29,399	30,422	31,132	32,093	33,095	34,076	06
		MO	2,048	2,109	2,173	2,232	2,304	2,380	2,450	2,535	2,594	2,674	2,758	2,840	
		HR	11.77	12.12	12.49	12.83	13.24	13.68	14.08	14.57	14.91	15.37	15.85	16.32	
Z	07	YR	25,307	26,079	26,789	27,645	28,626	29,441	30,506	31,404	32,093	33,095	07		
		MO	2,109	2,173	2,232	2,304	2,386	2,457	2,542	2,617	2,674	2,758			
		HR	12.12	12.49	12.83	13.24	13.71	14.10	14.61	15.04	15.37	15.85			
Z	08	YR	26,079	26,789	27,645	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,811	37,897	08
		MO	2,173	2,232	2,304	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,158	
		HR	12.49	12.83	13.24	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.15	
Z	09	YR	26,789	27,645	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,296	09
		MO	2,232	2,304	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,275	
		HR	12.83	13.24	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.82	
Z	10	YR	27,645	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,547	40,737	10
		MO	2,304	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,395	
		HR	13.24	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.51	
Z	11	YR	28,626	29,483	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,407	11
		MO	2,386	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,534	
		HR	13.71	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.31	
Z	12	YR	29,483	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,679	43,952	12
		MO	2,457	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,663	
		HR	14.12	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.05	
Step			01	02	03	04	05	06	07	08	09	10	11	12	
Comp Code			A	B	C	D	E	F	G	H	I	J	K	L	
YR - Yearly Salary Rate															
MO - Monthly Salary Rate															
HR - Hourly Salary Rate															

Appendix H
Compensation Grid 16E
Commissioner's Plan Supervisory Employees
Series Z Ranges 01 - 29 (cont.)
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code			A	B	C	D	E	F	G	H	I	J	K	L	
Step			01	02	03	04	05	06	07	08	09	10	11	12	
Series	Range														Range
Z	13	YR	30,589	31,738	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,623	13
		MO	2,549	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,802	
		HR	14.65	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.22	21.85	
Z	14	YR	31,738	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,335	14
		MO	2,645	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,945	
		HR	15.20	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.67	
Z	15	YR	32,970	34,201	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,131	15
		MO	2,747	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,094	
		HR	15.79	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.53	
Z	16	YR	34,201	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,031	16
		MO	2,850	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,253	
		HR	16.38	16.98	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.44	
Z	17	YR	35,454	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,365	52,889	17
		MO	2,955	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,407	
		HR	16.98	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.33	
Z	18	YR	36,811	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,365	53,286	54,894	18
		MO	3,068	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,574	
		HR	17.63	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.29	
Z	19	YR	38,169	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,002	19
		MO	3,181	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,750	
		HR	18.28	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.30	
Z	20	YR	39,547	41,175	42,679	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,211	58,923	20
		MO	3,296	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,910	
		HR	18.94	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.22	
Z	21	YR	41,175	42,679	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,095	21
		MO	3,431	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,091	
		HR	19.72	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.26	
Z	22	YR	42,679	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,287	22
		MO	3,557	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,274	
		HR	20.44	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.31	
Z	23	YR	44,307	45,957	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,647	23
		MO	3,692	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,471	
		HR	21.22	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.44	
Z	24	YR	45,957	47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,960	67,944	24
		MO	3,830	3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,662	
		HR	22.01	22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.54	
Step			01	02	03	04	05	06	07	08	09	10	11	12	
Comp Code			A	B	C	D	E	F	G	H	I	J	K	L	
YR - Yearly Salary Rate															
MO - Monthly Salary Rate															
HR - Hourly Salary Rate															

Appendix H
Compensation Grid 16E
Commissioner's Plan Supervisory Employees
Series Z Ranges 01 - 29 (cont.)
Effective 07/01/96 - 06/30/97

