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COMMISSIONER'S PLAN

July 1, 1985 – June 30, 1987

Prepared pursuant to
Minnesota Statutes 43A.18, Subdivision 2

by the
Minnesota Department of Employee Relations



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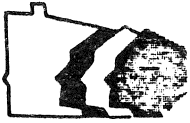
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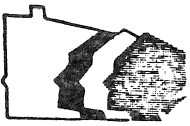


Chapter 1. COVERAGE

The Commissioner's Plan, authorized by M.S. 43A.18, subdivision 2, establishes the compensation, terms, and conditions of employment for interns and 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"). 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, 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 Coordinating Board;
- medical specialists whose compensation is established under the provisions of M.S. 43A.17, subdivision 4; and
- employees of the Bureau of Mediation Services and the Public Employment Relations Board 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, 1985, and ending on June 30, 1987. The vacation accrual rates contained in Chapter 4 are effective July 10, 1985, and, except for Examination Monitor rates, the provisions of Chapter 13 regarding salary range adjustments and individual salary increases are effective July 1, 1985. The provisions of vacation accrual maximums contained in Chapter 4 and examination monitor rates contained in Chapter 13, are effective at the beginning of the first pay period following approval by the Legislative Commission on Employee Relations. All other provisions are effective on the date this Plan is approved by the Legislative Commission on Employee Relations. Provisions shall remain in effect after June 30, 1987, until a new plan for the following biennium is approved by the Legislative Commission on Employee Relations.



Chapter 2. HOURS OF WORK AND OVERTIME

Standard Work Schedules. The standard work day consists of eight hours of work within a 24 hour period, exclusive of an unpaid lunch period. The standard work week consists of five 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. Schedules in effect on July 1, 1985, may continue without further notice to employees. Work schedules for State Patrol supervisors shall be established or changed by the Appointing Authority in accord with the needs of the State Patrol.

Flexible Work Schedules. An employee may request a modification of his/her current work schedule to another schedule which provides for consecutive hours of work within a work day, exclusive of an unpaid lunch period. 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 four hours per day shall normally have an unpaid lunch 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 one-half of their standard work day or during each four hours of scheduled work, whichever is greater. 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 more than eight (8) hours on an eight (8) hour shift or more than ten (10) hours on a ten (10) hour shift 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 less than eight (8) hours on an eight (8) hour shift or less than ten (10) hours on a ten (10) hour shift 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 one (1) hour lost. Employees in the first six (6) months of employment who would be eligible to accrue vacation, may be advanced one (1) hour of vacation time which shall either be deducted from their 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.

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

- Work Week. A fixed and regularly recurring period of seven consecutive calendar days chosen by the Appointing Authority. For most State agencies, the work week begins on Wednesday and ends on Tuesday. In this way, each pay period contains two work weeks.
- 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. Persons employed at institutions operated by the Department of Human Services and Veterans Affairs may be employed on the basis of an eighty 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 seven days but not more than 28 days in length.
- Overtime. All hours worked in excess of the employee's standard work day or eight hours, whichever is greater, or on a regularly scheduled day of rest. 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.

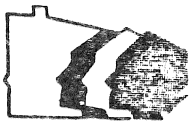
Overtime Hours and Eligibility. Employees are eligible for overtime pay as provided below:

- Non-supervisory clerical, technical, craft, and service employees in series B, C, and L and supervisory clerical, technical, craft, and service employees in series J assigned to progression codes 2 or 3 are eligible for overtime pay for hours worked in excess of the standard work day or eight hours, whichever is greater or on any regularly scheduled day of rest. These employees shall be compensated for overtime hours worked at the rate of one and one-half times their regular hourly rates of pay.
- Interns, registered nurses, professional employees in series A and B and all supervisory professional, clerical, technical, craft, and service employees in series J assigned to progression code 1 are exempt from the provisions of the Federal Fair Labor Standards Act and are eligible for overtime pay only for special assignments outside their normal duties or in emergencies. Prior written approval of the Appointing Authority for such overtime is required. In emergency situations, the Commissioner may allow these employees to be compensated for hours worked in excess of the standard work day or eight hours, whichever is greater, or for hours worked on a scheduled day of rest.
- 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. Appointing Authorities who require employees to be on-call shall develop plans to reimburse those employees and submit them to the Commissioner for approval.
- State Patrol Lieutenants are eligible to be paid at their regular rate of pay for hours worked on a regularly scheduled day of rest when called in or assigned by the appropriate authority.

Overtime Payments.

- Non-exempt employees shall be compensated in cash at one and one-half times their regular rate of pay for all overtime hours worked in a work week/work period if they actively work:
 - 40 or more hours in the work week;
 - 80 or more 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 or the applicable work period in a Corrections Department Facility.
- Non-exempt employees may, at the Appointing Authority's discretion, be compensated in the form of compensatory time off at the rate of one and one-half times the overtime hours worked or in cash at one and one-half times the employee's regular rate of pay if the employee actively works:
 - fewer than 40 hours in the work week;
 - fewer than 80 hours in an applicable work period in an institution operated by the Department of Human Services of Veterans Affairs; or
 - fewer than the number of hours allowed by the Federal Fair Labor Standards Act for the applicable work period in a Corrections Department Facility.
- Exempt employees may be compensated in cash at their regular rate of pay or in compensatory time off on an hour for hour basis if the overtime resulted from a special assignment outside the normal duties of the employee or an emergency. Prior written approval of the Appointing Authority is required for all such overtime. In emergency situations, the Commissioner may allow exempt employees to be compensated for all hours worked in excess of the standard work day or 80 hours, whichever is greater, or for hours worked on a scheduled day of rest. The Commissioner may also authorize compensation at the rate of one and one-half the employee's regular rate of pay in emergency situations. Employees will be eligible for overtime pay at the rate of one and one-half their regular rate of pay if employees in the same class in a bargaining unit receive overtime at the rate of time and one-half.

State Patrol Lieutenants 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 Lieutenant. Lieutenants may accrue compensatory time to a maximum of 90 hours. All hours in excess of 90 shall be paid in cash.



Chapter 3. HOLIDAYS

Eligibility. All employees in payroll status are eligible for paid holidays except intermittent employees, non-tenured laborers, emergency employees, temporary employees, student workers, interns, and project employees.

Observed Holidays. The following days shall be observed as paid holidays for all eligible employees whose standard work week is Monday through Friday:

<u>Holiday</u>	<u>1985-86</u>	<u>1986-87</u>
Independence Day	Thursday, July 4, 1985	Friday, July 4, 1986
Labor Day	Monday, September 2, 1985	Monday, September 1, 1986
Veterans Day	Monday, November 11, 1985	Tuesday, November 11, 1986
Thanksgiving Day	Thursday, November 28, 1985	Thursday, November 27, 1986
Day after Thanksgiving	Friday, November 29, 1985	Friday, November 28, 1986
Christmas	Wednesday, December 25, 1985	Thursday, December 25, 1986
New Year's	Wednesday, January 1, 1986	Thursday, January 1, 1987
Martin Luther King's Birthday	Monday, January 20, 1986	Monday, January 19, 1987
Presidents Day	Monday, February 17, 1986	Monday, February 6, 1987
Memorial Day	Monday, May 26, 1986	Monday, May 25, 1987

When a holiday falls on a scheduled day off the next scheduled work day shall be the holiday unless other arrangements are agreed to between the Appointing Authority and the employee. State Patrol Lieutenants shall be granted an alternative holiday within 60 days at a time mutually agreeable to the employee and the Employer.

When an employee's mandatory retirement date falls on a holiday, the effective date of retirement for that employee will be that holiday and the employee will be eligible for holiday pay for that day.

Floating Holidays. An 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.

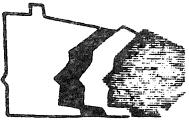
Substitute Holidays. The Appointing Authority may designate substitute days for the observance of Veteran's Day and President's Day.

Holiday Pay Entitlement. In order to receive a paid holiday, an employee must be in payroll status on the normal work day immediately preceding and the normal work day immediately following the holiday(s). An eligible employee mandatorily retired on a holiday or holiday weekend shall be entitled to be paid for the holiday(s). An eligible part-time employee shall be paid for the number of hours s/he would have worked had there been no holiday.

Work on a Holiday. For hours worked on a designated holiday, an employee shall be compensated at the appropriate overtime rate plus pay for the holiday or, at the Appointing Authority's discretion, shall be given an alternate holiday plus compensation at the appropriate overtime rate. The second option shall not be available for employees who work less than their standard work day on a holiday.

Religious Holidays. When a religious holiday not observed as one of those holidays 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.



Chapter 4. VACATION LEAVE

Eligibility. All employees in payroll status are eligible after completion of the first 6 months of State service to accrue vacation leave except intermittent employees, non-tenured laborers, emergency employees, temporary employees, student workers, interns, and project employees.

Accruals and Accumulation. 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 in accord with the schedule provided in Appendix B. Vacation leave may be accumulated to any amount provided that once each year, on the date ending a pay period specified by the Appointing Authority, each employee's accumulation must be reduced to 240 hours or less (275 hours for Health Treatment Professionals). However, an Appointing Authority accepting an employee on transfer whose vacation balance exceeds 240 hours (275 hours for Health Treatment Professionals) may grant a reasonable grace period for the new employee to comply with a new balance reduction date. The Appointing Authority shall notify the Commissioner of the date to be used by the agency during the biennium within 30 days of the date of approval of the plan by the LCER. Any changes must have prior approval of the Commissioner. If the Appointing Authority has not specified a date, it shall be the last day of the first pay period in January. In emergency situations, the Commissioner may temporarily suspend the maximum number of hours which may be accumulated.

As used below, "Length of Service" does not include time on suspension or unpaid non-medical leaves of absence which exceed one full pay period in duration.

VACATION ACCRUAL SCHEDULE FOR FULL-TIME EMPLOYEES

<u>Length of Service</u>	<u>Employees</u>	<u>Health Treatment Professionals</u>
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

The chart below is to be used for determining length of service credit for vacation accrual purposes for an employee on a family leave of one full pay period or more.

FAMILY LEAVE STATUS AND LENGTH OF SERVICE CREDIT

<u>If Family Leave Is Requested:</u>	<u>Is There A Medical Practitioners Statement Documenting Disability?</u>	<u>Is Leave Time Included in Length of Service for Vacation Accrual?</u>
Before or after adoption	-	No
Before birth (No Disability)	No	No
Before birth (With Disability)	Yes	Yes
Birth of child and 6 weeks after	No	Yes
7th through 26th week following birth (and beyond, if leave extended)	No	No
7th through 26th week following birth (and beyond, if leave extended)	Yes	Yes

An eligible employee who moves without a break in employment between positions in the classified and/or unclassified services, whether within an agency or between agencies, shall have his/her accumulated vacation leave and length of service transferred. This provision shall also apply to employees who move to Commissioner's Plan positions from positions covered by other plans or collective bargaining agreements or from positions in the legislative or judicial branches. An employee who transfers to a position covered under the provisions of this Plan from another public jurisdiction may, at the Appointing Authority's discretion, transfer length of service credit for purposes of vacation accrual.

An eligible employee who is reappointed to State service within four years from the date of separation in good standing shall accrue vacation leave according to the length of service the employee had attained at the time of separation. This provision shall also apply to employees reappointed to the State service in Commissioner's Plan positions following separation in good standing from positions covered by other plans or collective bargaining agreements or from positions in the legislative or judicial branches.

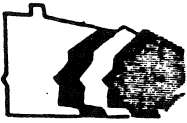
Vacation Usage. Vacation leave shall not be used during the pay period in which the hours are accrued. Employees shall submit written requests to use vacation leave prior to the absence. The Appointing Authority shall respond within a reasonable period and shall deny the request only to meet job-related organizational needs. Except in emergencies, no employee except a State Patrol supervisor 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 shall 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 they 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 Leave Upon Separation. An employee who separates from State service shall be compensated in cash, at the employee's current rate of pay, for all vacation leave credited at the time of separation to a maximum of 240 hours (275 hours for Health Treatment Professionals). Vacation leave may not be used in combination with unpaid leave on separation from the 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.



Chapter 5. SICK LEAVE

Eligibility. All employees in payroll status are eligible to accrue sick leave except intermittent employees, non-tenured laborers, emergency employees, temporary employees, student workers, interns, and project employees.

Accruals and Accumulations. 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 in accord with the schedule provided 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 in 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.

An eligible employee who moves without a break in employment between positions in the classified and/or unclassified services, whether within an agency or between agencies, shall have his/her accumulated sick leave balance and bank, if any, transferred. This provision shall also apply to employees who move to Commissioner's Plan positions from positions covered by other plans or collective bargaining agreements or from positions in the legislative or judicial branches unless their previous accrual rates and maximum accumulations were greater than those provided in this Plan, in which case, leave balances and banks shall be transferred in amounts equal to what the employees would have accumulated under this Plan.

An eligible employee who is reappointed to State service within four years from the date of separation in good standing shall have his/her sick leave balance and bank, if any, restored provided that any employee being reappointed after receiving severance pay shall have his/her leave restored proportionately by deducting the hours which were paid as severance. This provision shall also apply to employees who are reappointed to State service in Commissioner's Plan positions following separation in good standing from positions covered by other plans or collective bargaining agreements or from positions in the legislative or judicial branches, unless their previous accrual rates and maximum accumulations were greater than those provided in this Plan, in which case, leave balances and banks shall be restored in amounts equal to what they would have accumulated under this Plan.

An 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:

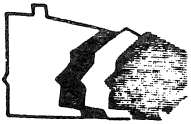
- illness or disability;
- medical, chiropractic, or dental care for the employee;
- exposure to contagious disease which endangers the health of other persons;
- birth or adoption of an employee's child, not to exceed three days;
- inability to work because of the employee's pregnancy or childbirth;
- illness or disability of family members of the same household or other dependents for such reasonable periods as the employee's attendance may be necessary;
- 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, parents or grandparents of the spouse or ward for a reasonable period, 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 hours accumulated. When an employee has exhausted his/her accumulated leave, s/he may use any hours in his/her sick leave bank with approval of the Appointing Authority.

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.



Chapter 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.
- 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.
- Voting time leave in accord with M.S. 204C.04 for employees eligible to vote in any statewide general election or any 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, 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.
- 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.

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. When disability retirement is granted, leaves shall continue until regular retirement age is reached.

- 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. In the case of adoption, the leave will begin on the date requested by the employee. In the case of a natural birth, the leave will begin either on the date requested by the employee or the date of birth of the child, whichever comes first. Sick leave used prior to the birth of the child with a medical practitioner's statement 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. (See 4-2, Family Leave Status and Length of Service Credit.) 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 four 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 leave in accordance with Chapter 4 for the period of active 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 State public office or upon assuming any other elected public office if, in the opinion of the Commissioner, the holding of the office conflicts with the employee's regular State employment; or
 - upon filing as a candidate for any elected public office or any time during the course of the employee's candidacy, at the employee's request or at the Commissioner's directive, if the Commissioner determines that the candidacy conflicts with the employee's regular State employment.
- Public office leave for State Patrol supervisors in accord with the provisions of the collective bargaining agreement applicable to non-supervisory employees of the State Patrol.
- VISTA or Peace Corps leave for a period not to exceed four years.

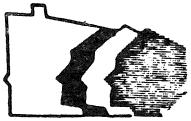
Unpaid Leaves of Absence - Discretionary. Unpaid leaves of absence may be granted upon an employee's request at the discretion of the Appointing Authority as follows:

- Temporary leave for salary saving purposes provided that this leave shall not be less than one full day and shall not exceed 60 consecutive days at any one time and 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 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. 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.

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.



Chapter 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 a Commissioner's Plan Agency layoff list and 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, or recall from a Commissioner's Plan 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 shall serve probationary periods of the same length as is provided in the appropriate collective bargaining agreement for employees in the same class and employment condition.
- Intermittent employees shall serve a probationary period of 1044 hours.
- 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 nine months or an employee's optional probationary period to any length by providing written notice to the employee and the Commissioner of the determination to grant permanent status prior to completion of the probationary period initially established.
- With the prior approval of the Commissioner, 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 initially established.
- Prior to referral of names from an eligible list or noncompetitive appointment in accord with M.S. 43A.15, and upon the approval of the Commissioner, 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.

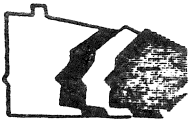
For intermittent employees, time on probation shall include only hours of actual work during the normal work day, exclusive of overtime, holidays or leaves.

For insufficient work time employees, time shall be counted as provided in the appropriate collective bargaining agreement for employees in the same class and employment condition.

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 period 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 shall have a trial period of 10 work 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.



Chapter 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 mid-point 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.

Individual Development Planning. As 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, released 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 Procedures 21A-C.

Assigned 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. Expenses incurred shall be reimbursed in accord with Chapter 14. 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 shall be released from work to attend courses determined to be relevant to the job.

Non-assigned Training. An employee may request to attend a specific training activity. If, in the judgment of the Appointing Authority, the requested course, workshop, 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 released time and/or reimbursement in accord with Administrative Procedure 21A-C and Chapter 14. An employee must successfully complete the training to be eligible for reimbursement.

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 and conference fees paid to a professional organization 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 a professional organization 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 a professional organization if s/he receives no stipend or direct payment other than expense reimbursement from the organization.

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 Classification and Compensation Division of the Department 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, and Administrative Procedures 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 Commissioner's Plan 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, and Administrative Procedures.

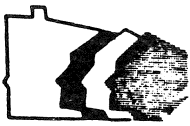
Changes in Employment Condition and Job Share. An employee interested in changing his/her employment condition (from full-time to part-time, or vice versa) or in accepting a position in the Job Share Program established in accord with M.S. 43A.40-43A.465 may contact his/her personnel office to express 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 Commissioner's Plan employees 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 and State Service Promotional Opportunities bulletins by calling the Department's Helpline, or by reviewing the list of vacancies available by computer access to the requisition file (QRQ). 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" plus 10 copies to the Department for automatic referral to appropriate vacancies.

Mobility Assignments. To broaden their work experiences and expand their prospects for State jobs, employees may arrange to 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.



Chapter 9. LIMITED INTERRUPTIONS OF WORK AND PERMANENT NON-DISCIPLINARY SEPARATIONS

Limited Interruptions of Work. An employee may have his/her employment interrupted 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.

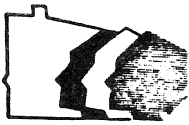
Upon request during limited interruptions of employment, employees shall be allowed to use accumulated vacation leave or compensatory time in order to provide them with up to their regularly scheduled number of hours of earnings for a pay period.

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 unless s/he is on an approved leave of absence from a position in the classified service.

Termination of Non-Tenured Laborer Appointment. An employee working in a non-tenured laborer appointment may be terminated at any time by the Appointing Authority and shall have no further rights to State employment.



Chapter 10. SENIORITY, LAYOFF, RECALL, AND REEMPLOYMENT

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. State Patrol supervisors shall accrue seniority and be covered by the layoff provisions of this Chapter as if they were classified employees. 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 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 class after January 1, 1980, seniority shall include service in the class from which they were reallocated regardless of whether or not the higher 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.

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

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 been authorized to reduce his/her 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 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 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.

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.

Layoff 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. The Appointing Authority shall terminate any provisional employee working in an unlimited position covered by this Plan in the class, agency, organizational unit, 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 two 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.

Step 4: An employee notified of layoff shall have the following options provided that in all instances of bumping, the employee must accept a vacancy in the same class, geographic limit, and employment condition before bumping and must have greater seniority than the employee who is to be bumped. The employee may:

Option 1: Accept the layoff.

Option 2: Unless determined by the Commissioner 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/or organizational unit 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 and/or employment condition in which the employee previously served in order of previous service.

Option 3: Accept a reduction in hours or a vacancy the Appointing Authority has determined to fill in the same class or in any comparable or lower class for which the employee is determined qualified by the Commissioner.

Option 4: Bump the least senior employee in the same agency, organizational unit, and employment condition and in the same class or any comparable or lower class and in which the employee previously served in order of previous service in the same agency, and employment condition (i.e., with no geographic limits) unless determined to be not qualified for the position by the Commissioner.

Option 5: Accept a transfer or demotion to a 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. 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.

Exception to Layoff in Seniority Order. The Appointing Authority may depart from inverse seniority order of layoff or bumping if the otherwise required layoff or demotion in lieu of layoff would increase, or result in, a disparity with the agency's affirmative action goals established under 2 MCAR 2.396. In such cases, the employee exercising bumping rights shall displace the least senior employee in the class, agency, organizational unit, and employment condition whose layoff or demotion would not increase or result in a disparity.

Layoff Lists. Names of insufficient work time employees who have been laid off, accepted demotions or lesser employment conditions in lieu of layoff, or been demoted to positions reallocated downward and names of employees on seasonal off shall be placed on a Commissioner's Plan 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 Commissioner's Plan 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 Commissioner's Plan 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 Commissioner's Plan 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 Commissioner's Plan 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 Commissioner's Plan Agency layoff list unless the employee is determined by the Commissioner to be not qualified for the position. In the absence of a Commissioner's Plan Agency layoff list, the Appointing Authority shall consider employees on the Commissioner's Plan Class layoff list and may appoint no one other than a current civil service employee if there are employees on a Commissioner's Plan Class layoff list whom the Commissioner determines to be qualified for the position.

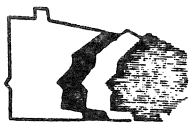
Removal from Layoff List. The names of employees shall be removed from Commissioner's Plan layoff lists for any of the following reasons:

- 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.
- Expiration of the term of eligibility specified above.
- Termination from State service.

Reemployment List. The Commissioner shall establish reemployment lists by class, affording equal standing to all persons on each list available for the location and employment condition of the vacancy.

An employee who has been laid off or who has accepted a demotion or lesser employment condition in lieu of layoff may have his/her name placed on reemployment lists for all classes in which s/he previously held probationary or permanent status by making written request to the Commissioner. The employee shall indicate the locations and employment conditions for which s/he will accept employment and may change availabilities by written notice to the Commissioner.



Chapter 11. DISCIPLINARY ACTION AND RESOLUTION OF DISPUTES

Application. This chapter is limited to disputes concerning interpretation and application of the Commissioner's Plan, failure to attain permanent status as provided in Chapter 7, and disciplinary action as defined in this Chapter.

Administration of Discipline. Although an Appointing Authority may discipline any employee, 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. A State Patrol supervisor shall not be suspended, demoted, or discharged except for just cause as provided in M.S. 299D.03, subdivision 8. For all employees, disciplinary action should be taken only for reasons which are communicated clearly to the employee. Discipline may include, in any order, only the following: oral reprimand, written reprimand, suspension, reduction in pay, demotion, and/or discharge.

Notice Requirements and Appeal Procedures. Non-disciplinary disputes involving interpretations and applications for which the Appointing Authority has discretion under this plan may be appealed under procedures adopted by the Appointing Authority; the decision is not appealable to the Commissioner of Employee Relations. Other interpretations and applications of the Commissioner's Plan, including disputes concerning the computation of seniority but excluding disciplinary action, are appealable through Step 4 of the Dispute Resolution Procedure below. Disputes involving disciplinary actions are grouped as follows:

1. Disciplinary Actions: Classified Probationary and Unclassified Employees (Except Highway Patrol Supervisors)
2. Disciplinary Actions: Highway Patrol Supervisors
3. Disciplinary Actions: Classified Permanent Employees

1. Disputes Concerning Disciplinary Actions: Classified Probationary Employees and Unclassified (Except Highway Patrol Supervisors)

	<u>Notice Requirements</u>	<u>Appeal Process</u>
Oral reprimand.	Not applicable.	None.
Written reprimand.	Specify reasons for action and changes expected.	Appealable through Step 3 of the Dispute Resolution Procedure below.
Termination of unclassified appointment or failure to attain permanent status in a class, suspension, reduction in pay, or demotion during initial probation.	Oral or written notice, no later than the effective date of the action. For an employee who is terminated and who has the right to return to another class (on unclassified leave or with status in another class), notice shall	Appealable through Step 3 of the Dispute Resolution Procedure below.

indicate the employee's right to return to the former class and/or agency.

2. Disputes Concerning Disciplinary Actions: Highway Patrol Supervisor

	<u>Notice Requirements</u>	<u>Appeal Process</u>
Oral reprimand.	Not applicable.	None.
Written reprimand.	Specify reasons for action and changes expected.	Appealable through Step 3 of the Dispute Resolution Procedure below.
Intent to discharge, suspend, or demote.	Written notice of intent to take disciplinary action including reasons for intended action.	The Dispute Resolution Procedures on page 11-4 of the Commissioner's Plan do not apply; however, within 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.
B. 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 through the Hearing Procedure contained in M.S. 43A.33, subdivision 3(a) and 4; <u>OR</u> 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.

3. Disputes Concerning Disciplinary Actions: Classified Permanent Employees

	<u>Notice Requirements</u>	<u>Appeal Process</u>
Oral reprimand.	Not applicable.	None.
Written reprimand.	Specify reasons for action and changes expected.	Appealable through Step 3 of the Dispute Resolution Procedure below.
Suspension, reduction in pay or demotion.	Written notice, no later than the effective date of the action, the disciplinary action; (2) specific reasons for the action; (3) effective date of the action; (4) statement of employee's right to reply within five working days of receipt of the notice in writing or, upon request, in person to the Appointing Authority or designee; and (5) statement of the employee's right to appeal as provided in M.S. 43A.33, subdivision 3(a). Copy of notice and employee's reply, if any, to Commissioner of DOER within 10 calendar days of effective date of discipline.	Appealable through the Hearing Procedure contained in M.S. 43A.33, subdivisions 3(a) and 4.
Discharge.	Written notice, no later than one day prior to effective date of discharge, including: (1) nature of the disciplinary action; (2) specific reasons for the action; (3) effective date of the action; (4) statement of 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	Appealable through the Hearing Procedure contained in M.S. 43A.33, Subdivisions 3(a) and 4.

the Appointing Authority agree otherwise; if the employee was not in pay status at the time of the notice, for reasons other than an investigatory suspension, the requirement to be in pay status does not apply. (5) statement of employee's right to reply within five working days of receipt of the notice in writing or, upon request, in person to the Appointing Authority or designee; and (6) statement of the employee's right to appeal as provided in M.S. 43A.33, Subdivision 3(a). Copy of notice and employee's reply, if any, to Commissioner of DOER within 10 calendar days of effective date of discipline.

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 reasonable time during working hours to present and discuss his/her view provided that the employee and the representative receive prior approval from their supervisors.

Dispute Resolution Procedure. Disputes shall be resolved in accord with the following steps:

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 relief 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.

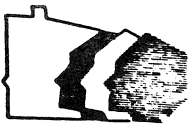
If the dispute has not been resolved, the employee may appeal the decision to the Appointing Authority or his/her designee (Step 3) in writing within 10 calendar days of the agency representative's response.

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

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.

Personnel Records. 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.



