

STATE EMPLOYEES - SALARY EQUALIZATION

REVISED DATA

The attached listing shows the cost of salary equalization and reflects all salary adjustments to be made in fiscal year 1983. It includes full-time and part-time employees. Costs are shown by bargaining unit and by fund, and include FICA and retirement.

A Report to the
Minnesota Legislative Commission on Employee Relations

Nina Rothchild, Commissioner
Minnesota Department of Employee Relations

February 18, 1983

PAY EQUITY REPORT
COST OF ADJUSTING FEMALE-DOMINATED CLASSES AS OF FEBRUARY 1983
(SUBJECT TO CHANGE)

----- UNIT=SERVICE -----

CLASS	TITLE	COST
000197	COOK	\$214,957
000800	DINING HALL COORDINATOR	\$166,325
000305	FOOD SERVICE WORKER	\$450,051
001507	LABORATORY ATTENDANT 1	\$13,575
000421	LAUNDRY ASSISTANT	\$219,024
000422	LAUNDRY SUPERVISOR	\$79,519
000189	NATURAL RES AIDE (GENERAL)	\$1,829
002028	SEC/COMMUNICATION SYS MONITOR	\$8,346
000623	SEWING MACHINE OPERATOR	\$55,612

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----- UNIT=HEALTH CARE NON-PROF -----

CLASS	TITLE	COST
001562	HUMAN SERVICES SPEC	\$1,367,192
001565	HUMAN SERVICES TECH SR	\$1,578,597
000430	LICENSED PRACTICAL NURSE 1	\$722,967
001659	LICENSED PRACTICAL NURSE 2	\$1,002,328

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----- UNIT=HEALTH CARE PROF -----

CLASS	TITLE	COST
001612	NURSING EVALUATOR 1	\$6,235
001613	NURSING EVALUATOR 2	\$20,988
001047	PUB HEALTH NURSING ADV SR	\$537
001878	REGISTERED NURSE	\$194,892
001881	REGISTERED NURSE PRINCIPAL	\$79,139
001880	REGISTERED NURSE SENIOR	\$264,425

PAY EQUITY REPORT
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----- UNIT=CLERICAL-OFFICE -----		
CLASS	TITLE	COST
000001	ACCOUNT CLERK	\$441,533
000632	ACCOUNT CLERK SENIOR	\$580,931
001026	ADMINISTRATIVE SECRETARY	\$87,759
001803	ADMISSION/GIFT SHOP CLERK	\$20,634
001394	BUYER AIDE	\$13,037
001858	BUYER ASSISTANT	\$28,702
001661	CAPITOL CENTREX OPERATOR SR	\$10,409
000148	CASHIER	\$35,312
000176	CLERK 1	\$787,517
000177	CLERK 2	\$1,591,218
001928	CLERK 3	\$302,892
000642	CLERK 4	\$631,184
000179	CLERK STENOGRAPHER 1	\$351,468
000981	CLERK STENOGRAPHER 2	\$652,746
002090	CLERK STENOGRAPHER 3	\$135,481
000665	CLERK STENOGRAPHER 4	\$496,414
000180	CLERK TYPIST 1	\$1,733,390
000980	CLERK TYPIST 2	\$2,682,720
001929	CLERK TYPIST 3	\$1,005,205
000666	CLERK TYPIST 4	\$1,024,812
001602	COLLEGE BOOKSTORE COORD	\$22,041
000181	COLLEGE CASHIER	\$15,029
001640	CONSUMER AIDE	\$3,799
002401	CONSUMER AIDE SENIOR	\$9,426
000402	DATA ENTRY OPERATOR	\$302,103
001465	DATA ENTRY OPERATOR LEAD	\$42,042
001384	DATA ENTRY OPERATOR SENIOR	\$282,742
002303	DATA PROCESSING COORDINATOR 1	\$3,446
002280	DATA PROCESSING COORDINATOR 2	\$633
000233	DICTAPHONE OPERATOR	\$30,174
001472	DRIVER & VEHICLE SERVICES AIDE	\$357,368
001082	EMPLOYMENT SVCS ASSISTANT	\$40,400
000792	EMPLOYMENT SVCS TECHNICIAN	\$58,197
001083	EMPLOYMENT SVCS TECH INTER	\$3,939
000793	EMPLOYMENT SVCS TECH SENIOR	\$43,124
000292	EXECUTIVE 1	\$392,235
000293	EXECUTIVE 2	\$65,161

PAY EQUITY REPORT
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----- UNIT=CLERICAL-OFFICE -----