Use this Grid for Compensation Codes Ending in Letter "L" Only

Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	Range
Step		01	02	03	04	05	06	07	08	09	10	11	12	
Series	Range	YR												
Z	25	MO 47,711	49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,386	25
		HR 3,976	4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,866	
			22.85	23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.73	
Z	26	YR 49,548	51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,825	72,934	26
		MO 4,129	4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,902	6,078	
		HR 23.73	24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.92	34.93	
Z	27	YR 51,365	53,286	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,825	73,372	75,586	27
		MO 4,280	4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,902	6,114	6,299	
		HR 24.60	25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.92	35.14	36.20	
Z	28	YR 53,286	55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,825	73,372	76,045	78,321	28
		MO 4,440	4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,902	6,114	6,337	6,527	
		HR 25.52	26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.92	35.14	36.42	37.51	
Z	29	YR 55,332	57,211	59,341	61,450	63,747	65,960	68,340	70,825	73,372	76,045			29
		MO 4,611	4,768	4,945	5,121	5,312	5,497	5,695	5,902	6,114	6,337			
		HR 26.50	27.40	28.42	29.43	30.53	31.59	32.73	33.92	35.14	36.42			
Step		01	02	03	04	05	06	07	08	09	10	11	12	
Comp Code		A	B	C	D	E	F	G	H	I	J	K	L	
YR - Yearly Salary Rate														
MO - Monthly Salary Rate														
HR - Hourly Salary Rate														

I *State Patrol Supervisors*

Hours of Work. Work schedules for State Patrol Supervisors shall be established or changed by the Appointing Authority in accord with the needs of the State Patrol.

Overtime. State Patrol Supervisors are eligible to be paid at their regular rate of pay for hours worked on a regularly scheduled day off when called in or assigned by the appropriate authority.

State Patrol Supervisors shall be paid in cash or shall be given an equivalent number of compensatory hours at the discretion of the Appointing Authority after first considering the wishes of the Supervisors. Supervisors may accrue compensatory time to a maximum of 120 hours. All hours in excess of 120 shall be paid in cash.

Salary Ranges and Step Increases. The salary ranges for State Patrol Lieutenants, Captains and Majors in Fiscal Years 1996 and 1997 are those indicated in this Appendix.

Supervisors covered by this appendix who were employed on July 1, 1995 shall be placed on the same relative step in the new salary range effective July 1, 1995. Those supervisors at steps one (1) through three (3) on the salary ranges shall move to the next step at the beginning of the pay period closest to July 1 of each year until the maximum of the salary range is reached.

Supervisors promoted to any rank after July 1, 1995 shall serve one year at each step before advancing to the next step. All step increases granted to supervisors are effective at the beginning of the pay period closest to the anniversary of the supervisor's promotion.

New Maximum Salary Step. Supervisors at the maximum of their salary range for one year as of July 1, 1996, are eligible to move to the new salary range maximum at the beginning of the pay period closest to July 1, 1996. Thereafter, supervisors are eligible to advance to the maximum of their salary range after one year of service at the previous step.

Internal Affairs Differential. State Patrol Supervisors may be assigned the duties of Internal Affairs Investigator at the discretion of the Appointing Authority. The Supervisors may be paid up to an additional \$1.20 per hour above their current hourly rate. Supervisors receiving this differential on July 1, 1995 shall continue to receive the differential for the duration of the assignment.

Metropolitan District Captain Differential. Effective July 1, 1995, the Captains serving as Commanders of the East Metro District (2400), the West Metro District (2500) and the Commercial Vehicle Enforcement Section (District 4700) shall receive a differential of \$1.20 per hour above their regular hourly rate of pay. This differential shall apply to all hours paid.

Early Retirement Incentive. See Chapter 13.

Holidays. When a holiday falls on a scheduled day off, State Patrol Lieutenants shall be granted an alternate holiday within 60 days at a time mutually agreeable to the employee and the Employer.

Vacation Usage. A State Patrol Supervisor may be required to work during the employee’s vacation once the vacation request has been approved if the operational needs of the State Patrol so require.

Injured on Duty Pay. See Chapter 19.

Leaves of Absence. An unpaid public office leave of absence shall be granted to State Patrol Supervisors in accord with the provisions of the collective bargaining agreement applicable to non-supervisory employees of the State Patrol.

Seniority and Lay-off. State Patrol Supervisors shall accrue seniority and be covered by the layoff provisions of Chapter 10 as if they were classified employees.

Seniority ties among State Patrol Supervisors shall be broken by length of employment with the State Patrol.

Disciplinary Actions. A State Patrol Supervisor shall not be suspended, demoted or discharged except for just cause as provided in M.S. 299D.03, subdivision 8.