Chapter 12. EMPLOYEE GROUP INSURANCE

Eligibility for State-Paid Group Insurance. Employees except student workers and interns are eligible to receive the benefits provided under this Chapter if they work at least 40 hours weekly for a period of nine months or more in any 12 consecutive months, or 30 hours weekly for a 12 consecutive month period. Employees are eligible for all life insurance benefits available under this Chapter and, at their option, for one-half (1/2) the State contribution toward the premium for the health and dental coverages provided by this Chapter if they hold part-time, unlimited appointments and work 50% but less than 75% of the time for a period of nine months or more in any 12 consecutive months, or they are seasonal employees who are scheduled to work at least 1044 hours for a period of nine months or more in any 12 consecutive months.

Benefits provided under this Chapter shall continue as long as an employee meets these eligibility requirements and is in payroll status for at least one work day during each pay period or is off the State payroll due to a work-related injury or disability and is receiving workers' compensation payments or using disability leave. Vacation leave, compensatory time, or sick leave cannot be used to keep an employee in payroll status for one work day per pay period during an unpaid leave of absence for the purpose of continuing State-paid insurance.

All employees who have been laid off under the provisions of Chapter 10 after three or more years of continuous employment shall continue to be eligible to receive State-paid insurance benefits for a period of six months from the date of layoff unless such benefits are provided to the employee by another employer.

Effective Date. The provisions of this Chapter shall be effective on October 2, 1985, provided that during the period July 1, 1985 through October 1, 1985, the State shall contribute toward the cost of employee and dependent health and dental coverage an amount equal to the State's contribution on June 30, 1985.

Benefits for individual employees and their dependents shall become effective on the first day of the first pay period beginning on or after the 28th calendar day following the first day of employment. An employee must be actively at work on the effective date of coverage except that an employee who is on paid leave on the date State-paid life insurance benefits increase shall also be entitled to the increased life insurance coverage. Dependents who are hospitalized on the effective date of coverage will not be insured until such dependents are released from the hospital. This provision shall also apply to any optional coverages. In no event shall the dependent's coverage become effective before the employee's coverage.

Open Enrollment. There shall be an open enrollment period of a minimum of 30 calendar days beginning on or before September 1, 1985, to allow employees to make changes in their selected coverages from the available health and dental insurance programs. There shall be an additional open enrollment period for health insurance beginning on or before September 1, 1986, and lasting for at least 30 calendar days. Changes in coverages shall become effective at the beginning of the pay period nearest to October 1 in each year.

Health Insurance. An eligible employee may select coverage under any one of the health maintenance organizations, fee-for-service health plans, a Preferred Provider Organization, or any other plan offered by the State. A brief description of the available health plans is contained in Appendix D.

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

Effective October 2, 1985 the fee-for-service plan shall pay as follows:

In-Patient Hospital Services: After an annual deductible for \$100 per employee or \$200 per family, 80% of the first \$3,000 of allowable charges and 100% of the remainder occurring in the calendar year. When one family's payment in satisfaction of their co-payment reaches \$1,200 in a calendar year, no added amounts shall be required for this purpose. Diagnostic lab and x-ray services are reimbursed at 100% with no deductible when provided as an in-patient hospital case.

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

Hospital Out-Patient:

100% of all allowable charges except for:

- Non-emergency visits. 80% of costs will be reimbursed.
- Lab tests and x-rays for reasons other than medical emergency, injury or preadmission tests. 80% of costs will be reimbursed.
- Chemical dependency. Chemical dependency care will be reimbursed 100% up to 130 hours of treatment per calendar year.
- Mental illness care. 80% of \$750 per calendar year of mental illness care will be reimbursed.

Ambulatory Surgery Centers:

100% of all allowable charges.

Home Health Agencies:

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

Health Services of Health Treatment

Professionals:

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

physical examinations
well-child care
doctor visits
professional surgery fees
eye examinations
pregnancy-related care

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

- AWARE professionals: 80% of the first \$3,000 and 100% thereafter of usual and customary charges after a deductible of \$100. Diagnostic lab and x-ray services are reimbursed 80% after a \$100 deductible when provided by an AWARE professional.
- Non-AWARE professionals: Same as for AWARE providers, except employee is responsible for any charges in excess of usual and customary. Diagnostic lab and x-ray services are reimbursed 80% after a \$100 deductible when provided by a non-AWARE professional.

Other Covered Health Services:

Drugs - Covered 100% after a co-payment of \$4.50 per prescription.
Supplies - Reimbursed 80% with no deductible.
Ambulance - Reimbursed 80% with no deductible.

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

Dental Insurance. An eligible employee may select coverage under the fee-for-service dental plan offered by the Employer or any other dental plan offered by the Employer. A brief description of the available plans is contained in Appendix D.

- The State shall contribute the lesser of the total employee Delta Dental monthly premium or the premium of the dental carrier covering the employee toward the cost of employee dental coverage.
- The State shall contribute the lesser of one-half the dependent Delta Dental monthly premium or the premium of the carrier covering the dependent toward the cost of dependent dental coverage.

Life Insurance. The State shall provide the following term life insurance and accidental death and dismemberment coverage for an eligible employee (double indemnity applies in the case of accidental death):

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

The State shall provide life insurance coverage for an eligible Health Treatment Professional in an amount equal to twice his/her current annual salary based on salary multiples rounded to the nearest \$1,000. Any premium paid by the State in excess of \$50,000 coverage is subject to a tax liability in accord with Internal Revenue regulations. A Health Treatment Professional may decline coverage in excess of \$50,000 by filing a waiver in accord with Department of Finance procedures.

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 who became disabled prior to July 1, 1983 shall continue to receive such benefits under the terms of the policy in effect prior to July 1, 1983.

Effective October 1, 1986, the State is preparing to revise the insurance program to provide a better balance between the life insurance and income protection needs of Health Treatment Professionals. This proposal, if implemented, will be designed within the existing cost parameters of the present insurance program. The present program will remain in effect until that time.

Eligibility for Optional Self-Paid Insurance.

A retired employee who is entitled at the time of retirement to receive an annuity under a State retirement program shall be eligible to continue to participate at his/her own expense in the health and dental insurance programs as set forth in M.S. 43A.27, subdivision 3, at the State group premium rates.

For these employees, there shall be an open enrollment period for 30 calendar days immediately preceding the date of retirement.

An eligible employee whose six months of State-paid insurance following layoff has ended may continue to participate in the health insurance program at his/her own expense, at the group premium rates, for an additional 12 months or until covered by another employer, whichever is less.

An employee eligible for State-paid insurance may purchase the following optional insurance:

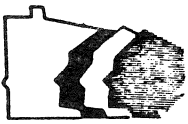
- Up to \$105,000 (\$200,000 for Health Treatment Professionals) additional life insurance, subject to satisfactory evidence of insurability, in increments established by the Commissioner. Dependent coverage of \$3,000 for each dependent and up to the principal sum carried by the employee for the spouse shall also be available for purchase by the employee.
- Short-term salary continuance insurance of \$140-\$1,100 per month, up to two-thirds of an employee's salary, for up to 180 days during total disability due to a non-occupational accident or illness. Benefits are paid from the first day of disabling accident and from the eighth day of disabling illness.
- Long-term salary continuance insurance of \$200-\$1,000 per month, based on the employee's salary, beginning on the 181st day of total disability.
- Accidental death and dismemberment insurance of principal sum benefits in amounts ranging from \$5,000 to \$100,000. Coverage ranging from \$5,000 to \$25,000 may also be purchased for the employee's spouse but not in excess of the amount carried by the employee.

Workers' Compensation. When an employee has incurred an on-the-job injury or disability and has filed a claim for workers' compensation and when the liability for paying the claim is disputed, medical costs connected with the injury or disability shall be paid by the health maintenance organization or the health insurance carrier pursuant to the provisions of M.S. 176.191, subdivision 3.

Early Retirement Incentive. Employees in the Corrections and State Patrol Retirement Plans who have attained the age of 55 years and who have not yet attained the age of 65 years on or before September 1, 1985 who are covered by the Corrections and State Patrol Retirement Funds and who are eligible for an annuity may opt during the period from September 1, 1985, through November 30, 1985, for an early retirement incentive. 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 65 years. 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 to which the employee was entitled at the time of retirement, subject to any changes in coverages in accord with this or any subsequent Plan.

From September 1, 1986, through November 30, 1986, employees who have attained the age of 55 since November 30, 1985, may opt for the above-stated early retirement incentive. Employees who were eligible to take early retirement during the first time period shall not be eligible in this subsequent time period.

An employee who attains the age of 55 on or after December 1, 1985, and who is not granted an extension to continue working shall be eligible for this early retirement incentive at the time of retirement.



Chapter 13. SALARY ADMINISTRATION

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. Effective July 1, 1985, 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 Appendix E consisting of minimum and maximum or a single rate. The Commissioner 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, 1985. Compensation grids reflecting the January, 1986 rates are contained in Appendix H and those reflecting July, 1986 rates in Appendix I.

Classes Assigned to:	Employee Group	Appendix G Grids July, 85	Appendix H Grids January, 86	Appendix I Grids July, 86
Series L, Ranges 42-77	Service, Health Care Professional, and Clerical	1	7	13
Series C, Ranges 42-77	Technical	2	8	14
Series A, Ranges 1-30	Professional	3	9	15
Series J, Ranges 1-29	Supervisory	4	10	16
Series G, Ranges 51-56	Nurses	5	11	17
Series G, Ranges 75-86	Health Treatment Professional	6	12	18

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 Minnesota Rules 1983, 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 Commissioner 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.

Equity Adjustments. Equity adjustments for individual classes, as contained in Appendix E, shall be effective on the same dates as the General Salary Adjustments.

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(p), shall be paid at the single rate of pay to which his/her class is assigned for the term this plan is in effect, as follows:

- Examination Monitor 1 - 7.02/hr.
- Examination Monitor 2 - 8.39/hr.
- Examination Monitor 3 - 8.94/hr.

Interns. An intern, as defined in M.S. 43A.02, subdivision 24, may be paid or unpaid at the Appointing Authority's discretion. If an intern is to be paid, the rate of pay shall be no less than the current minimum wage established by the Minnesota Fair Labor Standards Act and no more than the minimum rate of the comparable entry level professional class covered by this Plan. An intern may work up to 40 hours per week for a minimum of four weeks to a maximum of one year. A paid intern shall not be eligible for performance-based salary increases; but may be granted increases in accordance with the provisions of an internship agreement.

Medical Specialists. Effective July 1, 1985, the following salary ranges shall apply to doctors of medicine covered by M.S. 43A.17, subdivision 4:

	FY 86 Annual Minimum	FY 86 Annual Maximum	FY 87 Annual Minimum	FY 87 Annual Maximum
A	\$43,180	\$60,114	\$44,913	\$62,515
B	50,446	72,078	52,471	74,959
C	54,079	86,527	56,251	89,993
D	56,794	90,849	59,070	94,482

General Salary Adjustment Amounts.

A. Clerical and Office, Service and Technical Employees

1. July 1, 1985 - 4%
2. July 1, 1986 - 4%

B. Professional Employees

1. July 1, 1985 - 3%
2. January 8, 1986 - 1.5%
3. July 23, 1986 - 4%

C. Supervisory Employees

1. July 1, 1985 - 3%
2. January 8, 1986 - 1%
3. July 1, 1986 - 4%

D. Registered Nurses, Health Treatment Professionals and Medical Specialists

1. July 1, 1985 - 4%
2. July 1, 1986 - 4%

In addition, supervisory range maximums and employee rates which are equal to or higher than step 8 of Series J ranges shall be increased by 1% on January 8, 1986.

General Salary Adjustments Eligibility. On the dates indicated above, the salary rate in effect for each employee (except those for whom increases are prohibited by law or as otherwise noted in this Chapter) shall be increased by the appropriate general adjustment amount except as provided below:

Employees paid above the maximum of the salary range to which their class is assigned as the result of the reallocation of their position to a lower class as part of a study are eligible for all general adjustments applicable to their class. If an employee's rate of pay exceeds the maximum of his/her

salary range for other reasons prior to a general adjustment but that rate falls within the adjusted range, that employee will be paid at the maximum of the new range. However, if the employee's rate of pay continues to exceed the maximum of the adjusted range, the employee will continue to be paid at the rate in effect prior to the general adjustment.

Performance-Based Salary Increases. All employees (except those for whom salary increases are prohibited by law) are eligible to advance through their salary ranges as provided by performance-based increases granted by an Appointing Authority in accord with the provisions of this section effective January 8, 1986 and January 9, 1987. Such increases may be delayed and if granted shall be effective no later than the beginning of the first full payroll period in the following June. If a proposed increase would result in a salary rate above the salary range maximum, the portion of the increase which would exceed the range maximum shall be paid in a lump sum. Employees at or above the salary range maximum may also receive performance pay in lump sums. The total annual salary paid to an employee plus any lump sums shall not exceed the upper limit of compensation as provided in this Chapter. The aggregate of such increases in each year in an agency shall not exceed 3.5% of the annual salary base for eligible employees.

Salary on Promotion. Upon promotion, an employee shall receive a salary increase at the Appointing Authority's discretion not exceeding the greater of 12% or the mid-point of the salary range for the new class. An Appointing Authority may grant a larger increase with advance approval from the Commissioner. 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, to a position reallocated to a class existing at the time of the reclassification request, the increase shall be effective 15 calendar days after receipt in the Department of a request determined by the Department 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 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 the employee volunteers to accept a lower rate or the demotion is the result of a reallocation to a lower class or the Commissioner 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 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 comparable 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 \$.35 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.

Project Labor Rates. The Commissioner may authorize an Appointing Authority to pay an employee in a skilled 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 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:

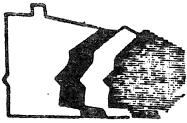
- mandatory retirement;
- retirement at or after age 65;
- retirement after 10 years of continuous State employment with immediate entitlement at the time of retirement to an annuity under a State retirement program;
- death;
- layoff other than seasonal;
- separation other than discharge after 20 years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

An Appointing Authority may elect to distribute the severance payment over a period of up to five 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.



Chapter 14. EXPENSE REIMBURSEMENT

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 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.

<u>Situation</u>	<u>Rate Per Mile</u>
• 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 can demonstrate adequate liability coverage under the requirements of M.S. 360.59, subdivision 10.	\$.43
• Use of personal motorcycle or similar two-wheel motorized vehicle.	\$.13

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.

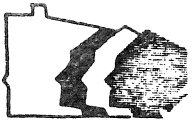
Where anticipated expenses total at least \$50.00, the Appointing Authority shall advance the employee the amount of the anticipated expenses upon the employee's request made a reasonable period of time prior to the travel date. If the amount advanced exceeds the actual expenses, the employee shall return the excess within two weeks of return from travel.

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, not to exceed \$6.00 for breakfast provided that the employee leaves home before 6:00 a.m. or is away from home overnight; \$7.00 for lunch provided that the employee is traveling outside his/her normal seven county metropolitan area work location or more than 35 miles away from his/her normal office if the office is located outside the seven county metropolitan area, or is away from home overnight; and \$12.00 for dinner provided that the employee cannot return home until after 7:00 p.m. or is away from home overnight. Employees who are in travel status for two or more meals shall be reimbursed for the actual costs of the meals 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.
- One long-distance personal telephone call of reasonable duration each work week provided that the employee will not be returning home during the work week.
- 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 baggage handling costs.
- Parking fees and toll charges.

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.



Chapter 15. RELOCATION EXPENSES

General. An Appointing Authority shall reimburse an employee for relocation expenses as provided in this Chapter, up to a maximum of \$10,000, 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 at least 35 miles from the employee's present work location; or
- a move is incurred as the result of reassignment, transfer, or demotion to a new position at least 35 miles from the employee's present work location necessitated by application of the layoff provisions of Chapter 10.

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

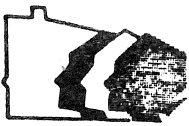
An Appointing Authority may reimburse an employee for all or a portion of the relocation expenses incurred as the result of a work-related move, other than those specified in the above paragraph, of at least 35 miles from the employee's present work location.

Reimbursement for relocation expenses shall be allowed only if a change of residence is completed within six months from the date of appointment or reassignment unless other time extension arrangements have been approved by the Appointing Authority and only if the employee obtained prior authorization from the Appointing Authority before incurring any reimbursable expenses.

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

- For a 90 day period, travel expenses as provided in Chapter 14 for the:
 - employee to return to the original work location once each week.
 - employee's spouse to travel between the two locations twice during the period, including mileage, meals, and lodging, not to exceed a total of seven days.
 - employee's family to travel to the new work location at the time the move is made, including meals, mileage and lodging.
- Realtor's fees on the home being sold by the employee or fees required in order to break a lease on the employee's rented domicile.
- The cost of moving and packing 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.
- Documented miscellaneous expenses directly related to the move.
- The cost of moving a house trailer if the trailer is the employee's domicile.

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



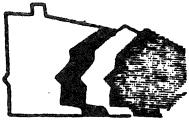
Chapter 16. HOUSING

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.

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 under guidelines of the Department of Administration's Real Estate Management Division. The employee may be held responsible for damage or alteration beyond ordinary wear.



Chapter 17. EMPLOYEE SAFETY

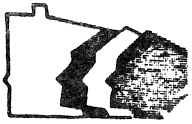
Protective Equipment. The Appointing Authority shall provide and maintain protective equipment or clothing, including safety glasses, safety helmets, and safety vests whenever such equipment is required as a condition of employment by State or Federal regulation. Employees not covered by a collective 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.



Chapter 18. WORKERS' COMPENSATION; INJURED ON DUTY PAY

Hazardous Occupation Injuries. An employee of any State Corrections or Human Services Facility, any Department of Veterans Affairs Home, the Minnesota Academy for the Deaf or the Minnesota Academy for the Blind 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.

A State Patrol supervisor who incurs a disabling injury while performing hazardous duty may be eligible for injured-on-duty pay.

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 is 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.

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.

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 leaves does not accrue vacation or sick leave.

APPENDIX A - GLOSSARY

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 30 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 severed from 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.
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. "Intern" means an individual who, for work experience, is receiving academic credit from or is fulfilling an academic requirement of an accredited educational institution.
18. "Medical Specialist" means an exceptionally qualified doctor of medicine whose compensation is established in accord with M.S. 43A.17, subdivision 4.
19. "M.S." means the Minnesota Statutes.
20. "Organizational Unit" means a subdivision of an agency.
21. "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.
22. "Payroll Status" means that an employee is receiving payment for hours worked or for hours on an approved paid leave.
23. "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.
24. "Permanent Status" means the state or condition achieved by a tenured laborer or 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.
25. "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.
26. "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.
27. "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.
28. "Reallocation" means a reclassification resulting from significant changes over a period of time in the duties and responsibilities of a position.
29. "Reassignment" means the management-directed movement of an employee between two positions in the same class and agency.

30. "Reclassification" means changing the assignment of a position to a higher, lower, or comparable class.
31. "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.
32. "Reinstatement" means the appointment of a former permanent or probationary employee to a class within three years of the employee's separation from the class.
33. "Related Classes" means those classes which are similar in nature and character of work performed and which require similar qualifications.
34. "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.
35. "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.
36. "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.
37. "Unlimited" means an appointment or position is ongoing and has no specified duration.

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

APPENDIX B - VACATION LEAVE PRORATION SCHEDULE
 Commissioner's Plan
 Except Health Treatment Professionals

LENGTH OF SERVICE REQUIREMENT

<u>No. Hours Worked During Pay Period</u>	<u>0 through 5 years</u>	<u>After 5 through 8 years</u>	<u>After 8 through 12 years</u>	<u>After 12 through 20 years</u>	<u>Over 20 through 25 years</u>	<u>After 25 through 30 years</u>	<u>After 30 Years</u>
Less than 9.5	0	0	0	0	0	0	0
At least 9.5, but less than 19.5	.75	1	1.25	1.50	1.50	1.75	1.75
At least 19.5, but less than 29.5	1	1.25	1.75	2	2	2.25	2.25
At least 29.5, but less than 39.5	1.50	2	2.75	3	3	3.25	3.50
At least 39.5, but less than 49.5	2	2.50	3.50	3.75	4	4.25	4.50
At least 49.5, but less than 59.5	2.50	3.25	4.50	4.75	5	5.50	5.75
At least 59.5, but less than 69.5	3	3.75	5.25	5.75	6	6.50	6.75
At least 69.5, but less than 79.5	3.50	4.50	6.25	6.75	7	7.50	8
At least 79.5	4	5	7	7.50	8	8.50	9

APPENDIX B - VACATION LEAVE PRORATION SCHEDULE
Health Treatment Professionals

LENGTH OF SERVICE REQUIREMENT

<u>No. Hours Worked During Pay Period</u>	<u>0 through 5 years</u>	<u>After 5 through 8 years</u>	<u>After 8 through 10 years</u>	<u>After 10 through 20 years</u>	<u>Over 20 through 25 years</u>	<u>After 25 years</u>
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

APPENDIX C - SICK LEAVE PRORATION SCHEDULE

<u>Number of hours worked during pay period.</u>	<u>Less than 900 hours.</u>	<u>900 hours and maintained.</u>
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

APPENDIX D - INSURANCE

Employee Group Life & Health Care Program STATE OF MINNESOTA October 2, 1985

This Appendix contains a brief description of the benefits provided by each of the carriers. Enrolled employees receive Certificates stating the main provision of each Master Policy under which they have elected coverage.

* * * * *

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

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

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

Basic benefits shall become effective on the first day of the payroll period beginning on or after the 28 calendar days of employment with the State. An employee must be actively at work on the effective date of coverage. This actively at work requirement also applies to any optional coverages. Dependents who are hospitalized on the effective date of coverage will not be insured until such dependents are released from the hospital. In no event, will the dependents' coverage become effective before the employee's coverage.

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

Group life insurance is provided through the Minnesota Mutual Life Insurance Company and the Northwestern National Life Insurance Company (co-insurers). The amount of State paid insurance provided will be according to the schedule in the employee's bargaining unit: employees becoming totally and permanently disabled prior to age 70, may apply for continuation of their life insurance without future premium payment. If approved, the life insurance remains in force until age 70.

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

You must elect either the fee-for-service plan or one of the health maintenance organizations described on the following pages. Benefits are coordinated with the benefits of other group plans. Eligible employees may select dental coverage under either the Delta Dental Plan of Minnesota, the Group Health Plan, or the Group Health Association of Northeastern Minnesota.

Eligible dependents, as it applies to the health coverage, include the subscriber's spouse if not legally separated, the subscriber's unmarried dependent children from birth to age 19 or to age 23 if such unmarried dependent child 19 years of age or older is a full time student at an accredited educational institution, or to any age if such dependent son or daughter qualifies under the terms of the contract as being incapable of self-sustaining employment by reason of mental retardation or physical disability and is totally dependent upon the employee for support. The term dependent children shall include the employee's own children, legally adopted children, foster children and step-children.

Employee Group Life &
Health Care Program

State of Minnesota

The State of Minnesota provides, where available, two comprehensive approaches to health care: the fee-for-service concept and the health maintenance organization (HMO) concept. Both of these have eliminated the need for members to file claims or handle paperwork.

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

Similarly, the new fee-for-service plan provides coverage at no cost to the member for preventive medicine, physician, and outpatient services within the physician network. The employee or covered dependent in the fee-for-service plan is not restricted to only those physicians and hospitals in the network. Members receive full coverage for emergency physician and outpatient services and partial coverage for non-emergency services outside the network. The employee also has the option of choosing partial or complete in-patient hospital coverage with this plan.

A description and comparison of the major provision of each of the plans is outlined in this Appendix.

CENTRAL MINNESOTA
GROUP HEALTH PLAN

SIMILAR BENEFITS

GENERAL HOSPITAL	ADMISSIONS	100% coverage in semi-private room for at least 365 days.
	SURGERY	100% covered
	ANESTHESIOLOGY	100% covered
	X-RAY AND LABORATORY	100% covered
(In-patient and clinical)		
	OFFICE CALLS	100% covered
	EYE EXAMS	100% covered
	MATERNITY	100% covered while coverage is in force.

VARIED BENEFITS

PREVENTIVE MEDICINE	100% coverage for health evaluations. Includes annual routine physical, well baby and child care, immunizations, vaccinations, allergy treatment or testing, pap smears and family planning services. Health education programs are available through CMGHP medical center.
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OUT PATIENT EMERGENCY	100% coverage
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PRESCRIPTIONS, DRUGS	Member pays \$2 a prescription for up to 34 day supply. Drugs available at CMGHP medical center or participating pharmacies.
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EYE GLASSES	Available at reduced cost at participating optical stores.
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MENTAL HEALTH INPATIENT	100% coverage up to 30 days a calendar year.
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OUTPATIENT	20 visits a calendar year, member pays \$10 a visit or 20%, whichever is greater.
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CHEMICAL DEPENDENCY INPATIENT	80% coverage for 73 days when authorized by a CMGHP physician.
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OUTPATIENT	Covered under out-patient mental health.
------------	--

SUPPLEMENTAL BENEFITS	90% of fair and reasonable charges for private duty nursing, oxygen, and durable medical equipment when prescribed by CMGHP physician; \$10,000 lifetime maximum.
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OUT OF AREA BENEFITS	100% coverage for hospitalization. 80% for physician fees and emergency room. 50% for out-of-area prescriptions (up to a 31-day supply). Reciprocity with more than 50 HMOs is available.
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DENTAL CARE	80% (up to \$300 per calendar year) for accidental injury to sound natural teeth.
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PRE-EXISTING CONDITIONS	No restrictions.
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CONVERSION PLAN	CMGHP provides conversion to a self pay CMGHP membership.
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COORDINATED HEALTH
CARE

MORE HMO PLAN INC.

100% coverage in semi-private room for unlimited days.
100% covered
100% covered
100% covered

100% covered
100% covered
100% covered while coverage is in force.

100% coverage in semi-private room for unlimited days.
100% covered
100% covered
100% covered

100% covered
100% covered
100% covered while coverage is in force.

100% coverage for health evaluations, immunizations, hearing exams, eye exams, well child care when provided or referred by CHC physician. Allergy testing and treatment covered 100%, shots at \$10 for six months.

100% coverage for routine annual physicals and immunizations, PAP smears, well baby and child care.

Members follow the direction of their CHC clinic in emergencies. A \$10 co-payment is charged for authorized use of hospital emergency room unless admitted to the hospital.

Member pays \$10 a visit at hospital for in or out-of-area emergencies (waived if admitted to hospital.)

Member pays \$2 for 34 day prescription at any CHC related pharmacy.

Member pays \$1 a prescription at participating pharmacies. \$2 at non-participating pharmacies when ordered by Plan, referral or emergency physician.

Available at discount at CHC Eye Care Center and other selected eye care centers. Contacts available at discount at CHC Eye Care Center.

Substantial discounts through range opticians.

\$15 a day co-payment, maximum confinement 30 days.

100% coverage in semi-private room for 70 days in a calendar year, when under care of Range Mental Health Center.

100% coverage 1st through 5th visits, \$10 co-payment 6th through 25th visits, maximum 25 visits per year. Must be under the direction of CHC physician.

100% coverage for 20 visits per calendar year, when under care of Range Mental Health Center.

Member pays \$15 a day 1st through 30th day, \$25 a day 31st through 73rd day, maximum of 73 days.