CLASS	TITLE	COST
001673	FINANCIAL AIDS ASST	\$47,012
000301	FINGERPRINT TECHNICIAN	\$5,604
001395	HEALTH PROGRAM AIDE	\$36,250
001596	HUMAN RIGHTS AIDE	\$7,340
000427	LEGAL SECRETARY	\$175,232
001542	LEGAL SECRETARY SR	\$3,095
001936	LEGAL TEXT EDIT SPECIALIST	\$10,341
001678	MEDICAL ASSISTANCE PROG TRAINER	\$2,368
001497	MEDICAL CLAIMS TECHNICIAN 1	\$30,297
001685	MEDICAL CLAIMS TECHNICIAN 2	\$23,893
001498	MEDICAL CLAIMS TECHNICIAN 3	\$32,667
000453	MEDICAL RECORDS CLERK	\$41,951
000898	MICROFILMER	\$35,641
001041	MT/SC OPERATOR	\$14,331
001855	REIMBURSEMENT CLERK	\$22,371
001823	SOCIAL WORKER AIDE	\$22,065
001674	STUDENT SERVICES ASST	\$35,244
000710	SWITCHBOARD OPERATOR	\$184,127
000946	TELETYPE OPERATOR	\$7,924
001441	TELETYPE OPERATOR SR	\$1,454
002243	TYPING SERVICES COORDINATOR	\$14,466
000737	UNEMPLOYMENT CLAIMS CLERK	\$571,595
001942	WORD PROCESSING OPERATOR 1	\$70,529
001943	WORD PROCESSING OPERATOR 2	\$157,823
001944	WORD PROCESSING OPERATOR 3	\$41,290

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----- UNIT=TECHNICAL -----

CLASS	TITLE	COST
000774	ACCOUNTING TECHNICIAN	\$141,966
002305	ALCOHOL PROBLEM ASSESSOR	\$2,087
000112	BACTERIOLOGY AIDE	\$18,408
000116	BEAUTY OPERATOR	\$12,310
000117	BEAUTY SHOP INSPECTOR	\$5,581
000152	CEREAL CHEMIST	\$5,135
000225	DENTAL ASSISTANT	\$4,267
001623	DENTAL ASSISTANT REGISTERED	\$24,740
000227	DENTAL HYGIENIST	\$5,229
000308	LIBRARY TECHNICIAN	\$112,256
000411	MEDICAL LABORATORY TECHNICIAN 1	\$63,663
000864	MEDICAL LABORATORY TECHNICIAN 2	\$24,243
000875	MEDICAL RECORDS TECHNICIAN	\$11,537
001475	MEDICAL RECORDS TECHNICIAN SR	\$9,263
001020	PHARMACY TECHNICIAN	\$21,383
000798	RADIOLOGIC TECHNOLOGIST	\$62,565

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----- UNIT=GENERAL PROF -----

CLASS	TITLE	COST
001376	COLLEGE CENTER PROGRAM COORD	\$32,895
002052	COMMUNITY SVCS PROGRAM SPEC 1	\$2,017
002053	COMMUNITY SVCS PROGRAM SPEC 2	\$2,603
001911	CORRECTIONAL INST EDUC ADVISOR	\$1,149
002350	CORRECTIONS BEHAVIOR THERAPIST	\$2,767
001615	DENTAL HYGIENE PROG SUPV	\$4,595
000234	DIETITIAN 1	\$36,697
000262	ELECTION PROCEDURES ADVISOR	\$3,189
001409	EMPLOYEE DEVELOPMENT SPEC 1	\$2,157
001794	EMPL & TRNG PROGRAM SPEC 2	\$821
000832	HEALTH PROGRAM REPRESENTATIVE	\$22,676
000369	HEALTH SERVICES ANALYST 2	\$2,627
000953	INSTITUTION COMMUNITY REL COORD	\$7,879
000428	LIBRARIAN	\$45,423
001393	LIBRARIAN SENIOR	\$12,756
000455	MEDICAL TECHNOLOGIST 1	\$7,410
002080	MUSIC THERAPIST	\$16,486
000480	NUTRITIONIST	\$10,341
002082	OCCUPATIONAL THERAPIST	\$13,455
002083	OCCUPATIONAL THERAPIST SENIOR	\$4,970
001684	PHYSICAL THERAPIST 2	\$5,018
000691	SPEECH PATHOLOGIST	\$17,914
002178	VOC EDUC TECH UPDATING SPEC	\$906
000755	VOLUNTEER SERVICES COORDINATOR	\$23,517