	Notice Requirements	Appeal Process
Oral reprimand.	Not applicable.	None.
Written reprimand.	Specify reasons for action and changes expected.	Appealable through Step 3 of the Dispute Resolution Procedure in Chapter 12.
Intent to discharge, suspend, or demote.	Written notice of intent to take disciplinary action including reasons for intended action.	The Dispute Resolution Procedure in Chapter 12 of this Plan does not apply; however, within five (5) work days, the Chief shall set a date for an informal meeting with the supervisor, unless waived by mutual agreement of both parties, to discuss the potential charges and intended disciplinary action. Any agreement to resolve the matter at this point shall be in writing and signed by both parties.

Formal charges filed.

Written charges, signed and sworn to by the Appointing Authority, delivered in person to the supervisor or another person of suitable age and discretion at the supervisor's usual place of abode.

Appealable under the provisions of M.S. 43A.33, subdivisions 3(a) and 4; (described in Step 4b of the Dispute Resolution Procedure in Chapter 12) or through the procedure contained in M.S. 299D.03. Supervisors must elect one of these procedures in writing within five calendar days of being served with charges.

APPENDIX I

Commissioners Plan State Patrol Series J Ranges 30 - 32 Effective 07/01/95 - 06/30/96

Comp Code			A	B	C	D	E	
Step			01	02	03	04	05	
Series	Range							Range
J	30	YR	46,896	48,546	50,237	51,991	53,557	30
		MO	3,908	4,046	4,186	4,333	4,463	
		HR	22.46	23.25	24.06	24.90	25.65	
J	31	YR	52,263	54,079	55,958	57,942	59,675	31
		MO	4,355	4,507	4,663	4,829	4,973	
		HR	25.03	25.90	26.80	27.75	28.58	
J	32	YR	58,193	60,218	62,348	64,519	66,461	32
		MO	4,849	5,018	5,196	5,377	5,538	
		HR	27.87	28.84	29.86	30.90	31.83	
Step			01	02	03	04	05	
Comp Code			A	B	C	D	E	
YR - Yearly Salary Rate								
MO - Monthly Salary Rate								
HR - Hourly Salary Rate								

Commissioners Plan State Patrol Series J Ranges 30 - 32 Effective 07/01/96 - 06/30/97

Comp Code			A	B	C	D	E	
Step			01	02	03	04	05	
Series	Range							Range
J	30	YR	47,961	49,632	51,365	53,160	54,747	30
		MO	3,997	4,136	4,280	4,430	4,562	
		HR	22.97	23.77	24.60	25.46	26.22	
J	31	YR	53,432	55,290	57,211	59,237	61,011	31
		MO	4,453	4,608	4,768	4,936	5,084	
		HR	25.59	26.48	27.40	28.37	29.22	
J	32	YR	59,508	61,575	63,747	65,981	67,964	32
		MO	4,959	5,131	5,312	5,498	5,664	
		HR	28.50	29.49	30.53	31.60	32.55	
Step			01	02	03	04	05	
Comp Code			A	B	C	D	E	
YR - Yearly Salary Rate								
MO - Monthly Salary Rate								
HR - Hourly Salary Rate								

J Department of Human Services/ Confidential Employees- No Layoff Provision

Introduction

1. As a result of changes in the Department of Human Services' service delivery system, no confidential 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 confidential employees shall not be involuntarily reduced. The hours of work of part-time confidential employees shall not be involuntarily reduced below their current level of Employer paid insurance contributions.
2. Reduction in confidential employee numbers will be made through normal attrition and through the provisions detailed in the employee mitigation to layoff section below.
3. Nothing in this Plan shall be interpreted as entitling a confidential employee to lifetime employment or as protecting a confidential employee against discharge for just cause.
4. Confidential employees of the department who move to State-operated community based facilities in accord with the re-structuring proposal will be guaranteed rights under M.S. 43A, M.S. 352, and M.S. 354.
5. Training and re-training of confidential employees who, as a result of re-structuring, fill a position in a State-operated community based facility, or confidential employees who fill a position within a facility, or between facilities, will be the responsibility of the Department of Human Services. The Department of Human Services will make every reasonable effort to coordinate training and re-training with public institutions or post-secondary education.
6. Any dispute concerning the interpretation, application or meaning, and relationship to the terms of this Plan must be resolved by the Resolution of Disputes Chapter of this Plan.
7. The terms of the Section are non-precedential.
8. The terms of this Section for each facility extends until the completion of the restructuring at that facility.