100% coverage to benefit limit for 73 days per calendar year when under care of Range Mental Health Center.

1st through 5th visit covered in full, 6th through 25th visit member pays \$10, maximum 25 visits a year.

No limit when under care of Range Mental Health Center.

Services including oxygen and medical equipment are covered at 80%. The 20% balance is a member co-payment. Home health care provided at 100% if medically necessary.

100% coverage on rental or purchase of durable equipment when prescribed by plan physician.

Physician: covered at 80%. Out-patient: covered at 80%. In-patient: hospital room and board is covered at 100%, everything else 80%. Member is limited to \$500 maximum out-of-pocket cost per person per incident.

Emergency physician and Inpatient and Outpatient hospital services covered as in area.

Dental care and dental surgery is excluded except if required by reason of accidental injury to sound natural teeth, excision of tumors, and exostoses.

Limited dental benefits available. Contact plan office for details.

No restrictions during open enrollment periods.

No restrictions.

Member may convert to an individual plan. A special package is available to member who leaves metropolitan area. (See certificate)

Full plan level of benefits if in plan service area.

MEDCENTERS HEALTH
PLAN

SIMILAR BENEFITS

GENERAL HOSPITAL	ADMISSIONS	100% coverage in semi-private room for unlimited days.
	SURGERY	100% covered
	ANESTHESIOLOGY	100% covered
	X-RAY AND LABORATORY	100% covered
	(In-patient and clinical)	
	OFFICE CALLS	100% covered
	EYE EXAMS	100% covered
	MATERNITY	100% covered while coverage is in force.

VARIED BENEFITS

PREVENTIVE MEDICINE	100% coverage for physical examinations (except for employment or insurance) and well baby care, immunizations, and allergy testing and treatment.
---------------------	--

OUT PATIENT EMERGENCY	Member pays \$25 a visit, waived if admitted for same condition within 24 hours.
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PRESCRIPTIONS, DRUGS	Member pays up to \$3.00 a prescription for 30 day supply (90 days for birth control pills, 1000 units of insulin). May be purchased at 350 participating pharmacies.
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EYE GLASSES	\$50 credit on eye glasses or contacts obtained at Benson's, Daytons, Target or St. Paul Eye Clinic.
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MENTAL HEALTH INPATIENT	Inpatient: 80% coverage for up to 60 days per calendar year.
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OUTPATIENT	Outpatient: Individual Therapy - Member pays \$15 per session. Family Therapy - Family pays \$15 per session. Group Therapy - Member pays \$5 per session. Maximum: 30 visits per calendar year.
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CHEMICAL DEPENDENCY INPATIENT	80% coverage for up to 75 in-patient days a calendar year when approved by a plan chemical dependency counselor.
----------------------------------	--

OUTPATIENT	Out-patient treatment for alcoholism and chemical dependency covered as any other mental condition.
------------	---

SUPPLEMENTAL BENEFITS	80% coverage for ambulance, prosthetic devices and durable medical equipment.
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OUT OF AREA BENEFITS	MHP will pay 80% of first \$2000 of emergency expenses and 100% of the remainder in any calendar year.
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DENTAL CARE	Care resulting from accident to sound natural teeth covered at 80%.
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PRE-EXISTING CONDITIONS	No restrictions.
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CONVERSION PLAN	If remaining in service area MCHP provides conversion to non-group HMO membership in MCHP.
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100% coverage in semi-private room for unlimited days.
100% covered
100% covered
100% covered

100% covered
100% covered
100% covered while coverage is in force.

100% coverage in semi-private room for unlimited days.
100% covered
100% covered
100% covered

100% covered
100% covered
100% covered while coverage is in force.

100% coverage for health evaluations (except to obtain employment or insurance), well baby care, immunizations, and allergy testing, treatment and shots. Health Education programs available through GHI.

100% coverage for routine physicals, well baby care, immunizations and allergy treatment when coordinated by HMOM physician.

100% coverage

Member pays \$25 a visit, waived if admitted for same conditions within 24 hours of visit.

Member pays \$2.00 a prescription for up to 34 days supply of drugs included in GHI formulary. Pharmacies available in all GHI centers.

Members pay \$3 for up to a 34 day supply of a prescription medication or refill at HMO Minnesota participating pharmacies.

Available at GHI cost when purchased at GHI centers in Metro area. Contact lenses also available at GHI.

Discount for glasses at HMOM participating prescription centers.

100% coverage by GHI Mental Health Department up to 30 days a contract year.

Member pays 20% a day, up to 73 days a calendar year.

Psychiatric care when provided or referred by GHI staff coverage limited to 20 visits per year at a member cost of \$10 per visit.

Member pays 20% a visit (not to exceed \$10) up to 30 visits a calendar year.

80% in-patient coverage for 73 days while covered and when authorized by GHI medical director.

Member pays 20%, up to 73 days a calendar year.

100% out-patient coverage.

Member pays 20% a visit (not to exceed \$10) up to 30 visits a calendar year.

80% for skilled nursing care, oxygen, prosthetic devices, rental or purchase of durable medical equipment when prescribed by GHI physician. No maximum.

100% coverage for rental or purchase of medical equipment when prescribed by a primary care HMOM physician. Maximum benefit of \$250,000 per calendar year.

80% coverage of first \$2,000, 100% thereafter for emergency care. Applies to both in-hospital and physician services. Reciprocity with over 50 HMO's is available.

100% coverage for acute emergency.

GHI member may select separate GHI dental coverage during dental open enrollment period or as a new employee. Accidental injury to sound natural teeth when care provided by GHI. Member pays lab charges.

No coverage for routine dental care. Accidental injury to natural teeth for initial emergency visit only is covered 100% when coordinated by primary care HMOM physician.

No restrictions.

100% coverage with exception of non reconstructive congenital anomalies in children over 16.

GHI provides conversion to a non-group HMO membership in GHI.

Individual conversion plan available through HMO Minnesota. If member moves outside of HMOM service area, conversion plan available through Blue Cross/Blue Shield of Minnesota.

PHYSICIANS HEALTH
PLAN

SIMILAR BENEFITS

GENERAL HOSPITAL	ADMISSIONS SURGERY ANESTHESIOLOGY X-RAY AND LABORATORY (In-patient and clinical) OFFICE CALLS EYE EXAMS MATERNITY	100% coverage in semi-private room for unlimited days.* 100% covered* 100% covered* 100% covered* 100% covered* 100% covered** 100% covered while coverage is in force.*
VARIED BENEFITS		
PREVENTIVE MEDICINE		100% coverage for routine health exams well child care, ** and immunizations. Examinations for employment, licensure, judicial orders, insurance or medical research are excluded.
OUT PATIENT EMERGENCY		Member pays \$25 a visit for emergency room and out-patient services through any participating hospital; 100% coverage for scheduled out-patient surgery, diagnostic tests and therapy for which no facility charge is made or when admission for same emergency condition occurs within 24 hours.
PRESCRIPTIONS, DRUGS		Member pays up to \$4.50 a prescription or refill for up to 34-day supply; (3 cycles for birth control pills).
EYE GLASSES		Discounts for eye glasses are available through participating optical centers. **
MENTAL HEALTH INPATIENT		Inpatient: 80% coverage of medically necessary expenses * with a 73-day limit per member per calendar year provided member has been authorized in advance by the PHP mental health designee, Metropolitan Clinic of Counseling (MCC).
OUTPATIENT		Outpatient: Member pays \$10 per visit for individual * therapy, \$5 per visit for group therapy. Maximum of 30 visits per calendar year, provided care has been authorized by the PHP mental health designee, MCC.
CHEMICAL DEPENDENCY INPATIENT		Same coverage as above. *
OUTPATIENT		
SUPPLEMENTAL BENEFITS		No lifetime dollar maximum. Coverage as described for * services provided by a PHP plan physician and at a PHP facility; 80% coverage for ambulance; 80% coverage for private duty nursing, home health care services and specified prosthetic and durable equipment if authorized in advance by PHP. 100% coverage for blood, physical therapy. No coverage for custodial care.
OUT OF AREA BENEFITS		Emergencies: 80% coverage of the first \$2,500, there- * after 100% coverage for emergency when medically for possible the member to reach a PHP doctor or hospital. Non-Emergencies: 100% coverage if referred by PHP in ** advance of service.
DENTAL CARE		80% coverage for accident related dental treatment ** occurring while covered and treated within 6 months of injury and approved in advance by PHP.
PRE-EXISTING CONDITIONS		All conditions are covered without restrictions. ***
CONVERSION PLAN		If remaining in the servicing area, benefits remain the same except for co-payment of: \$3 per office visit (except for preventive benefits) \$15 for eye exams, and 20% for the first \$2,500 of in-patient hospital expenses per confinement. Members leaving the area are eligible for insurance plan benefits of 80% with a choice of deductibles. Non-PHP Provides: * 80%/Deductible/Restrictions ** Not Covered *** Restrictive Conditions

100% coverage in semi-private room for unlimited days.
100% covered
100% covered
100% covered

100% covered
100% covered
100% covered while coverage is in force.

100% covered in semi-private room up to 365 days.
100% covered
100% covered
100% covered

100% covered
100% covered
100% covered

100% coverage for physical exams, eye exams, well child care, immunizations, voluntary family planning, infertility evaluations and consultations, diagnostic x-ray and lab, and allergy testing and treatment.

100% coverage for routine physical exams, well child and well baby care, immunizations, pap smears, family planning services and health education.

Member pays first \$25 at SHARE facility. At non-SHARE facility, SHARE pays 80% of first \$1000, 100% thereafter. \$25 waived if admitted within 24 hours.

Full coverage if plan physician contacted first, otherwise \$10 deductible and 10% co-payment by member (waived if admitted to hospital).

Member pays up to \$2.50 for 100 pills or 30 day supply, whichever is less, (3 month supply of birth control pills) when purchased from participating pharmacies.

Member pays \$2.00 a prescription for up to a 34-day supply at a participating pharmacy.

Available at 20% discount through SHARE.
No limit to frequency of purchase of number of pairs.

Not covered.

Member pays \$15 a day, maximum 30-day confinement. In-patient services in a residential care facility for emotionally handicapped children for up to 30 days a calendar year, member pays \$15 a day.

100% coverage up to 30 days per year.

Member pays \$5 a visit, up to 20 visits a calendar year for out-patient evaluation and crisis intervention care.

Member pays \$10 per visit to a maximum of 20 visits per year.

Member pays \$15 a day up to 73 days a year for detoxification and/or treatment.

80% inpatient coverage up to 73 days when referred by a Plan Physician.

Member pays \$5 a day, up to 20 visits a calendar year for drug addiction or alcohol treatment.

100% outpatient coverage when referred by a Plan Physician.

Supplemental benefits covered at 80%. Services include private duty nursing, oxygen, and medical supplies.

90% coverage for rental or purchase of medical equipment when prescribed by a Plan Physician.

SHARE pays 80% of first \$1,000 in charges, 100% thereafter, with a minimum co-payment of \$50 per incident.

Outpatient emergencies have \$10 deductible, 10% member co-payment and 100% coverage for hospitalization.

Care resulting from injury to sound natural teeth covered at 80%.

Limited dental care restricted to accidental injury to sound teeth. 20% member co-payment.

No restrictions.

No restrictions.

Individual plan available through SHARE at same level of benefits for persons residing in the service area.
Scheduled benefit program available for non-residents.

Conversion to non-group HMO membership in First Plan.

BLUE CROSS AND BLUE SHIELD OF MINNESOTA

	AWARE Gold Limited	AWARE Gold
General Hospital Admissions	After a member pays a \$100 deductible per year (maximum \$200 per family), Blue Cross and Blue Shield of Minnesota pays 80% of first \$3,000 of eligible expenses (\$700 out-of-pocket per member maximum--\$1,400 per family maximum). Coverage is 100% thereafter. Coverage includes semi-private room for unlimited days. There is only one deductible per year which includes maternity, mental health, chemical dependency, or any other inpatient hospital confinement.	100% coverage in a semi-private room for unlimited days.
Surgery	100% covered	
Anesthesiology	100% covered	
X-Ray & Lab	100% covered	
Office Calls	100% covered	
Eye Exams	100% covered	
Maternity Hospital Services	The amount of coverage depends on whether member has selected AWARE Gold Limited (deductible and co-insurance apply) or AWARE Gold (100% coverage). See hospital admissions above.	
Physician Services	100% covered while coverage is in force.	
VARIED BENEFITS		
Preventive Medicine	100% coverage for routine annual physicals (except for employment or insurance), eye and ear exams, well-child care, PAP smears, mammograms, immunizations, injections, and allergy testing and treatment.	
Outpatient Hospital Services	100% coverage for scheduled outpatient surgery, diagnostic tests, preadmission tests and exams, radiation therapy and chemotherapy, kidney dialysis. 80% coverage for other non-emergency services.	
Emergency Care--Outpatient and Inpatient	100% coverage for outpatient hospital emergency facility and physician if treated within 48 hours. Physician need not be an AWARE Gold physician. 100% coverage for inpatient physician services if admitted within 48 hours. Physician need not be an AWARE Gold physician. The amount of coverage for inpatient hospital charges depends on whether member has selected AWARE Gold Limited (the deductible and co-insurance apply) or AWARE Gold (100% coverage). See hospital admissions above.	
Prescriptions, Drugs	Member pays up to \$4.50 per prescription or refill for up to 34-day supply, (100-day supply for approved maintenance drugs such as insulin, hypertension medication, birth control pills, etc.) at any pharmacy.	
Eye Glasses and Exams	100% coverage for all eye exams. No coverage on glasses, frames or contacts.	
Mental Health Inpatient	Member is covered for 73 days per calendar year. The amount of coverage for inpatient hospital charges depends on whether member has selected AWARE Gold Limited (the deductible and co-insurance apply) or AWARE Gold (100% coverage). See hospital admissions above.	
Outpatient	80% coverage of \$750 for a total of \$600 per year. Member can use any facility or provider who follows Minnesota licensure standards.	
Chemical Dependency Inpatient	Member is covered for 73 days per calendar year. The amount of coverage for inpatient hospital charges depends on whether member has selected AWARE Gold Limited (the deductible and co-insurance apply) or AWARE Gold (100% coverage). See hospital admissions above.	
Outpatient	100% coverage for 130 hours. Member can use any facility or provider who follows Minnesota licensure standards.	
Supplemental Benefits	100% coverage for network chiropractic care. 100% coverage for preauthorized home health care services up to \$5,000 each year. 100% coverage for preauthorized physical therapy, 50% coverage if not preauthorized. 80% coverage for ambulance, durable medical supplies.	
Referrals	None required.	

Out-of-Network Coverage
Physical Services

The AWARE Gold network includes more than 5,800 doctors statewide. However, members are also covered when they use the services of doctors outside the network according to the following:

- For emergency physician services, coverage is 100%.
- For non-emergency physician services, member pays a \$100 medical deductible (note this is a different deductible from the hospital deductible). Blue Cross and Blue Shield of Minnesota pays 80% of first \$3,000 of eligible expenses, and 100% thereafter.

Hospital Services

All hospitals in the State of Minnesota are network providers. When outside the State of Minnesota, the following coverage applies:

- Full hospital benefits apply for emergency admissions (see above for emergency care).
- Full hospital benefits apply for preauthorized non-emergency admissions.
- There is a \$250 co-payment for each unauthorized hospital stay outside of Minnesota in non-emergency situations.

Dental Care

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

Pre-Existing Conditions

No restrictions.

Conversion Plan

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

Paperwork

There are no claims to file when a member uses an AWARE Gold physician or an AWARE hospital or pharmacy. The doctor will bill Blue Cross and Blue Shield of Minnesota directly. The member, however, will receive a report showing payment of the services received.

DENTAL PLANS

DELTA DENTAL PLAN OF MINNESOTA	GROUP HEALTH, INC.	MORE HMO DENTAL PLAN
Coverage A	Coverage A	Coverage A
Regular Diagnostic & Preventive Services	Regular Diagnostic & Preventive Services	Regular Diagnostic & Preventive Services
Reimbursed at 80% of usual, customary and reasonable charge with free choice of dentist.	100% coverage through GHI dental facilities.	100% coverage through More HMO participating Dental Clinic.
Coverage B	Coverage B	Coverage B
Regular & Restorative Services	Regular & Restorative Services	Regular & Restorative Services
Reimbursed at 80% of usual, customary and reasonable charge with free choice of dentist.	100% for routine fillings. 80% for other regular care through GHI dental facilities.	100% coverage through More HMO participating Dental Clinic.
Coverage C	Coverage C	Coverage C
Prosthetics	Prosthetics	a. Prosthetics (inlays, onlays, gold fillings or crowns, restorations to diseased or accidentally broken teeth, relining or rebasing of dentures).
Reimbursed at 50% of usual, customary and reasonable charge with free choice of dentist.	50% coverage through GHI dental facilities.	85% coverage through More HMO participating Dental Clinic.
Coverage D	Coverage D	b. Prosthetics (fixed or removable bridgework, dentures, replacements for fixed or removable prosthetics).
Orthodontics	Orthodontics	50% coverage through More HMO participating Dental Clinic.
Reimbursed at 80% of usual, customary and reasonable charge with free choice of dentist.	Provided at 80% of charges, through designated GHI dental staff, to dependent children while under age 19.	
Coverage limited to eligible dependent children ages 8 through 18.	\$1,000 annual maximum benefit on orthodontics.	
Miscellaneous	Miscellaneous	Coverage D
Benefits payable on Coverage B and Coverage C are subject to a combined \$25 deductible per coverage year. (July to July)	GHI now offers dental membership to all state employees even those who are not enrolled in GHI's medical program.	Orthodontics
\$1000 maximum benefit per coverage year (July to July) payable on each covered person.	No deductible. No maximum on Coverages A, B, or C.	Provided at 80% of charges through More HMO participating Dental Clinic for dependent children under age 19. \$1000 annual maximum benefit per covered person.

OPTIONAL ADDITIONAL EMPLOYEE, SPOUSE AND DEPENDENT LIFE INSURANCE

1. Additional Employee Life Insurance may be applied for in amounts of \$1,000 or more up to \$15,000. Employees who have \$15,000 additional life or who bring their total amount of additional life insurance up to \$15,000, may also apply for additional units of \$5,000 each. The maximum additional employee life insurance available is \$105,000.

Accidental Death and Dismemberment -- if an employee dies by accident (24 hour coverage) the amount of life insurance doubles.

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

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

2. Spouse life insurance may be applied for in an amount not to exceed the total life insurance coverage carried by the employee. (Rates per \$1,000 shown below.) Satisfactory evidence of insurability must be furnished for any amount of spouse life insurance.
3. Dependents life insurance of \$3,000 may be applied for by the employee for his spouse and each dependent child (each child from 14 days to 6 months \$100, thereafter \$3,000). Prior to age 70, an additional amount of \$3,000 accidental death and dismemberment insurance is included on the life of the spouse. The table of rates per family based upon the age of the employee is shown below.

LIFE INSURANCE COST PER 2-WEEK PAY PERIOD

Attained Age Of Employee Or Spouse	Optional Employee Or Spouse Life Per \$1,000	\$3,000 Dependent Life	Attained Age Of Employee Or Spouse	Optional Employee Or Spouse Life Per \$1,000	\$3,000 Dependent Life
Under 30	\$.04	\$.24	45 - 49	\$.17	\$.60
30 - 34	.06	.30	50 - 54	.28	.93
35 - 39	.09	.39	55 - 59	.40	1.29
40 - 44	.13	.51	60 - 64	.68	2.16
			65 - 69	1.25	3.84

ST. PAUL LIFE INSURANCE COMPANY

ACCIDENT AND SICKNESS INDEMNITY (1st day accident -- 8th day sickness -- 26 weeks) -- Requires evidence of insurability if application is made after first 60 days of employment.

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

Monthly Benefit	Cost Per 2-Week Pay Period*	Monthly Benefit	Cost Per 2-Week Pay Period
\$300	\$2.57	\$ 800	\$6.84
400	3.42	900	7.70
500	4.28	1000	8.55
600	5.13	1100	9.41
700	5.99		

LONG TERM SALARY CONTINUANCE DISABILITY -- Always requires evidence of insurability.

This coverage is available to certain employees based upon annual salary. Cost* per \$50 of coverage -- \$.35 per 2-week pay period. Cost per \$100 of coverage -- \$.70 per 2-week pay period.

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

This coverage is available in units of \$5,000. An employee may apply for amounts from \$5,000 to \$100,000 (ages 61-70, \$50,000). It is also available to a spouse in units of \$5,000 to a maximum of \$25,000 (but not more than amount purchased by employee). The rate* for a \$5,000 unit is \$.15 per 2-week pay period.

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

* 10/2/85 rates not available at time of this printing.

APPENDIX E - COMMISSIONER'S PLAN SALARY RANGE ASSIGNMENTS

Classes listed in this Appendix are those which are unique to the Commissioner's 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.

<u>Class</u>	<u>Title</u>	<u>Series</u>	<u>Current Range</u>	<u>July, 1985 Range</u>	<u>July, 1986 Range</u>
002372	*Administrative Secretary Supv.	J	5H	6H	6H
001450	Affirmative Action Officer 4	A	14I	14I	14I
002422	Asst to Director Public Service	J	15I	15I	15I
000095	Attorney 1	A	14I	14I	14I
000096	Attorney 2	A	16I	16I	16I
002583	Benefits Specialist	A	6I	6I	6I
000142	Buyer Pharmacist	E	78I	78I	78I
008467	Capitol Complex Security Dir.	J	19I	19I	19I
001631	Cell Hall Director	J	19I	19I	19I
000159	Chief of Service	G	86F	86F	86F
002312	Compensation Attorney	A	16I	16I	16I
002313	Compensation Attorney, Principal	A	20I	20I	20I
002364	Compensation Program Analyst	A	14I	17I	17I
000199	Corr. Captain	J	19I	19I	19I
002440	Corr. Counselor Cntrl. Cent. Supv.	J	13G	13G	13G
008538	Corr. Internal Affairs Invest.	A	12I	12I	12I
002507	Corr. Marketing Specialist	J	19I	19I	19I
000822	Dental Health Program Director	G	84I	86I	86I
000228	Dentist	G	83J	83J	83J
001901	Dir. Nurses (Gillette)		22I	22I	22I
002406	Employee Develop. Spec. 3 Supv.	J	15I	15I	15I
001587	Equal Opportunity Specialist	A	4G	4G	4G
008517	Examination Monitor 1		7.02 per hour		
008518	Examination Monitor 2		8.39 per hour		
008591	Examination Monitor 3		8.94 per hour		
008168	Exec. Sec. Optometry Bd.	A	7I	7I	7I
001915	Exec. Sec. Public Empl. Rel. Bd.	A	10I	10I	10I
008868	Exec. Sec. Veterinary Medicine Bd.	A	18I	18I	18I
000987	Finance Syst. Cont. and Proc. Supv.	J	23I	23I	23I
002133	Housing Financial Analyst	A	16I	16I	16I
002482	Labor Relations Representative	A	10I	10I	10I
002483	Labor Relations Representative, Sr.	A	14I	14I	14I
002078	Legislative Auditor, Principal	J	20J	20J	20J
002077	Legislative Auditor, Senior	A	11J	11J	11J
002076	Legislative Auditor, Staff	A	7I	7I	7I
002541	Management Development Tng. Crd.	A	14I	14I	14I
002546	Mediation Transcript. Specialist	L	63H	63H	63H
000075	Mediator	A	20I	20I	20I
002465	Merit System Personnel Coord.	A	16I	16I	16I
002675	NR Enforcement Supv.	J	18I	20I	20I
000881	Personnel Aide	C	61I	61I	61I
001486	Personnel Aide, Senior	C	63I	63I	63I
002366	Personnel Aide, Senior - Supv.	J	7I	7I	7I
000499	Personnel Director 1	J	15I	17I	17I
000500	Personnel Director 2	J	19I	20I	20I
000498	Personnel Officer	A	4I	5I	5I
001423	*Personnel Officer, Senior	A	7I	8I	8I
002367	Personnel Officer Supervisor	J	9H	9I	9I

<u>Class</u>	<u>Title</u>	<u>Series</u>	<u>Current Range</u>	<u>July, 1985 Range</u>	<u>July, 1986 Range</u>
002368	Personnel Officer, Supv. Sr.	J	12I	12I	12I
002426	Personnel Payroll Technician	C	59I	60I	61I
002428	Personnel Payroll Tech. Prin.	C	61I	61I	61I
002375	Personnel Program Coordinator	A	10I	12I	12I
002543	*Personnel Program Supervisor	J	17I	20I	20I
000652	Personnel Representative	A	10I	12I	12I
001547	Personnel Services Supervisor	J	19I	20I	20I
000502	*Personnel Specialist	A	4I	5I	5I
001330	Personnel Specialist, Senior	A	7I	8I	8I
002447	Personnel Transactions Coordinator	J	13J	15J	15J
000367	Pharmacist	G	75I	75I	75I
002040	Pharmacist Clinician	G	81I	81I	81I
001883	Pharmacist, Senior	G	79I	79I	79I
001677	Pharmacy Consultant	G	80I	80I	80I
001347	Pharmacy Surveyor	G	77I	79I	79I
001730	Pilot	A	16I	16I	16I
001731	Pilot Chief	J	23I	23I	23I
001324	Program Evaluation Spec. Princ.	J	19I	19I	19I
001617	Public Accounts Investigator	A	10I	10I	10I
000574	Public Health Physician 2	J	29I	29I	29I
000692	Staff Physician	G	82H	82H	82H
000664	Staff Physician, Senior	G	85F	85F	85F
001935	Staff Program Supervisor	J	8H	8H	8H
007993	State Patrol Captain	J	22H	22H	22H
007992	**State Patrol Lieutenant	J	20E	20G	20G
007994	State Patrol Major	J	24I	24I	24I
001902	Transport. Safety Director	J	19I	19I	19I
001639	Treasurer's Fiscal Act. Officer	A	12I	12I	12I
002124	Veterans Asst. Branch Off. Supv.	J	13I	13I	13I
000751	***Veterinarian	G	78I	78I	78I
002178	Vocational Educ. Tech. Updtn. Spc.	A	11I	11I	11I

* Pay equity adjustment.

** Salary range maximum increased 2 steps with two step in-range adjustment.

*** Employees in class granted two-step in range adjustment.

APPENDIX F - COMMISSIONER'S PLAN PAY EQUITY ADJUSTMENTS

Classes listed below are those which are unique to the Commissioner's Plan receiving pay equity adjustments.