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----- UNIT=SUPERVISORY -----		
CLASS	TITLE	COST
002093	ACCOUNT CLERK SUPERVISOR	\$7,960
002096	ACCOUNTING TECHNICIAN SUPV	\$8,152
000145	CAPITOL CHIEF OPERATOR	\$1,477
002031	CENTRAL PAYROLL TEAM SUPV	\$1,665
002102	CLERK 4 SUPERVISOR	\$137,252
002103	CLERK STENOGRAPHER 4 SUPV	\$4,963
002104	CLERK TYPIST 4 SUPV	\$77,777
002065	COMMUNICATION CENTER SUPERVISOR	\$3,681
002436	COOK SUPERVISOR	\$3,002
000403	DATA ENTRY SUPERVISOR 1	\$18,522
002354	DEVELOPMENTAL ACHIEV PROG SUPV	\$1,407
002189	DIETITIAN 1 SUPERVISOR	\$15,264
000235	DIETITIAN 2	\$21,997
000237	DIRECTOR OF NURSES	\$22,462
002134	EDP OPERATIONS TECHNICAL SUPV	\$1,946
001308	HEALTH PHYSICIST 2	\$1,454
002127	HEALTH PROGRAM AIDE SUPV	\$19,526
000834	HEALTH PROGRAM REP PRINCIPAL	\$10,950
002286	LEGAL SECRETARY SR SUPV	\$7,627
002113	LIBRARY SUPERVISOR SR	\$3,352
000454	MEDICAL RECORDS OFFICER	\$2,627
000481	NUTRITIONIST SUPERVISOR	\$4,924
002192	OFFICE SERVICES SUPERVISOR 1	\$212,433
002172	REGISTERED NURSE ADMIN-SUPV	\$55,413
002154	REGISTERED NURSE SUPV	\$11,981
000610	RESIDENCE HALL DIRECTOR	\$13,319
002414	REV WORD PROCESSING SHIFT SUPV	\$2,603
001442	SECURITY COMMUN SYST MON SUPV	\$2,345
000704	TYPING POOL SUPERVISOR	\$12,800
001908	WORD PROCESSING CENTER SUPV	\$17,150

PAY EQUITY REPORT
COST OF ADJUSTING FEMALE-DOMINATED CLASSES AS OF FEBRUARY 1983
(SUBJECT TO CHANGE)

----- UNIT=CONFIDENTIAL -----

CLASS	TITLE	COST
000001	ACCOUNT CLERK	\$3,869
000632	ACCOUNT CLERK SENIOR	\$21,271
000774	ACCOUNTING TECHNICIAN	\$8,798
000878	ACCOUNTING TECHNICIAN SENIOR	\$2,462
001026	ADMINISTRATIVE SECRETARY	\$230,652
002372	ADMINISTRATIVE SECRETARY SUPV	\$4,690
000157	CHIEF COOK	\$703
000177	CLERK 2	\$34,369
001928	CLERK 3	\$10,456
000642	CLERK 4	\$16,321
002102	CLERK 4 SUPERVISOR	\$3,092
000179	CLERK STENOGRAPHER 1	\$2,831
000981	CLERK STENOGRAPHER 2	\$28,675
002090	CLERK STENOGRAPHER 3	\$19,933
000665	CLERK STENOGRAPHER 4	\$76,699
002103	CLERK STENOGRAPHER 4 SUPV	\$5,205
000180	CLERK TYPIST 1	\$14,981
000980	CLERK TYPIST 2	\$125,166
001929	CLERK TYPIST 3	\$91,688
000666	CLERK TYPIST 4	\$69,655
002104	CLERK TYPIST 4 SUPV	\$6,288
000402	DATA ENTRY OPERATOR	\$6,334
001384	DATA ENTRY OPERATOR SENIOR	\$2,345
000237	DIRECTOR OF NURSES	\$5,239
001977	EMPLOYEE DEVELOPMENT SUPV	\$1,032
000292	EXECUTIVE 1	\$101,590

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----- UNIT=CONFIDENTIAL -----

CLASS	TITLE	COST
000293	EXECUTIVE 2	\$23,851
000577	INFORMATION OFFICER 3	\$1,232
000396	JANITOR	\$2,658
000863	JANITOR SENIOR	\$1,806
000427	LEGAL SECRETARY	\$11,404
002286	LEGAL SECRETARY SR SUPV	\$1,946
002192	OFFICE SERVICES SUPERVISOR 1	\$36,754
002118	OFFICE SERVICES SUPERVISOR 2	\$10,210
000881	PERSONNEL AIDE	\$73,792
001486	PERSONNEL AIDE SENIOR	\$105,491
002366	PERSONNEL AIDE SENIOR SUPV	\$16,734
002426	PERSONNEL PAYROLL TECHNICIAN	\$6,710
002428	PERSONNEL PAYROLL TECH PRIN	\$2,684
001304	PLANNING GRANTS ANALYST SR	\$844
001878	REGISTERED NURSE	\$2,509
001880	REGISTERED NURSE SENIOR	\$3,506
000677	SOCIAL WORKER	\$2,667
002365	STAFF PROGRAM ASSISTANT	\$1,618
001935	STAFF PROGRAM SUPERVISOR	\$2,039
000710	SWITCHBOARD OPERATOR	\$3,494
000704	TYPING POOL SUPERVISOR	\$2,603
001908	WORD PROCESSING CENTER SUPV	\$6,115
001942	WORD PROCESSING OPERATOR 1	\$3,094
001943	WORD PROCESSING OPERATOR 2	\$8,962