Employee Mitigation to Layoff Section:

For confidential employees whose positions will be eliminated by implementation of the Department of Human Services' re-structuring plan, a number of options will be offered. If a confidential employee's position is to be eliminated, the following will be simultaneously presented to the employee:

1. job and training opportunities;
2. enhanced separation options;
3. normal separation including recall rights.

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

Job and Re-training Opportunities:

- 1.1 A position of comparable duties and same pay within the same employment condition and within the same Regional Center.
- 1.2 A position in a State-operated community based residential or day habilitation services or a position in the technical support group for those services. Such positions could be of comparable duties and same pay and within the same employment condition. Relocation expenses will be paid by the Department of Human Services.
- 1.3 A position which the parties agree can best be filled by upgrading existing staff and for which the Department of Human Services 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 Department of Human Services.
- 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 Department of Human Services.
- 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 Department of Human Services.

A confidential employee who refuses a job and training opportunity not requiring relocation waives his/her right to enhanced separation. A confidential 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 this Plan, 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 of Human Services agrees not to contest any unemployment insurance determination. For purposes of reporting payment under this subdivision, if an employee certifies that the payment is to be used for or to support retraining or education, the payment shall be deemed a retraining benefit; 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 options waives his/her recall rights under this Plan.

Normal Separation Package:

- 3.1 Normal separation, with all rights provided by this Plan.

K

Statutory Appeal Procedure For Discharge, Suspension, Demotion or Reduction in Pay

M.S. 43A.33 GRIEVANCES.

Subdivision 1. Discharge, suspension, demotion for cause, salary decrease. Managers and employees shall attempt to resolve disputes through informal means prior to the initiation of disciplinary action. No permanent employee in the classified service shall be reprimanded, discharged, suspended without pay, or demoted, except for just cause.

Subd. 2. Just cause. For purposes of this section, just cause includes, but is not limited to, consistent failure to perform assigned duties, substandard performance, insubordination, and serious violation of written policies and procedures, provided the policies and procedures are applied in a uniform, nondiscriminatory manner.

Subd. 2a. Abuse. In an arbitration or hearing proceeding involving discipline of an employee for allegedly abusing a resident of a state hospital or a state nursing home, "abuse" includes but is not limited to:

(1) Conduct which constitutes abuse under policies or procedures adopted by state hospitals or state nursing homes; or

(2) Any act which constitutes a violation under sections 609.221 to 609.235, 609.322, 609.342, 609.343, 609.344, or 609.345; or

(3) The intentional and nontherapeutic infliction of physical pain or injury, or any persistent course of conduct intended to produce mental or emotional distress.

Subd. 3. Procedures. Procedures for discipline and discharge of employees covered by collective bargaining agreements shall be governed by the agreements. Procedures for employees not covered by a collective bargaining agreement shall be governed by this subdivision and by the commissioner's and managerial plans.

(a) For discharge, suspension without pay or demotion, no later than the effective date of such action, a permanent classified employee not covered by a collective bargaining agreement shall be given written notice by the appointing authority. The content of that notice as well as the employee's right to reply to the appointing authority shall be as prescribed in the grievance procedure contained in the applicable plan established pursuant to section 43A.18. The notice shall also include a statement that the employee may elect to appeal the action to the office of administrative hearings within 30 calendar days following the effective date of the disciplinary action. A copy of the notice and the employee's reply, if any, shall be filed by the appointing authority with the commissioner no later than ten calendar days following the effective date of the disciplinary action. The commissioner shall have final authority to decide whether the appointing authority shall settle the dispute prior to the hearing provided under subdivision 4.

(b) For discharge, suspension, or demotion of an employee serving an initial probationary period, and for noncertification in any subsequent probationary period, grievance procedures shall be as provided in the plan established pursuant to section 43A.18.

(c) Any permanent employee who is covered by a collective bargaining agreement may elect to appeal to the chief administrative law judge within 30 days following the effective date of the discharge, suspension, or demotion if the collective bargaining agreement provides that option. In no event may an employee use both the procedure under this section and the grievance procedure available pursuant to sections 179A.01 to 179A.25.

Subd. 4. Appeals; public hearings, findings. Within ten days of receipt of the employee's written notice of appeal, the chief administrative law judge shall assign an administrative law judge to hear the appeal.