<u>Class Code</u>	<u>Title</u>	<u>Series</u>	<u>Current Range</u>	<u>July, 1985 Range</u>	<u>July, 1986 Range</u>
002372	Administrative Secretary Supv.	J	5H	6H	6H
001423	Personnel Officer Senior	A	7I	8I	8I
002543	Personnel Program Supervisor	J	17I	20I	20I
000502	Personnel Specialist	A	4I	5I	5I

APPENDIX G

Compensation Grid 1
 Commissioner's Plan Service, Health Care Non-Professional, and Clerical
 Series L, Ranges 42-77
 Effective 7/1/85-6/30/86

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	
L	42	YR	11,317	11,568	11,860	12,131	12,424	12,779	13,050	13,321	13,593	13,823	42	
		MO	943	964	988	1011	1035	1065	1088	1110	1133	1152		
		HR	5.42	5.54	5.68	5.81	5.95	6.12	6.25	6.38	6.51	6.62		
L	43	YR	11,568	11,860	12131	12,424	12,779	13,050	13,321	13,593	13,823	14,115	43	
		MO	964	0988	1011	1035	1065	1088	1110	1133	1152	1176		
		HR	5.54	5.68	5.81	5.95	6.12	6.25	6.38	6.51	6.62	6.76		
L	44	YR	11,860	12,131	12,424	12,779	13,050	13,321	13,593	13,823	14,115	14,365	44	
		MO	988	1011	1035	1065	1088	1110	1133	1152	1176	1197		
		HR	5.68	5.81	5.95	6.12	6.25	6.38	6.51	6.62	6.76	6.88		
L	45	YR	12,131	12,424	12,779	13,050	13,321	13,593	13,823	14,115	14,365	14,720	45	
		MO	1011	1035	1065	1088	1110	1133	1152	1176	1197	1227		
		HR	5.81	5.95	6.12	6.25	6.38	6.51	6.62	6.76	6.88	7.05		
L	46	YR	12,424	12,779	13,050	13,321	13,593	13,823	14,115	14,365	14,720	15,034	46	
		MO	1035	1065	1088	1110	1133	1152	1176	1197	1227	1253		
		HR	5.95	6.12	6.25	6.38	6.51	6.62	6.76	6.88	7.05	7.20		
L	47	YR	12,779	13,050	13,321	13,593	13,823	14,115	14,365	14,720	15,034	15,347	47	
		MO	1065	1088	1110	1133	1152	1176	1197	1227	1253	1279		
		HR	6.12	6.25	6.38	6.51	6.62	6.76	6.88	7.05	7.20	7.35		
L	48	YR	13,050	13,321	13,593	13,823	14,115	14,365	14,720	15,034	15,347	15,723	48	
		MO	1088	1110	1133	1152	1176	1197	1227	1253	1279	1310		
		HR	6.25	6.38	6.51	6.62	6.76	6.88	7.05	7.20	7.35	7.53		
L	49	YR	13,321	13,593	13,823	14,115	14,365	14,658	15,034	15,347	15,723	16,078	49	
		MO	1110	1133	1152	1176	1197	1221	1253	1279	1310	1340		
		HR	6.38	6.51	6.62	6.76	6.88	7.02	7.20	7.35	7.53	7.70		
L	50	YR	13,593	13,823	14,115	14,365	14,658	14,992	15,326	15,723	16,078	16,433	50	
		MO	1133	1152	1176	1197	1221	1249	1277	1310	1340	1369		
		HR	6.51	6.62	6.76	6.88	7.02	7.18	7.34	7.53	7.70	7.87		
L	51	YR	13,823	14,115	14,365	14,658	14,992	15,326	15,723	16,078	16,433	16,829	51	
		MO	1152	1176	1197	1221	1249	1277	1310	1340	1369	1402		
		HR	6.62	6.76	6.88	7.02	7.18	7.34	7.53	7.70	7.87	8.06		
L	52	YR	14,115	14,365	14,658	14,992	15,326	15,723	16,078	16,433	16,829	17,247	52	
		MO	1176	1197	1221	1249	1277	1310	1340	1369	1402	1437		
		HR	6.76	6.88	7.02	7.18	7.34	7.53	7.70	7.87	8.06	8.26		
L	53	YR	14,365	14,658	14,992	15,326	15,723	16,078	16,433	16,829	17,247	17,706	53	
		MO	1197	1221	1249	1277	1310	1340	1369	1402	1437	1476		
		HR	6.88	7.02	7.18	7.34	7.53	7.70	7.87	8.06	8.26	8.48		
L	54	YR	14,658	14,992	15,326	15,723	16,078	16,433	16,829	17,247	17,706	18,228	54	
		MO	1221	1249	1277	1310	1340	1369	1402	1437	1476	1519		
		HR	7.02	7.18	7.34	7.53	7.70	7.87	8.06	8.26	8.48	8.73		
L	55	YR	14,992	15,326	15,723	16,078	16,433	16,829	17,247	17,706	18,228	18,667	55	
		MO	1249	1277	1310	1340	1369	1402	1437	1476	1519	1556		
		HR	7.18	7.34	7.53	7.70	7.87	8.06	8.26	8.48	8.73	8.94		
L	56	YR	15,326	15,723	16,078	16,433	16,829	17,247	17,706	18,228	18,667	19,147	56	
		MO	1277	1310	1340	1369	1402	1437	1476	1519	1556	1596		
		HR	7.34	7.53	7.70	7.87	8.06	8.26	8.48	8.73	8.94	9.17		
L	57	YR	15,723	16,078	16,433	16,829	17,247	17,706	18,228	18,667	19,147	19,669	20,233	57
		MO	1310	1340	1369	1402	1437	1476	1519	1556	1596	1639	1686	
		HR	7.53	7.70	7.87	8.06	8.26	8.48	8.73	8.94	9.17	9.42	9.69	
L	58	YR	16,078	16,433	16,829	17,247	17,706	18,228	18,667	19,147	19,669	20,233	58	
		MO	1340	1369	1402	1437	1476	1519	1556	1596	1639	1686		
		HR	7.70	7.87	8.06	8.26	8.48	8.73	8.94	9.17	9.42	9.69		
L	59	YR	16,433	16,829	17,247	17,706	18,228	18,667	19,147	19,669	20,233	20,776	59	
		MO	1369	1402	1437	1476	1519	1556	1596	1639	1686	1731		
		HR	7.87	8.06	8.26	8.48	8.73	8.94	9.17	9.42	9.69	9.95		

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 (Cont.)

Compensation Grid 1
Commissioner's Plan Service, Health Care Non-Professional, and Clerical
Series L, Ranges 42-77
Effective 7/1/85-6/30/86

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
L	60	YR	16,829	17,247	17,706	18,228	18,667	19,147	19,669	20,233	20,776	21,339	22,008	60
		MO	1402	1437	1476	1519	1556	1596	1639	1686	1731	1778	1834	
		HR	8.06	8.26	8.48	8.73	8.94	9.17	9.42	9.69	9.95	10.22	10.54	
L	61	YR	17,247	17,706	18,228	18,667	19,147	19,669	20,233	20,776	21,339	22,008	61	
		MO	1437	1476	1519	1556	1596	1639	1686	1731	1778	1834		
		HR	8.26	8.48	8.73	8.94	9.17	9.42	9.69	9.95	10.22	10.54		
L	62	YR	17,706	18,228	18,667	19,147	19,669	20,233	20,776	21,339	22,008	22,634	62	
		MO	1476	1519	1556	1596	1639	1686	1731	1778	1834	1886		
		HR	8.48	8.73	8.94	9.17	9.42	9.69	9.95	10.22	10.54	10.84		
L	63	YR	18,228	18,667	19,147	19,669	20,233	20,776	21,339	22,008	22,634	23,260	63	
		MO	1519	1556	1596	1639	1686	1731	1778	1834	1886	1938		
		HR	8.73	8.94	9.17	9.42	9.69	9.95	10.22	10.54	10.84	11.14		
L	64	YR	18,667	19,147	19,669	20,233	20,776	21,339	22,008	22,634	23,260	23,908	64	
		MO	1556	1596	1639	1686	1731	1778	1834	1886	1938	1992		
		HR	8.94	9.17	9.42	9.69	9.95	10.22	10.54	10.84	11.14	11.45		
L	65	YR	19,147	19,669	20,233	20,776	21,339	22,008	22,634	23,260	23,908	24,555	65	
		MO	1596	1639	1686	1731	1778	1834	1886	1938	1992	2046		
		HR	9.17	9.42	9.69	9.95	10.22	10.54	10.84	11.14	11.45	11.76		
L	66	YR	19,669	20,233	20,776	21,339	22,008	22,634	23,260	23,908	24,555	25,181	66	
		MO	1639	1686	1731	1778	1834	1886	1938	1992	2046	2098		
		HR	9.42	9.69	9.95	10.22	10.54	10.84	11.14	11.45	11.76	12.06		
L	67	YR	20,233	20,776	21,339	22,008	22,634	23,260	23,908	24,555	25,181	25,891	67	
		MO	1686	1731	1778	1834	1886	1938	1992	2046	2098	2158		
		HR	9.69	9.95	10.22	10.54	10.84	11.14	11.45	11.76	12.06	12.40		
L	68	YR	20,776	21,339	22,008	22,634	23,260	23,908	24,555	25,181	25,891	26,601	68	
		MO	1731	1778	1834	1886	1938	1992	2046	2098	2158	2217		
		HR	9.95	10.22	10.54	10.84	11.14	11.45	11.76	12.06	12.40	12.74		
L	69	YR	21,339	22,008	22,634	23,260	23,908	24,555	25,181	25,891	26,601	27,290	69	
		MO	1778	1834	1886	1938	1992	2046	2098	2158	2217	2274		
		HR	10.22	10.54	10.84	11.14	11.45	11.76	12.06	12.40	12.74	13.07		
L	70	YR	22,008	22,634	23,260	23,908	24,555	25,181	25,891	26,601	27,290	28,021	70	
		MO	1834	1886	1938	1992	2046	2098	2158	2217	2274	2335		
		HR	10.54	10.84	11.14	11.45	11.76	12.06	12.40	12.74	13.07	13.42		
L	71	YR	22,634	23,260	23,908	24,555	25,181	25,891	26,601	27,290	28,021	28,752	71	
		MO	1886	1938	1992	2046	2098	2158	2217	2274	2335	2396		
		HR	10.84	11.14	11.45	11.76	12.06	12.40	12.74	13.07	13.42	13.77		
L	72	YR	23,260	23,908	24,555	25,181	25,891	26,601	27,290	28,021	28,752	29,441	72	
		MO	1938	1992	2046	2098	2158	2217	2274	2335	2396	2453		
		HR	11.14	11.45	11.76	12.06	12.40	12.74	13.07	13.42	13.77	14.10		
L	73	YR	23,908	24,555	25,181	25,891	26,601	27,290	28,021	28,752	29,441	30,172	73	
		MO	1992	2046	2098	2158	2217	2274	2335	2396	2453	2514		
		HR	11.45	11.76	12.06	12.40	12.74	13.07	13.42	13.77	14.10	14.45		
L	74	YR	24,555	25,181	25,891	26,601	27,290	28,021	28,752	29,441	30,172	30,861	74	
		MO	2046	2098	2158	2217	2274	2335	2396	2453	2514	2572		
		HR	11.76	12.06	12.40	12.74	13.07	13.42	13.77	14.10	14.45	14.78		
L	75	YR	25,181	25,891	26,601	27,290	28,021	28,752	29,441	30,172	30,861	31,591	75	
		MO	2098	2158	2217	2274	2335	2396	2453	2514	2572	2633		
		HR	12.06	12.40	12.74	13.07	13.42	13.77	14.10	14.45	14.78	15.13		
L	76	YR	25,891	26,601	27,290	28,021	28,752	29,441	30,172	30,861	31,591	32,280	76	
		MO	2158	2217	2274	2335	2396	2453	2514	2572	2633	2690		
		HR	12.40	12.74	13.07	13.42	13.77	14.10	14.45	14.78	15.13	15.46		
L	77	YR	26,601	27,290	28,021	28,752	29,441	30,172	30,861	31,591	32,280	32,990	77	
		MO	2217	2274	2335	2396	2453	2514	2572	2633	2690	2749		
		HR	12.74	13.07	13.42	13.77	14.10	14.45	14.78	15.13	15.46	15.80		

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 (Cont.)

Compensation Grid 2
Commissioner's Plan Technical
Series C Ranges 42-77
Effective 7/1/85-6/30/86

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
C	42	YR	11,317	11,568	11,881	12,194	12,507	12,904	13,175	13,468	13,781	14,052	42
		MO	943	964	990	1016	1042	1075	1098	1122	1148	1171	
		HR	5.42	5.54	5.69	5.84	5.99	6.18	6.31	6.45	6.60	6.73	
C	43	YR	11,568	11,881	12,194	12,507	12,904	13,175	13,468	13,781	14,052	14,345	43
		MO	00964	990	1016	1042	1075	1098	1122	1148	1171	1195	
		HR	5.54	5.69	5.84	5.99	6.18	6.31	6.45	6.60	6.73	6.87	
C	44	YR	11,881	12,194	12,507	12,904	13,175	13,468	13,781	14,052	14,345	14,637	44
		MO	00990	1016	1042	1075	1098	1122	1148	1171	1195	1220	
		HR	5.69	5.84	5.99	6.18	6.31	6.45	6.60	6.73	6.87	7.01	
C	45	YR	12,194	12,507	12,904	13,175	13,468	13,781	14,052	14,345	14,637	15,034	45
		MO	1016	1042	1075	1098	1122	1148	1171	1195	1220	1253	
		HR	5.84	5.99	6.18	6.31	6.45	6.60	6.73	6.87	7.01	7.20	
C	46	YR	12,507	12,904	13,175	13,468	13,781	14,052	14,345	14,637	15,034	15,389	46
		MO	1042	1075	1098	1122	1148	1171	1195	1220	1253	1282	
		HR	5.99	6.18	6.31	6.45	6.60	6.73	6.87	7.01	7.20	7.37	
C	47	YR	12,904	13,175	13,468	13,781	14,052	14,345	14,637	15,034	15,389	15,744	47
		MO	1075	1098	1122	1148	1171	1195	1220	1253	1282	1312	
		HR	6.18	6.31	6.45	6.60	6.73	6.87	7.01	7.20	7.37	7.54	
C	48	YR	13,175	13,468	13,781	14,052	14,345	14,637	15,034	15,389	15,744	16,140	48
		MO	1098	1122	1148	1171	1195	1220	1253	1282	1312	1345	
		HR	6.31	6.45	6.60	6.73	6.87	7.01	7.20	7.37	7.54	7.73	
C	49	YR	13,468	13,781	14,052	14,345	14,637	14,950	15,389	15,744	16,140	16,495	49
		MO	1122	1148	1171	1195	1220	1246	1282	1312	1345	1375	
		HR	6.45	6.60	6.73	6.87	7.01	7.16	7.37	7.54	7.73	7.90	
C	50	YR	13,781	14,052	14,345	14,637	14,950	15,326	15,723	16,140	16,495	16,913	50
		MO	1148	1171	1195	1220	1246	1277	1310	1345	1375	1409	
		HR	6.60	6.73	6.87	7.01	7.16	7.34	7.53	7.73	7.90	8.10	
C	51	YR	14,052	14,345	14,637	14,950	15,326	15,723	16,140	16,495	16,913	17,310	51
		MO	1171	1195	1220	1246	1277	1310	1345	1375	1409	1442	
		HR	6.73	6.87	7.01	7.16	7.34	7.53	7.73	7.90	8.10	8.29	
C	52	YR	14,345	14,637	14,950	15,326	15,723	16,140	16,495	16,913	17,310	17,790	52
		MO	1195	1220	1246	1277	1310	1345	1375	1409	1442	1482	
		HR	6.87	7.01	7.16	7.34	7.53	7.73	7.90	8.10	8.29	8.52	
C	53	YR	14,637	14,950	15,326	15,723	16,140	16,495	16,913	17,310	17,790	18,312	53
		MO	1220	1246	1277	1310	1345	1375	1409	1442	1482	1526	
		HR	7.01	7.16	7.34	7.53	7.73	7.90	8.10	8.29	8.52	8.77	
C	54	YR	14,950	15,326	15,723	16,140	16,495	16,913	17,310	17,790	18,312	18,855	54
		MO	1246	1277	1310	1345	1375	1409	1442	1482	1526	1571	
		HR	7.16	7.34	7.53	7.73	7.90	8.10	8.29	8.52	8.77	9.03	
C	55	YR	15,326	15,723	16,140	16,495	16,913	17,310	17,790	18,312	18,855	19,356	55
		MO	1277	1310	1345	1375	1409	1442	1482	1526	1571	1613	
		HR	7.34	7.53	7.73	7.90	8.10	8.29	8.52	8.77	9.03	9.27	
C	56	YR	15,723	16,140	16,495	16,913	17,310	17,790	18,312	18,855	19,356	19,899	56
		MO	1310	1345	1375	1409	1442	1482	1526	1571	1613	1658	
		HR	7.53	7.73	7.90	8.10	8.29	8.52	8.77	9.03	9.27	9.53	
C	57	YR	16,140	16,495	16,913	17,310	17,790	18,312	18,855	19,356	19,899	20,483	57
		MO	1345	1375	1409	1442	1482	1526	1571	1613	1658	1707	
		HR	7.73	7.90	8.10	8.29	8.52	8.77	9.03	9.27	9.53	9.81	
C	58	YR	16,495	16,913	17,310	17,790	18,312	18,855	19,356	19,899	20,483	21,089	58
		MO	1375	1409	1442	1482	1526	1571	1613	1658	1707	1757	
		HR	7.90	8.10	8.29	8.52	8.77	9.03	9.27	9.53	9.81	10.10	
C	59	YR	16,913	17,310	17,790	18,312	18,855	19,356	19,899	20,483	21,089	21,673	59
		MO	1409	1442	1482	1526	1571	1613	1658	1707	1757	1806	
		HR	8.10	8.29	8.52	8.77	9.03	9.27	9.53	9.81	10.10	10.38	

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 (Cont.)

Compensation Grid 2
Commissioner's Plan Technical
Series C Ranges 42-77
Effective 7/1/85-6/30/86

Comp Code		A	B	C	D	E	F	G	H	I	J	Range
Step	Series	01	02	03	04	05	06	07	08	09	10	
	YR	17,310	17,790	18,312	18,855	19,356	19,899	20,483	21,089	21,673	22,300	60
	MO	1442	1482	1526	1571	1613	1658	1707	1757	1806	1858	
	HR	8.29	8.52	8.77	9.03	9.27	9.53	9.81	10.10	10.38	10.68	
	YR	17,790	18,312	18,855	19,356	19,899	20,483	21,089	21,673	22,300	22,989	61
	MO	1482	1526	1571	1613	1658	1707	1757	1806	1858	1916	
	HR	8.52	8.77	9.03	9.27	9.53	9.81	10.10	10.38	10.68	11.01	
	YR	18,312	18,855	19,356	19,899	20,483	21,089	21,673	22,300	22,989	23,678	62
	MO	1526	1571	1613	1658	1707	1757	1806	1858	1916	1973	
	HR	8.77	9.03	9.27	9.53	9.81	10.10	10.38	10.68	11.01	11.34	
	YR	18,855	19,356	19,899	20,483	21,089	21,673	22,300	22,989	23,678	24,367	63
	MO	1571	1613	1658	1707	1757	1806	1858	1916	1973	2031	
	HR	9.03	9.27	9.53	9.81	10.10	10.38	10.68	11.01	11.34	11.67	
	YR	19,356	19,899	20,483	21,089	21,673	22,300	22,989	23,678	24,367	25,056	64
	MO	1613	1658	1707	1757	1806	1858	1916	1973	2031	2088	
	HR	9.27	9.53	9.81	10.10	10.38	10.68	11.01	11.34	11.67	12.00	
	YR	19,899	20,483	21,089	21,673	22,300	22,989	23,678	24,367	25,056	25,766	65
	MO	1658	1707	1757	1806	1858	1916	1973	2031	2088	2147	
	HR	9.53	9.81	10.10	10.38	10.68	11.01	11.34	11.67	12.00	12.34	
	YR	20,483	21,089	21,673	22,300	22,989	23,678	24,367	25,056	25,766	26,497	66
	MO	1707	1757	1806	1858	1916	1973	2031	2088	2147	2208	
	HR	9.81	10.10	10.38	10.68	11.01	11.34	11.67	12.00	12.34	12.69	
	YR	21,089	21,673	22,300	22,989	23,678	24,367	25,056	25,766	26,497	27,228	67
	MO	1757	1806	1858	1916	1973	2031	2088	2147	2208	2269	
	HR	10.10	10.38	10.68	11.01	11.34	11.67	12.00	12.34	12.69	13.04	
	YR	21,673	22,300	22,989	23,678	24,367	25,056	25,766	26,497	27,228	28,021	68
	MO	1806	1858	1916	1973	2031	2088	2147	2208	2269	2335	
	HR	10.38	10.68	11.01	11.34	11.67	12.00	12.34	12.69	13.04	13.42	
	YR	22,300	22,989	23,678	24,367	25,056	25,766	26,497	27,228	28,021	28,794	69
	MO	1858	1916	1973	2031	2088	2147	2208	2269	2335	2399	
	HR	10.68	11.01	11.34	11.67	12.00	12.34	12.69	13.04	13.42	13.79	
	YR	22,989	23,678	24,367	25,056	25,766	26,497	27,228	28,021	28,794	29,545	70
	MO	1916	1973	2031	2088	2147	2208	2269	2335	2399	2462	
	HR	11.01	11.34	11.67	12.00	12.34	12.69	13.04	13.42	13.79	14.15	
	YR	23,678	24,367	25,056	25,766	26,497	27,228	28,021	28,794	29,545	30,339	71
	MO	1973	2031	2088	2147	2208	2269	2335	2399	2462	2528	
	HR	11.34	11.67	12.00	12.34	12.69	13.04	13.42	13.79	14.15	14.53	
	YR	24,367	25,056	25,766	26,497	27,228	28,021	28,794	29,545	30,339	31,111	72
	MO	2031	2088	2147	2208	2269	2335	2399	2462	2528	2593	
	HR	11.67	12.00	12.34	12.69	13.04	13.42	13.79	14.15	14.53	14.90	
	YR	25,056	25,766	26,497	27,228	28,021	28,794	29,545	30,339	31,111	31,884	73
	MO	2088	2147	2208	2269	2335	2399	2462	2528	2593	2657	
	HR	12.00	12.34	12.69	13.04	13.42	13.79	14.15	14.53	14.90	15.27	
	YR	25,766	26,497	27,228	28,021	28,794	29,545	30,339	31,111	31,884	32,656	74
	MO	2147	2208	2269	2335	2399	2462	2528	2593	2657	2721	
	HR	12.34	12.69	13.04	13.42	13.79	14.15	14.53	14.90	15.27	15.64	
	YR	26,497	27,228	28,021	28,794	29,545	30,339	31,111	31,884	32,656	33,450	75
	MO	2208	2269	2335	2399	2462	2528	2593	2657	2721	2787	
	HR	12.69	13.04	13.42	13.79	14.15	14.53	14.90	15.27	15.64	16.02	
	YR	27,228	28,021	28,794	29,545	30,339	31,111	31,884	32,656	33,450	34,222	76
	MO	2269	2335	2399	2462	2528	2593	2657	2721	2787	2852	
	HR	13.04	13.42	13.79	14.15	14.53	14.90	15.27	15.64	16.02	16.39	
	YR	28,021	28,794	29,545	30,339	31,111	31,884	32,656	33,450	34,222	34,953	77
	MO	2335	2399	2462	2528	2593	2657	2721	2787	2852	2913	
	HR	13.42	13.79	14.15	14.53	14.90	15.27	15.64	16.02	16.39	16.74	

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 (Cont.)

Compensation Grid 3
 Commissioner's Plan Professional
 Series A Ranges 1-30
 Effective 7/1/85-1/7/86

Comp Code			A	B	C	D	E	F	G	H	I	J	
Step			01	02	03	04	05	06	07	08	09	10	
Series	Range												Range
A	1	YR	17,163	17,811	18,521	19,147	19,815	20,400	21,089	21,799	22,550	23,344	1
		MO	1,430	1,484	1,543	1,596	1,651	1,700	1,757	1,817	1,879	1,945	
		HR	8.22	8.53	8.87	9.17	9.49	9.77	10.10	10.44	10.80	11.18	
A	2	YR	17,811	18,521	19,147	19,815	20,400	21,089	21,799	22,550	23,344	24,137	2
		MO	1,484	1,543	1,596	1,651	1,700	1,757	1,817	1,879	1,945	2,011	
		HR	8.53	8.87	9.17	9.49	9.77	10.10	10.44	10.80	11.18	11.56	
A	3	YR	18,521	19,147	19,815	20,400	21,089	21,799	22,550	23,344	24,137	24,993	3
		MO	1,543	1,596	1,651	1,700	1,757	1,817	1,879	1,945	2,011	2,083	
		HR	8.87	9.17	9.49	9.77	10.10	10.44	10.80	11.18	11.56	11.97	
A	4	YR	19,147	19,815	20,400	21,089	21,799	22,550	23,344	24,137	24,993	25,849	4
		MO	1,596	1,651	1,700	1,757	1,817	1,879	1,945	2,011	2,083	2,154	
		HR	9.17	9.49	9.77	10.10	10.44	10.80	11.18	11.56	11.97	12.38	
A	5	YR	19,815	20,400	21,089	21,799	22,550	23,344	24,137	24,993	25,849	26,768	5
		MO	1,651	1,700	1,757	1,817	1,879	1,945	2,011	2,083	2,154	2,231	
		HR	9.49	9.77	10.10	10.44	10.80	11.18	11.56	11.97	12.38	12.82	
A	6	YR	20,400	21,089	21,799	22,550	23,344	24,137	24,993	25,849	26,768	27,750	6
		MO	1,700	1,757	1,817	1,879	1,945	2,011	2,083	2,154	2,231	2,312	
		HR	9.77	10.10	10.44	10.80	11.18	11.56	11.97	12.38	12.82	13.29	
A	7	YR	21,089	21,799	22,550	23,344	24,137	24,993	25,849	26,768	27,750	28,773	7
		MO	1,757	1,817	1,879	1,945	2,011	2,083	2,154	2,231	2,312	2,398	
		HR	10.10	10.44	10.80	11.18	11.56	11.97	12.38	12.82	13.29	13.78	
A	8	YR	21,799	22,550	23,344	24,137	24,993	25,849	26,768	27,750	28,773	29,796	8
		MO	1,817	1,879	1,945	2,011	2,083	2,154	2,231	2,312	2,398	2,483	
		HR	10.44	10.80	11.18	11.56	11.97	12.38	12.82	13.29	13.78	14.27	
A	9	YR	22,550	23,344	24,137	24,993	25,849	26,768	27,750	28,773	29,796	30,861	9
		MO	1,879	1,945	2,011	2,083	2,154	2,231	2,312	2,398	2,483	2,572	
		HR	10.80	11.18	11.56	11.97	12.38	12.82	13.29	13.78	14.27	14.78	
A	10	YR	23,344	24,137	24,993	25,849	26,768	27,750	28,773	29,796	30,861	32,009	10
		MO	1,945	2,011	2,083	2,154	2,231	2,312	2,398	2,483	2,572	2,667	
		HR	11.18	11.56	11.97	12.38	12.82	13.29	13.78	14.27	14.78	15.33	
A	11	YR	24,137	24,993	25,849	26,768	27,750	28,773	29,796	30,861	32,009	33,137	11
		MO	2,011	2,083	2,154	2,231	2,312	2,398	2,483	2,572	2,667	2,761	
		HR	11.56	11.97	12.38	12.82	13.29	13.78	14.27	14.78	15.33	15.87	
A	12	YR	24,993	25,849	26,768	27,750	28,773	29,796	30,861	32,009	33,137	34,368	12
		MO	2,083	2,154	2,231	2,312	2,398	2,483	2,572	2,667	2,761	2,864	
		HR	11.97	12.38	12.82	13.29	13.78	14.27	14.78	15.33	15.87	16.46	
A	13	YR	25,849	26,768	27,750	28,773	29,796	30,861	32,009	33,137	34,368	35,600	13
		MO	2,154	2,231	2,312	2,398	2,483	2,572	2,667	2,761	2,864	2,967	
		HR	12.38	12.82	13.29	13.78	14.27	14.78	15.33	15.87	16.46	17.05	
A	14	YR	26,768	27,750	28,773	29,796	30,861	32,009	33,137	34,368	35,600	36,874	14
		MO	2,231	2,312	2,398	2,483	2,572	2,667	2,761	2,864	2,967	3,073	
		HR	12.82	13.29	13.78	14.27	14.78	15.33	15.87	16.46	17.05	17.66	
A	15	YR	27,750	28,773	29,796	30,861	32,009	33,137	34,368	35,600	36,874	38,315	15
		MO	2,312	2,398	2,483	2,572	2,667	2,761	2,864	2,967	3,073	3,193	
		HR	13.29	13.78	14.27	14.78	15.33	15.87	16.46	17.05	17.66	18.35	

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 (Cont.)

