

Labor Contract Between

**THE STATE OF NEBRASKA**

and

*The Health & Human Care Non-Professional Bargaining Unit*

*The Examining, Inspection and Licensing Bargaining Unit*

*The Health & Human Care Professional Bargaining Unit*

*The Engineering, Science & Resources Bargaining Unit*

*The Maintenance, Trades & Technical Bargaining Unit*

*The Social Services & Counseling Bargaining Unit*

*The Administrative Professional Bargaining Unit*

*The Administrative Support Bargaining Unit*

represented by

**THE NEBRASKA ASSOCIATION OF PUBLIC EMPLOYEES**

**LOCAL 61**

**OF THE**

**AMERICAN FEDERATION OF**

**STATE, COUNTY AND MUNICIPAL EMPLOYEES**

**(NAPE/AFSCME)**

**July 1, 2023 through June 30, 2025**

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## ARTICLE 1 - PREAMBLE

1.1 This Contract made and entered into this 25<sup>th</sup> day of February, 2023, at Lincoln, Nebraska, pursuant to the provisions of Chapters 48 and 81, Reissue Revised Statutes of Nebraska, 1943 (R.R.S.) by and between the State of Nebraska (*hereinafter referred to as the Employer*) and the Nebraska Association of Public Employees, Local #61 of the American Federation of State, County, and Municipal Employees (*hereinafter referred to as the Union*), as representative of employees, except as modified by Article 2.2, employed by the State of Nebraska in classes assigned to the following bargaining units as certified by the Nebraska Commission of Industrial Relations (CIR):

Maintenance, Trades and Technical (M)	Administrative Professional (A)
Social Services and Counseling (C)	Administrative Support (S)
Health and Human Care/Non-Professional (I)	Examining, Inspection & Licensing (X)
Health and Human Care Professional (H)	Engineering, Science and Resources (E)

1.2 This Contract supersedes and cancels all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and together with any letters of understanding executed concurrently (or after) with this Contract constitutes the complete and entire agreement between the parties, and concludes collective bargaining over the issues contained herein.

1.3 The parties acknowledge that during the negotiations which resulted in this Contract, each had the right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Contract. Therefore, the Employer and the Union, for the duration of this Contract, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Contract. This Contract may only be amended during its term by the parties' mutual agreement in writing.

1.4 The Employer agrees that prior to making any change in terms and conditions of employment which are mandatory subjects of bargaining and not otherwise covered by this Contract, to meet and bargain with the Union in an attempt to reach an agreement. If no agreement is reached, the terms and conditions of employment shall not be altered, unless the Employer has a compelling need to change a term or condition of employment. When the Employer has a compelling need to change a term or condition of employment and no agreement has been reached through bargaining, the Employer may implement the change and the unresolved issue may by mutual agreement, at the time of the dispute, of the parties be submitted to final and binding arbitration. The losing party shall bear the cost of arbitration. Notwithstanding the above, the Union and the Employer reserve their rights to enforce this and any provision of the contract through the courts.

1.5 Newly established work rules or amendments to existing work rules shall be reduced to writing and furnished to the Union at least seven calendar days prior to the effective date of

the rule. The Employer agrees to only establish or amend work rules in a reasonable manner. For purposes of this Article, work rules are defined as and limited to rules promulgated by the Employer within its discretion which regulate the job related personal conduct of employees. Work rules shall not conflict with the terms of this Contract. Work rules shall be available, upon request, to bargaining unit employees. Upon request specified work rules will be provided to the Union.

- 1.6 The Employer, the Union, and the employees agree to treat each other professionally and with respect and dignity. Employees will be afforded the right of privacy when being counseled on performance issues.
- 1.7 In the spirit of continuing their harmonious and cooperative relationship, the Employer and the Union agree to implement and exercise the provisions of this contract in a fair and responsible manner.

## **ARTICLE 2 - RECOGNITION AND UNION SECURITY**

- 2.1 The Employer recognizes the Union as the exclusive collective bargaining agent for employees as certified by the Nebraska Commission of Industrial Relations (CIR) as set forth in Appendix A. The Employer will not during the life of this Agreement bargain with any group of employees or with any other employee organization with respect to terms and conditions of employment covered by this Agreement, which are considered to be mandatory subjects of collective bargaining.
- 2.2 The Employer and the Union agree that for purposes of administration, this Contract shall pertain to bargaining unit employees who occupy the position class titles set forth specifically in Appendix A, except for temporary employees and employees occupying positions identified as supervisory or confidential either as agreed upon by the Employer and the Union or as identified at any time by the Commission of Industrial Relations or court of proper jurisdiction.
- 2.3 In accordance with section 48-837 of the Nebraska State Statutes, employees shall have the right to join and participate in, or to refrain from joining and participating in the Union. There shall be no interference, restraint, or coercion by the Employer or the Union against any employee because of membership or non-membership in the Union, or for exercising their rights under this Contract.
- 2.4 The Employer shall notify the Union of newly created classes and classification title changes on a quarterly basis. If the parties are unable to reach agreement as to the inclusion or exclusion of new classifications from the bargaining unit, they shall submit such classifications to the CIR for unit clarification. Newly created titles shall be assigned to the appropriate bargaining unit by the State Personnel Division. The parties shall meet to negotiate placement of these titles if the Union does not agree with the State Personnel Division's placement. All new classification titles and specifications shall be supplied to the Union as soon as finalized, but no later than ten days prior to the meeting.

- 2.5 **Dues Deduction:** Upon receipt of a voluntary written individual authorization order from any of its employees covered by this Contract on forms provided by the Union, the Employer will deduct from the pay due such employee those dues required as the employee's membership dues in the Union. Employees may withdraw membership from the Union only during the month of June each year by notifying the Union in writing of their withdrawal. The Union will place the names of those withdrawing on the list of employees as described in 2.7 below.
- 2.6 Such order shall be effective only as to membership dues becoming due after the date of delivery of such authorization to the payroll office of the employing unit. Deductions shall be made only when the employee has sufficient earnings to cover deductions for social security, federal taxes, state taxes, retirement, health insurance, and life insurance. Deductions shall be in such amount as shall be certified to the Employer in writing by the authorized representative of the Union.
- 2.7 Upon receipt of a list of employees for whom dues deductions are to stop, certified to the Employer in writing by an authorized representative of the Union, the Employer will discontinue the automatic payroll dues deductions from such employees.
- 2.8 No other employee labor organization shall be granted or allowed to maintain payroll deduction for employees covered by this Contract.
- 2.9 The Employer shall submit to the Union a monthly "Agency Deduction Report" listing employees with Union dues deductions both in paper and in a mutually agreeable electronic format.
- 2.10 The Union shall indemnify the Employer and hold it harmless against any and all claims, demands, suits or other forms of liability that may arise out of, or by reason of, any action taken by the Employer for the purpose of complying with the provisions of section 2.5 through 2.9, and section 2.14.
- 2.11 **Bulletin Boards:** The Union shall be afforded space on accessible existing and new bulletin boards mutually agreed by the parties to be used for posting of general employee information.
- 2.12 Union Stewards, as defined in Article 6, whose names have been certified to the Employer in writing, may, during non-work time, post Union notices on such bulletin boards. Except in locations where stewards have been designated, the Union may also certify to the Employer certain bargaining unit employees, who shall be called Bulletin Board Representatives. Bulletin Board Representatives shall perform their sole function of posting Union information on bulletin boards on non-work time. Material to be placed on the bulletin boards shall be limited to notices of the Union's recreational, educational and social affairs, notices of Union elections, appointments and results of Union elections and notices of Union meetings. Notices not to exceed one typewritten page, meeting the criteria to be placed on bulletin boards, will be placed on a state authorized e-mail system, and sent to the appropriate users by the Employee Relations Division, when requested by the union. In situations where the notice is to be sent to a restricted group of users, the union will supply the Employee Relations Division with a list of such users and their State authorized e-mail address. No more than two notices

per week shall be published in this manner unless additional notices are approved by the Employee Relations Division. Employees may not respond to notices via any state authorized e-mail system. All notices other than those indicated above, shall be presented to the Agency Head and/or his/her Local Designee for approval. The agency shall provide notice of decision within one work day. Such notices, if approved, shall indicate both posting and removal dates. The Union will be responsible for posting and removal of all Union notices.

- 2.13 At the beginning of each quarter, the State will provide the Union with a mutually agreeable electronic file, at the Union's expense, containing the names, home mailing addresses, agencies, class titles, class codes, and work sites of all newly hired, transferred, demoted or promoted employees in the bargaining units. The Union will keep this list confidential.
- 2.14 At the beginning of each fiscal year, and thereafter on a monthly basis throughout the period of this agreement, the State shall provide the Union with an electronic document, at the Union's expense, containing names, home mailing addresses, agencies, class codes, class titles, pay grades, annual salaries, work sites (by city and building), dates employed, and bargaining unit assignment of each employee in the bargaining units. At the beginning of each fiscal year the above detailed report shall also be provided in hard copy to the Union. The Union will keep this list confidential.
- 2.15 Upon a request from the Union, the Employer will provide an opportunity for a Union representative(s) to meet with bargaining unit employees for up to one hour during the employee's normal work day. The meeting will occur on non-paid time, in a non-workspace normally used for employee meetings. Attendance by employees at such meetings shall be voluntary. Employees will be allowed the opportunity to flex their lunch period in order to attend the meeting provided he/she receives approval from his/her supervisor in advance. Such approval may not be unreasonably withheld. Stewards may use steward time for such meetings when it occurs during their normal work time.
- 2.16 The Employer shall make labor contract training available to supervisors and managers on an annual basis.
- 2.17 Employees are authorized to make reasonable use of email, copiers, fax machines, and computers for grievance filing. Such use of equipment shall be limited to non-work time, shall be brief in duration and frequency, and shall not interfere with the performance of their official duties or cause disruption to the workplace. The Agency Head/Designee may revoke these privileges if an employee has been found to have abused these privileges.

### **ARTICLE 3 - MANAGEMENT RIGHTS**

- 3.1 It is understood and agreed that the Employer possesses the right to operate and direct the employees of the State and its various agencies to the extent that such rights do not violate its legal authority, and to the extent such rights are not modified by this Contract. These rights include, but are not limited to:
  - 3.2 The right to determine, effectuate and implement the State's budget, mission, goals, and objectives.

- 3.3 The right to manage and supervise all operations and functions of the State.
- 3.4 The right to establish, allocate, schedule, assign, modify, change and discontinue Agency operations, work shifts, and working hours.
- 3.5 The right to establish, allocate, assign, or modify an employee's duties and responsibilities and the resulting classification of such duties and responsibilities.
- 3.6 The right to establish, modify, change and discontinue work standards.
- 3.7 The right to hire, examine, promote, train, transfer, assign, and retain employees; suspend, demote, discharge or take other disciplinary action against employees for just cause; and to relieve employees from duties due to lack of work or funds, or the employee's inability to perform his/her assigned duties after the Employer has attempted to accommodate the employee's disability.
- 3.8 The right to increase, reduce, change, modify and alter the composition and site of the work force.
- 3.9 The right to determine, and implement policies for the selection, training, and promotion of employees.
- 3.10 The right to create, establish, change, modify and discontinue any State function, operation or division.
- 3.11 The right to establish, implement, modify and change financial policies, accounting procedures, contract for goods and/or services, public relations and procedures and policies for the safety, health and protection of property, personnel or client interests.
- 3.12 The right to adopt, modify, change, enforce, or discontinue any existing rules, regulations, procedures or policies.
- 3.13 The right to determine and enforce employee quality and quantity standards.
- 3.14 The right to introduce new or improved methods, equipment, technology or facilities.

#### **ARTICLE 4 - GRIEVANCE PROCEDURE**

- 4.1 A grievance is a written complaint alleging a violation involving the application and interpretation of the provisions of this labor contract.
- 4.2 A grievance shall contain a statement of the grievance by indicating the issue involved, the relief sought, the date the incident or violation took place, if known, and the specific section or sections of the Contract involved. The grievance and all related documents from this point forward at all steps shall be presented by hand delivery, by a mutually agreeable electronic format, or through the U. S. Postal Service to the Agency Head and/or his/her Designee and

will be typed or printed legibly (on forms mutually agreed upon by the Employer and the Union, and furnished by the Union). The grievance form will state the name of the employee(s) authorizing the filing of the grievance and all grievances shall be signed by at least one aggrieved employee. An aggrieved employee shall have the right to a Union Representative appointed by the Union. Nothing contained herein shall prevent an aggrieved employee from filing a grievance on behalf of a class of similarly situated employees.

- 4.3 Any bargaining unit employee shall have the right to meet and resolve his/her individual complaint with the Employer. In all grievances where the Union is representing an employee, the employer shall not discuss the grievance with the employee without the Union present, unless the discussion is held at the employee's request.
- 4.4 Failure to timely appeal or file a grievance at any step of the grievance process within the established time limits shall cause the employee to forfeit grievance rights on the issue in question unless the Employer, in its discretion, extends the time limit. Should an employee fail to properly file a grievance form, the Agency Head and/or his/her Designee shall notify the grievant of such failure and stay the time limit for filing a grievance for no more than two additional work days beyond the day the Agency Head and/or his/her Designee informed the employee that the grievance had been improperly filed. Failure to answer a grievance shall be deemed a denial of the relief requested and the grievant may forward the grievance to the next step. Either party to a grievance may request that Step 1 and/or Step 2 be waived and the grievance proceed to the next appropriate step in the grievance process. Such requests must be mutually agreed to by both parties in writing and submitted to the Employee Relations Administrator for approval or denial. If approved the grievance shall be forwarded to the next appropriate step in the grievance process. If denied the grievance shall proceed through the normal grievance process. The decision of the Employee Relations Administrator on the waiver request may not be grieved.
- 4.5 If a party appeals a grievance decision to Step 3 and fails to pursue the matter through the process, due to any of the following reasons: refuses or neglects to choose an arbitrator or hearing officer; refuses or neglects to sign the documents indicating the choice of hearing officer or arbitrator; or refuses or neglects to sign the documents promising payment to the hearing officer or arbitrator, the Administrator of the DAS Employee Relations Division shall notify such party, by first class U.S. Mail, of the omission and that if it is not corrected within 30 calendar days from the date of the letter, the grievance appeal shall be dismissed. If the omission is not corrected within 30 calendar days, then the Administrator of the DAS Employee Relations Division shall dismiss the case.
- 4.6 Any meeting held pursuant to the grievance procedure at Step 1 or Step 2 may be recorded if the parties to said grievance mutually agree to the recording. Any conference held at Step 3 shall be recorded.
- 4.7 Arguments or concerns involving timeliness or grievability will not be decided by a separate hearing at Step 1 or Step 2 and will be decided in conjunction with the merits of the grievance, unless such argument is in an Objection to Discovery, pursuant to Section 4.9.5. At Step 3, timeliness or grievability may be heard at separate hearings from the merits of the grievance.



- 4.8 Work days, as referenced in the grievance appeal process, shall refer to days Monday through Friday and exclude all recognized State holidays.

When determining deadlines, the day of the act or event will be excluded and the last day of the period will be included. The filing deadline shall be 11:59 p.m. Central time on the last day of the period.

- 4.9 **Discovery:** At any stage after a grievance is put into writing, the employee and/or the Agency has the right to request discovery relevant to the grievance. The employee and/or the Agency may take the deposition of any witnesses or the other party and may make requests for admissions, documents or interrogatories which are relevant to the grievance. An agency shall respond or file an objection to discovery in accordance with Article 4.9.5, even if it plans to argue the grievance is untimely or improperly filed. In matters where subpoenas are requested prior to the matter being filed at the third step, the Employee Relations Administrator will have the authority to issue subpoenas.
- 4.9.1 Such requests and/or notice shall be addressed to the party from which the discovery is sought. Only discovery requests which are relevant or would lead to relevant evidence for the grievance will be granted; however, in no case will discovery be granted which seeks evidence which is recognized as privileged by the Courts of this State.
- 4.9.2 Discovery requests must be presented to the designated human resources representative/personnel contact and will be typed or printed legibly (on a form mutually agreed upon by the Employer and the Union). The form will note that objections to the discovery request(s) must be filed within 10 workdays of receipt, otherwise, information sought in the discovery must be provided within 20 workdays of receipt of request.
- 4.9.3 Within five (5) workdays of receipt of the discovery requests, the requesting party shall notify the answering party of any failure on the part of the answering party to properly respond to the request.
- 4.9.4 The failure to respond to any discovery requests may result in the answering party being denied the right to introduce the requested evidence during any Appeal hearing or other appropriate sanctions may be imposed.
- 4.9.5 Either party may object to discovery requests. Objections to such requests must be made, in writing, to the Administrator of the DAS Employee Relations Division within ten workdays of receipt of the request. If the objection to discovery is made at Step 1 or Step 2 of the grievance process the Administrator of the DAS Employee Relations Division, or his/her designee, shall meet with the representative of the employee (or with the employee if he/she is unrepresented) and a representative of the Agency in an attempt to reach agreement on the objection to the discovery request. Should the parties be unable to resolve the objection, the Administrator of the DAS Employee Relations Division or his/her designee shall enter a written decision as to whether the objection shall be granted or denied. Either party has 15 workdays to comply/respond to a Decision/Order issued by the Administrator of the DAS Employee Relations Division, or that of his/her designee, on an Objection to Discovery, unless the parties mutually agree to another date.

If either party does not agree with the DAS Employee Relations Division Administrator's decision, or that of his/her designee, such decision may be appealed to the arbitrator/hearing officer level as a separate appeal from the grievance (see Article 4.7). Such appeal shall be resolved before a decision on the grievance is rendered at the step of the grievance process where the objection to discovery was filed. This appeal will be governed according to the same process and within the same time limits set out above for matters where the objection is submitted to the Administrator of the DAS Employee Relations Division. The arbitrator/hearing officer shall be selected by the processes outlined by this Article. If the grievance proceeds to Step 3, the same arbitrator/hearing officer that heard the objection to discovery shall also hear the grievance.

If the grievance is at Step 3, when the objection to discovery is made, and a hearing officer/arbitrator has already been appointed or the appeal is already scheduled to be heard by the State Personnel Board (Board), then the objections to discovery shall be made to the hearing officer or the Board/arbitrator, as appropriate, at a separate hearing from the grievance and the hearing officer or Board/arbitrator shall consider the matter and issue a decision by the same process and within the same time limits set out above for matters where the objection is submitted to the Administrator of the DAS Employee Relations Division.

Notwithstanding the above provisions, when an objection to discovery is made concerning the release of: employment applications, scoring devices, rankings of applicants, lists of criteria considered in filling a position, or applicant scoring sheets, the Administrator of the DAS Employee Relations Division or his/her designee shall have the authority to conduct a hearing and enter an order to resolve such objections. The Administrator of the DAS Employee Relations Division or his/her designee shall also have the authority to issue protective orders.

- 4.10 **Subpoenas (Arbitrators).** If either party to a grievance hearing before an Arbitrator or designated representative wishes to use any individual as a witness in the presentation of their case, they may request the Arbitrator to subpoena the attendance of the witness. Request forms for subpoenas are available through the arbitrator and must be submitted at least eight (8) calendar days prior to the hearing. Notice of less than eight (8) calendar days shall not guarantee employee attendance. At least four (4) workdays before the scheduled hearing, the requesting party shall notify the other party of the names of any individual(s) who have been subpoenaed as a witness. The requesting party or their representative is responsible to serve the subpoenas on the employee(s) sought to be witnesses. The subpoenas are to be served on the employee at least four (4) workdays before the scheduled hearing. The arbitrator may limit the number of witnesses either party may call to testify, considering relevancy of proposed testimony and whether or not it would be repetitious. The cost of serving any subpoenas shall be paid by the requesting party. The parties shall not be required to serve subpoenas by the process set out in statute, but may serve them in person or by first class U.S. mail.
- 4.10.1 **Subpoenas (Hearing Officer/Board).** If either party to a grievance hearing before the Personnel Board or designated representative wishes to use any individual as a witness in the presentation of their case, they may request the Personnel Board/hearing officer or a designee, to subpoena the attendance of the witness. Request forms for subpoenas are available in the

DAS Employee Relations Division and must be submitted at least eight (8) calendar days prior to the hearing. Notice of less than eight (8) calendar days shall not guarantee witness attendance. At least four (4) workdays before the scheduled hearing, the requesting party shall notify the other party of the names of any individual(s) who have been subpoenaed as a witness. The requesting party or their representative is responsible to serve the subpoenas on the employee(s) sought to be a witness. The subpoenas are to be served on the employee at least four (4) workdays before the scheduled hearing. The Personnel Board or designated representative may limit the number of witnesses either party may call to testify, considering relevancy of proposed testimony and whether or not it would be repetitious. The cost of serving any subpoenas shall be paid by the requesting party. The parties shall not be required to serve subpoenas by the process set out in statute, but may serve them in person or by first class U.S. mail.

- 4.10.2 Employees who are subpoenaed to attend an appeal hearing or arbitration, as well as employees who are required to attend a Step 2 Conference, shall be granted time off from their assigned duties to appear and all hours in attendance shall be considered work time. Travel time during the employee's regular work schedule shall also be considered work time.
- 4.11 **STEP 1.** Within fifteen workdays of the occurrence of the grieved action (or from the day the employee should have known about the action) the employee shall present a formal written grievance (on the grievance form) to the Agency Head and/or his/her Designee.
- 4.11.1 The Agency Head or Designee shall confer, unless the employee is unavailable, with the grievant either in person or by telephone, and issue a decision within fifteen work days of receipt of the grievance. Telephone conferences shall only be conducted by mutual agreement of the parties.
- 4.11.2 Agencies shall, upon receiving a written request from the grievant or his/her representative, provide to the grievant, at least two (2) workdays prior to the Step 1 meeting, an abstract of the Agency disciplinary records concerning the same or similar offenses and the type of punishment administered. This abstract shall only contain offenses committed by the bargaining unit members. The grievant or his/her representative must request said abstract at least eight work days prior to the third step hearing, and the abstract shall only consist of Agency disciplinary records concerning the same or similar offenses and the type of punishment administered for two years prior to the offense in question. The grievant and/or his/her representative shall only be given one abstract during each grievance process.
- 4.12 **STEP 2.** Within fifteen workdays of receipt of the decision in Step 1, the grievant may appeal said decision through the Administrator of the DAS - Employee Relations Division, at which time the grievant will also provide a notice to the agency involved, of their Step 2 appeal.
- 4.12.1 **STEP 2 CONFERENCE.** When an appeal has been submitted to the Administrator of the DAS Employee Relations Division at Step 2, the Administrator of the DAS Employee Relations Division or his/her designee may confer with the Union representative, or grievant, if the grievant chooses not to be represented by NAPE/AFSCME or any other representative, and the Agency representative to discuss and attempt to informally resolve the grievance. Attempting to resolve the grievance does not mean that a conference/hearing must be held in

all cases and that written narratives must be filed. The Administrator of the Employee Relations Division or his/her designee, as well as the parties and their designated representatives, may, prior to any conference or hearing being held, use telephone conferences, in person meetings, or written communications, as a means to gather information and to propose settlements. Any of these may be ex parte. Should the parties agree to a settlement prior to a conference/hearing being held, the parties will inform the Employee Relations Division that the matter has been resolved, and the grievant will withdraw the grievance appeal.

This conference shall be informal and the rules of evidence shall not apply. A witness list and all exhibits that the Agency or Grievant want the Administrator of the DAS Employee Relations Division/Designee to consider must be received by the DAS Employee Relations Division and the opposing party a minimum of three days before the Step 2 conference. If either party does not comply with this time limit, the Administrator of the DAS Employee Relations Division/Designee may impose sanctions. Neither party may be represented by anyone licensed (active or inactive) to practice law in the State of Nebraska at this conference.

- 4.12.2 At the Step 2 conference, the Administrator of the DAS Employee Relations Division or his/her designee shall discuss resolution of the grievance and shall have the authority to interview witnesses or require documents and other items to be produced prior to the conference. The conference length and the number of witnesses allowed shall be at the discretion of the Administrator of the DAS Employee Relations Division or his/her designee. In cases involving discipline, the agency shall present its case first and in all other cases the grievant shall present his/her case first. However, the intent of the parties is that the matter be considered at this step in an informal manner and be resolved as expeditiously as possible.
- 4.12.3 After the conference and a review of the grievance and other documents submitted by the parties, the Administrator of the DAS Employee Relations Division or his/her designee shall issue a written decision to the parties. This decision shall be issued within 20 workdays of the conference and shall include a description of the events giving rise to the grievance and the rationale upon which the decision is made. If a written decision is not rendered within 20 workdays, either party may appeal to Step 3. This decision shall not constitute a part of the appeal record if the matter is heard by an arbitrator or a hearing officer.
- 4.13 **STEP 3.** Within five workdays of receipt of the Step 2 decision, either party may appeal to Step 3 by filing a notice with the Administrator of the DAS Employee Relations Division. The appealing party shall also give notice of such appeal to the other party.

If notice is not received within the prescribed timeframes, the decision of the Administrator of the DAS Employee Relations Division or his/her designee at Step 2 will be considered final.

- 4.13.1 The grievant may submit the dispute to voluntary binding arbitration. If the grievant chooses to submit the appeal to voluntary binding arbitration, he/she shall sign a waiver indicating he/she acknowledges that the decision of the arbitrator is final, except as provided in the Uniform Arbitration Act, and cannot be appealed. The waiver must be submitted no later than 5 workdays from the time the Step 3 appeal is filed. The Administrator of the DAS

Employee Relations Division retains the discretion to order that individual cases be processed through the State Personnel Board procedure, regardless of when such waiver is filed.

If the waiver is not filed within the applicable deadline, it shall be presumed that the grievant does not wish to participate in voluntary binding arbitration, and the appeal shall be submitted to the State Personnel Board as established by Neb. Rev. Stat. 81-1318 and 81-1319.

Both parties must provide the other party and the arbitrator/hearing officer with a listing of all exhibits to be introduced at the Step 3 hearing, a copy of each exhibit and a listing of individuals that the party plans to call as a witness in the arbitration/hearing five work days prior to the hearing.

- 4.13.2 **Voluntary and Binding Arbitration:** The arbitrator's scope of review shall be to determine whether or not term(s) of this Contract has/have been violated, and whether the Agency's action was taken in good faith and for cause. Arbitration hearings shall be informal and the rules of evidence shall not apply. The parties may be represented by attorneys in arbitration hearings. In cases involving discipline, the agency shall present its case first, and in all other cases the grievant shall present his/her case first. The decision of the arbitrator shall be final and may not be appealed. The arbitrator shall decide the grievance in question based upon the issues presented in the written grievance filed pursuant to the grievance procedure. The arbitrator may interpret relevant provisions of this Contract and apply them to the particular case presented to him/her, but the arbitrator shall have no authority to add to, subtract from, or in any way modify the terms of this Contract or any agreements made supplementary hereto. The arbitrator shall have the authority to order reinstatement and to award back pay. The fee and expenses of an arbitrator employed by the Administrator of the DAS Employee Relations Division shall be borne equally by the parties. Arbitrators shall be selected from lists developed and mutually agreed upon by NAPE/AFSCME and the Administrator of the DAS Employee Relations Division. If the parties cannot agree upon an arbitrator, a method of alternate striking of names shall be employed. If an arbitrator was selected prior to the Step 3 appeal for an objection to discovery hearing pursuant to Section 4.9.5, the same arbitrator shall hear the Step 3 appeal.
- 4.13.3 The Administrator of the DAS Employee Relations Division/designee shall have the authority to set time limitations for: the length of time within which an arbitrator must be chosen; the amount of time the parties will have to present their case (although each party will receive the same amount of time); the time within which a case must be heard after an arbitrator is appointed; the length of time that will be allowed for the parties to submit post hearing briefs; and the period of time after a hearing within which the arbitrator must enter his/her decision. Post hearing briefs shall not be allowed in any case unless the parties and the arbitrator are all in agreement as to the need for such briefs.
- 4.13.4 The decision of the arbitrator shall be made in writing within 60 calendar days of the conclusion of the hearing, unless the Administrator of the DAS Employee Relations Division sets a different period of time within which the arbitrator must issue his/her decision, and shall include findings of fact and conclusions of law. The findings of fact shall consist of a concise

statement of the conclusions upon each contested issue of fact. Parties to the proceeding and the DAS Employee Relations Division, shall receive a copy of the decision by first class U.S. Mail or by electronic mail, response receipt requested. The Arbitrator's decision will become public record upon submittal to the parties. If the arbitrator does not render a decision within the allotted time period from the date the arbitration hearing concludes (the last day of the hearing or the date the last brief was received, whichever is later), a penalty of \$50 per day will be imposed and deducted from the arbitrator's fee for each day over the allotted time period the decision is late, until the decision is received. This penalty may only be waived upon mutual agreement of the parties and the Administrator of the DAS Employee Relations Division.

- 4.13.5 **Hearing Officer/State Personnel Board Hearing:** The Board's scope of review shall be to determine whether or not term(s) of this Contract has/have been violated, and whether the Agency's action was taken in good faith and for cause. The Board shall decide the grievance in question based upon the issues presented in the written grievance filed pursuant to the grievance procedure. The Board may interpret relevant provisions of this Contract and apply them to the particular case presented to it, but the Board shall have no authority to add to, subtract from, or in any way modify the terms of this Contract or any agreements made supplementary hereto. The Board shall have the authority to order reinstatement and to award back pay. The fee and expenses of any hearing officer employed by the State Personnel Board shall be borne equally by the parties. In cases involving discipline, the agency shall present its case first and in all other cases the grievant shall present his/her case first. Hearing officers shall be selected from lists developed and mutually agreed upon by NAPE/AFSCME and the Administrator of the DAS Employee Relations Division. If the parties cannot agree upon a hearing officer, a method of alternate striking of names shall be employed. If a hearing officer was selected prior to the Step 3 appeal for an objection to discovery hearing pursuant to Section 4.9.5, the same hearing officer shall hear the Step 3 appeal.
- 4.13.6 The Administrator of the DAS Employee Relations Division/designee shall have the authority to set time limitations for: the length of time within which a hearing officer must be chosen; the amount of time the parties will have to present their case (although each party will receive the same amount of time); the time within which a case must be heard after a hearing officer is appointed; the length of time that will be allowed for the parties to submit post hearing briefs; and the period of time after a hearing within which the hearing officer must enter his/her decision. Post hearing briefs shall not be allowed in any case unless the parties and the hearing officer are all in agreement as to the need for such briefs. The recommended decision of the hearing officer shall be made in writing within 60 calendar days of the conclusion of the hearing, unless the Administrator of the DAS Employee Relations Division sets a different time period within which the hearing officer must issue his/her decision, and shall include findings of fact and conclusions of law. The findings of fact shall consist of a concise statement of the conclusions upon each contested issue of fact. The DAS Employee Relations Division shall receive from the hearing officer a copy of the recommended decision by first class U.S. Mail or by electronic mail, response receipt requested. If the hearing officer does not render a recommended decision within the allotted time period from the date the appeal hearing concludes (the last day of the hearing or the date the last brief was received, whichever

is later), a penalty of \$50 per day will be imposed and deducted from the hearing officer's fee for each day over the allotted time period the recommended decision is late, until the recommended decision is received. This penalty may only be waived upon mutual agreement of the parties and the Administrator of the DAS Employee Relations Division.

- 4.13.7 If either the grievant or the involved agency should choose to appeal the decision of the Personnel Board, the appeal shall be brought pursuant to the Nebraska Administrative Procedure Act.

## **ARTICLE 5 - LAYOFFS AND RESIGNATIONS**

- 5.1 The Agency shall decide when a layoff is necessary, and which classifications and positions will be affected.

Reasonable alternatives will be analyzed, reduced to writing and presented to the Union at the meeting provided for between the agency and the union at Section 5.2 prior to laying off any front line bargaining unit employee(s). These alternatives shall include:

- a. Eliminating unfilled, funded positions.
- b. Reducing layers of bureaucracy and re-directing resources to the front-line positions.
- c. Providing re-training/transfer opportunities within the agency.
- d. Reducing the work force by attrition.

- 5.2 Within three workdays of issuing the layoff notices to affected employees, the Agency shall meet with the Union regarding the layoff. An overall layoff plan shall be provided to the Union at least five work days prior to the meeting between the Union and the Agency. The Union agrees to keep such advance information confidential until affected employees receive layoff notice from the Agency.

- 5.3 Each employee affected by a layoff shall be provided as much advance written notice as feasible, but shall not be provided notice less than fifteen workdays prior to the effective date of the layoff except in circumstances beyond the control of the Agency, such as: revenue shortfalls, loss of federal funds, and natural disasters.

- 5.4 The layoff notice shall be provided to affected employees fifteen workdays prior to the date of layoff, and shall at a minimum include:

- a. the reason for the layoff;
- b. the effective date of layoff;
- c. the seniority list of bargaining unit members affected; and
- d. bumping rights.

- 5.5 When a layoff occurs the following rules shall apply:

- a. The Agency shall identify the affected classifications, positions, and work locations, and shall establish bumping rights, which are limited by facility, and/or geographical area, and/or bargaining unit, and/or by Division and/or by total Agency in order to provide

the most efficient continued operation of the Agency. Such bumping limitations must be specifically defined and pre-set in the Agency layoff plan. If no other options exist, then under Section 5.6.c.6 and 5.6.c.7 the employee may bump agency wide.

- b. The order of layoff will be based on service anniversary date as adjusted for leaves of absence, layoffs, suspensions, unpaid leaves of more than 14 calendar days, except for military leave. Time spent as an intermittent or temporary employee is not counted. If both employees have the same service anniversary date then the tie shall be broken by lot.
- c. If bumping to an occupied position, the person being displaced must be the least senior employee in that classification consistent with the identified bumping limitations at Section 5.5.a.
- d. Bumping to a position assigned to a classification with a higher minimum rate of pay is not allowed unless the employee actually performed the duties of the higher level position and was reclassified to a position assigned to a classification with a lower rate of pay within the previous twenty-four months for other than disciplinary or voluntary reasons.
- e. Bumping shall not take place between agencies.
- f. Bumping shall be limited to positions covered by this contract except as determined otherwise by the Agency Head and/or his/her Designee.
- g. Non-bargaining unit employees shall not bump into positions in the bargaining unit. Employees not covered by these bargaining units who are subject to layoff due to an agency reorganization may fill vacant positions covered by this contract, only after these vacant positions are offered to bargaining unit employees subject to layoff.
- h. The agency plan may not layoff permanent employees in the affected classification(s) in the affected geographical area until all temporary employees, with the same funding source, within that classification and within 25 miles of the worksite have been released.

5.6 Subject to the limitations of the agency layoff plan, the rights of the laid off employee shall be in the following sequential order:

- a. If there is a vacant position in the same classification within 25 miles, the employee shall, if qualified, in order of seniority, transfer to the vacant position. If more than one vacancy exists in the same classification, the employee may choose which vacancy they want to fill. In no event shall an employee be required to accept a transfer or reassignment in excess of twenty-five miles from their current work location. Employees may, if qualified, voluntarily accept a vacant position of the same classification more than 25 miles away.
- b. In lieu of bumping, an employee may transfer to a vacant position of the same or lower minimum rate of pay which the employee is qualified to hold. If more than one vacancy exists in the same classification, the employee may choose which vacancy they want to



fill. Affected bargaining unit employees with the highest seniority shall have first choice. The salary of the employee selecting transfer shall be set in accordance with section 5.7 of this Article. If two or more laid off employees have the same service anniversary date and elect to transfer to the same vacant position, this tie shall be broken by lot.

- c. In order to provide the most efficient continued operation of the Agency, employees occupying positions designated for layoff and who elect to exercise his/her bumping rights shall, except in situations where specific job related factors are involved, bump employees with the least seniority in the following sequence:
  1. positions of the same classification; In any agency when two or more employees of the same classification are being laid off concurrently, the employee with the most state seniority shall have the first choice of the positions eligible to be bumped into, however, no employee shall be allowed to bump a more senior employee. The positions eligible to be bumped into shall equal the number of positions of the same classification in the agency which will remain occupied, or the total number of positions being reduced, whichever is the smaller number. The positions eligible to be bumped shall be the ones occupied by employees with the least state seniority.
  2. positions within the same classification series assigned to a classification with a lower minimum rate of pay;
  3. positions within classifications the employee occupied within the previous 12 months of an equivalent or lower minimum rate of pay;
  4. positions within the same classification series as the employee occupied within the previous 12 months with a lower minimum rate of pay.
  5. positions assigned to a classification with a higher minimum rate of pay if the employee actually performed the duties of the higher level position and was reclassified to a position assigned to a classification with a lower minimum rate of pay within the previous 12 months for other than disciplinary or voluntary reasons.
  6. positions of the same classification at any Agency location occupied by an employee with the least seniority in that classification.
  7. positions of a lower classification in the same series at any Agency location occupied by an employee with the least seniority in that classification series.
  8. previously held positions in other agencies within the last 12 months if the employee's duties and responsibilities were reassigned from one agency to another agency.
- d. Agencies shall provide employees occupying positions designated for layoff seven calendar days to respond to bumping options.

- e. Employees who are bumped from their positions shall be able to exercise their rights as outlined in Section 5.6. The seniority of an employee shall be based on service anniversary date as defined in 5.5.b.
- 5.7 Employees bumping to a position with a lower minimum rate of pay in lieu of layoff shall, at the discretion of the Agency Head and/or his/her Designee, have their salary reduced in accordance with Section 11.9.
- 5.8 Employees who have retired shall not be eligible for recall. Other employees or former employees who have been laid off are eligible for reinstatement to their previous classification or to a lower classification within the same series for 12 months after layoff. The right of reinstatement to the previous or lower classification with the same series means that any employee laid off shall be offered a vacant position with the same or lower minimum rate of pay in the same series from which he/she was laid off, provided he/she meets the minimum qualifications for the vacancy before a new employee may be hired or current employee promoted.
- 5.9 Any employee laid off shall be offered a position in the classification from which he/she was laid off, provided he/she meets the minimum qualifications for the position before a new employee may be hired for such position by the Agency if such opening becomes available within 12 months of the employee's layoff. If the employee was exempt from the current minimum qualifications for the position before the employee was laid off, the employee shall be exempt from the current minimum qualifications for purposes of recall. Employees or former employees declining reinstatement to a position of a lower classification within the same series shall be given the opportunity to be reinstated to a position of their previous classification if positions become available within the 12 month period.
- 5.10 Former employees who were laid off, or employees who transferred or bumped to another position in lieu of layoff, shall be reinstated in the reverse order from which they were laid off or transferred. The Agency shall maintain a list of laid off employees eligible for reinstatement.

The agency shall place employees on a re-call list for the classification from which they were laid off. Employees may designate that they do not wish to be recalled to positions located at work sites in excess of 25 miles of their original work site. Employees or former employees who decline to be recalled twice to any permanent position in their previous classification and location or not acting to notify the Agency Head and/or his/her Designee of acceptance or refusal shall be removed from the recall list and shall no longer have recall rights. Offers for temporary employment to their previous classification/location shall not be counted towards the two recall limitation requirement.

- 5.11 Those desiring to be reinstated shall, following notification by certified mail or following notification by e-mail for which a return delivery receipt is received, of the availability of a position, notify the Agency Head and/or his/her Designee in writing of the acceptance or refusal of the position within seven calendar days. It is the responsibility of the employee or former employee to inform the Agency of any change in address. Failure to receive

notification of a position's availability because of an address change shall not cause the seven calendar day reply period to be lengthened.

- 5.12 Employees or former employees reinstated within 12 months to a position of their previous classification (held at the time of layoff) shall return at the same distance into the salary range the employee was at when he/she left State employment. Employees reinstated shall not be required to serve an original probationary period, unless this probationary period was not completed prior to layoff. In those instances where the employee was serving a probationary period upon layoff, the probationary period will be completed upon reinstatement.
- 5.13 The service date for reinstated employees shall be adjusted by the number of days in a non-paid status.
- 5.14 Employees reinstated during the 12-month period shall retain all previously accumulated sick leave, except that employees who have previously received payment for one-quarter of their sick leave balance shall start with a zero sick leave balance. Employees eligible for retirement who are laid off shall have the option to defer the payment of one-quarter of their sick leave account for up to 12 months. Should the laid off employee return to state employment within 12 months, the employee's sick leave balance and service date shall be reinstated (minus time in a non-pay status). Should the laid off employee not obtain further state employment at the end of the 12-month period, the agency from which they left shall pay them one-quarter of their sick leave account.
- 5.15 Layoff provisions do not apply to voluntary or involuntary furloughs of less than a total of thirty (30) work days within a six month period. In cases of involuntary furlough, employees will be furloughed starting with the least senior employees within classification of the affected program area and work unit. In order for this to be implemented, the Governor shall approve all furloughs.
- 5.16 Furlough is defined as placing an employee in a temporary non-duty, non-pay status because of the lack of funds. An intermittent furlough is a furlough action in which the non-duty, non-pay status occurs discontinuously over a period of time (e.g. one work day per month for a six month period) rather than consecutively.
- 5.17 Furloughs shall not adversely affect an employee's health insurance premium contributions and service anniversary date, nor shall leave earnings be prorated as a result of the furlough.
- 5.18 **Resignations.** To resign in good standing, an employee must give written notice to the Agency Head and/or his/her Designee at least ten workdays before separation unless the Agency Head and/or his/her Designee agrees to a shorter period. Employees providing less than ten days written notice prior to separation, may be considered as separated not in good standing.
- 5.19 The Employer agrees that it will not replace current employees, while they are employed by the State, with workfare clients or interns.
- 5.20 **State Re-employment Program.** When filling a position externally, agencies employing positions covered by this labor contract will ensure that priority consideration is given to laid-

off State employees who have opted for participation in the State re-employment program. To be eligible, an employee must enroll in the program within 30 days of the effective date of the layoff. In order for a participant in the re-employment pool to receive priority consideration for State employment, the employee must apply for the position in question, which must be at the same or a lower minimum rate of pay than the employee's prior position, observing timeframes and guidelines identified in the job listing. Priority consideration shall mean offering employment to employees when the above criteria is met and the employee meets the minimum qualifications as identified in the job listing.

- 5.21 Employees accepting employment through the program may, at the Agency Head's discretion, be required to serve an original probationary period for any position which is secured utilizing priority consideration of the re-employment pool. The laid off employee shall remain in the State re-employment program until he/she is offered a permanent full-time or part-time position and accepts or declines the position. If the employee accepts the position and then does not complete original probation, the employee shall have the right, within 30 calendar days, to re-enroll in the State re-employment program one additional time. If the employee declines a permanent position after re-enrolling in the program, the employee will no longer be eligible to participate in the program.

#### **ARTICLE 6 - UNION REPRESENTATIVES**

- 6.1 Employees selected by the Union to act as employee representatives shall be known as "stewards." The names of employees selected as officers and stewards, and the names of other official non-employee Union representatives (employees of the Union) who may represent employees shall be certified in writing to the Employer and the Agency involved by the Union on July 1 of each year. The listing shall include the assigned area of Union responsibility for each steward. The Employer and the Agency involved shall be made aware of any changes in the above names and assignments as they occur. Management will be under no obligation to apply the provisions of this Section to any person not on this list.
- 6.2 Stewards shall be reasonably distributed throughout Agencies and shifts to allow proper support for employees. However, no two stewards may actively process the same grievance or any other matter at the same time. At the request of the Union a second non-compensated steward may observe for training purposes.

When there is no agency steward available at the employee's work location, the employee may, upon request, and with the mutual agreement of the agencies involved, be represented by the closest available steward in the employee's agency or a steward from another agency, if the steward from the other agency is closer than the one from the employee's agency.

- 6.3 **Union Staff Activity:** The Employer agrees that non-employee representatives of the Union (Union employees), provided they have been certified in writing to the Employer, and have first obtained permission from the Agency or its designated representatives (permission shall not be unreasonably denied), shall be allowed during working hours on the Employer's premises, with no harassment to:

- a. Post Union notices on designated bulletin board space as prescribed elsewhere in this Article (Stewards and/or Union officers may do so only during non-work time.);
  - b. Meet with employees on non-work time, in non-work areas, including break time in non-work areas;
  - c. Attend meetings scheduled as provided in the grievance procedure of this Contract;
  - d. Consult with the Agency;
  - e. Consult with local Union officers or stewards, after such employees receive permission from the first level of supervision outside the bargaining unit, concerning the enforcement of any provisions of this Contract and be provided a private meeting room, if requested, if available, and shall not be unreasonably denied. Such activities shall not interrupt the work of the Agency.
- 6.4 When requested by an employee, a steward may investigate any alleged grievance in his/her assigned area and assist in its presentation, unless another Union steward is performing this function. The steward shall be allowed up to twelve hours per month of paid work time, which shall include any travel time necessary, and to the extent possible, the use of vacation or compensatory time for this purpose with prior approval of the supervisor. The supervisor shall not unreasonably withhold approval. The steward or Union officer shall notify that supervisor upon return to work. The twelve hours per month is neither transferable nor cumulative, and shall be limited to the steward's normal work week. Stewards may use steward time for discussion of work rules per Section 1.5 with the agency personnel representatives and for management investigatory meetings per Section 10.6.
- 6.5 To the extent possible, all meetings relative to grievances shall be scheduled during or contiguous to the grievant's normal working hours.
- 6.6 Employees may discuss grievances and complaints with stewards for reasonable amounts of time during their regular work shift without loss of pay, providing that the supervisor has authorized the absence. The employee shall notify that supervisor upon return to work.
- 6.7 Union officers and stewards will be granted leave of absence, accrued vacation or compensatory time, election of type of leave up to employee, for up to two workdays in order to attend Union business, subject to the employing agency's determination of reasonableness. In determining whether a State employee's request is reasonable, the employing agency shall consider public safety and business necessity.
- 6.8 Bargaining unit employees who are the authorized delegates of the local Union, to a State NAPE/AFSCME or International Union Convention, seminar, or other union activity, will be granted a leave of absence, accrued vacation or compensatory time, election of type of leave up to employee for such purpose, subject to the employing agency's determination of reasonableness. Such leave shall not exceed fourteen calendar days during the term of this Contract. In determining whether a State employee's request is reasonable, the employing agency shall consider public safety and business necessity.

- 6.9 The Employer agrees to include a Union orientation notice, which shall be in electronic form when the employee receives a virtual orientation, in the material provided to new employees, such notice to be supplied voluntarily by the union. Upon a request from the Union, the Employer will provide an opportunity for a Union representative to meet with new employees for up to twenty (20) minutes at a time mutually agreed to by the Employer and the Union during the orientation session, or where orientation is not provided, to meet with new employees for up to twenty (20) minutes during the work day, in a non-work space normally used for employee meetings. Attendance by new employees at such meetings shall be voluntary. Stewards may use steward time for orientation when it occurs during their normal work time.
- 6.10 Notwithstanding the above, one employee from each bargaining unit covered by this contract may be granted a one-time leave of absence, as requested in writing by a certified Union official, and when such leave of absence does not cause undue hardship on the agency, to conduct official Union business. Such leave for purposes of this provision shall not exceed one year and shall not be unreasonably denied. Such leave shall not affect the service date.

## **ARTICLE 7 - WORK SCHEDULE**

- 7.1 **Work Schedules:** Work schedules are defined as an employee's assigned hours, days of the week, days off and shift rotations.

(Department of Health and Human Services employees covered by this Contract see Appendix C for work schedule provisions.)

(Department of Correctional Services employees covered by this Contract see Appendix M for work schedule provisions.)

- 7.2 The Employer shall provide ten work days written notice to the affected employees prior to making changes in their permanent work schedules, except when requested or agreed to by the Employee or in cases of emergency. (An emergency is defined as an unexpected, unforeseen or unanticipated event.) Non-permanent work schedule changes may be made by the Employer in order to respond to emergency staffing needs or in response to employee requests. At an employee's request, the reason for permanent change of schedule will be provided.

(Department of Correctional Services employees covered by this Contract see Appendix M for work schedule provisions.)

- 7.3 **Flex Time:** Agencies shall, where practicable, establish flex time work schedules for their employees. Such flex time work schedules shall guarantee the Employer's ability to provide services, to meet all workload demands as defined by the Employer, and to the extent practicable, meet employees' personal scheduling preferences. Approval of such requests shall not be unreasonably denied.

- 7.4 **Job Sharing:** Job sharing may be allowed by mutual agreement of the Agency Head and/or his/her Designee and the employees involved.

7.5 **Meal Periods:** All employees shall be granted an unpaid meal period of at least thirty minutes in duration or at the Employer's discretion, a paid meal period in those situations where qualified relief is not available. Where practicable, the Employer will attempt to schedule the meal period at approximately the middle of each shift. Requests to adjust the schedule for a day which allows employees to work through a meal period may be approved in advance with mutual agreement between the worksite supervisor and bargaining unit employee.

(Department of Health and Human Services employees covered by this Contract see Appendix C for Meal Period provisions.)

7.6 **Rest Periods:** All employees shall be granted a fifteen minute rest period during each one-half shift (one half shift shall not be less than four hours). The rest period shall be scheduled at approximately the middle of each one-half shift. The Employer retains the right to respond to emergency situations by not allowing a rest period. Rest periods shall not be cumulative. Unless prior supervisory approval is given, rest periods shall not be taken before one hour after the employee arrives at work, nor one hour before the employee leaves work. Rest periods are considered work time. The provisions of this section may not be used for the purpose of regular and routine denial of rest periods. The employees may discuss union business during rest periods in non-work areas.

(State Patrol Communication Specialists covered by this Contract see Appendix F for Rest Period provisions.)

(Department of Correctional Services employees covered by this Contract see Appendix M for Rest Period provisions.)

7.7 **Shift Differential:** Bargaining unit members on duty and working fifty percent or more of a shift between the hours of 6:00 p.m. and 6:00 a.m. shall receive sixty cents per hour shift differential for all hours worked on that shift.

For employees working 24 hours or longer continuous work periods, shift differential is not applicable.

(Department of Transportation employees covered by this Contract see Appendix D for shift differential provisions.)

7.7.1 Shift differential for all direct care staff is as follows for the following classifications:

2nd and 3rd shifts weekdays \$1.00

1st shift weekends (Saturday and Sunday) and holidays \$1.25

2nd shift weekends (Saturday and Sunday) and holidays \$1.50

3rd shift weekends (Friday and Saturday) and holidays \$1.75

Developmental Technician I, II

Food Service Worker

Staff Care Specialist

Food Service Assistant

Staff Care Technician I, II

Licensed Practical Nurse  
Maintenance Technician

Food Service Assistants and Food Service Workers who work between 6:00 p.m. and 6:00 a.m. shall receive shift differential at the second shift rates for all hours worked between those hours. Food Service Assistants and Food Service Workers who work at least three (3) consecutive hours and have any hours worked between the 6:00 p.m. and 6:00 a.m. time frame shall be guaranteed a minimum of three (3) hours of 2<sup>nd</sup> shift differential pay. For employees who start their shift between 6:00 p.m. and 6:00 a.m. and do not work three (3) consecutive hours, they will be paid 2<sup>nd</sup> shift differential for only the hours worked. As these employees do not work traditional shifts, the employing agency, in consultation with the union, shall designate the assigned shift of each food service position.

7.7.2 Shift differential for Registered Nurse and Behavioral Health Registered Nurse is as follows:

2<sup>nd</sup> and 3<sup>rd</sup> shifts weekdays \$1.50

1<sup>st</sup> shift weekends (Saturday and Sunday) and holidays \$2.00

2<sup>nd</sup> shift weekends (Saturday and Sunday) and holidays \$2.50

3<sup>rd</sup> shift weekends (Friday and Saturday) and holidays \$2.50

7.8 **Call-Back Time/Call-In:** Employees eligible for overtime who are called back for duty or called in on the employee's day off will be guaranteed a minimum of two hours at the appropriate rate of pay. This provision shall not be construed so as to provide for additional compensation if the employee is recalled back for duty within the original two hour period, except that employees who are called back to work in excess of two hours will be paid for actual time worked. To qualify for call-in compensation, the time worked cannot be contiguous to the end of an employee's scheduled work shift.

7.9 **On Call/Standby Pay:** Employees eligible for overtime under this Agreement and required to be in an on-call/standby status shall be compensated at the rate of 12% of the normal hourly rate of pay for each hour in such on-call/standby status. Employees shall not be placed in an on-call status for more than seven (7) calendar days in a pay period unless agreed to by the employee. This seven-calendar day limitation shall not apply to NDOT employees in districts who bid overtime assignments for Winter Operations in accordance with Appendix D.14.

On Call/Standby shall be defined as an employee who is not on the Employer's premises, but is on call and waiting for work, and the employee's personal activities are substantially restricted.

7.10 **Travel Time:** Employees who are required by the Employer to report to a work site other than that normally assigned or for the purpose of training, picking up tools, equipment, and/or uniforms and subsequently travel to a second work site, shall be in a paid status for time spent in traveling to and from work sites. Overtime eligible employees away from the work site shall be in a paid time status during times of travel or when performing work related duties.

7.11 **Mileage Reimbursement:** An employee will be reimbursed at the rate per mile set by the IRS for mileage allowance for Employer approved travel in the employee's personal vehicle for work related travel.



7.12 **Meal and Lodging Reimbursement:** Employees who are required to travel shall be compensated for meals and lodging according to what is reasonable and customary given the geographic location, as follows:

- a. Breakfast - When an employee leaves for overnight travel at or before 6:30 a.m., breakfast shall be reimbursed.
- b. Lunch - When an employee leaves for overnight travel at or before 11:00 a.m. or returns from overnight travel at or after 2:00 p.m., the noon meal shall be reimbursed.
- c. Supper - When an employee returns from overnight travel at or after 7:00 p.m., the evening meal shall be reimbursed.
- d. One-Day Travel - Breakfast shall be reimbursed when an employee leaves at or before 6:30 am. Lunch shall not be reimbursed. Supper shall be reimbursed when an employee returns at or after 7:00 pm.

The appropriate record keeping procedure for the proper reporting of travel expenses under this Agreement shall be consistent with the completion of the current State of Nebraska Accounting System Expense Reimbursement Document and the I.R.S. Code. The employee must adequately account, upon request from the Employer, for each separate expense, dates of travel, and the area of travel.

7.13 **Governor Appointed Committees:** When the Governor appoints an employee to serve on a committee, board or other body, time spent at meetings, and travel to and from meetings, of the committee, board or other body shall be considered hours worked. The employee shall not be reimbursed for time spent on other activities related to the committee when such time falls outside their normal work schedule.

7.14 Effective November 8, 2021, a pay differential of three-dollars per hour (\$3.00) shall be paid to all staff covered by this Labor Contract who are assigned by their agency to work at or have as their permanently assigned location one of the 24-hour facilities as follows:

Beatrice State Developmental Center (BSCD)-Beatrice

Central Nebraska Veterans' Home-Kearney

Community Corrections Center (CCC-L)-Lincoln

Community Corrections Center (CCC-O)-Omaha

Cornhusker State Industries (CSI)-Lincoln

Diagnostic & Evaluation Center (DEC)-Lincoln

Eastern Nebraska Veteran's Home-Bellevue

Grand Island Veterans' Home-Grand Island

Lincoln Correctional Center (LCC)-Lincoln

Lincoln Regional Center-Lincoln

NDCS Pharmacy-Lincoln

Nebraska Correctional Center for Women (NCCW)-York

Nebraska Correctional Youth Facility (NCYF)-Omaha

Nebraska State Penitentiary (NSP)-Lincoln

Norfolk Regional Center-Norfolk

Norfolk Veterans' Home-Norfolk

Omaha Correctional Center (OCC)-Omaha

Tecumseh State Correctional Institution (TSCI)-Tecumseh

Western Nebraska Veterans' Home-Scottsbluff

Whitehall Campus-Lincoln

Work Ethic Camp (WEC)-McCook

Youth Facility-Lincoln

Youth Rehabilitation and Treatment Center-Hastings

Youth Rehabilitation and Treatment Center-Kearney

A permanently assigned location is the location to which a position or employee has been assigned by their respective agency. The pay differential provided under this section shall be in addition to any other hourly differentials outlined in this Labor Contract, and shall apply to all hours worked while assigned by their agency to one of the above listed 24-hour facility locations.

## **ARTICLE 8 - ORIGINAL PROBATIONARY PERIOD**

- 8.1 All new hires and rehires shall be required to serve an original probationary period of six months from date of hire and shall be so notified. Employees who transfer from one Agency to another may be required by the Agency Head and/or his/her Designee to serve another original probationary period. An employee shall be removed from original probation status on the day following the end of the original probationary period, unless notified in writing of extension or separation by the Agency Head and/or his/her Designee. When an employment offer is extended to an employee transferring from one Agency to another, the offer shall state

whether or not the employee will be placed on original probation in the new position. If the offer provides that the employee will be placed upon original probation, the employee may withdraw from consideration or the employee may negotiate with the Agency to have the original probation requirement waived.

- 8.2 An employee who is transferred (promotion, demotion, lateral move, or move to a lower position) within an Agency or who transfers to another agency while serving an original probationary period may have his/her probationary period extended, or may be required to begin a new original probationary period of not less than six months, at the discretion of the Agency Head and/or his/her Designee.
- 8.3 An Agency Head and/or his/her Designee may extend the original probation of an employee for reasons of performance, transfer, promotion, and leave of absence for a period not to exceed a total of one calendar year from the date of hire or rehire.
- 8.4 The notification of extension shall be in writing and shall include the specific period of extension. In cases of extension for performance reasons the employee shall be provided specific performance improvement requirements.
- 8.5 Employees may be separated at any time during the original probationary period. Two weeks' notice of separation does not have to be given to original probationary employees; however, the Agency Head and/or his/her Designee shall notify the employee in writing of the date the separation is effective. Employees on original probation do not have grievance rights.

#### **ARTICLE 9 - TRANSFERS, PROMOTIONS, AND FILLING VACANT POSITIONS**

- 9.1 Whenever a vacancy occurs in a position the Employer intends to fill in any bargaining unit, a notice of such vacancy shall be posted on bulletin boards, or electronic bulletin boards where used, normally used for communicating with bargaining unit employees in the Agency or specific facility in which the vacancy exists stating the job title, description, qualifications, shift, designated days off, and work area, date of availability, pay range, and closing date for applications. Exclusions to vacancy posting relating to specific agencies may be mutually agreed to in writing by the parties. Postings will be made in one or more of the following ways: Internal Posting meaning internal within the Agency; State Internal Posting meaning any permanent Classified System employee may apply; or External Posting meaning State and non-State employees may apply. Upon posting applicants may apply for the position in writing for a period of not less than seven calendar days. The Employer shall fill job vacancies using factors of: a) knowledge, experience, and ability; b) any job related tests, c), background/reference checks, d) agency budget/financial considerations, and e) Veteran's preference, which shall be applied consistently among applicants. Where applicants rate substantially the same on such factors, permanent state employee applicants shall be selected, and where two state employee applicants' rate substantially the same, the more senior employee shall be selected by using the employee's continuous State service date.

(Department of Transportation employees covered by this Contract see Appendix D for vacancy posting provisions.)

(Department of Health and Human Services employees covered by this Contract see Appendix C for vacancy posting provisions.)

- 9.2 For purposes of this Article, a job will not be considered to have been vacant, if a qualified employee of the Agency is placed in the position, when such placement is the result of one of the situations listed below. Posting of a job opening does not waive the Agency's right to exercise the provisions of this section. Posting of jobs shall not be required when:
- a. the vacant position is filled by an employee displaced by layoff;
  - b. the vacant position is filled due to the reasonable accommodation of an employee who has a qualifying disability according to the Americans with Disabilities Act;
  - c. a position is reclassified and the employee remains in that position;
  - d. the vacant position is filled by a bargaining unit employee receiving an appropriate disciplinary demotion.
  - e. the vacant position is filled as a result of a grievance or litigation settlement, court order, State Personnel Board order, order of the Nebraska Equal Opportunity Commission, or the U.S. Equal Employment Opportunity Commission;
  - f. In job sharing situations when it has been determined by management that positions occupied by two or more employees with part-time status are to be converted to a position with one full time employee, it should be first offered to the most senior employee occupying the position. If declined, management will offer the position to the next senior employee and so forth. If all occupants decline full-time status, then the position will be filled through provision of 9.1 and current employees will be displaced.
- 9.3 No employee shall be transferred to a position assigned to a classification with a lower minimum rate of pay with no salary reduction and then promoted to a position assigned to a classification with a minimum rate of pay as high as that of the previously held classification with a salary increase within one year. Employees not selected for transfer or promotion shall be notified. Upon request, employees will be afforded the opportunity to meet and discuss what is needed to qualify for the position in the future.
- 9.3.1 Promotion and transfer of employees shall not change the employee's state seniority date (state seniority date is defined as the employee's service anniversary date as adjusted for leaves of absence, layoffs, suspensions, or unpaid leaves, of more than 14 calendar days).
- 9.4 **Promotional Probation:** A promoted employee may be placed on probation for a period of up to six months to determine his/her ability to perform the job (this is not another original probationary period when the promotion occurs within the same agency). An Agency Head and/or his/her Designee may extend the non-original probation of a promoted employee for reasons of performance, transfer, and leave of absence for a period not to exceed a total of one calendar year from the date of hire, rehire, transfer, or return from a leave of absence. If

the promoted employee is not performing adequately in the new position during the promotional probationary period, the employee shall, if the position is still available, be reverted to the employee's previous position and pay rate or apply for any open position for which he/she is qualified to hold. The agency shall not be required to utilize the disciplinary process to revert an employee back to the employee's former position or a vacant position assigned to a classification having a minimum rate of pay equivalent to the former position. The Agency shall document efforts to provide the promoted employee with performance improvement counseling when utilizing this provision. Every reasonable effort shall be made to retain said employee.

- 9.5 Transfers: Except in cases where there are specific job knowledge elements/factors (business necessity) requiring the Employer to permanently transfer a specific employee, no employee shall be permanently transferred by the Agency unless volunteers are solicited from the affected work area and/ or shift assignment. Volunteers will be solicited for a minimum of 48 hours. The employer shall announce a deadline to volunteer in writing (to include email) or by electronic posting. If two or more employees volunteer, the one with the most classification seniority, in the agency, shall be transferred. If no employee volunteers for permanent transfer, the Agency shall permanently transfer the employee with the least seniority in said classification from the affected work area and/or shift assignment. In the event of a tie in classification seniority, the employee with the least state seniority shall be transferred.

No employee shall, as a result of Agency action, suffer a loss in wages through transfer to a position of the same classification.

Permanent transfers shall be those excluding transfer to positions due to sickness, authorized leave or emergencies. It is understood that affected work areas shall not be unreasonably defined. Employees who do not accept a transfer of more than 50 miles from their current work location will be laid off under the provisions of Article 5.

- 9.6 **Moving Allowance:** With the prior approval of the Agency Head and/or his/her Designee, concerning reimbursable costs, employees involuntarily transferred to a new job location fifty miles or more from the employee's old residence than the old residence was from the old job location shall be reimbursed for receipted moving expenses. For the purposes of this section, promotions and the exercise of any bumping option shall be considered as a voluntary transfer. Notwithstanding the above, at the discretion of the Agency Head and/or his/her Designee, employees may be reimbursed for moving expenses.

Nothing in this Agreement prevents the Employer from implementing relocation bonuses or moving allowances for new hires.

- 9.6.1 If an employee, whose moving expenses (all or a part) have been paid, resigns within one calendar year of the move, the Agency Head and/or his/her Designee may require the employee to reimburse the Agency for a portion of the moving expenses, based on the length of time the employee worked after the move.
- 9.6.2 Employees who have been involuntarily transferred or have exercised bumping rights to another geographical location of the State shall be allowed up to twenty-four hours of time

off with pay for the purpose of attending to their personal affairs in their present location and establishing their personal affairs in their new location. Such time off from work must be approved in advance by the Agency Head and/or his/her Designee.

## ARTICLE 10 - DISCIPLINE OR INVESTIGATORY SUSPENSION

- 10.1 An employee shall be disciplined in accordance with this labor contract. Discipline will be based upon just cause and will in no case be effective until the employee has received written notice of the allegations describing in detail the issue involved, the date the alleged violation took place, the specific section or sections of the contract or work rules involved, except in emergency or critical situations where oral notice shall suffice, and has had an opportunity to present justification of their actions at a pre-discipline meeting. Any disciplinary action or measure imposed upon an employee may be processed as a grievance through the grievance procedure when it is in violation of the terms of this contract. The Employer shall not discipline an employee without just cause, recognizing and employing progressive discipline. When imposing progressive discipline, the nature and severity of the infraction shall be considered along with the history of discipline and performance contained in the employee's personnel file. (*Reference Section 22.7*)
- 10.2 **Reasons for Imposing Disciplinary Action** – Appropriate disciplinary action, subject to just cause as defined in Article 10, may be taken for any of the following offenses for violating reasonable agency work rules including those contained in agency policy and procedures manuals, legally promulgated rules and regulations, or for violating any provision of the NAPE/AFSCME and State of Nebraska Labor Contract:
- a. Violation of, or failure to comply with, the Labor Contract, State constitution or statute; an executive order; regulations, policies or procedures of the employing agency; or legally promulgated published rules.
  - b. Failure or refusal to comply with a lawful order or to accept a proper assignment from an authorized supervisor.
  - c. Inefficiency, or negligence in the performance of duties, or failure to meet clearly established performance expectations.
  - d. Unlawful manufacture, distribution, dispensation, possession or use of a controlled substance or alcoholic beverage in the workplace or reporting for duty under the influence of alcohol and/or unlawful drugs. Use of a controlled substance by the employee as prescribed by his/her physician and/or other licensed health practitioner shall not be a violation.
  - e. Negligent or improper use of state property, equipment or funds, or conversion of state property. This includes transmitting threatening, obscene, or harassing material through the State's communication systems.
  - f. Bribery to gain, or attempt to gain, promotion, leave, or favorable assignment for individual benefit or advantage.

- g. Falsification or intentional omission of required information on the employment application/resume.
- h. Unauthorized use or abuse of any type of leave, meal or rest periods.
- i. Repeated tardiness or unauthorized leave, including unauthorized departure from the work area.
- j. Failure to maintain appropriate working relationships with the public, employees, supervisors, or managers while on the job or when performing job related functions.
- k. Failure to obtain and maintain a current license or certification required by law or agency standards as a condition of employment.
- l. Conviction of a felony.
- m. Acts or conduct which adversely affects the employee's performance and/or the employing agency's performance or function.
- n. Work place harassment based, in whole or in part, on race, color, sex, religion, age, disability or national origin, which manifests itself in the form of unwelcome comments, jokes, printed material and/or unwelcomed sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature.
- o. Display of materials and/or the utterance of offensive comments in the workplace that are derogatory towards a group or individual based upon race, gender, color, religion, disability, age or national origin.

10.3 **Investigatory Suspension or Reassignment.** When the Employer determines that an employee must be removed from a current work assignment pending the completion of an investigation by the Employer to determine if disciplinary action is warranted, the Employer may:

- a. reassign the employee to another work assignment at their current rate of pay until the investigation is completed.
- b. suspend the employee from work without pay for alleged violations involving a report or statement supporting the allegation of gross misconduct/negligence, or for actions which have brought the agency into non-compliance with governing state or federal laws/regulations, until the investigation is completed or until six work days have elapsed, whichever occurs first. In all other instances, except those outlined above and those described in 10.3.c, the suspension shall be with pay. The investigation may continue after the suspended employee returns to a paid status. If the employee is found not to have committed the violations alleged, the employee will be granted pay, benefits, leave, and service credit for the period of suspension.
- c. in cases where the employee has been charged in court with a felony, which is directly related to the workplace or which has the potential for significant impact on, or

disruption of, the workplace, the Employer may suspend the employee from work with or without pay until the charges are resolved.

(Department of Correctional Services employees covered by this Contract see Appendix M, Section M.7)

When the Employer has placed an employee on investigatory suspension, the Employer shall have thirty work days from the date of discovery of an infraction to initiate disciplinary action by serving a written notice of allegations on the employee except when the Employer is awaiting the results of an outside investigation. If no action is taken, disciplinary action is barred for that particular incident. Employees on investigatory suspension are not eligible to be paid shift differentials.

- 10.4 If evidence in an investigation shows that no disciplinary action should be taken, the Agency Head and/or his/her Designee shall insure that all documentation of the suspension is purged from the employee's personnel file.
- 10.5 Any meeting held pursuant to these provisions may be tape recorded if the parties so agree.
- 10.6 Upon request employees shall be allowed representation at investigatory meetings which have the potential to lead to discipline and pre-disciplinary meetings. However, representation shall not be allowed when the purpose of the meeting is solely to deliver the written notice of allegations. Unless otherwise agreed to, the employees are not entitled to representation at routine supervisory and/or non-disciplinary counseling conferences.
- 10.7 No employee shall receive disciplinary action or unpaid investigatory suspension based solely on the uncorroborated statements of inmates or clients/residents of a 24 hour facility.
- 10.8 Notice of disciplinary charges being instituted and the imposition of disciplinary action shall only take place at the worksite or by letter, and bargaining unit employees' confidentiality shall be respected during investigation or disciplinary procedures.
- 10.9 In no case will an employee be charged with a disciplinary violation when the employee behavior occurred more than 180 calendar days prior to the initiation of the disciplinary process and has been known by the direct supervisor for more than 180 calendar days. In the case of an outside investigation, the 180 calendar days does not commence running until the completion of the outside investigation.
- 10.10 After the conclusion of a pre-disciplinary hearing the Agency Head/Designee shall have thirty (30) calendar days to impose disciplinary action or dismiss the allegations. The Agency Head/Designee may extend the amount of time to impose disciplinary action or dismiss the matter by not more than fifteen (15) calendar days. The extension shall be issued in writing. If disciplinary action is not imposed within the thirty (30) calendar days, or the extended period if applicable, then disciplinary action shall not be imposed for the alleged offense/s. If the allegations contain criminal conduct that could result in the employee being charged with a misdemeanor or felony, the time limits outlined above will not apply until the employee is either convicted or the charges are dismissed.



10.11 Discipline shall not be imposed on an employee who failed to follow an actual unlawful order or direction.

## ARTICLE 11 – WAGES

11.1 The parties agree that pay increases and resulting salary levels must be developed by reviewing total compensation received by employees, including paid leave periods and Employer contributions to group benefit plans.

11.1.1 Nothing in this Agreement prevents the Employer from providing, in addition to the provisions of this Article, merit increases/bonuses to employees.

11.2 On July 1, 2023, pay lines shall be established in Appendix A. The classifications listed in Article 11.2.1 shall have their pay line adjusted upward by the indicated amount. On July 1, 2023, all classifications not listed in Article 11.2.1 shall have their pay line adjusted upward by five percent (5%). Pay lines shall consist of 40 steps with each individual step being a one percent (1%) increase over the preceding step's listed hourly rate; for example Step 2 shall represent a one percent (1%) increase over the hourly rate represented at Step 1. The Minimum Hourly Rate for each classification shall be Step 1, and each pay line shall extend 40 steps with each classification's Maximum Hourly Rate represented as Step 40.

On July 1, 2023, all employees shall be placed on the pay lines in Appendix A as follows: All employees whose hourly rate of pay as of June 30, 2023 is on a respective step of their classification's pay line shall remain on that same numbered step. All employees whose hourly rate of pay as of June 30, 2023 is between steps on their classification's pay line shall first, on July 1, 2023, be placed on the step immediately above their June 30, 2023 hourly rate of pay, and then shall remain on that same numbered step of the pay line. Employees whose hourly rate of pay as of June 30, 2023 is above the Maximum Hourly Rate, Step 40, of their classification's pay line shall receive a percentage increase to their annual full-time equivalent salary base equal to the percentage amount that their respective classification's pay line has been increased.

11.2.1 As described in Article 11.2, the following classifications shall have pay lines increased by the indicated amount as follows:

**Pay lines to increase by ten percent (10%) effective July 1, 2023:**

C72311	Child and Family Services Specialist Trainee
C72312	Child and Family Services Specialist
C72313	Child and Family Services Specialist Lead Worker
M84011	Maintenance Technician
M84012	Maintenance Specialist I
M84013	Maintenance Specialist II
M84210	Electrician
M84230	Plumber
M84330	Machinist
X60112	Motor Vehicle Examiner

**Pay Lines to Increase by fifteen percent (15%) effective July 1, 2023:**

C69140	Unemployment Insurance Program Resource Specialist
C69400	Unemployment Insurance Claims Specialist
C69411	Unemployment Insurance Field Representative
C69420	Unemployment Insurance Adjudicator
C70120	Employment Specialist
C70130	Workforce Coordinator
C70410	Employment Services Program Specialist
C70850	Job Training Program Coordinator
C72172	Social Services Worker
C72173	Social Services Lead Worker
E55011	Engineer
E55012	Professional Engineer I
E55013	Professional Engineer II
E55014	Professional Engineer III
E57720	Highway Construction Projects Coordinator
E57740	Highway Contracts Project Coordinator
E57760	Highway Cost Estimator
E57780	Highway Construction Scheduling Coordinator
M56233	Engineering Associate
M57281	Highway Construction Technician I
M57282	Highway Construction Technician II
M57283	Highway Construction Technician III
M57284	Highway Construction Technician IV
M57830	Highway District ROW Permits Officer
M84621	Automotive Service Worker
M84622	Automotive Mechanic I
M84623	Automotive Mechanic II
M84624	Automotive/Diesel Mechanic
M84625	Automotive/Diesel Mechanic Lead
M84640	Automotive Technician
M84710	Aircraft Mechanic
M85111	Highway Maintenance Worker
M85112	Highway Maintenance Worker/Senior
M85113	Highway Maintenance Crew Chief
S57223	Highway Contracts Technician II
S57260	Highway Construction Management Technician
X62530	Engineer/Architect Investigator

**Pay lines to increase by twenty percent (20%) effective July 1, 2023:**

A19011	Accountant I
A19012	Accountant II
A19013	Accountant III
A19014	Accountant IV

11.2.2 On July 1, 2023, after the pay line adjustments and placement outlined in Article 11.2 and 11.2.1, all employees whose performance has been scored at least satisfactory by their agency for the past calendar year shall advance two steps on their respective pay line as outlined in Appendix A.

In cases where an employee has completed an original probationary period, or any other applicable probationary period, and should have received an annual performance review or probationary period performance review but no annual performance review or probationary period performance review for the past calendar year has been completed, that employee's performance will be deemed satisfactory for the past calendar year. Employees still within the first six (6) months of their original probationary period, or who have had their original probationary period extended for performance reasons or leave of absence, and therefore had not completed their original probationary period by December 31, 2022, shall not qualify for any increase pursuant to this Section on July 1, 2023. An employee who has an initial probationary period extended solely due to promotion will be rated satisfactory.

Employees who are at or above the highest step in their respective classification, the Maximum Rate of Pay, shall receive the same percentage increase as employees within the range. This increase, where applicable, shall be added to the employee's full-time equivalent salary base. For July 1, 2023 the percentage increase pursuant to this Section for those employees at or above the highest step in their respective classification will be two percent (2%).

11.3 On July 1, 2024, pay lines shall be established in Appendix A. All classifications shall have their pay line adjusted upward by two percent (2%). Pay lines shall consist of 40 steps with each individual step being a one percent (1%) increase over the preceding step's listed hourly rate; for example Step 2 shall represent a one percent (1%) increase over the hourly rate represented at Step 1. The Minimum Hourly Rate for each classification shall be Step 1, and each pay line shall extend 40 steps with each classification's Maximum Hourly Rate represented as Step 40.

On July 1, 2024, all employees shall be placed on the pay lines in Appendix A as follows: All employees whose hourly rate of pay as of June 30, 2024 is on a respective step of their classification's pay line shall remain on that same numbered step. All employees whose hourly rate of pay as of June 30, 2024 is between steps on their classification's pay line shall first, on July 1, 2024, be placed on the step immediately above their June 30, 2024 hourly rate of pay, and then shall remain on that same numbered step of the pay line. Employees whose hourly rate of pay as of June 30, 2024 is above the Maximum Hourly Rate, Step 40, of their classification's pay line shall receive a percentage increase to their annual full-time equivalent salary base equal to the percentage amount that their respective classification's pay line has been increased.

11.3.1 On July 1, 2024, after the pay line adjustments and placement outlined in Article 11.3, all employees whose performance has been scored at least satisfactory by their agency for the past calendar year shall advance three steps on their respective pay line as outlined in Appendix A.

In cases where an employee has completed an original probationary period, or any other applicable probationary period, and should have received an annual performance review or probationary period performance review but no annual performance review or probationary period performance review for the past calendar year has been completed, that employee's performance will be deemed satisfactory for the past calendar year. Employees still within the first six (6) months of their original probationary period, or who have had their original probationary period extended for performance reasons or leave of absence, and therefore had not completed their original probationary period by December 31, 2023, shall not qualify for any increase pursuant to this Section on July 1, 2024. An employee who has an initial probationary period extended solely due to promotion will be rated satisfactory.

Employees who are at or above the highest step in their respective classification, the Maximum Rate of Pay, shall receive the same percentage increase as employees within the range. This increase, where applicable, shall be added to the employee's full-time equivalent salary base. For July 1, 2024 the percentage increase pursuant to this Section for those employees at or above the highest step in their respective classification will be three percent (3%).

*(Per Letter of Agreement Signed April 24, 2023)*

11.3.2 Effective July 1, 2023, the minimum rate, Step 1, and the maximum rate, Step 40, of pay for the following classification for July 1, 2023 and July 1, 2024 shall be adjusted to the amounts shown below and reflected in Appendix A.

		Min. Rate	Max. Rate
IT Business System Analyst Coordinator (A07082)	<i>(July 1, 2023)</i>	\$30.267	\$44.617
	<i>(July 1, 2024)</i>	\$30.872	\$45.509

Employees in the above specified classification shall be placed on the pay line established in Appendix A and receive increases in accordance with Article 11.2.2, 11.3, and 11.3.1.

11.4 **Pay Plan.** The minimum rate and maximum rate of pay for each classification in each bargaining unit will be established per the pay range assignments found in Appendix A.

11.5 On July 1, 2023, each salary rate of all classifications in each bargaining unit pay plan will remain the same as each classification was on June 30, 2023, except as provided in Section 11.2. (Appendix A 2023-2025)

11.6 On July 1, 2024, each salary rate of all classifications in each bargaining unit pay plan will remain the same as each classification was on June 30, 2024, except as provided in Section 11.3. (Appendix A 2023-2025)

11.7 **Pay Periods.** Employees must be notified at least 90 calendar days in advance of changes to their respective pay period or payday. The Employer will make a good faith effort to minimize the impact to the employee of any change in pay period or payday.

11.8 **Promotions.** A bargaining unit member who is promoted to a classification with a higher minimum rate of pay shall have his/her salary increased by :

5% for promotions where the new classification's minimum rate of pay is equal to or greater than 7.5% but less than 15% above the minimum rate of pay of the classification which the employee occupied prior to promotion;

7.5% for promotions where the new classification's minimum rate of pay is equal to or greater than 15% but less than 22.5% above the minimum rate of pay of the classification which the employee occupied prior to promotion; or

10% for promotions where the new classification's minimum rate of pay is equal to or greater than 22.5% above the minimum rate of pay of the classification which the employee occupied prior to promotion.

The employee's salary shall be at least at the minimum rate of pay for the new classification. In no case, shall the employee be paid more than the maximum rate of pay of the new classification.

11.9 **Demotions.** A bargaining unit member who is demoted, either voluntarily, or as a result of disciplinary action, from a classification with a higher minimum rate of pay to a classification with a lower minimum rate of pay, shall have his/her salary decreased by:

5% for demotions where the new classification's minimum rate of pay is at least 7.5% below but not more than 15 % below the minimum rate of pay of the classification which the employee occupied prior to demotion;

7.5% for demotions where the new classification's minimum rate of pay is at least 15% below but not more than 22.5% below the minimum rate of pay of the classification which the employee occupied prior to demotion; or

10% for demotions where the new classification's minimum rate of pay is at least 22.5% below the minimum rate of pay of the classification which the employee occupied prior to demotion.

An employee who is reverting back, either voluntarily or as a result of a disciplinary action, to a classification with a lower minimum rate of pay from which they were promoted in the last five (5) years, will be returned to their previous salary, adjusted for any merit or cost of living increases that may have been applied during the time they were in the higher level position.

Under no circumstances will the employee's salary be less than the minimum rate of pay of the new classification nor greater than 5% above the maximum rate of pay for the new classification. (See Section 19.11 for salary adjustments for downward reclassifications.)

- 11.10 A former employee who is returning to the same classification, may be rehired at a salary that is up to the same numbered step as their former classification.
- 11.11 The Director of State Personnel will forward in-grade hiring requests and in-grade salary adjustments to the Employee Relations Administrator when such requests exceed Step 15 of the pay line for any classification. Such requests shall include, if applicable, similar salary adjustments for incumbent employees possessing the same job qualifications or unique job-related factors. The Union and the Employee Relations Administrator will discuss these requests, meet concerning them if necessary, and in instances where both parties agree with the request, it will be implemented. The Union will respond to such requests within one and one-half workdays of receipt of the request. In the event the parties are unable to reach an agreement in conjunction with such requests, the Employer shall have the ability to hire employees into the range and make appropriate equity adjustments to other employees in the same agency and classification. The Union shall be entitled to initiate a grievance on behalf of named adversely affected employees in the same agency and classification, at Step 2 of the process. The employee must sign the grievance, and the employee may withdraw his/her name from the grievance at any point during the process.
- 11.12 Nurse Compensation. On November 8, 2021, pay lines shall be established in Appendix A. Employees occupying the classifications subject to and listed below in this section shall be placed on the new pay line for their respective classification in accordance with Article 11.2.3 on November 8, 2021. Unless stated otherwise, pay lines shall consist of 40 steps with each individual step being one percent (1%) increase over the preceding step's listed hourly rate; for example, Step 2 shall represent a one percent (1%) increase over the hourly rate represented at Step 1. The Minimum Hourly Rate for each classification shall be Step 1, and each pay line shall extend 40 steps with each classification's Maximum Hourly Rate represented as Step 40. Classifications subject to Article 11.12 are noted below. New hires into these classifications will be placed on the respective step according to their nursing experience in the public sector or private sector. For the purposes of determining nursing experience under this section, LPN, and RN experience are interchangeable. For the purpose of initial placement of new hires, each year of nursing experience in the public sector or private sector, up to a maximum of ten (10) years, shall be equal to three (3) steps for the purposes of determining initial placement on the appropriate classification's pay line. Under this provision no new hire shall be placed above Step 30 as a result of nursing experience in the public sector or private sector.

H73320	DHHS Program Specialist-RN	H75513	Community Health Nurse Senior
H74230	Health Program Manager-RN	I75010	Staff Care Technician I
H74650	DHHS Nurse Consultant	I75012	Staff Care Technician II
H75014	Registered Nurse	I75013	Licensed Practical Nurse
H75015	Administrative Nurse	X62462	Professional & Occupational Licensing Investigator

The initial hiring rates for these classifications will be the hourly amount noted above by each respective job title. The salary schedule for the LPN and Registered Nurse classifications reflects an 85.4% range from the minimum to the maximum. The above rates shall be considered in-grade hiring rates for all of the classifications listed except the LPN and the Registered Nurse, which have been placed on new pay ranges.