The hearing shall be conducted pursuant to the contested case provisions of chapter 14 and the procedural rules adopted by the chief administrative law judge. If the administrative law judge finds, based on the hearing record, that the action appealed was not taken by the appointing authority for just cause, the employee shall be reinstated to the position, or an equal position in another division within the same agency, without loss of pay. If the administrative law judge finds that there exists sufficient grounds for institution of the appointing authority's action but the hearing record establishes extenuating circumstances, the administrative law judge may reinstate the employee, with full, partial, or no pay, or may modify the appointing authority's action. The administrative law judge's order shall be the final decision, but it may be appealed according to the provisions of sections 14.63 to 14.68. Settlement of the entire dispute by mutual agreement is encouraged at any stage of the proceedings. Any settlement agreement shall be final and binding when signed by all parties and submitted to the chief administrative law judge of the office of administrative hearings. Except as provided in collective bargaining agreements the appointing authority shall bear the costs of the administrative law judge for hearings provided for in this section.

History: 1981 c 210 s 33; 1982 c 424 s 130; 1982 c 560 s 31-33; 1984 c 425 s 1; 1984 c 462 s 27; 1984 c 544 s 82,83; 1986 c 444; 1987 c 186 s 10

L Tuition Waiver for Employees of the Minnesota State Colleges and Universities

Confidential employees who are employed at least three-fourths time and who have completed three (3) consecutive years of service in the Minnesota State Colleges and Universities, or one of the predecessor agencies shall be eligible for tuition waiver benefits on the same basis and in the same amount as employees covered by the collective bargaining agreement covering comparable classifications.

This appendix applies to doctors of medicine covered by M.S. 43A.17, subdivision 4. This appendix takes the place of whole or parts of specified chapters contained elsewhere in this Plan. If a chapter or provision is not referenced here, the original chapter or provision applies as written. This appendix may be amended at any time with the approval of the Commissioner of Employee Relations.

Chapter 2 - Hours of Work and Overtime

Hours of Work. Work schedules for physicians shall be established or changed by the Appointing Authority in accord with the needs of the organization. In all cases, full-time physicians are expected to work eighty (80) hours per bi-weekly pay period.

Definitions. Same as contained in original chapter.

Overtime. Physicians are eligible to be paid at their regular rate of pay for hours worked on a regularly scheduled day off when called in or assigned by the appropriate authority. They shall be paid in cash or given an equivalent number of compensatory hours at the discretion of the Appointing Authority. They are typically not eligible to be compensated for hours worked in excess of the standard work day. Exceptions may be granted by the Commissioner of Human Services for emergency situations only.

Compensatory time may be accumulated to any level, but the Appointing Authority may choose to liquidate all or a portion of accumulated compensatory time with thirty-five (35) calendar days notice to the physician.

On Call. Physicians who are instructed to remain in an on-call status shall be compensated at a rate not to exceed ten (10) minutes of straight time pay for each one (1) hour of on-call status.

Call Back. Physicians who are called back to work after the end of a regularly scheduled work day may be compensated as provided in the *Overtime* section above at the discretion of the Appointing Authority.

Chapter 7 - Probationary and Trial Periods

All provisions are as provided in the original chapter except as noted below.

Length of Probationary Period. Physicians shall serve probationary periods of one (1) year. An Appointing Authority may extend the length of a physician's probationary period by up to twelve (12) months, or may reduce it by up to six (6) months.

Chapter 10 - Seniority, Layoff and Recall

A physician may be laid off because of abolition of the physician’s position, shortage of work or funding, other reasons outside the physician’s control, or ineligibility to continue medical practice because of loss of licensure or practice privileges. Physicians may be recalled at the discretion of an Appointing Authority.

Privileges. Physicians employed in hospital settings must be granted practice privileges under the bylaws of the Appointing Authority. A physician who can no longer practice at a facility because of his or her privileges have been revoked in accord with those bylaws shall be laid off as provided above without regard to seniority.

Chapter 14 - Salary Administration

Salary Ranges. The following salary ranges shall apply to physicians covered by Minn. Stat. § 43A.17, subdivision 4:

	July 1, 1995 - June 30, 1996	July 1, 1996 - June 30, 1997
Medical Specialist 1	\$72,788 - 101,352	\$74,604 - 103,878
Medical Specialist 2	\$85,044 - 122,522	\$87,174 - 124,570
Medical Specialist 3	\$91,204 - 145,889	\$93,480 - 149,543
Medical Specialist 4	\$95,756- 153,155	\$98,157 - 156,976

Physicians are assigned to one of the above classes and ranges based on criteria developed by each Appointing Authority and approved by the Commissioner of Employee Relations. A department-wide medical director may be paid an additional five (5) percent above the maximum of the Medical Specialist 4 range.