Compensation Grid 3
Commissioner's Plan Professional
Series A Ranges 1-30
Effective 7/1/85-1/7/86

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	28,773	29,796	30,861	32,009	33,137	34,368	35,600	36,874	38,315	39,735	16
		MO	2,398	2,483	2,572	2,667	2,761	2,864	2,967	3,073	3,193	3,311	
		HR	13.78	14.27	14.78	15.33	15.87	16.46	17.05	17.66	18.35	19.03	
A	17	YR	29,796	30,861	32,009	33,137	34,368	35,600	36,874	38,315	39,735	41,154	17
		MO	2,483	2,572	2,667	2,761	2,864	2,967	3,073	3,193	3,311	3,430	
		HR	14.27	14.78	15.33	15.87	16.46	17.05	17.66	18.35	19.03	19.71	
A	18	YR	30,861	32,009	33,137	34,368	35,600	36,874	38,315	39,735	41,154	42,783	18
		MO	2,572	2,667	2,761	2,864	2,967	3,073	3,193	3,311	3,430	3,565	
		HR	14.78	15.33	15.87	16.46	17.05	17.66	18.35	19.03	19.71	20.49	
A	19	YR	32,009	33,137	34,368	35,600	36,874	38,315	39,735	41,154	42,783	44,266	19
		MO	2,667	2,761	2,864	2,967	3,073	3,193	3,311	3,430	3,565	3,689	
		HR	15.33	15.87	16.46	17.05	17.66	18.35	19.03	19.71	20.49	21.20	
A	20	YR	33,137	34,368	35,600	36,874	38,315	39,735	41,154	42,783	44,266	45,811	20
		MO	2,761	2,864	2,967	3,073	3,193	3,311	3,430	3,565	3,689	3,818	
		HR	15.87	16.46	17.05	17.66	18.35	19.03	19.71	20.49	21.20	21.94	
A	21	YR	34,368	35,600	36,874	38,315	39,735	41,154	42,783	44,266	45,811	47,460	21
		MO	2,864	2,967	3,073	3,193	3,311	3,430	3,565	3,689	3,818	3,955	
		HR	16.46	17.05	17.66	18.35	19.03	19.71	20.49	21.20	21.94	22.73	
A	22	YR	35,600	36,874	38,315	39,735	41,154	42,783	44,266	45,811	47,460	49,214	22
		MO	2,967	3,073	3,193	3,311	3,430	3,565	3,689	3,818	3,955	4,101	
		HR	17.05	17.66	18.35	19.03	19.71	20.49	21.20	21.94	22.73	23.57	
A	23	YR	36,874	38,315	39,735	41,154	42,783	44,266	45,811	47,460	49,214	50,926	23
		MO	3,073	3,193	3,311	3,430	3,565	3,689	3,818	3,955	4,101	4,244	
		HR	17.66	18.35	19.03	19.71	20.49	21.20	21.94	22.73	23.57	24.39	
A	24	YR	38,315	39,735	41,154	42,783	44,266	45,811	47,460	49,214	50,926	52,785	24
		MO	3,193	3,311	3,430	3,565	3,689	3,818	3,955	4,101	4,244	4,399	
		HR	18.35	19.03	19.71	20.49	21.20	21.94	22.73	23.57	24.39	25.28	
A	25	YR	39,735	41,154	42,783	44,266	45,811	47,460	49,214	50,926	52,785	54,706	25
		MO	3,311	3,430	3,565	3,689	3,818	3,955	4,101	4,244	4,399	4,559	
		HR	19.03	19.71	20.49	21.20	21.94	22.73	23.57	24.39	25.28	26.20	
A	26	YR	41,154	42,783	44,266	45,811	47,460	49,214	50,926	52,785	54,706	56,668	26
		MO	3,430	3,565	3,689	3,818	3,955	4,101	4,244	4,399	4,559	4,722	
		HR	19.71	20.49	21.20	21.94	22.73	23.57	24.39	25.28	26.20	27.14	
A	27	YR	42,783	44,266	45,811	47,460	49,214	50,926	52,785	54,706	56,668	58,756	27
		MO	3,565	3,689	3,818	3,955	4,101	4,244	4,399	4,559	4,722	4,896	
		HR	20.49	21.20	21.94	22.73	23.57	24.39	25.28	26.20	27.14	28.14	
A	28	YR	44,266	45,811	47,460	49,214	50,926	52,785	54,706	56,668	58,756		28
		MO	3,689	3,818	3,955	4,101	4,244	4,399	4,559	4,722	4,896		
		HR	21.20	21.94	22.73	23.57	24.39	25.28	26.20	27.14	28.14		
A	29	YR	45,811	47,460	49,214	50,926	52,785	54,706	56,668	58,756			29
		MO	3,818	3,955	4,101	4,244	4,399	4,559	4,722	4,896			
		HR	21.94	22.73	23.57	24.39	25.28	26.20	27.14	28.14			
A	30	YR	47,460	49,214	50,926	52,785	54,706	56,668	58,756				30
		MO	3,955	4,101	4,244	4,399	4,559	4,722	4,896				
		HR	22.73	23.57	24.39	25.28	26.20	27.14	28.14				
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 (Cont.)

Compensation Grid 4
 Commissioner's Plan Supervisory
 Series J Ranges 1-29
 Effective 7/1/85-1/7/86

Comp Code		A	B	C	D	E	F	G	H	I	J	Range
Step	Series	01	02	03	04	05	06	07	08	09	10	
		YR	15,702	16,098	16,495	16,934	17,393	17,894	18,374	18,917	19,544	
		MO	1,308	1,342	1,375	1,411	1,449	1,491	1,531	1,576	1,629	
		HR	7.52	7.71	7.90	8.11	8.33	8.57	8.80	9.06	9.36	
J	1											1
		YR	16,098	16,495	16,934	17,393	17,894	18,374	18,917	19,544	20,045	
		MO	1,342	1,375	1,411	1,449	1,491	1,531	1,576	1,629	1,670	
		HR	7.71	7.90	8.11	8.33	8.57	8.80	9.06	9.36	9.60	
J	2											2
		YR	16,495	16,934	17,393	17,894	18,374	18,917	19,544	20,045	20,671	
		MO	1,375	1,411	1,449	1,491	1,531	1,576	1,629	1,670	1,723	
		HR	7.90	8.11	8.33	8.57	8.80	9.06	9.36	9.60	9.90	
J	3											3
		YR	16,934	17,393	17,894	18,374	18,917	19,544	20,087	20,671	21,318	
		MO	1,411	1,449	1,491	1,531	1,576	1,629	1,674	1,723	1,777	
		HR	8.11	8.33	8.57	8.80	9.06	9.36	9.62	9.90	10.21	
J	4											4
		YR	17,393	17,894	18,374	18,917	19,544	20,128	20,713	21,423	21,987	
		MO	1,449	1,491	1,531	1,576	1,629	1,677	1,726	1,785	1,832	
		HR	8.33	8.57	8.80	9.06	9.36	9.64	9.92	10.26	10.53	
J	5											5
		YR	17,894	18,374	18,917	19,544	20,191	20,796	21,465	21,987	22,676	23,386
		MO	1,491	1,531	1,576	1,629	1,683	1,733	1,789	1,832	1,890	1,949
		HR	8.57	8.80	9.06	9.36	9.67	9.96	10.28	10.53	10.86	11.20
J	6											6
		YR	18,374	18,917	19,544	20,233	20,838	21,548	22,195	22,676	23,386	
		MO	1,531	1,576	1,629	1,686	1,737	1,796	1,850	1,890	1,949	
		HR	8.80	9.06	9.36	9.69	9.98	10.32	10.63	10.86	11.20	
J	7											7
		YR	18,917	19,544	20,233	20,880	21,632	22,425	23,323	24,137	25,056	26,016
		MO	1,576	1,629	1,686	1,740	1,803	1,869	1,944	2,011	2,088	2,168
		HR	9.06	9.36	9.69	10.00	10.36	10.74	11.17	11.56	12.00	12.46
J	8											8
		YR	19,544	20,233	20,880	21,632	22,425	23,323	24,137	25,056	26,016	26,998
		MO	1,629	1,686	1,740	1,803	1,869	1,944	2,011	2,088	2,168	2,250
		HR	9.36	9.69	10.00	10.36	10.74	11.17	11.56	12.00	12.46	12.93
J	9											9
		YR	20,233	20,880	21,632	22,425	23,323	24,137	25,056	26,016	26,998	27,958
		MO	1,686	1,740	1,803	1,869	1,944	2,011	2,088	2,168	2,250	2,330
		HR	9.69	10.00	10.36	10.74	11.17	11.56	12.00	12.46	12.93	13.39
J	10											10
		YR	20,880	21,632	22,425	23,323	24,137	25,056	26,016	26,998	27,958	29,065
		MO	1,740	1,803	1,869	1,944	2,011	2,088	2,168	2,250	2,330	2,422
		HR	10.00	10.36	10.74	11.17	11.56	12.00	12.46	12.93	13.39	13.92
J	11											11
		YR	21,632	22,425	23,323	24,137	25,056	26,016	26,998	27,958	29,065	30,151
		MO	1,803	1,869	1,944	2,011	2,088	2,168	2,250	2,330	2,422	2,513
		HR	10.36	10.74	11.17	11.56	12.00	12.46	12.93	13.39	13.92	14.44
J	12											12
		YR	22,425	23,323	24,137	25,056	26,016	26,998	27,958	29,065	30,151	31,299
		MO	1,869	1,944	2,011	2,088	2,168	2,250	2,330	2,422	2,513	2,608
		HR	10.74	11.17	11.56	12.00	12.46	12.93	13.39	13.92	14.44	14.99
J	13											13
		YR	23,323	24,137	25,056	26,016	26,998	27,958	29,065	30,151	31,299	32,468
		MO	1,944	2,011	2,088	2,168	2,250	2,330	2,422	2,513	2,608	2,706
		HR	11.17	11.56	12.00	12.46	12.93	13.39	13.92	14.44	14.99	15.55
J	14											14
		YR	24,137	25,056	26,016	26,998	27,958	29,065	30,151	31,299	32,468	33,721
		MO	2,011	2,088	2,168	2,250	2,330	2,422	2,513	2,608	2,706	2,810
		HR	11.56	12.00	12.46	12.93	13.39	13.92	14.44	14.99	15.55	16.15
J	15											15

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 (Cont.)

Compensation Grid 4
Commissioner's Plan Supervisory
Series J Ranges 1-29
Effective 7/1/85-1/7/86

Comp Code			A	B	C	D	E	F	G	H	I	J	
Step			01	02	03	04	05	06	07	08	09	10	
Series	Range												Range
J	16	YR	25,056	26,016	26,998	27,958	29,065	30,151	31,299	32,468	33,721	34,995	16
		MO	2,088	2,168	2,250	2,330	2,422	2,513	2,608	2,706	2,810	2,916	
		HR	12.00	12.46	12.93	13.39	13.92	14.44	14.99	15.55	16.15	16.76	
J	17	YR	26,016	26,998	27,958	29,065	30,151	31,299	32,468	33,721	34,995	36,310	17
		MO	2,168	2,250	2,330	2,422	2,513	2,608	2,706	2,810	2,916	3,026	
		HR	12.46	12.93	13.39	13.92	14.44	14.99	15.55	16.15	16.76	17.39	
J	18	YR	26,998	27,958	29,065	30,151	31,299	32,468	33,721	34,995	36,310	37,668	18
		MO	2,250	2,330	2,422	2,513	2,608	2,706	2,810	2,916	3,026	3,139	
		HR	12.93	13.39	13.92	14.44	14.99	15.55	16.15	16.76	17.39	18.04	
J	19	YR	27,958	29,065	30,151	31,299	32,468	33,721	34,995	36,310	37,668	39,087	19
		MO	2,330	2,422	2,513	2,608	2,706	2,810	2,916	3,026	3,139	3,257	
		HR	13.39	13.92	14.44	14.99	15.55	16.15	16.76	17.39	18.04	18.72	
J	20	YR	29,065	30,151	31,299	32,468	33,721	34,995	36,310	37,668	39,087	40,465	20
		MO	2,422	2,513	2,608	2,706	2,810	2,916	3,026	3,139	3,257	3,372	
		HR	13.92	14.44	14.99	15.55	16.15	16.76	17.39	18.04	18.72	19.38	
J	21	YR	30,151	31,299	32,468	33,721	34,995	36,310	37,668	39,087	40,465	41,948	21
		MO	2,513	2,608	2,706	2,810	2,916	3,026	3,139	3,257	3,372	3,496	
		HR	14.44	14.99	15.55	16.15	16.76	17.39	18.04	18.72	19.38	20.09	
J	22	YR	31,299	32,468	33,721	34,995	36,310	37,668	39,087	40,465	41,948	43,451	22
		MO	2,608	2,706	2,810	2,916	3,026	3,139	3,257	3,372	3,496	3,621	
		HR	14.99	15.55	16.15	16.76	17.39	18.04	18.72	19.38	20.09	20.81	
J	23	YR	32,468	33,721	34,995	36,310	37,668	39,087	40,465	41,948	43,451	45,017	23
		MO	2,706	2,810	2,916	3,026	3,139	3,257	3,372	3,496	3,621	3,751	
		HR	15.55	16.15	16.76	17.39	18.04	18.72	19.38	20.09	20.81	21.56	
J	24	YR	33,721	34,995	36,310	37,668	39,087	40,465	41,948	43,451	45,017	46,625	24
		MO	2,810	2,916	3,026	3,139	3,257	3,372	3,496	3,621	3,751	3,885	
		HR	16.15	16.76	17.39	18.04	18.72	19.38	20.09	20.81	21.56	22.33	
J	25	YR	34,995	36,310	37,668	39,087	40,465	41,948	43,451	45,017	46,625	48,316	25
		MO	2,916	3,026	3,139	3,257	3,372	3,496	3,621	3,751	3,885	4,026	
		HR	16.76	17.39	18.04	18.72	19.38	20.09	20.81	21.56	22.33	23.14	
J	26	YR	36,310	37,668	39,087	40,465	41,948	43,451	45,017	46,625	48,316	50,049	26
		MO	3,026	3,139	3,257	3,372	3,496	3,621	3,751	3,885	4,026	4,171	
		HR	17.39	18.04	18.72	19.38	20.09	20.81	21.56	22.33	23.14	23.97	
J	27	YR	37,668	39,087	40,465	41,948	43,451	45,017	46,625	48,316	50,049	51,845	27
		MO	3,139	3,257	3,372	3,496	3,621	3,751	3,885	4,026	4,171	4,320	
		HR	18.04	18.72	19.38	20.09	20.81	21.56	22.33	23.14	23.97	24.83	
J	28	YR	39,087	40,465	41,948	43,451	45,017	46,625	48,316	50,049	51,845	53,724	28
		MO	3,257	3,372	3,496	3,621	3,751	3,885	4,026	4,171	4,320	4,477	
		HR	18.72	19.38	20.09	20.81	21.56	22.33	23.14	23.97	24.83	25.73	
J	29	YR	40,465	41,948	43,451	45,017	46,625	48,316	50,049	51,845	53,724		29
		MO	3,372	3,496	3,621	3,751	3,885	4,026	4,171	4,320	4,477		
		HR	19.38	20.09	20.81	21.56	22.33	23.14	23.97	24.83	25.73		

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 (Cont.)

Compensation Grid 5 Positions in Units 217, 218, 219 and 221 with ranges unique to Commissioner's Plan Series G

<u>Class Title</u>	<u>Series</u>	<u>Comp Code</u>	Effective 7/1/85 - 6/30/86	
			<u>Minimum</u>	<u>Maximum</u>
Registered Nurse Principal	G	54J	YR 24,972	33,888
			MO 2081	2824
			HR 11.96	16.23
Registered Nurse Senior	G	53J	YR 23,427	31,738
			MO 1952	2645
			HR 11.22	15.20
Registered Nurse	G	51J	YR 21,611	28,730
			MO 1801	2394
			HR 10.35	13.76

APPENDIX G - GRID 6

HEALTH TREATMENT PROFESSIONAL
EFFECTIVE 7/1/85 - 6/30/86

COMP CODE		A	B	C	D	E	F	G	H	I	J
STEP		1	2	3	4	5	6	7	8	9	10
SERIES RANGE											
G	75	YR 25,390	26,351	27,269	28,313	29,441	30,527	31,696	32,928	34,201	
		MO 2,116	2,196	2,272	2,359	2,453	2,544	2,641	2,744	2,850	
		HR 12.16	12.62	13.06	13.56	14.10	14.62	15.18	15.77	16.38	
G	76	YR 26,225	27,165	28,167	29,211	30,213	31,299	32,468	33,638	34,849	
		MO 2,185	2,264	2,347	2,434	2,518	2,608	2,706	2,803	2,904	
		HR 12.56	13.01	13.49	13.99	14.47	14.99	15.55	16.11	16.69	
G	77	YR 27,165	28,167	29,211	30,213	31,299	32,468	33,638	34,849	36,143	
		MO 2,264	2,347	2,434	2,518	2,608	2,706	2,803	2,904	3,012	
		HR 13.01	13.49	13.99	14.47	14.99	15.55	16.11	16.69	17.31	
G	78	YR 28,167	29,211	30,213	31,299	32,468	33,638	34,849	36,143	37,396	
		MO 2,347	2,434	2,518	2,608	2,706	2,803	2,904	3,012	3,116	
		HR 13.49	13.99	14.47	14.99	15.55	16.11	16.69	17.31	17.91	
G	79	YR 28,313	29,441	30,527	31,696	32,928	34,201	35,454	36,791	38,169	
		MO 2,359	2,453	2,544	2,641	2,744	2,850	2,955	3,066	3,181	
		HR 13.56	14.10	14.62	15.18	15.77	16.38	16.98	17.62	18.28	
G	80	YR 31,299	32,468	33,638	34,849	36,143	37,396	38,879	40,340	41,781	
		MO 2,608	2,706	2,803	2,904	3,012	3,116	3,240	3,362	3,482	
		HR 14.99	15.55	16.11	16.69	17.31	17.91	18.62	19.32	20.01	
G	81	YR 32,468	33,638	34,849	36,143	37,396	38,879	40,340	41,781	43,389	
		MO 2,706	2,803	2,904	3,012	3,116	3,240	3,362	3,482	3,616	
		HR 15.55	16.11	16.69	17.31	17.91	18.62	19.32	20.01	20.78	
G	82	YR 36,143	37,396	38,879	40,340	41,781	43,389	44,892	46,500	48,149	
		MO 3,012	3,116	3,240	3,362	3,482	3,616	3,741	3,875	4,012	
		HR 17.31	17.91	18.62	19.32	20.01	20.78	21.50	22.27	23.06	
G	83	YR 37,104	38,419	39,860	41,301	42,783	44,370	45,894	47,439	49,110	50,864
		MO 3,092	3,202	3,322	3,442	3,565	3,698	3,825	3,953	4,092	4,239
		HR 17.77	18.40	19.09	19.78	20.49	21.25	21.98	22.72	23.52	24.36
G	84	YR 37,396	38,879	40,340	41,781	43,389	44,892	46,500	48,149	49,924	
		MO 3,116	3,240	3,362	3,482	3,616	3,741	3,875	4,012	4,160	
		HR 17.91	18.62	19.32	20.01	20.78	21.50	22.27	23.06	23.91	
G	85	YR 41,781	43,389	44,892	46,500	48,149	49,924	51,678	53,557	55,478	
		MO 3,482	3,616	3,741	3,875	4,012	4,160	4,307	4,463	4,623	
		HR 20.01	20.78	21.50	22.27	23.06	23.91	24.75	25.65	26.57	
G	86	YR 43,389	44,892	46,500	48,149	49,924	51,678	53,557	55,478	57,524	
		MO 3,616	3,741	3,875	4,012	4,160	4,307	4,463	4,623	4,794	
		HR 20.78	21.50	22.27	23.06	23.91	24.75	25.65	26.57	27.55	

APPENDIX H

Compensation Grid 7
 Commissioner's Plan Service, Health Care Non-Professional, and Clerical
 Series L, Ranges 42-77
 Effective 7/1/85-6/30/86

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
L	42	YR	11,317	11,568	11,860	12,131	12,424	12,779	13,050	13,321	13,593	13,823		42
		MO	943	964	988	1011	1035	1065	1088	1110	1133	1152		
		HR	5.42	5.54	5.68	5.81	5.95	6.12	6.25	6.38	6.51	6.62		
L	43	YR	11,568	11,860	12,131	12,424	12,779	13,050	13,321	13,593	13,823	14,115		43
		MO	964	988	1011	1035	1065	1088	1110	1133	1152	1176		
		HR	5.54	5.68	5.81	5.95	6.12	6.25	6.38	6.51	6.62	6.76		
L	44	YR	11,860	12,131	12,424	12,779	13,050	13,321	13,593	13,823	14,115	14,365		44
		MO	988	1011	1035	1065	1088	1110	1133	1152	1176	1197		
		HR	5.68	5.81	5.95	6.12	6.25	6.38	6.51	6.62	6.76	6.88		
L	45	YR	12,131	12,424	12,779	13,050	13,321	13,593	13,823	14,115	14,365	14,720		45
		MO	1011	1035	1065	1088	1110	1133	1152	1176	1197	1227		
		HR	5.81	5.95	6.12	6.25	6.38	6.51	6.62	6.76	6.88	7.05		
L	46	YR	12,424	12,779	13,050	13,321	13,593	13,823	14,115	14,365	14,720	15,034		46
		MO	1035	1065	1088	1110	1133	1152	1176	1197	1227	1253		
		HR	5.95	6.12	6.25	6.38	6.51	6.62	6.76	6.88	7.05	7.20		
L	47	YR	12,779	13,050	13,321	13,593	13,823	14,115	14,365	14,720	15,034	15,347		47
		MO	1065	1088	1110	1133	1152	1176	1197	1227	1253	1279		
		HR	6.12	6.25	6.38	6.51	6.62	6.76	6.88	7.05	7.20	7.35		
L	48	YR	13,050	13,321	13,593	13,823	14,115	14,365	14,720	15,034	15,347	15,723		48
		MO	1088	1110	1133	1152	1176	1197	1227	1253	1279	1310		
		HR	6.25	6.38	6.51	6.62	6.76	6.88	7.05	7.20	7.35	7.53		
L	49	YR	13,321	13,593	13,823	14,115	14,365	14,658	15,034	15,347	15,723	16,078		49
		MO	1110	1133	1152	1176	1197	1221	1253	1279	1310	1340		
		HR	6.38	6.51	6.62	6.76	6.88	7.02	7.20	7.35	7.53	7.70		
L	50	YR	13,593	13,823	14,115	14,365	14,658	14,992	15,326	15,723	16,078	16,433		50
		MO	1133	1152	1176	1197	1221	1249	1277	1310	1340	1369		
		HR	6.51	6.62	6.76	6.88	7.02	7.18	7.34	7.53	7.70	7.87		
L	51	YR	13,823	14,115	14,365	14,658	14,992	15,326	15,723	16,078	16,433	16,829		51
		MO	1152	1176	1197	1221	1249	1277	1310	1340	1369	1402		
		HR	6.62	6.76	6.88	7.02	7.18	7.34	7.53	7.70	7.87	8.06		
L	52	YR	14,115	14,365	14,658	14,992	15,326	15,723	16,078	16,433	16,829	17,247		52
		MO	1176	1197	1221	1249	1277	1310	1340	1369	1402	1437		
		HR	6.76	6.88	7.02	7.18	7.34	7.53	7.70	7.87	8.06	8.26		
L	53	YR	14,365	14,658	14,992	15,326	15,723	16,078	16,433	16,829	17,247	17,706		53
		MO	1197	1221	1249	1277	1310	1340	1369	1402	1437	1476		
		HR	6.88	7.02	7.18	7.34	7.53	7.70	7.87	8.06	8.26	8.48		
L	54	YR	14,658	14,992	15,326	15,723	16,078	16,433	16,829	17,247	17,706	18,228		54
		MO	1221	1249	1277	1310	1340	1369	1402	1437	1476	1519		
		HR	7.02	7.18	7.34	7.53	7.70	7.87	8.06	8.26	8.48	8.73		
L	55	YR	14,992	15,326	15,723	16,078	16,433	16,829	17,247	17,706	18,228	18,667		55
		MO	1249	1277	1310	1340	1369	1402	1437	1476	1519	1556		
		HR	7.18	7.34	7.53	7.70	7.87	8.06	8.26	8.48	8.73	8.94		
L	56	YR	15,326	15,723	16,078	16,433	16,829	17,247	17,706	18,228	18,667	19,147		56
		MO	1277	1310	1340	1369	1402	1437	1476	1519	1556	1596		
		HR	7.34	7.53	7.70	7.87	8.06	8.26	8.48	8.73	8.94	9.17		
L	57	YR	15,723	16,078	16,433	16,829	17,247	17,706	18,228	18,667	19,147	19,669	20,233	57
		MO	1310	1340	1369	1402	1437	1476	1519	1556	1596	1639	1686	
		HR	7.53	7.70	7.87	8.06	8.26	8.48	8.73	8.94	9.17	9.42	9.69	
L	58	YR	16,078	16,433	16,829	17,247	17,706	18,228	18,667	19,147	19,669	20,233		58
		MO	1340	1369	1402	1437	1476	1519	1556	1596	1639	1686		
		HR	7.70	7.87	8.06	8.26	8.48	8.73	8.94	9.17	9.42	9.69		
L	59	YR	16,433	16,829	17,247	17,706	18,228	18,667	19,147	19,669	20,233	20,776		59
		MO	1369	1402	1437	1476	1519	1556	1596	1639	1686	1731		
		HR	7.87	8.06	8.26	8.48	8.73	8.94	9.17	9.42	9.69	9.95		

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 (Cont.)