## ARTICLE 12 - OVERTIME

- 12.1 For the purposes of this Contract, an "overtime eligible" employee shall mean an employee who receives time and one-half compensation for overtime hours.
- 12.2 **Scheduling of Overtime:** The Employer will, as far as practicable, offer overtime on an equal basis by state seniority (state seniority date is defined as the employee's service anniversary date as adjusted for leaves of absence, layoffs, suspensions, or unpaid leaves, of more than 14 calendar days) among those included employees in that classification assigned to the work unit who normally perform the work involved.
- 12.3 The Employer may require employees to work overtime which may include evenings, weekends, and/or holidays. Overtime will be offered to volunteering employees within the classification and work unit, but where there is more than one volunteer, overtime shall be offered on a rotating basis beginning with the permanent employee with the most state seniority (state seniority date is defined as the employee's service anniversary date as adjusted for leaves of absence, layoffs, suspensions, or unpaid leaves, of more than 14 calendar days), although the Employer reserves the right to assign overtime to an employee based on immediate availability or special job qualifications, however, the assignment of overtime will not be done in a discriminatory manner. If there are no volunteers, then employees will be required to work overtime on a rotating basis beginning with the employee with the least state seniority (defined above). Except as provided above, refusal to work overtime will not be grounds for adverse action.

However, where Appendix language is present, the Appendix language shall prevail.

(Department of Health and Human Services employees covered by this Contract see Appendix C for Overtime provisions.)

(Department of Correctional Services employees covered by this Contract see Appendix M for Overtime provisions.)

(Nebraska Military Department fire protection employees covered by this Contract see Appendix Q for Overtime provisions).

- 12.4 For overtime purposes, an Agency Head and/or his/her Designee shall determine each employee's work week, which will consist of seven consecutive calendar days. The Union and the State concur that employees working in hospitals, nursing homes, or establishments for the sick, aged, or mentally ill or developmentally disabled, may be assigned a 14-day, 80 hour

work period. The work period for employees, for overtime purposes, shall be determined by the Agency and shall be in compliance with the Fair Labor Standards Act and its exemptions.

***(Per Letter of Agreement signed May 31, 2023)***

- 12.5 Employees in classifications in bargaining units covered by this Labor Contract shall be eligible for time and one-half overtime compensation except for those classifications identified in Appendix A as exempt. Those classifications identified as exempt in Appendix A shall not be eligible for time and one-half overtime.

Notwithstanding the above, the parties shall meet and negotiate concerning additions and/or deletions to overtime status. The meeting shall be at the call of either party. Employees determined to be ineligible for overtime under this agreement if entitled to overtime under the Fair Labor Standards Act (FLSA), shall be compensated at time and one-half for overtime hours worked.

From July 1, 2023 until July 2, 2023, employees covered by this Labor Contract who are assigned by their agency to work at or have as their permanently assigned location one of the 24-hour facilities as listed in Article 7.14 shall be eligible for overtime compensation at two times their regular hourly rate for all hours worked at one of the 24-hour facilities as listed in Article 7.14 except for those classifications identified as exempt. Those classifications identified as exempt shall not be eligible for overtime compensation at two times their regular rate of pay. All other provisions of Article 12.5 are applicable.

- 12.6 Hours worked in excess of 40 per week must be authorized in advance by the Agency Head and/or his/her Designee. The Union and the State concur that for employees working in hospitals, nursing homes, or establishments for the sick, aged, or mentally ill or developmentally disabled, hours worked in excess of eight hours per day and in excess of 80 hours in a 14-day period must be authorized in advance by the Agency Head and/or his/her Designee, providing that the employees receive overtime compensation for work in excess of eight hours in any workday and in excess of 80 hours in such a 14-day period. Such authorization may be written or oral, but in any event, such approval shall be made a matter of written record by the Agency.
- 12.7 In the event of an emergency, or when it is not possible or practical to obtain prior approval for overtime work to be performed, the Agency Head and/or his/her Designee may approve the overtime in writing subsequent to the time the work was performed.

***(Per Letter of Agreement signed May 31, 2023)***

- 12.8 Employees eligible for overtime shall receive compensation at one and one-half times their hourly rate in the form of either pay or compensatory time off, at the employee's discretion, for hours worked in excess of forty hours in any work week (or 8 and 80 for hospital employees and shift workers in the Veterans' Homes and at BSDC), except that the Employer maintains the ability to choose to pay cash at any time after the employee has exercised that discretion for overtime compensation obligations.



- a. The employee must indicate his/her choice of overtime compensation on the timesheet or on a required overtime approval form for the pay period during which the overtime was worked; the first overtime designation made during a pay period applies to the entire pay period .
- b. The employee may not carry more than 240 hours of compensatory time (160 hours x 1.5) -- amounts over this limit must be taken in pay.

From July 1, 2023 until July 2, 2023, employees covered by this Labor Contract who are assigned by their agency to work at or have as their permanent assigned location one of the 24-hour facilities as listed in Article 7.14 and eligible for overtime shall receive compensation at two times their hourly rate in the form of pay or compensatory time off, at the employee's discretion, for hours worked at one of the 24-hour facilities as listed in Article 7.14 in excess of forty hours in any work week (or 8 and 80 for qualifying hospital employees and shift workers in the Veterans' Homes and at BSDC, LRC, NRC, and Whitehall), except that the Employer maintains the ability to choose to pay cash at any time for overtime compensation obligations. All other provisions of Article 12.8 are applicable.

(Department of Health and Human Services employees covered by this Contract see Appendix C for Overtime provisions.)

(Department of Correctional Services employees covered by this Contract see Appendix M for Overtime provisions.)

- 12.9 For employees within all bargaining units, except the "E" Bargaining Unit holidays shall be considered as work hours for overtime purposes. Leave time (vacation, sick, etc.) shall not be considered as hours worked. Hours actually worked on the employee's designated holiday shall not also be considered as hours worked for overtime purposes.

For "E" Bargaining Unit employees, holiday leave time shall not be considered as work hours for overtime purposes. Leave time (vacation, sick, etc.) shall not be considered as hours worked. Hours actually worked on the employee's designated holiday shall be considered as hours worked for overtime purposes.

- 12.10 Upon proper Agency authorization, up to two hundred and forty hours of compensatory time (not more than one hundred and sixty-hours of actual overtime hours worked) may be accumulated by an employee. Time accumulated over the above noted amounts must be paid for at time and one-half rates. Payment of overtime shall be paid at the employee's current hourly rate, or at the average regular rate of pay for the final three years of employment, whichever is higher.

(Department of Health and Human Services employees covered by this Contract see Appendix C for Overtime provisions.)

(Commission on Law Enforcement and Criminal Justice employees covered by this Contract see Appendix G for Compensatory time provisions.)

12.11 Between December 15 and December 31 of each year, an employee may elect by notifying the Agency in writing, to receive payment for unused compensatory time accumulated during the prior State fiscal year. Compensatory time hours not paid shall be continued in the employee's compensatory time balance.

12.12 An employee shall be entitled to use compensatory time off upon request, except that the Employer may refuse such requests based on staffing requirements. However, staffing requirements shall not be a permanent reason to deny such request.

(Department of Health and Human Services employees covered by this Contract see Appendix C for Overtime provisions.)

12.13 Employees not eligible for time and one-half overtime may, at the discretion of the Agency Head, receive up to straight time compensation in the form of pay or compensatory time off for extra hours worked. Those classifications now receiving straight time compensation in the form of pay or compensatory time shall continue to receive such during the term of this contract.

Effective November 8, 2021, employees not eligible for time and one-half overtime may, at the discretion of the Agency Head, receive up to one and one-half times their hourly rate in the form of pay or compensatory time off for extra hours worked. This additional compensation is completely at the discretion of the Agency Head and does not indicate that an employee is entitled to overtime under the Fair Labor Standards Act (FLSA).

### ARTICLE 13 – INSURANCE

13.1 **Health Insurance:** For the duration of this Contract, the monthly Employer contribution toward any group health insurance option offered by the Employer shall be the amount equal to seventy-nine percent (79%) of the total premium cost of the plan, option, and coverage chosen by the bargaining unit member, for which the bargaining unit member is eligible.

For purposes of this section, plan and option shall mean one of the choices of levels of medical and other benefits offered by a carrier. Coverage shall mean the rate categories of single, two-party, four-party, and family, as offered under any contract entered into for medical benefits.

Eligible State employees and their eligible dependents will be granted access to health and prescription drug benefits in accordance with the State's group health insurance plan enrollment and coverage guidelines.

The following deductibles, out-of-pocket maximums, coinsurance after deductible provisions, and prescription drug card provisions take effect each July 1.

Total Benefit Maximum - Unlimited

\$1400 Annual deductible per person for the first and second year of this contract – In Network

\$2600 Annual deductible per family for the first and second year of this contract – In Network

\$4000 Annual medical out-of-pocket maximum per person – In Network

\$8000 Annual medical out-of-pocket maximum per family – In Network

80% coinsurance for most covered services after deductible – In Network

Co-payment for doctor office visits only, not to exceed \$45.

Co-payment for specialty doctor office visit, not to exceed \$55.

(The change in the co-payment for doctor office visits shall not change the manner in which ancillary costs are calculated.)

Co-Payment for Urgent Care Center visit, not to exceed \$75.

The plan shall include a three-tier formulary prescription drug card coverage with a:

\$5.00 co-payment per 30 day supply of Tier 1 drugs;

\$40.00 co-payment for a 30 day supply of Tier 2 drugs, for the first and second year of this labor contract; and a

\$60.00 co-payment for a 30 day supply of Tier 3 drugs, for the first and second year of this labor contract.

The annual pharmacy out of pocket maximum is \$2250 per individual, for the first and second year of this labor contract.

The annual pharmacy out of pocket maximum is \$4500 per family, for the first and second year of this labor contract.

Mail order is available for long-term maintenance drugs for a 90 day supply with a cost of two times the 30 day supply for each level of drugs.

The State reserves the right to add a 4<sup>th</sup> Tier for specialty drugs not to exceed \$100 for a 30 day supply.

The combination of pharmacy and medical out-of-pocket maximums will not exceed the limits set forth in the Patient Protection and Affordable Care Act.

In addition to the above, the Employer may offer different group health insurance plans. The Employer retains the discretion to arrange health insurance coverage through a health insurance exchange in accordance with the Patient Protection and Affordable Care Act.

*(Per Letter of Agreement Signed April 24, 2023)*

- 13.1.1 Retired military service members who are eligible for TRICARE and are currently employed by the State of Nebraska may elect to receive their health insurance coverage through TRICARE and forego participation in a group insurance plan offered by the Employer pursuant to Article 13.1. Individuals who do so will receive a flat, monthly stipend paid by the Employer.

For those with individual plans the flat, monthly stipend would be in the amount of five-hundred dollars (\$500.00). For those with family plans the flat, monthly stipend would be in the amount of one-thousand dollars (\$1,000.00). It is the bargaining unit member's responsibility to submit supporting documentation to show eligibility for the payment under this Section.

- 13.2 Group health, dental, and vision insurance benefits, in addition to the employee assistance program, will be offered to retirees who retire on or after the effective date of this Contract until the age of sixty-five. The entire cost of such insurance and participation in the employee assistance program to be borne by the retiree.
- 13.3 **Life Insurance:** The Employer will provide a \$20,000 group life insurance policy for each full-time employee. The full cost will be borne solely by the Employer.

(Department of Labor employees covered by this Contract see Appendix L)

- 13.3.1 **Optional Life Insurance:** The Employer shall offer a group optional life insurance policy for each full-time employee and the employee's dependents, at the employee's cost.
- 13.4 **Dental Insurance:** The Employer agrees to offer group dental insurance to bargaining unit employees and their dependents, at employee cost.
- 13.5 **Long-Term Disability Insurance:** The Employer agrees to offer group long-term disability insurance for bargaining unit employees at employee cost.
- 13.6 **Vision:** The Employer agrees to offer group vision insurance to bargaining unit employees and their dependents, at employee cost.
- 13.7 A labor/management committee with equal numbers of participants from the employer and unions shall oversee the State's RFP process.
- 13.8 **Accidental Death and Dismemberment Insurance:** The Employer shall offer a group AD&D insurance policy for each full-time employee at the employee's cost.

#### **ARTICLE 14 - AUTHORIZED LEAVE**

- 14.1 **Holidays:** The following holidays, are compensated holidays for employees in all bargaining units and are scheduled on the dates indicated below:

New Year's Day	January 1
Martin Luther King, Jr. Day	Third Monday in January
President's Day	Third Monday in February
Arbor Day	Last Friday in April
Memorial Day	Last Monday in May
Juneteenth National Independence Day	June 19
Independence Day	July 4
Labor Day	First Monday in September
Indigenous Peoples' Day and Columbus Day	Second Monday in October
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday following Thanksgiving
Christmas Day	December 25

(Educational Telecommunications Commission employees covered by this Contract see Appendix N for Holiday provisions.)

(Nebraska Military Department firefighters covered by this Contract see Appendix Q for Holiday provisions.)

14.2 **Holiday Leave for Part-time Employees:** Employees working part-time schedules shall receive paid time off for holidays on a pro-rated basis.

14.3 **Weekend Holidays:** When a holiday falls on the first day of an employee's weekend, it shall be observed on the preceding day. When a holiday falls on the second day of an employee's weekend, it shall be observed on the following day. A weekend is two consecutive days off, whether they be Saturday/Sunday, Tuesday/Wednesday, Friday/ Saturday, etc.

14.4 **Work on a Holiday:** In addition to normal holiday pay, hours worked by an overtime eligible employee on the employee's designated holiday shall be compensated at 1.5 times their normal hourly rate of pay. All hours worked on the employee's designated holiday in excess of an employee's normally scheduled work day shall be compensated at two times the employee's normal hourly rate. (see Section 12.9)

(Department of Health and Human Services employees covered by this Contract see Appendix C for Holiday provisions.)

(Department of Transportation employees covered by this Contract see Appendix D for Holiday provisions.)

14.5 **Vacation Leave:** Earning of vacation leave by bargaining unit employees begins immediately upon employment. Full-time employees in all bargaining units, except the “E” Bargaining Unit, earn vacation leave according to the following schedule based on their service anniversary date (Employees working part-time schedules shall earn vacation leave on a pro-rated basis):

1st year through 5th year	96 hours	12 days
6th year	120 hours	15 days
7th year	128 hours	16 days
8th year	136 hours	17 days
9th year	144 hours	18 days
10th year	152 hours	19 days
11th year	160 hours	20 days
12th year	168 hours	21 days
13th year	176 hours	22 days
14th year	184 hours	23 days
15th year	192 hours	24 days
16th year and more	200 hours	25 days

Full-time employees in the “E” Bargaining Unit, earn vacation leave according to the following schedule based on their service anniversary date (Employees working part-time schedules shall earn vacation leave on a pro-rated basis):

1 <sup>st</sup> year through 4 <sup>th</sup> year	106.7 hours	13.3 days
5 <sup>th</sup> year through 9 <sup>th</sup> year	122 hours	15.3 days
10 <sup>th</sup> year through 14 <sup>th</sup> year	144.7 hour	18.1 days
15 <sup>th</sup> year through 19 <sup>th</sup> year	164 hours	20.5 days
20 <sup>th</sup> year through 24 <sup>th</sup> year	170.7 hours	21.3 days
25 <sup>th</sup> year	172.7 hours	21.6 days

See Section 14.15 for accrual rates for employees returning to work after a break of service of less than five calendar years.

14.6 **Scheduling Vacation Leave:** Vacation leave should be applied for in advance by the employee and may be used only when approved by the Agency Head and/or his/her Designee. Vacation leave may not be unreasonably denied or deferred so that the employee is deprived of vacation rights.

(Department of Health and Human Services employees covered by this Contract see Appendix C for Vacation Posting provisions.)

(Department of Correctional Services employees covered by this Contract see Appendix M for Vacation Posting provisions.)

14.6.1 Notwithstanding any other provision in this contract, all vacation leave requests made electronically or in writing will be approved or denied electronically or in writing within seven (7) calendar days of receipt of the request, or within 18 work days of the closing date of their annual vacation scheduling.

- 14.7 **Balancing of Vacation Leave:** An employee's accumulated vacation time in excess of thirty-five days shall be forfeited as of the end of business on December 31<sup>st</sup> of each calendar year.

It is the responsibility of the head of an employing agency to provide reasonable opportunity for a State employee to use rather than forfeit accumulated vacation leave. If a State employee makes a reasonable written request to use vacation leave before the leave must be forfeited under this section and the employing agency denies the request, the employing agency shall pay the State employee the cash equivalent of the amount of forfeited vacation leave that was requested and denied. Such cash payment shall be made within thirty days after the requested and denied vacation leave is forfeited under this section. Such cash payment shall be considered compensation for purposes of a State employee's retirement benefit in a defined contribution or cash balance benefit plan administered by the Public Employees Retirement Board but shall not be considered compensation for purposes of a State employee's retirement benefit in any other defined benefit plan administered by the Public Employees Retirement Board. In determining whether a State employee's request to use vacation leave is reasonable, the employing agency shall consider the amount of vacation leave requested, the number of days remaining prior to forfeiture during which the State employee may take vacation leave, the amount of notice given to the employing agency prior to the requested vacation leave, any effects on public safety, and other relevant factors.

- 14.8 **Vacation Leave Payment:** Employees who leave employment shall be paid for any unused accumulated vacation leave earned, calculated on their base hourly rate. Pay for the unused accumulated vacation leave shall be in a lump sum addition to the employee's last paycheck.

- 14.9 **Catastrophic Illness Donation.** The provisions of this section are non-grievable. Employees may contribute accrued vacation leave or compensatory time to benefit another State employee in the same agency suffering from a catastrophic illness. Catastrophic condition is considered a medical condition such as cancer, heart condition, organ transplant, and any other major medical condition that limits employees' ability to work. Vacation/compensatory leave shall be donated in no less than four (4) hour increments. The contributing employee must identify the specific amount of time donated and the name of the recipient of the donated vacation/compensatory leave on forms provided by the Employer for this purpose. The agency shall transfer donated leave to the recipient's account on an as needed basis.

Donated Leave will be available only to employees who have exhausted their own paid leave and compensatory time/leave through bona fide serious illness or accident. Donating employees must sign an authorization, including specifying the specific employee to be a recipient of the donation. Leave transferred will be converted to a dollar value and then converted to hours based on the recipient's hourly rate e.g., the leave donor's salary is \$6.00 per hour and the recipient's salary is \$12.00 per hour; thus a donor must transfer twice the amount of hours to achieve full conversion. No more than 1200 hours of donated leave may be received by an employee during a twelve month period.

Eligibility of Recipient:

1. Must be suffering a serious illness or injury resulting in a prolonged absence of at least thirty work days during the past six months.
2. Must produce satisfactory medical verification.
3. Must have completed original probation.
4. Must have exhausted all earned paid leave time including compensatory time off, sick leave and vacation leave.
5. Must not have offered anything of value in exchange for the donation.

Eligibility of Donor Employee:

1. Only four (4) hour increments of vacation/compensatory leave may be donated.
2. Must not have solicited nor accepted anything of value in exchange for the donation.
3. Must have remaining to his/her credit at least 40 hours of accrued vacation leave, if donating vacation leave.

14.10 **Sick Leave:** Full-time employees in all bargaining units, except the “E” Bargaining Unit, earn sick leave according to the following schedule (Employees working part-time schedules shall earn sick leave on a pro-rated basis):

1 <sup>st</sup> year through 5 <sup>th</sup> year	96 hours	12 days
6 <sup>th</sup> year through 15 <sup>th</sup> year	112 hours	14 days
16 <sup>th</sup> year and more	144 hours	18 days

Full-time “E” Bargaining Unit employees earn 14 days (112 hours) sick leave each year of employment. (Employees working part-time schedules shall earn sick leave on a pro-rated basis.) See Section 14.15 for accrual rates for employees returning to work after a break of service of less than five calendar years.

14.10.1 There shall be no maximum limit on accumulation of sick days except as provided in Section 14.14.

14.11 The following conditions are valid reasons that sick leave may be used:

- a. When an employee is unable to perform his/her duties because of sickness, disability, injury, or when an employee's presence at work jeopardizes the health of others by exposing them to a contagious disease. Pregnancy, post-natal recovery, and miscarriage shall be treated as a temporary medical condition.
- b. When the illness, disability, injury, or major surgery of an immediate family member requires the employee's presence, (including but not limited to the following examples: administer medical care, transport immediate family to medical



appointments). The immediate family shall be considered as: spouse, children, parents, others bearing the same relationship to the employee's spouse, and any other individual for whom the employee is the legal guardian. At the Agency head's discretion, the definition of immediate family may be broadened.

- c. When an employee prescheduled medical, surgical, dental, or optical examinations or treatment, or when the employee must seek emergency medical treatment.
- d. In conjunction with an approved leave under the FMLA, subject to the requirements in Article 14.6 and applicable sub-sections.

14.11.1 Should an employee require hospitalization while on vacation, vacation leave shall be changed to sick leave, effective the date of hospitalization, upon application to the employee's immediate supervisor outside the bargaining unit. Upon such application, employees may be requested by the Agency Head/Designee to furnish proof of hospitalization, if requested by the Agency Head/Designee. Further, vacation leave may, if approved by the Agency Head/Designee, be changed to sick leave upon submission of a physician's statement substantiating and verifying treatment of the employee.

14.12 **Request for Sick Leave:** Sick leave shall be requested in advance when possible. Such request shall be answered within 2 (two) work days. In the case of illness, injury, emergency or any other absence not approved in advance, the employee should inform the first level of supervision outside the bargaining unit of the circumstances as soon as possible. An employee may be required to submit substantiating evidence when the reason for the leave request was a medical or dental appointment or when the Agency Head and/or his/her Designee suspects sick leave abuse. An employee shall be notified in advance and in writing (to include email) if sick leave abuse is suspected. Substantiating evidence may be required if the sick leave absence exceeds three consecutive workdays.

Employees who suffer from chronic or recurring illnesses or disabling conditions that do not require a visit to a health care provider each time the condition is manifested, shall not be required to provide certification for each absence, provided that a general certification is provided unless the absence is for more than three (3) consecutive days or the employee is subject to FMLA. An updated general recertification may be required of the employee no more often than every 60 days.

14.13 Sick leave may be denied when the employee fails to substantiate the legitimate use of sick leave.

14.14 All sick leave shall be forfeited upon separation from employment, except that an employee age 55 or above, or of a younger age if the employee meets all criteria necessary to retire under the primary retirement plan covering his/her State employment, or at death, shall receive a one-time payment of one quarter of his/her accumulated sick leave not to exceed 480 hours. An employee may only receive this payout once no matter how many times the employee is re-employed with the State. A retiree returning to state employment will begin earning vacation and sick leave at the beginning earning rate of a newly hired employee. (See Section 5.14 for employees who have been laid off for payment of sick leave.)

14.15 Employees returning to work on or after July 1, 2001, after a break in service of less than five calendar years shall have their accumulated unpaid sick leave balance reinstated, unless the employee previously received a payout of sick leave. The employee's service date shall be adjusted for the period of absence. The employee's vacation leave and sick leave earning rate will also be adjusted, and the new rate of earning will be based on the adjusted service date. Employees returning to work after a break in service of more than five calendar years shall start with a zero sick and vacation leave balance and shall be considered to be new employees for service date purposes, and shall earn vacation and sick leave at the beginning earning rate of a newly hired employee.

#### 14.16 Family and Medical Leave

14.16.1 **Eligibility.** Family and Medical Leave is unpaid time off from work. An employee must have at least twelve total months of service and at least 1250 hours of service in the previous twelve month period to be eligible for Family and Medical Leave. Temporary employment with the State of Nebraska counts toward an employee's eligibility. An employee can use paid vacation leave, accumulated compensatory time, or sick leave, if the requested sick leave meets conditions outlined in Section 14.11.a., b., or c., as part of their 12 weeks of Family and Medical Leave if the employee should so choose.

#### 14.16.2 Conditions for Using Family and Medical Leave.

Unpaid Family and Medical Leave may be used for the following reasons:

- a. Because of the birth of a child of the employee.
- b. Because of the adoption or placement of a foster care child with the employee.
- c. In order to care for the serious health condition of the employee's spouse, child, or parent.
- d. Because of the serious health condition of the employee.
- e. Because of any qualifying exigency (as defined by the Secretary of Labor) arising out of the fact that the spouse, or a son, daughter, or parent of the employee is on active duty (or has been notified of an impending call or order to active duty) in the Armed Forces in support of a contingency operation.
- f. Because the employee who is the spouse, son, daughter, parent, or next of kin of a covered service member shall be entitled to a total of 26 workweeks of leave during a 12 month period to care for the service member. The leave described in this subsection f. shall only be available during a single 12 month period.

**NOTE:** Spouse does not include unmarried domestic partners. Child may include step-children, foster children, or certain other children having more than a short-term residence in the employee's home such as legal wards of the employee. Care for mother-in-law or father-in-law is not included. However, parent may include

individuals other than natural or adoptive parents who served in a long-term parental role for the employee.

**NOTE:** Serious health conditions are defined as illness, injury, impairment, or physical or mental conditions that involve; (1) in-patient care, (2) absence from work, school or other regular daily activities for more than three calendar days and continuing treatment by a health care provider, or (3) continuing treatment by (or under the supervision of) a health care provider for a chronic or long-term health condition that is incurable or so serious that, if not treated, would likely result in a period of incapacity of more than three calendar days, or prenatal care. Examples of serious health conditions include: heart attack, heart by-pass or valve operations, most cancers, back conditions requiring extensive therapy or surgery, strokes, severe respiratory conditions, spinal conditions, appendicitis, pneumonia, emphysema, severe arthritis, severe nervous disorders, need for prenatal care, severe morning sickness, childbirth, and recovery from childbirth. This does not include voluntary or cosmetic treatments unless inpatient hospitalization is required.

**14.16.3 Certification of Serious Health Conditions.** When requesting Family and Medical Leave for serious health conditions, an employee must provide certification from a health care provider which includes:

1. the date on which the serious health condition commenced;
2. the probable duration of the condition;
3. any appropriate medical facts;
4. a statement containing specific information why the employee is needed to care for the child, spouse, or parent, **or**; a statement containing specific information why the employee is unable to perform the functions of the job;
5. if the leave is to be intermittent, a statement containing specific information concerning planned medical treatments, the expected dates and duration of treatment.

**14.16.3.a Medical Second Opinions.** The Agency may require a second opinion (the Agency's choice of health care provider) and must pay for the cost of the second opinion. If the second opinion differs from the first, a third opinion may be sought (from a mutually agreed upon health care provider, again, at the Agency's expense). The results of the third opinion are final.

**14.16.4 Notice of Intent to Use Family and Medical Leave.** A minimum of 30 days' notice to the Agency must be provided by the employee before he or she may use Family and Medical Leave. Where 30 days' notice is not foreseeable, notice must be given as early as possible.

**14.16.5 Family and Medical Leave Duration.** Unpaid Family and Medical Leave is limited to a total of twelve weeks within a twelve month period, starting with the date the employee first uses unpaid Family and Medical Leave, except that the leave under Section 14.16.2.f may be 26 weeks during a single 12-month period, but the leave provided under 14.16.2.e and 14.16.2.f cannot exceed a combined total of 26 weeks during a 12-month period.

- 14.16.6 **Family and Medical Leave Not Cumulative.** Family and Medical Leave cannot be carried forward beyond the twelve month period and banked for future use.
- 14.16.7 **Incremental Use of Family and Medical Leave.** With approval of the agency, Family and Medical Leave may be taken in increments with proper medical certification (federal law allows employees not eligible for overtime "exempt employees" to make incremental use of unpaid Family and Medical Leave without affecting their "salaried" status).
- 14.16.8 **Health Insurance while on Family and Medical Leave.** Employer health insurance contributions shall continue during an employee's unpaid Family and Medical Leave absence, provided the employee makes his/her required contribution. Employer contributions shall be based as if the employee had continued to work his/her normal schedule. When an employee does not return to work from Family and Medical Leave for at least 30 calendar days following the leave for a reason other than: 1) the continuation, recurrence, or onset of a serious health condition which would entitle the employee to Family and Medical Leave; or 2) other circumstances beyond the employee's control, the employee will be required to reimburse the State for the State's share of health insurance premiums paid on the employee's behalf during the Family and Medical Leave.
- 14.16.9 **Service Date Adjustments.** The employee's Service Date shall be adjusted when an unpaid absence due to Family and Medical Leave exceeds 14 consecutive calendar days.
- 14.16.10 **Family and Medical Denials.** DAS Employee Relations Division shall be notified by the Agency of any requests for Family and Medical Leave which are denied.
- 14.17 **Bereavement Leave:** Up to five days of bereavement leave may be granted to employees upon request for death in the immediate family. For purposes of this section, immediate family shall mean spouse, father, mother, grandfather, grandmother, sister, brother, child, grandchild, spouse of any of these, or someone who bears a similar relationship to the spouse of the employee and any other individual for whom the employee is the legal guardian. Step-persons and unborn persons bearing these relationships are included. At the Agency Head and/or his/her Designee's discretion, the definition of immediate family may be expanded to include other individuals with a similar personal relationship to the employee as that of an immediate family member. Bereavement leave will not be unreasonably denied and will be consistently applied.
- 14.18 **Injury Leave:** All employees who are disabled as a result of a job-related injury or disease, which is deemed compensable by Worker's Compensation, may be granted injury leave, pursuant to Neb. Rev. Stat. Sec. 48-119, not to exceed five of the employee's normal working shifts for any particular injury. A working shift is counted even if an employee is absent for any portion of their assigned shift. Disabled shall mean unable to perform the essential functions usually encountered in one's employment due either to an injury/disease or to treatment for an injury/disease.
- a. Any job related injury or disease shall be reported to the proper agency authority as soon as possible and the agency shall have the responsibility to supply all the necessary information to the Office of Risk Management.

- b. No employee shall receive a salary (worker's compensation plus regular pay) in excess of his or her normal wage.
- c. Health insurance with the appropriate employer contribution will be paid during an absence under worker's compensation after all accrued leave and compensatory time has been depleted.

**Worker's Compensation:** Any job related injury or disease shall be reported to the proper agency authority as soon as possible, and the agency shall have the responsibility to supply all the necessary information to the Office of Risk Management. No employee shall receive a salary (worker's compensation plus regular pay) in excess of his or her normal wage. The appropriate employer health insurance contribution will be paid during an absence under worker's compensation after all accrued leave and compensatory time has been depleted.

14.19 **Military Leave:** Military leave shall be granted in accordance with applicable federal and state laws, and is limited to 440 hours a year, with no accumulation of unused leave carried over to the following calendar year. Such military leave may be taken in hourly increments. Employees who are members of the National Guard or Reserve shall provide their Unit Training Assembly (drill) schedule to their supervisor as soon as it is available from the Military Unit. Where practicable, the Agency shall allow the employee to flex his/her work schedule to accommodate Unit Training Assembly (drill) schedules.

(Nebraska Military Department firefighters covered by this Contract see Appendix Q for Military Leave provisions.)

14.20 **Civil Leave:** All employees shall be eligible for paid civil leave under the following conditions:

- a. **Jury Duty:** If an employee is called to serve as a juror, he/she shall be entitled to paid civil leave. Employees will return to work when not actually serving as a juror on a daily basis.
- b. **Election Board Duty:** If an employee is appointed as a clerk, judge, or election inspector on an election or counting board, he/she shall be entitled to paid civil leave.
- c. **Voting Time:** All employees shall be allowed up to two paid hours for the purpose of voting provided the employee does not have sufficient time before or after regular duty hours to vote. The two hours authorized for voting does not apply to those employees who by reasons of their employment must vote by use of an absentee ballot.
- d. **Court Appearances:** Time spent by employees appearing in court as a function of their current or previous positions in state government shall be considered as hours worked. All witness fees and reimbursements received as a result of these court appearances shall be returned to the State.

Employees attending courts as a plaintiff, defendant or witness on non-work related matters, may use vacation leave or earned compensatory time. In the event the employee is subpoenaed for non-work related matters and does not have vacation leave or compensatory time the Agency Head and/or his/her Designee shall grant a leave of absence. Any witness fees paid to the employee for these court appearances shall be kept by the employee.

- e. **Disaster Relief Leave.** Employees who provide proof of their disaster relief volunteer certification with the American Red Cross may, with appropriate supervisory authorization, be granted paid civil leave not to exceed fifteen working days in each calendar year to participate in specialized disaster relief services in Nebraska for the American Red Cross, upon the request of the American Red Cross.

14.21 **Leave of Absence:** An Agency Head and/or his/her Designee may grant employees an unpaid leave of absence, not to exceed one year (except for military service and some worker's compensation cases), when such absences will not interfere with the best interest of the state. Under unusual circumstances this time may be extended by the Agency Head and/or his/her Designee. Written requests for leaves of absence will be considered for such things as temporary disabilities, educational purposes, or other uses. Medical leaves of absence shall not exceed six weeks unless approved by a physician. The leave of absence when granted, shall be in writing and detail the employment conditions that will be in effect at the end of the absence. Vacation leave shall not be required to be exhausted prior to such requests.

14.21.1 During the leave of absence, the temporarily vacated position may be filled by either employing a temporary employee or assigning another qualified employee to assume the duties of the position.

14.21.2 No leave benefits will accrue during a leave of absence

14.21.3 Sick and vacation earned but unused prior to leave of absence will be carried forward upon the employee's return.

14.21.4 The employee's service date shall be adjusted for non-pay absences in excess of fourteen calendar days, except when an employee is still eligible for worker's compensation payments.

14.22 **Adoption Leave:** Upon request, the mother of newly adopted children shall receive the same sick leave allowed to State employees who are new mothers by natural birth (generally six weeks) when adopting a child. Fathers of newly adopted children should receive leave on the same terms as fathers by natural birth.

14.23 **Leave for Part-Time Employees:** All types of leave are granted in proportional amounts for part-time employees.

14.24 **Advancement of Vacation and Sick Leave:** Agency heads may advance vacation and sick leave to employees in an amount not to exceed a total of 80 hours (pro-rated for part-time employees). Requests for advancement of vacation and sick leave will be reviewed and

responded to within two (2) workdays. Employees shall reimburse the State for all used unearned vacation and sick leave upon separation or transfer.

- 14.25 In case of extreme weather conditions, Agencies shall be as lenient as possible in the approval of compensatory time or vacation leave time in accordance with the Governor's emergency weather policy.
- 14.26 Leave requests shall be responded to within two work days from receipt by their supervisor and/or designee.
- 14.27 **Maternity Leave Donation (MLD) Program.** When an expectant or new mother needs to be away from work due to a birth of a child, she may request MLD. MLD shall be available only to employees who have exhausted their own earned sick leave, in conjunction with an approved Family Medical Leave (FML) under the Family Medical Leave Act and only with approval of the agency head and/or designee. Eligibility may be extended to those without an approved Family Medical Leave at the discretion of the agency head and/or designee.
- 14.27.1 **Eligibility of Recipient.** Employees shall meet the following criteria before request(s) for donations can be made:
- a. Be the expectant or new mother of a newborn baby
  - b. FML request has been approved by the agency or the agency head and/or designee has waived need for this approval
  - c. Have exhausted all earned sick leave
  - d. Have not offered anything of value in exchange for the donation
- 14.27.2 **Requesting Maternity Leave Donations.** Employees must submit a written request for MLD to the agency/facility Human Resources office. The request must include substantiating evidence as described in the Family Medical Leave Act. (For your convenience, request forms are available from your agency/facility Human Resources office or the DAS State Personnel website.) The Human Resources staff will be responsible to initiate the process to verify eligibility, seek agency head approval, request donations, apply the conversion formula to donations received, advise the employee of donations received and notify the appropriate payroll personnel of changes to receiving/donating employees' leave balances. Agency heads and/or their designee(s) must approve both the FML and MLD requests before solicitation for donations begin.
- 14.27.3 **Contributing Maternity Leave Donations.** Employees may contribute accrued vacation leave or earned compensatory time to benefit another State employee in the same agency who requests MLD. Vacation leave and earned compensatory time shall be donated in no less than 4 hour increments. The contributing employee must identify the specific amount of time donated and the name of the recipient of the donated time on the appropriate forms for that purpose. Vacation leave and compensatory time donated and transferred to another State employee pursuant to this provision shall be irrevocably credited to the recipient's MLD account.

Vacation leave and compensatory time transferred shall be converted to a dollar value and then converted to hours based on the recipient's hourly rate (e.g., the leave donor's salary is \$12.00 per hour and the recipient's salary is \$24.00 per hour, thus, in this case, twice the amount of hours is needed to achieve full conversion.) No more than an equivalent of 480 hours of MLD may be received by an employee during a twelve-month period. No more hours than required during the approved FML period should be received. (e.g., the employee has 2 weeks of paid sick leave accrued. After the 2 weeks of accrued sick leave is used, the employee can only request 4 weeks of donated leave to fill a 6 week FML request.) The agency shall transfer donated leave to the recipient's account from the donor's accruals in chronological order based on the date the form was received and on an as needed basis.

14.27.4 **Eligibility of the Donor.** Before donating vacation leave or earned compensatory time employees shall meet the following criteria:

- a. Only increments of four (4) hours may be donated.
- b. Have not solicited nor accepted anything of value in exchange for the donation.
- c. Have remaining to his/her credit at least 40 hours of accrued vacation leave. Earned compensatory time can be donated completely leaving a zero balance

14.27.5 **Adoptive Mothers.** Per Neb. Rev. Stat. § 48-234 adoptive mothers may be entitled to use the MLD program in certain situations. Adoptive mothers must meet the eligibility requirements as outlined above.

14.27.6 The provisions of this section are non-grievable.

*(Per Letter of Agreement Signed April 24, 2023)*

14.28 **Mentorship Leave.** Up to one hour per week of paid leave may be granted to employees upon request for participation in the State of Nebraska Youth Mentoring Program. All provisions of Mentorship Leave are to be in accordance with the State of Nebraska Youth Mentoring Program. Mentorship Leave is not considered as work time for the purposes of calculating overtime.

14.28.1 In order to be eligible for Mentorship Leave, employees must meet the following requirements:

- a) The employee's current performance review is satisfactory and the employee is not currently on a performance improvement plan;
- b) The mentoring program is on the list of approved youth mentoring programs maintained by Mentor Nebraska;
- c) The employee follows agency guidelines in submitting Mentorship Leave requests;
- d) The employee meets all background checks and additional requirements of the mentoring program;



e) The employee signs the “Accident Waiver and Release of Liability” form.

Employees must provide their supervisor with proof (email, confirmation letter, etc.) that they meet all background checks and additional requirements of the mentoring program they choose or any other documentation requested by their supervisor in relation to Mentorship Leave. Each agency is responsible for verifying the youth mentoring program that the teammate is volunteering for is on the approved mentoring list maintained by and available on the website of Mentor Nebraska.

14.28.2 An agency may deny a request or withdraw approval for Mentorship Leave if the employee’s absence is not in the best interest of the State, interferes with agency operations and/or services, or the employee does not meet the eligibility requirements. In addition, employees must obtain the prior approval of their supervisor related to the time and date of the week that Mentorship Leave is to be utilized.

14.28.3 Employees must follow the State of Nebraska’s Acceptable Use Policy. Employees are allowed to review the mentoring options on the database using a state computer, however, must do it on lunch or breaks. Any additional use of State Equipment must be in alignment with the State’s and his/her agency’s acceptable use policy.

All participation in volunteer mentoring activities is done on the employee’s personal time and should not be considered work time. The “Accident Waiver and Release of Liability” form must be signed prior to participating in volunteer mentoring activities.

#### **ARTICLE 15 - ANTI-DISCRIMINATION AND WORKPLACE HARASSMENT**

15.1 The provisions of this Agreement shall be applied to all employees in the bargaining units without discrimination as to protected age, sex, marital status, race, color, creed, national origin, disability, or political affiliation. Each of the parties hereto recognize their individual responsibilities under this paragraph and agree to fulfill those responsibilities.

15.2 Employees have the right to a workplace free from sexual harassment, inappropriate physical conduct, bullying, and threatening behavior.

#### **ARTICLE 16 - SAVINGS CLAUSE**

16.1 If any provision of the Contract is subsequently declared by the proper legislative or judicial authority to be unlawful, unenforceable or not in accordance with applicable statutes, all other provisions of the Contract shall remain in full force and effect for the duration of this Contract. The parties shall meet as soon as possible to agree on a substitute provision should any provision of this Contract be declared unlawful, unenforceable or not in accordance with applicable statutes. If the parties are unable to agree on a substitute provision within thirty days following commencement of the initial meeting, the provision becomes inoperative and the matter shall be postponed until contract negotiations are reopened.

#### **ARTICLE 17 - PAY DURING TEMPORARY TRANSFER**

- 17.1 When any employee of the bargaining unit performs the duties of a position in a classification higher than the classification currently held by the employee, the employee shall receive a temporary pay increase to the hiring rate of the higher classification or an increase in accord with Section 11.8, whichever is higher, but in no case shall the employee receive a pay reduction. An employee will be deemed to be assigned such duties when the temporary transfer exceeds fifteen consecutive calendar days. Any such pay increase will begin on the sixteenth day, shall be retroactive to the date of the temporary transfer, and shall end when the employee reverts to his/her previous classification.

Effective November 8, 2021, when any employee of the bargaining unit performs the duties of a position in a classification higher than the classification currently held by the employee (meaning the Minimum Hourly Rate or Step 1 is higher than the employee's current classification), the employee shall receive a temporary pay increase to the hiring rate of the higher classification or an increase in accord with Section 11.8, whichever is higher, but in no case shall the employee receive a pay reduction. An employee shall qualify to receive this temporary pay increase once he/she has been assigned duties in the higher classification for a combined eight (8) or more hours during two consecutive work days. The temporary pay increase shall apply to all hours worked until the employee reverts to his/her previous classification.

#### **ARTICLE 18 - HEALTH AND SAFETY**

- 18.1 The Employer agrees to furnish and maintain in safe working condition tools and equipment required by the Employer to carry out the duties of each position. Employees are responsible for reporting any unsafe condition or practice. Employees are responsible for properly using and caring for the tools and equipment furnished by the Employer. Employees shall not use such tools and equipment for personal use. Refusal to work in an unsafe environment shall be a defense to disciplinary action.
- 18.2 Recognizing the intrinsic nature of each job performed in the State, the Employer agrees to provide a safe working environment. The Employer agrees to maintain all state facilities, buildings, grounds, and equipment in accordance with directions of the applicable federal and state agencies. The Employer agrees to comply with Neb. Rev. Stat. Section 48-443. In the event the building or worksite is leased from a county or other third party, it shall be the Employer's responsibility to diligently and timely pursue improvements that will make the worksite safe and healthy.
- 18.3 The Employer shall develop policies for addressing bomb threats, fire and weather emergencies, and evacuations; and agencies shall develop policies addressing violence in the workplace.
- 18.4 Employees will be provided with ongoing information, training, and supplies concerning exposures in the work place that could present a substantial health or safety risk.
- 18.5 Where employees are required by the Employer to wear uniforms and safety and protective clothing, see the appropriate Appendix to this Contract concerning the terms and conditions of issue, parameters of wear, replacement of the required uniforms, and maintenance of such uniforms.

(Department of Health and Human Services employees covered by this Contract see Appendix C for Uniforms provisions.)

(Department of Transportation employees covered by this Contract see Appendix D for Health and Safety provisions.)

(Game and Parks Commission employees covered by this Contract see Appendix E for Uniforms provisions.)

(Nebraska State Patrol employees covered by this Contract see Appendix F for Uniforms and Protective Clothing provisions.)

(Commission on Law Enforcement and Criminal Justice employees covered by this Contract see Appendix G for Uniforms provisions.)

(Department of Agriculture employees covered by this Contract see Appendix I for Protective Clothing provisions.)

(Department of Environmental and Energy employees covered by this Contract see Appendix J for Protective Clothing provisions.)

(Department of Correctional Services employees covered by this Contract see Appendix M for Uniforms provisions.)

(Department of Administrative Services employees covered by this Contract see Appendix P for Uniforms provisions.)

(Nebraska Military Department employees covered by this Contract see Appendix Q for Uniforms provisions.)

(Nebraska Department of Motor Vehicles employees covered by this contract see Appendix S for Uniform provisions.)

(Nebraska State Electrical Division employees covered by this Contract see Appendix V for Uniforms provisions.)

(Department of Veterans' Affairs employees covered by this Contract see Appendix W for Uniforms provisions.)

- 18.6 The Employer agrees that bargaining unit employees may submit requests to the State Claims board.
- 18.7 All Employer-owned vehicles which are used by bargaining unit employees shall be equipped as required by law. All occupants of motor vehicles used in the course of employment are required to use seat belts. Bargaining unit employees shall not use portable radar detectors, or headphones while operating State owned motor vehicles. Employees operating State vehicles will use extreme caution if it is necessary to operate a cell phone while operating a motor vehicle.

- 18.8 **Employee Assistance Program:** The Employer shall maintain an Employee Assistance Program. Records concerning an employee's treatment for alcoholism, drug or stress-related problems shall remain separate from other personnel materials. All Employee Assistance records shall remain confidential.
- 18.9 Whenever an employee is required to perform duties which require working with or around hazardous chemicals, agents, or equipment, the employee shall receive necessary training and shall be provided necessary protective equipment and clothing. At a minimum the education and training must include:
- a. The location of toxic substances.
  - b. The names of the substances, including the generic or chemical name, as well as the trade or other commonly used names.
  - c. The acute and chronic effects of exposure to the hazardous substance, and any symptoms and effects of exposure.
  - d. The potential for flammability, explosion and reactivity of such substance.
  - e. Appropriate emergency treatment.
  - f. Proper conditions for safe use and exposure to such toxic substances.
  - g. Procedures for cleanup of leaks and spills of such substances.
- 18.10 For each hour of continuous and intensive VDT (video display terminal) use, employees shall be entitled to a five minute non-VDT use work assignment. All employees working in jobs which are subject to repetitive motion shall be afforded necessary information and training on how to prevent repetitive motion disease and injury.
- 18.11 The Agency shall request the Attorney General's office to provide legal counsel to employees sued for actions taken by them in the course and scope of their employment. The Agency shall in no way be held liable for damages, judgments, or legal fees arising out of cases in which the employee has refused State provided legal counsel and chosen Union, private or other legal services. When an employee is served with legal process relating to his/her job, the employee is responsible to seek legal help and shall notify the Agency's litigation contact person as soon as practicable.
- 18.12 Safety issues shall be a proper subject for any Labor-Management Committee meeting including the statewide Safety Committee coordinated through the Department of Administrative Services, Risk Management Division.
- 18.13 Possession of a firearm is forbidden in State work places by employees other than those who may be authorized in connection with official duties for the employer, and Game and Parks Commission employees who reside in State housing or who serve as Volunteer Hunter Education Instructors, and Aeronautics employees who reside on state airfields. Nothing in this paragraph is intended to supersede Neb. Rev. Stat. 69-2441 (3), which permits a concealed handgun permit holder to have a firearm in his or her vehicle in a parking area open to the public, when said firearm is securely locked in a glove box, trunk, compartment, or storage box.

- 18.14 Use of a controlled substance or alcoholic beverage in the workplace or reporting for duty under the influence of alcohol and/or unlawful drugs is prohibited.

## **ARTICLE 19 - CLASSIFICATION AND CLASSIFICATION APPEALS**

- 19.1 Employer agrees to classify/reclassify positions based on the duties performed, the scope and level of responsibilities assigned, the nature and extent of supervision received and/or exercised, and the knowledge, abilities and skills required -- the end result being that all classifications/reclassifications shall be in balance with the classification for similar work being performed by other state employees. The Employer retains the right to assign and/or reassign work, which may affect the classification assignment of each position.
- 19.2 If an employee disagrees with his/her classification assignment, the employee may request a review of such assignment provided the position has not been reviewed by the Administrator of the DAS State Personnel Classification and Compensation Section in the previous twelve calendar months. Requests for review shall be submitted in writing to the Agency Director or Designee and shall contain the following:
- a. a current State Personnel Division job description questionnaire completed by the employee and signed by the first level supervisor outside the bargaining unit;
  - b. a concise and specific statement as to why the employee believes the current classification assignment is inappropriate and the specific reasons therefore; and
  - c. a concise and specific statement of why the classification sought (which must be a currently existing classification) is appropriate, and the specific reasons therefore. Upon request from the employee, the Agency or DAS - State Personnel will consult with the employee concerning possible classifications to be listed as the classifications sought.
- 19.3 From the date of receipt of an employee classification request by the Agency Personnel Office or Designee, the Agency shall have forty-five work days to review and if necessary change the assignment of duties and responsibilities of a position. The Agency's review shall include a review of the submitted job description by the first level supervisor outside the bargaining unit who shall provide written remarks indicating agreement or disagreement with the contents of the submitted job description. After that review period of forty-five work days, the Agency shall not reassign work during the reclassification review. The Agency Head or Designee shall issue a written response advising the employee of the Agency's decision regarding accuracy of the description and any changes made in assigned job duties.
- 19.4 No position shall be classified or reclassified without written authorization of the Director of State Personnel. The pay change takes effect from the date the agency changed the work and initiated the request reclassification process.
- 19.5 Within fifteen work days after receipt of the Agency Head's or Designee's written decision on either: a) an employee's review request, or b) an Employer initiated review, the employee,

through the Agency Head or Designee, may forward the reclassification review request to the Administrator of the DAS State Personnel Classification and Compensation Section.

The employee shall also include items a, b, and c of 19.2 above to be forwarded to the Administrator of the DAS State Personnel Classification and Compensation Section at this stage of an Employer initiated review.

- 19.6 The Administrator of the DAS State Personnel Classification and Compensation Section shall issue a decision in writing no later than fifteen work days from receipt of request, except in cases where State Personnel job description questionnaires or other relevant information must be collected from other employees, in which case the Administrator of the DAS State Personnel Classification and Compensation Section shall have up to forty-five work days from receipt of the request to issue a decision. The decision of the Administrator of the DAS State Personnel Classification and Compensation Section shall be implemented during the current or next pay period. An employee reclassified to a classification assigned to a lower minimum rate of pay may be placed on the nearest step in the new classification pay line that results in a decrease of up to 2.5% for each 7.5% between the minimum rates of pay of the former classification and the new classification with the resulting pay not being more than 5% above the maximum of that classification during the current or next pay period.
- 19.7 Within fifteen work days from receipt of the decision of the Administrator of the DAS State Personnel Classification and Compensation Section, the employee may appeal the decision of the Administrator to the Classification Appeal Panel. This appeal may be initiated only if the action had an immediate adverse financial impact (reduction in salary) on the employee.
- 19.8 The Classification Appeal Panel shall be made up of five members, two chosen by the Chief Negotiator, and two chosen by the Union, and a fifth member chosen by the other four. In addition, the four members shall select an alternate fifth member to serve in the absence of the original fifth member. All members and alternates shall have education or experience concerning job evaluation techniques, such education and experience to be evaluated by members of the Panel themselves. All members shall undergo training provided by the State Personnel Division concerning Nebraska's classification system. The Union and the Employer shall each designate one alternate to serve as their representative on the Classification Appeal Panel when a regular member is unable to attend or when a regular member is unable to vote. All members shall serve for the duration of this Contract. The entire Panel may elect to hear classification appeals or the Panel may designate a minimum of three members to hear such appeals. The Panel members hearing the appeal shall have authority to make decisions without the need for the entire Panel's review or approval.
- 19.9 Rules of procedure regarding said appeals shall be developed by the Classification Appeal Panel. The function of the Classification Appeal Panel shall be to ensure classifications/reclassifications are in balance with the classification for similar work being performed by other state employees and that the issues raised by the appealing employee were taken into consideration. The review of the Classification Appeal Panel shall be limited to the issues raised by the appealing employee in the original appeal request. New issues shall not be allowed at this step of the review. The Classification Appeal Panel shall, when recommending overturning a decision of the Administrator of the DAS State Personnel

Classification and Compensation Section, provide their findings, conclusions, and recommended decision to the State Personnel Director at the close of the meeting. The State Personnel Director will make the final decision.

- 19.10 The Classification Appeal Panel members shall be limited to a choice to either recommend upholding the decision of the Administrator of the DAS State Personnel Classification and Compensation Section, or to recommend granting the employee the reclassification sought.
- 19.11 Implementation of upward classification changes appealed to the Classification Appeal Panel will be effective the first day of the next full pay cycle following final determination by the DAS State Personnel Director. Implementation of appropriate pay increases shall be made retroactive to the date on which the employee's appeal to the Classification Appeal Panel was received by the Administrator of the DAS State Personnel Classification and Compensation Section. Pay increases for upward classification changes will be calculated in the same manner as provided in Section 11.8 for promotions. An employee reclassified to a classification assigned to a lower minimum rate of pay may have his/her pay reduced as provided in Section 19.6, effective the date of the determination by the Administrator of the DAS State Personnel Classification and Compensation Section, except that if the DAS State Personnel Director reverses such reclassification action, the employee shall revert to his/her former rate of pay and shall be awarded back pay for the time spent in the inappropriate lower classification.
- 19.12 When jobs are retitled or reclassified, and the core duties remain essentially the same, employees holding such positions before the position was retitled or reclassified, shall retain their classification seniority.

## **ARTICLE 20 - EMPLOYEE TRAINING AND EDUCATIONAL ACTIVITIES**

- 20.1 **Training:** The Employer agrees to maintain its continuing effort to provide employees with training necessary for the accomplishment of employees' assigned duties. Priority shall be given to immediate work requirements, when assigning employees to training activities. Employee seniority shall be a factor considered when assigning employees to training activities related to less immediate work requirements.
- 20.2 The cost of training required by an Agency shall be paid by that Agency. An employee participating in required training shall be considered to be on work time.
- 20.3 **Tuition Assistance:** Bargaining unit employees can enroll in university or college, vocational technical school or extension courses. The course may be by correspondence or attendance at classes during non-working hours or during working hours with approval of the Agency Head and/or his/her Designee. Where practicable, in relation to work requirements, the Employer shall be liberal with the approval of requests for accrued/unused vacation leave, flex-time scheduling, compensatory time, or leave without pay for the purpose of enabling employees to attend classes conducted during an employee's regularly scheduled work hours.
- 20.4 Employees participating in this program shall, prior to class starting date, submit a "request for tuition assistance" form to the Agency Head and/or his/her Designee for approval.

Financial assistance shall be for tuition only. Eligibility for tuition reimbursement requires a course grade of "C" or better, or pass for pass/fail courses.

- 20.5 The Employer may reimburse the employee for 50% to 100% of tuition for approved job, career related, or degree required courses. For employees with the same job title, and performing the same work, the determination shall be the same for the same or similar courses during the term of this Contract.
- 20.6 Employees eligible for other educational reimbursements through other governmental programs shall use these programs first. If the cost of an approved course is more than the amount available from other sources, the Employer may reimburse the employee for up to 100% of the difference for tuition costs only.
- 20.7 Employees who receive tuition assistance may be required to reimburse the Employer if they voluntarily leave their employment within one year of the course completion date. However, employees who are laid off or terminated by the Employer shall not be required to repay tuition assistance received.

#### **ARTICLE 21 - LABOR/MANAGEMENT COMMITTEE**

- 21.1 The parties agree to the establishment of Labor/Management Committees.
- 21.2 The committees may be established on a regional, district, facility, department-wide or all bargaining unit basis with mutual agreement of the parties. Such requests shall not be unreasonably denied or delayed. The number of paid employees participating on behalf of the Union shall be three unless otherwise mutually agreed upon by the parties.
- 21.3 Issues taken to Facility/District/Regional Labor Management meetings shall be responded to within thirty working days. It is understood that some issues may take longer to establish policies and/or to implement. In these cases, Management shall respond with a decision as to their position on the issue or their intended course of action. A good faith effort shall be made to resolve issues at this level. If a satisfactory resolution cannot be reached within two attempts, then either party may call for a Department-wide Labor Management meeting.

#### **ARTICLE 22 - PERSONNEL FILE INFORMATION**

- 22.1 With prior approval for absence from work from the first level of supervision outside the bargaining unit, an employee shall be allowed to inspect his/her personnel file during normal office hours or if feasible, at the employee's work site.
- 22.2 Upon receipt of written authorization from the employee, the Agency will allow another employee or designated representative to inspect their entire personnel file or payroll record maintained by the Agency.
- 22.3 Personnel files cannot be removed from the premises and all file reviews will be under the supervision of the Agency.



- 22.4 Except as needed to process grievances, the Agency will provide one copy of up to ten personnel file documents when requested by an employee during each year of this Contract. Copies can be provided via CD, other media storage, or as an email attachment.
- 22.5 An employee shall be notified in writing within ten work days of any non-routine information being placed in his/her personnel file.
- 22.6 An employee may include rebuttal documents of his/her choice in his/her personnel file.
- 22.7 At the request of the employee, records of disciplinary action shall be removed from the employee's personnel file after two years after the discipline was imposed, except in situations where the employee has been disciplined for workplace harassment, the records shall be removed from the file after seven years at the employee's request.

### **ARTICLE 23 - NO STRIKE - NO LOCKOUT**

- 23.1 The Union and the Employer recognize and agree that the rendering of services to the citizens of the State cannot be withheld, interrupted, or discontinued, and that to do so could endanger the health, safety and welfare of the inhabitants thereof, as well as violate State Statute.
- 23.2 Neither the Union nor its agents or any employee, for any reason, will authorize, institute, aid, condone or engage in a slowdown, sympathy action, work stoppage, strike, or any other interference with the work and statutory functions or obligations of the Employer.
- 23.3 Neither the Employer nor its agents for any reason shall authorize, institute, aid, or promote any lockout of employees covered by this Contract.
- 23.4 The Employer may discharge or discipline any employee who intentionally in concert violates the terms of this Article and any employee who fails to carry out his/her responsibilities under the terms of this Article.
- 23.5 Nothing contained herein shall preclude the Union or the Employer from obtaining whatever remedies may be available to the parties at law or in equity in the event of a violation of this Article.
- 23.6 The parties agree to comply with the provisions of Sections 48-802 and 48-821 R.R.S. Neb., which are recognized as applicable to the parties to this Contract.

### **ARTICLE 24 - TERM OF CONTRACT**

- 24.1 The terms and conditions of this Contract shall continue in full force and effect commencing on July 1, 2023, and terminating on June 30, 2025, unless the parties mutually agree in writing to extend any or all of the terms of this Contract.
- 24.2 Negotiations for a new Contract shall be conducted in compliance with the provisions of the State Employees Collective Bargaining Act (Neb. Rev. Stat. Sections 81-1369 through 81-1388).

24.3 Activities preparatory for the commencement of bargaining shall be as follows:

On September 1 of the year preceding the beginning of a period to be covered by the Contract, the Union shall submit a set of original Contract proposals to the Employer. On October 1 of the year preceding the beginning of a period to be covered by the Contract, the Employer shall submit a set of counter proposals to the Union. The parties shall commence bargaining on proposals on or before the second Wednesday in September.

24.3.1 In the event either party wishes to modify any of the Appendices to this contract, such party shall notify the other party by October 15 of the year preceding the beginning of a period to be covered by the Contract. The Union shall submit their Appendix proposal no later than October 30<sup>th</sup>, and the Employer shall respond to the Union proposal no later than November 10<sup>th</sup> of the year preceding the beginning of a period to be covered by the contract.

24.4 If no agreement is reached by December 1, unresolved issues shall be submitted to mediation.

24.5 The Employer shall pay up to one thousand hours of salaries for employee representatives on the Union bargaining team for time spent at the bargaining table. Time spent in agency specific appendix bargaining will be counted as time spent in labor-management committee meetings.

## ARTICLE 25 - MISCELLANEOUS

25.1 **Flexible Spending Account:** The Employer will provide an opportunity to employees to voluntarily participate in a flexible spending account, subject to Internal Revenue Service Code Section 125. Employees may choose to set aside an amount from their paychecks, which is not taxed. This money can be set aside only in a medical and/or dependent care account for payment of eligible expenses.

25.2 **Pay Range Assignments:** Recognizing that changes may occur in jobs during the term of this Contract due to technology, new programs, evolution of responsibilities, and in the interest of enabling employees to realize the prompt benefit of equitable pay at the earliest date possible, the parties agree to meet quarterly during the term of this Contract in an attempt to mutually agree upon such pay range re-assignments.

25.3 Employees exercising their rights under the Effectiveness in Government Act shall have those protections set out in Neb. Rev. Stat. Sec. 81-2701 to 81-2710.

25.4 **Tax Sheltered Parking.** The Employer will provide an opportunity to employees to voluntarily participate in a tax sheltered parking program, subject to Internal Revenue Service Code Section 132. The plan will apply to employees paying for parking at a state facility through payroll deduction, and will apply to employees paying for parking at a private facility through payroll deduction. The effect of this plan will be to reduce the amount of taxable income to employees meeting this criteria, as pre-tax dollars will be used to pay for employee parking payments.

- 25.5 Individual employee identification cards or badges – including electronic security pass cards – shall be replaced, at no cost to the employee when damaged due to normal wear and tear.
- 25.6 The parties agree that management has a right to adopt policies and rules regarding employee dress and grooming. Should an agency adopt a policy pertaining to employee dress and grooming which sets a higher dress standard, the parties shall negotiate a one-time stipend for existing, impacted teammates at the time of the policy’s implementation not to exceed two-hundred and fifty dollars (\$250.00).

## **ARTICLE 26- PERFORMANCE MANAGEMENT**

- 26.1 General. Performance management is a process by which an employer involves its employees, either individually or in groups, in effective accomplishment of agency mission and goals. This process includes: planning work and setting expectations, continually monitoring performance, developing the capacity to perform, regularly evaluating performance and rewarding good performance.
- 26.2 Performance Standards/Expectations. Agencies shall establish performance standards and expectations for their employees and shall communicate such to each employee prior, or as soon as practical, to the outset of any evaluation period (annual or probationary). These performance standards and expectations will only be revised after reviewing with the employee. Any revisions shall be dated and shall not be applied retroactively. Performance standards and expectations shall be framed in SMART Goal format (specific, measurable, attainable, relevant, and time-bound) and fully consistent with an employee’s assigned duties and responsibilities as described in his/her job description. Performance feedback, whether favorable or unfavorable, should be communicated to the employee early, often and appropriately.
- 26.3 Performance Evaluations. Agencies shall create a performance evaluation system that will evaluate employee performance as detailed below. Agencies shall regularly monitor employee performance and provide feedback to the employee. Performance evaluation systems must be approved by DAS State Personnel and shared with the union prior to implementation. Performance evaluations shall be prepared for all employees as indicated below:
- a. Upon completion of the original probationary period.
  - b. On an annual calendar year basis with a final completion date to be determined by the agency or State Personnel no later than April 1.
  - c. Evaluation ratings will be based solely on the employee’s performance.
- 26.4 Administration. After completion of the evaluation, the evaluation shall be reviewed by the evaluator’s supervisor(s) prior to discussion with the employee.
- 26.4.1 Performance evaluations shall then be discussed with the employee, who shall have the right to add his/her comments. The signing of the performance evaluation by the employee does not signify the employee’s agreement with the content, but only that he/she has seen the

performance evaluation, that it has been discussed with the employee and that the employee has been given an opportunity to comment. The evaluator shall sign and date the performance evaluation. If the employee refuses to sign, the supervisor and witness shall document the employee's refusal on the employee's performance evaluation form. The employee may attach written comments regarding the evaluation if he/she desires. These comments shall be submitted within 7 calendar days of the supervisor's performance evaluation discussion with the employee.

- 26.4.2 Each employee shall receive a copy of his/her performance evaluation and a copy of each performance evaluation shall be included in the employee's personnel file or kept electronically in the official system of record. The three most recent performance evaluations shall be retained in the employees' personnel file or official system of record. At agency discretion, more than three may be maintained.
- 26.4.3 For any period in which a performance evaluation has not been made by its final completion date as set in accordance with 26.3, section (b), barring extenuating circumstances, performance shall be considered at least satisfactory ("Meets"). Performance evaluation ratings being used as a basis for selection or layoff shall be current. If there is no current evaluation in the personnel file, the employer shall use the most recent evaluation, unless it is more than three years old. If more than three years old, the employer shall use a satisfactory ("Meets") rating.
- 26.5 Appeal. If an employee receives an unsatisfactory ("Does Not Meet" or "Somewhat Meets") performance evaluation for two consecutive calendar years at the same agency and division, and does not agree with the most recent performance evaluation, the employee may grieve the most recent performance evaluation in accordance with this labor contract. An employee may not grieve in accordance with this section if the employee has transferred from one agency or division to another during the intervening year since the performance evaluation for the first year was completed.

## **ARTICLE 27 – EMPLOYEE DRUG AND ALCOHOL TESTING**

- 27.1 The right to develop and implement alcohol and drug testing programs.

**PURPOSE:** To protect the personal safety of employees, State property and the general public. Employees shall not be permitted to perform their duties or enter upon the premises of the Employer while under the influence of alcohol, the illegal use of drugs, and/or controlled substances.

It is not the intent of the Employer to take disciplinary action as a direct consequence of receiving a confirmed positive result. However, nothing prohibits the employee from being subject to disciplinary action for inappropriate or illegal acts performed while under the influence of the illegal use of a controlled substance while on duty. The Employer may take disciplinary action only for just cause, with consideration to mitigating information, as a result of the employee's inability to perform required duties. The employee retains his/her grievance rights provided for in the NAPE/AFSCME Labor Agreement.

**APPLICABILITY:** All employees, however, employees with commercial driver's licenses will be subject to testing as specified by the Federal Department of Transportation. Testing to be conducted by the Employer or contracted licensed vendor hired by the Employer.

The following situations/conditions may require tests to be conducted of employees. For employees, failure or refusal to submit to such tests may result in disciplinary action:

1. Pre-employment
2. Work accident
3. Critical incident
4. Commercial Drivers (CD)
5. Return to duty
6. Reasonable Suspicion
7. There shall be no random testing

A. **Rights and Privacy:** The rights and privacy of employees shall be safeguarded to the maximum extent possible. All records and/or results generated in compliance with this procedure will be confidential. Under no circumstances shall the employee be required to provide their social security numbers or home address to the drug collection site. All information and reports concerning such incidents are to be maintained in the strictest of confidence ensuring that the alleged substance abuse is not discussed at or outside the workplace. Any breach of confidentiality is subject to severe disciplinary actions.

B. **Methods of Testing:**

- a. Drug Analysis - Gas Chromatography/Mass Spectrometry urinalysis testing shall be the only method of testing.
- b. Alcohol Analysis - Gas Chromatography blood testing shall be the only method of testing.

C. **Chain of Custody:** The urine and/or blood sample shall be documented. If needed, a second test is permissible, but will be done from the original sample. If the test results are positive, and the employee wants to challenge the test results, it will be at the Employer's expense. If the results of the re-test are negative, the test results will be considered negative. At any point in the chain of custody, if any of the following occurs, the employee shall not be re-tested and the sample shall be void (any discrepancy, any lapse of unknown time or an illegible signature of an unidentifiable person).

D. **Controlled Substances Tested;** THC, cocaine, opiates, phencyclidine (PCP), amphetamines/methamphetamine, benzodiazepine, barbiturates, LSD, and any derivatives from these controlled substances.

E. **Alcohol Testing:** A positive test shall be considered a level of .02 or above.

F. **Work Time for Test Administration of Drug Testing:** The employee shall be considered on work time pertaining to the administration of alcohol/drug testing, including overtime. All time used under this testing process shall be considered time worked for purposes of wages and overtime; and all testing costs shall be borne by the Employer. Upon request,

an employee may have an available employee representative present if being requested to undergo an alcohol/drug test.

- G. Reports/Documentation: Reports shall list all facts being considered, including circumstances leading up to the test. If disciplinary action is pursued, then reports and/or information supporting reasonable suspicion shall be made available to the employee. Should a false accusation be made that an employee is suspected of substance abuse, the accuser shall be subject to disciplinary action.
- H. Employee's Opportunity to Discuss Results of a Positive Test: An employee has the opportunity to discuss the positive results.
- I. Employer/Employee Options to Positive Test Results: Employees may be allowed a leave of absence for treatment on an inpatient or outpatient basis. Employees participating in rehabilitation programs shall be entitled to use their accumulated vacation, holiday, comp time, and other accrued leave time. Nothing herein shall be construed to diminish any rights which may apply under the ADA, FMLA, or other relevant laws.

The Employer shall make reasonable efforts to reassign employees who are participating in an outpatient rehabilitation program to duties within their job description or temporarily reassign to another position for which he/she is qualified, until the employee is able to return to regularly assigned duties, with such return subject to the employee following the rehabilitation treatment program.

Definitions:

1. Commercial Drivers (CD) Testing: Employees required to hold a Commercial Driver's License (CDL) are subject to the Federal Department of Transportation Guidelines.
2. Critical Incident Testing occurs when actions of an employee may have caused serious physical injury or death of any person(s); and /or damage to State property or public property.
3. Work Accident Testing occurs when an employee is involved in an accident where the employee, another employee, or a person in the public is injured; and/or State property or public property is damaged while the employee is on duty.
4. Return to Duty Alcohol/Drug Testing occurs when an employee has been tested for alcohol or drugs with positive results, that employee will need to submit to testing prior to returning to work.
5. Follow Up Drug Testing – Upon request, an employee, who has a verified positive result for a controlled substance listed in the 'Controlled Substance Tested' section, will need to submit to follow up testing. The Employer shall have the right to follow up testing once within the following six months from the date of employee's last positive test results.

6. Pre-employment Testing: The Employer has the right to test for any drug by any method of the Employer's choosing to any person not employed by the State of Nebraska.

(Department of Correctional Services employees covered by this Contract see Appendix M for alcohol and drug testing provisions.)

(Department of Transportation employees covered by this Contract see Appendix D for alcohol and drug testing provisions.)

(Nebraska State Patrol employees covered by this Contract see Appendix F for alcohol and drug testing provisions.)

### **CLASS CODE PREFIXES**

***Listed below are the various prefixes to class codes within each Bargaining Unit:***

- A = ADMINISTRATIVE PROFESSIONAL BARGAINING UNIT
- C = SOCIAL SERVICES AND COUNSELING BARGAINING UNIT
- E = ENGINEERING, SCIENCE AND RESOURCES BARGAINING UNIT
- H = HEALTH AND HUMAN CARE PROFESSIONAL BARGAINING UNIT
- I = HEALTH AND HUMAN CARE NON-PROFESSIONAL BARGAINING UNIT
- M = MAINTENANCE, TRADES AND TECHNICAL BARGAINING UNIT
- S = ADMINISTRATIVE SUPPORT BARGAINING UNIT
- X = EXAMINING, INSPECTION, AND LICENSING BARGAINING UNIT

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APPENDIX A

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A01014		Administrative Specialist					
1	18.442	11	20.371	21	22.503	31	24.857
2	18.626	12	20.575	22	22.728	32	25.106
3	18.813	13	20.781	23	22.955	33	25.357
4	19.001	14	20.989	24	23.185	34	25.610
5	19.191	15	21.199	25	23.416	35	25.866
6	19.383	16	21.411	26	23.651	36	26.125
7	19.577	17	21.625	27	23.887	37	26.386
8	19.772	18	21.841	28	24.126	38	26.650
9	19.970	19	22.059	29	24.367	39	26.917
10	20.170	20	22.280	30	24.611	40	27.186

A01014		Administrative Specialist					
1	18.811	11	20.779	21	22.953	31	25.354
2	18.999	12	20.987	22	23.183	32	25.608
3	19.189	13	21.197	23	23.414	33	25.864
4	19.381	14	21.409	24	23.648	34	26.123
5	19.575	15	21.623	25	23.885	35	26.384
6	19.771	16	21.839	26	24.124	36	26.648
7	19.968	17	22.057	27	24.365	37	26.914
8	20.168	18	22.278	28	24.609	38	27.183
9	20.370	19	22.501	29	24.855	39	27.455
10	20.573	20	22.726	30	25.103	40	27.730

A02202		Health Information Manager					
1	24.509	11	27.073	21	29.906	31	33.034
2	24.754	12	27.344	22	30.205	32	33.365
3	25.002	13	27.617	23	30.507	33	33.698
4	25.252	14	27.894	24	30.812	34	34.035
5	25.504	15	28.172	25	31.120	35	34.376
6	25.759	16	28.454	26	31.431	36	34.720
7	26.017	17	28.739	27	31.745	37	35.067
8	26.277	18	29.026	28	32.063	38	35.417
9	26.540	19	29.316	29	32.384	39	35.772
10	26.805	20	29.610	30	32.707	40	36.129

A02202		Health Information Manager					
1	24.999	11	27.614	21	30.504	31	33.695
2	25.249	12	27.891	22	30.809	32	34.032
3	25.501	13	28.169	23	31.117	33	34.372
4	25.756	14	28.451	24	31.428	34	34.716
5	26.014	15	28.736	25	31.742	35	35.063
6	26.274	16	29.023	26	32.060	36	35.414
7	26.537	17	29.313	27	32.380	37	35.768
8	26.802	18	29.606	28	32.704	38	36.125
9	27.070	19	29.902	29	33.031	39	36.487
10	27.341	20	30.202	30	33.361	40	36.852

A02862		Corrections Records Manager I					
1	18.261	11	20.172	21	22.282	31	24.613
2	18.444	12	20.373	22	22.505	32	24.859
3	18.628	13	20.577	23	22.730	33	25.108
4	18.814	14	20.783	24	22.957	34	25.359
5	19.002	15	20.991	25	23.187	35	25.612
6	19.192	16	21.200	26	23.418	36	25.869
7	19.384	17	21.412	27	23.653	37	26.127
8	19.578	18	21.627	28	23.889	38	26.389
9	19.774	19	21.843	29	24.128	39	26.652
10	19.972	20	22.061	30	24.369	40	26.919

A02862		Corrections Records Manager I					
1	18.626	11	20.575	21	22.727	31	25.105
2	18.812	12	20.780	22	22.955	32	25.356
3	19.000	13	20.988	23	23.184	33	25.610
4	19.190	14	21.198	24	23.416	34	25.866
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.887	36	26.386
7	19.772	17	21.840	27	24.125	37	26.649
8	19.970	18	22.059	28	24.367	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

A04011		Procurement Specialist					
1	22.538	11	24.896	21	27.501	31	30.378
2	22.763	12	25.145	22	27.776	32	30.682
3	22.991	13	25.396	23	28.053	33	30.988
4	23.221	14	25.650	24	28.334	34	31.298
5	23.453	15	25.907	25	28.617	35	31.611
6	23.688	16	26.166	26	28.903	36	31.927
7	23.925	17	26.428	27	29.192	37	32.247
8	24.164	18	26.692	28	29.484	38	32.569
9	24.405	19	26.959	29	29.779	39	32.895
10	24.649	20	27.228	30	30.077	40	33.224

A04011		Procurement Specialist					
1	22.989	11	25.394	21	28.051	31	30.986
2	23.219	12	25.648	22	28.331	32	31.296
3	23.451	13	25.905	23	28.615	33	31.609
4	23.686	14	26.164	24	28.901	34	31.925
5	23.922	15	26.425	25	29.190	35	32.244
6	24.162	16	26.690	26	29.482	36	32.566
7	24.403	17	26.956	27	29.777	37	32.892
8	24.647	18	27.226	28	30.074	38	33.221
9	24.894	19	27.498	29	30.375	39	33.553
10	25.143	20	27.773	30	30.679	40	33.889

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A04012		Procurement Officer					
1	26.045	11	28.770	21	31.780	31	35.105
2	26.305	12	29.058	22	32.098	32	35.456
3	26.569	13	29.348	23	32.419	33	35.810
4	26.834	14	29.642	24	32.743	34	36.168
5	27.103	15	29.938	25	33.070	35	36.530
6	27.374	16	30.237	26	33.401	36	36.895
7	27.647	17	30.540	27	33.735	37	37.264
8	27.924	18	30.845	28	34.072	38	37.637
9	28.203	19	31.154	29	34.413	39	38.013
10	28.485	20	31.465	30	34.757	40	38.394

A04012		Procurement Officer					
1	26.566	11	29.345	21	32.416	31	35.807
2	26.832	12	29.639	22	32.740	32	36.165
3	27.100	13	29.935	23	33.067	33	36.527
4	27.371	14	30.235	24	33.398	34	36.892
5	27.645	15	30.537	25	33.732	35	37.261
6	27.921	16	30.842	26	34.069	36	37.633
7	28.200	17	31.151	27	34.410	37	38.010
8	28.482	18	31.462	28	34.754	38	38.390
9	28.767	19	31.777	29	35.101	39	38.774
10	29.055	20	32.095	30	35.452	40	39.162

A04013		Procurement Contracts Officer					
1	27.999	11	30.928	21	34.164	31	37.738
2	28.279	12	31.238	22	34.506	32	38.116
3	28.562	13	31.550	23	34.851	33	38.497
4	28.847	14	31.865	24	35.199	34	38.882
5	29.136	15	32.184	25	35.551	35	39.271
6	29.427	16	32.506	26	35.907	36	39.663
7	29.722	17	32.831	27	36.266	37	40.060
8	30.019	18	33.159	28	36.629	38	40.461
9	30.319	19	33.491	29	36.995	39	40.865
10	30.622	20	33.826	30	37.365	40	41.274

A04013		Procurement Contracts Officer					
1	28.559	11	31.547	21	34.847	31	38.493
2	28.845	12	31.862	22	35.196	32	38.878
3	29.133	13	32.181	23	35.548	33	39.267
4	29.424	14	32.503	24	35.903	34	39.660
5	29.719	15	32.828	25	36.262	35	40.056
6	30.016	16	33.156	26	36.625	36	40.457
7	30.316	17	33.488	27	36.991	37	40.861
8	30.619	18	33.823	28	37.361	38	41.270
9	30.925	19	34.161	29	37.735	39	41.683
10	31.235	20	34.502	30	38.112	40	42.099

A05410		Procurement/Placement Specialist					
1	22.538	11	24.896	21	27.501	31	30.378
2	22.763	12	25.145	22	27.776	32	30.682
3	22.991	13	25.396	23	28.053	33	30.988
4	23.221	14	25.650	24	28.334	34	31.298
5	23.453	15	25.907	25	28.617	35	31.611
6	23.688	16	26.166	26	28.903	36	31.927
7	23.925	17	26.428	27	29.192	37	32.247
8	24.164	18	26.692	28	29.484	38	32.569
9	24.405	19	26.959	29	29.779	39	32.895
10	24.649	20	27.228	30	30.077	40	33.224

A05410		Procurement/Placement Specialist					
1	22.989	11	25.394	21	28.051	31	30.986
2	23.219	12	25.648	22	28.331	32	31.296
3	23.451	13	25.905	23	28.615	33	31.609
4	23.686	14	26.164	24	28.901	34	31.925
5	23.922	15	26.425	25	29.190	35	32.244
6	24.162	16	26.690	26	29.482	36	32.566
7	24.403	17	26.956	27	29.777	37	32.892
8	24.647	18	27.226	28	30.074	38	33.221
9	24.894	19	27.498	29	30.375	39	33.553
10	25.143	20	27.773	30	30.679	40	33.889

A07011		IT Applications Developer					
1	28.139	11	31.083	21	34.335	31	37.927
2	28.420	12	31.394	22	34.678	32	38.306
3	28.705	13	31.708	23	35.025	33	38.689
4	28.992	14	32.025	24	35.375	34	39.076
5	29.282	15	32.345	25	35.729	35	39.467
6	29.574	16	32.669	26	36.086	36	39.862
7	29.870	17	32.995	27	36.447	37	40.260
8	30.169	18	33.325	28	36.812	38	40.663
9	30.471	19	33.658	29	37.180	39	41.070
10	30.775	20	33.995	30	37.552	40	41.480

A07011		IT Applications Developer					
1	28.702	11	31.705	21	35.022	31	38.686
2	28.989	12	32.022	22	35.372	32	39.073
3	29.279	13	32.342	23	35.726	33	39.464
4	29.572	14	32.666	24	36.083	34	39.858
5	29.867	15	32.992	25	36.444	35	40.257
6	30.166	16	33.322	26	36.808	36	40.659
7	30.468	17	33.655	27	37.176	37	41.066
8	30.772	18	33.992	28	37.548	38	41.477
9	31.080	19	34.332	29	37.924	39	41.891
10	31.391	20	34.675	30	38.303	40	42.310

A07012		IT Applications Developer/Senior					
1	33.814	11	37.352	21	41.260	31	45.576
2	34.152	12	37.725	22	41.672	32	46.032
3	34.494	13	38.102	23	42.089	33	46.492
4	34.839	14	38.483	24	42.510	34	46.957
5	35.187	15	38.868	25	42.935	35	47.427
6	35.539	16	39.257	26	43.364	36	47.901
7	35.894	17	39.650	27	43.798	37	48.380
8	36.253	18	40.046	28	44.236	38	48.864
9	36.616	19	40.447	29	44.678	39	49.352
10	36.982	20	40.851	30	45.125	40	49.846

A07012		IT Applications Developer/Senior					
1	34.490	11	38.098	21	42.084	31	46.487
2	34.835	12	38.479	22	42.505	32	46.952
3	35.183	13	38.864	23	42.930	33	47.422
4	35.535	14	39.253	24	43.360	34	47.896
5	35.890	15	39.645	25	43.793	35	48.375
6	36.249	16	40.042	26	44.231	36	48.859
7	36.612	17	40.442	27	44.673	37	49.347
8	36.978	18	40.847	28	45.120	38	49.841
9	37.348	19	41.255	29	45.571	39	50.339
10	37.721	20	41.668	30	46.027	40	50.842

A07014		IT Applications Developer/Lead					
1	39.410	11	43.533	21	48.088	31	53.119
2	39.804	12	43.968	22	48.569	32	53.650
3	40.202	13	44.408	23	49.054	33	54.186
4	40.604	14	44.852	24	49.545	34	54.728
5	41.010	15	45.301	25	50.040	35	55.276
6	41.420	16	45.754	26	50.541	36	55.828
7	41.835	17	46.211	27	51.046	37	56.387
8	42.253	18	46.673	28	51.557	38	56.950
9	42.675	19	47.140	29	52.072	39	57.520
10	43.102	20	47.612	30	52.593	40	58.095

A07014		IT Applications Developer/Lead					
1	40.198	11	44.404	21	49.049	31	54.181
2	40.600	12	44.848	22	49.540	32	54.723
3	41.006	13	45.296	23	50.035	33	55.270
4	41.416	14	45.749	24	50.535	34	55.823
5	41.830	15	46.207	25	51.041	35	56.381
6	42.249	16	46.669	26	51.551	36	56.945
7	42.671	17	47.135	27	52.067	37	57.514
8	43.098	18	47.607	28	52.587	38	58.089
9	43.529	19	48.083	29	53.113	39	58.670
10	43.964	20	48.564	30	53.644	40	59.257