Salary Rates and Limits. The salary rate for each physician shall be set by the Appointing Authority within the limits of the range to which the physician is assigned.

Salary Upon Class Change. Physicians may receive salary increases of up to twelve (12) percent upon advancement to a higher class. Similarly, physicians moved to a lower class may have their salaries reduced by up to twelve (12) percent. In either case, the physician’s salary must be within the range for the assigned class.

Performance-based Salary Increases. Physicians may advance through their salary ranges on July 1, 1995, and July 1, 1996, based on performance-based salary increased granted by the Appointing Authority. The only non-discretionary increases are those necessary to adjust individual salaries to the new range minimums when the ranges are increased.

A physician may be granted one performance-based increase in the fiscal year, effective not later than the beginning of the first full pay period in January. The increase may be granted as a rate adjustment, in a lump sum payment, or in a combination of these. Increases that would put a physician above the range maximum shall be granted in lump sums only.

The aggregate percentage increase granted to physicians in any agency in the fiscal year may not exceed three and one-half percent (3.5%) of the total salary base for physicians in the agency.

Achievement Awards. At an agency's discretion, a physician who has demonstrated outstanding performance may receive one (1) achievement award per fiscal year in a lump sum amount determined by the agency not to exceed one thousand four hundred dollars (\$1,400). Such awards may be granted to no more than twenty (20) percent of the physicians authorized at the beginning of the fiscal year.

Salary on Return from Leave of Absence. A physician returning from an approved leave of absence shall return to the same rate of pay s/he had been receiving at the time the leave commenced, or at a higher rate with the approval of the Commissioner of Employee Relations.

Work Out of Class Pay. A physician assigned to perform substantially all of the duties of a medical director for a period that exceeds ten (10) consecutive work days shall receive a salary increase as provided in *Salary Upon Class Change* above.

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DNR Division of Enforcement Supervisors

This appendix applies to supervisors in the Natural Resources Division of Enforcement. This appendix takes the place of parts of specified chapters contained elsewhere in this Plan. If a chapter or provision is not referenced here, the original chapter or provision applies as written.

Chapter 2 - Overtime

NR Specialists 3 (CO/Area Supervisors) are eligible for straight time overtime compensation in cash or compensatory time for assigned overtime hours. The DNR may develop alternative plans for overtime compensation for employees in other classifications and submit them to the Commissioner of Employee Relations for approval prior to their use.

Chapter 14 - Salary Administration

Salary Ranges. The salary ranges for supervisory NR Enforcement classes are contained in this Appendix.

Eligibility for General Salary Adjustments (First Year). Effective July 1, 1995, employees shall be assigned to the step in their new salary range which provides a salary increase of at least two (2) percent, rounded to the nearest cent per hour.

Effective December 27, 1995, employees shall receive a salary increase of one (1) percent, rounded to the nearest cent per hour.

Eligibility for General Salary Adjustments (Second Year). Effective July 1, 1996, employees shall receive a salary increase of one and one-half (1.5) percent, rounded to the nearest cent per hour.

Effective December 25, 1996, employees shall receive a salary increase of one (1) percent, rounded to the nearest cent per hour.

Step Increases. Employees advance from step 1 to step 2 after completion of one year of service at step 1. Employees at or beyond the second step shall advance to the next higher step at the completion of one year of service at that step until step 7 (G) is attained.

New Maximum Salary Step. Employees at the maximum of their salary range for three (3) or more years as of December 25, 1996, are eligible to move to the new salary range maximum effective December 25, 1996. Thereafter, employees are eligible to advance to the maximum of their salary range after three (3) years of service at the previous step.

Salary Range Reassignments. Effective December 27, 1995, and December 25, 1996, employees in the classes listed below shall move to the new salary range on a comparable step basis.