COST OF ADJUSTING FEMALE-DOMINATED CLASSES AS OF FEBRUARY 1983
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----- UNIT=EXCLUDED-WORK TIME -----		
CLASS	TITLE	COST
000001	ACCOUNT CLERK	\$7,315
000774	ACCOUNTING TECHNICIAN	\$2,005
000103	AUTOMOBILE DRIVER	\$2,036
000113	BAKER	\$3,398
001495	BEHAVIOR ANALYST 3	\$4,111
000148	CASHIER	\$2,733
000176	CLERK 1	\$321,640
000177	CLERK 2	\$80,437
001928	CLERK 3	\$3,445
000179	CLERK STENOGRAPHER 1	\$17,335
000981	CLERK STENOGRAPHER 2	\$8,384
002090	CLERK STENOGRAPHER 3	\$2,541
000665	CLERK STENOGRAPHER 4	\$3,403
000180	CLERK TYPIST 1	\$263,390
000980	CLERK TYPIST 2	\$48,181
001929	CLERK TYPIST 3	\$6,821
000666	CLERK TYPIST 4	\$3,475
000865	COLLEGE LABORATORY ASSISTANT	\$1,674
000197	COOK	\$17,102
000206	CORRECTIONS AGENT	\$8,416
000402	DATA ENTRY OPERATOR	\$11,907
000233	DICTAPHONE OPERATOR	\$2,501
001472	DRIVER & VEHICLE SERVICES AIDE	\$13,622
001082	EMPLOYMENT SVCS ASSISTANT	\$3,286
001673	FINANCIAL AIDS ASST	\$2,764
000305	FOOD SERVICE WORKER	\$78,419
001562	HUMAN SERVICES SPEC	\$6,136
000421	LAUNDRY ASSISTANT	\$10,572
000427	LEGAL SECRETARY	\$7,279
000428	LIBRARIAN	\$2,208
000430	LICENSED PRACTICAL NURSE 1	\$31,645
001659	LICENSED PRACTICAL NURSE 2	\$16,962
000455	MEDICAL TECHNOLOGIST 1	\$797
000798	RADIOLOGIC TECHNOLOGIST	\$8,371
001878	REGISTERED NURSE	\$2,755
001880	REGISTERED NURSE SENIOR	\$1,455
000710	SWITCHBOARD OPERATOR	\$9,532
000740	UNEMP INSURANCE REPRESENTATIVE	\$1,744
000913	VARITYPIST	\$3,446
001943	WORD PROCESSING OPERATOR 2	\$5,662

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----- UNIT-EXCLUDED-ALL OTHER -----

CLASS	TITLE	COST
000979	ACCOUNTING OFFICER INTER	\$502
000665	CLERK STENOGRAPHER 4	\$3,681
000180	CLERK TYPIST 1	\$2,754
000980	CLERK TYPIST 2	\$6,425
000293	EXECUTIVE 2	\$2,256
001564	HUMAN SERVICES TECH	\$6,097
002118	OFFICE SERVICES SUPERVISOR 2	\$539
001943	WORD PROCESSING OPERATOR 2	\$3,064
001944	WORD PROCESSING OPERATOR 3	\$3,129

February 18, 1983

PAY EQUITY COST BY UNIT

<u>Unit</u>	<u>Cost For Female Classes</u>	<u>Percent Distribution</u>
1	\$ 0	0.00 %
2	0	0.00
3	1,209,238	4.63
4	4,671,084	17.88
5	566,216	2.17
6	15,880,133	60.79
7	524,633	2.01
12	0	0.00
14	280,268	1.07
16	706,031	2.70
Comm Plan	<u>2,284,419</u>	<u>8.75</u>
Total	\$ 26,122,022	100.00 %

February 18, 1983

PAY EQUITY COST BY FUND

<u>Fund</u>	<u>Cost For Female Classes</u>	<u>Percent Distribution</u>
General	\$ 18,237,497	72.24 %
Trunk Highway	2,234,056	7.00
Game & Fish	149,304	2.38
Federal	759,687	2.67
Spec Rev/Ap	421,629	1.49
Manpwr Svcs	2,372,506	8.44
All Other	<u>1,838,440</u>	<u>5.79</u>
Total	\$ 26,013,119	100.00 %