A07021		IT Systems Programmer					
1	28.139	11	31.083	21	34.335	31	37.927
2	28.420	12	31.394	22	34.678	32	38.306
3	28.705	13	31.708	23	35.025	33	38.689
4	28.992	14	32.025	24	35.375	34	39.076
5	29.282	15	32.345	25	35.729	35	39.467
6	29.574	16	32.669	26	36.086	36	39.862
7	29.870	17	32.995	27	36.447	37	40.260
8	30.169	18	33.325	28	36.812	38	40.663
9	30.471	19	33.658	29	37.180	39	41.070
10	30.775	20	33.995	30	37.552	40	41.480

A07021		IT Systems Programmer					
1	28.702	11	31.705	21	35.022	31	38.686
2	28.989	12	32.022	22	35.372	32	39.073
3	29.279	13	32.342	23	35.726	33	39.464
4	29.572	14	32.666	24	36.083	34	39.858
5	29.867	15	32.992	25	36.444	35	40.257
6	30.166	16	33.322	26	36.808	36	40.659
7	30.468	17	33.655	27	37.176	37	41.066
8	30.772	18	33.992	28	37.548	38	41.477
9	31.080	19	34.332	29	37.924	39	41.891
10	31.391	20	34.675	30	38.303	40	42.310

A07022		IT Systems Programmer/Senior					
1	33.814	11	37.352	21	41.260	31	45.576
2	34.152	12	37.725	22	41.672	32	46.032
3	34.494	13	38.102	23	42.089	33	46.492
4	34.839	14	38.483	24	42.510	34	46.957
5	35.187	15	38.868	25	42.935	35	47.427
6	35.539	16	39.257	26	43.364	36	47.901
7	35.894	17	39.650	27	43.798	37	48.380
8	36.253	18	40.046	28	44.236	38	48.864
9	36.616	19	40.447	29	44.678	39	49.352
10	36.982	20	40.851	30	45.125	40	49.846

A07022		IT Systems Programmer/Senior					
1	34.490	11	38.098	21	42.084	31	46.487
2	34.835	12	38.479	22	42.505	32	46.952
3	35.183	13	38.864	23	42.930	33	47.422
4	35.535	14	39.253	24	43.360	34	47.896
5	35.890	15	39.645	25	43.793	35	48.375
6	36.249	16	40.042	26	44.231	36	48.859
7	36.612	17	40.442	27	44.673	37	49.347
8	36.978	18	40.847	28	45.120	38	49.841
9	37.348	19	41.255	29	45.571	39	50.339
10	37.721	20	41.668	30	46.027	40	50.842

A07024		IT Systems Programmer/Lead					
1	39.410	11	43.533	21	48.088	31	53.119
2	39.804	12	43.968	22	48.569	32	53.650
3	40.202	13	44.408	23	49.054	33	54.186
4	40.604	14	44.852	24	49.545	34	54.728
5	41.010	15	45.301	25	50.040	35	55.276
6	41.420	16	45.754	26	50.541	36	55.828
7	41.835	17	46.211	27	51.046	37	56.387
8	42.253	18	46.673	28	51.557	38	56.950
9	42.675	19	47.140	29	52.072	39	57.520
10	43.102	20	47.612	30	52.593	40	58.095

A07024		IT Systems Programmer/Lead					
1	40.198	11	44.404	21	49.049	31	54.181
2	40.600	12	44.848	22	49.540	32	54.723
3	41.006	13	45.296	23	50.035	33	55.270
4	41.416	14	45.749	24	50.535	34	55.823
5	41.830	15	46.207	25	51.041	35	56.381
6	42.249	16	46.669	26	51.551	36	56.945
7	42.671	17	47.135	27	52.067	37	57.514
8	43.098	18	47.607	28	52.587	38	58.089
9	43.529	19	48.083	29	53.113	39	58.670
10	43.964	20	48.564	30	53.644	40	59.257

A07031		IT Operations Analyst					
1	24.179	11	26.709	21	29.503	31	32.590
2	24.421	12	26.976	22	29.798	32	32.916
3	24.665	13	27.246	23	30.096	33	33.245
4	24.912	14	27.518	24	30.397	34	33.577
5	25.161	15	27.793	25	30.701	35	33.913
6	25.412	16	28.071	26	31.008	36	34.252
7	25.666	17	28.352	27	31.318	37	34.595
8	25.923	18	28.635	28	31.631	38	34.941
9	26.182	19	28.922	29	31.947	39	35.290
10	26.444	20	29.211	30	32.267	40	35.643

A07031		IT Operations Analyst					
1	24.663	11	27.243	21	30.094	31	33.242
2	24.910	12	27.516	22	30.394	32	33.574
3	25.159	13	27.791	23	30.698	33	33.910
4	25.410	14	28.069	24	31.005	34	34.249
5	25.664	15	28.349	25	31.315	35	34.592
6	25.921	16	28.633	26	31.629	36	34.938
7	26.180	17	28.919	27	31.945	37	35.287
8	26.442	18	29.209	28	32.264	38	35.640
9	26.706	19	29.501	29	32.587	39	35.996
10	26.974	20	29.796	30	32.913	40	36.356

A07032		IT Operations Analyst/Senior					
1	29.056	11	32.096	21	35.454	31	39.163
2	29.347	12	32.417	22	35.808	32	39.555
3	29.640	13	32.741	23	36.166	33	39.950
4	29.936	14	33.068	24	36.528	34	40.350
5	30.236	15	33.399	25	36.893	35	40.753
6	30.538	16	33.733	26	37.262	36	41.161
7	30.844	17	34.070	27	37.635	37	41.572
8	31.152	18	34.411	28	38.011	38	41.988
9	31.463	19	34.755	29	38.391	39	42.408
10	31.778	20	35.103	30	38.775	40	42.832

A07032		IT Operations Analyst/Senior					
1	29.637	11	32.738	21	36.163	31	39.946
2	29.933	12	33.065	22	36.524	32	40.346
3	30.233	13	33.396	23	36.890	33	40.749
4	30.535	14	33.730	24	37.259	34	41.157
5	30.840	15	34.067	25	37.631	35	41.568
6	31.149	16	34.408	26	38.007	36	41.984
7	31.460	17	34.752	27	38.388	37	42.404
8	31.775	18	35.099	28	38.771	38	42.828
9	32.093	19	35.450	29	39.159	39	43.256
10	32.414	20	35.805	30	39.551	40	43.689

A07034		Network Operations Center Analyst					
1	19.535	11	21.579	21	23.836	31	26.330
2	19.730	12	21.795	22	24.075	32	26.594
3	19.928	13	22.013	23	24.316	33	26.859
4	20.127	14	22.233	24	24.559	34	27.128
5	20.328	15	22.455	25	24.804	35	27.399
6	20.531	16	22.680	26	25.052	36	27.673
7	20.737	17	22.906	27	25.303	37	27.950
8	20.944	18	23.135	28	25.556	38	28.230
9	21.154	19	23.367	29	25.811	39	28.512
10	21.365	20	23.600	30	26.070	40	28.797

A07034		Network Operations Center Analyst					
1	19.926	11	22.011	21	24.314	31	26.857
2	20.125	12	22.231	22	24.557	32	27.126
3	20.327	13	22.453	23	24.802	33	27.397
4	20.530	14	22.678	24	25.050	34	27.671
5	20.735	15	22.904	25	25.301	35	27.948
6	20.942	16	23.133	26	25.554	36	28.227
7	21.152	17	23.365	27	25.809	37	28.509
8	21.363	18	23.598	28	26.067	38	28.795
9	21.577	19	23.834	29	26.328	39	29.083
10	21.793	20	24.073	30	26.591	40	29.373

A07035		Network Operations Center Spec					
1	22.575	11	24.937	21	27.546	31	30.428
2	22.801	12	25.186	22	27.821	32	30.732
3	23.029	13	25.438	23	28.099	33	31.039
4	23.259	14	25.692	24	28.380	34	31.350
5	23.492	15	25.949	25	28.664	35	31.663
6	23.727	16	26.209	26	28.951	36	31.980
7	23.964	17	26.471	27	29.240	37	32.300
8	24.203	18	26.736	28	29.533	38	32.623
9	24.445	19	27.003	29	29.828	39	32.949
10	24.690	20	27.273	30	30.126	40	33.278

A07035		Network Operations Center Spec					
1	23.027	11	25.436	21	28.097	31	31.037
2	23.257	12	25.690	22	28.378	32	31.347
3	23.490	13	25.947	23	28.662	33	31.661
4	23.725	14	26.207	24	28.949	34	31.977
5	23.962	15	26.469	25	29.238	35	32.297
6	24.202	16	26.734	26	29.531	36	32.620
7	24.444	17	27.001	27	29.826	37	32.946
8	24.688	18	27.271	28	30.124	38	33.276
9	24.935	19	27.544	29	30.425	39	33.609
10	25.184	20	27.819	30	30.730	40	33.945

A07051		IT Data/Database Analyst					
1	28.139	11	31.083	21	34.335	31	37.927
2	28.420	12	31.394	22	34.678	32	38.306
3	28.705	13	31.708	23	35.025	33	38.689
4	28.992	14	32.025	24	35.375	34	39.076
5	29.282	15	32.345	25	35.729	35	39.467
6	29.574	16	32.669	26	36.086	36	39.862
7	29.870	17	32.995	27	36.447	37	40.260
8	30.169	18	33.325	28	36.812	38	40.663
9	30.471	19	33.658	29	37.180	39	41.070
10	30.775	20	33.995	30	37.552	40	41.480

A07051		IT Data/Database Analyst					
1	28.702	11	31.705	21	35.022	31	38.686
2	28.989	12	32.022	22	35.372	32	39.073
3	29.279	13	32.342	23	35.726	33	39.464
4	29.572	14	32.666	24	36.083	34	39.858
5	29.867	15	32.992	25	36.444	35	40.257
6	30.166	16	33.322	26	36.808	36	40.659
7	30.468	17	33.655	27	37.176	37	41.066
8	30.772	18	33.992	28	37.548	38	41.477
9	31.080	19	34.332	29	37.924	39	41.891
10	31.391	20	34.675	30	38.303	40	42.310

A07052		IT Data/Database Analyst/Senior					
1	33.814	11	37.352	21	41.260	31	45.576
2	34.152	12	37.725	22	41.672	32	46.032
3	34.494	13	38.102	23	42.089	33	46.492
4	34.839	14	38.483	24	42.510	34	46.957
5	35.187	15	38.868	25	42.935	35	47.427
6	35.539	16	39.257	26	43.364	36	47.901
7	35.894	17	39.650	27	43.798	37	48.380
8	36.253	18	40.046	28	44.236	38	48.864
9	36.616	19	40.447	29	44.678	39	49.352
10	36.982	20	40.851	30	45.125	40	49.846

A07052		IT Data/Database Analyst/Senior					
1	34.490	11	38.098	21	42.084	31	46.487
2	34.835	12	38.479	22	42.505	32	46.952
3	35.183	13	38.864	23	42.930	33	47.422
4	35.535	14	39.253	24	43.360	34	47.896
5	35.890	15	39.645	25	43.793	35	48.375
6	36.249	16	40.042	26	44.231	36	48.859
7	36.612	17	40.442	27	44.673	37	49.347
8	36.978	18	40.847	28	45.120	38	49.841
9	37.348	19	41.255	29	45.571	39	50.339
10	37.721	20	41.668	30	46.027	40	50.842

A07054		IT Data/Database Analyst/Lead					
1	39.410	11	43.533	21	48.088	31	53.119
2	39.804	12	43.968	22	48.569	32	53.650
3	40.202	13	44.408	23	49.054	33	54.186
4	40.604	14	44.852	24	49.545	34	54.728
5	41.010	15	45.301	25	50.040	35	55.276
6	41.420	16	45.754	26	50.541	36	55.828
7	41.835	17	46.211	27	51.046	37	56.387
8	42.253	18	46.673	28	51.557	38	56.950
9	42.675	19	47.140	29	52.072	39	57.520
10	43.102	20	47.612	30	52.593	40	58.095

A07054		IT Data/Database Analyst/Lead					
1	40.198	11	44.404	21	49.049	31	54.181
2	40.600	12	44.848	22	49.540	32	54.723
3	41.006	13	45.296	23	50.035	33	55.270
4	41.416	14	45.749	24	50.535	34	55.823
5	41.830	15	46.207	25	51.041	35	56.381
6	42.249	16	46.669	26	51.551	36	56.945
7	42.671	17	47.135	27	52.067	37	57.514
8	43.098	18	47.607	28	52.587	38	58.089
9	43.529	19	48.083	29	53.113	39	58.670
10	43.964	20	48.564	30	53.644	40	59.257

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APPENDIX A

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A07061		IT Help Desk Coordinator					
1	19.942	11	22.028	21	24.333	31	26.879
2	20.141	12	22.249	22	24.576	32	27.148
3	20.343	13	22.471	23	24.822	33	27.419
4	20.546	14	22.696	24	25.070	34	27.693
5	20.752	15	22.923	25	25.321	35	27.970
6	20.959	16	23.152	26	25.574	36	28.250
7	21.169	17	23.384	27	25.830	37	28.532
8	21.381	18	23.617	28	26.088	38	28.818
9	21.594	19	23.854	29	26.349	39	29.106
10	21.810	20	24.092	30	26.613	40	29.397

A07061		IT Help Desk Coordinator					
1	20.340	11	22.468	21	24.819	31	27.415
2	20.543	12	22.693	22	25.067	32	27.689
3	20.749	13	22.920	23	25.318	33	27.966
4	20.956	14	23.149	24	25.571	34	28.246
5	21.166	15	23.380	25	25.826	35	28.528
6	21.378	16	23.614	26	26.085	36	28.814
7	21.591	17	23.850	27	26.346	37	29.102
8	21.807	18	24.089	28	26.609	38	29.393
9	22.025	19	24.330	29	26.875	39	29.687
10	22.246	20	24.573	30	27.144	40	29.984

A07062		IT Help Desk Coordinator/Senior					
1	24.179	11	26.709	21	29.503	31	32.590
2	24.421	12	26.976	22	29.798	32	32.916
3	24.665	13	27.246	23	30.096	33	33.245
4	24.912	14	27.518	24	30.397	34	33.577
5	25.161	15	27.793	25	30.701	35	33.913
6	25.412	16	28.071	26	31.008	36	34.252
7	25.666	17	28.352	27	31.318	37	34.595
8	25.923	18	28.635	28	31.631	38	34.941
9	26.182	19	28.922	29	31.947	39	35.290
10	26.444	20	29.211	30	32.267	40	35.643

A07062		IT Help Desk Coordinator/Senior					
1	24.663	11	27.243	21	30.094	31	33.242
2	24.910	12	27.516	22	30.394	32	33.574
3	25.159	13	27.791	23	30.698	33	33.910
4	25.410	14	28.069	24	31.005	34	34.249
5	25.664	15	28.349	25	31.315	35	34.592
6	25.921	16	28.633	26	31.629	36	34.938
7	26.180	17	28.919	27	31.945	37	35.287
8	26.442	18	29.209	28	32.264	38	35.640
9	26.706	19	29.501	29	32.587	39	35.996
10	26.974	20	29.796	30	32.913	40	36.356

A07071		IT Infrastructure Support Tech					
1	19.942	11	22.028	21	24.333	31	26.879
2	20.141	12	22.249	22	24.576	32	27.148
3	20.343	13	22.471	23	24.822	33	27.419
4	20.546	14	22.696	24	25.070	34	27.693
5	20.752	15	22.923	25	25.321	35	27.970
6	20.959	16	23.152	26	25.574	36	28.250
7	21.169	17	23.384	27	25.830	37	28.532
8	21.381	18	23.617	28	26.088	38	28.818
9	21.594	19	23.854	29	26.349	39	29.106
10	21.810	20	24.092	30	26.613	40	29.397

A07071		IT Infrastructure Support Tech					
1	20.340	11	22.468	21	24.819	31	27.415
2	20.543	12	22.693	22	25.067	32	27.689
3	20.749	13	22.920	23	25.318	33	27.966
4	20.956	14	23.149	24	25.571	34	28.246
5	21.166	15	23.380	25	25.826	35	28.528
6	21.378	16	23.614	26	26.085	36	28.814
7	21.591	17	23.850	27	26.346	37	29.102
8	21.807	18	24.089	28	26.609	38	29.393
9	22.025	19	24.330	29	26.875	39	29.687
10	22.246	20	24.573	30	27.144	40	29.984

A07072		IT Infrastructure Supp Analyst					
1	24.179	11	26.709	21	29.503	31	32.590
2	24.421	12	26.976	22	29.798	32	32.916
3	24.665	13	27.246	23	30.096	33	33.245
4	24.912	14	27.518	24	30.397	34	33.577
5	25.161	15	27.793	25	30.701	35	33.913
6	25.412	16	28.071	26	31.008	36	34.252
7	25.666	17	28.352	27	31.318	37	34.595
8	25.923	18	28.635	28	31.631	38	34.941
9	26.182	19	28.922	29	31.947	39	35.290
10	26.444	20	29.211	30	32.267	40	35.643

A07072		IT Infrastructure Supp Analyst					
1	24.663	11	27.243	21	30.094	31	33.242
2	24.910	12	27.516	22	30.394	32	33.574
3	25.159	13	27.791	23	30.698	33	33.910
4	25.410	14	28.069	24	31.005	34	34.249
5	25.664	15	28.349	25	31.315	35	34.592
6	25.921	16	28.633	26	31.629	36	34.938
7	26.180	17	28.919	27	31.945	37	35.287
8	26.442	18	29.209	28	32.264	38	35.640
9	26.706	19	29.501	29	32.587	39	35.996
10	26.974	20	29.796	30	32.913	40	36.356

A07073		IT Infrastructure Supp Analyst/Sr					
1	29.056	11	32.096	21	35.454	31	39.163
2	29.347	12	32.417	22	35.808	32	39.555
3	29.640	13	32.741	23	36.166	33	39.950
4	29.936	14	33.068	24	36.528	34	40.350
5	30.236	15	33.399	25	36.893	35	40.753
6	30.538	16	33.733	26	37.262	36	41.161
7	30.844	17	34.070	27	37.635	37	41.572
8	31.152	18	34.411	28	38.011	38	41.988
9	31.463	19	34.755	29	38.391	39	42.408
10	31.778	20	35.103	30	38.775	40	42.832

A07073		IT Infrastructure Supp Analyst/Sr					
1	29.637	11	32.738	21	36.163	31	39.946
2	29.933	12	33.065	22	36.524	32	40.346
3	30.233	13	33.396	23	36.890	33	40.749
4	30.535	14	33.730	24	37.259	34	41.157
5	30.840	15	34.067	25	37.631	35	41.568
6	31.149	16	34.408	26	38.007	36	41.984
7	31.460	17	34.752	27	38.388	37	42.404
8	31.775	18	35.099	28	38.771	38	42.828
9	32.093	19	35.450	29	39.159	39	43.256
10	32.414	20	35.805	30	39.551	40	43.689

A07074		IT Infrastructure Supp Analyst/Lead					
1	33.861	11	37.404	21	41.317	31	45.640
2	34.200	12	37.778	22	41.730	32	46.096
3	34.542	13	38.155	23	42.147	33	46.557
4	34.887	14	38.537	24	42.569	34	47.022
5	35.236	15	38.922	25	42.994	35	47.493
6	35.588	16	39.312	26	43.424	36	47.968
7	35.944	17	39.705	27	43.859	37	48.447
8	36.304	18	40.102	28	44.297	38	48.932
9	36.667	19	40.503	29	44.740	39	49.421
10	37.033	20	40.908	30	45.188	40	49.915

A07074		IT Infrastructure Supp Analyst/Lead					
1	34.539	11	38.153	21	42.144	31	46.553
2	34.884	12	38.534	22	42.566	32	47.019
3	35.233	13	38.919	23	42.991	33	47.489
4	35.586	14	39.309	24	43.421	34	47.964
5	35.941	15	39.702	25	43.855	35	48.444
6	36.301	16	40.099	26	44.294	36	48.928
7	36.664	17	40.500	27	44.737	37	49.417
8	37.030	18	40.905	28	45.184	38	49.911
9	37.401	19	41.314	29	45.636	39	50.411
10	37.775	20	41.727	30	46.092	40	50.915

A07081		IT Business Syst Analyst					
1	25.181	11	27.815	21	30.726	31	33.940
2	25.433	12	28.094	22	31.033	32	34.280
3	25.687	13	28.375	23	31.343	33	34.622
4	25.944	14	28.658	24	31.657	34	34.969
5	26.203	15	28.945	25	31.973	35	35.318
6	26.465	16	29.234	26	32.293	36	35.671
7	26.730	17	29.527	27	32.616	37	36.028
8	26.997	18	29.822	28	32.942	38	36.388
9	27.267	19	30.120	29	33.271	39	36.752
10	27.540	20	30.421	30	33.604	40	37.120

A07081		IT Business Syst Analyst					
1	25.685	11	28.372	21	31.341	31	34.619
2	25.942	12	28.656	22	31.654	32	34.966
3	26.201	13	28.943	23	31.971	33	35.315
4	26.463	14	29.232	24	32.290	34	35.669
5	26.728	15	29.524	25	32.613	35	36.025
6	26.995	16	29.819	26	32.939	36	36.385
7	27.265	17	30.118	27	33.269	37	36.749
8	27.538	18	30.419	28	33.601	38	37.117
9	27.813	19	30.723	29	33.937	39	37.488
10	28.091	20	31.030	30	34.277	40	37.863

A07082**		IT Business Syst Analyst/Coord					
1	30.267	11	33.434	21	36.931	31	40.795
2	30.570	12	33.768	22	37.301	32	41.203
3	30.875	13	34.106	23	37.674	33	41.615
4	31.184	14	34.447	24	38.051	34	42.031
5	31.496	15	34.791	25	38.431	35	42.452
6	31.811	16	35.139	26	38.815	36	42.876
7	32.129	17	35.490	27	39.204	37	43.305
8	32.450	18	35.845	28	39.596	38	43.738
9	32.775	19	36.204	29	39.992	39	44.176
10	33.103	20	36.566	30	40.391	40	44.617

A07082**		IT Business Syst Analyst/Coord					
1	30.872	11	34.102	21	37.670	31	41.611
2	31.181	12	34.443	22	38.046	32	42.027
3	31.493	13	34.787	23	38.427	33	42.447
4	31.807	14	35.135	24	38.811	34	42.872
5	32.126	15	35.487	25	39.199	35	43.300
6	32.447	16	35.841	26	39.591	36	43.733
7	32.771	17	36.200	27	39.987	37	44.171
8	33.099	18	36.562	28	40.387	38	44.612
9	33.430	19	36.927	29	40.791	39	45.059
10	33.764	20	37.297	30	41.199	40	45.509

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APPENDIX A

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A07921		State Network Technician					
1	19.925	11	22.010	21	24.312	31	26.856
2	20.124	12	22.230	22	24.555	32	27.124
3	20.325	13	22.452	23	24.801	33	27.396
4	20.529	14	22.677	24	25.049	34	27.670
5	20.734	15	22.903	25	25.299	35	27.946
6	20.941	16	23.132	26	25.552	36	28.226
7	21.151	17	23.364	27	25.808	37	28.508
8	21.362	18	23.597	28	26.066	38	28.793
9	21.576	19	23.833	29	26.327	39	29.081
10	21.792	20	24.072	30	26.590	40	29.372

A07921		State Network Technician					
1	20.323	11	22.449	21	24.798	31	27.392
2	20.526	12	22.674	22	25.046	32	27.666
3	20.731	13	22.900	23	25.296	33	27.943
4	20.939	14	23.129	24	25.549	34	28.222
5	21.148	15	23.361	25	25.805	35	28.505
6	21.360	16	23.594	26	26.063	36	28.790
7	21.573	17	23.830	27	26.323	37	29.078
8	21.789	18	24.069	28	26.587	38	29.368
9	22.007	19	24.309	29	26.853	39	29.662
10	22.227	20	24.552	30	27.121	40	29.959

A07922		State Network Analyst					
1	23.031	11	25.441	21	28.102	31	31.042
2	23.261	12	25.695	22	28.383	32	31.353
3	23.494	13	25.952	23	28.667	33	31.666
4	23.729	14	26.211	24	28.954	34	31.983
5	23.966	15	26.474	25	29.243	35	32.303
6	24.206	16	26.738	26	29.536	36	32.626
7	24.448	17	27.006	27	29.831	37	32.952
8	24.692	18	27.276	28	30.129	38	33.282
9	24.939	19	27.548	29	30.431	39	33.614
10	25.189	20	27.824	30	30.735	40	33.951

A07922		State Network Analyst					
1	23.491	11	25.949	21	28.663	31	31.662
2	23.726	12	26.208	22	28.950	32	31.979
3	23.963	13	26.470	23	29.240	33	32.299
4	24.203	14	26.735	24	29.532	34	32.622
5	24.445	15	27.002	25	29.827	35	32.948
6	24.689	16	27.272	26	30.126	36	33.277
7	24.936	17	27.545	27	30.427	37	33.610
8	25.186	18	27.820	28	30.731	38	33.946
9	25.437	19	28.099	29	31.038	39	34.286
10	25.692	20	28.380	30	31.349	40	34.629

A07923		State Network Analyst/Senior					
1	26.610	11	29.394	21	32.469	31	35.866
2	26.876	12	29.688	22	32.794	32	36.225
3	27.145	13	29.985	23	33.122	33	36.587
4	27.416	14	30.285	24	33.453	34	36.953
5	27.690	15	30.588	25	33.788	35	37.323
6	27.967	16	30.893	26	34.126	36	37.696
7	28.247	17	31.202	27	34.467	37	38.073
8	28.530	18	31.514	28	34.811	38	38.453
9	28.815	19	31.829	29	35.160	39	38.838
10	29.103	20	32.148	30	35.511	40	39.226

A07923		State Network Analyst/Senior					
1	27.142	11	29.982	21	33.118	31	36.583
2	27.413	12	30.281	22	33.450	32	36.949
3	27.688	13	30.584	23	33.784	33	37.319
4	27.964	14	30.890	24	34.122	34	37.692
5	28.244	15	31.199	25	34.463	35	38.069
6	28.527	16	31.511	26	34.808	36	38.449
7	28.812	17	31.826	27	35.156	37	38.834
8	29.100	18	32.144	28	35.507	38	39.222
9	29.391	19	32.466	29	35.862	39	39.614
10	29.685	20	32.790	30	36.221	40	40.011

A07925		State Network Coordinator					
1	34.376	11	37.972	21	41.945	31	46.334
2	34.720	12	38.352	22	42.365	32	46.797
3	35.067	13	38.736	23	42.788	33	47.265
4	35.418	14	39.123	24	43.216	34	47.738
5	35.772	15	39.514	25	43.648	35	48.215
6	36.130	16	39.909	26	44.085	36	48.697
7	36.491	17	40.309	27	44.526	37	49.184
8	36.856	18	40.712	28	44.971	38	49.676
9	37.224	19	41.119	29	45.421	39	50.173
10	37.597	20	41.530	30	45.875	40	50.674

A07925		State Network Coordinator					
1	35.063	11	38.731	21	42.784	31	47.260
2	35.414	12	39.119	22	43.211	32	47.732
3	35.768	13	39.510	23	43.643	33	48.210
4	36.125	14	39.905	24	44.080	34	48.692
5	36.487	15	40.304	25	44.521	35	49.179
6	36.852	16	40.707	26	44.966	36	49.670
7	37.220	17	41.114	27	45.416	37	50.167
8	37.592	18	41.525	28	45.870	38	50.669
9	37.968	19	41.941	29	46.328	39	51.175
10	38.348	20	42.360	30	46.792	40	51.687



A09011		Administrative Programs Officer I					
1	19.631	11	21.685	21	23.954	31	26.460
2	19.827	12	21.902	22	24.193	32	26.724
3	20.026	13	22.121	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.839	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.258	19	23.482	29	25.938	39	28.652
10	21.470	20	23.716	30	26.198	40	28.938

A09011		Administrative Programs Officer I					
1	20.023	11	22.118	21	24.432	31	26.988
2	20.223	12	22.339	22	24.676	32	27.258
3	20.425	13	22.562	23	24.923	33	27.530
4	20.630	14	22.788	24	25.172	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.044	16	23.246	26	25.678	36	28.365
7	21.255	17	23.479	27	25.935	37	28.648
8	21.467	18	23.713	28	26.194	38	28.935
9	21.682	19	23.950	29	26.456	39	29.224
10	21.899	20	24.190	30	26.721	40	29.516

A09012		Administrative Programs Officer II					
1	22.686	11	25.059	21	27.681	31	30.577
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.373	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.805	35	31.819
6	23.843	16	26.338	26	29.093	36	32.137
7	24.082	17	26.601	27	29.384	37	32.458
8	24.322	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.811	20	27.407	30	30.275	40	33.442

A09012		Administrative Programs Officer II					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.335	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.675	36	32.780
7	24.564	17	27.133	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A09621		Corr Industries Sales Rep					
1	21.483	11	23.731	21	26.213	31	28.956
2	21.698	12	23.968	22	26.475	32	29.245
3	21.915	13	24.208	23	26.740	33	29.538
4	22.134	14	24.450	24	27.008	34	29.833
5	22.355	15	24.694	25	27.278	35	30.132
6	22.579	16	24.941	26	27.550	36	30.433
7	22.805	17	25.191	27	27.826	37	30.737
8	23.033	18	25.442	28	28.104	38	31.045
9	23.263	19	25.697	29	28.385	39	31.355
10	23.496	20	25.954	30	28.669	40	31.669

A09621		Corr Industries Sales Rep					
1	21.913	11	24.206	21	26.738	31	29.535
2	22.132	12	24.448	22	27.005	32	29.831
3	22.353	13	24.692	23	27.275	33	30.129
4	22.577	14	24.939	24	27.548	34	30.430
5	22.803	15	25.188	25	27.824	35	30.735
6	23.031	16	25.440	26	28.102	36	31.042
7	23.261	17	25.695	27	28.383	37	31.352
8	23.494	18	25.952	28	28.667	38	31.666
9	23.729	19	26.211	29	28.953	39	31.983
10	23.966	20	26.473	30	29.243	40	32.302

A11011		Training Specialist					
1	21.101	11	23.309	21	25.747	31	28.441
2	21.312	12	23.542	22	26.005	32	28.725
3	21.525	13	23.777	23	26.265	33	29.013
4	21.740	14	24.015	24	26.527	34	29.303
5	21.958	15	24.255	25	26.793	35	29.596
6	22.177	16	24.498	26	27.061	36	29.892
7	22.399	17	24.743	27	27.331	37	30.191
8	22.623	18	24.990	28	27.605	38	30.493
9	22.849	19	25.240	29	27.881	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

A11011		Training Specialist					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.013	22	26.525	32	29.300
3	21.956	13	24.253	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.188
6	22.621	16	24.988	26	27.602	36	30.490
7	22.847	17	25.237	27	27.878	37	30.794
8	23.076	18	25.490	28	28.157	38	31.102
9	23.306	19	25.745	29	28.438	39	31.413
10	23.539	20	26.002	30	28.723	40	31.728

A11012		Training Coordinator					
1	22.686	11	25.059	21	27.681	31	30.577
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.373	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.805	35	31.819
6	23.843	16	26.338	26	29.093	36	32.137
7	24.082	17	26.601	27	29.384	37	32.458
8	24.322	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.811	20	27.407	30	30.275	40	33.442

A11012		Training Coordinator					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.335	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.675	36	32.780
7	24.564	17	27.133	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A11451		Vocational Teacher I					
1	16.987	11	18.764	21	20.727	31	22.896
2	17.157	12	18.952	22	20.935	32	23.125
3	17.328	13	19.141	23	21.144	33	23.356
4	17.502	14	19.333	24	21.355	34	23.590
5	17.677	15	19.526	25	21.569	35	23.826
6	17.854	16	19.721	26	21.785	36	24.064
7	18.032	17	19.919	27	22.003	37	24.304
8	18.212	18	20.118	28	22.223	38	24.548
9	18.394	19	20.319	29	22.445	39	24.793
10	18.578	20	20.522	30	22.669	40	25.041

A11451		Vocational Teacher I					
1	17.327	11	19.140	21	21.142	31	23.354
2	17.500	12	19.331	22	21.354	32	23.588
3	17.675	13	19.524	23	21.567	33	23.824
4	17.852	14	19.720	24	21.783	34	24.062
5	18.031	15	19.917	25	22.001	35	24.302
6	18.211	16	20.116	26	22.221	36	24.545
7	18.393	17	20.317	27	22.443	37	24.791
8	18.577	18	20.520	28	22.667	38	25.039
9	18.763	19	20.726	29	22.894	39	25.289
10	18.950	20	20.933	30	23.123	40	25.542

A11611		Law Enforcement Instructor					
1	28.350	11	31.316	21	34.592	31	38.212
2	28.634	12	31.629	22	34.938	32	38.594
3	28.920	13	31.945	23	35.288	33	38.980
4	29.209	14	32.265	24	35.641	34	39.369
5	29.501	15	32.588	25	35.997	35	39.763
6	29.796	16	32.913	26	36.357	36	40.161
7	30.094	17	33.243	27	36.721	37	40.562
8	30.395	18	33.575	28	37.088	38	40.968
9	30.699	19	33.911	29	37.459	39	41.378
10	31.006	20	34.250	30	37.833	40	41.791

A11611		Law Enforcement Instructor					
1	28.917	11	31.942	21	35.284	31	38.976
2	29.206	12	32.262	22	35.637	32	39.366
3	29.498	13	32.584	23	35.993	33	39.759
4	29.793	14	32.910	24	36.353	34	40.157
5	30.091	15	33.239	25	36.717	35	40.558
6	30.392	16	33.572	26	37.084	36	40.964
7	30.696	17	33.907	27	37.455	37	41.374
8	31.003	18	34.247	28	37.829	38	41.787
9	31.313	19	34.589	29	38.208	39	42.205
10	31.626	20	34.935	30	38.590	40	42.627

A11920		DHHS S & P Dev System Consultant					
1	28.323	11	31.286	21	34.559	31	38.175
2	28.606	12	31.599	22	34.905	32	38.557
3	28.892	13	31.915	23	35.254	33	38.942
4	29.181	14	32.234	24	35.607	34	39.332
5	29.473	15	32.557	25	35.963	35	39.725
6	29.768	16	32.882	26	36.322	36	40.122
7	30.065	17	33.211	27	36.686	37	40.524
8	30.366	18	33.543	28	37.052	38	40.929
9	30.670	19	33.878	29	37.423	39	41.338
10	30.976	20	34.217	30	37.797	40	41.752

A11920		DHHS S & P Dev System Consultant					
1	28.889	11	31.911	21	35.250	31	38.938
2	29.178	12	32.231	22	35.603	32	39.327
3	29.470	13	32.553	23	35.959	33	39.721
4	29.764	14	32.878	24	36.318	34	40.118
5	30.062	15	33.207	25	36.681	35	40.519
6	30.363	16	33.539	26	37.048	36	40.924
7	30.666	17	33.875	27	37.419	37	41.333
8	30.973	18	34.213	28	37.793	38	41.747
9	31.283	19	34.556	29	38.171	39	42.164
10	31.595	20	34.901	30	38.552	40	42.586

A13111		Research Analyst I					
1	18.353	11	20.273	21	22.394	31	24.737
2	18.537	12	20.476	22	22.618	32	24.984
3	18.722	13	20.681	23	22.844	33	25.234
4	18.909	14	20.887	24	23.073	34	25.487
5	19.098	15	21.096	25	23.303	35	25.741
6	19.289	16	21.307	26	23.536	36	25.999
7	19.482	17	21.520	27	23.772	37	26.259
8	19.677	18	21.736	28	24.010	38	26.521
9	19.874	19	21.953	29	24.250	39	26.787
10	20.072	20	22.172	30	24.492	40	27.055

A13111		Research Analyst I					
1	18.720	11	20.679	21	22.842	31	25.232
2	18.907	12	20.885	22	23.070	32	25.484
3	19.096	13	21.094	23	23.301	33	25.739
4	19.287	14	21.305	24	23.534	34	25.996
5	19.480	15	21.518	25	23.769	35	26.256
6	19.675	16	21.733	26	24.007	36	26.519
7	19.872	17	21.951	27	24.247	37	26.784
8	20.070	18	22.170	28	24.490	38	27.052
9	20.271	19	22.392	29	24.735	39	27.322
10	20.474	20	22.616	30	24.982	40	27.596

A13112		Research Analyst II					
1	21.210	11	23.429	21	25.880	31	28.588
2	21.422	12	23.663	22	26.139	32	28.874
3	21.636	13	23.900	23	26.400	33	29.162
4	21.853	14	24.139	24	26.664	34	29.454
5	22.071	15	24.380	25	26.931	35	29.749
6	22.292	16	24.624	26	27.200	36	30.046
7	22.515	17	24.870	27	27.472	37	30.347
8	22.740	18	25.119	28	27.747	38	30.650
9	22.967	19	25.370	29	28.025	39	30.957
10	23.197	20	25.624	30	28.305	40	31.266

A13112		Research Analyst II					
1	21.634	11	23.897	21	26.398	31	29.159
2	21.850	12	24.136	22	26.662	32	29.451
3	22.069	13	24.378	23	26.928	33	29.745
4	22.290	14	24.622	24	27.197	34	30.043
5	22.512	15	24.868	25	27.469	35	30.343
6	22.738	16	25.116	26	27.744	36	30.647
7	22.965	17	25.368	27	28.022	37	30.953
8	23.195	18	25.621	28	28.302	38	31.263
9	23.427	19	25.877	29	28.585	39	31.575
10	23.661	20	26.136	30	28.871	40	31.891

A13120		Program Analyst					
1	22.686	11	25.059	21	27.681	31	30.577
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.373	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.805	35	31.819
6	23.843	16	26.338	26	29.093	36	32.137
7	24.082	17	26.601	27	29.384	37	32.458
8	24.322	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.811	20	27.407	30	30.275	40	33.442

A13120		Program Analyst					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.335	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.675	36	32.780
7	24.564	17	27.133	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A13130		State Patrol Crime Analyst					
1	20.766	11	22.939	21	25.338	31	27.989
2	20.974	12	23.168	22	25.592	32	28.269
3	21.183	13	23.400	23	25.848	33	28.552
4	21.395	14	23.634	24	26.106	34	28.838
5	21.609	15	23.870	25	26.367	35	29.126
6	21.825	16	24.109	26	26.631	36	29.417
7	22.044	17	24.350	27	26.897	37	29.711
8	22.264	18	24.593	28	27.166	38	30.008
9	22.487	19	24.839	29	27.438	39	30.309
10	22.711	20	25.088	30	27.712	40	30.612

A13130		State Patrol Crime Analyst					
1	21.181	11	23.397	21	25.845	31	28.549
2	21.393	12	23.631	22	26.103	32	28.834
3	21.607	13	23.867	23	26.364	33	29.123
4	21.823	14	24.106	24	26.628	34	29.414
5	22.041	15	24.347	25	26.894	35	29.708
6	22.261	16	24.590	26	27.163	36	30.005
7	22.484	17	24.836	27	27.435	37	30.305
8	22.709	18	25.085	28	27.709	38	30.608
9	22.936	19	25.336	29	27.986	39	30.914
10	23.165	20	25.589	30	28.266	40	31.223

A13251		Statistical Analyst I					
1	18.353	11	20.273	21	22.394	31	24.737
2	18.537	12	20.476	22	22.618	32	24.984
3	18.722	13	20.681	23	22.844	33	25.234
4	18.909	14	20.887	24	23.073	34	25.487
5	19.098	15	21.096	25	23.303	35	25.741
6	19.289	16	21.307	26	23.536	36	25.999
7	19.482	17	21.520	27	23.772	37	26.259
8	19.677	18	21.736	28	24.010	38	26.521
9	19.874	19	21.953	29	24.250	39	26.787
10	20.072	20	22.172	30	24.492	40	27.055

A13251		Statistical Analyst I					
1	18.720	11	20.679	21	22.842	31	25.232
2	18.907	12	20.885	22	23.070	32	25.484
3	19.096	13	21.094	23	23.301	33	25.739
4	19.287	14	21.305	24	23.534	34	25.996
5	19.480	15	21.518	25	23.769	35	26.256
6	19.675	16	21.733	26	24.007	36	26.519
7	19.872	17	21.951	27	24.247	37	26.784
8	20.070	18	22.170	28	24.490	38	27.052
9	20.271	19	22.392	29	24.735	39	27.322
10	20.474	20	22.616	30	24.982	40	27.596

A13252		Statistical Analyst II					
1	21.210	11	23.429	21	25.880	31	28.588
2	21.422	12	23.663	22	26.139	32	28.874
3	21.636	13	23.900	23	26.400	33	29.162
4	21.853	14	24.139	24	26.664	34	29.454
5	22.071	15	24.380	25	26.931	35	29.749
6	22.292	16	24.624	26	27.200	36	30.046
7	22.515	17	24.870	27	27.472	37	30.347
8	22.740	18	25.119	28	27.747	38	30.650
9	22.967	19	25.370	29	28.025	39	30.957
10	23.197	20	25.624	30	28.305	40	31.266

A13252		Statistical Analyst II					
1	21.634	11	23.897	21	26.398	31	29.159
2	21.850	12	24.136	22	26.662	32	29.451
3	22.069	13	24.378	23	26.928	33	29.745
4	22.290	14	24.622	24	27.197	34	30.043
5	22.512	15	24.868	25	27.469	35	30.343
6	22.738	16	25.116	26	27.744	36	30.647
7	22.965	17	25.368	27	28.022	37	30.953
8	23.195	18	25.621	28	28.302	38	31.263
9	23.427	19	25.877	29	28.585	39	31.575
10	23.661	20	26.136	30	28.871	40	31.891

A13253		Statistical Analyst III					
1	24.509	11	27.073	21	29.906	31	33.034
2	24.754	12	27.344	22	30.205	32	33.365
3	25.002	13	27.617	23	30.507	33	33.698
4	25.252	14	27.894	24	30.812	34	34.035
5	25.504	15	28.172	25	31.120	35	34.376
6	25.759	16	28.454	26	31.431	36	34.720
7	26.017	17	28.739	27	31.745	37	35.067
8	26.277	18	29.026	28	32.063	38	35.417
9	26.540	19	29.316	29	32.384	39	35.772
10	26.805	20	29.610	30	32.707	40	36.129

A13253		Statistical Analyst III					
1	24.999	11	27.614	21	30.504	31	33.695
2	25.249	12	27.891	22	30.809	32	34.032
3	25.501	13	28.169	23	31.117	33	34.372
4	25.756	14	28.451	24	31.428	34	34.716
5	26.014	15	28.736	25	31.742	35	35.063
6	26.274	16	29.023	26	32.060	36	35.414
7	26.537	17	29.313	27	32.380	37	35.768
8	26.802	18	29.606	28	32.704	38	36.125
9	27.070	19	29.902	29	33.031	39	36.487
10	27.341	20	30.202	30	33.361	40	36.852

A13350		Vital Stat Program Analyst					
1	22.800	11	25.185	21	27.820	31	30.731
2	23.028	12	25.437	22	28.099	32	31.038
3	23.258	13	25.692	23	28.380	33	31.349
4	23.491	14	25.949	24	28.663	34	31.662
5	23.726	15	26.208	25	28.950	35	31.979
6	23.963	16	26.470	26	29.239	36	32.299
7	24.203	17	26.735	27	29.532	37	32.622
8	24.445	18	27.002	28	29.827	38	32.948
9	24.689	19	27.272	29	30.125	39	33.277
10	24.936	20	27.545	30	30.427	40	33.610

A13350		Vital Stat Program Analyst					
1	23.256	11	25.689	21	28.377	31	31.346
2	23.489	12	25.946	22	28.661	32	31.659
3	23.723	13	26.205	23	28.947	33	31.976
4	23.961	14	26.467	24	29.237	34	32.295
5	24.200	15	26.732	25	29.529	35	32.618
6	24.442	16	26.999	26	29.824	36	32.945
7	24.687	17	27.269	27	30.122	37	33.274
8	24.934	18	27.542	28	30.424	38	33.607
9	25.183	19	27.818	29	30.728	39	33.943
10	25.435	20	28.096	30	31.035	40	34.282

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A13910		Economist					
1	26.220	11	28.963	21	31.993	31	35.341
2	26.482	12	29.253	22	32.313	32	35.694
3	26.747	13	29.545	23	32.636	33	36.051
4	27.014	14	29.841	24	32.963	34	36.411
5	27.285	15	30.139	25	33.292	35	36.776
6	27.557	16	30.441	26	33.625	36	37.143
7	27.833	17	30.745	27	33.962	37	37.515
8	28.111	18	31.052	28	34.301	38	37.890
9	28.393	19	31.363	29	34.644	39	38.269
10	28.676	20	31.677	30	34.991	40	38.651

A13910		Economist					
1	26.744	11	29.542	21	32.633	31	36.047
2	27.011	12	29.837	22	32.959	32	36.407
3	27.282	13	30.136	23	33.289	33	36.771
4	27.554	14	30.437	24	33.622	34	37.139
5	27.830	15	30.742	25	33.958	35	37.511
6	28.108	16	31.049	26	34.297	36	37.886
7	28.389	17	31.359	27	34.640	37	38.264
8	28.673	18	31.673	28	34.987	38	38.647
9	28.960	19	31.990	29	35.337	39	39.034
10	29.250	20	32.310	30	35.690	40	39.424

A17802		Retirement Specialist I					
1	16.987	11	18.764	21	20.727	31	22.896
2	17.157	12	18.952	22	20.935	32	23.125
3	17.328	13	19.141	23	21.144	33	23.356
4	17.502	14	19.333	24	21.355	34	23.590
5	17.677	15	19.526	25	21.569	35	23.826
6	17.854	16	19.721	26	21.785	36	24.064
7	18.032	17	19.919	27	22.003	37	24.304
8	18.212	18	20.118	28	22.223	38	24.548
9	18.394	19	20.319	29	22.445	39	24.793
10	18.578	20	20.522	30	22.669	40	25.041

A17802		Retirement Specialist I					
1	17.327	11	19.140	21	21.142	31	23.354
2	17.500	12	19.331	22	21.354	32	23.588
3	17.675	13	19.524	23	21.567	33	23.824
4	17.852	14	19.720	24	21.783	34	24.062
5	18.031	15	19.917	25	22.001	35	24.302
6	18.211	16	20.116	26	22.221	36	24.545
7	18.393	17	20.317	27	22.443	37	24.791
8	18.577	18	20.520	28	22.667	38	25.039
9	18.763	19	20.726	29	22.894	39	25.289
10	18.950	20	20.933	30	23.123	40	25.542

A17803		Retirement Specialist II					
1	19.631	11	21.685	21	23.954	31	26.460
2	19.827	12	21.902	22	24.193	32	26.724
3	20.026	13	22.121	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.839	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.258	19	23.482	29	25.938	39	28.652
10	21.470	20	23.716	30	26.198	40	28.938

A17803		Retirement Specialist II					
1	20.023	11	22.118	21	24.432	31	26.988
2	20.223	12	22.339	22	24.676	32	27.258
3	20.425	13	22.562	23	24.923	33	27.530
4	20.630	14	22.788	24	25.172	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.044	16	23.246	26	25.678	36	28.365
7	21.255	17	23.479	27	25.935	37	28.648
8	21.467	18	23.713	28	26.194	38	28.935
9	21.682	19	23.950	29	26.456	39	29.224
10	21.899	20	24.190	30	26.721	40	29.516

A19011		Accountant I					
1	17.216	11	19.017	21	21.007	31	23.205
2	17.388	12	19.207	22	21.217	32	23.437
3	17.562	13	19.399	23	21.429	33	23.671
4	17.738	14	19.593	24	21.643	34	23.908
5	17.915	15	19.789	25	21.860	35	24.147
6	18.094	16	19.987	26	22.078	36	24.388
7	18.275	17	20.187	27	22.299	37	24.632
8	18.458	18	20.389	28	22.522	38	24.878
9	18.642	19	20.593	29	22.747	39	25.127
10	18.829	20	20.799	30	22.975	40	25.378

A19011		Accountant I					
1	17.561	11	19.398	21	21.428	31	23.670
2	17.737	12	19.592	22	21.642	32	23.906
3	17.914	13	19.788	23	21.858	33	24.145
4	18.093	14	19.986	24	22.077	34	24.387
5	18.274	15	20.186	25	22.298	35	24.631
6	18.457	16	20.388	26	22.521	36	24.877
7	18.641	17	20.592	27	22.746	37	25.126
8	18.828	18	20.798	28	22.973	38	25.377
9	19.016	19	21.006	29	23.203	39	25.631
10	19.206	20	21.216	30	23.435	40	25.887

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A19012		Accountant II					
1	23.821	11	26.313	21	29.066	31	32.107
2	24.059	12	26.576	22	29.357	32	32.428
3	24.300	13	26.842	23	29.650	33	32.752
4	24.543	14	27.111	24	29.947	34	33.080
5	24.788	15	27.382	25	30.246	35	33.411
6	25.036	16	27.655	26	30.549	36	33.745
7	25.286	17	27.932	27	30.854	37	34.082
8	25.539	18	28.211	28	31.163	38	34.423
9	25.795	19	28.493	29	31.474	39	34.767
10	26.053	20	28.778	30	31.789	40	35.115

A19012		Accountant II					
1	24.298	11	26.840	21	29.648	31	32.750
2	24.541	12	27.108	22	29.944	32	33.077
3	24.786	13	27.379	23	30.244	33	33.408
4	25.034	14	27.653	24	30.546	34	33.742
5	25.284	15	27.929	25	30.852	35	34.079
6	25.537	16	28.209	26	31.160	36	34.420
7	25.792	17	28.491	27	31.472	37	34.764
8	26.050	18	28.776	28	31.786	38	35.112
9	26.311	19	29.064	29	32.104	39	35.463
10	26.574	20	29.354	30	32.425	40	35.818

A19013		Accountant III					
1	27.527	11	30.407	21	33.588	31	37.102
2	27.802	12	30.711	22	33.924	32	37.473
3	28.080	13	31.018	23	34.263	33	37.848
4	28.361	14	31.328	24	34.606	34	38.226
5	28.644	15	31.641	25	34.952	35	38.608
6	28.931	16	31.958	26	35.301	36	38.995
7	29.220	17	32.277	27	35.654	37	39.384
8	29.512	18	32.600	28	36.011	38	39.778
9	29.808	19	32.926	29	36.371	39	40.176
10	30.106	20	33.255	30	36.735	40	40.578

A19013		Accountant III					
1	28.077	11	31.015	21	34.260	31	37.844
2	28.358	12	31.325	22	34.602	32	38.222
3	28.642	13	31.638	23	34.948	33	38.605
4	28.928	14	31.955	24	35.298	34	38.991
5	29.217	15	32.274	25	35.651	35	39.381
6	29.510	16	32.597	26	36.007	36	39.774
7	29.805	17	32.923	27	36.367	37	40.172
8	30.103	18	33.252	28	36.731	38	40.574
9	30.404	19	33.585	29	37.098	39	40.980
10	30.708	20	33.920	30	37.469	40	41.389

A19014		Accountant IV					
1	29.592	11	32.688	21	36.108	31	39.886
2	29.888	12	33.015	22	36.469	32	40.284
3	30.187	13	33.345	23	36.834	33	40.687
4	30.489	14	33.678	24	37.202	34	41.094
5	30.794	15	34.015	25	37.574	35	41.505
6	31.101	16	34.355	26	37.950	36	41.920
7	31.413	17	34.699	27	38.329	37	42.339
8	31.727	18	35.046	28	38.713	38	42.763
9	32.044	19	35.396	29	39.100	39	43.190
10	32.364	20	35.750	30	39.491	40	43.622

A19014		Accountant IV					
1	30.184	11	33.342	21	36.830	31	40.683
2	30.486	12	33.675	22	37.198	32	41.090
3	30.791	13	34.012	23	37.570	33	41.501
4	31.098	14	34.352	24	37.946	34	41.916
5	31.409	15	34.696	25	38.325	35	42.335
6	31.724	16	35.043	26	38.709	36	42.759
7	32.041	17	35.393	27	39.096	37	43.186
8	32.361	18	35.747	28	39.487	38	43.618
9	32.685	19	36.104	29	39.882	39	44.054
10	33.012	20	36.465	30	40.280	40	44.495

A19311		Budget Officer I					
1	19.391	11	21.420	21	23.661	31	26.137
2	19.585	12	21.634	22	23.898	32	26.398
3	19.781	13	21.851	23	24.137	33	26.662
4	19.979	14	22.069	24	24.378	34	26.929
5	20.179	15	22.290	25	24.622	35	27.198
6	20.381	16	22.513	26	24.868	36	27.470
7	20.584	17	22.738	27	25.117	37	27.745
8	20.790	18	22.965	28	25.368	38	28.022
9	20.998	19	23.195	29	25.622	39	28.302
10	21.208	20	23.427	30	25.878	40	28.585

A19311		Budget Officer I					
1	19.779	11	21.849	21	24.134	31	26.659
2	19.977	12	22.067	22	24.376	32	26.926
3	20.177	13	22.288	23	24.620	33	27.195
4	20.379	14	22.511	24	24.866	34	27.467
5	20.582	15	22.736	25	25.114	35	27.742
6	20.788	16	22.963	26	25.366	36	28.019
7	20.996	17	23.193	27	25.619	37	28.300
8	21.206	18	23.425	28	25.875	38	28.582
9	21.418	19	23.659	29	26.134	39	28.868
10	21.632	20	23.895	30	26.395	40	29.157

A19312		Budget Officer II					
1	22.405	11	24.749	21	27.338	31	30.198
2	22.629	12	24.996	22	27.612	32	30.500
3	22.855	13	25.246	23	27.888	33	30.805
4	23.084	14	25.499	24	28.167	34	31.113
5	23.315	15	25.754	25	28.448	35	31.425
6	23.548	16	26.011	26	28.733	36	31.739
7	23.783	17	26.272	27	29.020	37	32.056
8	24.021	18	26.534	28	29.310	38	32.377
9	24.261	19	26.800	29	29.603	39	32.701
10	24.504	20	27.068	30	29.899	40	33.028

A19312		Budget Officer II					
1	22.853	11	25.244	21	27.885	31	30.802
2	23.082	12	25.496	22	28.164	32	31.110
3	23.312	13	25.751	23	28.445	33	31.422
4	23.545	14	26.009	24	28.730	34	31.736
5	23.781	15	26.269	25	29.017	35	32.053
6	24.019	16	26.532	26	29.307	36	32.374
7	24.259	17	26.797	27	29.600	37	32.697
8	24.502	18	27.065	28	29.896	38	33.024
9	24.747	19	27.336	29	30.195	39	33.355
10	24.994	20	27.609	30	30.497	40	33.688

A19330		Budget Analyst					
1	25.534	11	28.205	21	31.156	31	34.416
2	25.789	12	28.487	22	31.468	32	34.760
3	26.047	13	28.772	23	31.782	33	35.108
4	26.308	14	29.060	24	32.100	34	35.459
5	26.571	15	29.351	25	32.421	35	35.813
6	26.836	16	29.644	26	32.745	36	36.171
7	27.105	17	29.941	27	33.073	37	36.533
8	27.376	18	30.240	28	33.404	38	36.898
9	27.650	19	30.542	29	33.738	39	37.267
10	27.926	20	30.848	30	34.075	40	37.640

A19330		Budget Analyst					
1	26.045	11	28.769	21	31.779	31	35.104
2	26.305	12	29.057	22	32.097	32	35.455
3	26.568	13	29.348	23	32.418	33	35.810
4	26.834	14	29.641	24	32.742	34	36.168
5	27.102	15	29.938	25	33.070	35	36.530
6	27.373	16	30.237	26	33.400	36	36.895
7	27.647	17	30.539	27	33.734	37	37.264
8	27.923	18	30.845	28	34.072	38	37.636
9	28.203	19	31.153	29	34.412	39	38.013
10	28.485	20	31.465	30	34.757	40	38.393

A19420		State Fin Syst and Reports Coord					
1	30.273	11	33.440	21	36.938	31	40.803
2	30.575	12	33.774	22	37.308	32	41.211
3	30.881	13	34.112	23	37.681	33	41.623
4	31.190	14	34.453	24	38.058	34	42.039
5	31.502	15	34.798	25	38.438	35	42.460
6	31.817	16	35.145	26	38.822	36	42.884
7	32.135	17	35.497	27	39.211	37	43.313
8	32.456	18	35.852	28	39.603	38	43.746
9	32.781	19	36.210	29	39.999	39	44.184
10	33.109	20	36.573	30	40.399	40	44.625

A19420		State Fin Syst and Reports Coord					
1	30.878	11	34.109	21	37.677	31	41.619
2	31.187	12	34.450	22	38.054	32	42.035
3	31.499	13	34.794	23	38.434	33	42.455
4	31.814	14	35.142	24	38.819	34	42.880
5	32.132	15	35.493	25	39.207	35	43.309
6	32.453	16	35.848	26	39.599	36	43.742
7	32.778	17	36.207	27	39.995	37	44.179
8	33.105	18	36.569	28	40.395	38	44.621
9	33.436	19	36.935	29	40.799	39	45.067
10	33.771	20	37.304	30	41.207	40	45.518

A19611		Federal Aid Admin I					
1	19.391	11	21.420	21	23.661	31	26.137
2	19.585	12	21.634	22	23.898	32	26.398
3	19.781	13	21.851	23	24.137	33	26.662
4	19.979	14	22.069	24	24.378	34	26.929
5	20.179	15	22.290	25	24.622	35	27.198
6	20.381	16	22.513	26	24.868	36	27.470
7	20.584	17	22.738	27	25.117	37	27.745
8	20.790	18	22.965	28	25.368	38	28.022
9	20.998	19	23.195	29	25.622	39	28.302
10	21.208	20	23.427	30	25.878	40	28.585

A19611		Federal Aid Admin I					
1	19.779	11	21.849	21	24.134	31	26.659
2	19.977	12	22.067	22	24.376	32	26.926
3	20.177	13	22.288	23	24.620	33	27.195
4	20.379	14	22.511	24	24.866	34	27.467
5	20.582	15	22.736	25	25.114	35	27.742
6	20.788	16	22.963	26	25.366	36	28.019
7	20.996	17	23.193	27	25.619	37	28.300
8	21.206	18	23.425	28	25.875	38	28.582
9	21.418	19	23.659	29	26.134	39	28.868
10	21.632	20	23.895	30	26.395	40	29.157

A19612		Federal Aid Admin II					
1	22.405	11	24.749	21	27.338	31	30.198
2	22.629	12	24.996	22	27.612	32	30.500
3	22.855	13	25.246	23	27.888	33	30.805
4	23.084	14	25.499	24	28.167	34	31.113
5	23.315	15	25.754	25	28.448	35	31.425
6	23.548	16	26.011	26	28.733	36	31.739
7	23.783	17	26.272	27	29.020	37	32.056
8	24.021	18	26.534	28	29.310	38	32.377
9	24.261	19	26.800	29	29.603	39	32.701
10	24.504	20	27.068	30	29.899	40	33.028

A19612		Federal Aid Admin II					
1	22.853	11	25.244	21	27.885	31	30.802
2	23.082	12	25.496	22	28.164	32	31.110
3	23.312	13	25.751	23	28.445	33	31.422
4	23.545	14	26.009	24	28.730	34	31.736
5	23.781	15	26.269	25	29.017	35	32.053
6	24.019	16	26.532	26	29.307	36	32.374
7	24.259	17	26.797	27	29.600	37	32.697
8	24.502	18	27.065	28	29.896	38	33.024
9	24.747	19	27.336	29	30.195	39	33.355
10	24.994	20	27.609	30	30.497	40	33.688

A19613		Federal Aid Admin III					
1	25.893	11	28.602	21	31.594	31	34.900
2	26.152	12	28.888	22	31.910	32	35.249
3	26.413	13	29.177	23	32.229	33	35.601
4	26.678	14	29.469	24	32.552	34	35.957
5	26.944	15	29.763	25	32.877	35	36.317
6	27.214	16	30.061	26	33.206	36	36.680
7	27.486	17	30.362	27	33.538	37	37.047
8	27.761	18	30.665	28	33.873	38	37.417
9	28.038	19	30.972	29	34.212	39	37.792
10	28.319	20	31.282	30	34.554	40	38.169

A19613		Federal Aid Admin III					
1	26.411	11	29.174	21	32.226	31	35.598
2	26.675	12	29.466	22	32.549	32	35.954
3	26.942	13	29.760	23	32.874	33	36.313
4	27.211	14	30.058	24	33.203	34	36.676
5	27.483	15	30.359	25	33.535	35	37.043
6	27.758	16	30.662	26	33.870	36	37.414
7	28.036	17	30.969	27	34.209	37	37.788
8	28.316	18	31.278	28	34.551	38	38.166
9	28.599	19	31.591	29	34.896	39	38.547
10	28.885	20	31.907	30	35.245	40	38.933

A21211		Fiscal Compliance Analyst					
1	19.957	11	22.045	21	24.352	31	26.899
2	20.157	12	22.266	22	24.595	32	27.168
3	20.358	13	22.488	23	24.841	33	27.440
4	20.562	14	22.713	24	25.090	34	27.715
5	20.768	15	22.940	25	25.341	35	27.992
6	20.975	16	23.170	26	25.594	36	28.272
7	21.185	17	23.402	27	25.850	37	28.554
8	21.397	18	23.636	28	26.108	38	28.840
9	21.611	19	23.872	29	26.369	39	29.128
10	21.827	20	24.111	30	26.633	40	29.420

A21211		Fiscal Compliance Analyst					
1	20.356	11	22.486	21	24.839	31	27.437
2	20.560	12	22.711	22	25.087	32	27.712
3	20.766	13	22.938	23	25.338	33	27.989
4	20.973	14	23.168	24	25.591	34	28.269
5	21.183	15	23.399	25	25.847	35	28.552
6	21.395	16	23.633	26	26.106	36	28.837
7	21.609	17	23.870	27	26.367	37	29.125
8	21.825	18	24.108	28	26.631	38	29.417
9	22.043	19	24.349	29	26.897	39	29.711
10	22.264	20	24.593	30	27.166	40	30.008

A21212		Auditor					
1	21.452	11	23.696	21	26.175	31	28.913
2	21.666	12	23.933	22	26.437	32	29.203
3	21.883	13	24.172	23	26.701	33	29.495
4	22.102	14	24.414	24	26.968	34	29.789
5	22.323	15	24.658	25	27.238	35	30.087
6	22.546	16	24.905	26	27.510	36	30.388
7	22.771	17	25.154	27	27.785	37	30.692
8	22.999	18	25.405	28	28.063	38	30.999
9	23.229	19	25.659	29	28.344	39	31.309
10	23.461	20	25.916	30	28.627	40	31.622

A21212		Auditor					
1	21.881	11	24.170	21	26.698	31	29.492
2	22.099	12	24.411	22	26.965	32	29.787
3	22.320	13	24.656	23	27.235	33	30.084
4	22.544	14	24.902	24	27.507	34	30.385
5	22.769	15	25.151	25	27.782	35	30.689
6	22.997	16	25.403	26	28.060	36	30.996
7	23.227	17	25.657	27	28.341	37	31.306
8	23.459	18	25.913	28	28.624	38	31.619
9	23.693	19	26.172	29	28.911	39	31.935
10	23.930	20	26.434	30	29.200	40	32.255



A21213		Auditor Senior					
1	24.789	11	27.383	21	30.248	31	33.412
2	25.037	12	27.657	22	30.550	32	33.747
3	25.288	13	27.933	23	30.856	33	34.084
4	25.541	14	28.213	24	31.164	34	34.425
5	25.796	15	28.495	25	31.476	35	34.769
6	26.054	16	28.780	26	31.791	36	35.117
7	26.315	17	29.068	27	32.109	37	35.468
8	26.578	18	29.358	28	32.430	38	35.823
9	26.843	19	29.652	29	32.754	39	36.181
10	27.112	20	29.948	30	33.082	40	36.543

A21213		Auditor Senior					
1	25.285	11	27.931	21	30.853	31	34.081
2	25.538	12	28.210	22	31.161	32	34.421
3	25.793	13	28.492	23	31.473	33	34.766
4	26.051	14	28.777	24	31.788	34	35.113
5	26.312	15	29.065	25	32.106	35	35.464
6	26.575	16	29.355	26	32.427	36	35.819
7	26.841	17	29.649	27	32.751	37	36.177
8	27.109	18	29.945	28	33.078	38	36.539
9	27.380	19	30.245	29	33.409	39	36.904
10	27.654	20	30.547	30	33.743	40	37.274

A21251		Revenue Auditor I					
1	21.452	11	23.696	21	26.175	31	28.913
2	21.666	12	23.933	22	26.437	32	29.203
3	21.883	13	24.172	23	26.701	33	29.495
4	22.102	14	24.414	24	26.968	34	29.789
5	22.323	15	24.658	25	27.238	35	30.087
6	22.546	16	24.905	26	27.510	36	30.388
7	22.771	17	25.154	27	27.785	37	30.692
8	22.999	18	25.405	28	28.063	38	30.999
9	23.229	19	25.659	29	28.344	39	31.309
10	23.461	20	25.916	30	28.627	40	31.622

A21251		Revenue Auditor I					
1	21.881	11	24.170	21	26.698	31	29.492
2	22.099	12	24.411	22	26.965	32	29.787
3	22.320	13	24.656	23	27.235	33	30.084
4	22.544	14	24.902	24	27.507	34	30.385
5	22.769	15	25.151	25	27.782	35	30.689
6	22.997	16	25.403	26	28.060	36	30.996
7	23.227	17	25.657	27	28.341	37	31.306
8	23.459	18	25.913	28	28.624	38	31.619
9	23.693	19	26.172	29	28.911	39	31.935
10	23.930	20	26.434	30	29.200	40	32.255

A21252		Revenue Auditor II					
1	24.789	11	27.383	21	30.248	31	33.412
2	25.037	12	27.657	22	30.550	32	33.747
3	25.288	13	27.933	23	30.856	33	34.084
4	25.541	14	28.213	24	31.164	34	34.425
5	25.796	15	28.495	25	31.476	35	34.769
6	26.054	16	28.780	26	31.791	36	35.117
7	26.315	17	29.068	27	32.109	37	35.468
8	26.578	18	29.358	28	32.430	38	35.823
9	26.843	19	29.652	29	32.754	39	36.181
10	27.112	20	29.948	30	33.082	40	36.543

A21252		Revenue Auditor II					
1	25.285	11	27.931	21	30.853	31	34.081
2	25.538	12	28.210	22	31.161	32	34.421
3	25.793	13	28.492	23	31.473	33	34.766
4	26.051	14	28.777	24	31.788	34	35.113
5	26.312	15	29.065	25	32.106	35	35.464
6	26.575	16	29.355	26	32.427	36	35.819
7	26.841	17	29.649	27	32.751	37	36.177
8	27.109	18	29.945	28	33.078	38	36.539
9	27.380	19	30.245	29	33.409	39	36.904
10	27.654	20	30.547	30	33.743	40	37.274

A21253		Revenue Auditor III					
1	26.650	11	29.438	21	32.518	31	35.920
2	26.917	12	29.733	22	32.843	32	36.279
3	27.186	13	30.030	23	33.172	33	36.642
4	27.458	14	30.330	24	33.503	34	37.009
5	27.732	15	30.634	25	33.838	35	37.379
6	28.009	16	30.940	26	34.177	36	37.753
7	28.290	17	31.249	27	34.519	37	38.130
8	28.572	18	31.562	28	34.864	38	38.511
9	28.858	19	31.877	29	35.212	39	38.896
10	29.147	20	32.196	30	35.565	40	39.285

A21253		Revenue Auditor III					
1	27.183	11	30.027	21	33.168	31	36.639
2	27.455	12	30.327	22	33.500	32	37.005
3	27.729	13	30.631	23	33.835	33	37.375
4	28.007	14	30.937	24	34.174	34	37.749
5	28.287	15	31.246	25	34.515	35	38.126
6	28.570	16	31.559	26	34.860	36	38.508
7	28.855	17	31.874	27	35.209	37	38.893
8	29.144	18	32.193	28	35.561	38	39.282
9	29.435	19	32.515	29	35.917	39	39.674
10	29.730	20	32.840	30	36.276	40	40.071

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APPENDIX A

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A21254		Revenue Auditor IV					
1	30.794	11	34.016	21	37.575	31	41.506
2	31.102	12	34.356	22	37.951	32	41.921
3	31.413	13	34.700	23	38.330	33	42.340
4	31.728	14	35.047	24	38.714	34	42.764
5	32.045	15	35.397	25	39.101	35	43.192
6	32.365	16	35.751	26	39.492	36	43.623
7	32.689	17	36.109	27	39.887	37	44.060
8	33.016	18	36.470	28	40.286	38	44.500
9	33.346	19	36.835	29	40.688	39	44.945
10	33.679	20	37.203	30	41.095	40	45.395

A21254		Revenue Auditor IV					
1	31.410	11	34.696	21	38.327	31	42.336
2	31.724	12	35.043	22	38.710	32	42.760
3	32.042	13	35.394	23	39.097	33	43.187
4	32.362	14	35.748	24	39.488	34	43.619
5	32.686	15	36.105	25	39.883	35	44.055
6	33.013	16	36.466	26	40.282	36	44.496
7	33.343	17	36.831	27	40.684	37	44.941
8	33.676	18	37.199	28	41.091	38	45.390
9	34.013	19	37.571	29	41.502	39	45.844
10	34.353	20	37.947	30	41.917	40	46.303

A27111		Appraiser I					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

A27111		Appraiser I					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

A27112		Appraiser II					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

A27112		Appraiser II					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A27113		Appraiser III					
1	24.385	11	26.936	21	29.755	31	32.868
2	24.629	12	27.206	22	30.052	32	33.196
3	24.875	13	27.478	23	30.353	33	33.528
4	25.124	14	27.753	24	30.656	34	33.863
5	25.375	15	28.030	25	30.963	35	34.202
6	25.629	16	28.310	26	31.272	36	34.544
7	25.885	17	28.594	27	31.585	37	34.890
8	26.144	18	28.880	28	31.901	38	35.238
9	26.406	19	29.168	29	32.220	39	35.591
10	26.670	20	29.460	30	32.542	40	35.947

A27113		Appraiser III					
1	24.873	11	27.475	21	30.350	31	33.525
2	25.122	12	27.750	22	30.653	32	33.860
3	25.373	13	28.027	23	30.960	33	34.199
4	25.627	14	28.308	24	31.269	34	34.541
5	25.883	15	28.591	25	31.582	35	34.886
6	26.142	16	28.877	26	31.898	36	35.235
7	26.403	17	29.165	27	32.217	37	35.587
8	26.667	18	29.457	28	32.539	38	35.943
9	26.934	19	29.752	29	32.864	39	36.303
10	27.203	20	30.049	30	33.193	40	36.666

A27121		Rev Prop Assessmt Liaison Trainee					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

A27121		Rev Prop Assessmt Liaison Trainee					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

A27122		Rev Prop Assessmt Liaison					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

A27122		Rev Prop Assessmt Liaison					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A27312		Hwy ROW Agent II					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

A27312		Hwy ROW Agent II					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A27333		Rev Prop Assessment Appraiser I					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

A27333		Rev Prop Assessment Appraiser I					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

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A27334		Rev Prop Assessment Appraiser II					
1	26.215	11	28.958	21	31.988	31	35.334
2	26.478	12	29.248	22	32.308	32	35.688
3	26.742	13	29.540	23	32.631	33	36.045
4	27.010	14	29.836	24	32.957	34	36.405
5	27.280	15	30.134	25	33.287	35	36.769
6	27.553	16	30.435	26	33.619	36	37.137
7	27.828	17	30.740	27	33.956	37	37.508
8	28.106	18	31.047	28	34.295	38	37.883
9	28.387	19	31.357	29	34.638	39	38.262
10	28.671	20	31.671	30	34.984	40	38.645

A27334		Rev Prop Assessment Appraiser II					
1	26.740	11	29.537	21	32.627	31	36.041
2	27.007	12	29.833	22	32.954	32	36.401
3	27.277	13	30.131	23	33.283	33	36.765
4	27.550	14	30.432	24	33.616	34	37.133
5	27.825	15	30.737	25	33.952	35	37.504
6	28.104	16	31.044	26	34.292	36	37.879
7	28.385	17	31.354	27	34.635	37	38.258
8	28.669	18	31.668	28	34.981	38	38.641
9	28.955	19	31.985	29	35.331	39	39.027
10	29.245	20	32.304	30	35.684	40	39.418

A27350		Hwy ROW Local Liaison Coord					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

A27350		Hwy ROW Local Liaison Coord					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A29511		Revenue Economist					
1	30.296	11	33.465	21	36.966	31	40.834
2	30.599	12	33.800	22	37.336	32	41.242
3	30.905	13	34.138	23	37.709	33	41.655
4	31.214	14	34.479	24	38.087	34	42.071
5	31.526	15	34.824	25	38.467	35	42.492
6	31.841	16	35.172	26	38.852	36	42.917
7	32.159	17	35.524	27	39.241	37	43.346
8	32.481	18	35.879	28	39.633	38	43.780
9	32.806	19	36.238	29	40.029	39	44.217
10	33.134	20	36.600	30	40.430	40	44.659

A29511		Revenue Economist					
1	30.902	11	34.135	21	37.706	31	41.651
2	31.211	12	34.476	22	38.083	32	42.067
3	31.523	13	34.821	23	38.464	33	42.488
4	31.838	14	35.169	24	38.848	34	42.913
5	32.156	15	35.521	25	39.237	35	43.342
6	32.478	16	35.876	26	39.629	36	43.775
7	32.803	17	36.235	27	40.025	37	44.213
8	33.131	18	36.597	28	40.426	38	44.655
9	33.462	19	36.963	29	40.830	39	45.102
10	33.797	20	37.332	30	41.238	40	45.553

A29621		Revenue Tax Specialist					
1	26.220	11	28.963	21	31.993	31	35.340
2	26.482	12	29.252	22	32.313	32	35.693
3	26.747	13	29.545	23	32.636	33	36.050
4	27.014	14	29.840	24	32.962	34	36.411
5	27.284	15	30.139	25	33.292	35	36.775
6	27.557	16	30.440	26	33.625	36	37.143
7	27.833	17	30.744	27	33.961	37	37.514
8	28.111	18	31.052	28	34.301	38	37.889
9	28.392	19	31.362	29	34.644	39	38.268
10	28.676	20	31.676	30	34.990	40	38.651

A29621		Revenue Tax Specialist					
1	26.744	11	29.542	21	32.633	31	36.047
2	27.011	12	29.837	22	32.959	32	36.407
3	27.281	13	30.136	23	33.289	33	36.771
4	27.554	14	30.437	24	33.621	34	37.139
5	27.830	15	30.741	25	33.958	35	37.510
6	28.108	16	31.049	26	34.297	36	37.886
7	28.389	17	31.359	27	34.640	37	38.264
8	28.673	18	31.673	28	34.987	38	38.647
9	28.960	19	31.990	29	35.337	39	39.034
10	29.249	20	32.310	30	35.690	40	39.424

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A29622		Revenue Tax Specialist Sr					
1	30.296	11	33.465	21	36.966	31	40.834
2	30.599	12	33.800	22	37.336	32	41.242
3	30.905	13	34.138	23	37.709	33	41.655
4	31.214	14	34.479	24	38.087	34	42.071
5	31.526	15	34.824	25	38.467	35	42.492
6	31.841	16	35.172	26	38.852	36	42.917
7	32.159	17	35.524	27	39.241	37	43.346
8	32.481	18	35.879	28	39.633	38	43.780
9	32.806	19	36.238	29	40.029	39	44.217
10	33.134	20	36.600	30	40.430	40	44.659

A29622		Revenue Tax Specialist Sr					
1	30.902	11	34.135	21	37.706	31	41.651
2	31.211	12	34.476	22	38.083	32	42.067
3	31.523	13	34.821	23	38.464	33	42.488
4	31.838	14	35.169	24	38.848	34	42.913
5	32.156	15	35.521	25	39.237	35	43.342
6	32.478	16	35.876	26	39.629	36	43.775
7	32.803	17	36.235	27	40.025	37	44.213
8	33.131	18	36.597	28	40.426	38	44.655
9	33.462	19	36.963	29	40.830	39	45.102
10	33.797	20	37.332	30	41.238	40	45.553

A31111		Attorney I					
1	24.385	11	26.936	21	29.755	31	32.868
2	24.629	12	27.206	22	30.052	32	33.196
3	24.875	13	27.478	23	30.353	33	33.528
4	25.124	14	27.753	24	30.656	34	33.863
5	25.375	15	28.030	25	30.963	35	34.202
6	25.629	16	28.310	26	31.272	36	34.544
7	25.885	17	28.594	27	31.585	37	34.890
8	26.144	18	28.880	28	31.901	38	35.238
9	26.406	19	29.168	29	32.220	39	35.591
10	26.670	20	29.460	30	32.542	40	35.947

A31111		Attorney I					
1	24.873	11	27.475	21	30.350	31	33.525
2	25.122	12	27.750	22	30.653	32	33.860
3	25.373	13	28.027	23	30.960	33	34.199
4	25.627	14	28.308	24	31.269	34	34.541
5	25.883	15	28.591	25	31.582	35	34.886
6	26.142	16	28.877	26	31.898	36	35.235
7	26.403	17	29.165	27	32.217	37	35.587
8	26.667	18	29.457	28	32.539	38	35.943
9	26.934	19	29.752	29	32.864	39	36.303
10	27.203	20	30.049	30	33.193	40	36.666

A31112		Attorney II					
1	28.184	11	31.133	21	34.390	31	37.988
2	28.466	12	31.444	22	34.734	32	38.368
3	28.751	13	31.759	23	35.081	33	38.751
4	29.038	14	32.076	24	35.432	34	39.139
5	29.328	15	32.397	25	35.786	35	39.530
6	29.622	16	32.721	26	36.144	36	39.926
7	29.918	17	33.048	27	36.506	37	40.325
8	30.217	18	33.379	28	36.871	38	40.728
9	30.519	19	33.712	29	37.239	39	41.135
10	30.825	20	34.049	30	37.612	40	41.547

A31112		Attorney II					
1	28.748	11	31.755	21	35.078	31	38.748
2	29.035	12	32.073	22	35.429	32	39.135
3	29.326	13	32.394	23	35.783	33	39.526
4	29.619	14	32.718	24	36.141	34	39.922
5	29.915	15	33.045	25	36.502	35	40.321
6	30.214	16	33.375	26	36.867	36	40.724
7	30.516	17	33.709	27	37.236	37	41.131
8	30.822	18	34.046	28	37.608	38	41.543
9	31.130	19	34.387	29	37.984	39	41.958
10	31.441	20	34.730	30	38.364	40	42.378

A31121		Paralegal I					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

A31121		Paralegal I					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

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A33011 Marketing & Comm Spec I							
1	18.261	11	20.171	21	22.281	31	24.612
2	18.443	12	20.373	22	22.504	32	24.859
3	18.628	13	20.576	23	22.729	33	25.107
4	18.814	14	20.782	24	22.956	34	25.358
5	19.002	15	20.990	25	23.186	35	25.612
6	19.192	16	21.200	26	23.418	36	25.868
7	19.384	17	21.412	27	23.652	37	26.127
8	19.578	18	21.626	28	23.889	38	26.388
9	19.774	19	21.842	29	24.127	39	26.652
10	19.971	20	22.061	30	24.369	40	26.918

A33011 Marketing & Comm Spec I							
1	18.626	11	20.574	21	22.727	31	25.105
2	18.812	12	20.780	22	22.954	32	25.356
3	19.000	13	20.988	23	23.184	33	25.609
4	19.190	14	21.198	24	23.416	34	25.865
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.886	36	26.385
7	19.772	17	21.840	27	24.125	37	26.649
8	19.969	18	22.059	28	24.366	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

A33012 Marketing & Comm Spec II							
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

A33012 Marketing & Comm Spec II							
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

A33013 Marketing & Comm Spec III							
1	24.385	11	26.936	21	29.755	31	32.868
2	24.629	12	27.206	22	30.052	32	33.196
3	24.875	13	27.478	23	30.353	33	33.528
4	25.124	14	27.753	24	30.656	34	33.863
5	25.375	15	28.030	25	30.963	35	34.202
6	25.629	16	28.310	26	31.272	36	34.544
7	25.885	17	28.594	27	31.585	37	34.890
8	26.144	18	28.880	28	31.901	38	35.238
9	26.406	19	29.168	29	32.220	39	35.591
10	26.670	20	29.460	30	32.542	40	35.947

A33013 Marketing & Comm Spec III							
1	24.873	11	27.475	21	30.350	31	33.525
2	25.122	12	27.750	22	30.653	32	33.860
3	25.373	13	28.027	23	30.960	33	34.199
4	25.627	14	28.308	24	31.269	34	34.541
5	25.883	15	28.591	25	31.582	35	34.886
6	26.142	16	28.877	26	31.898	36	35.235
7	26.403	17	29.165	27	32.217	37	35.587
8	26.667	18	29.457	28	32.539	38	35.943
9	26.934	19	29.752	29	32.864	39	36.303
10	27.203	20	30.049	30	33.193	40	36.666

A33740 Revenue Lottery Products Mgr							
1	26.348	11	29.104	21	32.149	31	35.513
2	26.611	12	29.395	22	32.471	32	35.868
3	26.877	13	29.689	23	32.795	33	36.226
4	27.146	14	29.986	24	33.123	34	36.589
5	27.417	15	30.286	25	33.455	35	36.955
6	27.692	16	30.589	26	33.789	36	37.324
7	27.969	17	30.895	27	34.127	37	37.697
8	28.248	18	31.204	28	34.468	38	38.074
9	28.531	19	31.516	29	34.813	39	38.455
10	28.816	20	31.831	30	35.161	40	38.840

A33740 Revenue Lottery Products Mgr							
1	26.875	11	29.686	21	32.792	31	36.223
2	27.143	12	29.983	22	33.120	32	36.585
3	27.415	13	30.283	23	33.451	33	36.951
4	27.689	14	30.586	24	33.786	34	37.320
5	27.966	15	30.892	25	34.124	35	37.694
6	28.245	16	31.201	26	34.465	36	38.071
7	28.528	17	31.513	27	34.809	37	38.451
8	28.813	18	31.828	28	35.158	38	38.836
9	29.101	19	32.146	29	35.509	39	39.224
10	29.392	20	32.467	30	35.864	40	39.616

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A33760		Revenue Lottery Accounts Mgr					
1	25.893	11	28.602	21	31.594	31	34.900
2	26.152	12	28.888	22	31.910	32	35.249
3	26.413	13	29.177	23	32.229	33	35.601
4	26.678	14	29.469	24	32.552	34	35.957
5	26.944	15	29.763	25	32.877	35	36.317
6	27.214	16	30.061	26	33.206	36	36.680
7	27.486	17	30.362	27	33.538	37	37.047
8	27.761	18	30.665	28	33.873	38	37.417
9	28.038	19	30.972	29	34.212	39	37.792
10	28.319	20	31.282	30	34.554	40	38.169