	Effective 7/1/95	Effective 12/27/95	Effective 12/25/96
NR Enforcement Supervisor	19G	20G	20H
NR Spec 4 (CO Special Invest)	19G	20G	20H
NR Enforcement Aviation Supervisor	15G	16G	17H
NR Enforcement Asst Supervisor	17G	18G	19H
NR Spec 4 (CO Enforc Trng Coord)	15G	16G	17H
NR Spec 3 (CO Area Supv)	15G	16G	17H

Chapter 15 - State Paid Phones

The Employer agrees to pay the cost of one (1) telephone bill of each NR Specialist 3 (CO/Area Supervisor) monthly. Charges for all personal long-distance calls and other non-standard charges, including telephone rentals, or multiple line fees or charges, or extension line fees or charges are the responsibility of each employee. Upon request, supervisors shall provide the Employer with the telephone company's monthly listing of long-distance calls and other charges which the Employer has been requested to pay.

Appendix N
DNR Division of Enforcement
Supervisors
Series H, Ranges 15 - 20
Effective 07/01/95 - 12/26/95

		A 01	After 1 Yr B 02	After 1 Add'l Yr C 03	After 1 Add'l Yr D 04	After 1 Add'l Yr E 05	After 1 Add'l Yr F 06	After 1 Add'l Yr G 07
15	YR	40,591	42,240	43,932	45,748	47,586	49,465	51,469
	MO	3,383	3,520	3,661	3,812	3,965	4,122	4,289
	HR	19.44	20.23	21.04	21.91	22.79	23.69	24.65
16	YR	41,384	43,075	44,829	46,646	48,546	50,446	52,492
	MO	3,449	3,590	3,736	3,887	4,046	4,204	4,374
	HR	19.82	20.63	21.47	22.34	23.25	24.16	25.14
17	YR	42,240	43,932	45,748	47,586	49,465	51,469	53,557
	MO	3,520	3,661	3,812	3,965	4,122	4,289	4,463
	HR	20.23	21.04	21.91	22.79	23.69	24.65	25.65
18	YR	43,075	44,829	46,646	48,546	50,446	52,492	54,622
	MO	3,590	3,736	3,887	4,046	4,204	4,374	4,552
	HR	20.63	21.47	22.34	23.25	24.16	25.14	26.16
19	YR	43,932	45,748	47,586	49,465	51,469	53,557	55,729
	MO	3,661	3,812	3,965	4,122	4,289	4,463	4,644
	HR	21.04	21.91	22.79	23.69	24.65	25.65	26.69
20	YR	44,829	46,646	48,546	50,446	52,492	54,622	56,835
	MO	3,736	3,887	4,046	4,204	4,374	4,552	4,736
	HR	21.47	22.34	23.25	24.16	25.14	26.16	27.22

Class Code	Class Title	Comp Code
2675	NR Enforcement Supervisor	19G
2956	NR Spec 4 (CO Special Invest)	19G
3209	NR Enforcement Aviation Supv	15G
3111	NR Enforcement Asst Supv	17G
2341	NR Spec 4 (CO Enforc Trg Coord)	15G
1749	NR Spec 3 (CO Area Supv)	15G

Appendix N
DNR Division of Enforcement
Supervisors
Series H, Ranges 15 - 20
Effective 12/27/95 - 06/30/96

		A	After 1	After 1	After 1	After 1	After 1	After 1
		01	Yr	Add'l Yr	Add'l Yr	Add'l Yr	Add'l Yr	Add'l Yr
		B	C	D	E	F	G	H
		02	03	04	05	06	07	08
15	YR	40,987	42,658	44,370	46,207	48,066	49,966	51,991
	MO	3,416	3,555	3,698	3,851	4,005	4,164	4,333
	HR	19.63	20.43	21.25	22.13	23.02	23.93	24.90
16	YR	41,802	43,514	45,268	47,105	49,026	50,947	53,014
	MO	3,483	3,626	3,772	3,925	4,086	4,246	4,418
	HR	20.02	20.84	21.68	22.56	23.48	24.40	25.39
17	YR	42,658	44,370	46,207	48,066	49,966	51,991	54,100
	MO	3,555	3,698	3,851	4,005	4,164	4,333	4,508
	HR	20.43	21.25	22.13	23.02	23.93	24.90	25.91
18	YR	43,514	45,268	47,105	49,026	50,947	53,014	55,165
	MO	3,626	3,772	3,925	4,086	4,246	4,418	4,597
	HR	20.84	21.68	22.56	23.48	24.40	25.39	26.42
19	YR	44,370	46,207	48,066	49,966	51,991	54,100	56,292
	MO	3,698	3,851	4,005	4,164	4,333	4,508	4,691
	HR	21.25	22.13	23.02	23.93	24.90	25.91	26.96
20	YR	45,268	47,105	49,026	50,947	53,014	55,165	57,399
	MO	3,772	3,925	4,086	4,246	4,418	4,597	4,783
	HR	21.68	22.56	23.48	24.40	25.39	26.42	27.49