Compensation Grid 7
Commissioner's Plan Service, Health Care Non-Professional, and Clerical
Series L, Ranges 42-77
Effective 7/1/85-6/30/86

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
L	60	YR	16,829	17,247	17,706	18,228	18,667	19,147	19,669	20,233	20,776	21,339	22,008	60
		MO	1402	1437	1476	1519	1556	1596	1639	1686	1731	1778	1834	
		HR	8.06	8.26	8.48	8.73	8.94	9.17	9.42	9.69	9.95	10.22	10.54	
L	61	YR	17,247	17,706	18,228	18,667	19,147	19,669	20,233	20,776	21,339	22,008	61	
		MO	1437	1476	1519	1556	1596	1639	1686	1731	1778	1834		
		HR	8.26	8.48	8.73	8.94	9.17	9.42	9.69	9.95	10.22	10.54		
L	62	YR	17,706	18,228	18,667	19,147	19,669	20,233	20,776	21,339	22,008	22,634	62	
		MO	1476	1519	1556	1596	1639	1686	1731	1778	1834	1886		
		HR	8.48	8.73	8.94	9.17	9.42	9.69	9.95	10.22	10.54	10.84		
L	63	YR	18,228	18,667	19,147	19,669	20,233	20,776	21,339	22,008	22,634	23,260	63	
		MO	1519	1556	1596	1639	1686	1731	1778	1834	1886	1938		
		HR	8.73	8.94	9.17	9.42	9.69	9.95	10.22	10.54	10.84	11.14		
L	64	YR	18,667	19,147	19,669	20,233	20,776	21,339	22,008	22,634	23,260	23,908	64	
		MO	1556	1596	1639	1686	1731	1778	1834	1886	1938	1992		
		HR	8.94	9.17	9.42	9.69	9.95	10.22	10.54	10.84	11.14	11.45		
L	65	YR	19,147	19,669	20,233	20,776	21,339	22,008	22,634	23,260	23,908	24,555	65	
		MO	1596	1639	1686	1731	1778	1834	1886	1938	1992	2046		
		HR	9.17	9.42	9.69	9.95	10.22	10.54	10.84	11.14	11.45	11.76		
L	66	YR	19,669	20,233	20,776	21,339	22,008	22,634	23,260	23,908	24,555	25,181	66	
		MO	1689	1686	1731	1778	1834	1886	1938	1992	2046	2098		
		HR	9.42	9.69	9.95	10.22	10.54	10.84	11.14	11.45	11.76	12.06		
L	67	YR	20,233	20,776	21,339	22,008	22,634	23,260	23,908	24,555	25,181	25,891	67	
		MO	1686	1731	1778	1834	1886	1938	1992	2046	2098	2158		
		HR	9.69	9.95	10.22	10.54	10.84	11.14	11.45	11.76	12.06	12.40		
L	68	YR	20,776	21,339	22,008	22,634	23,260	23,908	24,555	25,181	25,891	26,601	68	
		MO	1731	1778	1834	1886	1938	1992	2046	2098	2158	2217		
		HR	9.95	10.22	10.54	10.84	11.14	11.45	11.76	12.06	12.40	12.74		
L	69	YR	21,339	22,008	22,634	23,260	23,908	24,555	25,181	25,891	26,601	27,290	69	
		MO	1778	1834	1886	1938	1992	2046	2098	2158	2217	2274		
		HR	10.22	10.54	10.84	11.14	11.45	11.76	12.06	12.40	12.74	13.07		
L	70	YR	22,008	22,634	23,260	23,908	24,555	25,181	25,891	26,601	27,290	28,021	70	
		MO	1834	1886	1938	1992	2046	2098	2158	2217	2274	2335		
		HR	10.54	10.84	11.14	11.45	11.76	12.06	12.40	12.74	13.07	13.42		
L	71	YR	22,634	23,260	23,908	24,555	25,181	25,891	26,601	27,290	28,021	28,752	71	
		MO	1886	1938	1992	2046	2098	2158	2217	2274	2335	2396		
		HR	10.84	11.14	11.45	11.76	12.06	12.40	12.74	13.07	13.42	13.77		
L	72	YR	23,260	23,908	24,555	25,181	25,891	26,601	27,290	28,021	28,752	29,441	72	
		MO	1938	1992	2046	2098	2158	2217	2274	2335	2396	2453		
		HR	11.14	11.45	11.76	12.06	12.40	12.74	13.07	13.42	13.77	14.10		
L	73	YR	23,908	24,555	25,181	25,891	26,601	27,290	28,021	28,752	29,441	30,172	73	
		MO	1992	2046	2098	2158	2217	2274	2335	2396	2453	2514		
		HR	11.45	11.76	12.06	12.40	12.74	13.07	13.42	13.77	14.10	14.45		
L	74	YR	24,555	25,181	25,891	26,601	27,290	28,021	28,752	29,441	30,172	30,861	74	
		MO	2046	2098	2158	2217	2274	2335	2396	2453	2514	2572		
		HR	11.76	12.06	12.40	12.74	13.07	13.42	13.77	14.10	14.45	14.78		
L	75	YR	25,181	25,891	26,601	27,290	28,021	28,752	29,441	30,172	30,861	31,591	75	
		MO	2098	2158	2217	2274	2335	2396	2453	2514	2572	2633		
		HR	12.06	12.40	12.74	13.07	13.42	13.77	14.10	14.45	14.78	15.13		
L	76	YR	25,891	26,601	27,290	28,021	28,752	29,441	30,172	30,861	31,591	32,280	76	
		MO	2158	2217	2274	2335	2396	2453	2514	2572	2633	2690		
		HR	12.40	12.74	13.07	13.42	13.77	14.10	14.45	14.78	15.13	15.46		
L	77	YR	26,601	27,290	28,021	28,752	29,441	30,172	30,861	31,591	32,280	32,990	77	
		MO	2217	2274	2335	2396	2453	2514	2572	2633	2690	2749		
		HR	12.74	13.07	13.42	13.77	14.10	14.45	14.78	15.13	15.46	15.80		

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											

Compensation Grid 8
Commissioner's Plan Technical
Series C Ranges 42-77
Effective 7/1/85-6/30/86

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										

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APPENDIX H (Cont.)

Compensation Grid B
Commissioner's Plan Technical
Series C Ranges 42-77
Effective 7/1/85-6/30/86

Comp Code		A	B	C	D	E	F	G	H	I	J	Range
Step	Series	01	02	03	04	05	06	07	08	09	10	
	YR	17,310	17,790	18,312	18,855	19,356	19,899	20,483	21,089	21,673	22,300	60
C	MO	1442	1482	1526	1571	1613	1658	1707	1757	1806	1858	
	HR	8.29	8.52	8.77	9.03	9.27	9.53	9.81	10.10	10.38	10.68	
	YR	17,790	18,312	18,855	19,356	19,899	20,483	21,089	21,673	22,300	22,989	61
C	MO	1482	1526	1571	1613	1658	1707	1757	1806	1858	1916	
	HR	8.52	8.77	9.03	9.27	9.53	9.81	10.10	10.38	10.68	11.01	
	YR	18,312	18,855	19,356	19,899	20,483	21,089	21,673	22,300	22,989	23,678	62
C	MO	1526	1571	1613	1658	1707	1757	1806	1858	1916	1973	
	HR	8.77	9.03	9.27	9.53	9.81	10.10	10.38	10.68	11.01	11.34	
	YR	18,855	19,356	19,899	20,483	21,089	21,673	22,300	22,989	23,678	24,367	63
C	MO	1571	1613	1658	1707	1757	1806	1858	1916	1973	2031	
	HR	9.03	9.27	9.53	9.81	10.10	10.38	10.68	11.01	11.34	11.67	
	YR	19,356	19,899	20,483	21,089	21,673	22,300	22,989	23,678	24,367	25,056	64
C	MO	1613	1658	1707	1757	1806	1858	1916	1973	2031	2088	
	HR	9.27	9.53	9.81	10.10	10.38	10.68	11.01	11.34	11.67	12.00	
	YR	19,899	20,483	21,089	21,673	22,300	22,989	23,678	24,367	25,056	25,766	65
C	MO	1658	1707	1757	1806	1858	1916	1973	2031	2088	2147	
	HR	9.53	9.81	10.10	10.38	10.68	11.01	11.34	11.67	12.00	12.34	
	YR	20,483	21,089	21,673	22,300	22,989	23,678	24,367	25,056	25,766	26,497	66
C	MO	1707	1757	1806	1858	1916	1973	2031	2088	2147	2208	
	HR	9.81	10.10	10.38	10.68	11.01	11.34	11.67	12.00	12.34	12.69	
	YR	21,089	21,673	22,300	22,989	23,678	24,367	25,056	25,766	26,497	27,228	67
C	MO	1757	1806	1858	1916	1973	2031	2088	2147	2208	2269	
	HR	10.10	10.38	10.68	11.01	11.34	11.67	12.00	12.34	12.69	13.04	
	YR	21,673	22,300	22,989	23,678	24,367	25,056	25,766	26,497	27,228	28,021	68
C	MO	1806	1858	1916	1973	2031	2088	2147	2208	2269	2335	
	HR	10.38	10.68	11.01	11.34	11.67	12.00	12.34	12.69	13.04	13.42	
	YR	22,300	22,989	23,678	24,367	25,056	25,766	26,497	27,228	28,021	28,794	69
C	MO	1858	1916	1973	2031	2088	2147	2208	2269	2335	2399	
	HR	10.68	11.01	11.34	11.67	12.00	12.34	12.69	13.04	13.42	13.79	
	YR	22,989	23,678	24,367	25,056	25,766	26,497	27,228	28,021	28,794	29,545	70
C	MO	1916	1973	2031	2088	2147	2208	2269	2335	2399	2462	
	HR	11.01	11.34	11.67	12.00	12.34	12.69	13.04	13.42	13.79	14.15	
	YR	23,678	24,367	25,056	25,766	26,497	27,228	28,021	28,794	29,545	30,339	71
C	MO	1973	2031	2088	2147	2208	2269	2335	2399	2462	2528	
	HR	11.34	11.67	12.00	12.34	12.69	13.04	13.42	13.79	14.15	14.53	
	YR	24,367	25,056	25,766	26,497	27,228	28,021	28,794	29,545	30,339	31,111	72
C	MO	2031	2088	2147	2208	2269	2335	2399	2462	2528	2593	
	HR	11.67	12.00	12.34	12.69	13.04	13.42	13.79	14.15	14.53	14.90	
	YR	25,056	25,766	26,497	27,228	28,021	28,794	29,545	30,339	31,111	31,884	73
C	MO	2088	2147	2208	2269	2335	2399	2462	2528	2593	2657	
	HR	12.00	12.34	12.69	13.04	13.42	13.79	14.15	14.53	14.90	15.27	
	YR	25,766	26,497	27,228	28,021	28,794	29,545	30,339	31,111	31,884	32,656	74
C	MO	2147	2208	2269	2335	2399	2462	2528	2593	2657	2721	
	HR	12.34	12.69	13.04	13.42	13.79	14.15	14.53	14.90	15.27	15.64	
	YR	26,497	27,228	28,021	28,794	29,545	30,339	31,111	31,884	32,656	33,450	75
C	MO	2208	2269	2335	2399	2462	2528	2593	2657	2721	2787	
	HR	12.69	13.04	13.42	13.79	14.15	14.53	14.90	15.27	15.64	16.02	
	YR	27,228	28,021	28,794	29,545	30,339	31,111	31,884	32,656	33,450	34,222	76
C	MO	2269	2335	2399	2462	2528	2593	2657	2721	2787	2852	
	HR	13.04	13.42	13.79	14.15	14.53	14.90	15.27	15.64	16.02	16.39	
	YR	28,021	28,794	29,545	30,339	31,111	31,884	32,656	33,450	34,222	34,953	77
C	MO	2335	2399	2462	2528	2593	2657	2721	2787	2852	2913	
	HR	13.42	13.79	14.15	14.53	14.90	15.27	15.64	16.02	16.39	16.74	

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

APPENDIX H (Cont.)

Compensation Grid 9
Commissioner's Plan Professional
Series A Ranges 1-30
Effective 1/8/86-7/22/86

Comp Code		A	B	C	D	E	F	G	H	I	J	Range
Step	Series	01	02	03	04	05	06	07	08	09	10	
	1	YR 17,414	18,082	18,792	19,439	20,107	20,713	21,402	22,133	22,884	23,699	1
		MO 1,451	1,507	1,566	1,620	1,676	1,726	1,784	1,844	1,907	1,975	
		HR 8.34	8.66	9.00	9.31	9.63	9.92	10.25	10.60	10.96	11.35	
	2	YR 18,082	18,792	19,439	20,107	20,713	21,402	22,133	22,884	23,699	24,492	2
		MO 1,507	1,566	1,620	1,676	1,726	1,784	1,844	1,907	1,975	2,041	
		HR 8.66	9.00	9.31	9.63	9.92	10.25	10.60	10.96	11.35	11.73	
	3	YR 18,792	19,439	20,107	20,713	21,402	22,133	22,884	23,699	24,492	25,369	3
		MO 1,566	1,620	1,676	1,726	1,784	1,844	1,907	1,975	2,041	2,114	
		HR 9.00	9.31	9.63	9.92	10.25	10.60	10.96	11.35	11.73	12.15	
	4	YR 19,439	20,107	20,713	21,402	22,133	22,884	23,699	24,492	25,369	26,246	4
		MO 1,620	1,676	1,726	1,784	1,844	1,907	1,975	2,041	2,114	2,187	
		HR 9.31	9.63	9.92	10.25	10.60	10.96	11.35	11.73	12.15	12.57	
	5	YR 20,107	20,713	21,402	22,133	22,884	23,699	24,492	25,369	26,246	27,165	5
		MO 1,676	1,726	1,784	1,844	1,907	1,975	2,041	2,114	2,187	2,264	
		HR 9.63	9.92	10.25	10.60	10.96	11.35	11.73	12.15	12.57	13.01	
	6	YR 20,713	21,402	22,133	22,884	23,699	24,492	25,369	26,246	27,165	28,167	6
		MO 1,726	1,784	1,844	1,907	1,975	2,041	2,114	2,187	2,264	2,347	
		HR 9.92	10.25	10.60	10.96	11.35	11.73	12.15	12.57	13.01	13.49	
	7	YR 21,402	22,133	22,884	23,699	24,492	25,369	26,246	27,165	28,167	29,211	7
		MO 1,784	1,844	1,907	1,975	2,041	2,114	2,187	2,264	2,347	2,434	
		HR 10.25	10.60	10.96	11.35	11.73	12.15	12.57	13.01	13.49	13.99	
	8	YR 22,133	22,884	23,699	24,492	25,369	26,246	27,165	28,167	29,211	30,234	8
		MO 1,844	1,907	1,975	2,041	2,114	2,187	2,264	2,347	2,434	2,520	
		HR 10.60	10.96	11.35	11.73	12.15	12.57	13.01	13.49	13.99	14.48	
	9	YR 22,884	23,699	24,492	25,369	26,246	27,165	28,167	29,211	30,234	31,320	9
		MO 1,907	1,975	2,041	2,114	2,187	2,264	2,347	2,434	2,520	2,610	
		HR 10.96	11.35	11.73	12.15	12.57	13.01	13.49	13.99	14.48	15.00	
	10	YR 23,699	24,492	25,369	26,246	27,165	28,167	29,211	30,234	31,320	32,489	10
		MO 1,975	2,041	2,114	2,187	2,264	2,347	2,434	2,520	2,610	2,707	
		HR 11.35	11.73	12.15	12.57	13.01	13.49	13.99	14.48	15.00	15.56	
	11	YR 24,492	25,369	26,246	27,165	28,167	29,211	30,234	31,320	32,489	33,638	11
		MO 2,041	2,114	2,187	2,264	2,347	2,434	2,520	2,610	2,707	2,803	
		HR 11.73	12.15	12.57	13.01	13.49	13.99	14.48	15.00	15.56	16.11	
	12	YR 25,369	26,246	27,165	28,167	29,211	30,234	31,320	32,489	33,638	34,890	12
		MO 2,114	2,187	2,264	2,347	2,434	2,520	2,610	2,707	2,803	2,908	
		HR 12.15	12.57	13.01	13.49	13.99	14.48	15.00	15.56	16.11	16.71	
	13	YR 26,246	27,165	28,167	29,211	30,234	31,320	32,489	33,638	34,890	36,143	13
		MO 2,187	2,264	2,347	2,434	2,520	2,610	2,707	2,803	2,908	3,012	
		HR 12.57	13.01	13.49	13.99	14.48	15.00	15.56	16.11	16.71	17.31	
	14	YR 27,165	28,167	29,211	30,234	31,320	32,489	33,638	34,890	36,143	37,417	14
		MO 2,264	2,347	2,434	2,520	2,610	2,707	2,803	2,908	3,012	3,118	
		HR 13.01	13.49	13.99	14.48	15.00	15.56	16.11	16.71	17.31	17.92	
	15	YR 28,167	29,211	30,234	31,320	32,489	33,638	34,890	36,143	37,417	38,899	15
		MO 2,347	2,434	2,520	2,610	2,707	2,803	2,908	3,012	3,118	3,242	
		HR 13.49	13.99	14.48	15.00	15.56	16.11	16.71	17.31	17.92	18.63	
Step		01	02	03	04	05	06	07	08	09	10	
Comp Code		A	B	C	D	E	F	G	H	I	J	
YR - Yearly Salary Rate												
MO - Monthly Salary Rate												
HR - Hourly Salary Rate												

APPENDIX H (Cont.)

Compensation Grid 9
Commissioner's Plan Professional
Series A Ranges 1-30
Effective 1/8/86-7/22/86

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	29,211	30,234	31,320	32,489	33,638	34,890	36,143	37,417	38,899	40,340	16
		MO	2,434	2,520	2,610	2,707	2,803	2,908	3,012	3,118	3,242	3,362	
		HR	13.99	14.48	15.00	15.56	16.11	16.71	17.31	17.92	18.63	19.32	
A	17	YR	30,234	31,320	32,489	33,638	34,890	36,143	37,417	38,899	40,340	41,781	17
		MO	2,520	2,610	2,707	2,803	2,908	3,012	3,118	3,242	3,362	3,482	
		HR	14.48	15.00	15.56	16.11	16.71	17.31	17.92	18.63	19.32	20.01	
A	18	YR	31,320	32,489	33,638	34,890	36,143	37,417	38,899	40,340	41,781	43,430	18
		MO	2,610	2,707	2,803	2,908	3,012	3,118	3,242	3,362	3,482	3,619	
		HR	15.00	15.56	16.11	16.71	17.31	17.92	18.63	19.32	20.01	20.80	
A	19	YR	32,489	33,638	34,890	36,143	37,417	38,899	40,340	41,781	43,430	44,934	19
		MO	2,707	2,803	2,908	3,012	3,118	3,242	3,362	3,482	3,619	3,744	
		HR	15.56	16.11	16.71	17.31	17.92	18.63	19.32	20.01	20.80	21.52	
A	20	YR	33,638	34,890	36,143	37,417	38,899	40,340	41,781	43,430	44,934	46,500	20
		MO	2,803	2,908	3,012	3,118	3,242	3,362	3,482	3,619	3,744	3,875	
		HR	16.11	16.71	17.31	17.92	18.63	19.32	20.01	20.80	21.52	22.27	
A	21	YR	34,890	36,143	37,417	38,899	40,340	41,781	43,430	44,934	46,500	48,170	21
		MO	2,908	3,012	3,118	3,242	3,362	3,482	3,619	3,744	3,875	4,014	
		HR	16.71	17.31	17.92	18.63	19.32	20.01	20.80	21.52	22.27	23.07	
A	22	YR	36,143	37,417	38,899	40,340	41,781	43,430	44,934	46,500	48,170	49,945	22
		MO	3,012	3,118	3,242	3,362	3,482	3,619	3,744	3,875	4,014	4,162	
		HR	17.31	17.92	18.63	19.32	20.01	20.80	21.52	22.27	23.07	23.92	
A	23	YR	37,417	38,899	40,340	41,781	43,430	44,934	46,500	48,170	49,945	51,699	23
		MO	3,118	3,242	3,362	3,482	3,619	3,744	3,875	4,014	4,162	4,308	
		HR	17.92	18.63	19.32	20.01	20.80	21.52	22.27	23.07	23.92	24.76	
A	24	YR	38,899	40,340	41,781	43,430	44,934	46,500	48,170	49,945	51,699	53,578	24
		MO	3,242	3,362	3,482	3,619	3,744	3,875	4,014	4,162	4,308	4,465	
		HR	18.63	19.32	20.01	20.80	21.52	22.27	23.07	23.92	24.76	25.66	
A	25	YR	40,340	41,781	43,430	44,934	46,500	48,170	49,945	51,699	53,578	55,520	25
		MO	3,362	3,482	3,619	3,744	3,875	4,014	4,162	4,308	4,465	4,627	
		HR	19.32	20.01	20.80	21.52	22.27	23.07	23.92	24.76	25.66	26.59	
A	26	YR	41,781	43,430	44,934	46,500	48,170	49,945	51,699	53,578	55,520	57,524	26
		MO	3,482	3,619	3,744	3,875	4,014	4,162	4,308	4,465	4,627	4,794	
		HR	20.01	20.80	21.52	22.27	23.07	23.92	24.76	25.66	26.59	27.55	
A	27	YR	43,430	44,934	46,500	48,170	49,945	51,699	53,578	55,520	57,524	59,633	27
		MO	3,619	3,744	3,875	4,014	4,162	4,308	4,465	4,627	4,794	4,969	
		HR	20.80	21.52	22.27	23.07	23.92	24.76	25.66	26.59	27.55	28.56	
A	28	YR	44,934	46,500	48,170	49,945	51,699	53,578	55,520	57,524	59,633		28
		MO	3,744	3,875	4,014	4,162	4,308	4,465	4,627	4,794	4,969		
		HR	21.52	22.27	23.07	23.92	24.76	25.66	26.59	27.55	28.56		
A	29	YR	46,500	48,170	49,945	51,699	53,578	55,520	57,524	59,633			29
		MO	3,875	4,014	4,162	4,308	4,465	4,627	4,794	4,969			
		HR	22.27	23.07	23.92	24.76	25.66	26.59	27.55	28.56			
A	30	YR	48,170	49,945	51,699	53,578	55,520	57,524	59,633				30
		MO	4,014	4,162	4,308	4,465	4,627	4,794	4,969				
		HR	23.07	23.92	24.76	25.66	26.59	27.55	28.56				
Step			01	02	03	04	05	06	07	08	09	10	
Comp Code			A	B	C	D	E	F	G	H	I	J	
YR - Yearly Salary Rate													
MO - Monthly Salary Rate													
HR - Hourly Salary Rate													

APPENDIX H (Cont.)

Compensation Grid 10
Commissioner's Plan Supervisory
Series J Ranges 1-29
Effective 1/8/86-6/30/86

Comp Code			A	B	C	D	E	F	G	H	I	J	Range
Step	Series	Range	01	02	03	04	05	06	07	08	09	10	
	J	1	YR 15,869 MO 1,322 HR 7.60	16,266 1,355 7.79	16,662 1,389 7.98	17,101 1,425 8.19	17,560 1,463 8.41	18,082 1,507 8.66	18,562 1,547 8.89	19,293 1,608 9.24	19,920 1,660 9.54		1
	J	2	YR 16,266 MO 1,355 HR 7.79	16,662 1,389 7.98	17,101 1,425 8.19	17,560 1,463 8.41	18,082 1,507 8.66	18,562 1,547 8.89	19,105 1,592 9.15	19,920 1,660 9.54	20,462 1,705 9.80		2
	J	3	YR 16,662 MO 1,389 HR 7.98	17,101 1,425 8.19	17,560 1,463 8.41	18,082 1,507 8.66	18,562 1,547 8.89	19,105 1,592 9.15	19,732 1,644 9.45	20,462 1,705 9.80	21,089 1,757 10.10		3
	J	4	YR 17,101 MO 1,425 HR 8.19	17,560 1,463 8.41	18,082 1,507 8.66	18,562 1,547 8.89	19,105 1,592 9.15	19,732 1,644 9.45	20,295 1,691 9.72	21,089 1,757 10.10	21,736 1,811 10.41		4
	J	5	YR 17,560 MO 1,463 HR 8.41	18,082 1,507 8.66	18,562 1,547 8.89	19,105 1,592 9.15	19,732 1,644 9.45	20,337 1,695 9.74	20,922 1,743 10.02	21,840 1,820 10.46	22,446 1,871 10.75		5
	J	6	YR 18,082 MO 1,507 HR 8.66	18,562 1,547 8.89	19,105 1,592 9.15	19,732 1,644 9.45	20,400 1,700 9.77	21,005 1,750 10.06	21,673 1,806 10.38	22,446 1,871 10.75	23,135 1,928 11.08	23,845 1,987 11.42	6
	J	7	YR 18,562 MO 1,547 HR 8.89	19,105 1,592 9.15	19,732 1,644 9.45	20,442 1,703 9.79	21,047 1,754 10.08	21,757 1,813 10.42	22,425 1,869 10.74	23,135 1,928 11.08	23,845 1,987 11.42		7
	J	8	YR 19,105 MO 1,592 HR 9.15	19,732 1,644 9.45	20,442 1,703 9.79	21,089 1,757 10.10	21,840 1,820 10.46	22,655 1,888 10.85	23,553 1,963 11.28	24,638 2,053 11.80	25,557 2,130 12.24	26,538 2,212 12.71	8
	J	9	YR 19,732 MO 1,644 HR 9.45	20,442 1,703 9.79	21,089 1,757 10.10	21,840 1,820 10.46	22,655 1,888 10.85	23,553 1,963 11.28	24,388 2,032 11.68	25,557 2,130 12.24	26,538 2,212 12.71	27,541 2,295 13.19	9
	J	10	YR 20,442 MO 1,703 HR 9.79	21,089 1,757 10.10	21,840 1,820 10.46	22,655 1,888 10.85	23,553 1,963 11.28	24,388 2,032 11.68	25,307 2,109 12.12	26,538 2,212 12.71	27,541 2,295 13.19	28,522 2,377 13.66	10
	J	11	YR 21,089 MO 1,757 HR 10.10	21,840 1,820 10.46	22,655 1,888 10.85	23,553 1,963 11.28	24,388 2,032 11.68	25,307 2,109 12.12	26,267 2,189 12.58	27,541 2,295 13.19	28,522 2,377 13.66	29,650 2,471 14.20	11
	J	12	YR 21,840 MO 1,820 HR 10.46	22,655 1,888 10.85	23,553 1,963 11.28	24,388 2,032 11.68	25,307 2,109 12.12	26,267 2,189 12.58	27,269 2,272 13.06	28,522 2,377 13.66	29,650 2,471 14.20	30,756 2,563 14.73	12
	J	13	YR 22,655 MO 1,888 HR 10.85	23,553 1,963 11.28	24,388 2,032 11.68	25,307 2,109 12.12	26,267 2,189 12.58	27,269 2,272 13.06	28,230 2,352 13.52	29,650 2,471 14.20	30,756 2,563 14.73	31,926 2,660 15.29	13
	J	14	YR 23,553 MO 1,963 HR 11.28	24,388 2,032 11.68	25,307 2,109 12.12	26,267 2,189 12.58	27,269 2,272 13.06	28,230 2,352 13.52	29,357 2,446 14.06	30,756 2,563 14.73	31,926 2,660 15.29	33,137 2,761 15.87	14
	J	15	YR 24,388 MO 2,032 HR 11.68	25,307 2,109 12.12	26,267 2,189 12.58	27,269 2,272 13.06	28,230 2,352 13.52	29,357 2,446 14.06	30,443 2,537 14.58	31,926 2,660 15.29	33,137 2,761 15.87	34,389 2,866 16.47	15

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

APPENDIX H (Cont.)