A33760		Revenue Lottery Accounts Mgr					
1	26.411	11	29.174	21	32.226	31	35.598
2	26.675	12	29.466	22	32.549	32	35.954
3	26.942	13	29.760	23	32.874	33	36.313
4	27.211	14	30.058	24	33.203	34	36.676
5	27.483	15	30.359	25	33.535	35	37.043
6	27.758	16	30.662	26	33.870	36	37.414
7	28.036	17	30.969	27	34.209	37	37.788
8	28.316	18	31.278	28	34.551	38	38.166
9	28.599	19	31.591	29	34.896	39	38.547
10	28.885	20	31.907	30	35.245	40	38.933

A33850		Radio Announcer/Producer					
1	15.956	11	17.625	21	19.469	31	21.506
2	16.115	12	17.801	22	19.664	32	21.721
3	16.277	13	17.979	23	19.860	33	21.938
4	16.439	14	18.159	24	20.059	34	22.158
5	16.604	15	18.341	25	20.260	35	22.379
6	16.770	16	18.524	26	20.462	36	22.603
7	16.937	17	18.709	27	20.667	37	22.829
8	17.107	18	18.897	28	20.874	38	23.057
9	17.278	19	19.085	29	21.082	39	23.288
10	17.451	20	19.276	30	21.293	40	23.521

A33850		Radio Announcer/Producer					
1	16.275	11	17.978	21	19.858	31	21.936
2	16.438	12	18.157	22	20.057	32	22.155
3	16.602	13	18.339	23	20.258	33	22.377
4	16.768	14	18.522	24	20.460	34	22.601
5	16.936	15	18.708	25	20.665	35	22.827
6	17.105	16	18.895	26	20.871	36	23.055
7	17.276	17	19.084	27	21.080	37	23.286
8	17.449	18	19.274	28	21.291	38	23.518
9	17.623	19	19.467	29	21.504	39	23.754
10	17.800	20	19.662	30	21.719	40	23.991

A37113		Librarian					
1	26.689	11	29.481	21	32.566	31	35.973
2	26.956	12	29.776	22	32.891	32	36.332
3	27.225	13	30.074	23	33.220	33	36.696
4	27.498	14	30.374	24	33.552	34	37.063
5	27.773	15	30.678	25	33.888	35	37.433
6	28.050	16	30.985	26	34.227	36	37.808
7	28.331	17	31.295	27	34.569	37	38.186
8	28.614	18	31.608	28	34.915	38	38.568
9	28.900	19	31.924	29	35.264	39	38.953
10	29.189	20	32.243	30	35.616	40	39.343

A37113		Librarian					
1	27.223	11	30.071	21	33.217	31	36.692
2	27.495	12	30.371	22	33.549	32	37.059
3	27.770	13	30.675	23	33.884	33	37.430
4	28.048	14	30.982	24	34.223	34	37.804
5	28.328	15	31.292	25	34.566	35	38.182
6	28.611	16	31.605	26	34.911	36	38.564
7	28.897	17	31.921	27	35.260	37	38.949
8	29.186	18	32.240	28	35.613	38	39.339
9	29.478	19	32.562	29	35.969	39	39.732
10	29.773	20	32.888	30	36.329	40	40.130

A37114		Librarian/Senior					
1	28.689	11	31.691	21	35.006	31	38.669
2	28.976	12	32.008	22	35.356	32	39.055
3	29.266	13	32.328	23	35.710	33	39.446
4	29.558	14	32.651	24	36.067	34	39.840
5	29.854	15	32.977	25	36.428	35	40.239
6	30.153	16	33.307	26	36.792	36	40.641
7	30.454	17	33.640	27	37.160	37	41.048
8	30.759	18	33.977	28	37.531	38	41.458
9	31.066	19	34.316	29	37.907	39	41.873
10	31.377	20	34.660	30	38.286	40	42.291

A37114		Librarian/Senior					
1	29.263	11	32.324	21	35.706	31	39.442
2	29.556	12	32.648	22	36.063	32	39.836
3	29.851	13	32.974	23	36.424	33	40.235
4	30.150	14	33.304	24	36.788	34	40.637
5	30.451	15	33.637	25	37.156	35	41.044
6	30.756	16	33.973	26	37.528	36	41.454
7	31.063	17	34.313	27	37.903	37	41.868
8	31.374	18	34.656	28	38.282	38	42.287
9	31.688	19	35.003	29	38.665	39	42.710
10	32.004	20	35.353	30	39.051	40	43.137

A37740		Librarian/Agency					
1	19.985	11	22.075	21	24.385	31	26.936
2	20.184	12	22.296	22	24.629	32	27.206
3	20.386	13	22.519	23	24.875	33	27.478
4	20.590	14	22.744	24	25.124	34	27.752
5	20.796	15	22.972	25	25.375	35	28.030
6	21.004	16	23.202	26	25.629	36	28.310
7	21.214	17	23.434	27	25.885	37	28.593
8	21.426	18	23.668	28	26.144	38	28.879
9	21.641	19	23.905	29	26.406	39	29.168
10	21.857	20	24.144	30	26.670	40	29.460

A37740		Librarian/Agency					
1	20.384	11	22.517	21	24.873	31	27.475
2	20.588	12	22.742	22	25.122	32	27.750
3	20.794	13	22.970	23	25.373	33	28.027
4	21.002	14	23.199	24	25.626	34	28.308
5	21.212	15	23.431	25	25.883	35	28.591
6	21.424	16	23.666	26	26.142	36	28.877
7	21.638	17	23.902	27	26.403	37	29.165
8	21.855	18	24.141	28	26.667	38	29.457
9	22.073	19	24.383	29	26.934	39	29.752
10	22.294	20	24.627	30	27.203	40	30.049

A37750		Librarian/Corrections					
1	23.095	11	25.511	21	28.180	31	31.128
2	23.326	12	25.766	22	28.462	32	31.440
3	23.559	13	26.024	23	28.746	33	31.754
4	23.795	14	26.284	24	29.034	34	32.071
5	24.032	15	26.547	25	29.324	35	32.392
6	24.273	16	26.812	26	29.617	36	32.716
7	24.516	17	27.080	27	29.914	37	33.043
8	24.761	18	27.351	28	30.213	38	33.374
9	25.008	19	27.625	29	30.515	39	33.707
10	25.258	20	27.901	30	30.820	40	34.044

A37750		Librarian/Corrections					
1	23.557	11	26.021	21	28.744	31	31.751
2	23.792	12	26.281	22	29.031	32	32.068
3	24.030	13	26.544	23	29.321	33	32.389
4	24.270	14	26.810	24	29.615	34	32.713
5	24.513	15	27.078	25	29.911	35	33.040
6	24.758	16	27.349	26	30.210	36	33.370
7	25.006	17	27.622	27	30.512	37	33.704
8	25.256	18	27.898	28	30.817	38	34.041
9	25.508	19	28.177	29	31.125	39	34.382
10	25.764	20	28.459	30	31.436	40	34.725

A39240		Capitol Archivist					
1	23.093	11	25.509	21	28.177	31	31.125
2	23.324	12	25.764	22	28.459	32	31.437
3	23.557	13	26.021	23	28.744	33	31.751
4	23.792	14	26.282	24	29.031	34	32.069
5	24.030	15	26.544	25	29.322	35	32.389
6	24.271	16	26.810	26	29.615	36	32.713
7	24.513	17	27.078	27	29.911	37	33.040
8	24.758	18	27.349	28	30.210	38	33.371
9	25.006	19	27.622	29	30.512	39	33.704
10	25.256	20	27.898	30	30.817	40	34.041

A39240		Capitol Archivist					
1	23.555	11	26.019	21	28.741	31	31.748
2	23.790	12	26.279	22	29.028	32	32.065
3	24.028	13	26.542	23	29.319	33	32.386
4	24.268	14	26.807	24	29.612	34	32.710
5	24.511	15	27.075	25	29.908	35	33.037
6	24.756	16	27.346	26	30.207	36	33.367
7	25.004	17	27.620	27	30.509	37	33.701
8	25.254	18	27.896	28	30.814	38	34.038
9	25.506	19	28.175	29	31.122	39	34.378
10	25.761	20	28.456	30	31.434	40	34.722

A39251		Curator I/Museum Collections					
1	21.482	11	23.729	21	26.212	31	28.954
2	21.697	12	23.967	22	26.474	32	29.244
3	21.914	13	24.206	23	26.739	33	29.536
4	22.133	14	24.448	24	27.006	34	29.832
5	22.354	15	24.693	25	27.276	35	30.130
6	22.578	16	24.940	26	27.549	36	30.431
7	22.804	17	25.189	27	27.825	37	30.736
8	23.032	18	25.441	28	28.103	38	31.043
9	23.262	19	25.696	29	28.384	39	31.353
10	23.494	20	25.953	30	28.668	40	31.667

A39251		Curator I/Museum Collections					
1	21.912	11	24.204	21	26.736	31	29.534
2	22.131	12	24.446	22	27.004	32	29.829
3	22.352	13	24.691	23	27.274	33	30.127
4	22.576	14	24.937	24	27.546	34	30.428
5	22.801	15	25.187	25	27.822	35	30.733
6	23.029	16	25.439	26	28.100	36	31.040
7	23.260	17	25.693	27	28.381	37	31.350
8	23.492	18	25.950	28	28.665	38	31.664
9	23.727	19	26.209	29	28.952	39	31.981
10	23.964	20	26.472	30	29.241	40	32.300



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A39311		Curator/Anthropology					
1	23.093	11	25.509	21	28.177	31	31.125
2	23.324	12	25.764	22	28.459	32	31.437
3	23.557	13	26.021	23	28.744	33	31.751
4	23.792	14	26.282	24	29.031	34	32.069
5	24.030	15	26.544	25	29.322	35	32.389
6	24.271	16	26.810	26	29.615	36	32.713
7	24.513	17	27.078	27	29.911	37	33.040
8	24.758	18	27.349	28	30.210	38	33.371
9	25.006	19	27.622	29	30.512	39	33.704
10	25.256	20	27.898	30	30.817	40	34.041

A39311		Curator/Anthropology					
1	23.555	11	26.019	21	28.741	31	31.748
2	23.790	12	26.279	22	29.028	32	32.065
3	24.028	13	26.542	23	29.319	33	32.386
4	24.268	14	26.807	24	29.612	34	32.710
5	24.511	15	27.075	25	29.908	35	33.037
6	24.756	16	27.346	26	30.207	36	33.367
7	25.004	17	27.620	27	30.509	37	33.701
8	25.254	18	27.896	28	30.814	38	34.038
9	25.506	19	28.175	29	31.122	39	34.378
10	25.761	20	28.456	30	31.434	40	34.722

A39332		Curator/Library/Archives					
1	22.114	11	24.428	21	26.983	31	29.806
2	22.335	12	24.672	22	27.253	32	30.104
3	22.559	13	24.919	23	27.526	33	30.406
4	22.784	14	25.168	24	27.801	34	30.710
5	23.012	15	25.420	25	28.079	35	31.017
6	23.242	16	25.674	26	28.360	36	31.327
7	23.475	17	25.930	27	28.643	37	31.640
8	23.709	18	26.190	28	28.930	38	31.956
9	23.946	19	26.452	29	29.219	39	32.276
10	24.186	20	26.716	30	29.511	40	32.599

A39332		Curator/Library/Archives					
1	22.556	11	24.916	21	27.523	31	30.403
2	22.782	12	25.165	22	27.798	32	30.707
3	23.010	13	25.417	23	28.076	33	31.014
4	23.240	14	25.671	24	28.357	34	31.324
5	23.472	15	25.928	25	28.641	35	31.637
6	23.707	16	26.187	26	28.927	36	31.953
7	23.944	17	26.449	27	29.216	37	32.273
8	24.183	18	26.714	28	29.508	38	32.596
9	24.425	19	26.981	29	29.803	39	32.922
10	24.670	20	27.251	30	30.102	40	33.251

A39511		Conservator					
1	23.093	11	25.509	21	28.177	31	31.125
2	23.324	12	25.764	22	28.459	32	31.437
3	23.557	13	26.021	23	28.744	33	31.751
4	23.792	14	26.282	24	29.031	34	32.069
5	24.030	15	26.544	25	29.322	35	32.389
6	24.271	16	26.810	26	29.615	36	32.713
7	24.513	17	27.078	27	29.911	37	33.040
8	24.758	18	27.349	28	30.210	38	33.371
9	25.006	19	27.622	29	30.512	39	33.704
10	25.256	20	27.898	30	30.817	40	34.041

A39511		Conservator					
1	23.555	11	26.019	21	28.741	31	31.748
2	23.790	12	26.279	22	29.028	32	32.065
3	24.028	13	26.542	23	29.319	33	32.386
4	24.268	14	26.807	24	29.612	34	32.710
5	24.511	15	27.075	25	29.908	35	33.037
6	24.756	16	27.346	26	30.207	36	33.367
7	25.004	17	27.620	27	30.509	37	33.701
8	25.254	18	27.896	28	30.814	38	34.038
9	25.506	19	28.175	29	31.122	39	34.378
10	25.761	20	28.456	30	31.434	40	34.722

A39650		Preservation Associate					
1	21.482	11	23.729	21	26.212	31	28.954
2	21.697	12	23.967	22	26.474	32	29.244
3	21.914	13	24.206	23	26.739	33	29.536
4	22.133	14	24.448	24	27.006	34	29.832
5	22.354	15	24.693	25	27.276	35	30.130
6	22.578	16	24.940	26	27.549	36	30.431
7	22.804	17	25.189	27	27.825	37	30.736
8	23.032	18	25.441	28	28.103	38	31.043
9	23.262	19	25.696	29	28.384	39	31.353
10	23.494	20	25.953	30	28.668	40	31.667

A39650		Preservation Associate					
1	21.912	11	24.204	21	26.736	31	29.534
2	22.131	12	24.446	22	27.004	32	29.829
3	22.352	13	24.691	23	27.274	33	30.127
4	22.576	14	24.937	24	27.546	34	30.428
5	22.801	15	25.187	25	27.822	35	30.733
6	23.029	16	25.439	26	28.100	36	31.040
7	23.260	17	25.693	27	28.381	37	31.350
8	23.492	18	25.950	28	28.665	38	31.664
9	23.727	19	26.209	29	28.952	39	31.981
10	23.964	20	26.472	30	29.241	40	32.300

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A39960		Historian/Research					
1	26.687	11	29.479	21	32.563	31	35.970
2	26.954	12	29.774	22	32.889	32	36.329
3	27.223	13	30.071	23	33.217	33	36.693
4	27.495	14	30.372	24	33.550	34	37.060
5	27.770	15	30.676	25	33.885	35	37.430
6	28.048	16	30.983	26	34.224	36	37.805
7	28.329	17	31.292	27	34.566	37	38.183
8	28.612	18	31.605	28	34.912	38	38.564
9	28.898	19	31.921	29	35.261	39	38.950
10	29.187	20	32.241	30	35.614	40	39.340

A39960		Historian/Research					
1	27.221	11	30.068	21	33.214	31	36.689
2	27.493	12	30.369	22	33.546	32	37.056
3	27.768	13	30.673	23	33.882	33	37.427
4	28.045	14	30.980	24	34.221	34	37.801
5	28.326	15	31.289	25	34.563	35	38.179
6	28.609	16	31.602	26	34.908	36	38.561
7	28.895	17	31.918	27	35.258	37	38.946
8	29.184	18	32.237	28	35.610	38	39.336
9	29.476	19	32.560	29	35.966	39	39.729
10	29.771	20	32.885	30	36.326	40	40.126

A47251		Ag Veterinary Field Officer I					
1	28.323	11	31.286	21	34.559	31	38.175
2	28.606	12	31.599	22	34.905	32	38.556
3	28.892	13	31.915	23	35.254	33	38.942
4	29.181	14	32.234	24	35.606	34	39.331
5	29.473	15	32.556	25	35.962	35	39.725
6	29.767	16	32.882	26	36.322	36	40.122
7	30.065	17	33.211	27	36.685	37	40.523
8	30.366	18	33.543	28	37.052	38	40.928
9	30.669	19	33.878	29	37.423	39	41.338
10	30.976	20	34.217	30	37.797	40	41.751

A47251		Ag Veterinary Field Officer I					
1	28.889	11	31.912	21	35.250	31	38.938
2	29.178	12	32.231	22	35.603	32	39.328
3	29.470	13	32.553	23	35.959	33	39.721
4	29.765	14	32.879	24	36.318	34	40.118
5	30.062	15	33.207	25	36.682	35	40.519
6	30.363	16	33.539	26	37.048	36	40.924
7	30.666	17	33.875	27	37.419	37	41.334
8	30.973	18	34.214	28	37.793	38	41.747
9	31.283	19	34.556	29	38.171	39	42.165
10	31.596	20	34.901	30	38.553	40	42.586

A49011		Econ Dev Consultant I					
1	23.577	11	26.043	21	28.768	31	31.778
2	23.812	12	26.304	22	29.056	32	32.096
3	24.051	13	26.567	23	29.346	33	32.417
4	24.291	14	26.832	24	29.640	34	32.741
5	24.534	15	27.101	25	29.936	35	33.068
6	24.779	16	27.372	26	30.236	36	33.399
7	25.027	17	27.646	27	30.538	37	33.733
8	25.277	18	27.922	28	30.843	38	34.070
9	25.530	19	28.201	29	31.152	39	34.411
10	25.785	20	28.483	30	31.463	40	34.755

A49011		Econ Dev Consultant I					
1	24.048	11	26.564	21	29.343	31	32.413
2	24.289	12	26.830	22	29.637	32	32.738
3	24.532	13	27.098	23	29.933	33	33.065
4	24.777	14	27.369	24	30.233	34	33.396
5	25.025	15	27.643	25	30.535	35	33.729
6	25.275	16	27.919	26	30.840	36	34.067
7	25.528	17	28.198	27	31.149	37	34.407
8	25.783	18	28.480	28	31.460	38	34.752
9	26.041	19	28.765	29	31.775	39	35.099
10	26.301	20	29.053	30	32.092	40	35.450

A49012		Econ Dev Consultant II					
1	25.345	11	27.997	21	30.926	31	34.161
2	25.598	12	28.277	22	31.235	32	34.503
3	25.854	13	28.559	23	31.547	33	34.848
4	26.113	14	28.845	24	31.863	34	35.196
5	26.374	15	29.133	25	32.181	35	35.548
6	26.638	16	29.425	26	32.503	36	35.904
7	26.904	17	29.719	27	32.828	37	36.263
8	27.173	18	30.016	28	33.156	38	36.625
9	27.445	19	30.316	29	33.488	39	36.992
10	27.719	20	30.619	30	33.823	40	37.361

A49012		Econ Dev Consultant II					
1	25.852	11	28.556	21	31.544	31	34.844
2	26.110	12	28.842	22	31.860	32	35.193
3	26.371	13	29.130	23	32.178	33	35.545
4	26.635	14	29.422	24	32.500	34	35.900
5	26.901	15	29.716	25	32.825	35	36.259
6	27.170	16	30.013	26	33.153	36	36.622
7	27.442	17	30.313	27	33.485	37	36.988
8	27.717	18	30.616	28	33.820	38	37.358
9	27.994	19	30.923	29	34.158	39	37.731
10	28.274	20	31.232	30	34.499	40	38.109

A49013		Econ Dev Consultant III					
1	27.246	11	30.097	21	33.246	31	36.724
2	27.519	12	30.398	22	33.578	32	37.091
3	27.794	13	30.702	23	33.914	33	37.462
4	28.072	14	31.009	24	34.253	34	37.837
5	28.353	15	31.319	25	34.596	35	38.215
6	28.636	16	31.632	26	34.942	36	38.597
7	28.923	17	31.949	27	35.291	37	38.983
8	29.212	18	32.268	28	35.644	38	39.373
9	29.504	19	32.591	29	36.000	39	39.767
10	29.799	20	32.917	30	36.360	40	40.165

A49013		Econ Dev Consultant III					
1	27.791	11	30.699	21	33.911	31	37.459
2	28.069	12	31.006	22	34.250	32	37.833
3	28.350	13	31.316	23	34.592	33	38.211
4	28.633	14	31.629	24	34.938	34	38.594
5	28.920	15	31.945	25	35.288	35	38.980
6	29.209	16	32.265	26	35.641	36	39.369
7	29.501	17	32.588	27	35.997	37	39.763
8	29.796	18	32.913	28	36.357	38	40.161
9	30.094	19	33.243	29	36.720	39	40.562
10	30.395	20	33.575	30	37.088	40	40.968

A56774		Hwy Survey Coordinator					
1	28.184	11	31.133	21	34.390	31	37.988
2	28.466	12	31.444	22	34.734	32	38.368
3	28.751	13	31.759	23	35.081	33	38.751
4	29.038	14	32.076	24	35.432	34	39.139
5	29.328	15	32.397	25	35.786	35	39.530
6	29.622	16	32.721	26	36.144	36	39.926
7	29.918	17	33.048	27	36.506	37	40.325
8	30.217	18	33.379	28	36.871	38	40.728
9	30.519	19	33.712	29	37.239	39	41.135
10	30.825	20	34.049	30	37.612	40	41.547

A56774		Hwy Survey Coordinator					
1	28.748	11	31.755	21	35.078	31	38.748
2	29.035	12	32.073	22	35.429	32	39.135
3	29.326	13	32.394	23	35.783	33	39.526
4	29.619	14	32.718	24	36.141	34	39.922
5	29.915	15	33.045	25	36.502	35	40.321
6	30.214	16	33.375	26	36.867	36	40.724
7	30.516	17	33.709	27	37.236	37	41.131
8	30.822	18	34.046	28	37.608	38	41.543
9	31.130	19	34.387	29	37.984	39	41.958
10	31.441	20	34.730	30	38.364	40	42.378

A57181		Transportation Planner I					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

A57181		Transportation Planner I					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

A57182		Transportation Planner II					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

A57182		Transportation Planner II					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A57183		Transportation Planner III					
1	26.220	11	28.963	21	31.993	31	35.340
2	26.482	12	29.252	22	32.313	32	35.693
3	26.747	13	29.545	23	32.636	33	36.050
4	27.014	14	29.840	24	32.962	34	36.411
5	27.284	15	30.139	25	33.292	35	36.775
6	27.557	16	30.440	26	33.625	36	37.143
7	27.833	17	30.744	27	33.961	37	37.514
8	28.111	18	31.052	28	34.301	38	37.889
9	28.392	19	31.362	29	34.644	39	38.268
10	28.676	20	31.676	30	34.990	40	38.651

A57183		Transportation Planner III					
1	26.744	11	29.542	21	32.633	31	36.047
2	27.011	12	29.837	22	32.959	32	36.407
3	27.281	13	30.136	23	33.289	33	36.771
4	27.554	14	30.437	24	33.621	34	37.139
5	27.830	15	30.741	25	33.958	35	37.510
6	28.108	16	31.049	26	34.297	36	37.886
7	28.389	17	31.359	27	34.640	37	38.264
8	28.673	18	31.673	28	34.987	38	38.647
9	28.960	19	31.990	29	35.337	39	39.034
10	29.249	20	32.310	30	35.690	40	39.424

A57300		Hwy Programs Specialist					
1	27.584	11	30.469	21	33.657	31	37.178
2	27.859	12	30.774	22	33.994	32	37.550
3	28.138	13	31.082	23	34.334	33	37.926
4	28.419	14	31.393	24	34.677	34	38.305
5	28.704	15	31.707	25	35.024	35	38.688
6	28.991	16	32.024	26	35.374	36	39.075
7	29.280	17	32.344	27	35.728	37	39.466
8	29.573	18	32.667	28	36.085	38	39.860
9	29.869	19	32.994	29	36.446	39	40.259
10	30.168	20	33.324	30	36.810	40	40.661

A57300		Hwy Programs Specialist					
1	28.135	11	31.079	21	34.330	31	37.922
2	28.417	12	31.390	22	34.674	32	38.301
3	28.701	13	31.703	23	35.020	33	38.684
4	28.988	14	32.020	24	35.370	34	39.071
5	29.278	15	32.341	25	35.724	35	39.462
6	29.570	16	32.664	26	36.081	36	39.856
7	29.866	17	32.991	27	36.442	37	40.255
8	30.165	18	33.321	28	36.807	38	40.657
9	30.466	19	33.654	29	37.175	39	41.064
10	30.771	20	33.990	30	37.546	40	41.475

A57320		Military Contracts Officer					
1	22.685	11	25.059	21	27.680	31	30.576
2	22.912	12	25.309	22	27.957	32	30.882
3	23.141	13	25.562	23	28.237	33	31.191
4	23.373	14	25.818	24	28.519	34	31.503
5	23.606	15	26.076	25	28.804	35	31.818
6	23.842	16	26.337	26	29.092	36	32.136
7	24.081	17	26.600	27	29.383	37	32.457
8	24.322	18	26.866	28	29.677	38	32.782
9	24.565	19	27.135	29	29.974	39	33.110
10	24.811	20	27.406	30	30.274	40	33.441

A57320		Military Contracts Officer					
1	23.139	11	25.560	21	28.234	31	31.188
2	23.370	12	25.815	22	28.516	32	31.500
3	23.604	13	26.074	23	28.801	33	31.815
4	23.840	14	26.334	24	29.089	34	32.133
5	24.078	15	26.598	25	29.380	35	32.454
6	24.319	16	26.864	26	29.674	36	32.779
7	24.562	17	27.132	27	29.971	37	33.106
8	24.808	18	27.404	28	30.271	38	33.438
9	25.056	19	27.678	29	30.573	39	33.772
10	25.307	20	27.954	30	30.879	40	34.110

A57400		Hwy Local Liaison Coord					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

A57400		Hwy Local Liaison Coord					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

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APPENDIX A

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A57411		Hwy Agreements Tech					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

A57411		Hwy Agreements Tech					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

A57412		Hwy Agreements Spec I					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

A57412		Hwy Agreements Spec I					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A57413		Hwy Agreements Spec II					
1	24.385	11	26.936	21	29.755	31	32.868
2	24.629	12	27.206	22	30.052	32	33.196
3	24.875	13	27.478	23	30.353	33	33.528
4	25.124	14	27.753	24	30.656	34	33.863
5	25.375	15	28.030	25	30.963	35	34.202
6	25.629	16	28.310	26	31.272	36	34.544
7	25.885	17	28.594	27	31.585	37	34.890
8	26.144	18	28.880	28	31.901	38	35.238
9	26.406	19	29.168	29	32.220	39	35.591
10	26.670	20	29.460	30	32.542	40	35.947

A57413		Hwy Agreements Spec II					
1	24.873	11	27.475	21	30.350	31	33.525
2	25.122	12	27.750	22	30.653	32	33.860
3	25.373	13	28.027	23	30.960	33	34.199
4	25.627	14	28.308	24	31.269	34	34.541
5	25.883	15	28.591	25	31.582	35	34.886
6	26.142	16	28.877	26	31.898	36	35.235
7	26.403	17	29.165	27	32.217	37	35.587
8	26.667	18	29.457	28	32.539	38	35.943
9	26.934	19	29.752	29	32.864	39	36.303
10	27.203	20	30.049	30	33.193	40	36.666

A57541		Hwy Utilities Coord I					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

A57541		Hwy Utilities Coord I					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

A57542		Hwy Utilities Coord II					
1	24.385	11	26.936	21	29.755	31	32.868
2	24.629	12	27.206	22	30.052	32	33.196
3	24.875	13	27.478	23	30.353	33	33.528
4	25.124	14	27.753	24	30.656	34	33.863
5	25.375	15	28.030	25	30.963	35	34.202
6	25.629	16	28.310	26	31.272	36	34.544
7	25.885	17	28.594	27	31.585	37	34.890
8	26.144	18	28.880	28	31.901	38	35.238
9	26.406	19	29.168	29	32.220	39	35.591
10	26.670	20	29.460	30	32.542	40	35.947

A57542		Hwy Utilities Coord II					
1	24.873	11	27.475	21	30.350	31	33.525
2	25.122	12	27.750	22	30.653	32	33.860
3	25.373	13	28.027	23	30.960	33	34.199
4	25.627	14	28.308	24	31.269	34	34.541
5	25.883	15	28.591	25	31.582	35	34.886
6	26.142	16	28.877	26	31.898	36	35.235
7	26.403	17	29.165	27	32.217	37	35.587
8	26.667	18	29.457	28	32.539	38	35.943
9	26.934	19	29.752	29	32.864	39	36.303
10	27.203	20	30.049	30	33.193	40	36.666

A57800		Hwy Civil Rights Spec					
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

A57800		Hwy Civil Rights Spec					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

A57812		Hwy Operations Analyst II					
1	23.060	11	25.473	21	28.138	31	31.082
2	23.291	12	25.727	22	28.419	32	31.392
3	23.524	13	25.985	23	28.703	33	31.706
4	23.759	14	26.245	24	28.990	34	32.023
5	23.996	15	26.507	25	29.280	35	32.344
6	24.236	16	26.772	26	29.573	36	32.667
7	24.479	17	27.040	27	29.869	37	32.994
8	24.724	18	27.310	28	30.167	38	33.324
9	24.971	19	27.583	29	30.469	39	33.657
10	25.220	20	27.859	30	30.774	40	33.993

A57812		Hwy Operations Analyst II					
1	23.521	11	25.982	21	28.700	31	31.703
2	23.757	12	26.242	22	28.987	32	32.020
3	23.994	13	26.504	23	29.277	33	32.340
4	24.234	14	26.769	24	29.570	34	32.664
5	24.476	15	27.037	25	29.866	35	32.990
6	24.721	16	27.308	26	30.164	36	33.320
7	24.968	17	27.581	27	30.466	37	33.654
8	25.218	18	27.856	28	30.771	38	33.990
9	25.470	19	28.135	29	31.078	39	34.330
10	25.725	20	28.416	30	31.389	40	34.673

A62632		EOC Investigator I					
1	18.261	11	20.171	21	22.281	31	24.612
2	18.443	12	20.373	22	22.504	32	24.859
3	18.628	13	20.576	23	22.729	33	25.107
4	18.814	14	20.782	24	22.956	34	25.358
5	19.002	15	20.990	25	23.186	35	25.612
6	19.192	16	21.200	26	23.418	36	25.868
7	19.384	17	21.412	27	23.652	37	26.127
8	19.578	18	21.626	28	23.889	38	26.388
9	19.774	19	21.842	29	24.127	39	26.652
10	19.971	20	22.061	30	24.369	40	26.918

A62632		EOC Investigator I					
1	18.626	11	20.574	21	22.727	31	25.105
2	18.812	12	20.780	22	22.954	32	25.356
3	19.000	13	20.988	23	23.184	33	25.609
4	19.190	14	21.198	24	23.416	34	25.865
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.886	36	26.385
7	19.772	17	21.840	27	24.125	37	26.649
8	19.969	18	22.059	28	24.366	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

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A62633		EOC Investigator II					
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

A62633		EOC Investigator II					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

A62634		EOC Invest III/Lead Worker					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

A62634		EOC Invest III/Lead Worker					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

A62801		Gaming Compliance Spec					
1	22.321	11	24.656	21	27.236	31	30.085
2	22.544	12	24.903	22	27.508	32	30.386
3	22.770	13	25.152	23	27.783	33	30.690
4	22.997	14	25.403	24	28.061	34	30.997
5	23.227	15	25.657	25	28.342	35	31.307
6	23.459	16	25.914	26	28.625	36	31.620
7	23.694	17	26.173	27	28.911	37	31.936
8	23.931	18	26.435	28	29.200	38	32.255
9	24.170	19	26.699	29	29.492	39	32.578
10	24.412	20	26.966	30	29.787	40	32.904

A62801		Gaming Compliance Spec					
1	22.767	11	25.149	21	27.780	31	30.687
2	22.995	12	25.401	22	28.058	32	30.994
3	23.225	13	25.655	23	28.339	33	31.304
4	23.457	14	25.911	24	28.622	34	31.617
5	23.692	15	26.170	25	28.908	35	31.933
6	23.929	16	26.432	26	29.198	36	32.252
7	24.168	17	26.696	27	29.490	37	32.575
8	24.410	18	26.963	28	29.784	38	32.901
9	24.654	19	27.233	29	30.082	39	33.230
10	24.900	20	27.505	30	30.383	40	33.562

A65120		Fire Prevention Deputy/Prog Coord					
1	19.558	11	21.605	21	23.865	31	26.362
2	19.754	12	21.821	22	24.104	32	26.625
3	19.951	13	22.039	23	24.345	33	26.892
4	20.151	14	22.259	24	24.588	34	27.160
5	20.352	15	22.482	25	24.834	35	27.432
6	20.556	16	22.707	26	25.082	36	27.706
7	20.762	17	22.934	27	25.333	37	27.983
8	20.969	18	23.163	28	25.586	38	28.263
9	21.179	19	23.395	29	25.842	39	28.546
10	21.391	20	23.629	30	26.101	40	28.831

A65120		Fire Prevention Deputy/Prog Coord					
1	19.950	11	22.037	21	24.342	31	26.889
2	20.149	12	22.257	22	24.586	32	27.158
3	20.351	13	22.480	23	24.831	33	27.429
4	20.554	14	22.704	24	25.080	34	27.704
5	20.760	15	22.931	25	25.331	35	27.981
6	20.967	16	23.161	26	25.584	36	28.261
7	21.177	17	23.392	27	25.840	37	28.543
8	21.389	18	23.626	28	26.098	38	28.829
9	21.602	19	23.863	29	26.359	39	29.117
10	21.818	20	24.101	30	26.623	40	29.408

A66711		Corr Emerg Prep Resp Spec					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

A66711		Corr Emerg Prep Resp Spec					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

A68201		Emerg Management Planning Spec					
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

A68201		Emerg Management Planning Spec					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

A68202		Emerg Management Prog Spec I					
1	22.685	11	25.059	21	27.680	31	30.576
2	22.912	12	25.309	22	27.957	32	30.882
3	23.141	13	25.562	23	28.237	33	31.191
4	23.373	14	25.818	24	28.519	34	31.503
5	23.606	15	26.076	25	28.804	35	31.818
6	23.842	16	26.337	26	29.092	36	32.136
7	24.081	17	26.600	27	29.383	37	32.457
8	24.322	18	26.866	28	29.677	38	32.782
9	24.565	19	27.135	29	29.974	39	33.110
10	24.811	20	27.406	30	30.274	40	33.441

A68202		Emerg Management Prog Spec I					
1	23.139	11	25.560	21	28.234	31	31.188
2	23.370	12	25.815	22	28.516	32	31.500
3	23.604	13	26.074	23	28.801	33	31.815
4	23.840	14	26.334	24	29.089	34	32.133
5	24.078	15	26.598	25	29.380	35	32.454
6	24.319	16	26.864	26	29.674	36	32.779
7	24.562	17	27.132	27	29.971	37	33.106
8	24.808	18	27.404	28	30.271	38	33.438
9	25.056	19	27.678	29	30.573	39	33.772
10	25.307	20	27.954	30	30.879	40	34.110

A68203		Emerg Management Prog Spec II					
1	24.385	11	26.936	21	29.755	31	32.868
2	24.629	12	27.206	22	30.052	32	33.196
3	24.875	13	27.478	23	30.353	33	33.528
4	25.124	14	27.753	24	30.656	34	33.863
5	25.375	15	28.030	25	30.963	35	34.202
6	25.629	16	28.310	26	31.272	36	34.544
7	25.885	17	28.594	27	31.585	37	34.890
8	26.144	18	28.880	28	31.901	38	35.238
9	26.406	19	29.168	29	32.220	39	35.591
10	26.670	20	29.460	30	32.542	40	35.947

A68203		Emerg Management Prog Spec II					
1	24.873	11	27.475	21	30.350	31	33.525
2	25.122	12	27.750	22	30.653	32	33.860
3	25.373	13	28.027	23	30.960	33	34.199
4	25.627	14	28.308	24	31.269	34	34.541
5	25.883	15	28.591	25	31.582	35	34.886
6	26.142	16	28.877	26	31.898	36	35.235
7	26.403	17	29.165	27	32.217	37	35.587
8	26.667	18	29.457	28	32.539	38	35.943
9	26.934	19	29.752	29	32.864	39	36.303
10	27.203	20	30.049	30	33.193	40	36.666



A68204		EM Rad Emerg Plan & Train Spec I					
1	26.217	11	28.960	21	31.990	31	35.337
2	26.480	12	29.250	22	32.310	32	35.691
3	26.744	13	29.542	23	32.633	33	36.047
4	27.012	14	29.838	24	32.960	34	36.408
5	27.282	15	30.136	25	33.289	35	36.772
6	27.555	16	30.438	26	33.622	36	37.140
7	27.830	17	30.742	27	33.958	37	37.511
8	28.109	18	31.049	28	34.298	38	37.886
9	28.390	19	31.360	29	34.641	39	38.265
10	28.674	20	31.674	30	34.987	40	38.648

A68204		EM Rad Emerg Plan & Train Spec I					
1	26.742	11	29.540	21	32.630	31	36.044
2	27.009	12	29.835	22	32.956	32	36.404
3	27.279	13	30.133	23	33.286	33	36.768
4	27.552	14	30.435	24	33.619	34	37.136
5	27.828	15	30.739	25	33.955	35	37.507
6	28.106	16	31.046	26	34.295	36	37.883
7	28.387	17	31.357	27	34.637	37	38.261
8	28.671	18	31.670	28	34.984	38	38.644
9	28.958	19	31.987	29	35.334	39	39.030
10	29.247	20	32.307	30	35.687	40	39.421

A68205		EM Rad Emerg Plan & Train Spec II					
1	28.182	11	31.130	21	34.387	31	37.985
2	28.464	12	31.442	22	34.731	32	38.365
3	28.748	13	31.756	23	35.079	33	38.749
4	29.036	14	32.074	24	35.429	34	39.136
5	29.326	15	32.394	25	35.784	35	39.527
6	29.620	16	32.718	26	36.141	36	39.923
7	29.916	17	33.046	27	36.503	37	40.322
8	30.215	18	33.376	28	36.868	38	40.725
9	30.517	19	33.710	29	37.237	39	41.132
10	30.822	20	34.047	30	37.609	40	41.544

A68205		EM Rad Emerg Plan & Train Spec II					
1	28.746	11	31.753	21	35.075	31	38.745
2	29.033	12	32.071	22	35.426	32	39.132
3	29.323	13	32.391	23	35.780	33	39.524
4	29.617	14	32.715	24	36.138	34	39.919
5	29.913	15	33.042	25	36.499	35	40.318
6	30.212	16	33.373	26	36.864	36	40.721
7	30.514	17	33.707	27	37.233	37	41.128
8	30.819	18	34.044	28	37.605	38	41.540
9	31.127	19	34.384	29	37.981	39	41.955
10	31.439	20	34.728	30	38.361	40	42.375

A68610		Civil Def Radiological Syst Manager					
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

A68610		Civil Def Radiological Syst Manager					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

A68900		Hwy Emergency Program Spec					
1	22.685	11	25.059	21	27.680	31	30.576
2	22.912	12	25.309	22	27.957	32	30.882
3	23.141	13	25.562	23	28.237	33	31.191
4	23.373	14	25.818	24	28.519	34	31.503
5	23.606	15	26.076	25	28.804	35	31.818
6	23.842	16	26.337	26	29.092	36	32.136
7	24.081	17	26.600	27	29.383	37	32.457
8	24.322	18	26.866	28	29.677	38	32.782
9	24.565	19	27.135	29	29.974	39	33.110
10	24.811	20	27.406	30	30.274	40	33.441

A68900		Hwy Emergency Program Spec					
1	23.139	11	25.560	21	28.234	31	31.188
2	23.370	12	25.815	22	28.516	32	31.500
3	23.604	13	26.074	23	28.801	33	31.815
4	23.840	14	26.334	24	29.089	34	32.133
5	24.078	15	26.598	25	29.380	35	32.454
6	24.319	16	26.864	26	29.674	36	32.779
7	24.562	17	27.132	27	29.971	37	33.106
8	24.808	18	27.404	28	30.271	38	33.438
9	25.056	19	27.678	29	30.573	39	33.772
10	25.307	20	27.954	30	30.879	40	34.110

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A72911		Vet Affairs Service Officer I					
1	18.261	11	20.171	21	22.281	31	24.612
2	18.443	12	20.373	22	22.504	32	24.859
3	18.628	13	20.576	23	22.729	33	25.107
4	18.814	14	20.782	24	22.956	34	25.358
5	19.002	15	20.990	25	23.186	35	25.612
6	19.192	16	21.200	26	23.418	36	25.868
7	19.384	17	21.412	27	23.652	37	26.127
8	19.578	18	21.626	28	23.889	38	26.388
9	19.774	19	21.842	29	24.127	39	26.652
10	19.971	20	22.061	30	24.369	40	26.918

A72911		Vet Affairs Service Officer I					
1	18.626	11	20.574	21	22.727	31	25.105
2	18.812	12	20.780	22	22.954	32	25.356
3	19.000	13	20.988	23	23.184	33	25.609
4	19.190	14	21.198	24	23.416	34	25.865
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.886	36	26.385
7	19.772	17	21.840	27	24.125	37	26.649
8	19.969	18	22.059	28	24.366	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

A72912		Vet Affairs Service Officer II					
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

A72912		Vet Affairs Service Officer II					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

A76410		Compliance Specialist					
1	19.630	11	21.683	21	23.952	31	26.458
2	19.826	12	21.900	22	24.192	32	26.723
3	20.024	13	22.119	23	24.433	33	26.990
4	20.225	14	22.340	24	24.678	34	27.260
5	20.427	15	22.564	25	24.925	35	27.532
6	20.631	16	22.790	26	25.174	36	27.808
7	20.837	17	23.017	27	25.426	37	28.086
8	21.046	18	23.248	28	25.680	38	28.366
9	21.256	19	23.480	29	25.937	39	28.650
10	21.469	20	23.715	30	26.196	40	28.937

A76410		Compliance Specialist					
1	20.022	11	22.117	21	24.431	31	26.987
2	20.223	12	22.338	22	24.675	32	27.257
3	20.425	13	22.562	23	24.922	33	27.530
4	20.629	14	22.787	24	25.171	34	27.805
5	20.835	15	23.015	25	25.423	35	28.083
6	21.044	16	23.245	26	25.677	36	28.364
7	21.254	17	23.478	27	25.934	37	28.647
8	21.467	18	23.713	28	26.193	38	28.934
9	21.681	19	23.950	29	26.455	39	29.223
10	21.898	20	24.189	30	26.720	40	29.515

A82330		Safety Coordinator					
1	26.220	11	28.963	21	31.993	31	35.340
2	26.482	12	29.252	22	32.313	32	35.693
3	26.747	13	29.545	23	32.636	33	36.050
4	27.014	14	29.840	24	32.962	34	36.411
5	27.284	15	30.139	25	33.292	35	36.775
6	27.557	16	30.440	26	33.625	36	37.143
7	27.833	17	30.744	27	33.961	37	37.514
8	28.111	18	31.052	28	34.301	38	37.889
9	28.392	19	31.362	29	34.644	39	38.268
10	28.676	20	31.676	30	34.990	40	38.651

A82330		Safety Coordinator					
1	26.744	11	29.542	21	32.633	31	36.047
2	27.011	12	29.837	22	32.959	32	36.407
3	27.281	13	30.136	23	33.289	33	36.771
4	27.554	14	30.437	24	33.621	34	37.139
5	27.830	15	30.741	25	33.958	35	37.510
6	28.108	16	31.049	26	34.297	36	37.886
7	28.389	17	31.359	27	34.640	37	38.264
8	28.673	18	31.673	28	34.987	38	38.647
9	28.960	19	31.990	29	35.337	39	39.034
10	29.249	20	32.310	30	35.690	40	39.424

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A86530 Forms Management Analyst							
1	18.904	11	20.882	21	23.067	31	25.480
2	19.093	12	21.091	22	23.297	32	25.735
3	19.284	13	21.302	23	23.530	33	25.992
4	19.477	14	21.515	24	23.766	34	26.252
5	19.672	15	21.730	25	24.003	35	26.515
6	19.869	16	21.947	26	24.243	36	26.780
7	20.067	17	22.167	27	24.486	37	27.048
8	20.268	18	22.388	28	24.731	38	27.318
9	20.471	19	22.612	29	24.978	39	27.591
10	20.675	20	22.838	30	25.228	40	27.867

A86530 Forms Management Analyst							
1	19.282	11	21.300	21	23.528	31	25.990
2	19.475	12	21.513	22	23.763	32	26.250
3	19.670	13	21.728	23	24.001	33	26.512
4	19.867	14	21.945	24	24.241	34	26.777
5	20.065	15	22.164	25	24.483	35	27.045
6	20.266	16	22.386	26	24.728	36	27.315
7	20.469	17	22.610	27	24.976	37	27.588
8	20.673	18	22.836	28	25.225	38	27.864
9	20.880	19	23.064	29	25.478	39	28.143
10	21.089	20	23.295	30	25.732	40	28.424

C66010 Parole Officer							
1	27.350	11	30.212	21	33.373	31	36.864
2	27.624	12	30.514	22	33.706	32	37.233
3	27.900	13	30.819	23	34.043	33	37.605
4	28.179	14	31.127	24	34.384	34	37.981
5	28.461	15	31.439	25	34.728	35	38.361
6	28.746	16	31.753	26	35.075	36	38.745
7	29.033	17	32.070	27	35.426	37	39.132
8	29.323	18	32.391	28	35.780	38	39.523
9	29.617	19	32.715	29	36.138	39	39.919
10	29.913	20	33.042	30	36.499	40	40.318

C66010 Parole Officer							
1	27.897	11	30.816	21	34.040	31	37.601
2	28.176	12	31.124	22	34.381	32	37.978
3	28.458	13	31.435	23	34.724	33	38.357
4	28.743	14	31.750	24	35.072	34	38.741
5	29.030	15	32.067	25	35.422	35	39.128
6	29.320	16	32.388	26	35.777	36	39.520
7	29.614	17	32.712	27	36.134	37	39.915
8	29.910	18	33.039	28	36.496	38	40.314
9	30.209	19	33.369	29	36.861	39	40.717
10	30.511	20	33.703	30	37.229	40	41.124

C66220 Corrections Program Manager							
1	25.122	11	27.751	21	30.654	31	33.861
2	25.374	12	28.028	22	30.961	32	34.200
3	25.627	13	28.308	23	31.270	33	34.542
4	25.884	14	28.592	24	31.583	34	34.887
5	26.142	15	28.877	25	31.899	35	35.236
6	26.404	16	29.166	26	32.218	36	35.588
7	26.668	17	29.458	27	32.540	37	35.944
8	26.935	18	29.752	28	32.865	38	36.304
9	27.204	19	30.050	29	33.194	39	36.667
10	27.476	20	30.350	30	33.526	40	37.033

C66220 Corrections Program Manager							
1	25.625	11	28.306	21	31.267	31	34.538
2	25.881	12	28.589	22	31.580	32	34.884
3	26.140	13	28.875	23	31.896	33	35.233
4	26.401	14	29.163	24	32.214	34	35.585
5	26.665	15	29.455	25	32.537	35	35.941
6	26.932	16	29.750	26	32.862	36	36.300
7	27.201	17	30.047	27	33.191	37	36.663
8	27.473	18	30.348	28	33.523	38	37.030
9	27.748	19	30.651	29	33.858	39	37.400
10	28.025	20	30.957	30	34.196	40	37.774

C69140 UI Program Resource Specialist							
1	22.822	11	25.209	21	27.847	31	30.760
2	23.050	12	25.462	22	28.125	32	31.068
3	23.280	13	25.716	23	28.407	33	31.379
4	23.513	14	25.973	24	28.691	34	31.692
5	23.748	15	26.233	25	28.978	35	32.009
6	23.986	16	26.495	26	29.267	36	32.329
7	24.226	17	26.760	27	29.560	37	32.653
8	24.468	18	27.028	28	29.856	38	32.979
9	24.713	19	27.298	29	30.154	39	33.309
10	24.960	20	27.571	30	30.456	40	33.642

C69140 UI Program Resource Specialist							
1	23.278	11	25.714	21	28.404	31	31.375
2	23.511	12	25.971	22	28.688	32	31.689
3	23.746	13	26.230	23	28.975	33	32.006
4	23.984	14	26.493	24	29.264	34	32.326
5	24.223	15	26.758	25	29.557	35	32.649
6	24.466	16	27.025	26	29.853	36	32.976
7	24.710	17	27.296	27	30.151	37	33.306
8	24.957	18	27.568	28	30.453	38	33.639
9	25.207	19	27.844	29	30.757	39	33.975
10	25.459	20	28.123	30	31.065	40	34.315

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C69400		UI Claims Specialist					
1	17.475	11	19.304	21	21.323	31	23.554
2	17.650	12	19.497	22	21.537	32	23.790
3	17.827	13	19.692	23	21.752	33	24.028
4	18.005	14	19.889	24	21.969	34	24.268
5	18.185	15	20.088	25	22.189	35	24.511
6	18.367	16	20.288	26	22.411	36	24.756
7	18.550	17	20.491	27	22.635	37	25.003
8	18.736	18	20.696	28	22.861	38	25.253
9	18.923	19	20.903	29	23.090	39	25.506
10	19.113	20	21.112	30	23.321	40	25.761

C69400		UI Claims Specialist					
1	17.825	11	19.690	21	21.750	31	24.025
2	18.003	12	19.887	22	21.967	32	24.266
3	18.183	13	20.086	23	22.187	33	24.508
4	18.365	14	20.286	24	22.409	34	24.753
5	18.549	15	20.489	25	22.633	35	25.001
6	18.734	16	20.694	26	22.859	36	25.251
7	18.921	17	20.901	27	23.088	37	25.503
8	19.111	18	21.110	28	23.319	38	25.758
9	19.302	19	21.321	29	23.552	39	26.016
10	19.495	20	21.534	30	23.787	40	26.276

C69411		UI Field Representative					
1	23.110	11	25.528	21	28.199	31	31.149
2	23.342	12	25.784	22	28.481	32	31.461
3	23.575	13	26.041	23	28.766	33	31.775
4	23.811	14	26.302	24	29.054	34	32.093
5	24.049	15	26.565	25	29.344	35	32.414
6	24.289	16	26.830	26	29.638	36	32.738
7	24.532	17	27.099	27	29.934	37	33.066
8	24.777	18	27.370	28	30.233	38	33.396
9	25.025	19	27.643	29	30.536	39	33.730
10	25.276	20	27.920	30	30.841	40	34.068

C69411		UI Field Representative					
1	23.573	11	26.039	21	28.763	31	31.772
2	23.808	12	26.299	22	29.051	32	32.090
3	24.046	13	26.562	23	29.341	33	32.411
4	24.287	14	26.828	24	29.635	34	32.735
5	24.530	15	27.096	25	29.931	35	33.062
6	24.775	16	27.367	26	30.230	36	33.393
7	25.023	17	27.641	27	30.533	37	33.727
8	25.273	18	27.917	28	30.838	38	34.064
9	25.526	19	28.196	29	31.146	39	34.405
10	25.781	20	28.478	30	31.458	40	34.749

C69420		UI Adjudicator					
1	20.000	11	22.092	21	24.403	31	26.957
2	20.200	12	22.313	22	24.647	32	27.226
3	20.402	13	22.536	23	24.894	33	27.498
4	20.606	14	22.761	24	25.143	34	27.773
5	20.812	15	22.989	25	25.394	35	28.051
6	21.020	16	23.219	26	25.648	36	28.332
7	21.230	17	23.451	27	25.905	37	28.615
8	21.442	18	23.686	28	26.164	38	28.901
9	21.657	19	23.923	29	26.425	39	29.190
10	21.873	20	24.162	30	26.690	40	29.482

C69420		UI Adjudicator					
1	20.400	11	22.534	21	24.891	31	27.496
2	20.604	12	22.759	22	25.140	32	27.771
3	20.810	13	22.987	23	25.392	33	28.048
4	21.018	14	23.217	24	25.646	34	28.329
5	21.228	15	23.449	25	25.902	35	28.612
6	21.440	16	23.683	26	26.161	36	28.898
7	21.655	17	23.920	27	26.423	37	29.187
8	21.871	18	24.159	28	26.687	38	29.479
9	22.090	19	24.401	29	26.954	39	29.774
10	22.311	20	24.645	30	27.223	40	30.072

C70120		Employment Specialist					
1	19.749	11	21.815	21	24.097	31	26.619
2	19.946	12	22.033	22	24.338	32	26.885
3	20.146	13	22.254	23	24.582	33	27.154
4	20.347	14	22.476	24	24.828	34	27.425
5	20.551	15	22.701	25	25.076	35	27.699
6	20.756	16	22.928	26	25.327	36	27.976
7	20.964	17	23.157	27	25.580	37	28.256
8	21.174	18	23.389	28	25.836	38	28.539
9	21.385	19	23.623	29	26.094	39	28.824
10	21.599	20	23.859	30	26.355	40	29.112

C70120		Employment Specialist					
1	20.144	11	22.251	21	24.579	31	27.151
2	20.345	12	22.474	22	24.825	32	27.422
3	20.549	13	22.699	23	25.073	33	27.697
4	20.754	14	22.926	24	25.324	34	27.974
5	20.962	15	23.155	25	25.577	35	28.253
6	21.171	16	23.386	26	25.833	36	28.536
7	21.383	17	23.620	27	26.092	37	28.821
8	21.597	18	23.857	28	26.352	38	29.110
9	21.813	19	24.095	29	26.616	39	29.401
10	22.031	20	24.336	30	26.882	40	29.695

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C70130		Workforce Coordinator					
1	21.228	11	23.449	21	25.902	31	28.612
2	21.440	12	23.683	22	26.161	32	28.898
3	21.655	13	23.920	23	26.423	33	29.187
4	21.871	14	24.159	24	26.687	34	29.479
5	22.090	15	24.401	25	26.954	35	29.774
6	22.311	16	24.645	26	27.223	36	30.071
7	22.534	17	24.891	27	27.496	37	30.372
8	22.759	18	25.140	28	27.770	38	30.676
9	22.987	19	25.392	29	28.048	39	30.983
10	23.217	20	25.646	30	28.329	40	31.292

C70130		Workforce Coordinator					
1	21.652	11	23.918	21	26.420	31	29.184
2	21.869	12	24.157	22	26.684	32	29.476
3	22.088	13	24.398	23	26.951	33	29.771
4	22.308	14	24.642	24	27.221	34	30.068
5	22.532	15	24.889	25	27.493	35	30.369
6	22.757	16	25.138	26	27.768	36	30.673
7	22.984	17	25.389	27	28.045	37	30.980
8	23.214	18	25.643	28	28.326	38	31.289
9	23.446	19	25.899	29	28.609	39	31.602
10	23.681	20	26.158	30	28.895	40	31.918

C70410		Employment Services Program Spec					
1	25.533	11	28.205	21	31.156	31	34.415
2	25.789	12	28.487	22	31.467	32	34.759
3	26.047	13	28.772	23	31.782	33	35.107
4	26.307	14	29.059	24	32.100	34	35.458
5	26.570	15	29.350	25	32.421	35	35.813
6	26.836	16	29.644	26	32.745	36	36.171
7	27.104	17	29.940	27	33.072	37	36.532
8	27.375	18	30.239	28	33.403	38	36.898
9	27.649	19	30.542	29	33.737	39	37.267
10	27.926	20	30.847	30	34.074	40	37.639

C70410		Employment Services Program Spec					
1	26.044	11	28.769	21	31.779	31	35.104
2	26.305	12	29.057	22	32.097	32	35.455
3	26.568	13	29.347	23	32.418	33	35.809
4	26.833	14	29.641	24	32.742	34	36.167
5	27.102	15	29.937	25	33.069	35	36.529
6	27.373	16	30.236	26	33.400	36	36.894
7	27.646	17	30.539	27	33.734	37	37.263
8	27.923	18	30.844	28	34.071	38	37.636
9	28.202	19	31.153	29	34.412	39	38.012
10	28.484	20	31.464	30	34.756	40	38.392

C70850		Job Training Program Coord					
1	25.533	11	28.205	21	31.156	31	34.415
2	25.789	12	28.487	22	31.467	32	34.759
3	26.047	13	28.772	23	31.782	33	35.107
4	26.307	14	29.059	24	32.100	34	35.458
5	26.570	15	29.350	25	32.421	35	35.813
6	26.836	16	29.644	26	32.745	36	36.171
7	27.104	17	29.940	27	33.072	37	36.532
8	27.375	18	30.239	28	33.403	38	36.898
9	27.649	19	30.542	29	33.737	39	37.267
10	27.926	20	30.847	30	34.074	40	37.639

C70850		Job Training Program Coord					
1	26.044	11	28.769	21	31.779	31	35.104
2	26.305	12	29.057	22	32.097	32	35.455
3	26.568	13	29.347	23	32.418	33	35.809
4	26.833	14	29.641	24	32.742	34	36.167
5	27.102	15	29.937	25	33.069	35	36.529
6	27.373	16	30.236	26	33.400	36	36.894
7	27.646	17	30.539	27	33.734	37	37.263
8	27.923	18	30.844	28	34.071	38	37.636
9	28.202	19	31.153	29	34.412	39	38.012
10	28.484	20	31.464	30	34.756	40	38.392

C72012		Behavior Tech Program Coord					
1	24.505	11	27.069	21	29.901	31	33.029
2	24.750	12	27.339	22	30.200	32	33.359
3	24.997	13	27.613	23	30.502	33	33.693
4	25.247	14	27.889	24	30.807	34	34.030
5	25.500	15	28.168	25	31.115	35	34.370
6	25.755	16	28.449	26	31.426	36	34.714
7	26.012	17	28.734	27	31.740	37	35.061
8	26.273	18	29.021	28	32.058	38	35.411
9	26.535	19	29.311	29	32.378	39	35.766
10	26.801	20	29.605	30	32.702	40	36.123

C72012		Behavior Tech Program Coord					
1	24.995	11	27.610	21	30.499	31	33.689
2	25.245	12	27.886	22	30.804	32	34.026
3	25.497	13	28.165	23	31.112	33	34.367
4	25.752	14	28.447	24	31.423	34	34.710
5	26.010	15	28.731	25	31.737	35	35.057
6	26.270	16	29.018	26	32.054	36	35.408
7	26.533	17	29.309	27	32.375	37	35.762
8	26.798	18	29.602	28	32.699	38	36.120
9	27.066	19	29.898	29	33.026	39	36.481
10	27.337	20	30.197	30	33.356	40	36.846

C72111 Family Support Specialist							
1	15.956	11	17.625	21	19.469	31	21.506
2	16.115	12	17.801	22	19.664	32	21.721
3	16.277	13	17.979	23	19.860	33	21.938
4	16.439	14	18.159	24	20.059	34	22.158
5	16.604	15	18.341	25	20.260	35	22.379
6	16.770	16	18.524	26	20.462	36	22.603
7	16.937	17	18.709	27	20.667	37	22.829
8	17.107	18	18.897	28	20.874	38	23.057
9	17.278	19	19.085	29	21.082	39	23.288
10	17.451	20	19.276	30	21.293	40	23.521

C72111 Family Support Specialist							
1	16.275	11	17.978	21	19.858	31	21.936
2	16.438	12	18.157	22	20.057	32	22.155
3	16.602	13	18.339	23	20.258	33	22.377
4	16.768	14	18.522	24	20.460	34	22.601
5	16.936	15	18.708	25	20.665	35	22.827
6	17.105	16	18.895	26	20.871	36	23.055
7	17.276	17	19.084	27	21.080	37	23.286
8	17.449	18	19.274	28	21.291	38	23.518
9	17.623	19	19.467	29	21.504	39	23.754
10	17.800	20	19.662	30	21.719	40	23.991

C72172 Social Services Worker							
1	20.000	11	22.092	21	24.403	31	26.957
2	20.200	12	22.313	22	24.647	32	27.226
3	20.402	13	22.536	23	24.894	33	27.498
4	20.606	14	22.761	24	25.143	34	27.773
5	20.812	15	22.989	25	25.394	35	28.051
6	21.020	16	23.219	26	25.648	36	28.332
7	21.230	17	23.451	27	25.905	37	28.615
8	21.442	18	23.686	28	26.164	38	28.901
9	21.657	19	23.923	29	26.425	39	29.190
10	21.873	20	24.162	30	26.690	40	29.482

C72172 Social Services Worker							
1	20.400	11	22.534	21	24.891	31	27.496
2	20.604	12	22.759	22	25.140	32	27.771
3	20.810	13	22.987	23	25.392	33	28.048
4	21.018	14	23.217	24	25.646	34	28.329
5	21.228	15	23.449	25	25.902	35	28.612
6	21.440	16	23.683	26	26.161	36	28.898
7	21.655	17	23.920	27	26.423	37	29.187
8	21.871	18	24.159	28	26.687	38	29.479
9	22.090	19	24.401	29	26.954	39	29.774
10	22.311	20	24.645	30	27.223	40	30.072

C72173 Social Services Lead Worker							
1	21.500	11	23.750	21	26.235	31	28.979
2	21.715	12	23.987	22	26.497	32	29.269
3	21.933	13	24.227	23	26.762	33	29.562
4	22.152	14	24.469	24	27.030	34	29.857
5	22.373	15	24.714	25	27.300	35	30.156
6	22.597	16	24.961	26	27.573	36	30.458
7	22.823	17	25.211	27	27.849	37	30.762
8	23.051	18	25.463	28	28.127	38	31.070
9	23.282	19	25.718	29	28.408	39	31.380
10	23.515	20	25.975	30	28.692	40	31.694

C72173 Social Services Lead Worker							
1	21.930	11	24.225	21	26.759	31	29.559
2	22.150	12	24.467	22	27.027	32	29.854
3	22.371	13	24.712	23	27.297	33	30.153
4	22.595	14	24.959	24	27.570	34	30.455
5	22.821	15	25.208	25	27.846	35	30.759
6	23.049	16	25.461	26	28.124	36	31.067
7	23.280	17	25.715	27	28.405	37	31.377
8	23.512	18	25.972	28	28.690	38	31.691
9	23.747	19	26.232	29	28.976	39	32.008
10	23.985	20	26.494	30	29.266	40	32.328

C72180 Program Accuracy Specialist							
1	21.686	11	23.954	21	26.461	31	29.229
2	21.903	12	24.194	22	26.725	32	29.521
3	22.122	13	24.436	23	26.992	33	29.816
4	22.343	14	24.680	24	27.262	34	30.115
5	22.566	15	24.927	25	27.535	35	30.416
6	22.792	16	25.176	26	27.810	36	30.720
7	23.020	17	25.428	27	28.088	37	31.027
8	23.250	18	25.682	28	28.369	38	31.337
9	23.482	19	25.939	29	28.653	39	31.651
10	23.717	20	26.199	30	28.940	40	31.967

C72180 Program Accuracy Specialist							
1	22.119	11	24.434	21	26.990	31	29.814
2	22.341	12	24.678	22	27.260	32	30.112
3	22.564	13	24.925	23	27.532	33	30.413
4	22.790	14	25.174	24	27.808	34	30.717
5	23.017	15	25.426	25	28.086	35	31.024
6	23.248	16	25.680	26	28.367	36	31.334
7	23.480	17	25.937	27	28.650	37	31.648
8	23.715	18	26.196	28	28.937	38	31.964
9	23.952	19	26.458	29	29.226	39	32.284
10	24.192	20	26.723	30	29.518	40	32.607

C72190		Community Support Specialist					
1	21.000	11	23.197	21	25.624	31	28.305
2	21.210	12	23.429	22	25.880	32	28.588
3	21.422	13	23.663	23	26.139	33	28.874
4	21.636	14	23.900	24	26.400	34	29.162
5	21.853	15	24.139	25	26.664	35	29.454
6	22.071	16	24.380	26	26.931	36	29.749
7	22.292	17	24.624	27	27.200	37	30.046
8	22.515	18	24.870	28	27.472	38	30.347
9	22.740	19	25.119	29	27.747	39	30.650
10	22.967	20	25.370	30	28.025	40	30.957

C72190		Community Support Specialist					
1	21.420	11	23.661	21	26.136	31	28.871
2	21.634	12	23.898	22	26.398	32	29.160
3	21.851	13	24.137	23	26.662	33	29.451
4	22.069	14	24.378	24	26.928	34	29.746
5	22.290	15	24.622	25	27.198	35	30.043
6	22.513	16	24.868	26	27.470	36	30.344
7	22.738	17	25.117	27	27.744	37	30.647
8	22.965	18	25.368	28	28.022	38	30.954
9	23.195	19	25.621	29	28.302	39	31.263
10	23.427	20	25.878	30	28.585	40	31.576

C72230		DHHS Eligibility Technician					
1	15.956	11	17.625	21	19.469	31	21.506
2	16.115	12	17.801	22	19.664	32	21.721
3	16.277	13	17.979	23	19.860	33	21.938
4	16.439	14	18.159	24	20.059	34	22.158
5	16.604	15	18.341	25	20.260	35	22.379
6	16.770	16	18.524	26	20.462	36	22.603
7	16.937	17	18.709	27	20.667	37	22.829
8	17.107	18	18.897	28	20.874	38	23.057
9	17.278	19	19.085	29	21.082	39	23.288
10	17.451	20	19.276	30	21.293	40	23.521

C72230		DHHS Eligibility Technician					
1	16.275	11	17.978	21	19.858	31	21.936
2	16.438	12	18.157	22	20.057	32	22.155
3	16.602	13	18.339	23	20.258	33	22.377
4	16.768	14	18.522	24	20.460	34	22.601
5	16.936	15	18.708	25	20.665	35	22.827
6	17.105	16	18.895	26	20.871	36	23.055
7	17.276	17	19.084	27	21.080	37	23.286
8	17.449	18	19.274	28	21.291	38	23.518
9	17.623	19	19.467	29	21.504	39	23.754
10	17.800	20	19.662	30	21.719	40	23.991

C72250		Disability Services Specialist					
1	20.175	11	22.285	21	24.617	31	27.192
2	20.376	12	22.508	22	24.863	32	27.464
3	20.580	13	22.733	23	25.112	33	27.739
4	20.786	14	22.961	24	25.363	34	28.016
5	20.994	15	23.190	25	25.617	35	28.297
6	21.204	16	23.422	26	25.873	36	28.580
7	21.416	17	23.656	27	26.131	37	28.865
8	21.630	18	23.893	28	26.393	38	29.154
9	21.846	19	24.132	29	26.657	39	29.446
10	22.065	20	24.373	30	26.923	40	29.740

C72250		Disability Services Specialist					
1	20.578	11	22.731	21	25.109	31	27.736
2	20.784	12	22.958	22	25.360	32	28.014
3	20.992	13	23.188	23	25.614	33	28.294
4	21.202	14	23.420	24	25.870	34	28.577
5	21.414	15	23.654	25	26.129	35	28.863
6	21.628	16	23.891	26	26.390	36	29.151
7	21.844	17	24.130	27	26.654	37	29.443
8	22.063	18	24.371	28	26.921	38	29.737
9	22.283	19	24.615	29	27.190	39	30.034
10	22.506	20	24.861	30	27.462	40	30.335

C72311		CFS Specialist Trainee					
1	20.936	11	23.127	21	25.546	31	28.219
2	21.146	12	23.358	22	25.802	32	28.501
3	21.357	13	23.592	23	26.060	33	28.786
4	21.571	14	23.827	24	26.320	34	29.074
5	21.786	15	24.066	25	26.584	35	29.365
6	22.004	16	24.306	26	26.849	36	29.658
7	22.224	17	24.549	27	27.118	37	29.955
8	22.447	18	24.795	28	27.389	38	30.255
9	22.671	19	25.043	29	27.663	39	30.557
10	22.898	20	25.293	30	27.940	40	30.863

C72311		CFS Specialist Trainee					
1	21.355	11	23.589	21	26.057	31	28.783
2	21.569	12	23.825	22	26.318	32	29.071
3	21.784	13	24.063	23	26.581	33	29.362
4	22.002	14	24.304	24	26.847	34	29.656
5	22.222	15	24.547	25	27.115	35	29.952
6	22.444	16	24.793	26	27.386	36	30.252
7	22.669	17	25.040	27	27.660	37	30.554
8	22.895	18	25.291	28	27.937	38	30.860
9	23.124	19	25.544	29	28.216	39	31.168
10	23.356	20	25.799	30	28.498	40	31.480

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C72312		CFS Specialist					
1	24.552	11	27.121	21	29.958	31	33.092
2	24.798	12	27.392	22	30.258	32	33.423
3	25.045	13	27.666	23	30.560	33	33.758
4	25.296	14	27.942	24	30.866	34	34.095
5	25.549	15	28.222	25	31.175	35	34.436
6	25.804	16	28.504	26	31.486	36	34.780
7	26.062	17	28.789	27	31.801	37	35.128
8	26.323	18	29.077	28	32.119	38	35.480
9	26.586	19	29.368	29	32.440	39	35.834
10	26.852	20	29.661	30	32.765	40	36.193

C72312		CFS Specialist					
1	25.043	11	27.663	21	30.557	31	33.754
2	25.293	12	27.940	22	30.863	32	34.092
3	25.546	13	28.219	23	31.171	33	34.433
4	25.802	14	28.501	24	31.483	34	34.777
5	26.060	15	28.786	25	31.798	35	35.125
6	26.320	16	29.074	26	32.116	36	35.476
7	26.584	17	29.365	27	32.437	37	35.831
8	26.850	18	29.659	28	32.762	38	36.189
9	27.118	19	29.955	29	33.089	39	36.551
10	27.389	20	30.255	30	33.420	40	36.917

C72313		CFS Specialist Lead Worker					
1	26.393	11	29.155	21	32.205	31	35.574
2	26.657	12	29.446	22	32.527	32	35.930
3	26.924	13	29.741	23	32.852	33	36.289
4	27.193	14	30.038	24	33.181	34	36.652
5	27.465	15	30.339	25	33.513	35	37.019
6	27.740	16	30.642	26	33.848	36	37.389
7	28.017	17	30.948	27	34.186	37	37.763
8	28.297	18	31.258	28	34.528	38	38.140
9	28.580	19	31.570	29	34.873	39	38.522
10	28.866	20	31.886	30	35.222	40	38.907

C72313		CFS Specialist Lead Worker					
1	26.921	11	29.738	21	32.849	31	36.286
2	27.190	12	30.035	22	33.178	32	36.649
3	27.462	13	30.336	23	33.509	33	37.015
4	27.737	14	30.639	24	33.844	34	37.385
5	28.014	15	30.945	25	34.183	35	37.759
6	28.295	16	31.255	26	34.525	36	38.137
7	28.577	17	31.567	27	34.870	37	38.518
8	28.863	18	31.883	28	35.219	38	38.903
9	29.152	19	32.202	29	35.571	39	39.292
10	29.443	20	32.524	30	35.927	40	39.685

C72330		Child and Family Outcome Monitor					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

C72330		Child and Family Outcome Monitor					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

C72331		Social Worker I					
1	21.284	11	23.510	21	25.970	31	28.687
2	21.496	12	23.745	22	26.230	32	28.974
3	21.711	13	23.983	23	26.492	33	29.264
4	21.928	14	24.223	24	26.757	34	29.556
5	22.148	15	24.465	25	27.024	35	29.852
6	22.369	16	24.709	26	27.295	36	30.150
7	22.593	17	24.957	27	27.568	37	30.452
8	22.819	18	25.206	28	27.843	38	30.756
9	23.047	19	25.458	29	28.122	39	31.064
10	23.277	20	25.713	30	28.403	40	31.374

C72331		Social Worker I					
1	21.709	11	23.980	21	26.489	31	29.261
2	21.926	12	24.220	22	26.754	32	29.553
3	22.146	13	24.462	23	27.022	33	29.849
4	22.367	14	24.707	24	27.292	34	30.147
5	22.591	15	24.954	25	27.565	35	30.449
6	22.817	16	25.204	26	27.841	36	30.753
7	23.045	17	25.456	27	28.119	37	31.061
8	23.275	18	25.710	28	28.400	38	31.371
9	23.508	19	25.967	29	28.684	39	31.685
10	23.743	20	26.227	30	28.971	40	32.002



C72332		Social Worker II					
1	22.877	11	25.271	21	27.915	31	30.835
2	23.106	12	25.524	22	28.194	32	31.144
3	23.337	13	25.779	23	28.476	33	31.455
4	23.571	14	26.037	24	28.761	34	31.770
5	23.806	15	26.297	25	29.048	35	32.087
6	24.044	16	26.560	26	29.339	36	32.408
7	24.285	17	26.826	27	29.632	37	32.732
8	24.528	18	27.094	28	29.928	38	33.060
9	24.773	19	27.365	29	30.228	39	33.390
10	25.021	20	27.638	30	30.530	40	33.724

C72332		Social Worker II					
1	23.335	11	25.776	21	28.473	31	31.452
2	23.568	12	26.034	22	28.758	32	31.767
3	23.804	13	26.294	23	29.045	33	32.084
4	24.042	14	26.557	24	29.336	34	32.405
5	24.282	15	26.823	25	29.629	35	32.729
6	24.525	16	27.091	26	29.925	36	33.056
7	24.771	17	27.362	27	30.225	37	33.387
8	25.018	18	27.636	28	30.527	38	33.721
9	25.268	19	27.912	29	30.832	39	34.058
10	25.521	20	28.191	30	31.141	40	34.399

C72341		Master Social Worker					
1	26.440	11	29.206	21	32.262	31	35.637
2	26.704	12	29.498	22	32.585	32	35.994
3	26.971	13	29.793	23	32.910	33	36.354
4	27.241	14	30.091	24	33.239	34	36.717
5	27.514	15	30.392	25	33.572	35	37.084
6	27.789	16	30.696	26	33.908	36	37.455
7	28.067	17	31.003	27	34.247	37	37.830
8	28.347	18	31.313	28	34.589	38	38.208
9	28.631	19	31.626	29	34.935	39	38.590
10	28.917	20	31.942	30	35.284	40	38.976

C72341		Master Social Worker					
1	26.969	11	29.790	21	32.907	31	36.350
2	27.239	12	30.088	22	33.236	32	36.713
3	27.511	13	30.389	23	33.569	33	37.081
4	27.786	14	30.693	24	33.904	34	37.451
5	28.064	15	31.000	25	34.243	35	37.826
6	28.345	16	31.310	26	34.586	36	38.204
7	28.628	17	31.623	27	34.932	37	38.586
8	28.914	18	31.939	28	35.281	38	38.972
9	29.203	19	32.259	29	35.634	39	39.362
10	29.495	20	32.581	30	35.990	40	39.755

C72342		Certified Master Social Worker					
1	28.421	11	31.395	21	34.680	31	38.308
2	28.706	12	31.709	22	35.026	32	38.691
3	28.993	13	32.026	23	35.377	33	39.078
4	29.283	14	32.346	24	35.730	34	39.469
5	29.575	15	32.670	25	36.088	35	39.863
6	29.871	16	32.996	26	36.449	36	40.262
7	30.170	17	33.326	27	36.813	37	40.664
8	30.472	18	33.660	28	37.181	38	41.071
9	30.776	19	33.996	29	37.553	39	41.482
10	31.084	20	34.336	30	37.928	40	41.897

C72342		Certified Master Social Worker					
1	28.990	11	32.023	21	35.373	31	39.074
2	29.280	12	32.343	22	35.727	32	39.465
3	29.573	13	32.666	23	36.084	33	39.859
4	29.868	14	32.993	24	36.445	34	40.258
5	30.167	15	33.323	25	36.809	35	40.660
6	30.469	16	33.656	26	37.177	36	41.067
7	30.773	17	33.993	27	37.549	37	41.478
8	31.081	18	34.333	28	37.925	38	41.893
9	31.392	19	34.676	29	38.304	39	42.311
10	31.706	20	35.023	30	38.687	40	42.735

C72481		Youth Counselor I					
1	21.630	11	23.893	21	26.393	31	29.154
2	21.846	12	24.132	22	26.657	32	29.446
3	22.065	13	24.373	23	26.923	33	29.740
4	22.285	14	24.617	24	27.192	34	30.037
5	22.508	15	24.863	25	27.464	35	30.338
6	22.733	16	25.112	26	27.739	36	30.641
7	22.961	17	25.363	27	28.016	37	30.948
8	23.190	18	25.617	28	28.297	38	31.257
9	23.422	19	25.873	29	28.580	39	31.570
10	23.656	20	26.131	30	28.865	40	31.885

C72481		Youth Counselor I					
1	22.063	11	24.371	21	26.921	31	29.737
2	22.283	12	24.615	22	27.190	32	30.034
3	22.506	13	24.861	23	27.462	33	30.335
4	22.731	14	25.109	24	27.736	34	30.638
5	22.958	15	25.360	25	28.014	35	30.944
6	23.188	16	25.614	26	28.294	36	31.254
7	23.420	17	25.870	27	28.577	37	31.566
8	23.654	18	26.129	28	28.862	38	31.882
9	23.891	19	26.390	29	29.151	39	32.201
10	24.130	20	26.654	30	29.443	40	32.523

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C72482		Youth Counselor II					
1	19.765	11	21.833	21	24.117	31	26.641
2	19.963	12	22.051	22	24.358	32	26.907
3	20.162	13	22.272	23	24.602	33	27.176
4	20.364	14	22.495	24	24.848	34	27.448
5	20.568	15	22.720	25	25.097	35	27.722
6	20.773	16	22.947	26	25.348	36	27.999
7	20.981	17	23.176	27	25.601	37	28.279
8	21.191	18	23.408	28	25.857	38	28.562
9	21.403	19	23.642	29	26.116	39	28.848
10	21.617	20	23.879	30	26.377	40	29.136

C72482		Youth Counselor II					
1	20.161	11	22.270	21	24.600	31	27.173
2	20.362	12	22.492	22	24.846	32	27.445
3	20.566	13	22.717	23	25.094	33	27.719
4	20.771	14	22.945	24	25.345	34	27.997
5	20.979	15	23.174	25	25.598	35	28.277
6	21.189	16	23.406	26	25.854	36	28.559
7	21.401	17	23.640	27	26.113	37	28.845
8	21.615	18	23.876	28	26.374	38	29.133
9	21.831	19	24.115	29	26.638	39	29.425
10	22.049	20	24.356	30	26.904	40	29.719

C72490		Corr D & E Case Manager					
1	19.655	11	21.711	21	23.983	31	26.492
2	19.851	12	21.928	22	24.223	32	26.757
3	20.050	13	22.148	23	24.465	33	27.024
4	20.251	14	22.369	24	24.709	34	27.295
5	20.453	15	22.593	25	24.957	35	27.568
6	20.658	16	22.819	26	25.206	36	27.843
7	20.864	17	23.047	27	25.458	37	28.122
8	21.073	18	23.277	28	25.713	38	28.403
9	21.283	19	23.510	29	25.970	39	28.687
10	21.496	20	23.745	30	26.230	40	28.974

C72490		Corr D & E Case Manager					
1	20.048	11	22.146	21	24.462	31	27.022
2	20.249	12	22.367	22	24.707	32	27.292
3	20.451	13	22.591	23	24.954	33	27.565
4	20.656	14	22.817	24	25.204	34	27.841
5	20.862	15	23.045	25	25.456	35	28.119
6	21.071	16	23.275	26	25.710	36	28.400
7	21.281	17	23.508	27	25.967	37	28.684
8	21.494	18	23.743	28	26.227	38	28.971
9	21.709	19	23.980	29	26.489	39	29.261
10	21.926	20	24.220	30	26.754	40	29.553

C72512		Voc Rehab Counselor II					
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

C72512		Voc Rehab Counselor II					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

C72611		VI Orientation Counselor I					
1	18.261	11	20.171	21	22.281	31	24.612
2	18.443	12	20.373	22	22.504	32	24.859
3	18.628	13	20.576	23	22.729	33	25.107
4	18.814	14	20.782	24	22.956	34	25.358
5	19.002	15	20.990	25	23.186	35	25.612
6	19.192	16	21.200	26	23.418	36	25.868
7	19.384	17	21.412	27	23.652	37	26.127
8	19.578	18	21.626	28	23.889	38	26.388
9	19.774	19	21.842	29	24.127	39	26.652
10	19.971	20	22.061	30	24.369	40	26.918

C72611		VI Orientation Counselor I					
1	18.626	11	20.574	21	22.727	31	25.105
2	18.812	12	20.780	22	22.954	32	25.356
3	19.000	13	20.988	23	23.184	33	25.609
4	19.190	14	21.198	24	23.416	34	25.865
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.886	36	26.385
7	19.772	17	21.840	27	24.125	37	26.649
8	19.969	18	22.059	28	24.366	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

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C72612		VI Orientation Counselor II					
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

C72612		VI Orientation Counselor II					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

C72680		DHH Program Specialist					
1	23.313	11	25.752	21	28.446	31	31.423
2	23.546	12	26.010	22	28.731	32	31.737
3	23.782	13	26.270	23	29.018	33	32.054
4	24.020	14	26.533	24	29.308	34	32.375
5	24.260	15	26.798	25	29.602	35	32.698
6	24.502	16	27.066	26	29.898	36	33.025
7	24.747	17	27.337	27	30.197	37	33.356
8	24.995	18	27.610	28	30.498	38	33.689
9	25.245	19	27.886	29	30.803	39	34.026
10	25.497	20	28.165	30	31.111	40	34.366

C72680		DHH Program Specialist					
1	23.779	11	26.267	21	29.015	31	32.051
2	24.017	12	26.530	22	29.306	32	32.372
3	24.257	13	26.795	23	29.599	33	32.695
4	24.500	14	27.063	24	29.895	34	33.022
5	24.745	15	27.334	25	30.194	35	33.352
6	24.992	16	27.607	26	30.495	36	33.686
7	25.242	17	27.883	27	30.800	37	34.023
8	25.495	18	28.162	28	31.108	38	34.363
9	25.750	19	28.444	29	31.420	39	34.707
10	26.007	20	28.728	30	31.734	40	35.054

C72690		DHH Interpreter/Program Assistant					
1	21.686	11	23.954	21	26.461	31	29.229
2	21.903	12	24.194	22	26.725	32	29.521
3	22.122	13	24.436	23	26.992	33	29.816
4	22.343	14	24.680	24	27.262	34	30.115
5	22.566	15	24.927	25	27.535	35	30.416
6	22.792	16	25.176	26	27.810	36	30.720
7	23.020	17	25.428	27	28.088	37	31.027
8	23.250	18	25.682	28	28.369	38	31.337
9	23.482	19	25.939	29	28.653	39	31.651
10	23.717	20	26.199	30	28.940	40	31.967

C72690		DHH Interpreter/Program Assistant					
1	22.119	11	24.434	21	26.990	31	29.814
2	22.341	12	24.678	22	27.260	32	30.112
3	22.564	13	24.925	23	27.532	33	30.413
4	22.790	14	25.174	24	27.808	34	30.717
5	23.017	15	25.426	25	28.086	35	31.024
6	23.248	16	25.680	26	28.367	36	31.334
7	23.480	17	25.937	27	28.650	37	31.648
8	23.715	18	26.196	28	28.937	38	31.964
9	23.952	19	26.458	29	29.226	39	32.284
10	24.192	20	26.723	30	29.518	40	32.607