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Appendix N
DNR Division of Enforcement
Supervisors
Series H, Ranges 15 - 20
Effective 07/01/96 - 12/24/96

		A 01	After 1 Yr B 02	After 1 Add'l Yr C 03	After 1 Add'l Yr D 04	After 1 Add'l Yr E 05	After 1 Add'l Yr F 06	After 1 Add'l Yr G 07
15	YR	41,593	43,305	45,038	46,896	48,797	50,718	52,764
	MO	3,466	3,609	3,753	3,908	4,066	4,226	4,397
	HR	19.92	20.74	21.57	22.46	23.37	24.29	25.27
16	YR	42,428	44,161	45,957	47,815	49,757	51,720	53,808
	MO	3,536	3,680	3,830	3,985	4,146	4,310	4,484
	HR	20.32	21.15	22.01	22.90	23.83	24.77	25.77
17	YR	43,305	45,038	46,896	48,797	50,718	52,764	54,914
	MO	3,609	3,753	3,908	4,066	4,226	4,397	4,576
	HR	20.74	21.57	22.46	23.37	24.29	25.27	26.30
18	YR	44,161	45,957	47,815	49,757	51,720	53,808	56,000
	MO	3,680	3,830	3,985	4,146	4,310	4,484	4,667
	HR	21.15	22.01	22.90	23.83	24.77	25.77	26.82
19	YR	45,038	46,896	48,797	50,718	52,764	54,914	57,128
	MO	3,753	3,908	4,066	4,226	4,397	4,576	4,761
	HR	21.57	22.46	23.37	24.29	25.27	26.30	27.36
20	YR	45,957	47,815	49,757	51,720	53,808	56,000	58,255
	MO	3,830	3,985	4,146	4,310	4,484	4,667	4,855
	HR	22.01	22.90	23.83	24.77	25.77	26.82	27.90

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Supervisors
Series H, Ranges 15 - 20
Effective 12/25/96 - 06/30/97

		A	After 1	After 1	After 1	After 1	After 1	After 1	After 3
		01	Yr	Add'l Yr	Add'l Yr	Add'l Yr	Add'l Yr	Add'l Yr	Add'l Yrs
			B	C	D	E	F	G	H
			02	03	04	05	06	07	08
15	YR	42,011	43,744	45,498	47,356	49,277	51,219	53,286	54,351
	MO	3,501	3,645	3,791	3,946	4,106	4,268	4,440	4,529
	HR	20.12	20.95	21.79	22.68	23.60	24.53	25.52	26.03
16	YR	42,846	44,600	46,416	48,295	50,258	52,242	54,351	55,436
	MO	3,570	3,717	3,868	4,025	4,188	4,353	4,529	4,620
	HR	20.52	21.36	22.23	23.13	24.07	25.02	26.03	26.55
17	YR	43,744	45,498	47,356	49,277	51,219	53,286	55,436	56,543
	MO	3,645	3,791	3,946	4,106	4,268	4,440	4,620	4,712
	HR	20.95	21.79	22.68	23.60	24.53	25.52	26.55	27.08
18	YR	44,600	46,416	48,295	50,258	52,242	54,351	56,564	57,691
	MO	3,717	3,868	4,025	4,188	4,353	4,529	4,714	4,808
	HR	21.36	22.23	23.13	24.07	25.02	26.03	27.09	27.63
19	YR	45,498	47,356	49,277	51,219	53,286	55,436	57,691	58,840
	MO	3,791	3,946	4,106	4,268	4,440	4,620	4,808	4,903
	HR	21.79	22.68	23.60	24.53	25.52	26.55	27.63	28.18
20	YR	46,416	48,295	50,258	52,242	54,351	56,564	58,840	60,009
	MO	3,868	4,025	4,188	4,353	4,529	4,714	4,903	5,001
	HR	22.23	23.13	24.07	25.02	26.03	27.09	28.18	28.74

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