Compensation Grid 10
 Commissioner's Plan Supervisory
 Series J Ranges 1-29
 Effective 1/8/86-6/30/86

Comp Code			A	B	C	D	E	F	G	H	I	J	
Step			01	02	03	04	05	06	07	08	09	10	
Series	Range												Range
J	16	YR	25,307	26,267	27,269	28,230	29,357	30,443	31,612	33,137	34,389	35,705	16
		MO	2,109	2,189	2,272	2,352	2,446	2,537	2,634	2,761	2,866	2,975	
		HR	12.12	12.58	13.06	13.52	14.06	14.58	15.14	15.87	16.47	17.10	
J	17	YR	26,267	27,269	28,230	29,357	30,443	31,612	32,802	34,389	35,705	37,041	17
		MO	2,189	2,272	2,352	2,446	2,537	2,634	2,734	2,866	2,975	3,087	
		HR	12.58	13.06	13.52	14.06	14.58	15.14	15.71	16.47	17.10	17.74	
J	18	YR	27,269	28,230	29,357	30,443	31,612	32,802	34,055	35,705	37,041	38,419	18
		MO	2,272	2,352	2,446	2,537	2,634	2,734	2,838	2,975	3,087	3,202	
		HR	13.06	13.52	14.06	14.58	15.14	15.71	16.31	17.10	17.74	18.40	
J	19	YR	28,230	29,357	30,443	31,612	32,802	34,055	35,350	37,041	38,419	39,881	19
		MO	2,352	2,446	2,537	2,634	2,734	2,838	2,946	3,087	3,202	3,323	
		HR	13.52	14.06	14.58	15.14	15.71	16.31	16.93	17.74	18.40	19.10	
J	20	YR	29,357	30,443	31,612	32,802	34,055	35,350	36,665	38,419	39,881	41,280	20
		MO	2,446	2,537	2,634	2,734	2,838	2,946	3,055	3,202	3,323	3,440	
		HR	14.06	14.58	15.14	15.71	16.31	16.93	17.56	18.40	19.10	19.77	
J	21	YR	30,443	31,612	32,802	34,055	35,350	36,665	38,043	39,881	41,280	42,783	21
		MO	2,537	2,634	2,734	2,838	2,946	3,055	3,170	3,323	3,440	3,565	
		HR	14.58	15.14	15.71	16.31	16.93	17.56	18.22	19.10	19.77	20.49	
J	22	YR	31,612	32,802	34,055	35,350	36,665	38,043	39,484	41,280	42,783	44,328	22
		MO	2,634	2,734	2,838	2,946	3,055	3,170	3,290	3,440	3,565	3,694	
		HR	15.14	15.71	16.31	16.93	17.56	18.22	18.91	19.77	20.49	21.23	
J	23	YR	32,802	34,055	35,350	36,665	38,043	39,484	40,862	42,783	44,328	45,936	23
		MO	2,734	2,838	2,946	3,055	3,170	3,290	3,405	3,565	3,694	3,828	
		HR	15.71	16.31	16.93	17.56	18.22	18.91	19.57	20.49	21.23	22.00	
J	24	YR	34,055	35,350	36,665	38,043	39,484	40,862	42,366	44,328	45,936	47,565	24
		MO	2,838	2,946	3,055	3,170	3,290	3,405	3,530	3,694	3,828	3,964	
		HR	16.31	16.93	17.56	18.22	18.91	19.57	20.29	21.23	22.00	22.78	
J	25	YR	35,350	36,665	38,043	39,484	40,862	42,366	43,890	45,936	47,565	49,277	25
		MO	2,946	3,055	3,170	3,290	3,405	3,530	3,657	3,828	3,964	4,106	
		HR	16.93	17.56	18.22	18.91	19.57	20.29	21.02	22.00	22.78	23.60	
J	26	YR	36,665	38,043	39,484	40,862	42,366	43,890	45,477	47,565	49,277	51,052	26
		MO	3,055	3,170	3,290	3,405	3,530	3,657	3,790	3,964	4,106	4,254	
		HR	17.56	18.22	18.91	19.57	20.29	21.02	21.78	22.78	23.60	24.45	
J	27	YR	38,043	39,484	40,862	42,366	43,890	45,477	47,084	49,277	51,052	52,889	27
		MO	3,170	3,290	3,405	3,530	3,657	3,790	3,924	4,106	4,254	4,407	
		HR	18.22	18.91	19.57	20.29	21.02	21.78	22.55	23.60	24.45	25.33	
J	28	YR	39,484	40,862	42,366	43,890	45,477	47,084	48,797	51,052	52,889	54,810	28
		MO	3,290	3,405	3,530	3,657	3,790	3,924	4,066	4,254	4,407	4,568	
		HR	18.91	19.57	20.29	21.02	21.78	22.55	23.37	24.45	25.33	26.25	
J	29	YR	40,862	42,366	43,890	45,477	47,084	48,797	50,550	52,889	54,810		29
		MO	3,405	3,530	3,657	3,790	3,924	4,066	4,213	4,407	4,568		
		HR	19.57	20.29	21.02	21.78	22.55	23.37	24.21	25.33	26.25		

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

APPENDIX H (Cont.)

Compensation Grid 11 Positions in Units 217, 218, 219 and 221 with ranges unique to Commissioner's Plan Series G

			Effective 7/1/85 - 6/30/86		
<u>Class Title</u>	<u>Series</u>	<u>Comp Code</u>		<u>Minimum</u>	<u>Maximum</u>
Registered Nurse Principal	G	54J	YR	24,972	33,888
			MO	2081	2824
			HR	11.96	16.23
Registered Nurse Senior	G	53J	YR	23,427	31,738
			MO	1952	2645
			HR	11.22	15.20
Registered Nurse	G	51J	YR	21,611	28,730
			MO	1801	2394
			HR	10.35	13.76

APPENDIX H - GRID 12

HEALTH TREATMENT PROFESSIONAL
EFFECTIVE 7/1/85 - 6/30/86

COMP CODE		A	B	C	D	E	F	G	H	I	J
STEP		1	2	3	4	5	6	7	8	9	10
SERIES RANGE											
G	75	YR 25,390	26,351	27,269	28,313	29,441	30,527	31,696	32,928	34,201	
		MO 2,116	2,196	2,272	2,359	2,453	2,544	2,641	2,744	2,850	
		HR 12.16	12.62	13.06	13.56	14.10	14.62	15.18	15.77	16.38	
G	76	YR 26,225	27,165	28,167	29,211	30,213	31,299	32,468	33,638	34,849	
		MO 2,185	2,264	2,347	2,434	2,518	2,608	2,706	2,803	2,904	
		HR 12.56	13.01	13.49	13.99	14.47	14.99	15.55	16.11	16.69	
G	77	YR 27,165	28,167	29,211	30,213	31,299	32,468	33,638	34,849	36,143	
		MO 2,264	2,347	2,434	2,518	2,608	2,706	2,803	2,904	3,012	
		HR 13.01	13.49	13.99	14.47	14.99	15.55	16.11	16.69	17.31	
G	78	YR 28,167	29,211	30,213	31,299	32,468	33,638	34,849	36,143	37,396	
		MO 2,347	2,434	2,518	2,608	2,706	2,803	2,904	3,012	3,116	
		HR 13.49	13.99	14.47	14.99	15.55	16.11	16.69	17.31	17.91	
G	79	YR 28,313	29,441	30,527	31,696	32,928	34,201	35,454	36,791	38,169	
		MO 2,359	2,453	2,544	2,641	2,744	2,850	2,955	3,066	3,181	
		HR 13.56	14.10	14.62	15.18	15.77	16.38	16.98	17.62	18.28	
G	80	YR 31,299	32,468	33,638	34,849	36,143	37,396	38,879	40,340	41,781	
		MO 2,608	2,706	2,803	2,904	3,012	3,116	3,240	3,362	3,482	
		HR 14.99	15.55	16.11	16.69	17.31	17.91	18.62	19.32	20.01	
G	81	YR 32,468	33,638	34,849	36,143	37,396	38,879	40,340	41,781	43,389	
		MO 2,706	2,803	2,904	3,012	3,116	3,240	3,362	3,482	3,616	
		HR 15.55	16.11	16.69	17.31	17.91	18.62	19.32	20.01	20.78	
G	82	YR 36,143	37,396	38,879	40,340	41,781	43,389	44,892	46,500	48,149	
		MO 3,012	3,116	3,240	3,362	3,482	3,616	3,741	3,875	4,012	
		HR 17.31	17.91	18.62	19.32	20.01	20.78	21.50	22.27	23.06	
G	83	YR 37,104	38,419	39,860	41,301	42,783	44,370	45,894	47,439	49,110	50,864
		MO 3,092	3,202	3,322	3,442	3,565	3,698	3,825	3,953	4,092	4,239
		HR 17.77	18.40	19.09	19.78	20.49	21.25	21.98	22.72	23.52	24.36
G	84	YR 37,396	38,879	40,340	41,781	43,389	44,892	46,500	48,149	49,924	
		MO 3,116	3,240	3,362	3,482	3,616	3,741	3,875	4,012	4,160	
		HR 17.91	18.62	19.32	20.01	20.78	21.50	22.27	23.06	23.91	
G	85	YR 41,781	43,389	44,892	46,500	48,149	49,924	51,678	53,557	55,478	
		MO 3,482	3,616	3,741	3,875	4,012	4,160	4,307	4,463	4,623	
		HR 20.01	20.78	21.50	22.27	23.06	23.91	24.75	25.65	26.57	
G	86	YR 43,389	44,892	46,500	48,149	49,924	51,678	53,557	55,478	57,524	
		MO 3,616	3,741	3,875	4,012	4,160	4,307	4,463	4,623	4,794	
		HR 20.78	21.50	22.27	23.06	23.91	24.75	25.65	26.57	27.55	

APPENDIX I

Compensation Grid 13
 Commissioner's Plan Service, Health Care Non-Professional, and Clerical
 Series L, Ranges 42-77
 Effective 7/1/86-6/30/87

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
L	42	YR	11,776	12,027	12,340	12,612	12,925	13,280	13,572	13,864	14,136	14,365		42
		MO	981	1002	1028	1051	1077	1107	1131	1155	1178	1197		
		HR	5.64	5.76	5.91	6.04	6.19	6.36	6.50	6.64	6.77	6.88		
L	43	YR	12,027	12,340	12,612	12,925	13,280	13,572	13,864	14,136	14,365	14,679		43
		MO	1002	1028	1051	1077	1107	1131	1155	1178	1197	1223		
		HR	5.76	5.91	6.04	6.19	6.36	6.50	6.64	6.77	6.88	7.03		
L	44	YR	12,340	12,612	12,925	13,280	13,572	13,864	14,136	14,365	14,679	14,950		44
		MO	1028	1051	1077	1107	1131	1155	1178	1197	1223	1246		
		HR	5.91	6.04	6.19	6.36	6.50	6.64	6.77	6.88	7.03	7.16		
L	45	YR	12,612	12,925	13,280	13,572	13,864	14,136	14,365	14,679	14,950	15,305		45
		MO	1051	1077	1107	1131	1155	1178	1197	1223	1246	1275		
		HR	6.04	6.19	6.36	6.50	6.64	6.77	6.88	7.03	7.16	7.33		
L	46	YR	12,925	13,280	13,572	13,864	14,136	14,365	14,679	14,950	15,305	15,639		46
		MO	1077	1107	1131	1155	1178	1197	1223	1246	1275	1303		
		HR	6.19	6.36	6.50	6.64	6.77	6.88	7.03	7.16	7.33	7.49		
L	47	YR	13,280	13,572	13,864	14,136	14,365	14,679	14,950	15,305	15,639	15,952		47
		MO	1107	1131	1155	1178	1197	1223	1246	1275	1303	1329		
		HR	6.36	6.50	6.64	6.77	6.88	7.03	7.16	7.33	7.49	7.64		
L	48	YR	13,572	13,864	14,136	14,365	14,679	14,950	15,305	15,639	15,952	16,349		48
		MO	1131	1155	1178	1197	1223	1246	1275	1303	1329	1362		
		HR	6.50	6.64	6.77	6.88	7.03	7.16	7.33	7.49	7.64	7.83		
L	49	YR	13,864	14,136	14,365	14,679	14,950	15,242	15,639	15,952	16,349	16,725		49
		MO	1155	1178	1197	1223	1246	1270	1303	1329	1362	1394		
		HR	6.64	6.77	6.88	7.03	7.16	7.30	7.49	7.64	7.83	8.01		
L	50	YR	14,136	14,365	14,679	14,950	15,242	15,597	15,931	16,349	16,725	17,080		50
		MO	1178	1197	1223	1246	1270	1300	1328	1362	1394	1423		
		HR	6.77	6.88	7.03	7.16	7.30	7.47	7.63	7.83	8.01	8.18		
L	51	YR	14,365	14,679	14,950	15,242	15,597	15,931	16,349	16,725	17,080	17,497		51
		MO	1197	1223	1246	1270	1300	1328	1362	1394	1423	1458		
		HR	6.88	7.03	7.16	7.30	7.47	7.63	7.83	8.01	8.18	8.38		
L	52	YR	14,679	14,950	15,242	15,597	15,931	16,349	16,725	17,080	17,497	17,936		52
		MO	1223	1246	1270	1300	1328	1362	1394	1423	1458	1495		
		HR	7.03	7.16	7.30	7.47	7.63	7.83	8.01	8.18	8.38	8.59		
L	53	YR	14,950	15,242	15,597	15,931	16,349	16,725	17,080	17,497	17,936	18,416		53
		MO	1246	1270	1300	1328	1362	1394	1423	1458	1495	1535		
		HR	7.16	7.30	7.47	7.63	7.83	8.01	8.18	8.38	8.59	8.82		
L	54	YR	15,242	15,597	15,931	16,349	16,725	17,080	17,497	17,936	18,416	18,959		54
		MO	1270	1300	1328	1362	1394	1423	1458	1495	1535	1580		
		HR	7.30	7.47	7.63	7.83	8.01	8.18	8.38	8.59	8.82	9.08		
L	55	YR	15,597	15,931	16,349	16,725	17,080	17,497	17,936	18,416	18,959	19,418		55
		MO	1300	1328	1362	1394	1423	1458	1495	1535	1580	1618		
		HR	7.47	7.63	7.83	8.01	8.18	8.38	8.59	8.82	9.08	9.30		
L	56	YR	15,931	16,349	16,725	17,080	17,497	17,936	18,416	18,959	19,418	19,920		56
		MO	1328	1362	1394	1423	1458	1495	1535	1580	1618	1660		
		HR	7.63	7.83	8.01	8.18	8.38	8.59	8.82	9.08	9.30	9.54		
L	57	YR	16,349	16,725	17,080	17,497	17,936	18,416	18,959	19,418	19,920	20,462		57
		MO	1362	1394	1423	1458	1495	1535	1580	1618	1660	1705		
		HR	7.83	8.01	8.18	8.38	8.59	8.82	9.08	9.30	9.54	9.80		
L	58	YR	16,725	17,080	17,497	17,936	18,416	18,959	19,418	19,920	20,462	21,047		58
		MO	1394	1423	1458	1495	1535	1580	1618	1660	1705	1754		
		HR	8.01	8.18	8.38	8.59	8.82	9.08	9.30	9.54	9.80	10.08		
L	59	YR	17,080	17,497	17,936	18,416	18,959	19,418	19,920	20,462	21,047	21,611	22,195	59
		MO	1423	1458	1495	1535	1580	1618	1660	1705	1754	1801	1850	
		HR	8.18	8.38	8.59	8.82	9.08	9.30	9.54	9.80	10.08	10.35	10.63	

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 I (Cont.)

Compensation Grid 13
 Commissioner's Plan Service, Health Care Non-Professional, and Clerical
 Series L, Ranges 42-77
 Effective 7/1/86-6/30/87

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
L	60	YR	17,497	17,936	18,416	18,959	19,418	19,920	20,462	21,047	21,611	22,195	22,884	60
		MO	1458	1495	1535	1580	1618	1660	1705	1754	1801	1850	1907	
		HR	8.38	8.59	8.82	9.08	9.30	9.54	9.80	10.08	10.35	10.63	10.96	
L	61	YR	17,936	18,416	18,959	19,418	19,920	20,462	21,047	21,611	22,195	22,884	61	
		MO	1495	1535	1580	1618	1660	1705	1754	1801	1850	1907		
		HR	8.59	8.82	9.08	9.30	9.54	9.80	10.08	10.35	10.63	10.96		
L	62	YR	18,416	18,959	19,418	19,920	20,462	21,047	21,611	22,195	22,884	23,532	62	
		MO	1535	1580	1618	1660	1705	1754	1801	1850	1907	1961		
		HR	8.82	9.08	9.30	9.54	9.80	10.08	10.35	10.63	10.96	11.27		
L	63	YR	18,959	19,418	19,920	20,462	21,047	21,611	22,195	22,884	23,532	24,200	63	
		MO	1580	1618	1660	1705	1754	1801	1850	1907	1961	2017		
		HR	9.08	9.30	9.54	9.80	10.08	10.35	10.63	10.96	11.27	11.59		
L	64	YR	19,418	19,920	20,462	21,047	21,611	22,195	22,884	23,532	24,200	24,868	64	
		MO	1618	1660	1705	1754	1801	1850	1907	1961	2017	2072		
		HR	9.30	9.54	9.80	10.08	10.35	10.63	10.96	11.27	11.59	11.91		
L	65	YR	19,920	20,462	21,047	21,611	22,195	22,884	23,532	24,200	24,868	25,536	65	
		MO	1660	1705	1754	1801	1850	1907	1961	2017	2072	2128		
		HR	9.54	9.80	10.08	10.35	10.63	10.96	11.27	11.59	11.91	12.23		
L	66	YR	20,462	21,047	21,611	22,195	22,884	23,532	24,200	24,868	25,536	26,184	66	
		MO	1705	1754	1801	1850	1907	1961	2017	2072	2128	2182		
		HR	9.80	10.08	10.35	10.63	10.96	11.27	11.59	11.91	12.23	12.54		
L	67	YR	21,047	21,611	22,195	22,884	23,532	24,200	24,868	25,536	26,184	26,935	67	
		MO	1754	1801	1850	1907	1961	2017	2072	2128	2182	2245		
		HR	10.08	10.35	10.63	10.96	11.27	11.59	11.91	12.23	12.54	12.90		
L	68	YR	21,611	22,195	22,884	23,532	24,200	24,868	25,536	26,184	26,935	27,666	68	
		MO	1801	1850	1907	1961	2017	2072	2128	2182	2245	2306		
		HR	10.35	10.63	10.96	11.27	11.59	11.91	12.23	12.54	12.90	13.25		
L	69	YR	22,195	22,884	23,532	24,200	24,868	25,536	26,184	26,935	27,666	28,376	69	
		MO	1850	1907	1961	2017	2072	2128	2182	2245	2306	2365		
		HR	10.63	10.96	11.27	11.59	11.91	12.23	12.54	12.90	13.25	13.59		
L	70	YR	22,884	23,532	24,200	24,868	25,536	26,184	26,935	27,666	28,376	29,148	70	
		MO	1907	1961	2017	2072	2128	2182	2245	2306	2365	2429		
		HR	10.96	11.27	11.59	11.91	12.23	12.54	12.90	13.25	13.59	13.96		
L	71	YR	23,532	24,200	24,868	25,536	26,184	26,935	27,666	28,376	29,148	29,900	71	
		MO	1961	2017	2072	2128	2182	2245	2306	2365	2429	2492		
		HR	11.27	11.59	11.91	12.23	12.54	12.90	13.25	13.59	13.96	14.32		
L	72	YR	24,200	24,868	25,536	26,184	26,935	27,666	28,376	29,148	29,900	30,610	72	
		MO	2017	2072	2128	2182	2245	2306	2365	2429	2492	2551		
		HR	11.59	11.91	12.23	12.54	12.90	13.25	13.59	13.96	14.32	14.66		
L	73	YR	24,868	25,536	26,184	26,935	27,666	28,376	29,148	29,900	30,610	31,383	73	
		MO	2072	2128	2182	2245	2306	2365	2429	2492	2551	2615		
		HR	11.91	12.23	12.54	12.90	13.25	13.59	13.96	14.32	14.66	15.03		
L	74	YR	25,536	26,184	26,935	27,666	28,376	29,148	29,900	30,610	31,383	32,093	74	
		MO	2128	2182	2245	2306	2365	2429	2492	2551	2615	2674		
		HR	12.23	12.54	12.90	13.25	13.59	13.96	14.32	14.66	15.03	15.37		
L	75	YR	26,184	26,935	27,666	28,376	29,148	29,900	30,610	31,383	32,093	32,865	75	
		MO	2182	2245	2306	2365	2429	2492	2551	2615	2674	2739		
		HR	12.54	12.90	13.25	13.59	13.96	14.32	14.66	15.03	15.37	15.74		
L	76	YR	26,935	27,666	28,376	29,148	29,900	30,610	31,383	32,093	32,865	33,575	76	
		MO	2245	2306	2365	2429	2492	2551	2615	2674	2739	2798		
		HR	12.90	13.25	13.59	13.96	14.32	14.66	15.03	15.37	15.74	16.08		
L	77	YR	27,666	28,376	29,148	29,900	30,610	31,383	32,093	32,865	33,575	34,306	77	
		MO	2306	2365	2429	2492	2551	2615	2674	2739	2798	2859		
		HR	13.25	13.59	13.96	14.32	14.66	15.03	15.37	15.74	16.08	16.43		

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 I (Cont.)

Compensation Grid 14
Commissioner's Plan Technical
Series C Ranges 42-77
Effective 7/1/86-6/30/87

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
C	42	YR	11,776	12,027	12,361	12,674	13,008	13,426	13,697	14,010	14,324	14,616	42
		MO	981	1002	1030	1056	1084	1119	1141	1168	1194	1218	
		HR	5.64	5.76	5.92	6.07	6.23	6.43	6.56	6.71	6.86	7.00	
C	43	YR	12,027	12,361	12,674	13,008	13,426	13,697	14,010	14,324	14,616	14,908	43
		MO	1002	1030	1056	1084	1119	1141	1168	1194	1218	1242	
		HR	5.76	5.92	6.07	6.23	6.43	6.56	6.71	6.86	7.00	7.14	
C	44	YR	12,361	12,674	13,008	13,426	13,697	14,010	14,324	14,616	14,908	15,222	44
		MO	1030	1056	1084	1119	1141	1168	1194	1218	1242	1268	
		HR	5.92	6.07	6.23	6.43	6.56	6.71	6.86	7.00	7.14	7.29	
C	45	YR	12,674	13,008	13,426	13,697	14,010	14,324	14,616	14,908	15,222	15,639	45
		MO	1056	1084	1119	1141	1168	1194	1218	1242	1268	1303	
		HR	6.07	6.23	6.43	6.56	6.71	6.86	7.00	7.14	7.29	7.49	
C	46	YR	13,008	13,426	13,697	14,010	14,324	14,616	14,908	15,222	15,639	15,994	46
		MO	1084	1119	1141	1168	1194	1218	1242	1268	1303	1333	
		HR	6.23	6.43	6.56	6.71	6.86	7.00	7.14	7.29	7.49	7.66	
C	47	YR	13,426	13,697	14,010	14,324	14,616	14,908	15,222	15,639	15,994	16,370	47
		MO	1119	1141	1168	1194	1218	1242	1268	1303	1333	1364	
		HR	6.43	6.56	6.71	6.86	7.00	7.14	7.29	7.49	7.66	7.84	
C	48	YR	13,697	14,010	14,324	14,616	14,908	15,222	15,639	15,994	16,370	16,788	48
		MO	1141	1168	1194	1218	1242	1268	1303	1333	1364	1399	
		HR	6.56	6.71	6.86	7.00	7.14	7.29	7.49	7.66	7.84	8.04	
C	49	YR	14,010	14,324	14,616	14,908	15,222	15,556	15,994	16,370	16,788	17,163	49
		MO	1168	1194	1218	1242	1268	1296	1333	1364	1399	1430	
		HR	6.71	6.86	7.00	7.14	7.29	7.45	7.66	7.84	8.04	8.22	
C	50	YR	14,324	14,616	14,908	15,222	15,556	15,931	16,349	16,788	17,163	17,581	50
		MO	1194	1218	1242	1268	1296	1328	1362	1399	1430	1465	
		HR	6.86	7.00	7.14	7.29	7.45	7.63	7.83	8.04	8.22	8.42	
C	51	YR	14,616	14,908	15,222	15,556	15,931	16,349	16,788	17,163	17,581	17,999	51
		MO	1218	1242	1268	1296	1328	1362	1399	1430	1465	1500	
		HR	7.00	7.14	7.29	7.45	7.63	7.83	8.04	8.22	8.42	8.62	
C	52	YR	14,908	15,222	15,556	15,931	16,349	16,788	17,163	17,581	17,999	18,500	52
		MO	1242	1268	1296	1328	1362	1399	1430	1465	1500	1542	
		HR	7.14	7.29	7.45	7.63	7.83	8.04	8.22	8.42	8.62	8.86	
C	53	YR	15,222	15,556	15,931	16,349	16,788	17,163	17,581	17,999	18,500	19,043	53
		MO	1268	1296	1328	1362	1399	1430	1465	1500	1542	1587	
		HR	7.29	7.45	7.63	7.83	8.04	8.22	8.42	8.62	8.86	9.12	
C	54	YR	15,556	15,931	16,349	16,788	17,163	17,581	17,999	18,500	19,043	19,606	54
		MO	1296	1328	1362	1399	1430	1465	1500	1542	1587	1634	
		HR	7.45	7.63	7.83	8.04	8.22	8.42	8.62	8.86	9.12	9.39	
C	55	YR	15,931	16,349	16,788	17,163	17,581	17,999	18,500	19,043	19,606	20,128	55
		MO	1328	1362	1399	1430	1465	1500	1542	1587	1634	1677	
		HR	7.63	7.83	8.04	8.22	8.42	8.62	8.86	9.12	9.39	9.64	
C	56	YR	16,349	16,788	17,163	17,581	17,999	18,500	19,043	19,606	20,128	20,692	56
		MO	1362	1399	1430	1465	1500	1542	1587	1634	1677	1724	
		HR	7.83	8.04	8.22	8.42	8.62	8.86	9.12	9.39	9.64	9.91	
C	57	YR	16,788	17,163	17,581	17,999	18,500	19,043	19,606	20,128	20,692	21,298	57
		MO	1399	1430	1465	1500	1542	1587	1634	1677	1724	1775	
		HR	8.04	8.22	8.42	8.62	8.86	9.12	9.39	9.64	9.91	10.20	
C	58	YR	17,163	17,581	17,999	18,500	19,043	19,606	20,128	20,692	21,298	21,924	58
		MO	1430	1465	1500	1542	1587	1634	1677	1724	1775	1827	
		HR	8.22	8.42	8.62	8.86	9.12	9.39	9.64	9.91	10.20	10.50	
C	59	YR	17,581	17,999	18,500	19,043	19,606	20,128	20,692	21,298	21,924	22,550	59
		MO	1465	1500	1542	1587	1634	1677	1724	1775	1827	1879	
		HR	8.42	8.62	8.86	9.12	9.39	9.64	9.91	10.20	10.50	10.80	

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 I (Cont.)