C72700		DHH Interpreter/Program Coordinator					
1	23.313	11	25.752	21	28.446	31	31.423
2	23.546	12	26.010	22	28.731	32	31.737
3	23.782	13	26.270	23	29.018	33	32.054
4	24.020	14	26.533	24	29.308	34	32.375
5	24.260	15	26.798	25	29.602	35	32.698
6	24.502	16	27.066	26	29.898	36	33.025
7	24.747	17	27.337	27	30.197	37	33.356
8	24.995	18	27.610	28	30.498	38	33.689
9	25.245	19	27.886	29	30.803	39	34.026
10	25.497	20	28.165	30	31.111	40	34.366

C72700		DHH Interpreter/Program Coordinator					
1	23.779	11	26.267	21	29.015	31	32.051
2	24.017	12	26.530	22	29.306	32	32.372
3	24.257	13	26.795	23	29.599	33	32.695
4	24.500	14	27.063	24	29.895	34	33.022
5	24.745	15	27.334	25	30.194	35	33.352
6	24.992	16	27.607	26	30.495	36	33.686
7	25.242	17	27.883	27	30.800	37	34.023
8	25.495	18	28.162	28	31.108	38	34.363
9	25.750	19	28.444	29	31.420	39	34.707
10	26.007	20	28.728	30	31.734	40	35.054

C72711		DHHS Field Representative I					
1	16.987	11	18.764	21	20.727	31	22.896
2	17.157	12	18.952	22	20.935	32	23.125
3	17.328	13	19.141	23	21.144	33	23.356
4	17.502	14	19.333	24	21.355	34	23.590
5	17.677	15	19.526	25	21.569	35	23.825
6	17.853	16	19.721	26	21.785	36	24.064
7	18.032	17	19.918	27	22.002	37	24.304
8	18.212	18	20.118	28	22.222	38	24.547
9	18.394	19	20.319	29	22.445	39	24.793
10	18.578	20	20.522	30	22.669	40	25.041

C72711		DHHS Field Representative I					
1	17.327	11	19.139	21	21.142	31	23.354
2	17.500	12	19.331	22	21.353	32	23.587
3	17.675	13	19.524	23	21.567	33	23.823
4	17.852	14	19.719	24	21.782	34	24.061
5	18.030	15	19.917	25	22.000	35	24.302
6	18.210	16	20.116	26	22.220	36	24.545
7	18.393	17	20.317	27	22.442	37	24.790
8	18.577	18	20.520	28	22.667	38	25.038
9	18.762	19	20.725	29	22.894	39	25.289
10	18.950	20	20.932	30	23.122	40	25.542

C72712		DHHS Field Representative II					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

C72712		DHHS Field Representative II					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

C72713		DHHS Field Representative III					
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

C72713		DHHS Field Representative III					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

C72831		DD Service Coordinator					
1	21.483	11	23.731	21	26.213	31	28.956
2	21.698	12	23.968	22	26.475	32	29.245
3	21.915	13	24.208	23	26.740	33	29.538
4	22.134	14	24.450	24	27.008	34	29.833
5	22.355	15	24.694	25	27.278	35	30.132
6	22.579	16	24.941	26	27.550	36	30.433
7	22.805	17	25.191	27	27.826	37	30.737
8	23.033	18	25.442	28	28.104	38	31.045
9	23.263	19	25.697	29	28.385	39	31.355
10	23.496	20	25.954	30	28.669	40	31.669

C72831		DD Service Coordinator					
1	21.913	11	24.205	21	26.738	31	29.535
2	22.132	12	24.447	22	27.005	32	29.830
3	22.353	13	24.692	23	27.275	33	30.129
4	22.577	14	24.939	24	27.548	34	30.430
5	22.802	15	25.188	25	27.823	35	30.734
6	23.030	16	25.440	26	28.101	36	31.042
7	23.261	17	25.694	27	28.383	37	31.352
8	23.493	18	25.951	28	28.666	38	31.665
9	23.728	19	26.211	29	28.953	39	31.982
10	23.966	20	26.473	30	29.243	40	32.302

C72841 DD Community Coordinator Spec							
1	23.095	11	25.511	21	28.180	31	31.128
2	23.326	12	25.766	22	28.462	32	31.440
3	23.559	13	26.024	23	28.746	33	31.754
4	23.795	14	26.284	24	29.034	34	32.071
5	24.032	15	26.547	25	29.324	35	32.392
6	24.273	16	26.812	26	29.617	36	32.716
7	24.516	17	27.080	27	29.914	37	33.043
8	24.761	18	27.351	28	30.213	38	33.374
9	25.008	19	27.625	29	30.515	39	33.707
10	25.258	20	27.901	30	30.820	40	34.044

C72860 A and D Waiver Services Coord							
1	18.261	11	20.171	21	22.281	31	24.612
2	18.443	12	20.373	22	22.504	32	24.859
3	18.628	13	20.576	23	22.729	33	25.107
4	18.814	14	20.782	24	22.956	34	25.358
5	19.002	15	20.990	25	23.186	35	25.612
6	19.192	16	21.200	26	23.418	36	25.868
7	19.384	17	21.412	27	23.652	37	26.127
8	19.578	18	21.626	28	23.889	38	26.388
9	19.774	19	21.842	29	24.127	39	26.652
10	19.971	20	22.061	30	24.369	40	26.918

C73210 DHHS Program Specialist							
1	23.313	11	25.752	21	28.446	31	31.423
2	23.546	12	26.010	22	28.731	32	31.737
3	23.782	13	26.270	23	29.018	33	32.054
4	24.020	14	26.533	24	29.308	34	32.375
5	24.260	15	26.798	25	29.602	35	32.698
6	24.502	16	27.066	26	29.898	36	33.025
7	24.747	17	27.337	27	30.197	37	33.356
8	24.995	18	27.610	28	30.498	38	33.689
9	25.245	19	27.886	29	30.803	39	34.026
10	25.497	20	28.165	30	31.111	40	34.366

C73231 DHHS Resource Developer							
1	18.261	11	20.171	21	22.281	31	24.612
2	18.443	12	20.373	22	22.504	32	24.859
3	18.628	13	20.576	23	22.729	33	25.107
4	18.814	14	20.782	24	22.956	34	25.358
5	19.002	15	20.990	25	23.186	35	25.612
6	19.192	16	21.200	26	23.418	36	25.868
7	19.384	17	21.412	27	23.652	37	26.127
8	19.578	18	21.626	28	23.889	38	26.388
9	19.774	19	21.842	29	24.127	39	26.652
10	19.971	20	22.061	30	24.369	40	26.918

C72841 DD Community Coordinator Spec							
1	23.557	11	26.021	21	28.744	31	31.751
2	23.792	12	26.281	22	29.031	32	32.068
3	24.030	13	26.544	23	29.321	33	32.389
4	24.270	14	26.810	24	29.615	34	32.713
5	24.513	15	27.078	25	29.911	35	33.040
6	24.758	16	27.349	26	30.210	36	33.370
7	25.006	17	27.622	27	30.512	37	33.704
8	25.256	18	27.898	28	30.817	38	34.041
9	25.508	19	28.177	29	31.125	39	34.382
10	25.764	20	28.459	30	31.436	40	34.725

C72860 A and D Waiver Services Coord							
1	18.626	11	20.574	21	22.727	31	25.105
2	18.812	12	20.780	22	22.954	32	25.356
3	19.000	13	20.988	23	23.184	33	25.609
4	19.190	14	21.198	24	23.416	34	25.865
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.886	36	26.385
7	19.772	17	21.840	27	24.125	37	26.649
8	19.969	18	22.059	28	24.366	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

C73210 DHHS Program Specialist							
1	23.779	11	26.267	21	29.015	31	32.051
2	24.017	12	26.530	22	29.306	32	32.372
3	24.257	13	26.795	23	29.599	33	32.695
4	24.500	14	27.063	24	29.895	34	33.022
5	24.745	15	27.334	25	30.194	35	33.352
6	24.992	16	27.607	26	30.495	36	33.686
7	25.242	17	27.883	27	30.800	37	34.023
8	25.495	18	28.162	28	31.108	38	34.363
9	25.750	19	28.444	29	31.420	39	34.707
10	26.007	20	28.728	30	31.734	40	35.054

C73231 DHHS Resource Developer							
1	18.626	11	20.574	21	22.727	31	25.105
2	18.812	12	20.780	22	22.954	32	25.356
3	19.000	13	20.988	23	23.184	33	25.609
4	19.190	14	21.198	24	23.416	34	25.865
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.886	36	26.385
7	19.772	17	21.840	27	24.125	37	26.649
8	19.969	18	22.059	28	24.366	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

C73260		DHHS Program Coordinator					
1	25.061	11	27.683	21	30.580	31	33.779
2	25.312	12	27.960	22	30.885	32	34.117
3	25.565	13	28.240	23	31.194	33	34.458
4	25.821	14	28.522	24	31.506	34	34.803
5	26.079	15	28.807	25	31.821	35	35.151
6	26.340	16	29.096	26	32.140	36	35.502
7	26.603	17	29.386	27	32.461	37	35.857
8	26.869	18	29.680	28	32.786	38	36.216
9	27.138	19	29.977	29	33.113	39	36.578
10	27.409	20	30.277	30	33.445	40	36.944

C73260		DHHS Program Coordinator					
1	25.563	11	28.237	21	31.191	31	34.455
2	25.818	12	28.519	22	31.503	32	34.799
3	26.076	13	28.805	23	31.818	33	35.147
4	26.337	14	29.093	24	32.136	34	35.499
5	26.601	15	29.384	25	32.458	35	35.854
6	26.867	16	29.677	26	32.782	36	36.212
7	27.135	17	29.974	27	33.110	37	36.574
8	27.407	18	30.274	28	33.441	38	36.940
9	27.681	19	30.577	29	33.776	39	37.309
10	27.957	20	30.882	30	34.113	40	37.682

C73310		DHHS Quality Control Spec					
1	18.765	11	20.728	21	22.896	31	25.292
2	18.952	12	20.935	22	23.125	32	25.545
3	19.142	13	21.144	23	23.357	33	25.800
4	19.333	14	21.356	24	23.590	34	26.058
5	19.526	15	21.569	25	23.826	35	26.319
6	19.722	16	21.785	26	24.064	36	26.582
7	19.919	17	22.003	27	24.305	37	26.848
8	20.118	18	22.223	28	24.548	38	27.116
9	20.319	19	22.445	29	24.793	39	27.387
10	20.523	20	22.670	30	25.041	40	27.661

C73310		DHHS Quality Control Spec					
1	19.140	11	21.142	21	23.354	31	25.798
2	19.331	12	21.354	22	23.588	32	26.056
3	19.525	13	21.567	23	23.824	33	26.316
4	19.720	14	21.783	24	24.062	34	26.579
5	19.917	15	22.001	25	24.303	35	26.845
6	20.116	16	22.221	26	24.546	36	27.114
7	20.317	17	22.443	27	24.791	37	27.385
8	20.521	18	22.667	28	25.039	38	27.659
9	20.726	19	22.894	29	25.289	39	27.935
10	20.933	20	23.123	30	25.542	40	28.214

C73490		Medical Claims Investigator					
1	20.175	11	22.285	21	24.617	31	27.192
2	20.376	12	22.508	22	24.863	32	27.464
3	20.580	13	22.733	23	25.112	33	27.739
4	20.786	14	22.961	24	25.363	34	28.016
5	20.994	15	23.190	25	25.617	35	28.297
6	21.204	16	23.422	26	25.873	36	28.580
7	21.416	17	23.656	27	26.131	37	28.865
8	21.630	18	23.893	28	26.393	38	29.154
9	21.846	19	24.132	29	26.657	39	29.446
10	22.065	20	24.373	30	26.923	40	29.740

C73490		Medical Claims Investigator					
1	20.578	11	22.731	21	25.109	31	27.736
2	20.784	12	22.958	22	25.360	32	28.014
3	20.992	13	23.188	23	25.614	33	28.294
4	21.202	14	23.420	24	25.870	34	28.577
5	21.414	15	23.654	25	26.129	35	28.863
6	21.628	16	23.891	26	26.390	36	29.151
7	21.844	17	24.130	27	26.654	37	29.443
8	22.063	18	24.371	28	26.921	38	29.737
9	22.283	19	24.615	29	27.190	39	30.034
10	22.506	20	24.861	30	27.462	40	30.335

C73610		DPI Program Specialist					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

C73610		DPI Program Specialist					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

<b>C73681 Child Support Enforcement Worker</b>							
1	18.261	11	20.171	21	22.281	31	24.612
2	18.443	12	20.373	22	22.504	32	24.859
3	18.628	13	20.576	23	22.729	33	25.107
4	18.814	14	20.782	24	22.956	34	25.358
5	19.002	15	20.990	25	23.186	35	25.612
6	19.192	16	21.200	26	23.418	36	25.868
7	19.384	17	21.412	27	23.652	37	26.127
8	19.578	18	21.626	28	23.889	38	26.388
9	19.774	19	21.842	29	24.127	39	26.652
10	19.971	20	22.061	30	24.369	40	26.918

<b>C73681 Child Support Enforcement Worker</b>							
1	18.626	11	20.574	21	22.727	31	25.105
2	18.812	12	20.780	22	22.954	32	25.356
3	19.000	13	20.988	23	23.184	33	25.609
4	19.190	14	21.198	24	23.416	34	25.865
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.886	36	26.385
7	19.772	17	21.840	27	24.125	37	26.649
8	19.969	18	22.059	28	24.366	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

<b>C73682 Child Supp Enforcement Op Spec</b>							
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

<b>C73682 Child Supp Enforcement Op Spec</b>							
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

<b>C73710 DHHS Food Dist Coord</b>							
1	23.313	11	25.752	21	28.446	31	31.423
2	23.546	12	26.010	22	28.731	32	31.737
3	23.782	13	26.270	23	29.018	33	32.054
4	24.020	14	26.533	24	29.308	34	32.375
5	24.260	15	26.798	25	29.602	35	32.698
6	24.502	16	27.066	26	29.898	36	33.025
7	24.747	17	27.337	27	30.197	37	33.356
8	24.995	18	27.610	28	30.498	38	33.689
9	25.245	19	27.886	29	30.803	39	34.026
10	25.497	20	28.165	30	31.111	40	34.366

<b>C73710 DHHS Food Dist Coord</b>							
1	23.779	11	26.267	21	29.015	31	32.051
2	24.017	12	26.530	22	29.306	32	32.372
3	24.257	13	26.795	23	29.599	33	32.695
4	24.500	14	27.063	24	29.895	34	33.022
5	24.745	15	27.334	25	30.194	35	33.352
6	24.992	16	27.607	26	30.495	36	33.686
7	25.242	17	27.883	27	30.800	37	34.023
8	25.495	18	28.162	28	31.108	38	34.363
9	25.750	19	28.444	29	31.420	39	34.707
10	26.007	20	28.728	30	31.734	40	35.054

<b>C73771 Foster Care Review Spec</b>							
1	25.826	11	28.528	21	31.512	31	34.809
2	26.084	12	28.813	22	31.828	32	35.157
3	26.345	13	29.101	23	32.146	33	35.509
4	26.608	14	29.392	24	32.467	34	35.864
5	26.874	15	29.686	25	32.792	35	36.223
6	27.143	16	29.983	26	33.120	36	36.585
7	27.415	17	30.283	27	33.451	37	36.951
8	27.689	18	30.586	28	33.786	38	37.320
9	27.966	19	30.891	29	34.123	39	37.693
10	28.245	20	31.200	30	34.465	40	38.070

<b>C73771 Foster Care Review Spec</b>							
1	26.342	11	29.098	21	32.143	31	35.505
2	26.606	12	29.389	22	32.464	32	35.861
3	26.872	13	29.683	23	32.789	33	36.219
4	27.141	14	29.980	24	33.117	34	36.581
5	27.412	15	30.280	25	33.448	35	36.947
6	27.686	16	30.583	26	33.782	36	37.317
7	27.963	17	30.888	27	34.120	37	37.690
8	28.243	18	31.197	28	34.461	38	38.067
9	28.525	19	31.509	29	34.806	39	38.447
10	28.810	20	31.824	30	35.154	40	38.832

July 1, 2023

APPENDIX A

July 1, 2024

C73810		DHHS Advocate					
1	21.686	11	23.954	21	26.461	31	29.229
2	21.903	12	24.194	22	26.725	32	29.521
3	22.122	13	24.436	23	26.992	33	29.816
4	22.343	14	24.680	24	27.262	34	30.115
5	22.566	15	24.927	25	27.535	35	30.416
6	22.792	16	25.176	26	27.810	36	30.720
7	23.020	17	25.428	27	28.088	37	31.027
8	23.250	18	25.682	28	28.369	38	31.337
9	23.482	19	25.939	29	28.653	39	31.651
10	23.717	20	26.199	30	28.940	40	31.967

C73810		DHHS Advocate					
1	22.119	11	24.434	21	26.990	31	29.814
2	22.341	12	24.678	22	27.260	32	30.112
3	22.564	13	24.925	23	27.532	33	30.413
4	22.790	14	25.174	24	27.808	34	30.717
5	23.017	15	25.426	25	28.086	35	31.024
6	23.248	16	25.680	26	28.367	36	31.334
7	23.480	17	25.937	27	28.650	37	31.648
8	23.715	18	26.196	28	28.937	38	31.964
9	23.952	19	26.458	29	29.226	39	32.284
10	24.192	20	26.723	30	29.518	40	32.607

C73970		Aging Services Ombudsman					
1	21.686	11	23.954	21	26.461	31	29.229
2	21.903	12	24.194	22	26.725	32	29.521
3	22.122	13	24.436	23	26.992	33	29.816
4	22.343	14	24.680	24	27.262	34	30.115
5	22.566	15	24.927	25	27.535	35	30.416
6	22.792	16	25.176	26	27.810	36	30.720
7	23.020	17	25.428	27	28.088	37	31.027
8	23.250	18	25.682	28	28.369	38	31.337
9	23.482	19	25.939	29	28.653	39	31.651
10	23.717	20	26.199	30	28.940	40	31.967

C73970		Aging Services Ombudsman					
1	22.119	11	24.434	21	26.990	31	29.814
2	22.341	12	24.678	22	27.260	32	30.112
3	22.564	13	24.925	23	27.532	33	30.413
4	22.790	14	25.174	24	27.808	34	30.717
5	23.017	15	25.426	25	28.086	35	31.024
6	23.248	16	25.680	26	28.367	36	31.334
7	23.480	17	25.937	27	28.650	37	31.648
8	23.715	18	26.196	28	28.937	38	31.964
9	23.952	19	26.458	29	29.226	39	32.284
10	24.192	20	26.723	30	29.518	40	32.607

C79920		Religious Coordinator					
1	21.968	11	24.266	21	26.805	31	29.610
2	22.188	12	24.509	22	27.073	32	29.906
3	22.410	13	24.754	23	27.344	33	30.205
4	22.634	14	25.002	24	27.617	34	30.507
5	22.860	15	25.252	25	27.894	35	30.812
6	23.089	16	25.504	26	28.173	36	31.120
7	23.320	17	25.759	27	28.454	37	31.431
8	23.553	18	26.017	28	28.739	38	31.746
9	23.788	19	26.277	29	29.026	39	32.063
10	24.026	20	26.540	30	29.317	40	32.384

C79920		Religious Coordinator					
1	22.407	11	24.752	21	27.341	31	30.202
2	22.632	12	24.999	22	27.615	32	30.504
3	22.858	13	25.249	23	27.891	33	30.809
4	23.086	14	25.502	24	28.170	34	31.117
5	23.317	15	25.757	25	28.452	35	31.428
6	23.550	16	26.014	26	28.736	36	31.742
7	23.786	17	26.275	27	29.023	37	32.060
8	24.024	18	26.537	28	29.314	38	32.380
9	24.264	19	26.803	29	29.607	39	32.704
10	24.507	20	27.071	30	29.903	40	33.031

E11510		G and P Outdoor Education Spec					
1	28.691	11	31.693	21	35.009	31	38.671
2	28.978	12	32.010	22	35.359	32	39.058
3	29.268	13	32.330	23	35.712	33	39.449
4	29.561	14	32.653	24	36.070	34	39.843
5	29.856	15	32.980	25	36.430	35	40.242
6	30.155	16	33.310	26	36.795	36	40.644
7	30.456	17	33.643	27	37.163	37	41.051
8	30.761	18	33.979	28	37.534	38	41.461
9	31.069	19	34.319	29	37.909	39	41.876
10	31.379	20	34.662	30	38.289	40	42.294

E11510		G and P Outdoor Education Spec					
1	29.265	11	32.327	21	35.709	31	39.445
2	29.558	12	32.650	22	36.066	32	39.839
3	29.853	13	32.977	23	36.427	33	40.238
4	30.152	14	33.306	24	36.791	34	40.640
5	30.453	15	33.639	25	37.159	35	41.047
6	30.758	16	33.976	26	37.530	36	41.457
7	31.065	17	34.316	27	37.906	37	41.872
8	31.376	18	34.659	28	38.285	38	42.290
9	31.690	19	35.005	29	38.668	39	42.713
10	32.007	20	35.355	30	39.054	40	43.140



<b>E35320 Senior Broadcast Syst Engineer</b>							
1	27.600	11	30.488	21	33.678	31	37.201
2	27.876	12	30.793	22	34.014	32	37.573
3	28.155	13	31.101	23	34.355	33	37.949
4	28.437	14	31.412	24	34.698	34	38.328
5	28.721	15	31.726	25	35.045	35	38.712
6	29.008	16	32.043	26	35.396	36	39.099
7	29.298	17	32.364	27	35.749	37	39.490
8	29.591	18	32.687	28	36.107	38	39.885
9	29.887	19	33.014	29	36.468	39	40.283
10	30.186	20	33.344	30	36.833	40	40.686

<b>E35320 Senior Broadcast Syst Engineer</b>							
1	28.152	11	31.098	21	34.351	31	37.945
2	28.434	12	31.409	22	34.695	32	38.325
3	28.718	13	31.723	23	35.042	33	38.708
4	29.005	14	32.040	24	35.392	34	39.095
5	29.295	15	32.360	25	35.746	35	39.486
6	29.588	16	32.684	26	36.103	36	39.881
7	29.884	17	33.011	27	36.464	37	40.279
8	30.183	18	33.341	28	36.829	38	40.682
9	30.485	19	33.674	29	37.197	39	41.089
10	30.790	20	34.011	30	37.569	40	41.500

<b>E35710 Radio Comm Systems Coord</b>							
1	23.885	11	26.384	21	29.145	31	32.194
2	24.124	12	26.648	22	29.436	32	32.516
3	24.365	13	26.915	23	29.731	33	32.841
4	24.609	14	27.184	24	30.028	34	33.169
5	24.855	15	27.456	25	30.328	35	33.501
6	25.104	16	27.730	26	30.631	36	33.836
7	25.355	17	28.008	27	30.938	37	34.174
8	25.608	18	28.288	28	31.247	38	34.516
9	25.864	19	28.570	29	31.560	39	34.861
10	26.123	20	28.856	30	31.875	40	35.210

<b>E35710 Radio Comm Systems Coord</b>							
1	24.363	11	26.912	21	29.728	31	32.838
2	24.607	12	27.181	22	30.025	32	33.166
3	24.853	13	27.453	23	30.325	33	33.498
4	25.101	14	27.727	24	30.628	34	33.833
5	25.352	15	28.005	25	30.935	35	34.171
6	25.606	16	28.285	26	31.244	36	34.513
7	25.862	17	28.568	27	31.556	37	34.858
8	26.121	18	28.853	28	31.872	38	35.207
9	26.382	19	29.142	29	32.191	39	35.559
10	26.646	20	29.433	30	32.513	40	35.914

<b>E35711 Edu Tele Remote Tech Asst Sup</b>							
1	23.270	11	25.705	21	28.394	31	31.365
2	23.503	12	25.962	22	28.678	32	31.678
3	23.738	13	26.221	23	28.965	33	31.995
4	23.975	14	26.484	24	29.254	34	32.315
5	24.215	15	26.748	25	29.547	35	32.638
6	24.457	16	27.016	26	29.842	36	32.964
7	24.702	17	27.286	27	30.141	37	33.294
8	24.949	18	27.559	28	30.442	38	33.627
9	25.198	19	27.834	29	30.747	39	33.963
10	25.450	20	28.113	30	31.054	40	34.303

<b>E35711 Edu Tele Remote Tech Asst Sup</b>							
1	23.736	11	26.219	21	28.962	31	31.992
2	23.973	12	26.481	22	29.251	32	32.312
3	24.213	13	26.746	23	29.544	33	32.635
4	24.455	14	27.013	24	29.839	34	32.961
5	24.699	15	27.283	25	30.138	35	33.291
6	24.946	16	27.556	26	30.439	36	33.624
7	25.196	17	27.832	27	30.744	37	33.960
8	25.448	18	28.110	28	31.051	38	34.300
9	25.702	19	28.391	29	31.362	39	34.643
10	25.959	20	28.675	30	31.675	40	34.989

<b>E43131 G and P Fish and Wildlife Biologist I</b>							
1	20.745	11	22.915	21	25.313	31	27.961
2	20.952	12	23.144	22	25.566	32	28.241
3	21.162	13	23.376	23	25.821	33	28.523
4	21.373	14	23.610	24	26.080	34	28.808
5	21.587	15	23.846	25	26.340	35	29.096
6	21.803	16	24.084	26	26.604	36	29.387
7	22.021	17	24.325	27	26.870	37	29.681
8	22.241	18	24.568	28	27.139	38	29.978
9	22.464	19	24.814	29	27.410	39	30.278
10	22.688	20	25.062	30	27.684	40	30.580

<b>E43131 G and P Fish and Wildlife Biologist I</b>							
1	21.160	11	23.374	21	25.819	31	28.520
2	21.371	12	23.607	22	26.077	32	28.805
3	21.585	13	23.843	23	26.338	33	29.093
4	21.801	14	24.082	24	26.601	34	29.384
5	22.019	15	24.323	25	26.867	35	29.678
6	22.239	16	24.566	26	27.136	36	29.975
7	22.461	17	24.811	27	27.407	37	30.275
8	22.686	18	25.060	28	27.681	38	30.577
9	22.913	19	25.310	29	27.958	39	30.883
10	23.142	20	25.563	30	28.238	40	31.192

E43132		G and P Fish and Wildlife Biologist II					
1	23.974	11	26.482	21	29.252	31	32.313
2	24.213	12	26.747	22	29.545	32	32.636
3	24.455	13	27.014	23	29.840	33	32.962
4	24.700	14	27.284	24	30.139	34	33.292
5	24.947	15	27.557	25	30.440	35	33.625
6	25.196	16	27.833	26	30.745	36	33.961
7	25.448	17	28.111	27	31.052	37	34.301
8	25.703	18	28.392	28	31.362	38	34.644
9	25.960	19	28.676	29	31.676	39	34.990
10	26.220	20	28.963	30	31.993	40	35.340

E43132		G and P Fish and Wildlife Biologist II					
1	24.453	11	27.011	21	29.837	31	32.959
2	24.698	12	27.282	22	30.136	32	33.289
3	24.945	13	27.554	23	30.437	33	33.622
4	25.194	14	27.830	24	30.741	34	33.958
5	25.446	15	28.108	25	31.049	35	34.297
6	25.700	16	28.389	26	31.359	36	34.640
7	25.957	17	28.673	27	31.673	37	34.987
8	26.217	18	28.960	28	31.990	38	35.337
9	26.479	19	29.249	29	32.310	39	35.690
10	26.744	20	29.542	30	32.633	40	36.047

E43160		G and P Fish and Wildlife Spec					
1	29.782	11	32.898	21	36.340	31	40.142
2	30.080	12	33.227	22	36.703	32	40.543
3	30.381	13	33.559	23	37.070	33	40.949
4	30.685	14	33.895	24	37.441	34	41.358
5	30.991	15	34.234	25	37.815	35	41.772
6	31.301	16	34.576	26	38.194	36	42.190
7	31.614	17	34.922	27	38.576	37	42.611
8	31.931	18	35.271	28	38.961	38	43.038
9	32.250	19	35.624	29	39.351	39	43.468
10	32.572	20	35.980	30	39.744	40	43.903

E43160		G and P Fish and Wildlife Spec					
1	30.378	11	33.556	21	37.067	31	40.945
2	30.682	12	33.892	22	37.437	32	41.354
3	30.988	13	34.231	23	37.812	33	41.768
4	31.298	14	34.573	24	38.190	34	42.185
5	31.611	15	34.919	25	38.572	35	42.607
6	31.927	16	35.268	26	38.958	36	43.033
7	32.247	17	35.620	27	39.347	37	43.464
8	32.569	18	35.977	28	39.741	38	43.898
9	32.895	19	36.336	29	40.138	39	44.337
10	33.224	20	36.700	30	40.539	40	44.781

E43211		G and P Superintendent I					
1	19.987	11	22.078	21	24.388	31	26.939
2	20.187	12	22.299	22	24.632	32	27.209
3	20.388	13	22.522	23	24.878	33	27.481
4	20.592	14	22.747	24	25.127	34	27.755
5	20.798	15	22.974	25	25.378	35	28.033
6	21.006	16	23.204	26	25.632	36	28.313
7	21.216	17	23.436	27	25.888	37	28.596
8	21.429	18	23.670	28	26.147	38	28.882
9	21.643	19	23.907	29	26.408	39	29.171
10	21.859	20	24.146	30	26.672	40	29.463

E43211		G and P Superintendent I					
1	20.386	11	22.519	21	24.875	31	27.478
2	20.590	12	22.745	22	25.124	32	27.753
3	20.796	13	22.972	23	25.375	33	28.030
4	21.004	14	23.202	24	25.629	34	28.311
5	21.214	15	23.434	25	25.885	35	28.594
6	21.426	16	23.668	26	26.144	36	28.880
7	21.641	17	23.905	27	26.406	37	29.168
8	21.857	18	24.144	28	26.670	38	29.460
9	22.076	19	24.385	29	26.936	39	29.755
10	22.296	20	24.629	30	27.206	40	30.052

E43212		G and P Superintendent II					
1	23.096	11	25.512	21	28.181	31	31.130
2	23.327	12	25.767	22	28.463	32	31.441
3	23.560	13	26.025	23	28.748	33	31.755
4	23.796	14	26.285	24	29.035	34	32.073
5	24.034	15	26.548	25	29.326	35	32.394
6	24.274	16	26.814	26	29.619	36	32.718
7	24.517	17	27.082	27	29.915	37	33.045
8	24.762	18	27.352	28	30.214	38	33.375
9	25.009	19	27.626	29	30.516	39	33.709
10	25.260	20	27.902	30	30.821	40	34.046

E43212		G and P Superintendent II					
1	23.558	11	26.022	21	28.745	31	31.752
2	23.793	12	26.283	22	29.032	32	32.070
3	24.031	13	26.545	23	29.323	33	32.390
4	24.272	14	26.811	24	29.616	34	32.714
5	24.514	15	27.079	25	29.912	35	33.042
6	24.759	16	27.350	26	30.211	36	33.372
7	25.007	17	27.623	27	30.513	37	33.706
8	25.257	18	27.900	28	30.818	38	34.043
9	25.510	19	28.179	29	31.127	39	34.383
10	25.765	20	28.460	30	31.438	40	34.727

E43430		G and P Program Spec					
1	28.691	11	31.693	21	35.009	31	38.671
2	28.978	12	32.010	22	35.359	32	39.058
3	29.268	13	32.330	23	35.712	33	39.449
4	29.561	14	32.653	24	36.070	34	39.843
5	29.856	15	32.980	25	36.430	35	40.242
6	30.155	16	33.310	26	36.795	36	40.644
7	30.456	17	33.643	27	37.163	37	41.051
8	30.761	18	33.979	28	37.534	38	41.461
9	31.069	19	34.319	29	37.909	39	41.876
10	31.379	20	34.662	30	38.289	40	42.294

E43610		G and P Recreation Planner					
1	28.745	11	31.752	21	35.074	31	38.744
2	29.032	12	32.070	22	35.425	32	39.131
3	29.323	13	32.390	23	35.779	33	39.522
4	29.616	14	32.714	24	36.137	34	39.918
5	29.912	15	33.041	25	36.498	35	40.317
6	30.211	16	33.372	26	36.863	36	40.720
7	30.513	17	33.706	27	37.232	37	41.127
8	30.818	18	34.043	28	37.604	38	41.538
9	31.126	19	34.383	29	37.980	39	41.954
10	31.438	20	34.727	30	38.360	40	42.373

E45011		Environmental Specialist I					
1	22.910	11	25.307	21	27.954	31	30.879
2	23.139	12	25.560	22	28.234	32	31.188
3	23.370	13	25.816	23	28.516	33	31.500
4	23.604	14	26.074	24	28.802	34	31.815
5	23.840	15	26.334	25	29.090	35	32.133
6	24.079	16	26.598	26	29.380	36	32.454
7	24.319	17	26.864	27	29.674	37	32.779
8	24.563	18	27.132	28	29.971	38	33.107
9	24.808	19	27.404	29	30.271	39	33.438
10	25.056	20	27.678	30	30.573	40	33.772

E45012		Environmental Specialist II					
1	24.628	11	27.204	21	30.051	31	33.194
2	24.874	12	27.476	22	30.351	32	33.526
3	25.123	13	27.751	23	30.655	33	33.862
4	25.374	14	28.029	24	30.961	34	34.200
5	25.628	15	28.309	25	31.271	35	34.542
6	25.884	16	28.592	26	31.583	36	34.888
7	26.143	17	28.878	27	31.899	37	35.237
8	26.404	18	29.167	28	32.218	38	35.589
9	26.668	19	29.458	29	32.540	39	35.945
10	26.935	20	29.753	30	32.866	40	36.304

E43430		G and P Program Spec					
1	29.265	11	32.327	21	35.709	31	39.445
2	29.558	12	32.650	22	36.066	32	39.839
3	29.853	13	32.977	23	36.427	33	40.238
4	30.152	14	33.306	24	36.791	34	40.640
5	30.453	15	33.639	25	37.159	35	41.047
6	30.758	16	33.976	26	37.530	36	41.457
7	31.065	17	34.316	27	37.906	37	41.872
8	31.376	18	34.659	28	38.285	38	42.290
9	31.690	19	35.005	29	38.668	39	42.713
10	32.007	20	35.355	30	39.054	40	43.140

E43610		G and P Recreation Planner					
1	29.320	11	32.387	21	35.776	31	39.519
2	29.613	12	32.711	22	36.133	32	39.914
3	29.909	13	33.038	23	36.495	33	40.313
4	30.208	14	33.369	24	36.860	34	40.716
5	30.510	15	33.702	25	37.228	35	41.123
6	30.815	16	34.039	26	37.601	36	41.534
7	31.123	17	34.380	27	37.977	37	41.950
8	31.435	18	34.723	28	38.356	38	42.369
9	31.749	19	35.071	29	38.740	39	42.793
10	32.067	20	35.421	30	39.127	40	43.221

E45011		Environmental Specialist I					
1	23.368	11	25.813	21	28.514	31	31.497
2	23.602	12	26.071	22	28.799	32	31.812
3	23.838	13	26.332	23	29.087	33	32.130
4	24.076	14	26.595	24	29.378	34	32.451
5	24.317	15	26.861	25	29.671	35	32.776
6	24.560	16	27.130	26	29.968	36	33.103
7	24.806	17	27.401	27	30.268	37	33.434
8	25.054	18	27.675	28	30.570	38	33.769
9	25.304	19	27.952	29	30.876	39	34.106
10	25.557	20	28.231	30	31.185	40	34.448

E45012		Environmental Specialist II					
1	25.120	11	27.748	21	30.652	31	33.858
2	25.372	12	28.026	22	30.958	32	34.197
3	25.625	13	28.306	23	31.268	33	34.539
4	25.881	14	28.589	24	31.580	34	34.884
5	26.140	15	28.875	25	31.896	35	35.233
6	26.402	16	29.164	26	32.215	36	35.585
7	26.666	17	29.456	27	32.537	37	35.941
8	26.932	18	29.750	28	32.863	38	36.301
9	27.202	19	30.048	29	33.191	39	36.664
10	27.474	20	30.348	30	33.523	40	37.030

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APPENDIX A

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E45013		Environmental Specialist III					
1	27.703	11	30.602	21	33.803	31	37.340
2	27.980	12	30.908	22	34.141	32	37.713
3	28.260	13	31.217	23	34.483	33	38.090
4	28.543	14	31.529	24	34.827	34	38.471
5	28.828	15	31.844	25	35.176	35	38.856
6	29.116	16	32.163	26	35.527	36	39.244
7	29.408	17	32.484	27	35.883	37	39.637
8	29.702	18	32.809	28	36.242	38	40.033
9	29.999	19	33.137	29	36.604	39	40.434
10	30.299	20	33.468	30	36.970	40	40.838

E45013		Environmental Specialist III					
1	28.257	11	31.214	21	34.479	31	38.087
2	28.540	12	31.526	22	34.824	32	38.467
3	28.825	13	31.841	23	35.172	33	38.852
4	29.113	14	32.159	24	35.524	34	39.241
5	29.405	15	32.481	25	35.879	35	39.633
6	29.699	16	32.806	26	36.238	36	40.029
7	29.996	17	33.134	27	36.600	37	40.430
8	30.296	18	33.465	28	36.966	38	40.834
9	30.599	19	33.800	29	37.336	39	41.242
10	30.905	20	34.138	30	37.709	40	41.655

E51210		Energy Cons Program Coord					
1	19.542	11	21.586	21	23.844	31	26.339
2	19.737	12	21.802	22	24.083	32	26.602
3	19.934	13	22.020	23	24.324	33	26.868
4	20.134	14	22.240	24	24.567	34	27.137
5	20.335	15	22.463	25	24.813	35	27.409
6	20.538	16	22.687	26	25.061	36	27.683
7	20.744	17	22.914	27	25.311	37	27.959
8	20.951	18	23.143	28	25.564	38	28.239
9	21.161	19	23.375	29	25.820	39	28.521
10	21.372	20	23.608	30	26.078	40	28.807

E51210		Energy Cons Program Coord					
1	19.932	11	22.018	21	24.321	31	26.866
2	20.132	12	22.238	22	24.565	32	27.134
3	20.333	13	22.460	23	24.810	33	27.406
4	20.536	14	22.685	24	25.058	34	27.680
5	20.742	15	22.912	25	25.309	35	27.957
6	20.949	16	23.141	26	25.562	36	28.236
7	21.159	17	23.372	27	25.818	37	28.519
8	21.370	18	23.606	28	26.076	38	28.804
9	21.584	19	23.842	29	26.336	39	29.092
10	21.800	20	24.080	30	26.600	40	29.383

E51211		Energy Cons Program Spec					
1	22.582	11	24.945	21	27.555	31	30.438
2	22.808	12	25.194	22	27.830	32	30.742
3	23.036	13	25.446	23	28.109	33	31.049
4	23.267	14	25.701	24	28.390	34	31.360
5	23.499	15	25.958	25	28.674	35	31.673
6	23.734	16	26.217	26	28.960	36	31.990
7	23.972	17	26.480	27	29.250	37	32.310
8	24.211	18	26.744	28	29.542	38	32.633
9	24.453	19	27.012	29	29.838	39	32.960
10	24.698	20	27.282	30	30.136	40	33.289

E51211		Energy Cons Program Spec					
1	23.034	11	25.444	21	28.106	31	31.046
2	23.264	12	25.698	22	28.387	32	31.357
3	23.497	13	25.955	23	28.671	33	31.670
4	23.732	14	26.215	24	28.957	34	31.987
5	23.969	15	26.477	25	29.247	35	32.307
6	24.209	16	26.742	26	29.540	36	32.630
7	24.451	17	27.009	27	29.835	37	32.956
8	24.696	18	27.279	28	30.133	38	33.286
9	24.943	19	27.552	29	30.435	39	33.619
10	25.192	20	27.828	30	30.739	40	33.955

E53011		State Patrol Forensic Scientist I					
1	26.689	11	29.481	21	32.566	31	35.973
2	26.956	12	29.776	22	32.891	32	36.332
3	27.225	13	30.074	23	33.220	33	36.696
4	27.498	14	30.374	24	33.552	34	37.063
5	27.773	15	30.678	25	33.888	35	37.433
6	28.050	16	30.985	26	34.227	36	37.808
7	28.331	17	31.295	27	34.569	37	38.186
8	28.614	18	31.608	28	34.915	38	38.568
9	28.900	19	31.924	29	35.264	39	38.953
10	29.189	20	32.243	30	35.616	40	39.343

E53011		State Patrol Forensic Scientist I					
1	27.223	11	30.071	21	33.217	31	36.692
2	27.495	12	30.371	22	33.549	32	37.059
3	27.770	13	30.675	23	33.884	33	37.430
4	28.048	14	30.982	24	34.223	34	37.804
5	28.328	15	31.292	25	34.566	35	38.182
6	28.611	16	31.605	26	34.911	36	38.564
7	28.897	17	31.921	27	35.260	37	38.949
8	29.186	18	32.240	28	35.613	38	39.339
9	29.478	19	32.562	29	35.969	39	39.732
10	29.773	20	32.888	30	36.329	40	40.130

E53012 State Patrol Forensic Scientist II					
1	28.691	11	31.693	21	35.009
2	28.978	12	32.010	22	35.359
3	29.268	13	32.330	23	35.712
4	29.561	14	32.653	24	36.070
5	29.856	15	32.980	25	36.430
6	30.155	16	33.310	26	36.795
7	30.456	17	33.643	27	37.163
8	30.761	18	33.979	28	37.534
9	31.069	19	34.319	29	37.909
10	31.379	20	34.662	30	38.289
31	38.671	32	39.058	33	39.449
34	39.843	35	40.242	36	40.644
37	41.051	38	41.461	39	41.876
40	42.294				

E53012 State Patrol Forensic Scientist II					
1	29.265	11	32.327	21	35.709
2	29.558	12	32.650	22	36.066
3	29.853	13	32.977	23	36.427
4	30.152	14	33.306	24	36.791
5	30.453	15	33.639	25	37.159
6	30.758	16	33.976	26	37.530
7	31.065	17	34.316	27	37.906
8	31.376	18	34.659	28	38.285
9	31.690	19	35.005	29	38.668
10	32.007	20	35.355	30	39.054
31	39.445	32	39.839	33	40.238
34	40.640	35	41.047	36	41.457
37	41.872	38	42.290	39	42.713
40	43.140				

E53013 State Patrol Forensic Scientist III					
1	30.843	11	34.070	21	37.634
2	31.151	12	34.410	22	38.010
3	31.463	13	34.754	23	38.390
4	31.777	14	35.102	24	38.774
5	32.095	15	35.453	25	39.162
6	32.416	16	35.807	26	39.554
7	32.740	17	36.165	27	39.949
8	33.068	18	36.527	28	40.349
9	33.398	19	36.892	29	40.752
10	33.732	20	37.261	30	41.160
31	41.571	32	41.987	33	42.407
34	42.831	35	43.259	36	43.692
37	44.129	38	44.570	39	45.016
40	45.466				

E53013 State Patrol Forensic Scientist III					
1	31.460	11	34.751	21	38.387
2	31.774	12	35.098	22	38.771
3	32.092	13	35.449	23	39.158
4	32.413	14	35.804	24	39.550
5	32.737	15	36.162	25	39.945
6	33.064	16	36.524	26	40.345
7	33.395	17	36.889	27	40.748
8	33.729	18	37.258	28	41.156
9	34.066	19	37.630	29	41.567
10	34.407	20	38.007	30	41.983
31	42.403	32	42.827	33	43.255
34	43.688	35	44.124	36	44.566
37	45.011	38	45.461	39	45.916
40	46.375				

E53022 Scientist I					
1	22.822	11	25.209	21	27.847
2	23.050	12	25.462	22	28.125
3	23.280	13	25.716	23	28.407
4	23.513	14	25.973	24	28.691
5	23.748	15	26.233	25	28.978
6	23.986	16	26.495	26	29.267
7	24.226	17	26.760	27	29.560
8	24.468	18	27.028	28	29.856
9	24.713	19	27.298	29	30.154
10	24.960	20	27.571	30	30.456
31	30.760	32	31.068	33	31.379
34	31.692	35	32.009	36	32.329
37	32.653	38	32.979	39	33.309
40	33.642				

E53022 Scientist I					
1	23.278	11	25.714	21	28.404
2	23.511	12	25.971	22	28.688
3	23.746	13	26.230	23	28.975
4	23.984	14	26.493	24	29.264
5	24.223	15	26.758	25	29.557
6	24.466	16	27.025	26	29.853
7	24.710	17	27.296	27	30.151
8	24.957	18	27.568	28	30.453
9	25.207	19	27.844	29	30.757
10	25.459	20	28.123	30	31.065
31	31.375	32	31.689	33	32.006
34	32.326	35	32.649	36	32.976
37	33.306	38	33.639	39	33.975
40	34.315				

E53023 Scientist II					
1	25.729	11	28.421	21	31.395
2	25.986	12	28.705	22	31.708
3	26.246	13	28.992	23	32.026
4	26.509	14	29.282	24	32.346
5	26.774	15	29.575	25	32.669
6	27.042	16	29.871	26	32.996
7	27.312	17	30.170	27	33.326
8	27.585	18	30.471	28	33.659
9	27.861	19	30.776	29	33.996
10	28.140	20	31.084	30	34.336
31	34.679	32	35.026	33	35.376
34	35.730	35	36.087	36	36.448
37	36.813	38	37.181	39	37.552
40	37.928				

E53023 Scientist II					
1	26.244	11	28.989	21	32.022
2	26.506	12	29.279	22	32.343
3	26.771	13	29.572	23	32.666
4	27.039	14	29.868	24	32.993
5	27.309	15	30.167	25	33.323
6	27.582	16	30.468	26	33.656
7	27.858	17	30.773	27	33.992
8	28.137	18	31.081	28	34.332
9	28.418	19	31.391	29	34.676
10	28.702	20	31.705	30	35.022
31	35.373	32	35.726	33	36.084
34	36.444	35	36.809	36	37.177
37	37.549	38	37.924	39	38.304
40	38.687				

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E55011		Engineer					
1	29.977	11	33.113	21	36.578	31	40.405
2	30.277	12	33.444	22	36.943	32	40.809
3	30.580	13	33.779	23	37.313	33	41.217
4	30.885	14	34.117	24	37.686	34	41.629
5	31.194	15	34.458	25	38.063	35	42.045
6	31.506	16	34.802	26	38.444	36	42.466
7	31.821	17	35.150	27	38.828	37	42.890
8	32.139	18	35.502	28	39.216	38	43.319
9	32.461	19	35.857	29	39.608	39	43.752
10	32.785	20	36.216	30	40.004	40	44.190

E55011		Engineer					
1	30.577	11	33.776	21	37.309	31	41.213
2	30.882	12	34.113	22	37.682	32	41.625
3	31.191	13	34.454	23	38.059	33	42.041
4	31.503	14	34.799	24	38.440	34	42.461
5	31.818	15	35.147	25	38.824	35	42.886
6	32.136	16	35.498	26	39.212	36	43.315
7	32.458	17	35.853	27	39.605	37	43.748
8	32.782	18	36.212	28	40.001	38	44.186
9	33.110	19	36.574	29	40.401	39	44.627
10	33.441	20	36.940	30	40.805	40	45.074

E55012		Professional Engineer I					
1	34.173	11	37.749	21	41.698	31	46.061
2	34.515	12	38.126	22	42.115	32	46.521
3	34.860	13	38.507	23	42.536	33	46.986
4	35.209	14	38.893	24	42.962	34	47.456
5	35.561	15	39.281	25	43.391	35	47.931
6	35.917	16	39.674	26	43.825	36	48.410
7	36.276	17	40.071	27	44.263	37	48.894
8	36.639	18	40.472	28	44.706	38	49.383
9	37.005	19	40.876	29	45.153	39	49.877
10	37.375	20	41.285	30	45.605	40	50.376

E55012		Professional Engineer I					
1	34.857	11	38.504	21	42.532	31	46.982
2	35.205	12	38.889	22	42.957	32	47.452
3	35.557	13	39.278	23	43.387	33	47.926
4	35.913	14	39.670	24	43.821	34	48.405
5	36.272	15	40.067	25	44.259	35	48.889
6	36.635	16	40.468	26	44.702	36	49.378
7	37.001	17	40.872	27	45.149	37	49.872
8	37.371	18	41.281	28	45.600	38	50.371
9	37.745	19	41.694	29	46.056	39	50.875
10	38.122	20	42.111	30	46.517	40	51.383

E55013		Professional Engineer II					
1	39.302	11	43.414	21	47.956	31	52.974
2	39.695	12	43.848	22	48.436	32	53.503
3	40.092	13	44.287	23	48.920	33	54.038
4	40.493	14	44.730	24	49.410	34	54.579
5	40.898	15	45.177	25	49.904	35	55.125
6	41.307	16	45.629	26	50.403	36	55.676
7	41.720	17	46.085	27	50.907	37	56.233
8	42.137	18	46.546	28	51.416	38	56.795
9	42.559	19	47.011	29	51.930	39	57.363
10	42.984	20	47.482	30	52.449	40	57.937

E55013		Professional Engineer II					
1	40.088	11	44.283	21	48.916	31	54.033
2	40.489	12	44.725	22	49.405	32	54.574
3	40.894	13	45.173	23	49.899	33	55.119
4	41.303	14	45.624	24	50.398	34	55.670
5	41.716	15	46.081	25	50.902	35	56.227
6	42.133	16	46.541	26	51.411	36	56.789
7	42.555	17	47.007	27	51.925	37	57.357
8	42.980	18	47.477	28	52.444	38	57.931
9	43.410	19	47.952	29	52.969	39	58.510
10	43.844	20	48.431	30	53.498	40	59.095

E55014		Professional Engineer III					
1	44.426	11	49.074	21	54.208	31	59.879
2	44.870	12	49.564	22	54.750	32	60.478
3	45.319	13	50.060	23	55.297	33	61.083
4	45.772	14	50.561	24	55.850	34	61.693
5	46.230	15	51.066	25	56.409	35	62.310
6	46.692	16	51.577	26	56.973	36	62.933
7	47.159	17	52.093	27	57.543	37	63.563
8	47.630	18	52.613	28	58.118	38	64.198
9	48.107	19	53.140	29	58.699	39	64.840
10	48.588	20	53.671	30	59.286	40	65.489

E55014		Professional Engineer III					
1	45.314	11	50.055	21	55.292	31	61.077
2	45.767	12	50.556	22	55.845	32	61.687
3	46.225	13	51.061	23	56.403	33	62.304
4	46.687	14	51.572	24	56.967	34	62.927
5	47.154	15	52.087	25	57.537	35	63.557
6	47.626	16	52.608	26	58.112	36	64.192
7	48.102	17	53.134	27	58.693	37	64.834
8	48.583	18	53.666	28	59.280	38	65.482
9	49.069	19	54.202	29	59.873	39	66.137
10	49.559	20	54.744	30	60.472	40	66.799

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E55610		Architect					
1	29.435	11	32.514	21	35.916	31	39.673
2	29.729	12	32.839	22	36.275	32	40.070
3	30.026	13	33.168	23	36.638	33	40.471
4	30.327	14	33.499	24	37.004	34	40.876
5	30.630	15	33.834	25	37.374	35	41.284
6	30.936	16	34.173	26	37.748	36	41.697
7	31.245	17	34.514	27	38.125	37	42.114
8	31.558	18	34.860	28	38.507	38	42.535
9	31.874	19	35.208	29	38.892	39	42.961
10	32.192	20	35.560	30	39.281	40	43.390

E55610		Architect					
1	30.023	11	33.164	21	36.634	31	40.467
2	30.324	12	33.496	22	37.001	32	40.872
3	30.627	13	33.831	23	37.371	33	41.280
4	30.933	14	34.169	24	37.744	34	41.693
5	31.242	15	34.511	25	38.122	35	42.110
6	31.555	16	34.856	26	38.503	36	42.531
7	31.870	17	35.205	27	38.888	37	42.956
8	32.189	18	35.557	28	39.277	38	43.386
9	32.511	19	35.912	29	39.670	39	43.820
10	32.836	20	36.271	30	40.066	40	44.258

E56631		Interior Space Planner I					
1	16.896	11	18.663	21	20.616	31	22.773
2	17.065	12	18.850	22	20.822	32	23.000
3	17.235	13	19.038	23	21.030	33	23.230
4	17.408	14	19.229	24	21.240	34	23.463
5	17.582	15	19.421	25	21.453	35	23.697
6	17.757	16	19.615	26	21.667	36	23.934
7	17.935	17	19.811	27	21.884	37	24.174
8	18.114	18	20.009	28	22.103	38	24.415
9	18.295	19	20.210	29	22.324	39	24.660
10	18.478	20	20.412	30	22.547	40	24.906

E56631		Interior Space Planner I					
1	17.233	11	19.036	21	21.028	31	23.228
2	17.406	12	19.227	22	21.238	32	23.460
3	17.580	13	19.419	23	21.451	33	23.695
4	17.756	14	19.613	24	21.665	34	23.932
5	17.933	15	19.809	25	21.882	35	24.171
6	18.113	16	20.008	26	22.101	36	24.413
7	18.294	17	20.208	27	22.322	37	24.657
8	18.477	18	20.410	28	22.545	38	24.904
9	18.661	19	20.614	29	22.770	39	25.153
10	18.848	20	20.820	30	22.998	40	25.404

E56632		Interior Space Planner II					
1	21.957	11	24.254	21	26.791	31	29.594
2	22.176	12	24.496	22	27.059	32	29.890
3	22.398	13	24.741	23	27.330	33	30.189
4	22.622	14	24.989	24	27.603	34	30.491
5	22.848	15	25.238	25	27.879	35	30.796
6	23.077	16	25.491	26	28.158	36	31.104
7	23.307	17	25.746	27	28.439	37	31.415
8	23.540	18	26.003	28	28.724	38	31.729
9	23.776	19	26.263	29	29.011	39	32.046
10	24.014	20	26.526	30	29.301	40	32.367

E56632		Interior Space Planner II					
1	22.396	11	24.739	21	27.327	31	30.186
2	22.620	12	24.986	22	27.600	32	30.488
3	22.846	13	25.236	23	27.876	33	30.793
4	23.074	14	25.488	24	28.155	34	31.101
5	23.305	15	25.743	25	28.437	35	31.412
6	23.538	16	26.001	26	28.721	36	31.726
7	23.773	17	26.261	27	29.008	37	32.043
8	24.011	18	26.523	28	29.298	38	32.363
9	24.251	19	26.789	29	29.591	39	32.687
10	24.494	20	27.056	30	29.887	40	33.014

E56633		Interior Space Planner III					
1	25.242	11	27.883	21	30.800	31	34.022
2	25.494	12	28.162	22	31.108	32	34.363
3	25.749	13	28.443	23	31.419	33	34.706
4	26.007	14	28.728	24	31.733	34	35.053
5	26.267	15	29.015	25	32.051	35	35.404
6	26.530	16	29.305	26	32.371	36	35.758
7	26.795	17	29.598	27	32.695	37	36.115
8	27.063	18	29.894	28	33.022	38	36.477
9	27.333	19	30.193	29	33.352	39	36.841
10	27.607	20	30.495	30	33.686	40	37.210

E56633		Interior Space Planner III					
1	25.747	11	28.441	21	31.416	31	34.703
2	26.004	12	28.725	22	31.730	32	35.050
3	26.264	13	29.012	23	32.048	33	35.400
4	26.527	14	29.302	24	32.368	34	35.754
5	26.792	15	29.595	25	32.692	35	36.112
6	27.060	16	29.891	26	33.019	36	36.473
7	27.331	17	30.190	27	33.349	37	36.838
8	27.604	18	30.492	28	33.682	38	37.206
9	27.880	19	30.797	29	34.019	39	37.578
10	28.159	20	31.105	30	34.359	40	37.954

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<b>E57171</b>		<b>Nat Resources Planner Tech</b>					
1	23.665	11	26.141	21	28.876	31	31.897
2	23.902	12	26.402	22	29.164	32	32.216
3	24.141	13	26.666	23	29.456	33	32.538
4	24.382	14	26.933	24	29.751	34	32.863
5	24.626	15	27.202	25	30.048	35	33.192
6	24.872	16	27.474	26	30.349	36	33.524
7	25.121	17	27.749	27	30.652	37	33.859
8	25.372	18	28.026	28	30.959	38	34.198
9	25.626	19	28.307	29	31.268	39	34.540
10	25.882	20	28.590	30	31.581	40	34.885

<b>E57171</b>		<b>Nat Resources Planner Tech</b>					
1	24.138	11	26.664	21	29.453	31	32.535
2	24.380	12	26.930	22	29.748	32	32.860
3	24.623	13	27.200	23	30.045	33	33.189
4	24.870	14	27.472	24	30.346	34	33.520
5	25.118	15	27.746	25	30.649	35	33.856
6	25.369	16	28.024	26	30.956	36	34.194
7	25.623	17	28.304	27	31.265	37	34.536
8	25.879	18	28.587	28	31.578	38	34.882
9	26.138	19	28.873	29	31.894	39	35.230
10	26.400	20	29.162	30	32.213	40	35.583

<b>E57172</b>		<b>Nat Resources Planner Coord</b>					
1	27.346	11	30.207	21	33.368	31	36.859
2	27.620	12	30.509	22	33.701	32	37.227
3	27.896	13	30.814	23	34.038	33	37.599
4	28.175	14	31.123	24	34.379	34	37.975
5	28.457	15	31.434	25	34.722	35	38.355
6	28.741	16	31.748	26	35.070	36	38.739
7	29.029	17	32.066	27	35.420	37	39.126
8	29.319	18	32.386	28	35.775	38	39.517
9	29.612	19	32.710	29	36.132	39	39.913
10	29.908	20	33.037	30	36.494	40	40.312

<b>E57172</b>		<b>Nat Resources Planner Coord</b>					
1	27.893	11	30.811	21	34.035	31	37.596
2	28.172	12	31.119	22	34.375	32	37.972
3	28.454	13	31.431	23	34.719	33	38.351
4	28.738	14	31.745	24	35.066	34	38.735
5	29.026	15	32.062	25	35.417	35	39.122
6	29.316	16	32.383	26	35.771	36	39.513
7	29.609	17	32.707	27	36.129	37	39.909
8	29.905	18	33.034	28	36.490	38	40.308
9	30.204	19	33.364	29	36.855	39	40.711
10	30.506	20	33.698	30	37.223	40	41.118

<b>E57240</b>		<b>Building Program Specialist</b>					
1	25.517	11	28.187	21	31.136	31	34.393
2	25.772	12	28.469	22	31.447	32	34.737
3	26.030	13	28.753	23	31.762	33	35.084
4	26.290	14	29.041	24	32.079	34	35.435
5	26.553	15	29.331	25	32.400	35	35.790
6	26.819	16	29.625	26	32.724	36	36.148
7	27.087	17	29.921	27	33.051	37	36.509
8	27.358	18	30.220	28	33.382	38	36.874
9	27.631	19	30.522	29	33.716	39	37.243
10	27.908	20	30.827	30	34.053	40	37.615

<b>E57240</b>		<b>Building Program Specialist</b>					
1	26.027	11	28.750	21	31.758	31	35.081
2	26.288	12	29.038	22	32.076	32	35.432
3	26.551	13	29.328	23	32.397	33	35.786
4	26.816	14	29.622	24	32.721	34	36.144
5	27.084	15	29.918	25	33.048	35	36.505
6	27.355	16	30.217	26	33.378	36	36.871
7	27.629	17	30.519	27	33.712	37	37.239
8	27.905	18	30.824	28	34.049	38	37.612
9	28.184	19	31.133	29	34.390	39	37.988
10	28.466	20	31.444	30	34.734	40	38.368

<b>E57331</b>		<b>Mil Master Planner Assistant</b>					
1	27.382	11	30.247	21	33.411	31	36.907
2	27.656	12	30.549	22	33.745	32	37.276
3	27.932	13	30.855	23	34.083	33	37.648
4	28.212	14	31.163	24	34.424	34	38.025
5	28.494	15	31.475	25	34.768	35	38.405
6	28.779	16	31.790	26	35.115	36	38.789
7	29.066	17	32.107	27	35.467	37	39.177
8	29.357	18	32.429	28	35.821	38	39.569
9	29.651	19	32.753	29	36.179	39	39.965
10	29.947	20	33.080	30	36.541	40	40.364

<b>E57331</b>		<b>Mil Master Planner Assistant</b>					
1	27.930	11	30.852	21	34.079	31	37.645
2	28.209	12	31.160	22	34.420	32	38.021
3	28.491	13	31.472	23	34.764	33	38.401
4	28.776	14	31.786	24	35.112	34	38.785
5	29.064	15	32.104	25	35.463	35	39.173
6	29.354	16	32.425	26	35.818	36	39.565
7	29.648	17	32.750	27	36.176	37	39.961
8	29.944	18	33.077	28	36.538	38	40.360
9	30.244	19	33.408	29	36.903	39	40.764
10	30.546	20	33.742	30	37.272	40	41.172



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E57521		Hwy Local Liaison Tech I					
1	21.294	11	23.522	21	25.983	31	28.701
2	21.507	12	23.757	22	26.243	32	28.988
3	21.722	13	23.995	23	26.505	33	29.278
4	21.939	14	24.235	24	26.770	34	29.571
5	22.159	15	24.477	25	27.038	35	29.866
6	22.380	16	24.722	26	27.308	36	30.165
7	22.604	17	24.969	27	27.581	37	30.467
8	22.830	18	25.219	28	27.857	38	30.771
9	23.058	19	25.471	29	28.136	39	31.079
10	23.289	20	25.725	30	28.417	40	31.390

E57521		Hwy Local Liaison Tech I					
1	21.720	11	23.992	21	26.502	31	29.275
2	21.937	12	24.232	22	26.767	32	29.568
3	22.156	13	24.475	23	27.035	33	29.864
4	22.378	14	24.719	24	27.305	34	30.162
5	22.602	15	24.966	25	27.578	35	30.464
6	22.828	16	25.216	26	27.854	36	30.768
7	23.056	17	25.468	27	28.133	37	31.076
8	23.287	18	25.723	28	28.414	38	31.387
9	23.520	19	25.980	29	28.698	39	31.701
10	23.755	20	26.240	30	28.985	40	32.018

E57522		Hwy Local Liaison Tech II					
1	24.609	11	27.183	21	30.027	31	33.169
2	24.855	12	27.455	22	30.328	32	33.501
3	25.103	13	27.730	23	30.631	33	33.836
4	25.355	14	28.007	24	30.937	34	34.174
5	25.608	15	28.287	25	31.247	35	34.516
6	25.864	16	28.570	26	31.559	36	34.861
7	26.123	17	28.856	27	31.875	37	35.210
8	26.384	18	29.144	28	32.194	38	35.562
9	26.648	19	29.436	29	32.515	39	35.917
10	26.914	20	29.730	30	32.841	40	36.276

E57522		Hwy Local Liaison Tech II					
1	25.101	11	27.727	21	30.628	31	33.832
2	25.352	12	28.004	22	30.934	32	34.171
3	25.606	13	28.284	23	31.244	33	34.512
4	25.862	14	28.567	24	31.556	34	34.858
5	26.120	15	28.853	25	31.872	35	35.206
6	26.381	16	29.142	26	32.190	36	35.558
7	26.645	17	29.433	27	32.512	37	35.914
8	26.912	18	29.727	28	32.837	38	36.273
9	27.181	19	30.025	29	33.166	39	36.636
10	27.453	20	30.325	30	33.497	40	37.002

E57560		Hwy Local Projects Coord					
1	24.609	11	27.183	21	30.027	31	33.169
2	24.855	12	27.455	22	30.328	32	33.501
3	25.103	13	27.730	23	30.631	33	33.836
4	25.355	14	28.007	24	30.937	34	34.174
5	25.608	15	28.287	25	31.247	35	34.516
6	25.864	16	28.570	26	31.559	36	34.861
7	26.123	17	28.856	27	31.875	37	35.210
8	26.384	18	29.144	28	32.194	38	35.562
9	26.648	19	29.436	29	32.515	39	35.917
10	26.914	20	29.730	30	32.841	40	36.276

E57560		Hwy Local Projects Coord					
1	25.101	11	27.727	21	30.628	31	33.832
2	25.352	12	28.004	22	30.934	32	34.171
3	25.606	13	28.284	23	31.244	33	34.512
4	25.862	14	28.567	24	31.556	34	34.858
5	26.120	15	28.853	25	31.872	35	35.206
6	26.381	16	29.142	26	32.190	36	35.558
7	26.645	17	29.433	27	32.512	37	35.914
8	26.912	18	29.727	28	32.837	38	36.273
9	27.181	19	30.025	29	33.166	39	36.636
10	27.453	20	30.325	30	33.497	40	37.002

E57720		Hwy Construction Projects Coord					
1	31.148	11	34.406	21	38.006	31	41.982
2	31.459	12	34.751	22	38.386	32	42.402
3	31.774	13	35.098	23	38.770	33	42.826
4	32.092	14	35.449	24	39.158	34	43.255
5	32.412	15	35.804	25	39.549	35	43.687
6	32.737	16	36.162	26	39.945	36	44.124
7	33.064	17	36.523	27	40.344	37	44.565
8	33.395	18	36.888	28	40.748	38	45.011
9	33.729	19	37.257	29	41.155	39	45.461
10	34.066	20	37.630	30	41.567	40	45.916

E57720		Hwy Construction Projects Coord					
1	31.771	11	35.095	21	38.766	31	42.822
2	32.088	12	35.446	22	39.154	32	43.250
3	32.409	13	35.800	23	39.546	33	43.683
4	32.733	14	36.158	24	39.941	34	44.120
5	33.061	15	36.520	25	40.340	35	44.561
6	33.391	16	36.885	26	40.744	36	45.006
7	33.725	17	37.254	27	41.151	37	45.457
8	34.062	18	37.626	28	41.563	38	45.911
9	34.403	19	38.002	29	41.978	39	46.370
10	34.747	20	38.382	30	42.398	40	46.834

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E57740		Hwy Contracts Project Coord					
1	26.953	11	29.772	21	32.887	31	36.328
2	27.222	12	30.070	22	33.216	32	36.691
3	27.494	13	30.371	23	33.548	33	37.058
4	27.769	14	30.675	24	33.884	34	37.429
5	28.047	15	30.981	25	34.223	35	37.803
6	28.327	16	31.291	26	34.565	36	38.181
7	28.611	17	31.604	27	34.910	37	38.563
8	28.897	18	31.920	28	35.260	38	38.948
9	29.186	19	32.239	29	35.612	39	39.338
10	29.478	20	32.562	30	35.968	40	39.731

E57740		Hwy Contracts Project Coord					
1	27.492	11	30.368	21	33.545	31	37.055
2	27.767	12	30.672	22	33.880	32	37.425
3	28.044	13	30.978	23	34.219	33	37.799
4	28.325	14	31.288	24	34.561	34	38.177
5	28.608	15	31.601	25	34.907	35	38.559
6	28.894	16	31.917	26	35.256	36	38.945
7	29.183	17	32.236	27	35.609	37	39.334
8	29.475	18	32.558	28	35.965	38	39.727
9	29.769	19	32.884	29	36.324	39	40.125
10	30.067	20	33.213	30	36.688	40	40.526

E57760		Hwy Cost Estimator					
1	26.953	11	29.772	21	32.887	31	36.328
2	27.222	12	30.070	22	33.216	32	36.691
3	27.494	13	30.371	23	33.548	33	37.058
4	27.769	14	30.675	24	33.884	34	37.429
5	28.047	15	30.981	25	34.223	35	37.803
6	28.327	16	31.291	26	34.565	36	38.181
7	28.611	17	31.604	27	34.910	37	38.563
8	28.897	18	31.920	28	35.260	38	38.948
9	29.186	19	32.239	29	35.612	39	39.338
10	29.478	20	32.562	30	35.968	40	39.731

E57760		Hwy Cost Estimator					
1	27.492	11	30.368	21	33.545	31	37.055
2	27.767	12	30.672	22	33.880	32	37.425
3	28.044	13	30.978	23	34.219	33	37.799
4	28.325	14	31.288	24	34.561	34	38.177
5	28.608	15	31.601	25	34.907	35	38.559
6	28.894	16	31.917	26	35.256	36	38.945
7	29.183	17	32.236	27	35.609	37	39.334
8	29.475	18	32.558	28	35.965	38	39.727
9	29.769	19	32.884	29	36.324	39	40.125
10	30.067	20	33.213	30	36.688	40	40.526

E57771		Hwy Project Sched/Prog Analyst					
1	24.609	11	27.183	21	30.027	31	33.169
2	24.855	12	27.455	22	30.328	32	33.501
3	25.103	13	27.730	23	30.631	33	33.836
4	25.355	14	28.007	24	30.937	34	34.174
5	25.608	15	28.287	25	31.247	35	34.516
6	25.864	16	28.570	26	31.559	36	34.861
7	26.123	17	28.856	27	31.875	37	35.210
8	26.384	18	29.144	28	32.194	38	35.562
9	26.648	19	29.436	29	32.515	39	35.917
10	26.914	20	29.730	30	32.841	40	36.276

E57771		Hwy Project Sched/Prog Analyst					
1	25.101	11	27.727	21	30.628	31	33.832
2	25.352	12	28.004	22	30.934	32	34.171
3	25.606	13	28.284	23	31.244	33	34.512
4	25.862	14	28.567	24	31.556	34	34.858
5	26.120	15	28.853	25	31.872	35	35.206
6	26.381	16	29.142	26	32.190	36	35.558
7	26.645	17	29.433	27	32.512	37	35.914
8	26.912	18	29.727	28	32.837	38	36.273
9	27.181	19	30.025	29	33.166	39	36.636
10	27.453	20	30.325	30	33.497	40	37.002

E57772		Hwy Project Sched/Prog Coord					
1	28.439	11	31.415	21	34.701	31	38.332
2	28.724	12	31.729	22	35.048	32	38.715
3	29.011	13	32.046	23	35.399	33	39.102
4	29.301	14	32.367	24	35.753	34	39.493
5	29.594	15	32.690	25	36.110	35	39.888
6	29.890	16	33.017	26	36.471	36	40.287
7	30.189	17	33.347	27	36.836	37	40.690
8	30.491	18	33.681	28	37.204	38	41.097
9	30.796	19	34.018	29	37.577	39	41.508
10	31.104	20	34.358	30	37.952	40	41.923

E57772		Hwy Project Sched/Prog Coord					
1	29.008	11	32.043	21	35.395	31	39.098
2	29.298	12	32.363	22	35.749	32	39.489
3	29.591	13	32.687	23	36.107	33	39.884
4	29.887	14	33.014	24	36.468	34	40.283
5	30.186	15	33.344	25	36.833	35	40.686
6	30.488	16	33.677	26	37.201	36	41.093
7	30.793	17	34.014	27	37.573	37	41.504
8	31.101	18	34.354	28	37.949	38	41.919
9	31.412	19	34.698	29	38.328	39	42.338
10	31.726	20	35.045	30	38.711	40	42.761

E57780 Hwy Construction Sched Coord					
1	31.148	11	34.406	21	38.006
2	31.459	12	34.751	22	38.386
3	31.774	13	35.098	23	38.770
4	32.092	14	35.449	24	39.158
5	32.412	15	35.804	25	39.549
6	32.737	16	36.162	26	39.945
7	33.064	17	36.523	27	40.344
8	33.395	18	36.888	28	40.748
9	33.729	19	37.257	29	41.155
10	34.066	20	37.630	30	41.567

E57780 Hwy Construction Sched Coord					
1	31.771	11	35.095	21	38.766
2	32.088	12	35.446	22	39.154
3	32.409	13	35.800	23	39.546
4	32.733	14	36.158	24	39.941
5	33.061	15	36.520	25	40.340
6	33.391	16	36.885	26	40.744
7	33.725	17	37.254	27	41.151
8	34.062	18	37.626	28	41.563
9	34.403	19	38.002	29	41.978
10	34.747	20	38.382	30	42.398

E57821 Facilities Const Coord I					
1	23.693	11	26.172	21	28.910
2	23.930	12	26.434	22	29.199
3	24.169	13	26.698	23	29.491
4	24.411	14	26.965	24	29.786
5	24.655	15	27.235	25	30.084
6	24.902	16	27.507	26	30.385
7	25.151	17	27.782	27	30.689
8	25.402	18	28.060	28	30.996
9	25.656	19	28.341	29	31.306
10	25.913	20	28.624	30	31.619

E57821 Facilities Const Coord I					
1	24.167	11	26.696	21	29.488
2	24.409	12	26.962	22	29.783
3	24.653	13	27.232	23	30.081
4	24.899	14	27.504	24	30.382
5	25.148	15	27.779	25	30.686
6	25.400	16	28.057	26	30.993
7	25.654	17	28.338	27	31.303
8	25.910	18	28.621	28	31.616
9	26.170	19	28.907	29	31.932
10	26.431	20	29.197	30	32.251

E57822 Facilities Const Coord II					
1	27.383	11	30.248	21	33.412
2	27.657	12	30.550	22	33.747
3	27.933	13	30.856	23	34.084
4	28.213	14	31.164	24	34.425
5	28.495	15	31.476	25	34.769
6	28.780	16	31.791	26	35.117
7	29.068	17	32.109	27	35.468
8	29.358	18	32.430	28	35.823
9	29.652	19	32.754	29	36.181
10	29.948	20	33.082	30	36.543

E57822 Facilities Const Coord II					
1	27.931	11	30.853	21	34.081
2	28.210	12	31.161	22	34.421
3	28.492	13	31.473	23	34.766
4	28.777	14	31.788	24	35.113
5	29.065	15	32.106	25	35.464
6	29.355	16	32.427	26	35.819
7	29.649	17	32.751	27	36.177
8	29.945	18	33.078	28	36.539
9	30.245	19	33.409	29	36.904
10	30.547	20	33.743	30	37.274

E59211 Aviation Specialist					
1	23.544	11	26.007	21	28.728
2	23.780	12	26.267	22	29.016
3	24.017	13	26.530	23	29.306
4	24.258	14	26.795	24	29.599
5	24.500	15	27.063	25	29.895
6	24.745	16	27.334	26	30.194
7	24.993	17	27.607	27	30.496
8	25.243	18	27.883	28	30.801
9	25.495	19	28.162	29	31.109
10	25.750	20	28.444	30	31.420

E59211 Aviation Specialist					
1	24.015	11	26.528	21	29.303
2	24.255	12	26.793	22	29.596
3	24.498	13	27.061	23	29.892
4	24.743	14	27.331	24	30.191
5	24.990	15	27.605	25	30.493
6	25.240	16	27.881	26	30.798
7	25.492	17	28.160	27	31.106
8	25.747	18	28.441	28	31.417
9	26.005	19	28.726	29	31.731
10	26.265	20	29.013	30	32.048

E62560		Environmental Health Analyst					
1	22.582	11	24.945	21	27.555	31	30.438
2	22.808	12	25.194	22	27.830	32	30.742
3	23.036	13	25.446	23	28.109	33	31.049
4	23.267	14	25.701	24	28.390	34	31.360
5	23.499	15	25.958	25	28.674	35	31.673
6	23.734	16	26.217	26	28.960	36	31.990
7	23.972	17	26.480	27	29.250	37	32.310
8	24.211	18	26.744	28	29.542	38	32.633
9	24.453	19	27.012	29	29.838	39	32.960
10	24.698	20	27.282	30	30.136	40	33.289

E62560		Environmental Health Analyst					
1	23.034	11	25.444	21	28.106	31	31.046
2	23.264	12	25.698	22	28.387	32	31.357
3	23.497	13	25.955	23	28.671	33	31.670
4	23.732	14	26.215	24	28.957	34	31.987
5	23.969	15	26.477	25	29.247	35	32.307
6	24.209	16	26.742	26	29.540	36	32.630
7	24.451	17	27.009	27	29.835	37	32.956
8	24.696	18	27.279	28	30.133	38	33.286
9	24.943	19	27.552	29	30.435	39	33.619
10	25.192	20	27.828	30	30.739	40	33.955

E62570		Hum Health and Eco Risk Assessor					
1	26.097	11	28.827	21	31.843	31	35.174
2	26.358	12	29.115	22	32.161	32	35.526
3	26.621	13	29.406	23	32.483	33	35.881
4	26.887	14	29.700	24	32.808	34	36.240
5	27.156	15	29.997	25	33.136	35	36.603
6	27.428	16	30.297	26	33.467	36	36.969
7	27.702	17	30.600	27	33.802	37	37.338
8	27.979	18	30.906	28	34.140	38	37.712
9	28.259	19	31.216	29	34.481	39	38.089
10	28.542	20	31.528	30	34.826	40	38.470

E62570		Hum Health and Eco Risk Assessor					
1	26.619	11	29.404	21	32.480	31	35.878
2	26.885	12	29.698	22	32.805	32	36.237
3	27.154	13	29.995	23	33.133	33	36.599
4	27.425	14	30.294	24	33.464	34	36.965
5	27.699	15	30.597	25	33.799	35	37.335
6	27.976	16	30.903	26	34.137	36	37.708
7	28.256	17	31.212	27	34.478	37	38.085
8	28.539	18	31.525	28	34.823	38	38.466
9	28.824	19	31.840	29	35.171	39	38.851
10	29.112	20	32.158	30	35.523	40	39.239

E82411		G and P Assistant Horticulturist					
1	23.400	11	25.848	21	28.553	31	31.540
2	23.634	12	26.107	22	28.838	32	31.855
3	23.871	13	26.368	23	29.127	33	32.174
4	24.109	14	26.632	24	29.418	34	32.496
5	24.350	15	26.898	25	29.712	35	32.821
6	24.594	16	27.167	26	30.009	36	33.149
7	24.840	17	27.439	27	30.309	37	33.480
8	25.088	18	27.713	28	30.612	38	33.815
9	25.339	19	27.990	29	30.919	39	34.153
10	25.593	20	28.270	30	31.228	40	34.495

E82411		G and P Assistant Horticulturist					
1	23.868	11	26.365	21	29.124	31	32.171
2	24.107	12	26.629	22	29.415	32	32.493
3	24.348	13	26.895	23	29.709	33	32.818
4	24.592	14	27.164	24	30.006	34	33.146
5	24.837	15	27.436	25	30.306	35	33.477
6	25.086	16	27.710	26	30.609	36	33.812
7	25.337	17	27.987	27	30.916	37	34.150
8	25.590	18	28.267	28	31.225	38	34.492
9	25.846	19	28.550	29	31.537	39	34.836
10	26.104	20	28.836	30	31.852	40	35.185

H02150		Health Data Coordinator					
1	26.182	11	28.921	21	31.947	31	35.289
2	26.444	12	29.210	22	32.266	32	35.642
3	26.708	13	29.502	23	32.589	33	35.998
4	26.975	14	29.797	24	32.915	34	36.358
5	27.245	15	30.095	25	33.244	35	36.722
6	27.517	16	30.396	26	33.576	36	37.089
7	27.792	17	30.700	27	33.912	37	37.460
8	28.070	18	31.007	28	34.251	38	37.835
9	28.351	19	31.317	29	34.594	39	38.213
10	28.635	20	31.630	30	34.940	40	38.595

H02150		Health Data Coordinator					
1	26.705	11	29.499	21	32.586	31	35.995
2	26.972	12	29.794	22	32.912	32	36.355
3	27.242	13	30.092	23	33.241	33	36.718
4	27.515	14	30.393	24	33.573	34	37.086
5	27.790	15	30.697	25	33.909	35	37.456
6	28.068	16	31.004	26	34.248	36	37.831
7	28.348	17	31.314	27	34.590	37	38.209
8	28.632	18	31.627	28	34.936	38	38.591
9	28.918	19	31.944	29	35.286	39	38.977
10	29.207	20	32.263	30	35.638	40	39.367

H11521 Community Health Educator					
1	22.686	11	25.060	21	27.682
2	22.913	12	25.310	22	27.958
3	23.142	13	25.563	23	28.238
4	23.374	14	25.819	24	28.520
5	23.607	15	26.077	25	28.806
6	23.844	16	26.338	26	29.094
7	24.082	17	26.601	27	29.385
8	24.323	18	26.867	28	29.678
9	24.566	19	27.136	29	29.975
10	24.812	20	27.408	30	30.275

H11521 Community Health Educator					
1	23.140	11	25.561	21	28.235
2	23.371	12	25.817	22	28.518
3	23.605	13	26.075	23	28.803
4	23.841	14	26.336	24	29.091
5	24.080	15	26.599	25	29.382
6	24.320	16	26.865	26	29.676
7	24.564	17	27.134	27	29.972
8	24.809	18	27.405	28	30.272
9	25.057	19	27.679	29	30.575
10	25.308	20	27.956	30	30.880

H11522 Community Health Educator/Sr					
1	26.220	11	28.963	21	31.993
2	26.482	12	29.252	22	32.313
3	26.747	13	29.545	23	32.636
4	27.014	14	29.840	24	32.962
5	27.284	15	30.139	25	33.292
6	27.557	16	30.440	26	33.625
7	27.833	17	30.744	27	33.961
8	28.111	18	31.052	28	34.301
9	28.392	19	31.362	29	34.644
10	28.676	20	31.676	30	34.990

H11522 Community Health Educator/Sr					
1	26.744	11	29.542	21	32.633
2	27.011	12	29.837	22	32.959
3	27.281	13	30.136	23	33.289
4	27.554	14	30.437	24	33.621
5	27.830	15	30.741	25	33.958
6	28.108	16	31.049	26	34.297
7	28.389	17	31.359	27	34.640
8	28.673	18	31.673	28	34.987
9	28.960	19	31.990	29	35.337
10	29.249	20	32.310	30	35.690

H62514 Radiological Health Physicist					
1	26.216	11	28.959	21	31.989
2	26.479	12	29.249	22	32.309
3	26.743	13	29.541	23	32.632
4	27.011	14	29.837	24	32.958
5	27.281	15	30.135	25	33.288
6	27.554	16	30.436	26	33.621
7	27.829	17	30.741	27	33.957
8	28.108	18	31.048	28	34.297
9	28.389	19	31.359	29	34.639
10	28.672	20	31.672	30	34.986

H62514 Radiological Health Physicist					
1	26.741	11	29.538	21	32.629
2	27.008	12	29.834	22	32.955
3	27.278	13	30.132	23	33.285
4	27.551	14	30.433	24	33.617
5	27.827	15	30.738	25	33.954
6	28.105	16	31.045	26	34.293
7	28.386	17	31.356	27	34.636
8	28.670	18	31.669	28	34.982
9	28.956	19	31.986	29	35.332
10	29.246	20	32.306	30	35.686

H72441 Behavior Analyst					
1	22.881	11	25.274	21	27.919
2	23.109	12	25.527	22	28.198
3	23.340	13	25.782	23	28.480
4	23.574	14	26.040	24	28.765
5	23.810	15	26.301	25	29.052
6	24.048	16	26.564	26	29.343
7	24.288	17	26.829	27	29.636
8	24.531	18	27.098	28	29.933
9	24.776	19	27.369	29	30.232
10	25.024	20	27.642	30	30.534

H72441 Behavior Analyst					
1	23.338	11	25.780	21	28.477
2	23.572	12	26.038	22	28.762
3	23.807	13	26.298	23	29.049
4	24.045	14	26.561	24	29.340
5	24.286	15	26.827	25	29.633
6	24.529	16	27.095	26	29.930
7	24.774	17	27.366	27	30.229
8	25.022	18	27.639	28	30.531
9	25.272	19	27.916	29	30.837
10	25.525	20	28.195	30	31.145

H72442		Board Cert Behavior Analyst					
1	28.937	11	31.964	21	35.309	31	39.003
2	29.226	12	32.284	22	35.662	32	39.393
3	29.519	13	32.607	23	36.018	33	39.787
4	29.814	14	32.933	24	36.378	34	40.184
5	30.112	15	33.262	25	36.742	35	40.586
6	30.413	16	33.595	26	37.110	36	40.992
7	30.717	17	33.931	27	37.481	37	41.402
8	31.024	18	34.270	28	37.856	38	41.816
9	31.335	19	34.613	29	38.234	39	42.234
10	31.648	20	34.959	30	38.616	40	42.657

H72442		Board Cert Behavior Analyst					
1	29.516	11	32.604	21	36.015	31	39.783
2	29.811	12	32.930	22	36.375	32	40.181
3	30.109	13	33.259	23	36.739	33	40.582
4	30.410	14	33.592	24	37.106	34	40.988
5	30.714	15	33.928	25	37.477	35	41.398
6	31.021	16	34.267	26	37.852	36	41.812
7	31.331	17	34.609	27	38.230	37	42.230
8	31.645	18	34.956	28	38.613	38	42.652
9	31.961	19	35.305	29	38.999	39	43.079
10	32.281	20	35.658	30	39.389	40	43.510

H72551		Behavioral Health Pract I					
1	23.661	11	26.136	21	28.871	31	31.891
2	23.897	12	26.397	22	29.159	32	32.210
3	24.136	13	26.661	23	29.451	33	32.532
4	24.378	14	26.928	24	29.745	34	32.857
5	24.621	15	27.197	25	30.043	35	33.186
6	24.868	16	27.469	26	30.343	36	33.518
7	25.116	17	27.744	27	30.647	37	33.853
8	25.367	18	28.021	28	30.953	38	34.192
9	25.621	19	28.302	29	31.263	39	34.533
10	25.877	20	28.585	30	31.575	40	34.879

H72551		Behavioral Health Pract I					
1	24.134	11	26.659	21	29.448	31	32.529
2	24.375	12	26.925	22	29.742	32	32.854
3	24.619	13	27.195	23	30.040	33	33.183
4	24.865	14	27.467	24	30.340	34	33.515
5	25.114	15	27.741	25	30.644	35	33.850
6	25.365	16	28.019	26	30.950	36	34.188
7	25.619	17	28.299	27	31.260	37	34.530
8	25.875	18	28.582	28	31.572	38	34.875
9	26.134	19	28.868	29	31.888	39	35.224
10	26.395	20	29.156	30	32.207	40	35.576

H72552		Behavioral Health Pract II					
1	27.757	11	30.661	21	33.869	31	37.412
2	28.034	12	30.967	22	34.207	32	37.786
3	28.315	13	31.277	23	34.549	33	38.164
4	28.598	14	31.590	24	34.895	34	38.546
5	28.884	15	31.906	25	35.244	35	38.931
6	29.173	16	32.225	26	35.596	36	39.320
7	29.464	17	32.547	27	35.952	37	39.713
8	29.759	18	32.872	28	36.312	38	40.111
9	30.057	19	33.201	29	36.675	39	40.512
10	30.357	20	33.533	30	37.041	40	40.917

H72552		Behavioral Health Pract II					
1	28.312	11	31.274	21	34.546	31	38.160
2	28.595	12	31.587	22	34.891	32	38.542
3	28.881	13	31.903	23	35.240	33	38.927
4	29.170	14	32.222	24	35.593	34	39.316
5	29.461	15	32.544	25	35.949	35	39.710
6	29.756	16	32.869	26	36.308	36	40.107
7	30.054	17	33.198	27	36.671	37	40.508
8	30.354	18	33.530	28	37.038	38	40.913
9	30.658	19	33.865	29	37.408	39	41.322
10	30.964	20	34.204	30	37.782	40	41.735

H72553		Behavioral Health Pract III					
1	29.838	11	32.960	21	36.408	31	40.217
2	30.136	12	33.289	22	36.772	32	40.619
3	30.438	13	33.622	23	37.140	33	41.025
4	30.742	14	33.958	24	37.511	34	41.436
5	31.049	15	34.298	25	37.886	35	41.850
6	31.360	16	34.641	26	38.265	36	42.268
7	31.673	17	34.987	27	38.648	37	42.691
8	31.990	18	35.337	28	39.034	38	43.118
9	32.310	19	35.690	29	39.424	39	43.549
10	32.633	20	36.047	30	39.819	40	43.985

H72553		Behavioral Health Pract III					
1	30.435	11	33.619	21	37.136	31	41.021
2	30.739	12	33.955	22	37.507	32	41.431
3	31.046	13	34.294	23	37.882	33	41.846
4	31.357	14	34.637	24	38.261	34	42.264
5	31.670	15	34.984	25	38.644	35	42.687
6	31.987	16	35.334	26	39.030	36	43.114
7	32.307	17	35.687	27	39.421	37	43.545
8	32.630	18	36.044	28	39.815	38	43.980
9	32.956	19	36.404	29	40.213	39	44.420
10	33.286	20	36.768	30	40.615	40	44.864

H72554		Behavioral Health Pract IV					
1	32.075	11	35.431	21	39.138	31	43.233
2	32.396	12	35.786	22	39.529	32	43.665
3	32.720	13	36.143	23	39.925	33	44.102
4	33.047	14	36.505	24	40.324	34	44.543
5	33.378	15	36.870	25	40.727	35	44.988
6	33.712	16	37.239	26	41.135	36	45.438
7	34.049	17	37.611	27	41.546	37	45.892
8	34.389	18	37.987	28	41.961	38	46.351
9	34.733	19	38.367	29	42.381	39	46.815
10	35.080	20	38.751	30	42.805	40	47.283

H72554		Behavioral Health Pract IV					
1	32.717	11	36.140	21	39.921	31	44.097
2	33.044	12	36.501	22	40.320	32	44.538
3	33.375	13	36.866	23	40.723	33	44.984
4	33.708	14	37.235	24	41.130	34	45.434
5	34.045	15	37.607	25	41.542	35	45.888
6	34.386	16	37.983	26	41.957	36	46.347
7	34.730	17	38.363	27	42.377	37	46.810
8	35.077	18	38.747	28	42.801	38	47.278
9	35.428	19	39.134	29	43.229	39	47.751
10	35.782	20	39.526	30	43.661	40	48.229

H73320		DHHS Prog Specialist-RN					
1	35.985	11	39.749	21	43.908	31	48.502
2	36.344	12	40.147	22	44.347	32	48.987
3	36.708	13	40.548	23	44.791	33	49.477
4	37.075	14	40.954	24	45.238	34	49.971
5	37.446	15	41.363	25	45.691	35	50.471
6	37.820	16	41.777	26	46.148	36	50.976
7	38.198	17	42.195	27	46.609	37	51.486
8	38.580	18	42.617	28	47.075	38	52.000
9	38.966	19	43.043	29	47.546	39	52.520
10	39.356	20	43.473	30	48.022	40	53.046

H73320		DHHS Prog Specialist-RN					
1	36.704	11	40.544	21	44.786	31	49.472
2	37.071	12	40.950	22	45.234	32	49.966
3	37.442	13	41.359	23	45.686	33	50.466
4	37.816	14	41.773	24	46.143	34	50.971
5	38.195	15	42.191	25	46.605	35	51.481
6	38.577	16	42.612	26	47.071	36	51.995
7	38.962	17	43.039	27	47.541	37	52.515
8	39.352	18	43.469	28	48.017	38	53.040
9	39.745	19	43.904	29	48.497	39	53.571
10	40.143	20	44.343	30	48.982	40	54.107

H73580		DHHS Medicaid Nurse Cons					
1	28.233	11	31.187	21	34.450	31	38.054
2	28.516	12	31.499	22	34.795	32	38.435
3	28.801	13	31.814	23	35.143	33	38.819
4	29.089	14	32.132	24	35.494	34	39.208
5	29.380	15	32.454	25	35.849	35	39.600
6	29.674	16	32.778	26	36.207	36	39.996
7	29.970	17	33.106	27	36.570	37	40.396
8	30.270	18	33.437	28	36.935	38	40.799
9	30.573	19	33.771	29	37.305	39	41.207
10	30.879	20	34.109	30	37.678	40	41.620

H73580		DHHS Medicaid Nurse Cons					
1	28.798	11	31.811	21	35.139	31	38.816
2	29.086	12	32.129	22	35.491	32	39.204
3	29.377	13	32.450	23	35.845	33	39.596
4	29.671	14	32.775	24	36.204	34	39.992
5	29.967	15	33.103	25	36.566	35	40.392
6	30.267	16	33.434	26	36.932	36	40.795
7	30.570	17	33.768	27	37.301	37	41.203
8	30.875	18	34.106	28	37.674	38	41.615
9	31.184	19	34.447	29	38.051	39	42.032
10	31.496	20	34.791	30	38.431	40	42.452

H74230		Health Prog Manager/RN					
1	33.369	11	36.860	21	40.717	31	44.976
2	33.703	12	37.229	22	41.124	32	45.426
3	34.040	13	37.601	23	41.535	33	45.880
4	34.380	14	37.977	24	41.950	34	46.339
5	34.724	15	38.357	25	42.370	35	46.803
6	35.071	16	38.740	26	42.793	36	47.271
7	35.422	17	39.128	27	43.221	37	47.743
8	35.776	18	39.519	28	43.654	38	48.221
9	36.134	19	39.914	29	44.090	39	48.703
10	36.495	20	40.313	30	44.531	40	49.190

H74230		Health Prog Manager/RN					
1	34.036	11	37.597	21	41.531	31	45.876
2	34.377	12	37.973	22	41.946	32	46.335
3	34.721	13	38.353	23	42.366	33	46.798
4	35.068	14	38.737	24	42.789	34	47.266
5	35.418	15	39.124	25	43.217	35	47.739
6	35.773	16	39.515	26	43.649	36	48.216
7	36.130	17	39.910	27	44.086	37	48.698
8	36.492	18	40.309	28	44.527	38	49.185
9	36.857	19	40.713	29	44.972	39	49.677
10	37.225	20	41.120	30	45.422	40	50.174

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APPENDIX A

July 1, 2024

H74241		Health Prog Manager I					
1	26.182	11	28.921	21	31.947	31	35.289
2	26.444	12	29.210	22	32.266	32	35.642
3	26.708	13	29.502	23	32.589	33	35.998
4	26.975	14	29.797	24	32.915	34	36.358
5	27.245	15	30.095	25	33.244	35	36.722
6	27.517	16	30.396	26	33.576	36	37.089
7	27.792	17	30.700	27	33.912	37	37.460
8	28.070	18	31.007	28	34.251	38	37.835
9	28.351	19	31.317	29	34.594	39	38.213
10	28.635	20	31.630	30	34.940	40	38.595

H74241		Health Prog Manager I					
1	26.705	11	29.499	21	32.586	31	35.995
2	26.972	12	29.794	22	32.912	32	36.355
3	27.242	13	30.092	23	33.241	33	36.718
4	27.515	14	30.393	24	33.573	34	37.086
5	27.790	15	30.697	25	33.909	35	37.456
6	28.068	16	31.004	26	34.248	36	37.831
7	28.348	17	31.314	27	34.590	37	38.209
8	28.632	18	31.627	28	34.936	38	38.591
9	28.918	19	31.944	29	35.286	39	38.977
10	29.207	20	32.263	30	35.638	40	39.367

H74420		Medical Radiographer					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

H74420		Medical Radiographer					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

H74650		DHHS Nurse Consultant					
1	35.922	11	39.680	21	43.831	31	48.417
2	36.281	12	40.077	22	44.269	32	48.901
3	36.644	13	40.477	23	44.712	33	49.390
4	37.010	14	40.882	24	45.159	34	49.884
5	37.380	15	41.291	25	45.611	35	50.383
6	37.754	16	41.704	26	46.067	36	50.887
7	38.131	17	42.121	27	46.528	37	51.395
8	38.513	18	42.542	28	46.993	38	51.909
9	38.898	19	42.967	29	47.463	39	52.428
10	39.287	20	43.397	30	47.937	40	52.953

H74650		DHHS Nurse Consultant					
1	36.640	11	40.473	21	44.708	31	49.385
2	37.006	12	40.878	22	45.155	32	49.879
3	37.376	13	41.287	23	45.606	33	50.378
4	37.750	14	41.700	24	46.062	34	50.882
5	38.128	15	42.117	25	46.523	35	51.390
6	38.509	16	42.538	26	46.988	36	51.904
7	38.894	17	42.963	27	47.458	37	52.423
8	39.283	18	43.393	28	47.933	38	52.948
9	39.676	19	43.827	29	48.412	39	53.477
10	40.073	20	44.265	30	48.896	40	54.012

H74731		Pharmacist					
1	38.612	11	42.651	21	47.114	31	52.043
2	38.998	12	43.078	22	47.585	32	52.563
3	39.388	13	43.509	23	48.061	33	53.089
4	39.782	14	43.944	24	48.541	34	53.620
5	40.179	15	44.383	25	49.027	35	54.156
6	40.581	16	44.827	26	49.517	36	54.697
7	40.987	17	45.275	27	50.012	37	55.244
8	41.397	18	45.728	28	50.512	38	55.797
9	41.811	19	46.185	29	51.017	39	56.355
10	42.229	20	46.647	30	51.527	40	56.918

H74731		Pharmacist					
1	39.384	11	43.504	21	48.056	31	53.084
2	39.778	12	43.939	22	48.536	32	53.614
3	40.175	13	44.379	23	49.022	33	54.151
4	40.577	14	44.823	24	49.512	34	54.692
5	40.983	15	45.271	25	50.007	35	55.239
6	41.393	16	45.723	26	50.507	36	55.791
7	41.807	17	46.181	27	51.012	37	56.349
8	42.225	18	46.643	28	51.522	38	56.913
9	42.647	19	47.109	29	52.038	39	57.482
10	43.074	20	47.580	30	52.558	40	58.057



H74823		Psychologist/Licensed					
1	32.568	11	35.975	21	39.739	31	43.897
2	32.894	12	36.335	22	40.136	32	44.336
3	33.222	13	36.698	23	40.538	33	44.779
4	33.555	14	37.065	24	40.943	34	45.227
5	33.890	15	37.436	25	41.353	35	45.679
6	34.229	16	37.810	26	41.766	36	46.136
7	34.571	17	38.188	27	42.184	37	46.597
8	34.917	18	38.570	28	42.606	38	47.063
9	35.266	19	38.956	29	43.032	39	47.534
10	35.619	20	39.346	30	43.462	40	48.009

H74823		Psychologist/Licensed					
1	33.219	11	36.695	21	40.534	31	44.774
2	33.551	12	37.062	22	40.939	32	45.222
3	33.887	13	37.432	23	41.348	33	45.674
4	34.226	14	37.807	24	41.762	34	46.131
5	34.568	15	38.185	25	42.180	35	46.592
6	34.914	16	38.566	26	42.601	36	47.058
7	35.263	17	38.952	27	43.027	37	47.529
8	35.615	18	39.342	28	43.458	38	48.004
9	35.972	19	39.735	29	43.892	39	48.484
10	36.331	20	40.132	30	44.331	40	48.969

H74851		Emerg Med Services Spec I					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

H74851		Emerg Med Services Spec I					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

H74852		Emerg Med Services Spec II					
1	21.101	11	23.308	21	25.747	31	28.441
2	21.312	12	23.541	22	26.004	32	28.725
3	21.525	13	23.777	23	26.265	33	29.012
4	21.740	14	24.015	24	26.527	34	29.302
5	21.958	15	24.255	25	26.792	35	29.595
6	22.177	16	24.497	26	27.060	36	29.891
7	22.399	17	24.742	27	27.331	37	30.190
8	22.623	18	24.990	28	27.604	38	30.492
9	22.849	19	25.240	29	27.880	39	30.797
10	23.078	20	25.492	30	28.159	40	31.105

H74852		Emerg Med Services Spec II					
1	21.523	11	23.775	21	26.262	31	29.010
2	21.738	12	24.012	22	26.525	32	29.300
3	21.955	13	24.252	23	26.790	33	29.593
4	22.175	14	24.495	24	27.058	34	29.889
5	22.397	15	24.740	25	27.328	35	30.187
6	22.621	16	24.987	26	27.602	36	30.489
7	22.847	17	25.237	27	27.878	37	30.794
8	23.075	18	25.490	28	28.156	38	31.102
9	23.306	19	25.744	29	28.438	39	31.413
10	23.539	20	26.002	30	28.722	40	31.727

H74931		Health Surveillance Spec					
1	26.182	11	28.921	21	31.947	31	35.289
2	26.444	12	29.210	22	32.266	32	35.642
3	26.708	13	29.502	23	32.589	33	35.998
4	26.975	14	29.797	24	32.915	34	36.358
5	27.245	15	30.095	25	33.244	35	36.722
6	27.517	16	30.396	26	33.576	36	37.089
7	27.792	17	30.700	27	33.912	37	37.460
8	28.070	18	31.007	28	34.251	38	37.835
9	28.351	19	31.317	29	34.594	39	38.213
10	28.635	20	31.630	30	34.940	40	38.595

H74931		Health Surveillance Spec					
1	26.705	11	29.499	21	32.586	31	35.995
2	26.972	12	29.794	22	32.912	32	36.355
3	27.242	13	30.092	23	33.241	33	36.718
4	27.515	14	30.393	24	33.573	34	37.086
5	27.790	15	30.697	25	33.909	35	37.456
6	28.068	16	31.004	26	34.248	36	37.831
7	28.348	17	31.314	27	34.590	37	38.209
8	28.632	18	31.627	28	34.936	38	38.591
9	28.918	19	31.944	29	35.286	39	38.977
10	29.207	20	32.263	30	35.638	40	39.367

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H74932		Epidemiology Surveillance Coord					
1	30.260	11	33.426	21	36.923	31	40.786
2	30.563	12	33.760	22	37.292	32	41.194
3	30.868	13	34.098	23	37.665	33	41.606
4	31.177	14	34.439	24	38.042	34	42.022
5	31.489	15	34.783	25	38.422	35	42.442
6	31.804	16	35.131	26	38.806	36	42.866
7	32.122	17	35.482	27	39.194	37	43.295
8	32.443	18	35.837	28	39.586	38	43.728
9	32.767	19	36.195	29	39.982	39	44.165
10	33.095	20	36.557	30	40.382	40	44.607

H74932		Epidemiology Surveillance Coord					
1	30.865	11	34.094	21	37.661	31	41.602
2	31.174	12	34.435	22	38.038	32	42.018
3	31.486	13	34.780	23	38.418	33	42.438
4	31.800	14	35.127	24	38.803	34	42.862
5	32.118	15	35.479	25	39.191	35	43.291
6	32.440	16	35.833	26	39.582	36	43.724
7	32.764	17	36.192	27	39.978	37	44.161
8	33.092	18	36.554	28	40.378	38	44.603
9	33.423	19	36.919	29	40.782	39	45.049
10	33.757	20	37.288	30	41.190	40	45.499

H75014		Registered Nurse					
1	34.142	11	37.714	21	41.659	31	46.018
2	34.483	12	38.091	22	42.076	32	46.478
3	34.828	13	38.472	23	42.497	33	46.943
4	35.176	14	38.857	24	42.922	34	47.412
5	35.528	15	39.245	25	43.351	35	47.887
6	35.883	16	39.638	26	43.785	36	48.365
7	36.242	17	40.034	27	44.222	37	48.849
8	36.605	18	40.434	28	44.665	38	49.338
9	36.971	19	40.839	29	45.111	39	49.831
10	37.340	20	41.247	30	45.562	40	50.329

H75014		Registered Nurse					
1	34.825	11	38.468	21	42.493	31	46.938
2	35.173	12	38.853	22	42.918	32	47.408
3	35.525	13	39.241	23	43.347	33	47.882
4	35.880	14	39.634	24	43.780	34	48.361
5	36.239	15	40.030	25	44.218	35	48.844
6	36.601	16	40.430	26	44.660	36	49.333
7	36.967	17	40.835	27	45.107	37	49.826
8	37.337	18	41.243	28	45.558	38	50.324
9	37.710	19	41.655	29	46.013	39	50.828
10	38.087	20	42.072	30	46.474	40	51.336

H75015		Administrative Nurse					
1	36.278	11	40.073	21	44.265	31	48.897
2	36.640	12	40.474	22	44.708	32	49.386
3	37.007	13	40.878	23	45.155	33	49.879
4	37.377	14	41.287	24	45.607	34	50.378
5	37.751	15	41.700	25	46.063	35	50.882
6	38.128	16	42.117	26	46.523	36	51.391
7	38.509	17	42.538	27	46.989	37	51.905
8	38.894	18	42.964	28	47.459	38	52.424
9	39.283	19	43.393	29	47.933	39	52.948
10	39.676	20	43.827	30	48.412	40	53.477

H75015		Administrative Nurse					
1	37.003	11	40.874	21	45.151	31	49.875
2	37.373	12	41.283	22	45.602	32	50.373
3	37.747	13	41.696	23	46.058	33	50.877
4	38.124	14	42.113	24	46.519	34	51.386
5	38.506	15	42.534	25	46.984	35	51.900
6	38.891	16	42.959	26	47.454	36	52.419
7	39.279	17	43.389	27	47.928	37	52.943
8	39.672	18	43.823	28	48.408	38	53.472
9	40.069	19	44.261	29	48.892	39	54.007
10	40.470	20	44.704	30	49.381	40	54.547

H75321		Clinical Nurse Trainer					
1	36.278	11	40.073	21	44.265	31	48.897
2	36.640	12	40.474	22	44.708	32	49.386
3	37.007	13	40.878	23	45.155	33	49.879
4	37.377	14	41.287	24	45.607	34	50.378
5	37.751	15	41.700	25	46.063	35	50.882
6	38.128	16	42.117	26	46.523	36	51.391
7	38.509	17	42.538	27	46.989	37	51.905
8	38.894	18	42.964	28	47.459	38	52.424
9	39.283	19	43.393	29	47.933	39	52.948
10	39.676	20	43.827	30	48.412	40	53.477

H75321		Clinical Nurse Trainer					
1	37.003	11	40.874	21	45.151	31	49.875
2	37.373	12	41.283	22	45.602	32	50.373
3	37.747	13	41.696	23	46.058	33	50.877
4	38.124	14	42.113	24	46.519	34	51.386
5	38.506	15	42.534	25	46.984	35	51.900
6	38.891	16	42.959	26	47.454	36	52.419
7	39.279	17	43.389	27	47.928	37	52.943
8	39.672	18	43.823	28	48.408	38	53.472
9	40.069	19	44.261	29	48.892	39	54.007
10	40.470	20	44.704	30	49.381	40	54.547

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H75513		Comm Health Nurse/Senior					
1	31.180	11	34.442	21	38.045	31	42.026
2	31.492	12	34.786	22	38.426	32	42.446
3	31.806	13	35.134	23	38.810	33	42.870
4	32.125	14	35.485	24	39.198	34	43.299
5	32.446	15	35.840	25	39.590	35	43.732
6	32.770	16	36.199	26	39.986	36	44.169
7	33.098	17	36.561	27	40.386	37	44.611
8	33.429	18	36.926	28	40.790	38	45.057
9	33.763	19	37.296	29	41.198	39	45.508
10	34.101	20	37.669	30	41.609	40	45.963

H75513		Comm Health Nurse/Senior					
1	31.803	11	35.131	21	38.806	31	42.866
2	32.121	12	35.482	22	39.194	32	43.295
3	32.443	13	35.837	23	39.586	33	43.728
4	32.767	14	36.195	24	39.982	34	44.165
5	33.095	15	36.557	25	40.382	35	44.607
6	33.426	16	36.923	26	40.786	36	45.053
7	33.760	17	37.292	27	41.193	37	45.503
8	34.097	18	37.665	28	41.605	38	45.958
9	34.438	19	38.041	29	42.021	39	46.418
10	34.783	20	38.422	30	42.442	40	46.882

H76220		Interdisc Team Leader/QDDP					
1	23.210	11	25.639	21	28.321	31	31.284
2	23.442	12	25.895	22	28.604	32	31.597
3	23.677	13	26.154	23	28.890	33	31.913
4	23.914	14	26.415	24	29.179	34	32.232
5	24.153	15	26.680	25	29.471	35	32.554
6	24.394	16	26.946	26	29.766	36	32.880
7	24.638	17	27.216	27	30.063	37	33.209
8	24.885	18	27.488	28	30.364	38	33.541
9	25.133	19	27.763	29	30.667	39	33.876
10	25.385	20	28.041	30	30.974	40	34.215

H76220		Interdisc Team Leader/QDDP					
1	23.674	11	26.151	21	28.887	31	31.910
2	23.911	12	26.413	22	29.176	32	32.229
3	24.150	13	26.677	23	29.468	33	32.551
4	24.392	14	26.944	24	29.763	34	32.876
5	24.636	15	27.213	25	30.060	35	33.205
6	24.882	16	27.485	26	30.361	36	33.537
7	25.131	17	27.760	27	30.664	37	33.873
8	25.382	18	28.038	28	30.971	38	34.211
9	25.636	19	28.318	29	31.281	39	34.554
10	25.892	20	28.601	30	31.594	40	34.899

H76300		Behavior Support Specialist					
1	18.261	11	20.171	21	22.281	31	24.612
2	18.443	12	20.373	22	22.504	32	24.859
3	18.628	13	20.576	23	22.729	33	25.107
4	18.814	14	20.782	24	22.956	34	25.358
5	19.002	15	20.990	25	23.186	35	25.612
6	19.192	16	21.200	26	23.418	36	25.868
7	19.384	17	21.412	27	23.652	37	26.127
8	19.578	18	21.626	28	23.889	38	26.388
9	19.774	19	21.842	29	24.127	39	26.652
10	19.971	20	22.061	30	24.369	40	26.918

H76300		Behavior Support Specialist					
1	18.626	11	20.574	21	22.727	31	25.105
2	18.812	12	20.780	22	22.954	32	25.356
3	19.000	13	20.988	23	23.184	33	25.609
4	19.190	14	21.198	24	23.416	34	25.865
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.886	36	26.385
7	19.772	17	21.840	27	24.125	37	26.649
8	19.969	18	22.059	28	24.366	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

H76311		Hum Serv Treatment Spec I					
1	16.987	11	18.764	21	20.727	31	22.896
2	17.157	12	18.952	22	20.935	32	23.125
3	17.328	13	19.141	23	21.144	33	23.356
4	17.502	14	19.333	24	21.355	34	23.590
5	17.677	15	19.526	25	21.569	35	23.825
6	17.853	16	19.721	26	21.785	36	24.064
7	18.032	17	19.918	27	22.002	37	24.304
8	18.212	18	20.118	28	22.222	38	24.547
9	18.394	19	20.319	29	22.445	39	24.793
10	18.578	20	20.522	30	22.669	40	25.041

H76311		Hum Serv Treatment Spec I					
1	17.327	11	19.139	21	21.142	31	23.354
2	17.500	12	19.331	22	21.353	32	23.587
3	17.675	13	19.524	23	21.567	33	23.823
4	17.852	14	19.719	24	21.782	34	24.061
5	18.030	15	19.917	25	22.000	35	24.302
6	18.210	16	20.116	26	22.220	36	24.545
7	18.393	17	20.317	27	22.442	37	24.790
8	18.577	18	20.520	28	22.667	38	25.038
9	18.762	19	20.725	29	22.894	39	25.289
10	18.950	20	20.932	30	23.122	40	25.542

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H76312		Hum Serv Treatment Spec II					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

H76312		Hum Serv Treatment Spec II					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

H76463		Active Treatment Prog Spec					
1	21.479	11	23.726	21	26.208	31	28.950
2	21.694	12	23.963	22	26.470	32	29.240
3	21.911	13	24.203	23	26.735	33	29.532
4	22.130	14	24.445	24	27.002	34	29.827
5	22.351	15	24.689	25	27.272	35	30.126
6	22.574	16	24.936	26	27.545	36	30.427
7	22.800	17	25.186	27	27.821	37	30.731
8	23.028	18	25.437	28	28.099	38	31.039
9	23.258	19	25.692	29	28.380	39	31.349
10	23.491	20	25.949	30	28.664	40	31.662

H76463		Active Treatment Prog Spec					
1	21.908	11	24.200	21	26.732	31	29.529
2	22.127	12	24.442	22	27.000	32	29.824
3	22.349	13	24.687	23	27.270	33	30.123
4	22.572	14	24.934	24	27.542	34	30.424
5	22.798	15	25.183	25	27.818	35	30.728
6	23.026	16	25.435	26	28.096	36	31.035
7	23.256	17	25.689	27	28.377	37	31.346
8	23.489	18	25.946	28	28.661	38	31.659
9	23.724	19	26.206	29	28.947	39	31.976
10	23.961	20	26.468	30	29.237	40	32.296

H77023		Activity Specialist					
1	18.257	11	20.168	21	22.277	31	24.608
2	18.440	12	20.369	22	22.500	32	24.854
3	18.624	13	20.573	23	22.725	33	25.103
4	18.811	14	20.779	24	22.953	34	25.354
5	18.999	15	20.986	25	23.182	35	25.607
6	19.189	16	21.196	26	23.414	36	25.863
7	19.381	17	21.408	27	23.648	37	26.122
8	19.574	18	21.622	28	23.884	38	26.383
9	19.770	19	21.839	29	24.123	39	26.647
10	19.968	20	22.057	30	24.365	40	26.914

H77023		Activity Specialist					
1	18.623	11	20.571	21	22.723	31	25.100
2	18.809	12	20.777	22	22.950	32	25.351
3	18.997	13	20.984	23	23.180	33	25.605
4	19.187	14	21.194	24	23.412	34	25.861
5	19.379	15	21.406	25	23.646	35	26.120
6	19.572	16	21.620	26	23.882	36	26.381
7	19.768	17	21.836	27	24.121	37	26.645
8	19.966	18	22.055	28	24.362	38	26.911
9	20.166	19	22.275	29	24.606	39	27.180
10	20.367	20	22.498	30	24.852	40	27.452

H77043		Recreation Specialist					
1	21.479	11	23.726	21	26.208	31	28.950
2	21.694	12	23.963	22	26.470	32	29.240
3	21.911	13	24.203	23	26.735	33	29.532
4	22.130	14	24.445	24	27.002	34	29.827
5	22.351	15	24.689	25	27.272	35	30.126
6	22.574	16	24.936	26	27.545	36	30.427
7	22.800	17	25.186	27	27.821	37	30.731
8	23.028	18	25.437	28	28.099	38	31.039
9	23.258	19	25.692	29	28.380	39	31.349
10	23.491	20	25.949	30	28.664	40	31.662

H77043		Recreation Specialist					
1	21.908	11	24.200	21	26.732	31	29.529
2	22.127	12	24.442	22	27.000	32	29.824
3	22.349	13	24.687	23	27.270	33	30.123
4	22.572	14	24.934	24	27.542	34	30.424
5	22.798	15	25.183	25	27.818	35	30.728
6	23.026	16	25.435	26	28.096	36	31.035
7	23.256	17	25.689	27	28.377	37	31.346
8	23.489	18	25.946	28	28.661	38	31.659
9	23.724	19	26.206	29	28.947	39	31.976
10	23.961	20	26.468	30	29.237	40	32.296

H77044		Recreation Coordinator					
1	23.091	11	25.506	21	28.175	31	31.123
2	23.321	12	25.761	22	28.457	32	31.434
3	23.555	13	26.019	23	28.741	33	31.748
4	23.790	14	26.279	24	29.029	34	32.066
5	24.028	15	26.542	25	29.319	35	32.386
6	24.268	16	26.807	26	29.612	36	32.710
7	24.511	17	27.075	27	29.908	37	33.037
8	24.756	18	27.346	28	30.207	38	33.368
9	25.004	19	27.620	29	30.509	39	33.701
10	25.254	20	27.896	30	30.814	40	34.038

H77044		Recreation Coordinator					
1	23.552	11	26.016	21	28.738	31	31.745
2	23.788	12	26.277	22	29.026	32	32.062
3	24.026	13	26.539	23	29.316	33	32.383
4	24.266	14	26.805	24	29.609	34	32.707
5	24.509	15	27.073	25	29.905	35	33.034
6	24.754	16	27.344	26	30.204	36	33.364
7	25.001	17	27.617	27	30.506	37	33.698
8	25.251	18	27.893	28	30.811	38	34.035
9	25.504	19	28.172	29	31.120	39	34.375
10	25.759	20	28.454	30	31.431	40	34.719

H77112		Physical Therapy Assistant					
1	17.131	11	18.923	21	20.903	31	23.090
2	17.302	12	19.112	22	21.112	32	23.321
3	17.475	13	19.303	23	21.323	33	23.554
4	17.650	14	19.496	24	21.536	34	23.789
5	17.826	15	19.691	25	21.752	35	24.027
6	18.005	16	19.888	26	21.969	36	24.267
7	18.185	17	20.087	27	22.189	37	24.510
8	18.366	18	20.288	28	22.411	38	24.755
9	18.550	19	20.491	29	22.635	39	25.003
10	18.736	20	20.696	30	22.861	40	25.253

H77112		Physical Therapy Assistant					
1	17.473	11	19.301	21	21.321	31	23.551
2	17.648	12	19.494	22	21.534	32	23.787
3	17.825	13	19.689	23	21.749	33	24.025
4	18.003	14	19.886	24	21.967	34	24.265
5	18.183	15	20.085	25	22.187	35	24.508
6	18.365	16	20.286	26	22.408	36	24.753
7	18.548	17	20.489	27	22.632	37	25.000
8	18.734	18	20.694	28	22.859	38	25.250
9	18.921	19	20.901	29	23.087	39	25.503
10	19.110	20	21.110	30	23.318	40	25.758

H77113		Physical Therapist I					
1	21.281	11	23.508	21	25.967	31	28.684
2	21.494	12	23.743	22	26.227	32	28.971
3	21.709	13	23.980	23	26.489	33	29.261
4	21.926	14	24.220	24	26.754	34	29.553
5	22.146	15	24.462	25	27.022	35	29.849
6	22.367	16	24.707	26	27.292	36	30.147
7	22.591	17	24.954	27	27.565	37	30.449
8	22.817	18	25.204	28	27.841	38	30.753
9	23.045	19	25.456	29	28.119	39	31.061
10	23.275	20	25.710	30	28.400	40	31.371

H77113		Physical Therapist I					
1	21.707	11	23.978	21	26.487	31	29.258
2	21.924	12	24.218	22	26.752	32	29.550
3	22.143	13	24.460	23	27.019	33	29.846
4	22.365	14	24.705	24	27.289	34	30.144
5	22.588	15	24.952	25	27.562	35	30.446
6	22.814	16	25.201	26	27.838	36	30.750
7	23.042	17	25.453	27	28.116	37	31.058
8	23.273	18	25.708	28	28.397	38	31.368
9	23.506	19	25.965	29	28.681	39	31.682
10	23.741	20	26.224	30	28.968	40	31.999

H77114		Physical Therapist II					
1	34.708	11	38.339	21	42.350	31	46.781
2	35.055	12	38.722	22	42.774	32	47.249
3	35.405	13	39.110	23	43.201	33	47.721
4	35.759	14	39.501	24	43.633	34	48.198
5	36.117	15	39.896	25	44.070	35	48.680
6	36.478	16	40.295	26	44.510	36	49.167
7	36.843	17	40.698	27	44.955	37	49.659
8	37.211	18	41.105	28	45.405	38	50.155
9	37.584	19	41.516	29	45.859	39	50.657
10	37.959	20	41.931	30	46.318	40	51.163

H77114		Physical Therapist II					
1	35.402	11	39.106	21	43.197	31	47.716
2	35.756	12	39.497	22	43.629	32	48.194
3	36.113	13	39.892	23	44.065	33	48.676
4	36.475	14	40.291	24	44.506	34	49.162
5	36.839	15	40.694	25	44.951	35	49.654
6	37.208	16	41.101	26	45.401	36	50.150
7	37.580	17	41.512	27	45.855	37	50.652
8	37.956	18	41.927	28	46.313	38	51.158
9	38.335	19	42.346	29	46.776	39	51.670
10	38.719	20	42.769	30	47.244	40	52.187

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APPENDIX A

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H77312		Occupational Therapist					
1	31.344	11	34.623	21	38.245	31	42.246
2	31.657	12	34.969	22	38.628	32	42.669
3	31.974	13	35.319	23	39.014	33	43.096
4	32.293	14	35.672	24	39.404	34	43.526
5	32.616	15	36.029	25	39.798	35	43.962
6	32.942	16	36.389	26	40.196	36	44.401
7	33.272	17	36.753	27	40.598	37	44.845
8	33.605	18	37.120	28	41.004	38	45.294
9	33.941	19	37.492	29	41.414	39	45.747
10	34.280	20	37.866	30	41.828	40	46.204

H77312		Occupational Therapist					
1	31.970	11	35.315	21	39.010	31	43.091
2	32.290	12	35.668	22	39.400	32	43.522
3	32.613	13	36.025	23	39.794	33	43.957
4	32.939	14	36.385	24	40.192	34	44.397
5	33.269	15	36.749	25	40.594	35	44.841
6	33.601	16	37.117	26	41.000	36	45.289
7	33.937	17	37.488	27	41.410	37	45.742
8	34.277	18	37.863	28	41.824	38	46.200
9	34.619	19	38.241	29	42.242	39	46.662
10	34.966	20	38.624	30	42.665	40	47.128

H77420		Respiratory Therapist					
1	25.690	11	28.378	21	31.347	31	34.627
2	25.947	12	28.662	22	31.661	32	34.973
3	26.207	13	28.949	23	31.977	33	35.323
4	26.469	14	29.238	24	32.297	34	35.676
5	26.733	15	29.530	25	32.620	35	36.033
6	27.001	16	29.826	26	32.946	36	36.393
7	27.271	17	30.124	27	33.276	37	36.757
8	27.544	18	30.425	28	33.608	38	37.125
9	27.819	19	30.729	29	33.944	39	37.496
10	28.097	20	31.037	30	34.284	40	37.871

H77420		Respiratory Therapist					
1	26.204	11	28.946	21	31.974	31	35.319
2	26.466	12	29.235	22	32.294	32	35.672
3	26.731	13	29.528	23	32.617	33	36.029
4	26.998	14	29.823	24	32.943	34	36.389
5	27.268	15	30.121	25	33.272	35	36.753
6	27.541	16	30.422	26	33.605	36	37.121
7	27.816	17	30.726	27	33.941	37	37.492
8	28.094	18	31.034	28	34.281	38	37.867
9	28.375	19	31.344	29	34.623	39	38.246
10	28.659	20	31.657	30	34.970	40	38.628

H77650		Speech Pathologist					
1	31.080	11	34.332	21	37.924	31	41.891
2	31.391	12	34.675	22	38.303	32	42.310
3	31.705	13	35.022	23	38.686	33	42.733
4	32.022	14	35.372	24	39.073	34	43.160
5	32.342	15	35.726	25	39.463	35	43.592
6	32.665	16	36.083	26	39.858	36	44.028
7	32.992	17	36.444	27	40.257	37	44.468
8	33.322	18	36.808	28	40.659	38	44.913
9	33.655	19	37.176	29	41.066	39	45.362
10	33.992	20	37.548	30	41.476	40	45.816

H77650		Speech Pathologist					
1	31.702	11	35.018	21	38.682	31	42.729
2	32.019	12	35.368	22	39.069	32	43.156
3	32.339	13	35.722	23	39.459	33	43.588
4	32.662	14	36.079	24	39.854	34	44.024
5	32.989	15	36.440	25	40.253	35	44.464
6	33.319	16	36.805	26	40.655	36	44.909
7	33.652	17	37.173	27	41.062	37	45.358
8	33.988	18	37.544	28	41.472	38	45.811
9	34.328	19	37.920	29	41.887	39	46.269
10	34.672	20	38.299	30	42.306	40	46.732

H80410		Dietitian					
1	26.922	11	29.739	21	32.850	31	36.287
2	27.191	12	30.036	22	33.178	32	36.650
3	27.463	13	30.336	23	33.510	33	37.016
4	27.738	14	30.640	24	33.845	34	37.386
5	28.015	15	30.946	25	34.184	35	37.760
6	28.295	16	31.256	26	34.526	36	38.138
7	28.578	17	31.568	27	34.871	37	38.519
8	28.864	18	31.884	28	35.220	38	38.904
9	29.153	19	32.203	29	35.572	39	39.293
10	29.444	20	32.525	30	35.928	40	39.686

H80410		Dietitian					
1	27.460	11	30.333	21	33.507	31	37.013
2	27.735	12	30.637	22	33.842	32	37.383
3	28.012	13	30.943	23	34.180	33	37.756
4	28.293	14	31.253	24	34.522	34	38.134
5	28.575	15	31.565	25	34.867	35	38.515
6	28.861	16	31.881	26	35.216	36	38.901
7	29.150	17	32.200	27	35.568	37	39.290
8	29.441	18	32.522	28	35.924	38	39.682
9	29.736	19	32.847	29	36.283	39	40.079
10	30.033	20	33.175	30	36.646	40	40.480

H80452		Public Health Nutritionist, Sr					
1	31.113	11	34.368	21	37.963	31	41.935
2	31.424	12	34.711	22	38.343	32	42.354
3	31.738	13	35.058	23	38.726	33	42.778
4	32.055	14	35.409	24	39.114	34	43.206
5	32.376	15	35.763	25	39.505	35	43.638
6	32.700	16	36.121	26	39.900	36	44.074
7	33.027	17	36.482	27	40.299	37	44.515
8	33.357	18	36.847	28	40.702	38	44.960
9	33.690	19	37.215	29	41.109	39	45.410
10	34.027	20	37.587	30	41.520	40	45.864

H80452		Public Health Nutritionist, Sr					
1	31.735	11	35.055	21	38.722	31	42.774
2	32.052	12	35.406	22	39.110	32	43.201
3	32.373	13	35.760	23	39.501	33	43.633
4	32.696	14	36.117	24	39.896	34	44.070
5	33.023	15	36.478	25	40.295	35	44.511
6	33.354	16	36.843	26	40.698	36	44.956
7	33.687	17	37.212	27	41.105	37	45.405
8	34.024	18	37.584	28	41.516	38	45.859
9	34.364	19	37.960	29	41.931	39	46.318
10	34.708	20	38.339	30	42.350	40	46.781

I72670		Vocational Rehab Technician					
1	16.629	11	18.369	21	20.290	31	22.413
2	16.795	12	18.552	22	20.493	32	22.637
3	16.963	13	18.738	23	20.698	33	22.864
4	17.133	14	18.925	24	20.905	34	23.092
5	17.304	15	19.114	25	21.114	35	23.323
6	17.477	16	19.306	26	21.325	36	23.556
7	17.652	17	19.499	27	21.539	37	23.792
8	17.828	18	19.694	28	21.754	38	24.030
9	18.007	19	19.891	29	21.972	39	24.270
10	18.187	20	20.089	30	22.191	40	24.513

I72670		Vocational Rehab Technician					
1	16.961	11	18.736	21	20.696	31	22.861
2	17.131	12	18.923	22	20.903	32	23.090
3	17.302	13	19.113	23	21.112	33	23.321
4	17.475	14	19.304	24	21.323	34	23.554
5	17.650	15	19.497	25	21.537	35	23.790
6	17.827	16	19.692	26	21.752	36	24.028
7	18.005	17	19.889	27	21.969	37	24.268
8	18.185	18	20.087	28	22.189	38	24.511
9	18.367	19	20.288	29	22.411	39	24.756
10	18.550	20	20.491	30	22.635	40	25.003

I74110		Dental Assistant					
1	17.299	11	19.109	21	21.108	31	23.316
2	17.472	12	19.300	22	21.319	32	23.549
3	17.646	13	19.493	23	21.532	33	23.785
4	17.823	14	19.688	24	21.747	34	24.023
5	18.001	15	19.884	25	21.965	35	24.263
6	18.181	16	20.083	26	22.184	36	24.505
7	18.363	17	20.284	27	22.406	37	24.751
8	18.547	18	20.487	28	22.630	38	24.998
9	18.732	19	20.692	29	22.857	39	25.248
10	18.919	20	20.899	30	23.085	40	25.500

I74110		Dental Assistant					
1	17.645	11	19.491	21	21.530	31	23.782
2	17.821	12	19.686	22	21.745	32	24.020
3	17.999	13	19.883	23	21.963	33	24.260
4	18.179	14	20.081	24	22.182	34	24.503
5	18.361	15	20.282	25	22.404	35	24.748
6	18.545	16	20.485	26	22.628	36	24.996
7	18.730	17	20.690	27	22.854	37	25.246
8	18.918	18	20.897	28	23.083	38	25.498
9	19.107	19	21.106	29	23.314	39	25.753
10	19.298	20	21.317	30	23.547	40	26.010

I74250		Optometric Aide					
1	16.380	11	18.094	21	19.987	31	22.078
2	16.544	12	18.275	22	20.187	32	22.299
3	16.709	13	18.457	23	20.388	33	22.522
4	16.876	14	18.642	24	20.592	34	22.747
5	17.045	15	18.828	25	20.798	35	22.974
6	17.216	16	19.017	26	21.006	36	23.204
7	17.388	17	19.207	27	21.216	37	23.436
8	17.562	18	19.399	28	21.428	38	23.670
9	17.737	19	19.593	29	21.643	39	23.907
10	17.915	20	19.789	30	21.859	40	24.146

I74250		Optometric Aide					
1	16.708	11	18.456	21	20.386	31	22.519
2	16.875	12	18.640	22	20.590	32	22.745
3	17.043	13	18.827	23	20.796	33	22.972
4	17.214	14	19.015	24	21.004	34	23.202
5	17.386	15	19.205	25	21.214	35	23.434
6	17.560	16	19.397	26	21.426	36	23.668
7	17.735	17	19.591	27	21.641	37	23.905
8	17.913	18	19.787	28	21.857	38	24.144
9	18.092	19	19.985	29	22.076	39	24.385
10	18.273	20	20.185	30	22.296	40	24.629

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I74430		Medical Technologist					
1	23.566	11	26.032	21	28.755	31	31.764
2	23.802	12	26.292	22	29.043	32	32.081
3	24.040	13	26.555	23	29.333	33	32.402
4	24.280	14	26.821	24	29.627	34	32.726
5	24.523	15	27.089	25	29.923	35	33.053
6	24.768	16	27.360	26	30.222	36	33.384
7	25.016	17	27.633	27	30.524	37	33.718
8	25.266	18	27.910	28	30.830	38	34.055
9	25.519	19	28.189	29	31.138	39	34.396
10	25.774	20	28.471	30	31.449	40	34.739

I74430		Medical Technologist					
1	24.038	11	26.552	21	29.330	31	32.399
2	24.278	12	26.818	22	29.624	32	32.723
3	24.521	13	27.086	23	29.920	33	33.050
4	24.766	14	27.357	24	30.219	34	33.381
5	25.014	15	27.631	25	30.521	35	33.714
6	25.264	16	27.907	26	30.826	36	34.052
7	25.516	17	28.186	27	31.135	37	34.392
8	25.771	18	28.468	28	31.446	38	34.736
9	26.029	19	28.752	29	31.761	39	35.083
10	26.289	20	29.040	30	32.078	40	35.434

I74440		Medication Aide					
1	12.852	11	14.197	21	15.682	31	17.323
2	12.981	12	14.339	22	15.839	32	17.496
3	13.110	13	14.482	23	15.997	33	17.671
4	13.241	14	14.627	24	16.157	34	17.847
5	13.374	15	14.773	25	16.319	35	18.026
6	13.508	16	14.921	26	16.482	36	18.206
7	13.643	17	15.070	27	16.647	37	18.388
8	13.779	18	15.221	28	16.813	38	18.572
9	13.917	19	15.373	29	16.981	39	18.758
10	14.056	20	15.527	30	17.151	40	18.945

I74440		Medication Aide					
1	13.109	11	14.481	21	15.996	31	17.669
2	13.240	12	14.625	22	16.155	32	17.846
3	13.373	13	14.772	23	16.317	33	18.024
4	13.506	14	14.919	24	16.480	34	18.204
5	13.641	15	15.069	25	16.645	35	18.386
6	13.778	16	15.219	26	16.811	36	18.570
7	13.916	17	15.371	27	16.980	37	18.756
8	14.055	18	15.525	28	17.149	38	18.944
9	14.195	19	15.680	29	17.321	39	19.133
10	14.337	20	15.837	30	17.494	40	19.324

I74711		Pharmacy Technician					
1	16.974	11	18.750	21	20.712	31	22.879
2	17.144	12	18.938	22	20.919	32	23.108
3	17.315	13	19.127	23	21.128	33	23.339
4	17.489	14	19.318	24	21.339	34	23.572
5	17.664	15	19.512	25	21.553	35	23.808
6	17.840	16	19.707	26	21.768	36	24.046
7	18.019	17	19.904	27	21.986	37	24.286
8	18.199	18	20.103	28	22.206	38	24.529
9	18.381	19	20.304	29	22.428	39	24.774
10	18.565	20	20.507	30	22.652	40	25.022

I74711		Pharmacy Technician					
1	17.314	11	19.125	21	21.126	31	23.336
2	17.487	12	19.316	22	21.337	32	23.570
3	17.662	13	19.510	23	21.551	33	23.805
4	17.838	14	19.705	24	21.766	34	24.043
5	18.017	15	19.902	25	21.984	35	24.284
6	18.197	16	20.101	26	22.204	36	24.527
7	18.379	17	20.302	27	22.426	37	24.772
8	18.563	18	20.505	28	22.650	38	25.020
9	18.748	19	20.710	29	22.877	39	25.270
10	18.936	20	20.917	30	23.105	40	25.523

I74712		Pharmacy Inventory Tech					
1	19.616	11	21.668	21	23.935	31	26.440
2	19.812	12	21.885	22	24.175	32	26.704
3	20.010	13	22.104	23	24.416	33	26.971
4	20.210	14	22.325	24	24.661	34	27.241
5	20.413	15	22.548	25	24.907	35	27.513
6	20.617	16	22.774	26	25.156	36	27.788
7	20.823	17	23.001	27	25.408	37	28.066
8	21.031	18	23.231	28	25.662	38	28.347
9	21.241	19	23.464	29	25.919	39	28.630
10	21.454	20	23.698	30	26.178	40	28.917

I74712		Pharmacy Inventory Tech					
1	20.008	11	22.102	21	24.414	31	26.968
2	20.209	12	22.323	22	24.658	32	27.238
3	20.411	13	22.546	23	24.905	33	27.510
4	20.615	14	22.771	24	25.154	34	27.785
5	20.821	15	22.999	25	25.405	35	28.063
6	21.029	16	23.229	26	25.659	36	28.344
7	21.239	17	23.461	27	25.916	37	28.627
8	21.452	18	23.696	28	26.175	38	28.914
9	21.666	19	23.933	29	26.437	39	29.203
10	21.883	20	24.172	30	26.701	40	29.495



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I75011 Staff Care Tech I							
1	16.380	11	18.094	21	19.987	31	22.078
2	16.544	12	18.275	22	20.187	32	22.299
3	16.709	13	18.457	23	20.388	33	22.522
4	16.876	14	18.642	24	20.592	34	22.747
5	17.045	15	18.828	25	20.798	35	22.974
6	17.216	16	19.017	26	21.006	36	23.204
7	17.388	17	19.207	27	21.216	37	23.436
8	17.562	18	19.399	28	21.428	38	23.670
9	17.737	19	19.593	29	21.643	39	23.907
10	17.915	20	19.789	30	21.859	40	24.146

I75011 Staff Care Tech I							
1	16.708	11	18.456	21	20.386	31	22.519
2	16.875	12	18.640	22	20.590	32	22.745
3	17.043	13	18.827	23	20.796	33	22.972
4	17.214	14	19.015	24	21.004	34	23.202
5	17.386	15	19.205	25	21.214	35	23.434
6	17.560	16	19.397	26	21.426	36	23.668
7	17.735	17	19.591	27	21.641	37	23.905
8	17.913	18	19.787	28	21.857	38	24.144
9	18.092	19	19.985	29	22.076	39	24.385
10	18.273	20	20.185	30	22.296	40	24.629

I75012 Staff Care Tech II							
1	19.747	11	21.813	21	24.096	31	26.616
2	19.945	12	22.031	22	24.336	32	26.883
3	20.144	13	22.252	23	24.580	33	27.151
4	20.346	14	22.474	24	24.826	34	27.423
5	20.549	15	22.699	25	25.074	35	27.697
6	20.755	16	22.926	26	25.325	36	27.974
7	20.962	17	23.155	27	25.578	37	28.254
8	21.172	18	23.387	28	25.834	38	28.536
9	21.384	19	23.621	29	26.092	39	28.822
10	21.597	20	23.857	30	26.353	40	29.110

I75012 Staff Care Tech II							
1	20.142	11	22.250	21	24.577	31	27.149
2	20.344	12	22.472	22	24.823	32	27.420
3	20.547	13	22.697	23	25.071	33	27.694
4	20.753	14	22.924	24	25.322	34	27.971
5	20.960	15	23.153	25	25.575	35	28.251
6	21.170	16	23.385	26	25.831	36	28.534
7	21.381	17	23.618	27	26.089	37	28.819
8	21.595	18	23.855	28	26.350	38	29.107
9	21.811	19	24.093	29	26.614	39	29.398
10	22.029	20	24.334	30	26.880	40	29.692

I75013 Licensed Practical Nurse							
1	24.570	11	27.141	21	29.980	31	33.117
2	24.816	12	27.412	22	30.280	32	33.448
3	25.064	13	27.686	23	30.583	33	33.782
4	25.314	14	27.963	24	30.888	34	34.120
5	25.568	15	28.243	25	31.197	35	34.461
6	25.823	16	28.525	26	31.509	36	34.806
7	26.082	17	28.810	27	31.824	37	35.154
8	26.342	18	29.098	28	32.143	38	35.506
9	26.606	19	29.389	29	32.464	39	35.861
10	26.872	20	29.683	30	32.789	40	36.219

I75013 Licensed Practical Nurse							
1	25.061	11	27.683	21	30.580	31	33.779
2	25.312	12	27.960	22	30.885	32	34.117
3	25.565	13	28.240	23	31.194	33	34.458
4	25.821	14	28.522	24	31.506	34	34.803
5	26.079	15	28.807	25	31.821	35	35.151
6	26.340	16	29.096	26	32.140	36	35.502
7	26.603	17	29.386	27	32.461	37	35.857
8	26.869	18	29.680	28	32.786	38	36.216
9	27.138	19	29.977	29	33.113	39	36.578
10	27.409	20	30.277	30	33.445	40	36.944

I76211 Developmental Tech I							
1	15.120	11	16.702	21	18.449	31	20.379
2	15.271	12	16.869	22	18.634	32	20.583
3	15.424	13	17.038	23	18.820	33	20.789
4	15.578	14	17.208	24	19.008	34	20.997
5	15.734	15	17.380	25	19.198	35	21.207
6	15.891	16	17.554	26	19.390	36	21.419
7	16.050	17	17.729	27	19.584	37	21.633
8	16.211	18	17.907	28	19.780	38	21.850
9	16.373	19	18.086	29	19.978	39	22.068
10	16.537	20	18.267	30	20.178	40	22.289

I76211 Developmental Tech I							
1	15.422	11	17.036	21	18.818	31	20.787
2	15.577	12	17.206	22	19.006	32	20.995
3	15.732	13	17.378	23	19.197	33	21.205
4	15.890	14	17.552	24	19.388	34	21.417
5	16.049	15	17.728	25	19.582	35	21.631
6	16.209	16	17.905	26	19.778	36	21.847
7	16.371	17	18.084	27	19.976	37	22.066
8	16.535	18	18.265	28	20.176	38	22.287
9	16.700	19	18.447	29	20.377	39	22.509
10	16.867	20	18.632	30	20.581	40	22.735

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I76212		Developmental Tech II					
1	18.417	11	20.344	21	22.472	31	24.823
2	18.601	12	20.547	22	22.697	32	25.072
3	18.787	13	20.753	23	22.924	33	25.322
4	18.975	14	20.960	24	23.153	34	25.576
5	19.165	15	21.170	25	23.385	35	25.831
6	19.356	16	21.382	26	23.619	36	26.090
7	19.550	17	21.595	27	23.855	37	26.350
8	19.746	18	21.811	28	24.093	38	26.614
9	19.943	19	22.029	29	24.334	39	26.880
10	20.142	20	22.250	30	24.578	40	27.149

I76212		Developmental Tech II					
1	18.785	11	20.751	21	22.922	31	25.320
2	18.973	12	20.958	22	23.151	32	25.573
3	19.163	13	21.168	23	23.382	33	25.829
4	19.355	14	21.379	24	23.616	34	26.087
5	19.548	15	21.593	25	23.852	35	26.348
6	19.744	16	21.809	26	24.091	36	26.611
7	19.941	17	22.027	27	24.332	37	26.877
8	20.140	18	22.248	28	24.575	38	27.146
9	20.342	19	22.470	29	24.821	39	27.418
10	20.545	20	22.695	30	25.069	40	27.692

I76461		Active Treatment Prog Aide					
1	16.107	11	17.792	21	19.654	31	21.710
2	16.268	12	17.970	22	19.850	32	21.927
3	16.431	13	18.150	23	20.049	33	22.146
4	16.595	14	18.331	24	20.249	34	22.368
5	16.761	15	18.515	25	20.452	35	22.591
6	16.929	16	18.700	26	20.656	36	22.817
7	17.098	17	18.887	27	20.863	37	23.045
8	17.269	18	19.076	28	21.071	38	23.276
9	17.442	19	19.266	29	21.282	39	23.509
10	17.616	20	19.459	30	21.495	40	23.744

I76461		Active Treatment Prog Aide					
1	16.429	11	18.148	21	20.047	31	22.144
2	16.593	12	18.329	22	20.247	32	22.365
3	16.759	13	18.513	23	20.450	33	22.589
4	16.927	14	18.698	24	20.654	34	22.815
5	17.096	15	18.885	25	20.861	35	23.043
6	17.267	16	19.074	26	21.069	36	23.274
7	17.440	17	19.264	27	21.280	37	23.506
8	17.614	18	19.457	28	21.493	38	23.741
9	17.790	19	19.652	29	21.708	39	23.979
10	17.968	20	19.848	30	21.925	40	24.219

I76462		Active Treatment Prog Assistant					
1	18.615	11	20.563	21	22.714	31	25.091
2	18.802	12	20.769	22	22.942	32	25.342
3	18.990	13	20.976	23	23.171	33	25.595
4	19.180	14	21.186	24	23.403	34	25.851
5	19.371	15	21.398	25	23.637	35	26.110
6	19.565	16	21.612	26	23.873	36	26.371
7	19.761	17	21.828	27	24.112	37	26.634
8	19.958	18	22.046	28	24.353	38	26.901
9	20.158	19	22.267	29	24.596	39	27.170
10	20.359	20	22.489	30	24.842	40	27.441

I76462		Active Treatment Prog Assistant					
1	18.988	11	20.974	21	23.169	31	25.593
2	19.178	12	21.184	22	23.400	32	25.849
3	19.369	13	21.396	23	23.634	33	26.107
4	19.563	14	21.610	24	23.871	34	26.368
5	19.759	15	21.826	25	24.109	35	26.632
6	19.956	16	22.044	26	24.351	36	26.898
7	20.156	17	22.265	27	24.594	37	27.167
8	20.357	18	22.487	28	24.840	38	27.439
9	20.561	19	22.712	29	25.088	39	27.713
10	20.767	20	22.939	30	25.339	40	27.990

I77011		Activity Aide					
1	13.691	11	15.123	21	16.706	31	18.453
2	13.828	12	15.275	22	16.873	32	18.638
3	13.966	13	15.427	23	17.041	33	18.824
4	14.106	14	15.582	24	17.212	34	19.012
5	14.247	15	15.737	25	17.384	35	19.203
6	14.389	16	15.895	26	17.558	36	19.395
7	14.533	17	16.054	27	17.733	37	19.589
8	14.679	18	16.214	28	17.911	38	19.784
9	14.825	19	16.376	29	18.090	39	19.982
10	14.974	20	16.540	30	18.271	40	20.182

I77011		Activity Aide					
1	13.965	11	15.426	21	17.040	31	18.822
2	14.104	12	15.580	22	17.210	32	19.011
3	14.245	13	15.736	23	17.382	33	19.201
4	14.388	14	15.893	24	17.556	34	19.393
5	14.532	15	16.052	25	17.732	35	19.587
6	14.677	16	16.213	26	17.909	36	19.783
7	14.824	17	16.375	27	18.088	37	19.980
8	14.972	18	16.539	28	18.269	38	20.180
9	15.122	19	16.704	29	18.452	39	20.382
10	15.273	20	16.871	30	18.636	40	20.586

I77012 Activity Assistant							
1	15.822	11	17.478	21	19.306	31	21.326
2	15.981	12	17.653	22	19.499	32	21.540
3	16.140	13	17.829	23	19.694	33	21.755
4	16.302	14	18.007	24	19.891	34	21.972
5	16.465	15	18.187	25	20.090	35	22.192
6	16.630	16	18.369	26	20.291	36	22.414
7	16.796	17	18.553	27	20.494	37	22.638
8	16.964	18	18.739	28	20.699	38	22.865
9	17.133	19	18.926	29	20.906	39	23.093
10	17.305	20	19.115	30	21.115	40	23.324

I77012 Activity Assistant							
1	16.139	11	17.827	21	19.693	31	21.753
2	16.300	12	18.006	22	19.889	32	21.970
3	16.463	13	18.186	23	20.088	33	22.190
4	16.628	14	18.368	24	20.289	34	22.412
5	16.794	15	18.551	25	20.492	35	22.636
6	16.962	16	18.737	26	20.697	36	22.862
7	17.132	17	18.924	27	20.904	37	23.091
8	17.303	18	19.113	28	21.113	38	23.322
9	17.476	19	19.305	29	21.324	39	23.555
10	17.651	20	19.498	30	21.537	40	23.791

I77041 Recreation Aide							
1	14.390	11	15.896	21	17.559	31	19.396
2	14.534	12	16.055	22	17.734	32	19.590
3	14.679	13	16.215	23	17.912	33	19.786
4	14.826	14	16.377	24	18.091	34	19.984
5	14.975	15	16.541	25	18.272	35	20.183
6	15.124	16	16.707	26	18.455	36	20.385
7	15.276	17	16.874	27	18.639	37	20.589
8	15.428	18	17.042	28	18.825	38	20.795
9	15.583	19	17.213	29	19.014	39	21.003
10	15.738	20	17.385	30	19.204	40	21.213

I77041 Recreation Aide							
1	14.678	11	16.214	21	17.910	31	19.784
2	14.825	12	16.376	22	18.089	32	19.982
3	14.973	13	16.540	23	18.270	33	20.181
4	15.123	14	16.705	24	18.453	34	20.383
5	15.274	15	16.872	25	18.637	35	20.587
6	15.427	16	17.041	26	18.824	36	20.793
7	15.581	17	17.211	27	19.012	37	21.001
8	15.737	18	17.383	28	19.202	38	21.211
9	15.894	19	17.557	29	19.394	39	21.423
10	16.053	20	17.733	30	19.588	40	21.637

I77042 Recreation Assistant							
1	19.563	11	21.609	21	23.870	31	26.367
2	19.758	12	21.825	22	24.109	32	26.631
3	19.956	13	22.044	23	24.350	33	26.897
4	20.155	14	22.264	24	24.593	34	27.166
5	20.357	15	22.487	25	24.839	35	27.438
6	20.560	16	22.712	26	25.088	36	27.712
7	20.766	17	22.939	27	25.339	37	27.989
8	20.974	18	23.168	28	25.592	38	28.269
9	21.183	19	23.400	29	25.848	39	28.552
10	21.395	20	23.634	30	26.106	40	28.838

I77042 Recreation Assistant							
1	19.954	11	22.041	21	24.347	31	26.895
2	20.153	12	22.262	22	24.591	32	27.164
3	20.355	13	22.484	23	24.837	33	27.435
4	20.558	14	22.709	24	25.085	34	27.710
5	20.764	15	22.936	25	25.336	35	27.987
6	20.972	16	23.166	26	25.589	36	28.267
7	21.181	17	23.397	27	25.845	37	28.549
8	21.393	18	23.631	28	26.104	38	28.835
9	21.607	19	23.868	29	26.365	39	29.123
10	21.823	20	24.106	30	26.628	40	29.414

I77111 Physical Therapy Aide							
1	17.449	11	19.274	21	21.291	31	23.518
2	17.623	12	19.467	22	21.504	32	23.754
3	17.800	13	19.662	23	21.719	33	23.991
4	17.978	14	19.858	24	21.936	34	24.231
5	18.157	15	20.057	25	22.155	35	24.473
6	18.339	16	20.258	26	22.377	36	24.718
7	18.522	17	20.460	27	22.601	37	24.965
8	18.708	18	20.665	28	22.827	38	25.215
9	18.895	19	20.871	29	23.055	39	25.467
10	19.084	20	21.080	30	23.286	40	25.722

I77111 Physical Therapy Aide							
1	17.798	11	19.660	21	21.717	31	23.989
2	17.976	12	19.857	22	21.934	32	24.229
3	18.156	13	20.055	23	22.153	33	24.471
4	18.337	14	20.256	24	22.375	34	24.716
5	18.521	15	20.458	25	22.599	35	24.963
6	18.706	16	20.663	26	22.825	36	25.213
7	18.893	17	20.869	27	23.053	37	25.465
8	19.082	18	21.078	28	23.283	38	25.719
9	19.273	19	21.289	29	23.516	39	25.976
10	19.465	20	21.502	30	23.751	40	26.236

I79510		Barber/Beautician					
1	13.356	11	14.753	21	16.297	31	18.002
2	13.490	12	14.901	22	16.460	32	18.182
3	13.624	13	15.050	23	16.624	33	18.364
4	13.761	14	15.200	24	16.791	34	18.547
5	13.898	15	15.352	25	16.959	35	18.733
6	14.037	16	15.506	26	17.128	36	18.920
7	14.178	17	15.661	27	17.299	37	19.109
8	14.319	18	15.818	28	17.472	38	19.300
9	14.463	19	15.976	29	17.647	39	19.493
10	14.607	20	16.136	30	17.824	40	19.688

I79510		Barber/Beautician					
1	13.623	11	15.048	21	16.623	31	18.362
2	13.759	12	15.199	22	16.789	32	18.546
3	13.897	13	15.351	23	16.957	33	18.731
4	14.036	14	15.504	24	17.126	34	18.918
5	14.176	15	15.659	25	17.298	35	19.107
6	14.318	16	15.816	26	17.471	36	19.299
7	14.461	17	15.974	27	17.645	37	19.492
8	14.606	18	16.134	28	17.822	38	19.686
9	14.752	19	16.295	29	18.000	39	19.883
10	14.899	20	16.458	30	18.180	40	20.082

M03211		Office Services Tech					
1	17.156	11	18.951	21	20.934	31	23.124
2	17.328	12	19.140	22	21.143	32	23.355
3	17.501	13	19.332	23	21.354	33	23.588
4	17.676	14	19.525	24	21.568	34	23.824
5	17.853	15	19.720	25	21.784	35	24.063
6	18.031	16	19.918	26	22.001	36	24.303
7	18.211	17	20.117	27	22.221	37	24.546
8	18.394	18	20.318	28	22.444	38	24.792
9	18.577	19	20.521	29	22.668	39	25.040
10	18.763	20	20.726	30	22.895	40	25.290

M03211		Office Services Tech					
1	17.499	11	19.330	21	21.352	31	23.586
2	17.674	12	19.523	22	21.566	32	23.822
3	17.851	13	19.718	23	21.781	33	24.060
4	18.029	14	19.916	24	21.999	34	24.301
5	18.210	15	20.115	25	22.219	35	24.544
6	18.392	16	20.316	26	22.441	36	24.789
7	18.576	17	20.519	27	22.666	37	25.037
8	18.761	18	20.724	28	22.892	38	25.287
9	18.949	19	20.931	29	23.121	39	25.540
10	19.138	20	21.141	30	23.353	40	25.796

M08801		Electronics Technician					
1	17.156	11	18.951	21	20.934	31	23.124
2	17.328	12	19.140	22	21.143	32	23.355
3	17.501	13	19.332	23	21.354	33	23.588
4	17.676	14	19.525	24	21.568	34	23.824
5	17.853	15	19.720	25	21.784	35	24.063
6	18.031	16	19.918	26	22.001	36	24.303
7	18.211	17	20.117	27	22.221	37	24.546
8	18.394	18	20.318	28	22.444	38	24.792
9	18.577	19	20.521	29	22.668	39	25.040
10	18.763	20	20.726	30	22.895	40	25.290

M08801		Electronics Technician					
1	17.499	11	19.330	21	21.352	31	23.586
2	17.674	12	19.523	22	21.566	32	23.822
3	17.851	13	19.718	23	21.781	33	24.060
4	18.029	14	19.916	24	21.999	34	24.301
5	18.210	15	20.115	25	22.219	35	24.544
6	18.392	16	20.316	26	22.441	36	24.789
7	18.576	17	20.519	27	22.666	37	25.037
8	18.761	18	20.724	28	22.892	38	25.287
9	18.949	19	20.931	29	23.121	39	25.540
10	19.138	20	21.141	30	23.353	40	25.796

M08802		Electronics Technician/Sr					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

M08802		Electronics Technician/Sr					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

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M08803		Electronics Tech Leader					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

M08803		Electronics Tech Leader					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

M08814		Electronics Design Spec					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

M08814		Electronics Design Spec					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

M08851		Electronics Spec/Aviation Aids					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

M08851		Electronics Spec/Aviation Aids					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

M08852		Electronics Spec Sr/Aviation Aids					
1	24.385	11	26.936	21	29.755	31	32.868
2	24.629	12	27.206	22	30.052	32	33.196
3	24.875	13	27.478	23	30.353	33	33.528
4	25.124	14	27.753	24	30.656	34	33.863
5	25.375	15	28.030	25	30.963	35	34.202
6	25.629	16	28.310	26	31.272	36	34.544
7	25.885	17	28.594	27	31.585	37	34.890
8	26.144	18	28.880	28	31.901	38	35.238
9	26.406	19	29.168	29	32.220	39	35.591
10	26.670	20	29.460	30	32.542	40	35.947

M08852		Electronics Spec Sr/Aviation Aids					
1	24.873	11	27.475	21	30.350	31	33.525
2	25.122	12	27.750	22	30.653	32	33.860
3	25.373	13	28.027	23	30.960	33	34.199
4	25.627	14	28.308	24	31.269	34	34.541
5	25.883	15	28.591	25	31.582	35	34.886
6	26.142	16	28.877	26	31.898	36	35.235
7	26.403	17	29.165	27	32.217	37	35.587
8	26.667	18	29.457	28	32.539	38	35.943
9	26.934	19	29.752	29	32.864	39	36.303
10	27.203	20	30.049	30	33.193	40	36.666

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M08890		Electronics Spec/Radiological Syst					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

M27432		Hwy ROW Associate II					
1	18.261	11	20.171	21	22.281	31	24.612
2	18.443	12	20.373	22	22.504	32	24.859
3	18.628	13	20.576	23	22.729	33	25.107
4	18.814	14	20.782	24	22.956	34	25.358
5	19.002	15	20.990	25	23.186	35	25.612
6	19.192	16	21.200	26	23.418	36	25.868
7	19.384	17	21.412	27	23.652	37	26.127
8	19.578	18	21.626	28	23.889	38	26.388
9	19.774	19	21.842	29	24.127	39	26.652
10	19.971	20	22.061	30	24.369	40	26.918

M33830		Radio Announcer					
1	14.512	11	16.030	21	17.707	31	19.560
2	14.657	12	16.191	22	17.885	32	19.756
3	14.804	13	16.353	23	18.063	33	19.953
4	14.952	14	16.516	24	18.244	34	20.153
5	15.101	15	16.681	25	18.426	35	20.354
6	15.252	16	16.848	26	18.611	36	20.558
7	15.405	17	17.017	27	18.797	37	20.763
8	15.559	18	17.187	28	18.985	38	20.971
9	15.714	19	17.359	29	19.175	39	21.181
10	15.872	20	17.532	30	19.366	40	21.393

M33840		Radio Traffic and Cont Coord					
1	16.771	11	18.525	21	20.463	31	22.604
2	16.938	12	18.710	22	20.668	32	22.830
3	17.108	13	18.898	23	20.875	33	23.059
4	17.279	14	19.087	24	21.083	34	23.289
5	17.452	15	19.277	25	21.294	35	23.522
6	17.626	16	19.470	26	21.507	36	23.757
7	17.802	17	19.665	27	21.722	37	23.995
8	17.980	18	19.861	28	21.939	38	24.235
9	18.160	19	20.060	29	22.159	39	24.477
10	18.342	20	20.261	30	22.380	40	24.722

M08890		Electronics Spec/Radiological Syst					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

M27432		Hwy ROW Associate II					
1	18.626	11	20.574	21	22.727	31	25.105
2	18.812	12	20.780	22	22.954	32	25.356
3	19.000	13	20.988	23	23.184	33	25.609
4	19.190	14	21.198	24	23.416	34	25.865
5	19.382	15	21.410	25	23.650	35	26.124
6	19.576	16	21.624	26	23.886	36	26.385
7	19.772	17	21.840	27	24.125	37	26.649
8	19.969	18	22.059	28	24.366	38	26.916
9	20.169	19	22.279	29	24.610	39	27.185
10	20.371	20	22.502	30	24.856	40	27.457

M33830		Radio Announcer					
1	14.802	11	16.351	21	18.062	31	19.951
2	14.950	12	16.514	22	18.242	32	20.151
3	15.100	13	16.680	23	18.425	33	20.352
4	15.251	14	16.846	24	18.609	34	20.556
5	15.403	15	17.015	25	18.795	35	20.761
6	15.557	16	17.185	26	18.983	36	20.969
7	15.713	17	17.357	27	19.173	37	21.179
8	15.870	18	17.530	28	19.364	38	21.390
9	16.029	19	17.706	29	19.558	39	21.604
10	16.189	20	17.883	30	19.754	40	21.820

M33840		Radio Traffic and Cont Coord					
1	17.106	11	18.896	21	20.873	31	23.056
2	17.277	12	19.085	22	21.081	32	23.287
3	17.450	13	19.275	23	21.292	33	23.520
4	17.624	14	19.468	24	21.505	34	23.755
5	17.801	15	19.663	25	21.720	35	23.992
6	17.979	16	19.860	26	21.937	36	24.232
7	18.158	17	20.058	27	22.157	37	24.475
8	18.340	18	20.259	28	22.378	38	24.719
9	18.523	19	20.461	29	22.602	39	24.967
10	18.709	20	20.666	30	22.828	40	25.216

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M35102		ETC Comm Technician Sr					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

M35102		ETC Comm Technician Sr					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

M35112		Edu Telecomm Engineer I					
1	18.609	11	20.555	21	22.706	31	25.082
2	18.795	12	20.761	22	22.933	32	25.332
3	18.983	13	20.969	23	23.162	33	25.586
4	19.172	14	21.178	24	23.394	34	25.842
5	19.364	15	21.390	25	23.628	35	26.100
6	19.558	16	21.604	26	23.864	36	26.361
7	19.753	17	21.820	27	24.103	37	26.625
8	19.951	18	22.038	28	24.344	38	26.891
9	20.150	19	22.259	29	24.587	39	27.160
10	20.352	20	22.481	30	24.833	40	27.431

M35112		Edu Telecomm Engineer I					
1	18.981	11	20.967	21	23.160	31	25.583
2	19.171	12	21.176	22	23.392	32	25.839
3	19.362	13	21.388	23	23.626	33	26.097
4	19.556	14	21.602	24	23.862	34	26.358
5	19.751	15	21.818	25	24.101	35	26.622
6	19.949	16	22.036	26	24.342	36	26.888
7	20.148	17	22.256	27	24.585	37	27.157
8	20.350	18	22.479	28	24.831	38	27.429
9	20.553	19	22.704	29	25.079	39	27.703
10	20.759	20	22.931	30	25.330	40	27.980

M35113		Edu Telecomm Engineer II					
1	20.004	11	22.096	21	24.408	31	26.962
2	20.204	12	22.317	22	24.652	32	27.231
3	20.406	13	22.541	23	24.899	33	27.504
4	20.610	14	22.766	24	25.148	34	27.779
5	20.816	15	22.994	25	25.399	35	28.057
6	21.024	16	23.224	26	25.653	36	28.337
7	21.234	17	23.456	27	25.910	37	28.620
8	21.447	18	23.690	28	26.169	38	28.907
9	21.661	19	23.927	29	26.431	39	29.196
10	21.878	20	24.166	30	26.695	40	29.488

M35113		Edu Telecomm Engineer II					
1	20.404	11	22.538	21	24.896	31	27.501
2	20.608	12	22.764	22	25.145	32	27.776
3	20.814	13	22.991	23	25.397	33	28.054
4	21.022	14	23.221	24	25.651	34	28.334
5	21.232	15	23.453	25	25.907	35	28.618
6	21.444	16	23.688	26	26.166	36	28.904
7	21.659	17	23.925	27	26.428	37	29.193
8	21.875	18	24.164	28	26.692	38	29.485
9	22.094	19	24.406	29	26.959	39	29.780
10	22.315	20	24.650	30	27.229	40	30.077

M35120		Edu Telecomm Field Engineer					
1	23.115	11	25.533	21	28.204	31	31.155
2	23.346	12	25.788	22	28.486	32	31.467
3	23.579	13	26.046	23	28.771	33	31.781
4	23.815	14	26.307	24	29.059	34	32.099
5	24.053	15	26.570	25	29.350	35	32.420
6	24.294	16	26.835	26	29.643	36	32.744
7	24.537	17	27.104	27	29.939	37	33.072
8	24.782	18	27.375	28	30.239	38	33.403
9	25.030	19	27.649	29	30.541	39	33.737
10	25.280	20	27.925	30	30.847	40	34.074

M35120		Edu Telecomm Field Engineer					
1	23.577	11	26.044	21	28.768	31	31.778
2	23.813	12	26.304	22	29.056	32	32.096
3	24.051	13	26.567	23	29.347	33	32.417
4	24.291	14	26.833	24	29.640	34	32.741
5	24.534	15	27.101	25	29.937	35	33.069
6	24.780	16	27.372	26	30.236	36	33.399
7	25.027	17	27.646	27	30.538	37	33.733
8	25.278	18	27.922	28	30.844	38	34.071
9	25.531	19	28.202	29	31.152	39	34.411
10	25.786	20	28.484	30	31.464	40	34.755

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M35150		Edu Telecomm Maint Engineer					
1	24.849	11	27.449	21	30.321	31	33.493
2	25.098	12	27.724	22	30.624	32	33.828
3	25.349	13	28.001	23	30.930	33	34.166
4	25.602	14	28.281	24	31.240	34	34.508
5	25.858	15	28.564	25	31.552	35	34.853
6	26.117	16	28.849	26	31.868	36	35.202
7	26.378	17	29.138	27	32.186	37	35.554
8	26.642	18	29.429	28	32.508	38	35.909
9	26.908	19	29.723	29	32.833	39	36.268
10	27.177	20	30.021	30	33.161	40	36.631

M35150		Edu Telecomm Maint Engineer					
1	25.346	11	27.998	21	30.927	31	34.163
2	25.600	12	28.278	22	31.237	32	34.505
3	25.856	13	28.561	23	31.549	33	34.850
4	26.114	14	28.846	24	31.864	34	35.198
5	26.375	15	29.135	25	32.183	35	35.550
6	26.639	16	29.426	26	32.505	36	35.906
7	26.906	17	29.721	27	32.830	37	36.265
8	27.175	18	30.018	28	33.158	38	36.627
9	27.446	19	30.318	29	33.490	39	36.994
10	27.721	20	30.621	30	33.825	40	37.364

M35160		Edu Tele Satellite Maint Engineer					
1	24.849	11	27.449	21	30.321	31	33.493
2	25.098	12	27.724	22	30.624	32	33.828
3	25.349	13	28.001	23	30.930	33	34.166
4	25.602	14	28.281	24	31.240	34	34.508
5	25.858	15	28.564	25	31.552	35	34.853
6	26.117	16	28.849	26	31.868	36	35.202
7	26.378	17	29.138	27	32.186	37	35.554
8	26.642	18	29.429	28	32.508	38	35.909
9	26.908	19	29.723	29	32.833	39	36.268
10	27.177	20	30.021	30	33.161	40	36.631

M35160		Edu Tele Satellite Maint Engineer					
1	25.346	11	27.998	21	30.927	31	34.163
2	25.600	12	28.278	22	31.237	32	34.505
3	25.856	13	28.561	23	31.549	33	34.850
4	26.114	14	28.846	24	31.864	34	35.198
5	26.375	15	29.135	25	32.183	35	35.550
6	26.639	16	29.426	26	32.505	36	35.906
7	26.906	17	29.721	27	32.830	37	36.265
8	27.175	18	30.018	28	33.158	38	36.627
9	27.446	19	30.318	29	33.490	39	36.994
10	27.721	20	30.621	30	33.825	40	37.364

M37100		Audio Tape Duplication Coord					
1	18.440	11	20.369	21	22.500	31	24.854
2	18.625	12	20.573	22	22.725	32	25.103
3	18.811	13	20.779	23	22.953	33	25.354
4	18.999	14	20.987	24	23.182	34	25.608
5	19.189	15	21.196	25	23.414	35	25.864
6	19.381	16	21.408	26	23.648	36	26.122
7	19.575	17	21.622	27	23.885	37	26.384
8	19.770	18	21.839	28	24.124	38	26.647
9	19.968	19	22.057	29	24.365	39	26.914
10	20.168	20	22.278	30	24.608	40	27.183

M37100		Audio Tape Duplication Coord					
1	18.809	11	20.777	21	22.950	31	25.352
2	18.997	12	20.984	22	23.180	32	25.605
3	19.187	13	21.194	23	23.412	33	25.861
4	19.379	14	21.406	24	23.646	34	26.120
5	19.573	15	21.620	25	23.882	35	26.381
6	19.768	16	21.837	26	24.121	36	26.645
7	19.966	17	22.055	27	24.362	37	26.911
8	20.166	18	22.275	28	24.606	38	27.180
9	20.367	19	22.498	29	24.852	39	27.452
10	20.571	20	22.723	30	25.101	40	27.727

M43151		Game and Parks Cons Tech I					
1	14.845	11	16.398	21	18.114	31	20.009
2	14.993	12	16.562	22	18.295	32	20.209
3	15.143	13	16.728	23	18.478	33	20.411
4	15.295	14	16.895	24	18.662	34	20.615
5	15.448	15	17.064	25	18.849	35	20.821
6	15.602	16	17.234	26	19.038	36	21.029
7	15.758	17	17.407	27	19.228	37	21.240
8	15.916	18	17.581	28	19.420	38	21.452
9	16.075	19	17.757	29	19.614	39	21.667
10	16.236	20	17.934	30	19.811	40	21.883