Compensation Grid 14
 Commissioner's Plan Technical
 Series C Ranges 42-77
 Effective 7/1/86-6/30/87

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
C	60	YR	17,999	18,500	19,043	19,606	20,128	20,692	21,298	21,924	22,550	23,198	60
		MO	1500	1542	1587	1634	1677	1724	1775	1827	1879	1933	
		HR	8.62	8.86	9.12	9.39	9.64	9.91	10.20	10.50	10.80	11.11	
C	61	YR	18,500	19,043	19,606	20,128	20,692	21,298	21,924	22,550	23,198	23,908	61
		MO	1542	1587	1634	1677	1724	1775	1827	1879	1933	1992	
		HR	8.86	9.12	9.39	9.64	9.91	10.20	10.50	10.80	11.11	11.45	
C	62	YR	19,043	19,606	20,128	20,692	21,298	21,924	22,550	23,198	23,908	24,618	62
		MO	1587	1634	1677	1724	1775	1827	1879	1933	1992	2051	
		HR	9.12	9.39	9.64	9.91	10.20	10.50	10.80	11.11	11.45	11.79	
C	63	YR	19,606	20,128	20,692	21,298	21,924	22,550	23,198	23,908	24,618	25,348	63
		MO	1634	1677	1724	1775	1827	1879	1933	1992	2051	2112	
		HR	9.39	9.64	9.91	10.20	10.50	10.80	11.11	11.45	11.79	12.14	
C	64	YR	20,128	20,692	21,298	21,924	22,550	23,198	23,908	24,618	25,348	26,058	64
		MO	1677	1724	1775	1827	1879	1933	1992	2051	2112	2172	
		HR	9.64	9.91	10.20	10.50	10.80	11.11	11.45	11.79	12.14	12.48	
C	65	YR	20,692	21,298	21,924	22,550	23,198	23,908	24,618	25,348	26,058	26,789	65
		MO	1724	1775	1827	1879	1933	1992	2051	2112	2172	2232	
		HR	9.91	10.20	10.50	10.80	11.11	11.45	11.79	12.14	12.48	12.83	
C	66	YR	21,298	21,924	22,550	23,198	23,908	24,618	25,348	26,058	26,789	27,562	66
		MO	1775	1827	1879	1933	1992	2051	2112	2172	2232	2297	
		HR	10.20	10.50	10.80	11.11	11.45	11.79	12.14	12.48	12.83	13.20	
C	67	YR	21,924	22,550	23,198	23,908	24,618	25,348	26,058	26,789	27,562	28,313	67
		MO	1827	1879	1933	1992	2051	2112	2172	2232	2297	2359	
		HR	10.50	10.80	11.11	11.45	11.79	12.14	12.48	12.83	13.20	13.56	
C	68	YR	22,550	23,198	23,908	24,618	25,348	26,058	26,789	27,562	28,313	29,148	68
		MO	1879	1933	1992	2051	2112	2172	2232	2297	2359	2429	
		HR	10.80	11.11	11.45	11.79	12.14	12.48	12.83	13.20	13.56	13.96	
C	69	YR	23,198	23,908	24,618	25,348	26,058	26,789	27,562	28,313	29,148	29,942	69
		MO	1933	1992	2051	2112	2172	2232	2297	2359	2429	2495	
		HR	11.11	11.45	11.79	12.14	12.48	12.83	13.20	13.56	13.96	14.34	
C	70	YR	23,908	24,618	25,348	26,058	26,789	27,562	28,313	29,148	29,942	30,735	70
		MO	1992	2051	2112	2172	2232	2297	2359	2429	2495	2561	
		HR	11.45	11.79	12.14	12.48	12.83	13.20	13.56	13.96	14.34	14.72	
C	71	YR	24,618	25,348	26,058	26,789	27,562	28,313	29,148	29,942	30,735	31,550	71
		MO	2051	2112	2172	2232	2297	2359	2429	2495	2561	2629	
		HR	11.79	12.14	12.48	12.83	13.20	13.56	13.96	14.34	14.72	15.11	
C	72	YR	25,348	26,058	26,789	27,562	28,313	29,148	29,942	30,735	31,550	32,364	72
		MO	2112	2172	2232	2297	2359	2429	2495	2561	2629	2697	
		HR	12.14	12.48	12.83	13.20	13.56	13.96	14.34	14.72	15.11	15.50	
C	73	YR	26,058	26,789	27,562	28,313	29,148	29,942	30,735	31,550	32,364	33,157	73
		MO	2172	2232	2297	2359	2429	2495	2561	2629	2697	2763	
		HR	12.48	12.83	13.20	13.56	13.96	14.34	14.72	15.11	15.50	15.88	
C	74	YR	26,789	27,562	28,313	29,148	29,942	30,735	31,550	32,364	33,157	33,972	74
		MO	2232	2297	2359	2429	2495	2561	2629	2697	2763	2831	
		HR	12.83	13.20	13.56	13.96	14.34	14.72	15.11	15.50	15.88	16.27	
C	75	YR	27,562	28,313	29,148	29,942	30,735	31,550	32,364	33,157	33,972	34,786	75
		MO	2297	2359	2429	2495	2561	2629	2697	2763	2831	2899	
		HR	13.20	13.56	13.96	14.34	14.72	15.11	15.50	15.88	16.27	16.66	
C	76	YR	28,313	29,148	29,942	30,735	31,550	32,364	33,157	33,972	34,786	35,600	76
		MO	2359	2429	2495	2561	2629	2697	2763	2831	2899	2967	
		HR	13.56	13.96	14.34	14.72	15.11	15.50	15.88	16.27	16.66	17.05	
C	77	YR	29,148	29,942	30,735	31,550	32,364	33,157	33,972	34,786	35,600	36,352	77
		MO	2429	2495	2561	2629	2697	2763	2831	2899	2967	3029	
		HR	13.96	14.34	14.72	15.11	15.50	15.88	16.27	16.66	17.05	17.41	

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

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

APPENDIX I (Cont.)

Compensation Grid 15
Commissioner's Plan Professional
Series A Ranges 1-30
Effective 7/23/86-6/30/87

Comp Code			A	B	C	D	E	F	G	H	I	J	
Step			01	02	03	04	05	06	07	08	09	10	
Series	Range												Range
A	1	YR	18,103	18,813	19,544	20,212	20,922	21,548	22,258	23,010	23,803	24,638	1
		MO	1,509	1,568	1,629	1,684	1,743	1,796	1,855	1,917	1,984	2,053	
		HR	8.67	9.01	9.36	9.68	10.02	10.32	10.66	11.02	11.40	11.80	
A	2	YR	18,813	19,544	20,212	20,922	21,548	22,258	23,010	23,803	24,638	25,474	2
		MO	1,568	1,629	1,684	1,743	1,796	1,855	1,917	1,984	2,053	2,123	
		HR	9.01	9.36	9.68	10.02	10.32	10.66	11.02	11.40	11.80	12.20	
A	3	YR	19,544	20,212	20,922	21,548	22,258	23,010	23,803	24,638	25,474	26,392	3
		MO	1,629	1,684	1,743	1,796	1,855	1,917	1,984	2,053	2,123	2,199	
		HR	9.36	9.68	10.02	10.32	10.66	11.02	11.40	11.80	12.20	12.64	
A	4	YR	20,212	20,922	21,548	22,258	23,010	23,803	24,638	25,474	26,392	27,290	4
		MO	1,684	1,743	1,796	1,855	1,917	1,984	2,053	2,123	2,199	2,274	
		HR	9.68	10.02	10.32	10.66	11.02	11.40	11.80	12.20	12.64	13.07	
A	5	YR	20,922	21,548	22,258	23,010	23,803	24,638	25,474	26,392	27,290	28,251	5
		MO	1,743	1,796	1,855	1,917	1,984	2,053	2,123	2,199	2,274	2,354	
		HR	10.02	10.32	10.66	11.02	11.40	11.80	12.20	12.64	13.07	13.53	
A	6	YR	21,548	22,258	23,010	23,803	24,638	25,474	26,392	27,290	28,251	29,295	6
		MO	1,796	1,855	1,917	1,984	2,053	2,123	2,199	2,274	2,354	2,441	
		HR	10.32	10.66	11.02	11.40	11.80	12.20	12.64	13.07	13.53	14.03	
A	7	YR	22,258	23,010	23,803	24,638	25,474	26,392	27,290	28,251	29,295	30,380	7
		MO	1,855	1,917	1,984	2,053	2,123	2,199	2,274	2,354	2,441	2,532	
		HR	10.66	11.02	11.40	11.80	12.20	12.64	13.07	13.53	14.03	14.55	
A	8	YR	23,010	23,803	24,638	25,474	26,392	27,290	28,251	29,295	30,380	31,445	8
		MO	1,917	1,984	2,053	2,123	2,199	2,274	2,354	2,441	2,532	2,620	
		HR	11.02	11.40	11.80	12.20	12.64	13.07	13.53	14.03	14.55	15.06	
A	9	YR	23,803	24,638	25,474	26,392	27,290	28,251	29,295	30,380	31,445	32,573	9
		MO	1,984	2,053	2,123	2,199	2,274	2,354	2,441	2,532	2,620	2,714	
		HR	11.40	11.80	12.20	12.64	13.07	13.53	14.03	14.55	15.06	15.60	
A	10	YR	24,638	25,474	26,392	27,290	28,251	29,295	30,380	31,445	32,573	33,784	10
		MO	2,053	2,123	2,199	2,274	2,354	2,441	2,532	2,620	2,714	2,815	
		HR	11.80	12.20	12.64	13.07	13.53	14.03	14.55	15.06	15.60	16.18	
A	11	YR	25,474	26,392	27,290	28,251	29,295	30,380	31,445	32,573	33,784	34,974	11
		MO	2,123	2,199	2,274	2,354	2,441	2,532	2,620	2,714	2,815	2,915	
		HR	12.20	12.64	13.07	13.53	14.03	14.55	15.06	15.60	16.18	16.75	
A	12	YR	26,392	27,290	28,251	29,295	30,380	31,445	32,573	33,784	34,974	36,289	12
		MO	2,199	2,274	2,354	2,441	2,532	2,620	2,714	2,815	2,915	3,024	
		HR	12.64	13.07	13.53	14.03	14.55	15.06	15.60	16.18	16.75	17.38	
A	13	YR	27,290	28,251	29,295	30,380	31,445	32,573	33,784	34,974	36,289	37,584	13
		MO	2,274	2,354	2,441	2,532	2,620	2,714	2,815	2,915	3,024	3,132	
		HR	13.07	13.53	14.03	14.55	15.06	15.60	16.18	16.75	17.38	18.00	
A	14	YR	28,251	29,295	30,380	31,445	32,573	33,784	34,974	36,289	37,584	38,920	14
		MO	2,354	2,441	2,532	2,620	2,714	2,815	2,915	3,024	3,132	3,243	
		HR	13.53	14.03	14.55	15.06	15.60	16.18	16.75	17.38	18.00	18.64	
A	15	YR	29,295	30,380	31,445	32,573	33,784	34,974	36,289	37,584	38,920	40,465	15
		MO	2,441	2,532	2,620	2,714	2,815	2,915	3,024	3,132	3,243	3,372	
		HR	14.03	14.55	15.06	15.60	16.18	16.75	17.38	18.00	18.64	19.38	
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													

Compensation Grid 15
Commissioner's Plan Professional
Series A Ranges 1-30
Effective 7/23/86-6/30/87

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APPENDIX I (Cont.)

Compensation Grid 16
Commissioner's Plan Supervisory
Series J Ranges 1-29
Effective 7/1/86-6/30/87

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											
J	1	YR	16,495	16,913	17,330	17,790	18,270	18,813	19,314	20,066	20,713	1
		MO	1,375	1,409	1,444	1,482	1,523	1,568	1,610	1,672	1,726	
		HR	7.90	8.10	8.30	8.52	8.75	9.01	9.25	9.61	9.92	
J	2	YR	16,913	17,330	17,790	18,270	18,813	19,314	19,878	20,713	21,277	2
		MO	1,409	1,444	1,482	1,523	1,568	1,610	1,656	1,726	1,773	
		HR	8.10	8.30	8.52	8.75	9.01	9.25	9.52	9.92	10.19	
J	3	YR	17,330	17,790	18,270	18,813	19,314	19,878	20,525	21,277	21,924	3
		MO	1,444	1,482	1,523	1,568	1,610	1,656	1,710	1,773	1,827	
		HR	8.30	8.52	8.75	9.01	9.25	9.52	9.83	10.19	10.50	
J	4	YR	17,790	18,270	18,813	19,314	19,878	20,525	21,110	21,924	22,613	4
		MO	1,482	1,523	1,568	1,610	1,656	1,710	1,759	1,827	1,884	
		HR	8.52	8.75	9.01	9.25	9.52	9.83	10.11	10.50	10.83	
J	5	YR	18,270	18,813	19,314	19,878	20,525	21,151	21,757	22,717	23,344	5
		MO	1,523	1,568	1,610	1,656	1,710	1,763	1,813	1,893	1,945	
		HR	8.75	9.01	9.25	9.52	9.83	10.13	10.42	10.88	11.18	
J	6	YR	18,813	19,314	19,878	20,525	21,214	21,840	22,550	23,344	24,054	6
		MO	1,568	1,610	1,656	1,710	1,768	1,820	1,879	1,945	2,004	
		HR	9.01	9.25	9.52	9.83	10.16	10.46	10.80	11.18	11.52	
J	7	YR	19,314	19,878	20,525	21,256	21,882	22,634	23,323	24,054	24,805	7
		MO	1,610	1,656	1,710	1,771	1,824	1,886	1,944	2,004	2,067	
		HR	9.25	9.52	9.83	10.18	10.48	10.84	11.17	11.52	11.88	
J	8	YR	19,878	20,525	21,256	21,924	22,717	23,553	24,492	25,620	26,580	8
		MO	1,656	1,710	1,771	1,827	1,893	1,963	2,041	2,135	2,215	
		HR	9.52	9.83	10.18	10.50	10.88	11.28	11.73	12.27	12.73	
J	9	YR	20,525	21,256	21,924	22,717	23,553	24,492	25,369	26,580	27,603	9
		MO	1,710	1,771	1,827	1,893	1,963	2,041	2,114	2,215	2,300	
		HR	9.83	10.18	10.50	10.88	11.28	11.73	12.15	12.73	13.22	
J	10	YR	21,256	21,924	22,717	23,553	24,492	25,369	26,309	27,603	28,647	10
		MO	1,771	1,827	1,893	1,963	2,041	2,114	2,192	2,300	2,387	
		HR	10.18	10.50	10.88	11.28	11.73	12.15	12.60	13.22	13.72	
J	11	YR	21,924	22,717	23,553	24,492	25,369	26,309	27,311	28,647	29,670	11
		MO	1,827	1,893	1,963	2,041	2,114	2,192	2,276	2,387	2,473	
		HR	10.50	10.88	11.28	11.73	12.15	12.60	13.08	13.72	14.21	
J	12	YR	22,717	23,553	24,492	25,369	26,309	27,311	28,355	29,670	30,840	12
		MO	1,893	1,963	2,041	2,114	2,192	2,276	2,363	2,473	2,570	
		HR	10.88	11.28	11.73	12.15	12.60	13.08	13.58	14.21	14.77	
J	13	YR	23,553	24,492	25,369	26,309	27,311	28,355	29,357	30,840	31,988	13
		MO	1,963	2,041	2,114	2,192	2,276	2,363	2,446	2,570	2,666	
		HR	11.28	11.73	12.15	12.60	13.08	13.58	14.06	14.77	15.32	
J	14	YR	24,492	25,369	26,309	27,311	28,355	29,357	30,527	31,988	33,199	14
		MO	2,041	2,114	2,192	2,276	2,363	2,446	2,544	2,666	2,767	
		HR	11.73	12.15	12.60	13.08	13.58	14.06	14.62	15.32	15.90	
J	15	YR	25,369	26,309	27,311	28,355	29,357	30,527	31,654	33,199	34,452	15
		MO	2,114	2,192	2,276	2,363	2,446	2,544	2,638	2,767	2,871	
		HR	12.15	12.60	13.08	13.58	14.06	14.62	15.16	15.90	16.50	
Step		01	02	03	04	05	06	07	08	09	10	
Comp Code		A	B	C	D	E	F	G	H	I	J	
YR - Yearly Salary Rate												
MO - Monthly Salary Rate												
HR - Hourly Salary Rate												

APPENDIX I (Cont.)

Compensation Grid 16
 Commissioner's Plan Supervisory
 Series J Ranges 1-29
 Effective 7/1/86-6/30/87

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												
J	16	YR	26,309	27,311	28,355	29,357	30,527	31,654	32,886	34,452	35,767	37,125	16
		MO	2,192	2,276	2,363	2,446	2,544	2,638	2,741	2,871	2,981	3,094	
		HR	12.60	13.08	13.58	14.06	14.62	15.16	15.75	16.50	17.13	17.78	
J	17	YR	27,311	28,355	29,357	30,527	31,654	32,886	34,118	35,767	37,125	38,524	17
		MO	2,276	2,363	2,446	2,544	2,638	2,741	2,843	2,981	3,094	3,210	
		HR	13.08	13.58	14.06	14.62	15.16	15.75	16.34	17.13	17.78	18.45	
J	18	YR	28,355	29,357	30,527	31,654	32,886	34,118	35,412	37,125	38,524	39,964	18
		MO	2,363	2,446	2,544	2,638	2,741	2,843	2,951	3,094	3,210	3,330	
		HR	13.58	14.06	14.62	15.16	15.75	16.34	16.96	17.78	18.45	19.14	
J	19	YR	29,357	30,527	31,654	32,886	34,118	35,412	36,770	38,524	39,964	41,468	19
		MO	2,446	2,544	2,638	2,741	2,843	2,951	3,064	3,210	3,330	3,456	
		HR	14.06	14.62	15.16	15.75	16.34	16.96	17.61	18.45	19.14	19.86	
J	20	YR	30,527	31,654	32,886	34,118	35,412	36,770	38,127	39,964	41,468	42,929	20
		MO	2,544	2,638	2,741	2,843	2,951	3,064	3,177	3,330	3,456	3,577	
		HR	14.62	15.16	15.75	16.34	16.96	17.61	18.26	19.14	19.86	20.56	
J	21	YR	31,654	32,886	34,118	35,412	36,770	38,127	39,568	41,468	42,929	44,495	21
		MO	2,638	2,741	2,843	2,951	3,064	3,177	3,297	3,456	3,577	3,708	
		HR	15.16	15.75	16.34	16.96	17.61	18.26	18.95	19.86	20.56	21.31	
J	22	YR	32,886	34,118	35,412	36,770	38,127	39,568	41,071	42,929	44,495	46,103	22
		MO	2,741	2,843	2,951	3,064	3,177	3,297	3,423	3,577	3,708	3,842	
		HR	15.75	16.34	16.96	17.61	18.26	18.95	19.67	20.56	21.31	22.08	
J	23	YR	34,118	35,412	36,770	38,127	39,568	41,071	42,491	44,495	46,103	47,773	23
		MO	2,843	2,951	3,064	3,177	3,297	3,423	3,541	3,708	3,842	3,981	
		HR	16.34	16.96	17.61	18.26	18.95	19.67	20.35	21.31	22.08	22.88	
J	24	YR	35,412	36,770	38,127	39,568	41,071	42,491	44,057	46,103	47,773	49,465	24
		MO	2,951	3,064	3,177	3,297	3,423	3,541	3,671	3,842	3,981	4,122	
		HR	16.96	17.61	18.26	18.95	19.67	20.35	21.10	22.08	22.88	23.69	
J	25	YR	36,770	38,127	39,568	41,071	42,491	44,057	45,644	47,773	49,465	51,240	25
		MO	3,064	3,177	3,297	3,423	3,541	3,671	3,804	3,981	4,122	4,270	
		HR	17.61	18.26	18.95	19.67	20.35	21.10	21.86	22.88	23.69	24.54	
J	26	YR	38,127	39,568	41,071	42,491	44,057	45,644	47,293	49,465	51,240	53,098	26
		MO	3,177	3,297	3,423	3,541	3,671	3,804	3,941	4,122	4,270	4,425	
		HR	18.26	18.95	19.67	20.35	21.10	21.86	22.65	23.69	24.54	25.43	
J	27	YR	39,568	41,071	42,491	44,057	45,644	47,293	48,964	51,240	53,098	54,998	27
		MO	3,297	3,423	3,541	3,671	3,804	3,941	4,080	4,270	4,425	4,583	
		HR	18.95	19.67	20.35	21.10	21.86	22.65	23.45	24.54	25.43	26.34	
J	28	YR	41,071	42,491	44,057	45,644	47,293	48,964	50,738	53,098	54,998	57,002	28
		MO	3,423	3,541	3,671	3,804	3,941	4,080	4,228	4,425	4,583	4,750	
		HR	19.67	20.35	21.10	21.86	22.65	23.45	24.30	25.43	26.34	27.30	
J	29	YR	42,491	44,057	45,644	47,293	48,964	50,738	52,576	54,998	57,002		29
		MO	3,541	3,671	3,804	3,941	4,080	4,228	4,381	4,583	4,750		
		HR	20.35	21.10	21.86	22.65	23.45	24.30	25.18	26.34	27.30		

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

APPENDIX I (Cont.)

Compensation Grid 17
Positions in Units 217, 218, 219 and 221
with ranges unique to Commissioner's Plan
Series G

<u>Class Title</u>	<u>Series</u>	<u>Comp Code</u>	Effective 7/1/86 - 6/30/87	
			<u>Minimum</u>	<u>Maximum</u>
Registered Nurse Principal	G	54J	YR	25,975
			MO	2165
			HR	12.44
Registered Nurse Senior	G	53J	YR	24,367
			MO	2031
			HR	11.67
Registered Nurse	G	51J	YR	22,467
			MO	1872
			HR	10.76

APPENDIX I - GRID 18
HEALTH TREATMENT PROFESSIONAL
EFFECTIVE 7/1/86 - 6/30/87

COMP CODE		A	B	C	D	E	F	G	H	I	J
STEP		1	2	3	4	5	6	7	8	9	10
SERIES RANGE											
G	75	YR 26,413	27,395	28,355	29,441	30,610	31,738	32,970	34,243	35,580	
		MO 2,201	2,283	2,363	2,453	2,551	2,645	2,747	2,854	2,965	
		HR 12.65	13.12	13.58	14.10	14.66	15.20	15.79	16.40	17.04	
G	76	YR 27,269	28,251	29,295	30,380	31,424	32,552	33,763	34,974	36,248	
		MO 2,272	2,354	2,441	2,532	2,619	2,713	2,814	2,915	3,021	
		HR 13.06	13.53	14.03	14.55	15.05	15.59	16.17	16.75	17.36	
G	77	YR 28,251	29,295	30,380	31,424	32,552	33,763	34,974	36,248	37,584	
		MO 2,354	2,441	2,532	2,619	2,713	2,814	2,915	3,021	3,132	
		HR 13.53	14.03	14.55	15.05	15.59	16.17	16.75	17.36	18.00	
G	78	YR 29,295	30,380	31,424	32,552	33,763	34,974	36,248	37,584	38,899	
		MO 2,441	2,532	2,619	2,713	2,814	2,915	3,021	3,132	3,242	
		HR 14.03	14.55	15.05	15.59	16.17	16.75	17.36	18.00	18.63	
G	79	YR 29,441	30,610	31,738	32,970	34,243	35,580	36,874	38,252	39,693	
		MO 2,453	2,551	2,645	2,747	2,854	2,965	3,073	3,188	3,308	
		HR 14.10	14.66	15.20	15.79	16.40	17.04	17.66	18.32	19.01	
G	80	YR 32,552	33,763	34,974	36,248	37,584	38,899	40,424	41,948	43,451	
		MO 2,713	2,814	2,915	3,021	3,132	3,242	3,369	3,496	3,621	
		HR 15.59	16.17	16.75	17.36	18.00	18.63	19.36	20.09	20.81	
G	81	YR 33,763	34,974	36,248	37,584	38,899	40,424	41,948	43,451	45,122	
		MO 2,814	2,915	3,021	3,132	3,242	3,369	3,496	3,621	3,760	
		HR 16.17	16.75	17.36	18.00	18.63	19.36	20.09	20.81	21.61	
G	82	YR 37,584	38,899	40,424	41,948	43,451	45,122	46,688	48,358	50,070	
		MO 3,132	3,242	3,369	3,496	3,621	3,760	3,891	4,030	4,173	
		HR 18.00	18.63	19.36	20.09	20.81	21.61	22.36	23.16	23.98	
G	83	YR 38,586	39,964	41,447	42,950	44,495	46,145	47,732	49,339	51,072	52,889
		MO 3,216	3,330	3,454	3,579	3,708	3,845	3,978	4,112	4,256	4,407
		HR 18.48	19.14	19.85	20.57	21.31	22.10	22.86	23.63	24.46	25.33
G	84	YR 38,899	40,424	41,948	43,451	45,122	46,688	48,358	50,070	51,929	
		MO 3,242	3,369	3,496	3,621	3,760	3,891	4,030	4,173	4,327	
		HR 18.63	19.36	20.09	20.81	21.61	22.36	23.16	23.98	24.87	
G	85	YR 43,451	45,122	46,688	48,358	50,070	51,929	53,745	55,708	57,691	
		MO 3,621	3,760	3,891	4,030	4,173	4,327	4,479	4,642	4,808	
		HR 20.81	21.61	22.36	23.16	23.98	24.87	25.74	26.68	27.63	
G	86	YR 45,122	46,688	48,358	50,070	51,929	53,745	55,708	57,691	59,821	
		MO 3,760	3,891	4,030	4,173	4,327	4,479	4,642	4,808	4,985	
		HR 21.61	22.36	23.16	23.98	24.87	25.74	26.68	27.63	28.65	