M43151		Game and Parks Cons Tech I					
1	15.142	11	16.726	21	18.476	31	20.409
2	15.293	12	16.893	22	18.661	32	20.613
3	15.446	13	17.062	23	18.847	33	20.819
4	15.601	14	17.233	24	19.036	34	21.027
5	15.757	15	17.405	25	19.226	35	21.238
6	15.914	16	17.579	26	19.418	36	21.450
7	16.073	17	17.755	27	19.613	37	21.664
8	16.234	18	17.932	28	19.809	38	21.881
9	16.396	19	18.112	29	20.007	39	22.100
10	16.560	20	18.293	30	20.207	40	22.321



M43152		Game and Parks Cons Tech II					
1	17.156	11	18.951	21	20.934	31	23.124
2	17.328	12	19.140	22	21.143	32	23.355
3	17.501	13	19.332	23	21.354	33	23.588
4	17.676	14	19.525	24	21.568	34	23.824
5	17.853	15	19.720	25	21.784	35	24.063
6	18.031	16	19.918	26	22.001	36	24.303
7	18.211	17	20.117	27	22.221	37	24.546
8	18.394	18	20.318	28	22.444	38	24.792
9	18.577	19	20.521	29	22.668	39	25.040
10	18.763	20	20.726	30	22.895	40	25.290

M43152		Game and Parks Cons Tech II					
1	17.499	11	19.330	21	21.352	31	23.586
2	17.674	12	19.523	22	21.566	32	23.822
3	17.851	13	19.718	23	21.781	33	24.060
4	18.029	14	19.916	24	21.999	34	24.301
5	18.210	15	20.115	25	22.219	35	24.544
6	18.392	16	20.316	26	22.441	36	24.789
7	18.576	17	20.519	27	22.666	37	25.037
8	18.761	18	20.724	28	22.892	38	25.287
9	18.949	19	20.931	29	23.121	39	25.540
10	19.138	20	21.141	30	23.353	40	25.796

M53010		State Patrol Forensic Tech					
1	19.258	11	21.273	21	23.498	31	25.957
2	19.451	12	21.486	22	23.733	32	26.217
3	19.645	13	21.700	23	23.971	33	26.479
4	19.842	14	21.917	24	24.211	34	26.743
5	20.040	15	22.137	25	24.453	35	27.011
6	20.240	16	22.358	26	24.697	36	27.281
7	20.443	17	22.582	27	24.944	37	27.554
8	20.647	18	22.807	28	25.194	38	27.829
9	20.854	19	23.035	29	25.445	39	28.108
10	21.062	20	23.266	30	25.700	40	28.389

M53010		State Patrol Forensic Tech					
1	19.643	11	21.698	21	23.968	31	26.476
2	19.840	12	21.915	22	24.208	32	26.741
3	20.038	13	22.134	23	24.450	33	27.008
4	20.238	14	22.356	24	24.695	34	27.278
5	20.441	15	22.579	25	24.942	35	27.551
6	20.645	16	22.805	26	25.191	36	27.827
7	20.852	17	23.033	27	25.443	37	28.105
8	21.060	18	23.264	28	25.697	38	28.386
9	21.271	19	23.496	29	25.954	39	28.670
10	21.483	20	23.731	30	26.214	40	28.956

M53021		Scientific Technician					
1	14.918	11	16.479	21	18.203	31	20.108
2	15.068	12	16.644	22	18.385	32	20.309
3	15.218	13	16.810	23	18.569	33	20.512
4	15.370	14	16.979	24	18.755	34	20.717
5	15.524	15	17.148	25	18.942	35	20.924
6	15.679	16	17.320	26	19.132	36	21.133
7	15.836	17	17.493	27	19.323	37	21.345
8	15.995	18	17.668	28	19.516	38	21.558
9	16.154	19	17.845	29	19.712	39	21.774
10	16.316	20	18.023	30	19.909	40	21.992

M53021		Scientific Technician					
1	15.217	11	16.809	21	18.567	31	20.510
2	15.369	12	16.977	22	18.753	32	20.715
3	15.523	13	17.147	23	18.941	33	20.922
4	15.678	14	17.318	24	19.130	34	21.131
5	15.835	15	17.491	25	19.321	35	21.343
6	15.993	16	17.666	26	19.514	36	21.556
7	16.153	17	17.843	27	19.710	37	21.772
8	16.314	18	18.021	28	19.907	38	21.989
9	16.478	19	18.201	29	20.106	39	22.209
10	16.642	20	18.384	30	20.307	40	22.431

M53631		Hwy Materials and Tests Tech I					
1	15.694	11	17.336	21	19.150	31	21.154
2	15.851	12	17.510	22	19.342	32	21.365
3	16.010	13	17.685	23	19.535	33	21.579
4	16.170	14	17.862	24	19.730	34	21.795
5	16.332	15	18.040	25	19.928	35	22.013
6	16.495	16	18.221	26	20.127	36	22.233
7	16.660	17	18.403	27	20.328	37	22.455
8	16.826	18	18.587	28	20.531	38	22.680
9	16.995	19	18.773	29	20.737	39	22.906
10	17.165	20	18.960	30	20.944	40	23.135

M53631		Hwy Materials and Tests Tech I					
1	16.008	11	17.683	21	19.533	31	21.577
2	16.168	12	17.860	22	19.728	32	21.792
3	16.330	13	18.038	23	19.926	33	22.010
4	16.493	14	18.219	24	20.125	34	22.230
5	16.658	15	18.401	25	20.326	35	22.453
6	16.825	16	18.585	26	20.529	36	22.677
7	16.993	17	18.771	27	20.735	37	22.904
8	17.163	18	18.959	28	20.942	38	23.133
9	17.335	19	19.148	29	21.152	39	23.364
10	17.508	20	19.340	30	21.363	40	23.598

M53632		Hwy Materials and Tests Tech II					
1	17.960	11	19.839	21	21.915	31	24.208
2	18.140	12	20.038	22	22.134	32	24.450
3	18.321	13	20.238	23	22.355	33	24.694
4	18.504	14	20.440	24	22.579	34	24.941
5	18.690	15	20.645	25	22.805	35	25.191
6	18.876	16	20.851	26	23.033	36	25.443
7	19.065	17	21.060	27	23.263	37	25.697
8	19.256	18	21.270	28	23.496	38	25.954
9	19.448	19	21.483	29	23.731	39	26.213
10	19.643	20	21.698	30	23.968	40	26.476

M53632		Hwy Materials and Tests Tech II					
1	18.319	11	20.236	21	22.353	31	24.692
2	18.503	12	20.438	22	22.577	32	24.939
3	18.688	13	20.643	23	22.803	33	25.188
4	18.875	14	20.849	24	23.031	34	25.440
5	19.063	15	21.058	25	23.261	35	25.694
6	19.254	16	21.268	26	23.493	36	25.951
7	19.446	17	21.481	27	23.728	37	26.211
8	19.641	18	21.696	28	23.966	38	26.473
9	19.837	19	21.913	29	24.205	39	26.738
10	20.036	20	22.132	30	24.447	40	27.005

M53633		Hwy Materials and Tests Tech III					
1	20.754	11	22.926	21	25.324	31	27.974
2	20.962	12	23.155	22	25.577	32	28.253
3	21.171	13	23.386	23	25.833	33	28.536
4	21.383	14	23.620	24	26.092	34	28.821
5	21.597	15	23.857	25	26.352	35	29.110
6	21.813	16	24.095	26	26.616	36	29.401
7	22.031	17	24.336	27	26.882	37	29.695
8	22.251	18	24.579	28	27.151	38	29.992
9	22.474	19	24.825	29	27.422	39	30.291
10	22.699	20	25.073	30	27.697	40	30.594

M53633		Hwy Materials and Tests Tech III					
1	21.169	11	23.384	21	25.831	31	28.533
2	21.381	12	23.618	22	26.089	32	28.818
3	21.595	13	23.854	23	26.350	33	29.107
4	21.811	14	24.093	24	26.613	34	29.398
5	22.029	15	24.334	25	26.880	35	29.692
6	22.249	16	24.577	26	27.148	36	29.989
7	22.472	17	24.823	27	27.420	37	30.288
8	22.696	18	25.071	28	27.694	38	30.591
9	22.923	19	25.322	29	27.971	39	30.897
10	23.153	20	25.575	30	28.251	40	31.206

M55782		Hwy Registered Land Surveyor					
1	26.220	11	28.963	21	31.993	31	35.340
2	26.482	12	29.252	22	32.313	32	35.693
3	26.747	13	29.545	23	32.636	33	36.050
4	27.014	14	29.840	24	32.962	34	36.411
5	27.284	15	30.139	25	33.292	35	36.775
6	27.557	16	30.440	26	33.625	36	37.143
7	27.833	17	30.744	27	33.961	37	37.514
8	28.111	18	31.052	28	34.301	38	37.889
9	28.392	19	31.362	29	34.644	39	38.268
10	28.676	20	31.676	30	34.990	40	38.651

M55782		Hwy Registered Land Surveyor					
1	26.744	11	29.542	21	32.633	31	36.047
2	27.011	12	29.837	22	32.959	32	36.407
3	27.281	13	30.136	23	33.289	33	36.771
4	27.554	14	30.437	24	33.621	34	37.139
5	27.830	15	30.741	25	33.958	35	37.510
6	28.108	16	31.049	26	34.297	36	37.886
7	28.389	17	31.359	27	34.640	37	38.264
8	28.673	18	31.673	28	34.987	38	38.647
9	28.960	19	31.990	29	35.337	39	39.034
10	29.249	20	32.310	30	35.690	40	39.424

M56162		Hwy Cartographer					
1	17.156	11	18.951	21	20.934	31	23.124
2	17.328	12	19.140	22	21.143	32	23.355
3	17.501	13	19.332	23	21.354	33	23.588
4	17.676	14	19.525	24	21.568	34	23.824
5	17.853	15	19.720	25	21.784	35	24.063
6	18.031	16	19.918	26	22.001	36	24.303
7	18.211	17	20.117	27	22.221	37	24.546
8	18.394	18	20.318	28	22.444	38	24.792
9	18.577	19	20.521	29	22.668	39	25.040
10	18.763	20	20.726	30	22.895	40	25.290

M56162		Hwy Cartographer					
1	17.499	11	19.330	21	21.352	31	23.586
2	17.674	12	19.523	22	21.566	32	23.822
3	17.851	13	19.718	23	21.781	33	24.060
4	18.029	14	19.916	24	21.999	34	24.301
5	18.210	15	20.115	25	22.219	35	24.544
6	18.392	16	20.316	26	22.441	36	24.789
7	18.576	17	20.519	27	22.666	37	25.037
8	18.761	18	20.724	28	22.892	38	25.287
9	18.949	19	20.931	29	23.121	39	25.540
10	19.138	20	21.141	30	23.353	40	25.796

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M56163		Hwy Cartographer Senior					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

M56163		Hwy Cartographer Senior					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

M56170		Natural Resources Cartographer					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

M56170		Natural Resources Cartographer					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

M56233		Engineering Associate					
1	20.381	11	22.513	21	24.869	31	27.470
2	20.585	12	22.738	22	25.117	32	27.745
3	20.791	13	22.966	23	25.368	33	28.022
4	20.998	14	23.195	24	25.622	34	28.303
5	21.208	15	23.427	25	25.878	35	28.586
6	21.421	16	23.662	26	26.137	36	28.872
7	21.635	17	23.898	27	26.398	37	29.160
8	21.851	18	24.137	28	26.662	38	29.452
9	22.070	19	24.379	29	26.929	39	29.746
10	22.290	20	24.622	30	27.198	40	30.044

M56233		Engineering Associate					
1	20.788	11	22.963	21	25.366	31	28.020
2	20.996	12	23.193	22	25.620	32	28.300
3	21.206	13	23.425	23	25.876	33	28.583
4	21.418	14	23.659	24	26.135	34	28.869
5	21.633	15	23.896	25	26.396	35	29.157
6	21.849	16	24.135	26	26.660	36	29.449
7	22.067	17	24.376	27	26.926	37	29.744
8	22.288	18	24.620	28	27.196	38	30.041
9	22.511	19	24.866	29	27.468	39	30.341
10	22.736	20	25.115	30	27.742	40	30.645

M56300		Hwy Bridge Inspector					
1	21.441	11	23.684	21	26.162	31	28.899
2	21.655	12	23.921	22	26.424	32	29.188
3	21.872	13	24.160	23	26.688	33	29.480
4	22.091	14	24.402	24	26.955	34	29.775
5	22.312	15	24.646	25	27.224	35	30.073
6	22.535	16	24.892	26	27.497	36	30.373
7	22.760	17	25.141	27	27.772	37	30.677
8	22.988	18	25.393	28	28.049	38	30.984
9	23.218	19	25.647	29	28.330	39	31.294
10	23.450	20	25.903	30	28.613	40	31.607

M56300		Hwy Bridge Inspector					
1	21.870	11	24.158	21	26.685	31	29.477
2	22.089	12	24.399	22	26.952	32	29.772
3	22.309	13	24.643	23	27.222	33	30.070
4	22.532	14	24.890	24	27.494	34	30.370
5	22.758	15	25.139	25	27.769	35	30.674
6	22.985	16	25.390	26	28.047	36	30.981
7	23.215	17	25.644	27	28.327	37	31.291
8	23.447	18	25.901	28	28.610	38	31.604
9	23.682	19	26.160	29	28.896	39	31.920
10	23.919	20	26.421	30	29.185	40	32.239

M56400		Hwy Bridge Fabrication Spec					
1	26.872	11	29.683	21	32.788	31	36.219
2	27.140	12	29.980	22	33.116	32	36.581
3	27.412	13	30.280	23	33.448	33	36.947
4	27.686	14	30.582	24	33.782	34	37.316
5	27.963	15	30.888	25	34.120	35	37.689
6	28.242	16	31.197	26	34.461	36	38.066
7	28.525	17	31.509	27	34.806	37	38.447
8	28.810	18	31.824	28	35.154	38	38.832
9	29.098	19	32.142	29	35.505	39	39.220
10	29.389	20	32.464	30	35.860	40	39.612

M56400		Hwy Bridge Fabrication Spec					
1	27.409	11	30.277	21	33.444	31	36.943
2	27.683	12	30.579	22	33.779	32	37.313
3	27.960	13	30.885	23	34.116	33	37.686
4	28.240	14	31.194	24	34.458	34	38.063
5	28.522	15	31.506	25	34.802	35	38.443
6	28.807	16	31.821	26	35.150	36	38.828
7	29.095	17	32.139	27	35.502	37	39.216
8	29.386	18	32.461	28	35.857	38	39.608
9	29.680	19	32.785	29	36.215	39	40.004
10	29.977	20	33.113	30	36.577	40	40.404

M56620		Hwy Lighting Designer					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

M56620		Hwy Lighting Designer					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

M56641		Hwy Design Tech I					
1	15.957	11	17.626	21	19.470	31	21.507
2	16.116	12	17.803	22	19.665	32	21.722
3	16.278	13	17.981	23	19.862	33	21.940
4	16.440	14	18.160	24	20.060	34	22.159
5	16.605	15	18.342	25	20.261	35	22.381
6	16.771	16	18.525	26	20.464	36	22.605
7	16.939	17	18.711	27	20.668	37	22.831
8	17.108	18	18.898	28	20.875	38	23.059
9	17.279	19	19.087	29	21.084	39	23.289
10	17.452	20	19.278	30	21.294	40	23.522

M56641		Hwy Design Tech I					
1	16.276	11	17.979	21	19.860	31	21.938
2	16.439	12	18.159	22	20.058	32	22.157
3	16.603	13	18.340	23	20.259	33	22.379
4	16.769	14	18.524	24	20.462	34	22.602
5	16.937	15	18.709	25	20.666	35	22.828
6	17.106	16	18.896	26	20.873	36	23.057
7	17.277	17	19.085	27	21.082	37	23.287
8	17.450	18	19.276	28	21.292	38	23.520
9	17.625	19	19.468	29	21.505	39	23.755
10	17.801	20	19.663	30	21.720	40	23.993

M56642		Hwy Design Tech II					
1	17.156	11	18.951	21	20.934	31	23.124
2	17.328	12	19.140	22	21.143	32	23.355
3	17.501	13	19.332	23	21.354	33	23.588
4	17.676	14	19.525	24	21.568	34	23.824
5	17.853	15	19.720	25	21.784	35	24.063
6	18.031	16	19.918	26	22.001	36	24.303
7	18.211	17	20.117	27	22.221	37	24.546
8	18.394	18	20.318	28	22.444	38	24.792
9	18.577	19	20.521	29	22.668	39	25.040
10	18.763	20	20.726	30	22.895	40	25.290

M56642		Hwy Design Tech II					
1	17.499	11	19.330	21	21.352	31	23.586
2	17.674	12	19.523	22	21.566	32	23.822
3	17.851	13	19.718	23	21.781	33	24.060
4	18.029	14	19.916	24	21.999	34	24.301
5	18.210	15	20.115	25	22.219	35	24.544
6	18.392	16	20.316	26	22.441	36	24.789
7	18.576	17	20.519	27	22.666	37	25.037
8	18.761	18	20.724	28	22.892	38	25.287
9	18.949	19	20.931	29	23.121	39	25.540
10	19.138	20	21.141	30	23.353	40	25.796

M56643		Hwy Design Tech III					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

M56643		Hwy Design Tech III					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

M56653		Hwy Bridge Designer I					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

M56653		Hwy Bridge Designer I					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

M56654		Hwy Bridge Designer II					
1	26.220	11	28.963	21	31.993	31	35.340
2	26.482	12	29.252	22	32.313	32	35.693
3	26.747	13	29.545	23	32.636	33	36.050
4	27.014	14	29.840	24	32.962	34	36.411
5	27.284	15	30.139	25	33.292	35	36.775
6	27.557	16	30.440	26	33.625	36	37.143
7	27.833	17	30.744	27	33.961	37	37.514
8	28.111	18	31.052	28	34.301	38	37.889
9	28.392	19	31.362	29	34.644	39	38.268
10	28.676	20	31.676	30	34.990	40	38.651

M56654		Hwy Bridge Designer II					
1	26.744	11	29.542	21	32.633	31	36.047
2	27.011	12	29.837	22	32.959	32	36.407
3	27.281	13	30.136	23	33.289	33	36.771
4	27.554	14	30.437	24	33.621	34	37.139
5	27.830	15	30.741	25	33.958	35	37.510
6	28.108	16	31.049	26	34.297	36	37.886
7	28.389	17	31.359	27	34.640	37	38.264
8	28.673	18	31.673	28	34.987	38	38.647
9	28.960	19	31.990	29	35.337	39	39.034
10	29.249	20	32.310	30	35.690	40	39.424

M56660		Hwy Bridge Data Tech					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

M56660		Hwy Bridge Data Tech					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

M56670		Hwy Bridge Hydraulics Analyst					
1	24.037	11	26.551	21	29.329	31	32.398
2	24.277	12	26.817	22	29.623	32	32.722
3	24.520	13	27.085	23	29.919	33	33.049
4	24.765	14	27.356	24	30.218	34	33.379
5	25.013	15	27.629	25	30.520	35	33.713
6	25.263	16	27.906	26	30.825	36	34.050
7	25.515	17	28.185	27	31.134	37	34.391
8	25.770	18	28.467	28	31.445	38	34.735
9	26.028	19	28.751	29	31.759	39	35.082
10	26.288	20	29.039	30	32.077	40	35.433

M56670		Hwy Bridge Hydraulics Analyst					
1	24.517	11	27.082	21	29.916	31	33.046
2	24.763	12	27.353	22	30.215	32	33.376
3	25.010	13	27.627	23	30.517	33	33.710
4	25.260	14	27.903	24	30.822	34	34.047
5	25.513	15	28.182	25	31.131	35	34.387
6	25.768	16	28.464	26	31.442	36	34.731
7	26.026	17	28.748	27	31.756	37	35.079
8	26.286	18	29.036	28	32.074	38	35.429
9	26.549	19	29.326	29	32.395	39	35.784
10	26.814	20	29.620	30	32.718	40	36.142

M56681		Hwy ROW Designer I					
1	17.156	11	18.951	21	20.934	31	23.124
2	17.328	12	19.140	22	21.143	32	23.355
3	17.501	13	19.332	23	21.354	33	23.588
4	17.676	14	19.525	24	21.568	34	23.824
5	17.853	15	19.720	25	21.784	35	24.063
6	18.031	16	19.918	26	22.001	36	24.303
7	18.211	17	20.117	27	22.221	37	24.546
8	18.394	18	20.318	28	22.444	38	24.792
9	18.577	19	20.521	29	22.668	39	25.040
10	18.763	20	20.726	30	22.895	40	25.290

M56681		Hwy ROW Designer I					
1	17.499	11	19.330	21	21.352	31	23.586
2	17.674	12	19.523	22	21.566	32	23.822
3	17.851	13	19.718	23	21.781	33	24.060
4	18.029	14	19.916	24	21.999	34	24.301
5	18.210	15	20.115	25	22.219	35	24.544
6	18.392	16	20.316	26	22.441	36	24.789
7	18.576	17	20.519	27	22.666	37	25.037
8	18.761	18	20.724	28	22.892	38	25.287
9	18.949	19	20.931	29	23.121	39	25.540
10	19.138	20	21.141	30	23.353	40	25.796

M56682		Hwy ROW Designer II					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

M56682		Hwy ROW Designer II					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

M56683		Hwy ROW Designer III					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

M56683		Hwy ROW Designer III					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

M56700		Geodetic Survey Tech					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

M56700		Geodetic Survey Tech					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

M56710		Hwy Materials Designer					
1	26.220	11	28.963	21	31.993	31	35.340
2	26.482	12	29.252	22	32.313	32	35.693
3	26.747	13	29.545	23	32.636	33	36.050
4	27.014	14	29.840	24	32.962	34	36.411
5	27.284	15	30.139	25	33.292	35	36.775
6	27.557	16	30.440	26	33.625	36	37.143
7	27.833	17	30.744	27	33.961	37	37.514
8	28.111	18	31.052	28	34.301	38	37.889
9	28.392	19	31.362	29	34.644	39	38.268
10	28.676	20	31.676	30	34.990	40	38.651

M56710		Hwy Materials Designer					
1	26.744	11	29.542	21	32.633	31	36.047
2	27.011	12	29.837	22	32.959	32	36.407
3	27.281	13	30.136	23	33.289	33	36.771
4	27.554	14	30.437	24	33.621	34	37.139
5	27.830	15	30.741	25	33.958	35	37.510
6	28.108	16	31.049	26	34.297	36	37.886
7	28.389	17	31.359	27	34.640	37	38.264
8	28.673	18	31.673	28	34.987	38	38.647
9	28.960	19	31.990	29	35.337	39	39.034
10	29.249	20	32.310	30	35.690	40	39.424

M56732		Hwy Photogrammetric Tech II					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

M56732		Hwy Photogrammetric Tech II					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

M56733		Hwy Photogrammetric Tech III					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

M56733		Hwy Photogrammetric Tech III					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

M56740		Nat Res Photogrammetric Tech					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

M56740		Nat Res Photogrammetric Tech					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

M56751		Nat Res Survey Assistant					
1	17.156	11	18.951	21	20.934	31	23.124
2	17.328	12	19.140	22	21.143	32	23.355
3	17.501	13	19.332	23	21.354	33	23.588
4	17.676	14	19.525	24	21.568	34	23.824
5	17.853	15	19.720	25	21.784	35	24.063
6	18.031	16	19.918	26	22.001	36	24.303
7	18.211	17	20.117	27	22.221	37	24.546
8	18.394	18	20.318	28	22.444	38	24.792
9	18.577	19	20.521	29	22.668	39	25.040
10	18.763	20	20.726	30	22.895	40	25.290

M56751		Nat Res Survey Assistant					
1	17.499	11	19.330	21	21.352	31	23.586
2	17.674	12	19.523	22	21.566	32	23.822
3	17.851	13	19.718	23	21.781	33	24.060
4	18.029	14	19.916	24	21.999	34	24.301
5	18.210	15	20.115	25	22.219	35	24.544
6	18.392	16	20.316	26	22.441	36	24.789
7	18.576	17	20.519	27	22.666	37	25.037
8	18.761	18	20.724	28	22.892	38	25.287
9	18.949	19	20.931	29	23.121	39	25.540
10	19.138	20	21.141	30	23.353	40	25.796

M56752		Nat Res Geodetic Surv Crew Leader					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

M56752		Nat Res Geodetic Surv Crew Leader					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

M56760		Hwy Aerial Camera Operator					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

M56760		Hwy Aerial Camera Operator					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517



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M56771		Highway Survey Assistant					
1	17.156	11	18.951	21	20.934	31	23.124
2	17.328	12	19.140	22	21.143	32	23.355
3	17.501	13	19.332	23	21.354	33	23.588
4	17.676	14	19.525	24	21.568	34	23.824
5	17.853	15	19.720	25	21.784	35	24.063
6	18.031	16	19.918	26	22.001	36	24.303
7	18.211	17	20.117	27	22.221	37	24.546
8	18.394	18	20.318	28	22.444	38	24.792
9	18.577	19	20.521	29	22.668	39	25.040
10	18.763	20	20.726	30	22.895	40	25.290

M56771		Highway Survey Assistant					
1	17.499	11	19.330	21	21.352	31	23.586
2	17.674	12	19.523	22	21.566	32	23.822
3	17.851	13	19.718	23	21.781	33	24.060
4	18.029	14	19.916	24	21.999	34	24.301
5	18.210	15	20.115	25	22.219	35	24.544
6	18.392	16	20.316	26	22.441	36	24.789
7	18.576	17	20.519	27	22.666	37	25.037
8	18.761	18	20.724	28	22.892	38	25.287
9	18.949	19	20.931	29	23.121	39	25.540
10	19.138	20	21.141	30	23.353	40	25.796

M56781		Highway Land Surveyor					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

M56781		Highway Land Surveyor					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

M56811		Highway Designer I					
1	19.631	11	21.685	21	23.953	31	26.459
2	19.827	12	21.901	22	24.193	32	26.724
3	20.025	13	22.120	23	24.435	33	26.991
4	20.226	14	22.342	24	24.679	34	27.261
5	20.428	15	22.565	25	24.926	35	27.534
6	20.632	16	22.791	26	25.175	36	27.809
7	20.838	17	23.019	27	25.427	37	28.087
8	21.047	18	23.249	28	25.681	38	28.368
9	21.257	19	23.481	29	25.938	39	28.652
10	21.470	20	23.716	30	26.197	40	28.938

M56811		Highway Designer I					
1	20.023	11	22.118	21	24.432	31	26.989
2	20.224	12	22.339	22	24.677	32	27.258
3	20.426	13	22.563	23	24.923	33	27.531
4	20.630	14	22.789	24	25.173	34	27.806
5	20.836	15	23.016	25	25.424	35	28.084
6	21.045	16	23.247	26	25.679	36	28.365
7	21.255	17	23.479	27	25.935	37	28.649
8	21.468	18	23.714	28	26.195	38	28.935
9	21.682	19	23.951	29	26.457	39	29.225
10	21.899	20	24.190	30	26.721	40	29.517

M56812		Highway Designer II					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

M56812		Highway Designer II					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

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M56813		Highway Designer III					
1	26.220	11	28.963	21	31.993	31	35.340
2	26.482	12	29.252	22	32.313	32	35.693
3	26.747	13	29.545	23	32.636	33	36.050
4	27.014	14	29.840	24	32.962	34	36.411
5	27.284	15	30.139	25	33.292	35	36.775
6	27.557	16	30.440	26	33.625	36	37.143
7	27.833	17	30.744	27	33.961	37	37.514
8	28.111	18	31.052	28	34.301	38	37.889
9	28.392	19	31.362	29	34.644	39	38.268
10	28.676	20	31.676	30	34.990	40	38.651

M56813		Highway Designer III					
1	26.744	11	29.542	21	32.633	31	36.047
2	27.011	12	29.837	22	32.959	32	36.407
3	27.281	13	30.136	23	33.289	33	36.771
4	27.554	14	30.437	24	33.621	34	37.139
5	27.830	15	30.741	25	33.958	35	37.510
6	28.108	16	31.049	26	34.297	36	37.886
7	28.389	17	31.359	27	34.640	37	38.264
8	28.673	18	31.673	28	34.987	38	38.647
9	28.960	19	31.990	29	35.337	39	39.034
10	29.249	20	32.310	30	35.690	40	39.424

M57281		Hwy Construction Tech I					
1	19.120	11	21.120	21	23.330	31	25.771
2	19.311	12	21.331	22	23.563	32	26.028
3	19.504	13	21.545	23	23.799	33	26.289
4	19.699	14	21.760	24	24.037	34	26.552
5	19.896	15	21.978	25	24.277	35	26.817
6	20.095	16	22.198	26	24.520	36	27.085
7	20.296	17	22.420	27	24.765	37	27.356
8	20.499	18	22.644	28	25.013	38	27.630
9	20.704	19	22.870	29	25.263	39	27.906
10	20.911	20	23.099	30	25.516	40	28.185

M57281		Hwy Construction Tech I					
1	19.502	11	21.543	21	23.797	31	26.286
2	19.697	12	21.758	22	24.034	32	26.549
3	19.894	13	21.976	23	24.275	33	26.815
4	20.093	14	22.195	24	24.518	34	27.083
5	20.294	15	22.417	25	24.763	35	27.353
6	20.497	16	22.642	26	25.010	36	27.627
7	20.702	17	22.868	27	25.260	37	27.903
8	20.909	18	23.097	28	25.513	38	28.182
9	21.118	19	23.328	29	25.768	39	28.464
10	21.329	20	23.561	30	26.026	40	28.749

M57282		Hwy Construction Tech II					
1	21.994	11	24.295	21	26.837	31	29.644
2	22.214	12	24.538	22	27.105	32	29.941
3	22.436	13	24.783	23	27.376	33	30.240
4	22.660	14	25.031	24	27.650	34	30.543
5	22.887	15	25.281	25	27.926	35	30.848
6	23.116	16	25.534	26	28.205	36	31.156
7	23.347	17	25.789	27	28.488	37	31.468
8	23.580	18	26.047	28	28.772	38	31.783
9	23.816	19	26.308	29	29.060	39	32.100
10	24.054	20	26.571	30	29.351	40	32.421

M57282		Hwy Construction Tech II					
1	22.434	11	24.781	21	27.373	31	30.237
2	22.658	12	25.028	22	27.647	32	30.540
3	22.885	13	25.279	23	27.923	33	30.845
4	23.113	14	25.532	24	28.203	34	31.153
5	23.345	15	25.787	25	28.485	35	31.465
6	23.578	16	26.045	26	28.770	36	31.780
7	23.814	17	26.305	27	29.057	37	32.097
8	24.052	18	26.568	28	29.348	38	32.418
9	24.292	19	26.834	29	29.641	39	32.742
10	24.535	20	27.102	30	29.938	40	33.070

M57283		Hwy Construction Tech III					
1	26.686	11	29.478	21	32.562	31	35.968
2	26.953	12	29.772	22	32.887	32	36.328
3	27.222	13	30.070	23	33.216	33	36.691
4	27.494	14	30.371	24	33.548	34	37.058
5	27.769	15	30.675	25	33.884	35	37.429
6	28.047	16	30.981	26	34.223	36	37.803
7	28.327	17	31.291	27	34.565	37	38.181
8	28.611	18	31.604	28	34.911	38	38.563
9	28.897	19	31.920	29	35.260	39	38.949
10	29.186	20	32.239	30	35.612	40	39.338

M57283		Hwy Construction Tech III					
1	27.219	11	30.067	21	33.213	31	36.688
2	27.492	12	30.368	22	33.545	32	37.055
3	27.767	13	30.672	23	33.880	33	37.425
4	28.044	14	30.978	24	34.219	34	37.799
5	28.325	15	31.288	25	34.561	35	38.177
6	28.608	16	31.601	26	34.907	36	38.559
7	28.894	17	31.917	27	35.256	37	38.945
8	29.183	18	32.236	28	35.609	38	39.334
9	29.475	19	32.558	29	35.965	39	39.728
10	29.770	20	32.884	30	36.324	40	40.125

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M57284		Hwy Construction Tech IV					
1	31.085	11	34.337	21	37.929	31	41.897
2	31.395	12	34.680	22	38.308	32	42.316
3	31.709	13	35.027	23	38.691	33	42.739
4	32.026	14	35.377	24	39.078	34	43.167
5	32.347	15	35.731	25	39.469	35	43.598
6	32.670	16	36.088	26	39.864	36	44.034
7	32.997	17	36.449	27	40.262	37	44.475
8	33.327	18	36.814	28	40.665	38	44.919
9	33.660	19	37.182	29	41.072	39	45.369
10	33.997	20	37.553	30	41.482	40	45.822

M57284		Hwy Construction Tech IV					
1	31.706	11	35.023	21	38.688	31	42.735
2	32.023	12	35.374	22	39.074	32	43.163
3	32.343	13	35.727	23	39.465	33	43.594
4	32.667	14	36.085	24	39.860	34	44.030
5	32.994	15	36.445	25	40.258	35	44.470
6	33.324	16	36.810	26	40.661	36	44.915
7	33.657	17	37.178	27	41.068	37	45.364
8	33.993	18	37.550	28	41.478	38	45.818
9	34.333	19	37.925	29	41.893	39	46.276
10	34.677	20	38.305	30	42.312	40	46.739

M57540		Nat Res Floodplain Mgmt Spec					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

M57540		Nat Res Floodplain Mgmt Spec					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

M57830		Hwy District ROW Perm Officer					
1	21.843	11	24.128	21	26.653	31	29.441
2	22.062	12	24.370	22	26.919	32	29.736
3	22.282	13	24.613	23	27.188	33	30.033
4	22.505	14	24.859	24	27.460	34	30.333
5	22.730	15	25.108	25	27.735	35	30.637
6	22.957	16	25.359	26	28.012	36	30.943
7	23.187	17	25.613	27	28.292	37	31.252
8	23.419	18	25.869	28	28.575	38	31.565
9	23.653	19	26.128	29	28.861	39	31.881
10	23.889	20	26.389	30	29.150	40	32.199

M57830		Hwy District ROW Perm Officer					
1	22.280	11	24.611	21	27.186	31	30.030
2	22.503	12	24.857	22	27.458	32	30.330
3	22.728	13	25.106	23	27.732	33	30.634
4	22.955	14	25.357	24	28.010	34	30.940
5	23.185	15	25.610	25	28.290	35	31.249
6	23.416	16	25.866	26	28.573	36	31.562
7	23.651	17	26.125	27	28.858	37	31.877
8	23.887	18	26.386	28	29.147	38	32.196
9	24.126	19	26.650	29	29.438	39	32.518
10	24.367	20	26.917	30	29.733	40	32.843

M61121		Hwy Traffic Op Center Operator					
1	18.266	11	20.177	21	22.288	31	24.620
2	18.448	12	20.379	22	22.511	32	24.866
3	18.633	13	20.582	23	22.736	33	25.114
4	18.819	14	20.788	24	22.963	34	25.366
5	19.007	15	20.996	25	23.193	35	25.619
6	19.198	16	21.206	26	23.425	36	25.875
7	19.390	17	21.418	27	23.659	37	26.134
8	19.583	18	21.632	28	23.895	38	26.395
9	19.779	19	21.849	29	24.134	39	26.659
10	19.977	20	22.067	30	24.376	40	26.926

M61121		Hwy Traffic Op Center Operator					
1	18.631	11	20.580	21	22.734	31	25.112
2	18.817	12	20.786	22	22.961	32	25.363
3	19.006	13	20.994	23	23.190	33	25.617
4	19.196	14	21.204	24	23.422	34	25.873
5	19.388	15	21.416	25	23.657	35	26.132
6	19.581	16	21.630	26	23.893	36	26.393
7	19.777	17	21.846	27	24.132	37	26.657
8	19.975	18	22.065	28	24.373	38	26.923
9	20.175	19	22.286	29	24.617	39	27.193
10	20.377	20	22.508	30	24.863	40	27.465

M61122		Hwy Traffic Op Center Op/Lead					
1	19.636	11	21.690	21	23.960	31	26.466
2	19.832	12	21.907	22	24.199	32	26.731
3	20.031	13	22.126	23	24.441	33	26.998
4	20.231	14	22.348	24	24.686	34	27.268
5	20.433	15	22.571	25	24.933	35	27.541
6	20.638	16	22.797	26	25.182	36	27.816
7	20.844	17	23.025	27	25.434	37	28.095
8	21.053	18	23.255	28	25.688	38	28.376
9	21.263	19	23.488	29	25.945	39	28.659
10	21.476	20	23.722	30	26.204	40	28.946

M61122		Hwy Traffic Op Center Op/Lead					
1	20.029	11	22.124	21	24.439	31	26.996
2	20.229	12	22.345	22	24.683	32	27.266
3	20.431	13	22.569	23	24.930	33	27.538
4	20.636	14	22.795	24	25.179	34	27.814
5	20.842	15	23.023	25	25.431	35	28.092
6	21.050	16	23.253	26	25.686	36	28.373
7	21.261	17	23.485	27	25.942	37	28.657
8	21.474	18	23.720	28	26.202	38	28.943
9	21.688	19	23.957	29	26.464	39	29.233
10	21.905	20	24.197	30	26.728	40	29.525

M61811		State Patrol Comm Spec					
1	21.489	11	23.738	21	26.221	31	28.964
2	21.704	12	23.975	22	26.483	32	29.254
3	21.921	13	24.215	23	26.748	33	29.547
4	22.140	14	24.457	24	27.016	34	29.842
5	22.362	15	24.701	25	27.286	35	30.140
6	22.585	16	24.948	26	27.559	36	30.442
7	22.811	17	25.198	27	27.834	37	30.746
8	23.039	18	25.450	28	28.112	38	31.054
9	23.270	19	25.704	29	28.394	39	31.364
10	23.503	20	25.961	30	28.678	40	31.678

M61811		State Patrol Comm Spec					
1	21.919	11	24.212	21	26.745	31	29.544
2	22.138	12	24.454	22	27.013	32	29.839
3	22.360	13	24.699	23	27.283	33	30.137
4	22.583	14	24.946	24	27.556	34	30.439
5	22.809	15	25.195	25	27.831	35	30.743
6	23.037	16	25.447	26	28.110	36	31.051
7	23.268	17	25.702	27	28.391	37	31.361
8	23.500	18	25.959	28	28.675	38	31.675
9	23.735	19	26.218	29	28.961	39	31.992
10	23.973	20	26.481	30	29.251	40	32.311

M65131		Airport Fire Fighter Trainee					
1	18.793	11	20.759	21	22.931	31	25.330
2	18.981	12	20.967	22	23.160	32	25.583
3	19.171	13	21.176	23	23.392	33	25.839
4	19.362	14	21.388	24	23.626	34	26.098
5	19.556	15	21.602	25	23.862	35	26.358
6	19.752	16	21.818	26	24.101	36	26.622
7	19.949	17	22.036	27	24.342	37	26.888
8	20.149	18	22.257	28	24.585	38	27.157
9	20.350	19	22.479	29	24.831	39	27.429
10	20.554	20	22.704	30	25.079	40	27.703

M65131		Airport Fire Fighter Trainee					
1	19.169	11	21.174	21	23.390	31	25.837
2	19.360	12	21.386	22	23.623	32	26.095
3	19.554	13	21.600	23	23.860	33	26.356
4	19.750	14	21.816	24	24.098	34	26.619
5	19.947	15	22.034	25	24.339	35	26.886
6	20.147	16	22.254	26	24.583	36	27.155
7	20.348	17	22.477	27	24.828	37	27.426
8	20.552	18	22.702	28	25.077	38	27.700
9	20.757	19	22.929	29	25.328	39	27.977
10	20.965	20	23.158	30	25.581	40	28.257

M65132		Airport Fire Fighter					
1	21.053	11	23.255	21	25.688	31	28.376
2	21.263	12	23.488	22	25.945	32	28.659
3	21.476	13	23.722	23	26.204	33	28.946
4	21.690	14	23.960	24	26.466	34	29.235
5	21.907	15	24.199	25	26.731	35	29.528
6	22.126	16	24.441	26	26.998	36	29.823
7	22.348	17	24.686	27	27.268	37	30.121
8	22.571	18	24.933	28	27.541	38	30.422
9	22.797	19	25.182	29	27.816	39	30.727
10	23.025	20	25.434	30	28.095	40	31.034

M65132		Airport Fire Fighter					
1	21.474	11	23.720	21	26.202	31	28.943
2	21.688	12	23.957	22	26.464	32	29.233
3	21.905	13	24.197	23	26.728	33	29.525
4	22.124	14	24.439	24	26.996	34	29.820
5	22.345	15	24.683	25	27.266	35	30.118
6	22.569	16	24.930	26	27.538	36	30.419
7	22.795	17	25.179	27	27.814	37	30.724
8	23.023	18	25.431	28	28.092	38	31.031
9	23.253	19	25.686	29	28.373	39	31.341
10	23.485	20	25.942	30	28.657	40	31.655

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M65133		Airport FF Crew Chief					
1	22.395	11	24.739	21	27.327	31	30.186
2	22.619	12	24.986	22	27.600	32	30.488
3	22.846	13	25.236	23	27.876	33	30.792
4	23.074	14	25.488	24	28.155	34	31.100
5	23.305	15	25.743	25	28.436	35	31.411
6	23.538	16	26.000	26	28.721	36	31.725
7	23.773	17	26.260	27	29.008	37	32.043
8	24.011	18	26.523	28	29.298	38	32.363
9	24.251	19	26.788	29	29.591	39	32.687
10	24.494	20	27.056	30	29.887	40	33.014

M65133		Airport FF Crew Chief					
1	22.843	11	25.233	21	27.873	31	30.789
2	23.072	12	25.486	22	28.152	32	31.097
3	23.303	13	25.740	23	28.433	33	31.408
4	23.536	14	25.998	24	28.718	34	31.722
5	23.771	15	26.258	25	29.005	35	32.040
6	24.009	16	26.520	26	29.295	36	32.360
7	24.249	17	26.786	27	29.588	37	32.684
8	24.491	18	27.053	28	29.884	38	33.010
9	24.736	19	27.324	29	30.183	39	33.341
10	24.983	20	27.597	30	30.485	40	33.674

M74410		Medical Diagnostic Tech					
1	15.957	11	17.626	21	19.470	31	21.507
2	16.116	12	17.803	22	19.665	32	21.722
3	16.278	13	17.981	23	19.862	33	21.940
4	16.440	14	18.160	24	20.060	34	22.159
5	16.605	15	18.342	25	20.261	35	22.381
6	16.771	16	18.525	26	20.464	36	22.605
7	16.939	17	18.711	27	20.668	37	22.831
8	17.108	18	18.898	28	20.875	38	23.059
9	17.279	19	19.087	29	21.084	39	23.289
10	17.452	20	19.278	30	21.294	40	23.522

M74410		Medical Diagnostic Tech					
1	16.276	11	17.979	21	19.860	31	21.938
2	16.439	12	18.159	22	20.058	32	22.157
3	16.603	13	18.340	23	20.259	33	22.379
4	16.769	14	18.524	24	20.462	34	22.602
5	16.937	15	18.709	25	20.666	35	22.828
6	17.106	16	18.896	26	20.873	36	23.057
7	17.277	17	19.085	27	21.082	37	23.287
8	17.450	18	19.276	28	21.292	38	23.520
9	17.625	19	19.468	29	21.505	39	23.755
10	17.801	20	19.663	30	21.720	40	23.993

M79112		Laundry Worker					
1	12.852	11	14.197	21	15.682	31	17.323
2	12.981	12	14.339	22	15.839	32	17.496
3	13.110	13	14.482	23	15.997	33	17.671
4	13.241	14	14.627	24	16.157	34	17.847
5	13.374	15	14.773	25	16.319	35	18.026
6	13.508	16	14.921	26	16.482	36	18.206
7	13.643	17	15.070	27	16.647	37	18.388
8	13.779	18	15.221	28	16.813	38	18.572
9	13.917	19	15.373	29	16.981	39	18.758
10	14.056	20	15.527	30	17.151	40	18.945

M79112		Laundry Worker					
1	13.109	11	14.481	21	15.996	31	17.669
2	13.240	12	14.625	22	16.155	32	17.846
3	13.373	13	14.772	23	16.317	33	18.024
4	13.506	14	14.919	24	16.480	34	18.204
5	13.641	15	15.069	25	16.645	35	18.386
6	13.778	16	15.219	26	16.811	36	18.570
7	13.916	17	15.371	27	16.980	37	18.756
8	14.055	18	15.525	28	17.149	38	18.944
9	14.195	19	15.680	29	17.321	39	19.133
10	14.337	20	15.837	30	17.494	40	19.324

M79113		Laundry Supervisor					
1	13.216	11	14.599	21	16.126	31	17.814
2	13.349	12	14.745	22	16.288	32	17.992
3	13.482	13	14.893	23	16.451	33	18.172
4	13.617	14	15.041	24	16.615	34	18.353
5	13.753	15	15.192	25	16.781	35	18.537
6	13.891	16	15.344	26	16.949	36	18.722
7	14.029	17	15.497	27	17.119	37	18.910
8	14.170	18	15.652	28	17.290	38	19.099
9	14.311	19	15.809	29	17.463	39	19.290
10	14.455	20	15.967	30	17.637	40	19.483

M79113		Laundry Supervisor					
1	13.481	11	14.891	21	16.449	31	18.170
2	13.615	12	15.040	22	16.613	32	18.352
3	13.752	13	15.190	23	16.780	33	18.535
4	13.889	14	15.342	24	16.947	34	18.720
5	14.028	15	15.496	25	17.117	35	18.908
6	14.168	16	15.651	26	17.288	36	19.097
7	14.310	17	15.807	27	17.461	37	19.288
8	14.453	18	15.965	28	17.636	38	19.481
9	14.598	19	16.125	29	17.812	39	19.675
10	14.744	20	16.286	30	17.990	40	19.872

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M79121		Corr Laundry Operator					
1	18.791	11	20.757	21	22.928	31	25.327
2	18.979	12	20.964	22	23.158	32	25.580
3	19.168	13	21.174	23	23.389	33	25.836
4	19.360	14	21.386	24	23.623	34	26.095
5	19.554	15	21.600	25	23.859	35	26.356
6	19.749	16	21.816	26	24.098	36	26.619
7	19.947	17	22.034	27	24.339	37	26.885
8	20.146	18	22.254	28	24.582	38	27.154
9	20.348	19	22.477	29	24.828	39	27.426
10	20.551	20	22.701	30	25.076	40	27.700

M79121		Corr Laundry Operator					
1	19.167	11	21.172	21	23.387	31	25.834
2	19.358	12	21.384	22	23.621	32	26.092
3	19.552	13	21.597	23	23.857	33	26.353
4	19.747	14	21.813	24	24.096	34	26.616
5	19.945	15	22.032	25	24.337	35	26.883
6	20.144	16	22.252	26	24.580	36	27.151
7	20.346	17	22.474	27	24.826	37	27.423
8	20.549	18	22.699	28	25.074	38	27.697
9	20.755	19	22.926	29	25.325	39	27.974
10	20.962	20	23.155	30	25.578	40	28.254

M79311		Vehicle Operator I					
1	12.852	11	14.197	21	15.682	31	17.323
2	12.981	12	14.339	22	15.839	32	17.496
3	13.110	13	14.482	23	15.997	33	17.671
4	13.241	14	14.627	24	16.157	34	17.847
5	13.374	15	14.773	25	16.319	35	18.026
6	13.508	16	14.921	26	16.482	36	18.206
7	13.643	17	15.070	27	16.647	37	18.388
8	13.779	18	15.221	28	16.813	38	18.572
9	13.917	19	15.373	29	16.981	39	18.758
10	14.056	20	15.527	30	17.151	40	18.945

M79311		Vehicle Operator I					
1	13.109	11	14.481	21	15.996	31	17.669
2	13.240	12	14.625	22	16.155	32	17.846
3	13.373	13	14.772	23	16.317	33	18.024
4	13.506	14	14.919	24	16.480	34	18.204
5	13.641	15	15.069	25	16.645	35	18.386
6	13.778	16	15.219	26	16.811	36	18.570
7	13.916	17	15.371	27	16.980	37	18.756
8	14.055	18	15.525	28	17.149	38	18.944
9	14.195	19	15.680	29	17.321	39	19.133
10	14.337	20	15.837	30	17.494	40	19.324

M79312		Vehicle Operator II					
1	13.423	11	14.828	21	16.379	31	18.092
2	13.557	12	14.976	22	16.543	32	18.273
3	13.693	13	15.126	23	16.708	33	18.456
4	13.830	14	15.277	24	16.875	34	18.641
5	13.968	15	15.430	25	17.044	35	18.827
6	14.108	16	15.584	26	17.214	36	19.015
7	14.249	17	15.740	27	17.386	37	19.205
8	14.391	18	15.897	28	17.560	38	19.398
9	14.535	19	16.056	29	17.736	39	19.592
10	14.681	20	16.217	30	17.913	40	19.787

M79312		Vehicle Operator II					
1	13.692	11	15.124	21	16.706	31	18.454
2	13.829	12	15.275	22	16.873	32	18.639
3	13.967	13	15.428	23	17.042	33	18.825
4	14.107	14	15.582	24	17.213	34	19.013
5	14.248	15	15.738	25	17.385	35	19.204
6	14.390	16	15.896	26	17.559	36	19.396
7	14.534	17	16.055	27	17.734	37	19.590
8	14.679	18	16.215	28	17.912	38	19.786
9	14.826	19	16.377	29	18.091	39	19.983
10	14.974	20	16.541	30	18.272	40	20.183

M80011		Food Service Assistant					
1	15.120	11	16.702	21	18.449	31	20.379
2	15.271	12	16.869	22	18.634	32	20.583
3	15.424	13	17.038	23	18.820	33	20.789
4	15.578	14	17.208	24	19.008	34	20.997
5	15.734	15	17.380	25	19.198	35	21.207
6	15.891	16	17.554	26	19.390	36	21.419
7	16.050	17	17.729	27	19.584	37	21.633
8	16.211	18	17.907	28	19.780	38	21.850
9	16.373	19	18.086	29	19.978	39	22.068
10	16.537	20	18.267	30	20.178	40	22.289

M80011		Food Service Assistant					
1	15.422	11	17.036	21	18.818	31	20.787
2	15.577	12	17.206	22	19.006	32	20.995
3	15.732	13	17.378	23	19.197	33	21.205
4	15.890	14	17.552	24	19.388	34	21.417
5	16.049	15	17.728	25	19.582	35	21.631
6	16.209	16	17.905	26	19.778	36	21.847
7	16.371	17	18.084	27	19.976	37	22.066
8	16.535	18	18.265	28	20.176	38	22.287
9	16.700	19	18.447	29	20.377	39	22.509
10	16.867	20	18.632	30	20.581	40	22.735

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M80012		Food Service Worker					
1	16.254	11	17.955	21	19.833	31	21.908
2	16.417	12	18.134	22	20.031	32	22.127
3	16.581	13	18.315	23	20.232	33	22.348
4	16.747	14	18.499	24	20.434	34	22.572
5	16.914	15	18.684	25	20.638	35	22.797
6	17.083	16	18.870	26	20.845	36	23.025
7	17.254	17	19.059	27	21.053	37	23.256
8	17.426	18	19.250	28	21.264	38	23.488
9	17.601	19	19.442	29	21.476	39	23.723
10	17.777	20	19.637	30	21.691	40	23.960

M80012		Food Service Worker					
1	16.579	11	18.314	21	20.230	31	22.346
2	16.745	12	18.497	22	20.432	32	22.570
3	16.912	13	18.682	23	20.636	33	22.795
4	17.081	14	18.869	24	20.843	34	23.023
5	17.252	15	19.057	25	21.051	35	23.253
6	17.425	16	19.248	26	21.262	36	23.486
7	17.599	17	19.440	27	21.474	37	23.721
8	17.775	18	19.635	28	21.689	38	23.958
9	17.953	19	19.831	29	21.906	39	24.198
10	18.132	20	20.029	30	22.125	40	24.440

M84011		Maintenance Technician					
1	15.840	11	17.497	21	19.328	31	21.350
2	15.998	12	17.672	22	19.521	32	21.563
3	16.158	13	17.849	23	19.716	33	21.779
4	16.320	14	18.027	24	19.913	34	21.997
5	16.483	15	18.208	25	20.113	35	22.217
6	16.648	16	18.390	26	20.314	36	22.439
7	16.814	17	18.574	27	20.517	37	22.663
8	16.983	18	18.759	28	20.722	38	22.890
9	17.152	19	18.947	29	20.929	39	23.119
10	17.324	20	19.136	30	21.139	40	23.350

M84011		Maintenance Technician					
1	16.157	11	17.847	21	19.714	31	21.777
2	16.318	12	18.026	22	19.912	32	21.995
3	16.482	13	18.206	23	20.111	33	22.215
4	16.646	14	18.388	24	20.312	34	22.437
5	16.813	15	18.572	25	20.515	35	22.661
6	16.981	16	18.758	26	20.720	36	22.888
7	17.151	17	18.945	27	20.927	37	23.117
8	17.322	18	19.135	28	21.136	38	23.348
9	17.495	19	19.326	29	21.348	39	23.581
10	17.670	20	19.519	30	21.561	40	23.817

M84012		Maintenance Specialist I					
1	20.936	11	23.127	21	25.546	31	28.219
2	21.146	12	23.358	22	25.802	32	28.501
3	21.357	13	23.592	23	26.060	33	28.786
4	21.571	14	23.827	24	26.320	34	29.074
5	21.786	15	24.066	25	26.584	35	29.365
6	22.004	16	24.306	26	26.849	36	29.658
7	22.224	17	24.549	27	27.118	37	29.955
8	22.447	18	24.795	28	27.389	38	30.255
9	22.671	19	25.043	29	27.663	39	30.557
10	22.898	20	25.293	30	27.940	40	30.863

M84012		Maintenance Specialist I					
1	21.355	11	23.589	21	26.057	31	28.783
2	21.569	12	23.825	22	26.318	32	29.071
3	21.784	13	24.063	23	26.581	33	29.362
4	22.002	14	24.304	24	26.847	34	29.656
5	22.222	15	24.547	25	27.115	35	29.952
6	22.444	16	24.793	26	27.386	36	30.252
7	22.669	17	25.040	27	27.660	37	30.554
8	22.895	18	25.291	28	27.937	38	30.860
9	23.124	19	25.544	29	28.216	39	31.168
10	23.356	20	25.799	30	28.498	40	31.480

M84013		Maintenance Specialist II					
1	22.506	11	24.861	21	27.462	31	30.335
2	22.731	12	25.109	22	27.736	32	30.638
3	22.958	13	25.360	23	28.014	33	30.944
4	23.188	14	25.614	24	28.294	34	31.254
5	23.420	15	25.870	25	28.577	35	31.566
6	23.654	16	26.129	26	28.862	36	31.882
7	23.891	17	26.390	27	29.151	37	32.201
8	24.129	18	26.654	28	29.443	38	32.523
9	24.371	19	26.920	29	29.737	39	32.848
10	24.614	20	27.190	30	30.034	40	33.177

M84013		Maintenance Specialist II					
1	22.956	11	25.358	21	28.011	31	30.941
2	23.186	12	25.611	22	28.291	32	31.251
3	23.418	13	25.868	23	28.574	33	31.563
4	23.652	14	26.126	24	28.860	34	31.879
5	23.888	15	26.387	25	29.148	35	32.198
6	24.127	16	26.651	26	29.440	36	32.520
7	24.368	17	26.918	27	29.734	37	32.845
8	24.612	18	27.187	28	30.031	38	33.173
9	24.858	19	27.459	29	30.332	39	33.505
10	25.107	20	27.733	30	30.635	40	33.840

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M84210		Electrician					
1	22.506	11	24.861	21	27.462	31	30.335
2	22.731	12	25.109	22	27.736	32	30.638
3	22.958	13	25.360	23	28.014	33	30.944
4	23.188	14	25.614	24	28.294	34	31.254
5	23.420	15	25.870	25	28.577	35	31.566
6	23.654	16	26.129	26	28.862	36	31.882
7	23.891	17	26.390	27	29.151	37	32.201
8	24.129	18	26.654	28	29.443	38	32.523
9	24.371	19	26.920	29	29.737	39	32.848
10	24.614	20	27.190	30	30.034	40	33.177

M84210		Electrician					
1	22.956	11	25.358	21	28.011	31	30.941
2	23.186	12	25.611	22	28.291	32	31.251
3	23.418	13	25.868	23	28.574	33	31.563
4	23.652	14	26.126	24	28.860	34	31.879
5	23.888	15	26.387	25	29.148	35	32.198
6	24.127	16	26.651	26	29.440	36	32.520
7	24.368	17	26.918	27	29.734	37	32.845
8	24.612	18	27.187	28	30.031	38	33.173
9	24.858	19	27.459	29	30.332	39	33.505
10	25.107	20	27.733	30	30.635	40	33.840

M84230		Plumber					
1	22.506	11	24.861	21	27.462	31	30.335
2	22.731	12	25.109	22	27.736	32	30.638
3	22.958	13	25.360	23	28.014	33	30.944
4	23.188	14	25.614	24	28.294	34	31.254
5	23.420	15	25.870	25	28.577	35	31.566
6	23.654	16	26.129	26	28.862	36	31.882
7	23.891	17	26.390	27	29.151	37	32.201
8	24.129	18	26.654	28	29.443	38	32.523
9	24.371	19	26.920	29	29.737	39	32.848
10	24.614	20	27.190	30	30.034	40	33.177

M84230		Plumber					
1	22.956	11	25.358	21	28.011	31	30.941
2	23.186	12	25.611	22	28.291	32	31.251
3	23.418	13	25.868	23	28.574	33	31.563
4	23.652	14	26.126	24	28.860	34	31.879
5	23.888	15	26.387	25	29.148	35	32.198
6	24.127	16	26.651	26	29.440	36	32.520
7	24.368	17	26.918	27	29.734	37	32.845
8	24.612	18	27.187	28	30.031	38	33.173
9	24.858	19	27.459	29	30.332	39	33.505
10	25.107	20	27.733	30	30.635	40	33.840

M84330		Machinist					
1	20.936	11	23.127	21	25.546	31	28.219
2	21.146	12	23.358	22	25.802	32	28.501
3	21.357	13	23.592	23	26.060	33	28.786
4	21.571	14	23.827	24	26.320	34	29.074
5	21.786	15	24.066	25	26.584	35	29.365
6	22.004	16	24.306	26	26.849	36	29.658
7	22.224	17	24.549	27	27.118	37	29.955
8	22.447	18	24.795	28	27.389	38	30.255
9	22.671	19	25.043	29	27.663	39	30.557
10	22.898	20	25.293	30	27.940	40	30.863

M84330		Machinist					
1	21.355	11	23.589	21	26.057	31	28.783
2	21.569	12	23.825	22	26.318	32	29.071
3	21.784	13	24.063	23	26.581	33	29.362
4	22.002	14	24.304	24	26.847	34	29.656
5	22.222	15	24.547	25	27.115	35	29.952
6	22.444	16	24.793	26	27.386	36	30.252
7	22.669	17	25.040	27	27.660	37	30.554
8	22.895	18	25.291	28	27.937	38	30.860
9	23.124	19	25.544	29	28.216	39	31.168
10	23.356	20	25.799	30	28.498	40	31.480

M84550		Facilities Management Syst Coord					
1	28.689	11	31.691	21	35.006	31	38.669
2	28.976	12	32.008	22	35.356	32	39.055
3	29.266	13	32.328	23	35.710	33	39.446
4	29.558	14	32.651	24	36.067	34	39.840
5	29.854	15	32.977	25	36.428	35	40.239
6	30.153	16	33.307	26	36.792	36	40.641
7	30.454	17	33.640	27	37.160	37	41.048
8	30.759	18	33.977	28	37.531	38	41.458
9	31.066	19	34.316	29	37.907	39	41.873
10	31.377	20	34.660	30	38.286	40	42.291

M84550		Facilities Management Syst Coord					
1	29.263	11	32.324	21	35.706	31	39.442
2	29.556	12	32.648	22	36.063	32	39.836
3	29.851	13	32.974	23	36.424	33	40.235
4	30.150	14	33.304	24	36.788	34	40.637
5	30.451	15	33.637	25	37.156	35	41.044
6	30.756	16	33.973	26	37.528	36	41.454
7	31.063	17	34.313	27	37.903	37	41.868
8	31.374	18	34.656	28	38.282	38	42.287
9	31.688	19	35.003	29	38.665	39	42.710
10	32.004	20	35.353	30	39.051	40	43.137



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M84581		Stationary Engineer					
1	14.845	11	16.398	21	18.114	31	20.009
2	14.993	12	16.562	22	18.295	32	20.209
3	15.143	13	16.728	23	18.478	33	20.411
4	15.295	14	16.895	24	18.662	34	20.615
5	15.448	15	17.064	25	18.849	35	20.821
6	15.602	16	17.234	26	19.038	36	21.029
7	15.758	17	17.407	27	19.228	37	21.240
8	15.916	18	17.581	28	19.420	38	21.452
9	16.075	19	17.757	29	19.614	39	21.667
10	16.236	20	17.934	30	19.811	40	21.883

M84581		Stationary Engineer					
1	15.142	11	16.726	21	18.476	31	20.409
2	15.293	12	16.893	22	18.661	32	20.613
3	15.446	13	17.062	23	18.847	33	20.819
4	15.601	14	17.233	24	19.036	34	21.027
5	15.757	15	17.405	25	19.226	35	21.238
6	15.914	16	17.579	26	19.418	36	21.450
7	16.073	17	17.755	27	19.613	37	21.664
8	16.234	18	17.932	28	19.809	38	21.881
9	16.396	19	18.112	29	20.007	39	22.100
10	16.560	20	18.293	30	20.207	40	22.321

M84582		Stationary Engineer Sr					
1	19.985	11	22.075	21	24.385	31	26.936
2	20.184	12	22.296	22	24.629	32	27.206
3	20.386	13	22.519	23	24.875	33	27.478
4	20.590	14	22.744	24	25.124	34	27.752
5	20.796	15	22.972	25	25.375	35	28.030
6	21.004	16	23.202	26	25.629	36	28.310
7	21.214	17	23.434	27	25.885	37	28.593
8	21.426	18	23.668	28	26.144	38	28.879
9	21.641	19	23.905	29	26.406	39	29.168
10	21.857	20	24.144	30	26.670	40	29.460

M84582		Stationary Engineer Sr					
1	20.384	11	22.517	21	24.873	31	27.475
2	20.588	12	22.742	22	25.122	32	27.750
3	20.794	13	22.970	23	25.373	33	28.027
4	21.002	14	23.199	24	25.626	34	28.308
5	21.212	15	23.431	25	25.883	35	28.591
6	21.424	16	23.666	26	26.142	36	28.877
7	21.638	17	23.902	27	26.403	37	29.165
8	21.855	18	24.141	28	26.667	38	29.457
9	22.073	19	24.383	29	26.934	39	29.752
10	22.294	20	24.627	30	27.203	40	30.049

M84621		Automotive Service Worker					
1	14.076	11	15.549	21	17.175	31	18.972
2	14.217	12	15.704	22	17.347	32	19.162
3	14.359	13	15.861	23	17.521	33	19.354
4	14.503	14	16.020	24	17.696	34	19.547
5	14.648	15	16.180	25	17.873	35	19.743
6	14.794	16	16.342	26	18.052	36	19.940
7	14.942	17	16.505	27	18.232	37	20.140
8	15.091	18	16.670	28	18.414	38	20.341
9	15.242	19	16.837	29	18.598	39	20.544
10	15.395	20	17.005	30	18.784	40	20.750

M84621		Automotive Service Worker					
1	14.358	11	15.860	21	17.519	31	19.352
2	14.501	12	16.018	22	17.694	32	19.545
3	14.646	13	16.178	23	17.871	33	19.741
4	14.793	14	16.340	24	18.050	34	19.938
5	14.940	15	16.504	25	18.230	35	20.138
6	15.090	16	16.669	26	18.413	36	20.339
7	15.241	17	16.835	27	18.597	37	20.542
8	15.393	18	17.004	28	18.783	38	20.748
9	15.547	19	17.174	29	18.970	39	20.955
10	15.703	20	17.345	30	19.160	40	21.165

M84622		Automotive Mechanic I					
1	14.690	11	16.227	21	17.925	31	19.800
2	14.837	12	16.389	22	18.104	32	19.998
3	14.985	13	16.553	23	18.285	33	20.198
4	15.135	14	16.719	24	18.468	34	20.400
5	15.287	15	16.886	25	18.653	35	20.604
6	15.439	16	17.055	26	18.839	36	20.810
7	15.594	17	17.225	27	19.027	37	21.018
8	15.750	18	17.398	28	19.218	38	21.228
9	15.907	19	17.572	29	19.410	39	21.441
10	16.066	20	17.747	30	19.604	40	21.655

M84622		Automotive Mechanic I					
1	14.984	11	16.552	21	18.283	31	20.196
2	15.134	12	16.717	22	18.466	32	20.398
3	15.285	13	16.884	23	18.651	33	20.602
4	15.438	14	17.053	24	18.837	34	20.808
5	15.592	15	17.224	25	19.026	35	21.016
6	15.748	16	17.396	26	19.216	36	21.226
7	15.906	17	17.570	27	19.408	37	21.438
8	16.065	18	17.746	28	19.602	38	21.653
9	16.225	19	17.923	29	19.798	39	21.869
10	16.388	20	18.102	30	19.996	40	22.088

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M84623		Automotive Mechanic II					
1	16.892	11	18.660	21	20.612	31	22.768
2	17.061	12	18.846	22	20.818	32	22.996
3	17.232	13	19.035	23	21.026	33	23.226
4	17.404	14	19.225	24	21.236	34	23.458
5	17.578	15	19.417	25	21.449	35	23.693
6	17.754	16	19.611	26	21.663	36	23.930
7	17.932	17	19.808	27	21.880	37	24.169
8	18.111	18	20.006	28	22.099	38	24.411
9	18.292	19	20.206	29	22.320	39	24.655
10	18.475	20	20.408	30	22.543	40	24.901

M84623		Automotive Mechanic II					
1	17.230	11	19.033	21	21.024	31	23.224
2	17.402	12	19.223	22	21.234	32	23.456
3	17.577	13	19.415	23	21.447	33	23.690
4	17.752	14	19.610	24	21.661	34	23.927
5	17.930	15	19.806	25	21.878	35	24.167
6	18.109	16	20.004	26	22.097	36	24.408
7	18.290	17	20.204	27	22.318	37	24.652
8	18.473	18	20.406	28	22.541	38	24.899
9	18.658	19	20.610	29	22.766	39	25.148
10	18.844	20	20.816	30	22.994	40	25.399

M84624		Automotive/Diesel Mech					
1	21.819	11	24.102	21	26.623	31	29.409
2	22.037	12	24.343	22	26.889	32	29.703
3	22.258	13	24.586	23	27.158	33	30.000
4	22.480	14	24.832	24	27.430	34	30.300
5	22.705	15	25.080	25	27.704	35	30.603
6	22.932	16	25.331	26	27.981	36	30.909
7	23.161	17	25.584	27	28.261	37	31.218
8	23.393	18	25.840	28	28.544	38	31.530
9	23.627	19	26.099	29	28.829	39	31.845
10	23.863	20	26.360	30	29.117	40	32.164

M84624		Automotive/Diesel Mech					
1	22.255	11	24.584	21	27.156	31	29.997
2	22.478	12	24.830	22	27.427	32	30.297
3	22.703	13	25.078	23	27.702	33	30.600
4	22.930	14	25.329	24	27.979	34	30.906
5	23.159	15	25.582	25	28.258	35	31.215
6	23.391	16	25.838	26	28.541	36	31.527
7	23.624	17	26.096	27	28.826	37	31.842
8	23.861	18	26.357	28	29.115	38	32.161
9	24.099	19	26.621	29	29.406	39	32.482
10	24.340	20	26.887	30	29.700	40	32.807

M84625		Auto/Diesel Mech Lead					
1	23.457	11	25.911	21	28.621	31	31.616
2	23.691	12	26.170	22	28.908	32	31.932
3	23.928	13	26.431	23	29.197	33	32.251
4	24.167	14	26.696	24	29.489	34	32.574
5	24.409	15	26.963	25	29.784	35	32.900
6	24.653	16	27.232	26	30.081	36	33.229
7	24.900	17	27.505	27	30.382	37	33.561
8	25.149	18	27.780	28	30.686	38	33.897
9	25.400	19	28.057	29	30.993	39	34.235
10	25.654	20	28.338	30	31.303	40	34.578

M84625		Auto/Diesel Mech Lead					
1	23.926	11	26.429	21	29.194	31	32.248
2	24.165	12	26.693	22	29.486	32	32.571
3	24.407	13	26.960	23	29.781	33	32.896
4	24.651	14	27.230	24	30.078	34	33.225
5	24.897	15	27.502	25	30.379	35	33.558
6	25.146	16	27.777	26	30.683	36	33.893
7	25.398	17	28.055	27	30.990	37	34.232
8	25.652	18	28.335	28	31.300	38	34.574
9	25.908	19	28.619	29	31.613	39	34.920
10	26.167	20	28.905	30	31.929	40	35.269

M84631		Corr Ind Shop Operator					
1	21.483	11	23.731	21	26.213	31	28.956
2	21.698	12	23.968	22	26.475	32	29.245
3	21.915	13	24.208	23	26.740	33	29.538
4	22.134	14	24.450	24	27.008	34	29.833
5	22.355	15	24.694	25	27.278	35	30.132
6	22.579	16	24.941	26	27.550	36	30.433
7	22.805	17	25.191	27	27.826	37	30.737
8	23.033	18	25.442	28	28.104	38	31.045
9	23.263	19	25.697	29	28.385	39	31.355
10	23.496	20	25.954	30	28.669	40	31.669

M84631		Corr Ind Shop Operator					
1	21.913	11	24.205	21	26.738	31	29.535
2	22.132	12	24.447	22	27.005	32	29.830
3	22.353	13	24.692	23	27.275	33	30.129
4	22.577	14	24.939	24	27.548	34	30.430
5	22.802	15	25.188	25	27.823	35	30.734
6	23.030	16	25.440	26	28.101	36	31.042
7	23.261	17	25.694	27	28.383	37	31.352
8	23.493	18	25.951	28	28.666	38	31.665
9	23.728	19	26.211	29	28.953	39	31.982
10	23.966	20	26.473	30	29.243	40	32.302

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M84640		Automotive Technician					
1	19.260	11	21.275	21	23.501	31	25.960
2	19.453	12	21.488	22	23.736	32	26.219
3	19.647	13	21.703	23	23.973	33	26.482
4	19.844	14	21.920	24	24.213	34	26.746
5	20.042	15	22.139	25	24.455	35	27.014
6	20.243	16	22.360	26	24.700	36	27.284
7	20.445	17	22.584	27	24.947	37	27.557
8	20.650	18	22.810	28	25.196	38	27.832
9	20.856	19	23.038	29	25.448	39	28.111
10	21.065	20	23.268	30	25.703	40	28.392

M84640		Automotive Technician					
1	19.645	11	21.701	21	23.971	31	26.479
2	19.842	12	21.918	22	24.211	32	26.744
3	20.040	13	22.137	23	24.453	33	27.011
4	20.241	14	22.358	24	24.697	34	27.281
5	20.443	15	22.582	25	24.944	35	27.554
6	20.648	16	22.808	26	25.194	36	27.830
7	20.854	17	23.036	27	25.446	37	28.108
8	21.063	18	23.266	28	25.700	38	28.389
9	21.273	19	23.499	29	25.957	39	28.673
10	21.486	20	23.734	30	26.217	40	28.960

M84660		Corr Ind Print Shop Operator					
1	24.079	11	26.598	21	29.380	31	32.454
2	24.319	12	26.864	22	29.674	32	32.779
3	24.563	13	27.132	23	29.971	33	33.107
4	24.808	14	27.404	24	30.271	34	33.438
5	25.056	15	27.678	25	30.573	35	33.772
6	25.307	16	27.955	26	30.879	36	34.110
7	25.560	17	28.234	27	31.188	37	34.451
8	25.816	18	28.516	28	31.500	38	34.795
9	26.074	19	28.802	29	31.815	39	35.143
10	26.334	20	29.090	30	32.133	40	35.495

M84660		Corr Ind Print Shop Operator					
1	24.560	11	27.130	21	29.968	31	33.103
2	24.806	12	27.401	22	30.268	32	33.434
3	25.054	13	27.675	23	30.570	33	33.769
4	25.304	14	27.952	24	30.876	34	34.106
5	25.557	15	28.231	25	31.185	35	34.448
6	25.813	16	28.514	26	31.497	36	34.792
7	26.071	17	28.799	27	31.812	37	35.140
8	26.332	18	29.087	28	32.130	38	35.491
9	26.595	19	29.378	29	32.451	39	35.846
10	26.861	20	29.671	30	32.776	40	36.205

M84710		Aircraft Mechanic					
1	23.927	11	26.430	21	29.195	31	32.250
2	24.166	12	26.694	22	29.487	32	32.572
3	24.408	13	26.961	23	29.782	33	32.898
4	24.652	14	27.231	24	30.080	34	33.227
5	24.898	15	27.503	25	30.381	35	33.559
6	25.147	16	27.778	26	30.685	36	33.895
7	25.399	17	28.056	27	30.991	37	34.234
8	25.653	18	28.337	28	31.301	38	34.576
9	25.909	19	28.620	29	31.614	39	34.922
10	26.168	20	28.906	30	31.931	40	35.271

M84710		Aircraft Mechanic					
1	24.405	11	26.959	21	29.779	31	32.895
2	24.649	12	27.228	22	30.077	32	33.224
3	24.896	13	27.501	23	30.378	33	33.556
4	25.145	14	27.776	24	30.682	34	33.892
5	25.396	15	28.053	25	30.988	35	34.231
6	25.650	16	28.334	26	31.298	36	34.573
7	25.907	17	28.617	27	31.611	37	34.919
8	26.166	18	28.903	28	31.927	38	35.268
9	26.428	19	29.193	29	32.247	39	35.620
10	26.692	20	29.484	30	32.569	40	35.977

M85111		Hwy Maint Worker					
1	19.120	11	21.120	21	23.330	31	25.771
2	19.311	12	21.331	22	23.563	32	26.028
3	19.504	13	21.545	23	23.799	33	26.289
4	19.699	14	21.760	24	24.037	34	26.552
5	19.896	15	21.978	25	24.277	35	26.817
6	20.095	16	22.198	26	24.520	36	27.085
7	20.296	17	22.420	27	24.765	37	27.356
8	20.499	18	22.644	28	25.013	38	27.630
9	20.704	19	22.870	29	25.263	39	27.906
10	20.911	20	23.099	30	25.516	40	28.185

M85111		Hwy Maint Worker					
1	19.502	11	21.543	21	23.797	31	26.286
2	19.697	12	21.758	22	24.034	32	26.549
3	19.894	13	21.976	23	24.275	33	26.815
4	20.093	14	22.195	24	24.518	34	27.083
5	20.294	15	22.417	25	24.763	35	27.353
6	20.497	16	22.642	26	25.010	36	27.627
7	20.702	17	22.868	27	25.260	37	27.903
8	20.909	18	23.097	28	25.513	38	28.182
9	21.118	19	23.328	29	25.768	39	28.464
10	21.329	20	23.561	30	26.026	40	28.749

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M85112		Hwy Maint Worker/Sr					
1	20.586	11	22.740	21	25.119	31	27.747
2	20.792	12	22.967	22	25.370	32	28.024
3	21.000	13	23.197	23	25.624	33	28.305
4	21.210	14	23.429	24	25.880	34	28.588
5	21.422	15	23.663	25	26.139	35	28.874
6	21.636	16	23.900	26	26.400	36	29.162
7	21.853	17	24.139	27	26.664	37	29.454
8	22.071	18	24.380	28	26.931	38	29.749
9	22.292	19	24.624	29	27.200	39	30.046
10	22.515	20	24.870	30	27.472	40	30.347

M85112		Hwy Maint Worker/Sr					
1	20.998	11	23.195	21	25.621	31	28.302
2	21.208	12	23.427	22	25.878	32	28.585
3	21.420	13	23.661	23	26.136	33	28.871
4	21.634	14	23.898	24	26.398	34	29.160
5	21.850	15	24.137	25	26.662	35	29.451
6	22.069	16	24.378	26	26.928	36	29.746
7	22.290	17	24.622	27	27.198	37	30.043
8	22.513	18	24.868	28	27.470	38	30.344
9	22.738	19	25.117	29	27.744	39	30.647
10	22.965	20	25.368	30	28.022	40	30.953

M85113		Hwy Maint Crew Chief					
1	23.753	11	26.238	21	28.983	31	32.016
2	23.991	12	26.501	22	29.273	32	32.336
3	24.231	13	26.766	23	29.566	33	32.659
4	24.473	14	27.033	24	29.862	34	32.986
5	24.718	15	27.304	25	30.160	35	33.316
6	24.965	16	27.577	26	30.462	36	33.649
7	25.215	17	27.853	27	30.767	37	33.985
8	25.467	18	28.131	28	31.074	38	34.325
9	25.721	19	28.412	29	31.385	39	34.669
10	25.979	20	28.697	30	31.699	40	35.015

M85113		Hwy Maint Crew Chief					
1	24.228	11	26.763	21	29.563	31	32.656
2	24.471	12	27.031	22	29.859	32	32.983
3	24.715	13	27.301	23	30.157	33	33.312
4	24.962	14	27.574	24	30.459	34	33.646
5	25.212	15	27.850	25	30.764	35	33.982
6	25.464	16	28.128	26	31.071	36	34.322
7	25.719	17	28.410	27	31.382	37	34.665
8	25.976	18	28.694	28	31.696	38	35.012
9	26.236	19	28.981	29	32.013	39	35.362
10	26.498	20	29.270	30	32.333	40	35.716

M85250		Heavy Equip Mech/Operator					
1	15.165	11	16.752	21	18.504	31	20.440
2	15.317	12	16.919	22	18.689	32	20.645
3	15.470	13	17.088	23	18.876	33	20.851
4	15.625	14	17.259	24	19.065	34	21.060
5	15.781	15	17.432	25	19.256	35	21.270
6	15.939	16	17.606	26	19.448	36	21.483
7	16.098	17	17.782	27	19.643	37	21.698
8	16.259	18	17.960	28	19.839	38	21.915
9	16.422	19	18.140	29	20.038	39	22.134
10	16.586	20	18.321	30	20.238	40	22.355

M85250		Heavy Equip Mech/Operator					
1	15.468	11	17.087	21	18.874	31	20.849
2	15.623	12	17.258	22	19.063	32	21.058
3	15.779	13	17.430	23	19.254	33	21.268
4	15.937	14	17.605	24	19.446	34	21.481
5	16.097	15	17.781	25	19.641	35	21.696
6	16.257	16	17.958	26	19.837	36	21.913
7	16.420	17	18.138	27	20.036	37	22.132
8	16.584	18	18.319	28	20.236	38	22.353
9	16.750	19	18.503	29	20.438	39	22.577
10	16.918	20	18.688	30	20.643	40	22.802

M85310		Semi Trailer Operator					
1	14.107	11	15.583	21	17.213	31	19.014
2	14.248	12	15.738	22	17.385	32	19.204
3	14.390	13	15.896	23	17.559	33	19.396
4	14.534	14	16.055	24	17.734	34	19.590
5	14.680	15	16.215	25	17.912	35	19.786
6	14.826	16	16.377	26	18.091	36	19.984
7	14.975	17	16.541	27	18.272	37	20.183
8	15.124	18	16.707	28	18.455	38	20.385
9	15.276	19	16.874	29	18.639	39	20.589
10	15.428	20	17.042	30	18.826	40	20.795

M85310		Semi Trailer Operator					
1	14.389	11	15.894	21	17.557	31	19.394
2	14.533	12	16.053	22	17.733	32	19.588
3	14.678	13	16.214	23	17.910	33	19.784
4	14.825	14	16.376	24	18.089	34	19.982
5	14.973	15	16.540	25	18.270	35	20.182
6	15.123	16	16.705	26	18.453	36	20.383
7	15.274	17	16.872	27	18.637	37	20.587
8	15.427	18	17.041	28	18.824	38	20.793
9	15.581	19	17.211	29	19.012	39	21.001
10	15.737	20	17.383	30	19.202	40	21.211

M86231		Printing Services Tech I					
1	15.000	11	16.570	21	18.303	31	20.218
2	15.150	12	16.735	22	18.486	32	20.420
3	15.302	13	16.903	23	18.671	33	20.625
4	15.455	14	17.072	24	18.858	34	20.831
5	15.609	15	17.242	25	19.046	35	21.039
6	15.765	16	17.415	26	19.237	36	21.249
7	15.923	17	17.589	27	19.429	37	21.462
8	16.082	18	17.765	28	19.624	38	21.677
9	16.243	19	17.943	29	19.820	39	21.893
10	16.406	20	18.122	30	20.018	40	22.112

M86231		Printing Services Tech I					
1	15.300	11	16.901	21	18.669	31	20.623
2	15.453	12	17.070	22	18.856	32	20.829
3	15.608	13	17.241	23	19.045	33	21.037
4	15.764	14	17.413	24	19.235	34	21.247
5	15.922	15	17.587	25	19.427	35	21.460
6	16.081	16	17.763	26	19.622	36	21.674
7	16.242	17	17.941	27	19.818	37	21.891
8	16.404	18	18.120	28	20.016	38	22.110
9	16.568	19	18.301	29	20.216	39	22.331
10	16.734	20	18.484	30	20.418	40	22.555

M86232		Printing Services Tech II					
1	16.834	11	18.595	21	20.540	31	22.689
2	17.002	12	18.781	22	20.746	32	22.916
3	17.172	13	18.969	23	20.953	33	23.145
4	17.344	14	19.158	24	21.163	34	23.377
5	17.517	15	19.350	25	21.374	35	23.610
6	17.692	16	19.543	26	21.588	36	23.847
7	17.869	17	19.739	27	21.804	37	24.085
8	18.048	18	19.936	28	22.022	38	24.326
9	18.228	19	20.135	29	22.242	39	24.569
10	18.411	20	20.337	30	22.465	40	24.815

M86232		Printing Services Tech II					
1	17.170	11	18.967	21	20.951	31	23.143
2	17.342	12	19.156	22	21.161	32	23.374
3	17.515	13	19.348	23	21.372	33	23.608
4	17.691	14	19.541	24	21.586	34	23.844
5	17.867	15	19.737	25	21.802	35	24.083
6	18.046	16	19.934	26	22.020	36	24.323
7	18.227	17	20.133	27	22.240	37	24.567
8	18.409	18	20.335	28	22.462	38	24.812
9	18.593	19	20.538	29	22.687	39	25.060
10	18.779	20	20.744	30	22.914	40	25.311

M86312		Bindery Worker II					
1	13.810	11	15.254	21	16.850	31	18.613
2	13.948	12	15.407	22	17.019	32	18.799
3	14.087	13	15.561	23	17.189	33	18.987
4	14.228	14	15.717	24	17.361	34	19.177
5	14.370	15	15.874	25	17.535	35	19.369
6	14.514	16	16.033	26	17.710	36	19.563
7	14.659	17	16.193	27	17.887	37	19.758
8	14.806	18	16.355	28	18.066	38	19.956
9	14.954	19	16.518	29	18.246	39	20.155
10	15.103	20	16.684	30	18.429	40	20.357

M86312		Bindery Worker II					
1	14.086	11	15.559	21	17.187	31	18.986
2	14.227	12	15.715	22	17.359	32	19.175
3	14.369	13	15.872	23	17.533	33	19.367
4	14.513	14	16.031	24	17.708	34	19.561
5	14.658	15	16.191	25	17.885	35	19.756
6	14.804	16	16.353	26	18.064	36	19.954
7	14.952	17	16.517	27	18.245	37	20.154
8	15.102	18	16.682	28	18.427	38	20.355
9	15.253	19	16.849	29	18.611	39	20.559
10	15.405	20	17.017	30	18.798	40	20.764

S01011		Office Technician					
1	12.852	11	14.197	21	15.682	31	17.323
2	12.981	12	14.339	22	15.839	32	17.496
3	13.110	13	14.482	23	15.997	33	17.671
4	13.241	14	14.627	24	16.157	34	17.847
5	13.374	15	14.773	25	16.319	35	18.026
6	13.508	16	14.921	26	16.482	36	18.206
7	13.643	17	15.070	27	16.647	37	18.388
8	13.779	18	15.221	28	16.813	38	18.572
9	13.917	19	15.373	29	16.981	39	18.758
10	14.056	20	15.527	30	17.151	40	18.945

S01011		Office Technician					
1	13.109	11	14.481	21	15.996	31	17.669
2	13.240	12	14.625	22	16.155	32	17.846
3	13.373	13	14.772	23	16.317	33	18.024
4	13.506	14	14.919	24	16.480	34	18.204
5	13.641	15	15.069	25	16.645	35	18.386
6	13.778	16	15.219	26	16.811	36	18.570
7	13.916	17	15.371	27	16.980	37	18.756
8	14.055	18	15.525	28	17.149	38	18.944
9	14.195	19	15.680	29	17.321	39	19.133
10	14.337	20	15.837	30	17.494	40	19.324

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S01012		Office Specialist					
1	15.958	11	17.627	21	19.472	31	21.509
2	16.117	12	17.804	22	19.666	32	21.724
3	16.279	13	17.982	23	19.863	33	21.941
4	16.441	14	18.162	24	20.062	34	22.161
5	16.606	15	18.343	25	20.262	35	22.382
6	16.772	16	18.527	26	20.465	36	22.606
7	16.940	17	18.712	27	20.670	37	22.832
8	17.109	18	18.899	28	20.876	38	23.060
9	17.280	19	19.088	29	21.085	39	23.291
10	17.453	20	19.279	30	21.296	40	23.524

S01012		Office Specialist					
1	16.277	11	17.980	21	19.861	31	21.939
2	16.440	12	18.160	22	20.060	32	22.158
3	16.604	13	18.341	23	20.260	33	22.380
4	16.770	14	18.525	24	20.463	34	22.604
5	16.938	15	18.710	25	20.668	35	22.830
6	17.107	16	18.897	26	20.874	36	23.058
7	17.278	17	19.086	27	21.083	37	23.289
8	17.451	18	19.277	28	21.294	38	23.522
9	17.626	19	19.470	29	21.507	39	23.757
10	17.802	20	19.664	30	21.722	40	23.994

S01013		Administrative Tech					
1	17.155	11	18.950	21	20.932	31	23.122
2	17.326	12	19.139	22	21.142	32	23.353
3	17.500	13	19.331	23	21.353	33	23.587
4	17.675	14	19.524	24	21.567	34	23.823
5	17.851	15	19.719	25	21.782	35	24.061
6	18.030	16	19.916	26	22.000	36	24.302
7	18.210	17	20.115	27	22.220	37	24.545
8	18.392	18	20.317	28	22.442	38	24.790
9	18.576	19	20.520	29	22.667	39	25.038
10	18.762	20	20.725	30	22.893	40	25.288

S01013		Administrative Tech					
1	17.498	11	19.329	21	21.351	31	23.585
2	17.673	12	19.522	22	21.564	32	23.821
3	17.850	13	19.717	23	21.780	33	24.059
4	18.028	14	19.914	24	21.998	34	24.299
5	18.208	15	20.113	25	22.218	35	24.542
6	18.391	16	20.315	26	22.440	36	24.788
7	18.574	17	20.518	27	22.664	37	25.036
8	18.760	18	20.723	28	22.891	38	25.286
9	18.948	19	20.930	29	23.120	39	25.539
10	19.137	20	21.139	30	23.351	40	25.794

S01130		DHHS Data Proc Team Leader					
1	12.879	11	14.227	21	15.715	31	17.359
2	13.008	12	14.369	22	15.872	32	17.533
3	13.138	13	14.513	23	16.031	33	17.708
4	13.270	14	14.658	24	16.191	34	17.885
5	13.402	15	14.804	25	16.353	35	18.064
6	13.536	16	14.952	26	16.517	36	18.245
7	13.672	17	15.102	27	16.682	37	18.427
8	13.808	18	15.253	28	16.849	38	18.612
9	13.946	19	15.406	29	17.017	39	18.798
10	14.086	20	15.560	30	17.187	40	18.986

S01130		DHHS Data Proc Team Leader					
1	13.137	11	14.511	21	16.029	31	17.707
2	13.268	12	14.656	22	16.190	32	17.884
3	13.401	13	14.803	23	16.352	33	18.062
4	13.535	14	14.951	24	16.515	34	18.243
5	13.670	15	15.101	25	16.680	35	18.425
6	13.807	16	15.252	26	16.847	36	18.610
7	13.945	17	15.404	27	17.016	37	18.796
8	14.085	18	15.558	28	17.186	38	18.984
9	14.225	19	15.714	29	17.358	39	19.174
10	14.368	20	15.871	30	17.531	40	19.365

S02861		Corr Records Officer					
1	15.957	11	17.626	21	19.470	31	21.507
2	16.116	12	17.803	22	19.665	32	21.722
3	16.278	13	17.981	23	19.862	33	21.940
4	16.440	14	18.160	24	20.060	34	22.159
5	16.605	15	18.342	25	20.261	35	22.381
6	16.771	16	18.525	26	20.464	36	22.605
7	16.939	17	18.711	27	20.668	37	22.831
8	17.108	18	18.898	28	20.875	38	23.059
9	17.279	19	19.087	29	21.084	39	23.289
10	17.452	20	19.278	30	21.294	40	23.522

S02861		Corr Records Officer					
1	16.276	11	17.979	21	19.860	31	21.938
2	16.439	12	18.159	22	20.058	32	22.157
3	16.603	13	18.340	23	20.259	33	22.379
4	16.769	14	18.524	24	20.462	34	22.602
5	16.937	15	18.709	25	20.666	35	22.828
6	17.106	16	18.896	26	20.873	36	23.057
7	17.277	17	19.085	27	21.082	37	23.287
8	17.450	18	19.276	28	21.292	38	23.520
9	17.625	19	19.468	29	21.505	39	23.755
10	17.801	20	19.663	30	21.720	40	23.993

S03331		Mail/Material Courier					
1	12.852	11	14.197	21	15.682	31	17.323
2	12.981	12	14.339	22	15.839	32	17.496
3	13.110	13	14.482	23	15.997	33	17.671
4	13.241	14	14.627	24	16.157	34	17.847
5	13.374	15	14.773	25	16.319	35	18.026
6	13.508	16	14.921	26	16.482	36	18.206
7	13.643	17	15.070	27	16.647	37	18.388
8	13.779	18	15.221	28	16.813	38	18.572
9	13.917	19	15.373	29	16.981	39	18.758
10	14.056	20	15.527	30	17.151	40	18.945

S03331		Mail/Material Courier					
1	13.109	11	14.481	21	15.996	31	17.669
2	13.240	12	14.625	22	16.155	32	17.846
3	13.373	13	14.772	23	16.317	33	18.024
4	13.506	14	14.919	24	16.480	34	18.204
5	13.641	15	15.069	25	16.645	35	18.386
6	13.778	16	15.219	26	16.811	36	18.570
7	13.916	17	15.371	27	16.980	37	18.756
8	14.055	18	15.525	28	17.149	38	18.944
9	14.195	19	15.680	29	17.321	39	19.133
10	14.337	20	15.837	30	17.494	40	19.324

S03333		Mail/Material Spec					
1	13.279	11	14.669	21	16.203	31	17.899
2	13.412	12	14.815	22	16.365	32	18.078
3	13.546	13	14.964	23	16.529	33	18.258
4	13.682	14	15.113	24	16.694	34	18.441
5	13.819	15	15.264	25	16.861	35	18.625
6	13.957	16	15.417	26	17.030	36	18.812
7	14.096	17	15.571	27	17.200	37	19.000
8	14.237	18	15.727	28	17.372	38	19.190
9	14.380	19	15.884	29	17.546	39	19.382
10	14.523	20	16.043	30	17.721	40	19.575

S03333		Mail/Material Spec					
1	13.545	11	14.962	21	16.527	31	18.257
2	13.680	12	15.112	22	16.693	32	18.439
3	13.817	13	15.263	23	16.860	33	18.623
4	13.955	14	15.415	24	17.028	34	18.810
5	14.095	15	15.570	25	17.198	35	18.998
6	14.236	16	15.725	26	17.370	36	19.188
7	14.378	17	15.883	27	17.544	37	19.380
8	14.522	18	16.041	28	17.720	38	19.573
9	14.667	19	16.202	29	17.897	39	19.769
10	14.814	20	16.364	30	18.076	40	19.967

S05011		Supply Tech I					
1	13.383	11	14.783	21	16.330	31	18.039
2	13.517	12	14.931	22	16.493	32	18.219
3	13.652	13	15.081	23	16.658	33	18.401
4	13.789	14	15.231	24	16.825	34	18.585
5	13.927	15	15.384	25	16.993	35	18.771
6	14.066	16	15.538	26	17.163	36	18.959
7	14.207	17	15.693	27	17.335	37	19.148
8	14.349	18	15.850	28	17.508	38	19.340
9	14.492	19	16.008	29	17.683	39	19.533
10	14.637	20	16.168	30	17.860	40	19.729

S05011		Supply Tech I					
1	13.651	11	15.079	21	16.657	31	18.399
2	13.787	12	15.230	22	16.823	32	18.583
3	13.925	13	15.382	23	16.992	33	18.769
4	14.065	14	15.536	24	17.161	34	18.957
5	14.205	15	15.691	25	17.333	35	19.147
6	14.347	16	15.848	26	17.506	36	19.338
7	14.491	17	16.007	27	17.681	37	19.531
8	14.636	18	16.167	28	17.858	38	19.727
9	14.782	19	16.329	29	18.037	39	19.924
10	14.930	20	16.492	30	18.217	40	20.123

S05012		Supply Tech II					
1	14.387	11	15.892	21	17.555	31	19.392
2	14.531	12	16.051	22	17.731	32	19.586
3	14.676	13	16.212	23	17.908	33	19.781
4	14.823	14	16.374	24	18.087	34	19.979
5	14.971	15	16.538	25	18.268	35	20.179
6	15.121	16	16.703	26	18.450	36	20.381
7	15.272	17	16.870	27	18.635	37	20.585
8	15.425	18	17.039	28	18.821	38	20.790
9	15.579	19	17.209	29	19.010	39	20.998
10	15.735	20	17.381	30	19.200	40	21.208

S05012		Supply Tech II					
1	14.675	11	16.210	21	17.906	31	19.779
2	14.822	12	16.372	22	18.085	32	19.977
3	14.970	13	16.536	23	18.266	33	20.177
4	15.120	14	16.701	24	18.449	34	20.379
5	15.271	15	16.868	25	18.633	35	20.583
6	15.423	16	17.037	26	18.819	36	20.788
7	15.578	17	17.207	27	19.008	37	20.996
8	15.733	18	17.379	28	19.198	38	21.206
9	15.891	19	17.553	29	19.390	39	21.418
10	16.050	20	17.729	30	19.584	40	21.633

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S05712		Corr Canteen Operator					
1	15.467	11	17.085	21	18.872	31	20.847
2	15.621	12	17.255	22	19.061	32	21.055
3	15.777	13	17.428	23	19.251	33	21.266
4	15.935	14	17.602	24	19.444	34	21.478
5	16.095	15	17.778	25	19.638	35	21.693
6	16.255	16	17.956	26	19.835	36	21.910
7	16.418	17	18.136	27	20.033	37	22.129
8	16.582	18	18.317	28	20.233	38	22.350
9	16.748	19	18.500	29	20.436	39	22.574
10	16.915	20	18.685	30	20.640	40	22.800

S05712		Corr Canteen Operator					
1	15.776	11	17.426	21	19.250	31	21.263
2	15.934	12	17.601	22	19.442	32	21.476
3	16.093	13	17.777	23	19.636	33	21.691
4	16.254	14	17.954	24	19.833	34	21.908
5	16.416	15	18.134	25	20.031	35	22.127
6	16.581	16	18.315	26	20.231	36	22.348
7	16.746	17	18.498	27	20.434	37	22.572
8	16.914	18	18.683	28	20.638	38	22.797
9	17.083	19	18.870	29	20.844	39	23.025
10	17.254	20	19.059	30	21.053	40	23.256

S07033		Network Op Center Tech					
1	17.117	11	18.908	21	20.886	31	23.071
2	17.288	12	19.097	22	21.095	32	23.302
3	17.461	13	19.288	23	21.306	33	23.535
4	17.636	14	19.481	24	21.519	34	23.770
5	17.812	15	19.676	25	21.734	35	24.008
6	17.990	16	19.872	26	21.952	36	24.248
7	18.170	17	20.071	27	22.171	37	24.491
8	18.352	18	20.272	28	22.393	38	24.736
9	18.535	19	20.475	29	22.617	39	24.983
10	18.721	20	20.679	30	22.843	40	25.233

S07033		Network Op Center Tech					
1	17.459	11	19.286	21	21.304	31	23.533
2	17.634	12	19.479	22	21.517	32	23.768
3	17.810	13	19.674	23	21.732	33	24.006
4	17.988	14	19.870	24	21.949	34	24.246
5	18.168	15	20.069	25	22.169	35	24.488
6	18.350	16	20.270	26	22.391	36	24.733
7	18.534	17	20.473	27	22.614	37	24.980
8	18.719	18	20.677	28	22.841	38	25.230
9	18.906	19	20.884	29	23.069	39	25.483
10	19.095	20	21.093	30	23.300	40	25.737

S13211		Statistical Clerk I					
1	12.852	11	14.197	21	15.682	31	17.323
2	12.981	12	14.339	22	15.839	32	17.496
3	13.110	13	14.482	23	15.997	33	17.671
4	13.241	14	14.627	24	16.157	34	17.847
5	13.374	15	14.773	25	16.319	35	18.026
6	13.508	16	14.921	26	16.482	36	18.206
7	13.643	17	15.070	27	16.647	37	18.388
8	13.779	18	15.221	28	16.813	38	18.572
9	13.917	19	15.373	29	16.981	39	18.758
10	14.056	20	15.527	30	17.151	40	18.945

S13211		Statistical Clerk I					
1	13.109	11	14.481	21	15.996	31	17.669
2	13.240	12	14.625	22	16.155	32	17.846
3	13.373	13	14.772	23	16.317	33	18.024
4	13.506	14	14.919	24	16.480	34	18.204
5	13.641	15	15.069	25	16.645	35	18.386
6	13.778	16	15.219	26	16.811	36	18.570
7	13.916	17	15.371	27	16.980	37	18.756
8	14.055	18	15.525	28	17.149	38	18.944
9	14.195	19	15.680	29	17.321	39	19.133
10	14.337	20	15.837	30	17.494	40	19.324

S13212		Statistical Clerk II					
1	14.845	11	16.398	21	18.114	31	20.009
2	14.993	12	16.562	22	18.295	32	20.209
3	15.143	13	16.728	23	18.478	33	20.411
4	15.295	14	16.895	24	18.662	34	20.615
5	15.448	15	17.064	25	18.849	35	20.821
6	15.602	16	17.234	26	19.038	36	21.029
7	15.758	17	17.407	27	19.228	37	21.240
8	15.916	18	17.581	28	19.420	38	21.452
9	16.075	19	17.757	29	19.614	39	21.667
10	16.236	20	17.934	30	19.811	40	21.883

S13212		Statistical Clerk II					
1	15.142	11	16.726	21	18.476	31	20.409
2	15.293	12	16.893	22	18.661	32	20.613
3	15.446	13	17.062	23	18.847	33	20.819
4	15.601	14	17.233	24	19.036	34	21.027
5	15.757	15	17.405	25	19.226	35	21.238
6	15.914	16	17.579	26	19.418	36	21.450
7	16.073	17	17.755	27	19.613	37	21.664
8	16.234	18	17.932	28	19.809	38	21.881
9	16.396	19	18.112	29	20.007	39	22.100
10	16.560	20	18.293	30	20.207	40	22.321



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S29111		Revenue Op Clerk I					
1	13.812	11	15.257	21	16.853	31	18.616
2	13.950	12	15.409	22	17.021	32	18.802
3	14.089	13	15.563	23	17.192	33	18.990
4	14.230	14	15.719	24	17.364	34	19.180
5	14.373	15	15.876	25	17.537	35	19.372
6	14.516	16	16.035	26	17.713	36	19.566
7	14.661	17	16.195	27	17.890	37	19.761
8	14.808	18	16.357	28	18.069	38	19.959
9	14.956	19	16.521	29	18.249	39	20.159
10	15.106	20	16.686	30	18.432	40	20.360

S29111		Revenue Op Clerk I					
1	14.088	11	15.562	21	17.190	31	18.988
2	14.229	12	15.717	22	17.362	32	19.178
3	14.371	13	15.875	23	17.535	33	19.370
4	14.515	14	16.033	24	17.711	34	19.564
5	14.660	15	16.194	25	17.888	35	19.759
6	14.807	16	16.356	26	18.067	36	19.957
7	14.955	17	16.519	27	18.247	37	20.157
8	15.104	18	16.684	28	18.430	38	20.358
9	15.255	19	16.851	29	18.614	39	20.562
10	15.408	20	17.020	30	18.800	40	20.767

S29112		Revenue Op Clerk II					
1	15.957	11	17.626	21	19.470	31	21.507
2	16.116	12	17.803	22	19.665	32	21.722
3	16.278	13	17.981	23	19.862	33	21.940
4	16.440	14	18.160	24	20.060	34	22.159
5	16.605	15	18.342	25	20.261	35	22.381
6	16.771	16	18.525	26	20.464	36	22.605
7	16.939	17	18.711	27	20.668	37	22.831
8	17.108	18	18.898	28	20.875	38	23.059
9	17.279	19	19.087	29	21.084	39	23.289
10	17.452	20	19.278	30	21.294	40	23.522

S29112		Revenue Op Clerk II					
1	16.276	11	17.979	21	19.860	31	21.938
2	16.439	12	18.159	22	20.058	32	22.157
3	16.603	13	18.340	23	20.259	33	22.379
4	16.769	14	18.524	24	20.462	34	22.602
5	16.937	15	18.709	25	20.666	35	22.828
6	17.106	16	18.896	26	20.873	36	23.057
7	17.277	17	19.085	27	21.082	37	23.287
8	17.450	18	19.276	28	21.292	38	23.520
9	17.625	19	19.468	29	21.505	39	23.755
10	17.801	20	19.663	30	21.720	40	23.993

S37112		Library Technician					
1	14.691	11	16.228	21	17.925	31	19.801
2	14.837	12	16.390	22	18.105	32	19.999
3	14.986	13	16.554	23	18.286	33	20.199
4	15.136	14	16.719	24	18.468	34	20.401
5	15.287	15	16.886	25	18.653	35	20.605
6	15.440	16	17.055	26	18.840	36	20.811
7	15.594	17	17.226	27	19.028	37	21.019
8	15.750	18	17.398	28	19.218	38	21.229
9	15.908	19	17.572	29	19.410	39	21.441
10	16.067	20	17.748	30	19.605	40	21.656

S37112		Library Technician					
1	14.984	11	16.552	21	18.284	31	20.197
2	15.134	12	16.718	22	18.467	32	20.399
3	15.286	13	16.885	23	18.651	33	20.603
4	15.438	14	17.054	24	18.838	34	20.809
5	15.593	15	17.224	25	19.026	35	21.017
6	15.749	16	17.396	26	19.216	36	21.227
7	15.906	17	17.570	27	19.409	37	21.439
8	16.065	18	17.746	28	19.603	38	21.654
9	16.226	19	17.924	29	19.799	39	21.870
10	16.388	20	18.103	30	19.997	40	22.089

S37131		Library Reader's Advisor					
1	16.973	11	18.749	21	20.711	31	22.877
2	17.143	12	18.937	22	20.918	32	23.106
3	17.314	13	19.126	23	21.127	33	23.337
4	17.488	14	19.317	24	21.338	34	23.571
5	17.662	15	19.510	25	21.552	35	23.806
6	17.839	16	19.705	26	21.767	36	24.044
7	18.017	17	19.902	27	21.985	37	24.285
8	18.198	18	20.101	28	22.205	38	24.528
9	18.380	19	20.303	29	22.427	39	24.773
10	18.563	20	20.506	30	22.651	40	25.021

S37131		Library Reader's Advisor					
1	17.313	11	19.124	21	21.125	31	23.335
2	17.486	12	19.315	22	21.336	32	23.568
3	17.661	13	19.508	23	21.549	33	23.804
4	17.837	14	19.703	24	21.765	34	24.042
5	18.016	15	19.901	25	21.983	35	24.282
6	18.196	16	20.100	26	22.202	36	24.525
7	18.378	17	20.301	27	22.424	37	24.770
8	18.562	18	20.504	28	22.649	38	25.018
9	18.747	19	20.709	29	22.875	39	25.268
10	18.935	20	20.916	30	23.104	40	25.521

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S39090		Museum Registrar					
1	18.442	11	20.372	21	22.503	31	24.857
2	18.627	12	20.575	22	22.728	32	25.106
3	18.813	13	20.781	23	22.955	33	25.357
4	19.001	14	20.989	24	23.185	34	25.611
5	19.191	15	21.199	25	23.417	35	25.867
6	19.383	16	21.411	26	23.651	36	26.125
7	19.577	17	21.625	27	23.887	37	26.387
8	19.773	18	21.841	28	24.126	38	26.650
9	19.970	19	22.060	29	24.368	39	26.917
10	20.170	20	22.280	30	24.611	40	27.186

S39090		Museum Registrar					
1	18.811	11	20.779	21	22.953	31	25.354
2	18.999	12	20.987	22	23.183	32	25.608
3	19.189	13	21.197	23	23.414	33	25.864
4	19.381	14	21.409	24	23.649	34	26.123
5	19.575	15	21.623	25	23.885	35	26.384
6	19.771	16	21.839	26	24.124	36	26.648
7	19.968	17	22.057	27	24.365	37	26.914
8	20.168	18	22.278	28	24.609	38	27.183
9	20.370	19	22.501	29	24.855	39	27.455
10	20.573	20	22.726	30	25.103	40	27.730

S39131		Curator Asst/Library/Arch					
1	16.973	11	18.749	21	20.711	31	22.877
2	17.143	12	18.937	22	20.918	32	23.106
3	17.314	13	19.126	23	21.127	33	23.337
4	17.488	14	19.317	24	21.338	34	23.571
5	17.662	15	19.510	25	21.552	35	23.806
6	17.839	16	19.705	26	21.767	36	24.044
7	18.017	17	19.902	27	21.985	37	24.285
8	18.198	18	20.101	28	22.205	38	24.528
9	18.380	19	20.303	29	22.427	39	24.773
10	18.563	20	20.506	30	22.651	40	25.021

S39131		Curator Asst/Library/Arch					
1	17.313	11	19.124	21	21.125	31	23.335
2	17.486	12	19.315	22	21.336	32	23.568
3	17.661	13	19.508	23	21.549	33	23.804
4	17.837	14	19.703	24	21.765	34	24.042
5	18.016	15	19.901	25	21.983	35	24.282
6	18.196	16	20.100	26	22.202	36	24.525
7	18.378	17	20.301	27	22.424	37	24.770
8	18.562	18	20.504	28	22.649	38	25.018
9	18.747	19	20.709	29	22.875	39	25.268
10	18.935	20	20.916	30	23.104	40	25.521

S39920		Archeological Tech					
1	15.958	11	17.627	21	19.472	31	21.509
2	16.117	12	17.804	22	19.666	32	21.724
3	16.279	13	17.982	23	19.863	33	21.941
4	16.441	14	18.162	24	20.062	34	22.161
5	16.606	15	18.343	25	20.262	35	22.382
6	16.772	16	18.527	26	20.465	36	22.606
7	16.940	17	18.712	27	20.670	37	22.832
8	17.109	18	18.899	28	20.876	38	23.060
9	17.280	19	19.088	29	21.085	39	23.291
10	17.453	20	19.279	30	21.296	40	23.524

S39920		Archeological Tech					
1	16.277	11	17.980	21	19.861	31	21.939
2	16.440	12	18.160	22	20.060	32	22.158
3	16.604	13	18.341	23	20.260	33	22.380
4	16.770	14	18.525	24	20.463	34	22.604
5	16.938	15	18.710	25	20.668	35	22.830
6	17.107	16	18.897	26	20.874	36	23.058
7	17.278	17	19.086	27	21.083	37	23.289
8	17.451	18	19.277	28	21.294	38	23.522
9	17.626	19	19.470	29	21.507	39	23.757
10	17.802	20	19.664	30	21.722	40	23.994

S41220		Tourism Aide/Guide					
1	12.852	11	14.197	21	15.682	31	17.323
2	12.981	12	14.339	22	15.839	32	17.496
3	13.110	13	14.482	23	15.997	33	17.671
4	13.241	14	14.627	24	16.157	34	17.847
5	13.374	15	14.773	25	16.319	35	18.026
6	13.508	16	14.921	26	16.482	36	18.206
7	13.643	17	15.070	27	16.647	37	18.388
8	13.779	18	15.221	28	16.813	38	18.572
9	13.917	19	15.373	29	16.981	39	18.758
10	14.056	20	15.527	30	17.151	40	18.945

S41220		Tourism Aide/Guide					
1	13.109	11	14.481	21	15.996	31	17.669
2	13.240	12	14.625	22	16.155	32	17.846
3	13.373	13	14.772	23	16.317	33	18.024
4	13.506	14	14.919	24	16.480	34	18.204
5	13.641	15	15.069	25	16.645	35	18.386
6	13.778	16	15.219	26	16.811	36	18.570
7	13.916	17	15.371	27	16.980	37	18.756
8	14.055	18	15.525	28	17.149	38	18.944
9	14.195	19	15.680	29	17.321	39	19.133
10	14.337	20	15.837	30	17.494	40	19.324

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S41350		Tourism Facility Op					
1	15.958	11	17.627	21	19.472	31	21.509
2	16.117	12	17.804	22	19.666	32	21.724
3	16.279	13	17.982	23	19.863	33	21.941
4	16.441	14	18.162	24	20.062	34	22.161
5	16.606	15	18.343	25	20.262	35	22.382
6	16.772	16	18.527	26	20.465	36	22.606
7	16.940	17	18.712	27	20.670	37	22.832
8	17.109	18	18.899	28	20.876	38	23.060
9	17.280	19	19.088	29	21.085	39	23.291
10	17.453	20	19.279	30	21.296	40	23.524

S41350		Tourism Facility Op					
1	16.277	11	17.980	21	19.861	31	21.939
2	16.440	12	18.160	22	20.060	32	22.158
3	16.604	13	18.341	23	20.260	33	22.380
4	16.770	14	18.525	24	20.463	34	22.604
5	16.938	15	18.710	25	20.668	35	22.830
6	17.107	16	18.897	26	20.874	36	23.058
7	17.278	17	19.086	27	21.083	37	23.289
8	17.451	18	19.277	28	21.294	38	23.522
9	17.626	19	19.470	29	21.507	39	23.757
10	17.802	20	19.664	30	21.722	40	23.994

S56111		Hwy Traff Data Collector I					
1	13.809	11	15.253	21	16.849	31	18.612
2	13.947	12	15.406	22	17.018	32	18.798
3	14.086	13	15.560	23	17.188	33	18.986
4	14.227	14	15.715	24	17.360	34	19.176
5	14.369	15	15.873	25	17.533	35	19.368
6	14.513	16	16.031	26	17.709	36	19.561
7	14.658	17	16.192	27	17.886	37	19.757
8	14.805	18	16.354	28	18.064	38	19.954
9	14.953	19	16.517	29	18.245	39	20.154
10	15.102	20	16.682	30	18.428	40	20.355

S56111		Hwy Traff Data Collector I					
1	14.085	11	15.558	21	17.186	31	18.984
2	14.226	12	15.714	22	17.358	32	19.174
3	14.368	13	15.871	23	17.531	33	19.366
4	14.512	14	16.030	24	17.707	34	19.559
5	14.657	15	16.190	25	17.884	35	19.755
6	14.803	16	16.352	26	18.063	36	19.952
7	14.951	17	16.515	27	18.243	37	20.152
8	15.101	18	16.681	28	18.426	38	20.353
9	15.252	19	16.847	29	18.610	39	20.557
10	15.404	20	17.016	30	18.796	40	20.763

S56112		Hwy Traff Data Collector II					
1	15.958	11	17.627	21	19.472	31	21.509
2	16.117	12	17.804	22	19.666	32	21.724
3	16.279	13	17.982	23	19.863	33	21.941
4	16.441	14	18.162	24	20.062	34	22.161
5	16.606	15	18.343	25	20.262	35	22.382
6	16.772	16	18.527	26	20.465	36	22.606
7	16.940	17	18.712	27	20.670	37	22.832
8	17.109	18	18.899	28	20.876	38	23.060
9	17.280	19	19.088	29	21.085	39	23.291
10	17.453	20	19.279	30	21.296	40	23.524

S56112		Hwy Traff Data Collector II					
1	16.277	11	17.980	21	19.861	31	21.939
2	16.440	12	18.160	22	20.060	32	22.158
3	16.604	13	18.341	23	20.260	33	22.380
4	16.770	14	18.525	24	20.463	34	22.604
5	16.938	15	18.710	25	20.668	35	22.830
6	17.107	16	18.897	26	20.874	36	23.058
7	17.278	17	19.086	27	21.083	37	23.289
8	17.451	18	19.277	28	21.294	38	23.522
9	17.626	19	19.470	29	21.507	39	23.757
10	17.802	20	19.664	30	21.722	40	23.994

S56113		Hwy Traff Data Collector III					
1	18.441	11	20.371	21	22.502	31	24.856
2	18.626	12	20.574	22	22.727	32	25.104
3	18.812	13	20.780	23	22.954	33	25.355
4	19.000	14	20.988	24	23.184	34	25.609
5	19.190	15	21.198	25	23.415	35	25.865
6	19.382	16	21.410	26	23.650	36	26.124
7	19.576	17	21.624	27	23.886	37	26.385
8	19.771	18	21.840	28	24.125	38	26.649
9	19.969	19	22.058	29	24.366	39	26.915
10	20.169	20	22.279	30	24.610	40	27.185

S56113		Hwy Traff Data Collector III					
1	18.810	11	20.778	21	22.952	31	25.353
2	18.998	12	20.986	22	23.181	32	25.607
3	19.188	13	21.196	23	23.413	33	25.863
4	19.380	14	21.408	24	23.647	34	26.121
5	19.574	15	21.622	25	23.884	35	26.382
6	19.769	16	21.838	26	24.123	36	26.646
7	19.967	17	22.056	27	24.364	37	26.913
8	20.167	18	22.277	28	24.607	38	27.182
9	20.369	19	22.500	29	24.853	39	27.454
10	20.572	20	22.724	30	25.102	40	27.728

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S57223		Hwy Contracts Tech II					
1	22.103	11	24.415	21	26.970	31	29.792
2	22.324	12	24.660	22	27.240	32	30.089
3	22.547	13	24.906	23	27.512	33	30.390
4	22.773	14	25.155	24	27.787	34	30.694
5	23.000	15	25.407	25	28.065	35	31.001
6	23.230	16	25.661	26	28.346	36	31.311
7	23.463	17	25.918	27	28.629	37	31.624
8	23.697	18	26.177	28	28.915	38	31.941
9	23.934	19	26.438	29	29.204	39	32.260
10	24.174	20	26.703	30	29.497	40	32.583

S57223		Hwy Contracts Tech II					
1	22.545	11	24.904	21	27.509	31	30.387
2	22.771	12	25.153	22	27.784	32	30.691
3	22.998	13	25.404	23	28.062	33	30.998
4	23.228	14	25.658	24	28.343	34	31.308
5	23.460	15	25.915	25	28.626	35	31.621
6	23.695	16	26.174	26	28.913	36	31.937
7	23.932	17	26.436	27	29.202	37	32.257
8	24.171	18	26.700	28	29.494	38	32.579
9	24.413	19	26.967	29	29.789	39	32.905
10	24.657	20	27.237	30	30.086	40	33.234

S57260		Hwy Const Management Tech					
1	19.315	11	21.336	21	23.568	31	26.034
2	19.509	12	21.550	22	23.804	32	26.295
3	19.704	13	21.765	23	24.042	33	26.558
4	19.901	14	21.983	24	24.283	34	26.823
5	20.100	15	22.203	25	24.525	35	27.091
6	20.301	16	22.425	26	24.771	36	27.362
7	20.504	17	22.649	27	25.018	37	27.636
8	20.709	18	22.875	28	25.269	38	27.912
9	20.916	19	23.104	29	25.521	39	28.191
10	21.125	20	23.335	30	25.776	40	28.473

S57260		Hwy Const Management Tech					
1	19.702	11	21.763	21	24.040	31	26.555
2	19.899	12	21.981	22	24.280	32	26.820
3	20.098	13	22.200	23	24.523	33	27.089
4	20.299	14	22.422	24	24.768	34	27.360
5	20.502	15	22.647	25	25.016	35	27.633
6	20.707	16	22.873	26	25.266	36	27.909
7	20.914	17	23.102	27	25.519	37	28.189
8	21.123	18	23.333	28	25.774	38	28.470
9	21.334	19	23.566	29	26.032	39	28.755
10	21.547	20	23.802	30	26.292	40	29.043

S72320		DPI Social Work Tech					
1	12.852	11	14.197	21	15.682	31	17.323
2	12.981	12	14.339	22	15.839	32	17.496
3	13.110	13	14.482	23	15.997	33	17.671
4	13.241	14	14.627	24	16.157	34	17.847
5	13.374	15	14.773	25	16.319	35	18.026
6	13.508	16	14.921	26	16.482	36	18.206
7	13.643	17	15.070	27	16.647	37	18.388
8	13.779	18	15.221	28	16.813	38	18.572
9	13.917	19	15.373	29	16.981	39	18.758
10	14.056	20	15.527	30	17.151	40	18.945

S72320		DPI Social Work Tech					
1	13.109	11	14.481	21	15.996	31	17.669
2	13.240	12	14.625	22	16.155	32	17.846
3	13.373	13	14.772	23	16.317	33	18.024
4	13.506	14	14.919	24	16.480	34	18.204
5	13.641	15	15.069	25	16.645	35	18.386
6	13.778	16	15.219	26	16.811	36	18.570
7	13.916	17	15.371	27	16.980	37	18.756
8	14.055	18	15.525	28	17.149	38	18.944
9	14.195	19	15.680	29	17.321	39	19.133
10	14.337	20	15.837	30	17.494	40	19.324

S79610		Volunteer Services Coord					
1	15.480	11	17.100	21	18.889	31	20.865
2	15.635	12	17.271	22	19.078	32	21.074
3	15.791	13	17.443	23	19.268	33	21.284
4	15.949	14	17.618	24	19.461	34	21.497
5	16.109	15	17.794	25	19.656	35	21.712
6	16.270	16	17.972	26	19.852	36	21.929
7	16.432	17	18.152	27	20.051	37	22.149
8	16.597	18	18.333	28	20.251	38	22.370
9	16.763	19	18.517	29	20.454	39	22.594
10	16.930	20	18.702	30	20.658	40	22.820

S79610		Volunteer Services Coord					
1	15.790	11	17.442	21	19.266	31	21.282
2	15.948	12	17.616	22	19.459	32	21.495
3	16.107	13	17.792	23	19.654	33	21.710
4	16.268	14	17.970	24	19.850	34	21.927
5	16.431	15	18.150	25	20.049	35	22.146
6	16.595	16	18.331	26	20.249	36	22.368
7	16.761	17	18.515	27	20.452	37	22.591
8	16.929	18	18.700	28	20.656	38	22.817
9	17.098	19	18.887	29	20.863	39	23.046
10	17.269	20	19.076	30	21.071	40	23.276

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X01740		Health Licensing Coord					
1	20.201	11	22.314	21	24.649	31	27.228
2	20.403	12	22.538	22	24.895	32	27.500
3	20.607	13	22.763	23	25.144	33	27.775
4	20.813	14	22.991	24	25.396	34	28.053
5	21.021	15	23.220	25	25.650	35	28.333
6	21.231	16	23.453	26	25.906	36	28.617
7	21.444	17	23.687	27	26.165	37	28.903
8	21.658	18	23.924	28	26.427	38	29.192
9	21.875	19	24.163	29	26.691	39	29.484
10	22.093	20	24.405	30	26.958	40	29.779

X01740		Health Licensing Coord					
1	20.605	11	22.761	21	25.142	31	27.772
2	20.811	12	22.988	22	25.393	32	28.050
3	21.019	13	23.218	23	25.647	33	28.331
4	21.229	14	23.450	24	25.904	34	28.614
5	21.442	15	23.685	25	26.163	35	28.900
6	21.656	16	23.922	26	26.424	36	29.189
7	21.873	17	24.161	27	26.689	37	29.481
8	22.091	18	24.403	28	26.956	38	29.776
9	22.312	19	24.647	29	27.225	39	30.074
10	22.535	20	24.893	30	27.497	40	30.374

X21320		Reimbursement Analyst					
1	25.811	11	28.512	21	31.494	31	34.789
2	26.069	12	28.797	22	31.809	32	35.137
3	26.330	13	29.085	23	32.127	33	35.489
4	26.593	14	29.375	24	32.449	34	35.844
5	26.859	15	29.669	25	32.773	35	36.202
6	27.128	16	29.966	26	33.101	36	36.564
7	27.399	17	30.266	27	33.432	37	36.930
8	27.673	18	30.568	28	33.766	38	37.299
9	27.950	19	30.874	29	34.104	39	37.672
10	28.229	20	31.183	30	34.445	40	38.049

X21320		Reimbursement Analyst					
1	26.327	11	29.082	21	32.124	31	35.485
2	26.591	12	29.373	22	32.446	32	35.840
3	26.857	13	29.666	23	32.770	33	36.199
4	27.125	14	29.963	24	33.098	34	36.560
5	27.396	15	30.263	25	33.429	35	36.926
6	27.670	16	30.565	26	33.763	36	37.295
7	27.947	17	30.871	27	34.101	37	37.668
8	28.226	18	31.180	28	34.442	38	38.045
9	28.509	19	31.491	29	34.786	39	38.425
10	28.794	20	31.806	30	35.134	40	38.810

X21512		Securities Examiner					
1	22.822	11	25.209	21	27.847	31	30.760
2	23.050	12	25.462	22	28.125	32	31.068
3	23.280	13	25.716	23	28.407	33	31.379
4	23.513	14	25.973	24	28.691	34	31.692
5	23.748	15	26.233	25	28.978	35	32.009
6	23.986	16	26.495	26	29.267	36	32.329
7	24.226	17	26.760	27	29.560	37	32.653
8	24.468	18	27.028	28	29.856	38	32.979
9	24.713	19	27.298	29	30.154	39	33.309
10	24.960	20	27.571	30	30.456	40	33.642

X21512		Securities Examiner					
1	23.278	11	25.714	21	28.404	31	31.375
2	23.511	12	25.971	22	28.688	32	31.689
3	23.746	13	26.230	23	28.975	33	32.006
4	23.984	14	26.493	24	29.264	34	32.326
5	24.223	15	26.758	25	29.557	35	32.649
6	24.466	16	27.025	26	29.853	36	32.976
7	24.710	17	27.296	27	30.151	37	33.306
8	24.957	18	27.568	28	30.453	38	33.639
9	25.207	19	27.844	29	30.757	39	33.975
10	25.459	20	28.123	30	31.065	40	34.315

X21513		Securities Examiner Senior					
1	28.353	11	31.320	21	34.596	31	38.216
2	28.637	12	31.633	22	34.942	32	38.598
3	28.923	13	31.949	23	35.292	33	38.984
4	29.212	14	32.269	24	35.645	34	39.374
5	29.504	15	32.591	25	36.001	35	39.767
6	29.799	16	32.917	26	36.361	36	40.165
7	30.097	17	33.246	27	36.725	37	40.567
8	30.398	18	33.579	28	37.092	38	40.972
9	30.702	19	33.915	29	37.463	39	41.382
10	31.009	20	34.254	30	37.837	40	41.796

X21513		Securities Examiner Senior					
1	28.920	11	31.946	21	35.288	31	38.980
2	29.209	12	32.265	22	35.641	32	39.370
3	29.502	13	32.588	23	35.997	33	39.764
4	29.797	14	32.914	24	36.357	34	40.161
5	30.094	15	33.243	25	36.721	35	40.563
6	30.395	16	33.575	26	37.088	36	40.968
7	30.699	17	33.911	27	37.459	37	41.378
8	31.006	18	34.250	28	37.834	38	41.792
9	31.316	19	34.593	29	38.212	39	42.210
10	31.630	20	34.939	30	38.594	40	42.632

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X21611		Securities Analyst I					
1	19.752	11	21.818	21	24.101	31	26.622
2	19.949	12	22.036	22	24.342	32	26.888
3	20.149	13	22.257	23	24.585	33	27.157
4	20.350	14	22.479	24	24.831	34	27.429
5	20.554	15	22.704	25	25.079	35	27.703
6	20.759	16	22.931	26	25.330	36	27.980
7	20.967	17	23.160	27	25.583	37	28.260
8	21.176	18	23.392	28	25.839	38	28.543
9	21.388	19	23.626	29	26.098	39	28.828
10	21.602	20	23.862	30	26.359	40	29.116

X21611		Securities Analyst I					
1	20.147	11	22.254	21	24.583	31	27.155
2	20.348	12	22.477	22	24.828	32	27.426
3	20.552	13	22.702	23	25.077	33	27.700
4	20.757	14	22.929	24	25.328	34	27.977
5	20.965	15	23.158	25	25.581	35	28.257
6	21.174	16	23.390	26	25.837	36	28.540
7	21.386	17	23.623	27	26.095	37	28.825
8	21.600	18	23.860	28	26.356	38	29.113
9	21.816	19	24.098	29	26.619	39	29.404
10	22.034	20	24.339	30	26.886	40	29.699

X21612		Securities Analyst II					
1	24.533	11	27.100	21	29.935	31	33.067
2	24.779	12	27.371	22	30.235	32	33.398
3	25.026	13	27.645	23	30.537	33	33.732
4	25.277	14	27.921	24	30.842	34	34.069
5	25.529	15	28.200	25	31.151	35	34.410
6	25.785	16	28.482	26	31.462	36	34.754
7	26.043	17	28.767	27	31.777	37	35.101
8	26.303	18	29.055	28	32.095	38	35.452
9	26.566	19	29.345	29	32.416	39	35.807
10	26.832	20	29.639	30	32.740	40	36.165

X21612		Securities Analyst II					
1	25.024	11	27.642	21	30.534	31	33.728
2	25.274	12	27.918	22	30.839	32	34.066
3	25.527	13	28.198	23	31.148	33	34.406
4	25.782	14	28.480	24	31.459	34	34.750
5	26.040	15	28.764	25	31.774	35	35.098
6	26.300	16	29.052	26	32.091	36	35.449
7	26.563	17	29.343	27	32.412	37	35.803
8	26.829	18	29.636	28	32.737	38	36.161
9	27.097	19	29.932	29	33.064	39	36.523
10	27.368	20	30.232	30	33.395	40	36.888

X21711		Ins Market Conduct Exam I					
1	19.752	11	21.818	21	24.101	31	26.622
2	19.949	12	22.036	22	24.342	32	26.888
3	20.149	13	22.257	23	24.585	33	27.157
4	20.350	14	22.479	24	24.831	34	27.429
5	20.554	15	22.704	25	25.079	35	27.703
6	20.759	16	22.931	26	25.330	36	27.980
7	20.967	17	23.160	27	25.583	37	28.260
8	21.176	18	23.392	28	25.839	38	28.543
9	21.388	19	23.626	29	26.098	39	28.828
10	21.602	20	23.862	30	26.359	40	29.116

X21711		Ins Market Conduct Exam I					
1	20.147	11	22.254	21	24.583	31	27.155
2	20.348	12	22.477	22	24.828	32	27.426
3	20.552	13	22.702	23	25.077	33	27.700
4	20.757	14	22.929	24	25.328	34	27.977
5	20.965	15	23.158	25	25.581	35	28.257
6	21.174	16	23.390	26	25.837	36	28.540
7	21.386	17	23.623	27	26.095	37	28.825
8	21.600	18	23.860	28	26.356	38	29.113
9	21.816	19	24.098	29	26.619	39	29.404
10	22.034	20	24.339	30	26.886	40	29.699

X21712		Ins Market Conduct Exam II					
1	22.822	11	25.209	21	27.847	31	30.760
2	23.050	12	25.462	22	28.125	32	31.068
3	23.280	13	25.716	23	28.407	33	31.379
4	23.513	14	25.973	24	28.691	34	31.692
5	23.748	15	26.233	25	28.978	35	32.009
6	23.986	16	26.495	26	29.267	36	32.329
7	24.226	17	26.760	27	29.560	37	32.653
8	24.468	18	27.028	28	29.856	38	32.979
9	24.713	19	27.298	29	30.154	39	33.309
10	24.960	20	27.571	30	30.456	40	33.642

X21712		Ins Market Conduct Exam II					
1	23.278	11	25.714	21	28.404	31	31.375
2	23.511	12	25.971	22	28.688	32	31.689
3	23.746	13	26.230	23	28.975	33	32.006
4	23.984	14	26.493	24	29.264	34	32.326
5	24.223	15	26.758	25	29.557	35	32.649
6	24.466	16	27.025	26	29.853	36	32.976
7	24.710	17	27.296	27	30.151	37	33.306
8	24.957	18	27.568	28	30.453	38	33.639
9	25.207	19	27.844	29	30.757	39	33.975
10	25.459	20	28.123	30	31.065	40	34.315

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X21721		Insurance Fraud Invest					
1	24.533	11	27.100	21	29.935	31	33.067
2	24.779	12	27.371	22	30.235	32	33.398
3	25.026	13	27.645	23	30.537	33	33.732
4	25.277	14	27.921	24	30.842	34	34.069
5	25.529	15	28.200	25	31.151	35	34.410
6	25.785	16	28.482	26	31.462	36	34.754
7	26.043	17	28.767	27	31.777	37	35.101
8	26.303	18	29.055	28	32.095	38	35.452
9	26.566	19	29.345	29	32.416	39	35.807
10	26.832	20	29.639	30	32.740	40	36.165

X21721		Insurance Fraud Invest					
1	25.024	11	27.642	21	30.534	31	33.728
2	25.274	12	27.918	22	30.839	32	34.066
3	25.527	13	28.198	23	31.148	33	34.406
4	25.782	14	28.480	24	31.459	34	34.750
5	26.040	15	28.764	25	31.774	35	35.098
6	26.300	16	29.052	26	32.091	36	35.449
7	26.563	17	29.343	27	32.412	37	35.803
8	26.829	18	29.636	28	32.737	38	36.161
9	27.097	19	29.932	29	33.064	39	36.523
10	27.368	20	30.232	30	33.395	40	36.888

X21751		Insurance Claims Invest I					
1	19.752	11	21.818	21	24.101	31	26.622
2	19.949	12	22.036	22	24.342	32	26.888
3	20.149	13	22.257	23	24.585	33	27.157
4	20.350	14	22.479	24	24.831	34	27.429
5	20.554	15	22.704	25	25.079	35	27.703
6	20.759	16	22.931	26	25.330	36	27.980
7	20.967	17	23.160	27	25.583	37	28.260
8	21.176	18	23.392	28	25.839	38	28.543
9	21.388	19	23.626	29	26.098	39	28.828
10	21.602	20	23.862	30	26.359	40	29.116

X21751		Insurance Claims Invest I					
1	20.147	11	22.254	21	24.583	31	27.155
2	20.348	12	22.477	22	24.828	32	27.426
3	20.552	13	22.702	23	25.077	33	27.700
4	20.757	14	22.929	24	25.328	34	27.977
5	20.965	15	23.158	25	25.581	35	28.257
6	21.174	16	23.390	26	25.837	36	28.540
7	21.386	17	23.623	27	26.095	37	28.825
8	21.600	18	23.860	28	26.356	38	29.113
9	21.816	19	24.098	29	26.619	39	29.404
10	22.034	20	24.339	30	26.886	40	29.699

X21752		Insurance Claims Invest II					
1	22.822	11	25.209	21	27.847	31	30.760
2	23.050	12	25.462	22	28.125	32	31.068
3	23.280	13	25.716	23	28.407	33	31.379
4	23.513	14	25.973	24	28.691	34	31.692
5	23.748	15	26.233	25	28.978	35	32.009
6	23.986	16	26.495	26	29.267	36	32.329
7	24.226	17	26.760	27	29.560	37	32.653
8	24.468	18	27.028	28	29.856	38	32.979
9	24.713	19	27.298	29	30.154	39	33.309
10	24.960	20	27.571	30	30.456	40	33.642

X21752		Insurance Claims Invest II					
1	23.278	11	25.714	21	28.404	31	31.375
2	23.511	12	25.971	22	28.688	32	31.689
3	23.746	13	26.230	23	28.975	33	32.006
4	23.984	14	26.493	24	29.264	34	32.326
5	24.223	15	26.758	25	29.557	35	32.649
6	24.466	16	27.025	26	29.853	36	32.976
7	24.710	17	27.296	27	30.151	37	33.306
8	24.957	18	27.568	28	30.453	38	33.639
9	25.207	19	27.844	29	30.757	39	33.975
10	25.459	20	28.123	30	31.065	40	34.315

X25111		Insurance Analyst I					
1	18.462	11	20.394	21	22.527	31	24.884
2	18.647	12	20.598	22	22.753	32	25.133
3	18.833	13	20.804	23	22.980	33	25.384
4	19.022	14	21.012	24	23.210	34	25.638
5	19.212	15	21.222	25	23.442	35	25.895
6	19.404	16	21.434	26	23.676	36	26.154
7	19.598	17	21.648	27	23.913	37	26.415
8	19.794	18	21.865	28	24.152	38	26.679
9	19.992	19	22.083	29	24.394	39	26.946
10	20.192	20	22.304	30	24.638	40	27.215

X25111		Insurance Analyst I					
1	18.831	11	20.802	21	22.978	31	25.382
2	19.020	12	21.010	22	23.208	32	25.636
3	19.210	13	21.220	23	23.440	33	25.892
4	19.402	14	21.432	24	23.674	34	26.151
5	19.596	15	21.646	25	23.911	35	26.412
6	19.792	16	21.863	26	24.150	36	26.677
7	19.990	17	22.081	27	24.391	37	26.943
8	20.190	18	22.302	28	24.635	38	27.213
9	20.392	19	22.525	29	24.882	39	27.485
10	20.596	20	22.750	30	25.131	40	27.760

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X25112		Insurance Analyst II					
1	21.334	11	23.566	21	26.031	31	28.755
2	21.547	12	23.802	22	26.292	32	29.042
3	21.763	13	24.040	23	26.555	33	29.333
4	21.980	14	24.280	24	26.820	34	29.626
5	22.200	15	24.523	25	27.088	35	29.922
6	22.422	16	24.768	26	27.359	36	30.222
7	22.646	17	25.016	27	27.633	37	30.524
8	22.873	18	25.266	28	27.909	38	30.829
9	23.102	19	25.518	29	28.188	39	31.137
10	23.333	20	25.774	30	28.470	40	31.449

X25112		Insurance Analyst II					
1	21.761	11	24.037	21	26.552	31	29.330
2	21.978	12	24.278	22	26.818	32	29.623
3	22.198	13	24.520	23	27.086	33	29.920
4	22.420	14	24.766	24	27.357	34	30.219
5	22.644	15	25.013	25	27.630	35	30.521
6	22.871	16	25.263	26	27.906	36	30.826
7	23.099	17	25.516	27	28.186	37	31.134
8	23.330	18	25.771	28	28.467	38	31.446
9	23.564	19	26.029	29	28.752	39	31.760
10	23.799	20	26.289	30	29.040	40	32.078

X25511		Actuarial Assistant					
1	27.007	11	29.833	21	32.954	31	36.401
2	27.277	12	30.131	22	33.283	32	36.765
3	27.550	13	30.432	23	33.616	33	37.133
4	27.825	14	30.737	24	33.952	34	37.504
5	28.104	15	31.044	25	34.292	35	37.879
6	28.385	16	31.354	26	34.635	36	38.258
7	28.669	17	31.668	27	34.981	37	38.641
8	28.955	18	31.985	28	35.331	38	39.027
9	29.245	19	32.304	29	35.684	39	39.418
10	29.537	20	32.627	30	36.041	40	39.812

X25511		Actuarial Assistant					
1	27.547	11	30.429	21	33.613	31	37.129
2	27.823	12	30.734	22	33.949	32	37.501
3	28.101	13	31.041	23	34.288	33	37.876
4	28.382	14	31.351	24	34.631	34	38.255
5	28.666	15	31.665	25	34.978	35	38.637
6	28.952	16	31.981	26	35.327	36	39.023
7	29.242	17	32.301	27	35.681	37	39.414
8	29.534	18	32.624	28	36.037	38	39.808
9	29.830	19	32.951	29	36.398	39	40.206
10	30.128	20	33.280	30	36.762	40	40.608

X27710		Real Estate Dep Dir/Enforcement					
1	22.822	11	25.209	21	27.847	31	30.760
2	23.050	12	25.462	22	28.125	32	31.068
3	23.280	13	25.716	23	28.407	33	31.379
4	23.513	14	25.973	24	28.691	34	31.692
5	23.748	15	26.233	25	28.978	35	32.009
6	23.986	16	26.495	26	29.267	36	32.329
7	24.226	17	26.760	27	29.560	37	32.653
8	24.468	18	27.028	28	29.856	38	32.979
9	24.713	19	27.298	29	30.154	39	33.309
10	24.960	20	27.571	30	30.456	40	33.642

X27710		Real Estate Dep Dir/Enforcement					
1	23.278	11	25.714	21	28.404	31	31.375
2	23.511	12	25.971	22	28.688	32	31.689
3	23.746	13	26.230	23	28.975	33	32.006
4	23.984	14	26.493	24	29.264	34	32.326
5	24.223	15	26.758	25	29.557	35	32.649
6	24.466	16	27.025	26	29.853	36	32.976
7	24.710	17	27.296	27	30.151	37	33.306
8	24.957	18	27.568	28	30.453	38	33.639
9	25.207	19	27.844	29	30.757	39	33.975
10	25.459	20	28.123	30	31.065	40	34.315

X29222		Revenue Agent					
1	18.262	11	20.172	21	22.283	31	24.614
2	18.444	12	20.374	22	22.505	32	24.860
3	18.629	13	20.578	23	22.731	33	25.109
4	18.815	14	20.783	24	22.958	34	25.360
5	19.003	15	20.991	25	23.187	35	25.613
6	19.193	16	21.201	26	23.419	36	25.869
7	19.385	17	21.413	27	23.653	37	26.128
8	19.579	18	21.627	28	23.890	38	26.389
9	19.775	19	21.844	29	24.129	39	26.653
10	19.972	20	22.062	30	24.370	40	26.920

X29222		Revenue Agent					
1	18.627	11	20.576	21	22.728	31	25.106
2	18.813	12	20.781	22	22.956	32	25.357
3	19.001	13	20.989	23	23.185	33	25.611
4	19.191	14	21.199	24	23.417	34	25.867
5	19.383	15	21.411	25	23.651	35	26.126
6	19.577	16	21.625	26	23.888	36	26.387
7	19.773	17	21.841	27	24.127	37	26.651
8	19.970	18	22.060	28	24.368	38	26.917
9	20.170	19	22.280	29	24.611	39	27.186
10	20.372	20	22.503	30	24.858	40	27.458



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X29223		Revenue Agent Sr					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

X29223		Revenue Agent Sr					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

X47360		Agriculture Program Spec					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

X47360		Agriculture Program Spec					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

X60112		Motor Vehicle Examiner					
1	18.493	11	20.428	21	22.565	31	24.926
2	18.678	12	20.632	22	22.791	32	25.175
3	18.865	13	20.839	23	23.019	33	25.427
4	19.054	14	21.047	24	23.249	34	25.681
5	19.244	15	21.257	25	23.481	35	25.938
6	19.437	16	21.470	26	23.716	36	26.198
7	19.631	17	21.685	27	23.953	37	26.459
8	19.827	18	21.902	28	24.193	38	26.724
9	20.025	19	22.121	29	24.435	39	26.991
10	20.226	20	22.342	30	24.679	40	27.261

X60112		Motor Vehicle Examiner					
1	18.863	11	20.837	21	23.017	31	25.425
2	19.052	12	21.045	22	23.247	32	25.679
3	19.242	13	21.255	23	23.479	33	25.936
4	19.435	14	21.468	24	23.714	34	26.195
5	19.629	15	21.683	25	23.951	35	26.457
6	19.825	16	21.899	26	24.191	36	26.721
7	20.024	17	22.118	27	24.433	37	26.989
8	20.224	18	22.340	28	24.677	38	27.259
9	20.426	19	22.563	29	24.924	39	27.531
10	20.630	20	22.789	30	25.173	40	27.806

X62120		FM Plans Examiner					
1	21.189	11	23.406	21	25.855	31	28.560
2	21.401	12	23.640	22	26.113	32	28.845
3	21.615	13	23.876	23	26.374	33	29.134
4	21.831	14	24.115	24	26.638	34	29.425
5	22.049	15	24.356	25	26.904	35	29.719
6	22.270	16	24.600	26	27.173	36	30.016
7	22.493	17	24.846	27	27.445	37	30.317
8	22.717	18	25.094	28	27.720	38	30.620
9	22.945	19	25.345	29	27.997	39	30.926
10	23.174	20	25.599	30	28.277	40	31.235

X62120		FM Plans Examiner					
1	21.613	11	23.874	21	26.372	31	29.131
2	21.829	12	24.113	22	26.635	32	29.422
3	22.047	13	24.354	23	26.902	33	29.716
4	22.268	14	24.597	24	27.171	34	30.013
5	22.490	15	24.843	25	27.442	35	30.314
6	22.715	16	25.092	26	27.717	36	30.617
7	22.942	17	25.343	27	27.994	37	30.923
8	23.172	18	25.596	28	28.274	38	31.232
9	23.404	19	25.852	29	28.557	39	31.544
10	23.638	20	26.111	30	28.842	40	31.860

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<b>X62130 FM Dep/Flammable Liquids</b>					
1	19.828	11	21.903	21	24.194
2	20.026	12	22.122	22	24.436
3	20.227	13	22.343	23	24.680
4	20.429	14	22.566	24	24.927
5	20.633	15	22.792	25	25.177
6	20.840	16	23.020	26	25.428
7	21.048	17	23.250	27	25.683
8	21.259	18	23.483	28	25.939
9	21.471	19	23.717	29	26.199
10	21.686	20	23.955	30	26.461
31	26.725	32	26.993	33	27.263
34	27.535	35	27.811	36	28.089
37	28.370	38	28.653	39	28.940
40	29.229				

<b>X62211 Electrical Inspector</b>					
1	23.562	11	26.027	21	28.750
2	23.798	12	26.287	22	29.038
3	24.036	13	26.550	23	29.328
4	24.276	14	26.816	24	29.621
5	24.519	15	27.084	25	29.917
6	24.764	16	27.355	26	30.217
7	25.012	17	27.628	27	30.519
8	25.262	18	27.905	28	30.824
9	25.514	19	28.184	29	31.132
10	25.769	20	28.465	30	31.444
31	31.758	32	32.076	33	32.396
34	32.720	35	33.048	36	33.378
37	33.712	38	34.049	39	34.389
40	34.733				

<b>X62311 Agr Inspection Spec I</b>					
1	16.987	11	18.764	21	20.727
2	17.157	12	18.952	22	20.935
3	17.328	13	19.141	23	21.144
4	17.502	14	19.333	24	21.355
5	17.677	15	19.526	25	21.569
6	17.853	16	19.721	26	21.785
7	18.032	17	19.918	27	22.002
8	18.212	18	20.118	28	22.222
9	18.394	19	20.319	29	22.445
10	18.578	20	20.522	30	22.669
31	22.896	32	23.125	33	23.356
34	23.590	35	23.825	36	24.064
37	24.304	38	24.547	39	24.793
40	25.041				

<b>X62312 Ag Inspection Spec II</b>					
1	19.632	11	21.686	21	23.955
2	19.828	12	21.903	22	24.194
3	20.026	13	22.122	23	24.436
4	20.227	14	22.343	24	24.680
5	20.429	15	22.566	25	24.927
6	20.633	16	22.792	26	25.177
7	20.840	17	23.020	27	25.428
8	21.048	18	23.250	28	25.683
9	21.258	19	23.483	29	25.939
10	21.471	20	23.717	30	26.199
31	26.461	32	26.993	33	27.263
34	27.263	35	27.811	36	28.089
37	28.089	38	28.653	39	28.940
40	29.229				

<b>X62130 FM Dep/Flammable Liquids</b>					
1	20.225	11	22.341	21	24.678
2	20.427	12	22.564	22	24.925
3	20.631	13	22.790	23	25.174
4	20.838	14	23.018	24	25.426
5	21.046	15	23.248	25	25.680
6	21.256	16	23.480	26	25.937
7	21.469	17	23.715	27	26.196
8	21.684	18	23.952	28	26.458
9	21.901	19	24.192	29	26.723
10	22.120	20	24.434	30	26.990
31	27.260	32	27.533	33	27.808
34	28.086	35	28.367	36	28.650
37	28.937	38	29.226	39	29.519
40	29.814				

<b>X62211 Electrical Inspector</b>					
1	24.033	11	26.548	21	29.325
2	24.274	12	26.813	22	29.618
3	24.516	13	27.081	23	29.915
4	24.761	14	27.352	24	30.214
5	25.009	15	27.626	25	30.516
6	25.259	16	27.902	26	30.821
7	25.512	17	28.181	27	31.129
8	25.767	18	28.463	28	31.440
9	26.025	19	28.747	29	31.755
10	26.285	20	29.035	30	32.072
31	32.393	32	32.717	33	33.044
34	33.375	35	33.708	36	34.046
37	34.386	38	34.730	39	35.077
40	35.428				

<b>X62311 Ag Inspection Spec I</b>					
1	17.327	11	19.139	21	21.142
2	17.500	12	19.331	22	21.353
3	17.675	13	19.524	23	21.567
4	17.852	14	19.719	24	21.782
5	18.030	15	19.917	25	22.000
6	18.210	16	20.116	26	22.220
7	18.393	17	20.317	27	22.442
8	18.577	18	20.520	28	22.667
9	18.762	19	20.725	29	22.894
10	18.950	20	20.932	30	23.122
31	23.354	32	23.587	33	23.823
34	24.061	35	24.302	36	24.545
37	24.790	38	25.038	39	25.289
40	25.542				

<b>X62312 Ag Inspection Spec II</b>					
1	20.024	11	22.119	21	24.434
2	20.225	12	22.341	22	24.678
3	20.427	13	22.564	23	24.925
4	20.631	14	22.790	24	25.174
5	20.838	15	23.018	25	25.426
6	21.046	16	23.248	26	25.680
7	21.256	17	23.480	27	25.937
8	21.469	18	23.715	28	26.196
9	21.684	19	23.952	29	26.458
10	21.900	20	24.192	30	26.723
31	26.990	32	27.260	33	27.532
34	27.808	35	28.086	36	28.367
37	28.650	38	28.937	39	29.226
40	29.519				

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X62320		Ag Case Review Officer					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

X62320		Ag Case Review Officer					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

X62330		Ag Investigation Officer					
1	22.686	11	25.060	21	27.682	31	30.578
2	22.913	12	25.310	22	27.958	32	30.883
3	23.142	13	25.563	23	28.238	33	31.192
4	23.374	14	25.819	24	28.520	34	31.504
5	23.607	15	26.077	25	28.806	35	31.819
6	23.844	16	26.338	26	29.094	36	32.137
7	24.082	17	26.601	27	29.385	37	32.459
8	24.323	18	26.867	28	29.678	38	32.783
9	24.566	19	27.136	29	29.975	39	33.111
10	24.812	20	27.408	30	30.275	40	33.442

X62330		Ag Investigation Officer					
1	23.140	11	25.561	21	28.235	31	31.189
2	23.371	12	25.817	22	28.518	32	31.501
3	23.605	13	26.075	23	28.803	33	31.816
4	23.841	14	26.336	24	29.091	34	32.134
5	24.080	15	26.599	25	29.382	35	32.456
6	24.320	16	26.865	26	29.676	36	32.780
7	24.564	17	27.134	27	29.972	37	33.108
8	24.809	18	27.405	28	30.272	38	33.439
9	25.057	19	27.679	29	30.575	39	33.773
10	25.308	20	27.956	30	30.880	40	34.111

X62341		Ag Food Sanitarian I					
1	19.632	11	21.686	21	23.955	31	26.461
2	19.828	12	21.903	22	24.194	32	26.725
3	20.026	13	22.122	23	24.436	33	26.993
4	20.227	14	22.343	24	24.680	34	27.263
5	20.429	15	22.566	25	24.927	35	27.535
6	20.633	16	22.792	26	25.177	36	27.811
7	20.840	17	23.020	27	25.428	37	28.089
8	21.048	18	23.250	28	25.683	38	28.370
9	21.258	19	23.483	29	25.939	39	28.653
10	21.471	20	23.717	30	26.199	40	28.940

X62341		Ag Food Sanitarian I					
1	20.024	11	22.119	21	24.434	31	26.990
2	20.225	12	22.341	22	24.678	32	27.260
3	20.427	13	22.564	23	24.925	33	27.532
4	20.631	14	22.790	24	25.174	34	27.808
5	20.838	15	23.018	25	25.426	35	28.086
6	21.046	16	23.248	26	25.680	36	28.367
7	21.256	17	23.480	27	25.937	37	28.650
8	21.469	18	23.715	28	26.196	38	28.937
9	21.684	19	23.952	29	26.458	39	29.226
10	21.900	20	24.192	30	26.723	40	29.519

X62342		Ag Food Sanitarian II					
1	21.102	11	23.310	21	25.748	31	28.442
2	21.313	12	23.543	22	26.006	32	28.727
3	21.526	13	23.778	23	26.266	33	29.014
4	21.741	14	24.016	24	26.528	34	29.304
5	21.959	15	24.256	25	26.794	35	29.597
6	22.178	16	24.499	26	27.062	36	29.893
7	22.400	17	24.744	27	27.332	37	30.192
8	22.624	18	24.991	28	27.606	38	30.494
9	22.850	19	25.241	29	27.882	39	30.799
10	23.079	20	25.493	30	28.161	40	31.107

X62342		Ag Food Sanitarian II					
1	21.524	11	23.776	21	26.263	31	29.011
2	21.739	12	24.014	22	26.526	32	29.301
3	21.957	13	24.254	23	26.791	33	29.594
4	22.176	14	24.496	24	27.059	34	29.890
5	22.398	15	24.741	25	27.330	35	30.189
6	22.622	16	24.989	26	27.603	36	30.491
7	22.848	17	25.238	27	27.879	37	30.796
8	23.077	18	25.491	28	28.158	38	31.104
9	23.307	19	25.746	29	28.439	39	31.415
10	23.540	20	26.003	30	28.724	40	31.729

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X62351 Environ Health Scientist I					
1	19.727	11	21.791	21	24.071
2	19.925	12	22.009	22	24.312
3	20.124	13	22.229	23	24.555
4	20.325	14	22.452	24	24.801
5	20.528	15	22.676	25	25.049
6	20.734	16	22.903	26	25.299
7	20.941	17	23.132	27	25.552
8	21.150	18	23.363	28	25.808
9	21.362	19	23.597	29	26.066
10	21.576	20	23.833	30	26.326

X62351 Environ Health Scientist I					
1	20.122	11	22.227	21	24.553
2	20.323	12	22.449	22	24.798
3	20.526	13	22.674	23	25.046
4	20.732	14	22.901	24	25.297
5	20.939	15	23.130	25	25.550
6	21.148	16	23.361	26	25.805
7	21.360	17	23.595	27	26.063
8	21.573	18	23.831	28	26.324
9	21.789	19	24.069	29	26.587
10	22.007	20	24.310	30	26.853

X62352 Environ Health Scientist II					
1	21.206	11	23.424	21	25.875
2	21.418	12	23.659	22	26.134
3	21.632	13	23.895	23	26.395
4	21.848	14	24.134	24	26.659
5	22.067	15	24.376	25	26.926
6	22.288	16	24.619	26	27.195
7	22.510	17	24.865	27	27.467
8	22.735	18	25.114	28	27.742
9	22.963	19	25.365	29	28.019
10	23.192	20	25.619	30	28.299

X62352 Environ Health Scientist II					
1	21.630	11	23.893	21	26.393
2	21.846	12	24.132	22	26.657
3	22.065	13	24.373	23	26.923
4	22.285	14	24.617	24	27.192
5	22.508	15	24.863	25	27.464
6	22.733	16	25.112	26	27.739
7	22.961	17	25.363	27	28.016
8	23.190	18	25.616	28	28.296
9	23.422	19	25.873	29	28.579
10	23.656	20	26.131	30	28.865

X62353 Environ Health Scientist III					
1	22.798	11	25.183	21	27.817
2	23.026	12	25.435	22	28.096
3	23.256	13	25.689	23	28.377
4	23.488	14	25.946	24	28.660
5	23.723	15	26.205	25	28.947
6	23.961	16	26.467	26	29.236
7	24.200	17	26.732	27	29.529
8	24.442	18	26.999	28	29.824
9	24.687	19	27.269	29	30.122
10	24.933	20	27.542	30	30.423

X62353 Environ Health Scientist III					
1	23.254	11	25.686	21	28.374
2	23.486	12	25.943	22	28.657
3	23.721	13	26.203	23	28.944
4	23.958	14	26.465	24	29.234
5	24.198	15	26.729	25	29.526
6	24.440	16	26.997	26	29.821
7	24.684	17	27.267	27	30.119
8	24.931	18	27.539	28	30.421
9	25.180	19	27.815	29	30.725
10	25.432	20	28.093	30	31.032

X62360 Health Food Serv Eval Officer					
1	24.506	11	27.070	21	29.902
2	24.751	12	27.341	22	30.201
3	24.999	13	27.614	23	30.503
4	25.249	14	27.890	24	30.808
5	25.501	15	28.169	25	31.116
6	25.756	16	28.451	26	31.427
7	26.014	17	28.735	27	31.741
8	26.274	18	29.023	28	32.059
9	26.536	19	29.313	29	32.379
10	26.802	20	29.606	30	32.703

X62360 Health Food Serv Eval Officer					
1	24.996	11	27.611	21	30.500
2	25.246	12	27.887	22	30.805
3	25.498	13	28.166	23	31.113
4	25.753	14	28.448	24	31.424
5	26.011	15	28.732	25	31.738
6	26.271	16	29.020	26	32.056
7	26.534	17	29.310	27	32.376
8	26.799	18	29.603	28	32.700
9	27.067	19	29.899	29	33.027
10	27.338	20	30.198	30	33.357

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<b>X62380 Ag Milk San Rating Officer</b>							
1	24.506	11	27.070	21	29.902	31	33.030
2	24.751	12	27.341	22	30.201	32	33.361
3	24.999	13	27.614	23	30.503	33	33.694
4	25.249	14	27.890	24	30.808	34	34.031
5	25.501	15	28.169	25	31.116	35	34.371
6	25.756	16	28.451	26	31.427	36	34.715
7	26.014	17	28.735	27	31.741	37	35.062
8	26.274	18	29.023	28	32.059	38	35.413
9	26.536	19	29.313	29	32.379	39	35.767
10	26.802	20	29.606	30	32.703	40	36.125

<b>X62380 Ag Milk San Rating Officer</b>							
1	24.996	11	27.611	21	30.500	31	33.691
2	25.246	12	27.887	22	30.805	32	34.028
3	25.498	13	28.166	23	31.113	33	34.368
4	25.753	14	28.448	24	31.424	34	34.712
5	26.011	15	28.732	25	31.738	35	35.059
6	26.271	16	29.020	26	32.056	36	35.410
7	26.534	17	29.310	27	32.376	37	35.764
8	26.799	18	29.603	28	32.700	38	36.121
9	27.067	19	29.899	29	33.027	39	36.482
10	27.338	20	30.198	30	33.357	40	36.847

<b>X62421 DHHS Fraud Investigator</b>							
1	20.780	11	22.953	21	25.355	31	28.008
2	20.987	12	23.183	22	25.608	32	28.288
3	21.197	13	23.415	23	25.865	33	28.571
4	21.409	14	23.649	24	26.123	34	28.856
5	21.623	15	23.885	25	26.384	35	29.145
6	21.839	16	24.124	26	26.648	36	29.436
7	22.058	17	24.366	27	26.915	37	29.731
8	22.278	18	24.609	28	27.184	38	30.028
9	22.501	19	24.855	29	27.456	39	30.328
10	22.726	20	25.104	30	27.730	40	30.632

<b>X62421 DHHS Fraud Investigator</b>							
1	21.195	11	23.413	21	25.862	31	28.568
2	21.407	12	23.647	22	26.121	32	28.853
3	21.621	13	23.883	23	26.382	33	29.142
4	21.837	14	24.122	24	26.646	34	29.433
5	22.056	15	24.363	25	26.912	35	29.728
6	22.276	16	24.607	26	27.181	36	30.025
7	22.499	17	24.853	27	27.453	37	30.325
8	22.724	18	25.101	28	27.728	38	30.629
9	22.951	19	25.352	29	28.005	39	30.935
10	23.181	20	25.606	30	28.285	40	31.244

<b>X62440 Medicaid Prov Fraud and Abuse Inv</b>							
1	24.011	11	26.524	21	29.298	31	32.364
2	24.252	12	26.789	22	29.591	32	32.687
3	24.494	13	27.057	23	29.887	33	33.014
4	24.739	14	27.327	24	30.186	34	33.344
5	24.986	15	27.600	25	30.488	35	33.678
6	25.236	16	27.876	26	30.793	36	34.015
7	25.489	17	28.155	27	31.101	37	34.355
8	25.743	18	28.437	28	31.412	38	34.698
9	26.001	19	28.721	29	31.726	39	35.045
10	26.261	20	29.008	30	32.043	40	35.396

<b>X62440 Medicaid Prov Fraud and Abuse Inv</b>							
1	24.492	11	27.054	21	29.884	31	33.011
2	24.737	12	27.325	22	30.183	32	33.341
3	24.984	13	27.598	23	30.485	33	33.675
4	25.234	14	27.874	24	30.790	34	34.011
5	25.486	15	28.152	25	31.098	35	34.351
6	25.741	16	28.434	26	31.409	36	34.695
7	25.998	17	28.718	27	31.723	37	35.042
8	26.258	18	29.006	28	32.040	38	35.392
9	26.521	19	29.296	29	32.361	39	35.746
10	26.786	20	29.589	30	32.684	40	36.104

<b>X62450 Facilities Surveyor/Consultant</b>							
1	29.415	11	32.492	21	35.892	31	39.647
2	29.709	12	32.817	22	36.250	32	40.043
3	30.006	13	33.145	23	36.613	33	40.443
4	30.306	14	33.477	24	36.979	34	40.848
5	30.609	15	33.811	25	37.349	35	41.256
6	30.915	16	34.150	26	37.722	36	41.669
7	31.224	17	34.491	27	38.100	37	42.086
8	31.537	18	34.836	28	38.481	38	42.506
9	31.852	19	35.184	29	38.865	39	42.932
10	32.170	20	35.536	30	39.254	40	43.361

<b>X62450 Facilities Surveyor/Consultant</b>							
1	30.003	11	33.142	21	36.609	31	40.440
2	30.303	12	33.473	22	36.975	32	40.844
3	30.606	13	33.808	23	37.345	33	41.252
4	30.912	14	34.146	24	37.719	34	41.665
5	31.221	15	34.488	25	38.096	35	42.082
6	31.533	16	34.833	26	38.477	36	42.502
7	31.849	17	35.181	27	38.862	37	42.927
8	32.167	18	35.533	28	39.250	38	43.357
9	32.489	19	35.888	29	39.643	39	43.790
10	32.814	20	36.247	30	40.039	40	44.228

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X62461 Prof & Occupational Licensing Inv					
1	24.533	11	27.100	21	29.935
2	24.779	12	27.371	22	30.235
3	25.026	13	27.645	23	30.537
4	25.277	14	27.921	24	30.842
5	25.529	15	28.200	25	31.151
6	25.785	16	28.482	26	31.462
7	26.043	17	28.767	27	31.777
8	26.303	18	29.055	28	32.095
9	26.566	19	29.345	29	32.416
10	26.832	20	29.639	30	32.740

X62462 Prof & Occupational Lic Inv/RN					
1	33.674	11	37.196	21	41.088
2	34.010	12	37.568	22	41.499
3	34.350	13	37.944	23	41.914
4	34.694	14	38.324	24	42.333
5	35.041	15	38.707	25	42.756
6	35.391	16	39.094	26	43.184
7	35.745	17	39.485	27	43.616
8	36.103	18	39.880	28	44.052
9	36.464	19	40.278	29	44.492
10	36.828	20	40.681	30	44.937

X62490 Health Ind Hygiene Specialist					
1	24.387	11	26.939	21	29.757
2	24.631	12	27.208	22	30.055
3	24.877	13	27.480	23	30.355
4	25.126	14	27.755	24	30.659
5	25.378	15	28.033	25	30.965
6	25.631	16	28.313	26	31.275
7	25.888	17	28.596	27	31.588
8	26.146	18	28.882	28	31.904
9	26.408	19	29.171	29	32.223
10	26.672	20	29.463	30	32.545

X62520 Health Licensing Inspector					
1	13.864	11	15.315	21	16.917
2	14.003	12	15.468	22	17.086
3	14.143	13	15.623	23	17.257
4	14.284	14	15.779	24	17.430
5	14.427	15	15.937	25	17.604
6	14.571	16	16.096	26	17.780
7	14.717	17	16.257	27	17.958
8	14.864	18	16.419	28	18.137
9	15.013	19	16.584	29	18.319
10	15.163	20	16.749	30	18.502

X62461 Prof & Occupational Licensing Inv					
1	25.024	11	27.642	21	30.534
2	25.274	12	27.918	22	30.839
3	25.527	13	28.198	23	31.148
4	25.782	14	28.480	24	31.459
5	26.040	15	28.764	25	31.774
6	26.300	16	29.052	26	32.091
7	26.563	17	29.343	27	32.412
8	26.829	18	29.636	28	32.737
9	27.097	19	29.932	29	33.064
10	27.368	20	30.232	30	33.395

X62462 Prof & Occupational Lic Inv/RN					
1	34.347	11	37.940	21	41.910
2	34.690	12	38.320	22	42.329
3	35.037	13	38.703	23	42.752
4	35.388	14	39.090	24	43.180
5	35.742	15	39.481	25	43.612
6	36.099	16	39.876	26	44.048
7	36.460	17	40.275	27	44.488
8	36.825	18	40.677	28	44.933
9	37.193	19	41.084	29	45.382
10	37.565	20	41.495	30	45.836

X62490 Health Ind Hygiene Specialist					
1	24.875	11	27.478	21	30.352
2	25.124	12	27.752	22	30.656
3	25.375	13	28.030	23	30.962
4	25.629	14	28.310	24	31.272
5	25.885	15	28.593	25	31.585
6	26.144	16	28.879	26	31.901
7	26.405	17	29.168	27	32.220
8	26.669	18	29.460	28	32.542
9	26.936	19	29.754	29	32.867
10	27.205	20	30.052	30	33.196

X62520 Health Licensing Inspector					
1	14.141	11	15.621	21	17.255
2	14.283	12	15.777	22	17.428
3	14.426	13	15.935	23	17.602
4	14.570	14	16.094	24	17.778
5	14.716	15	16.255	25	17.956
6	14.863	16	16.418	26	18.135
7	15.011	17	16.582	27	18.317
8	15.162	18	16.748	28	18.500
9	15.313	19	16.915	29	18.685
10	15.466	20	17.084	30	18.872

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X62530		Engineer/Architect Inv					
1	26.872	11	29.683	21	32.789	31	36.219
2	27.141	12	29.980	22	33.117	32	36.582
3	27.412	13	30.280	23	33.448	33	36.947
4	27.686	14	30.583	24	33.783	34	37.317
5	27.963	15	30.889	25	34.120	35	37.690
6	28.243	16	31.198	26	34.462	36	38.067
7	28.525	17	31.510	27	34.806	37	38.448
8	28.810	18	31.825	28	35.154	38	38.832
9	29.099	19	32.143	29	35.506	39	39.220
10	29.390	20	32.464	30	35.861	40	39.613

X62530		Engineer/Architect Inv					
1	27.409	11	30.277	21	33.445	31	36.944
2	27.684	12	30.580	22	33.779	32	37.313
3	27.960	13	30.886	23	34.117	33	37.686
4	28.240	14	31.195	24	34.458	34	38.063
5	28.522	15	31.507	25	34.803	35	38.444
6	28.808	16	31.822	26	35.151	36	38.828
7	29.096	17	32.140	27	35.502	37	39.217
8	29.387	18	32.461	28	35.857	38	39.609
9	29.681	19	32.786	29	36.216	39	40.005
10	29.977	20	33.114	30	36.578	40	40.405

X62550		DD Survey/Consultant					
1	27.152	11	29.993	21	33.131	31	36.597
2	27.423	12	30.293	22	33.462	32	36.963
3	27.698	13	30.595	23	33.796	33	37.332
4	27.975	14	30.901	24	34.134	34	37.706
5	28.254	15	31.210	25	34.476	35	38.083
6	28.537	16	31.523	26	34.821	36	38.464
7	28.822	17	31.838	27	35.169	37	38.848
8	29.111	18	32.156	28	35.520	38	39.237
9	29.402	19	32.478	29	35.876	39	39.629
10	29.696	20	32.803	30	36.234	40	40.025

X62550		DD Survey/Consultant					
1	27.695	11	30.592	21	33.793	31	37.329
2	27.972	12	30.898	22	34.131	32	37.702
3	28.252	13	31.207	23	34.472	33	38.079
4	28.534	14	31.519	24	34.817	34	38.460
5	28.820	15	31.835	25	35.165	35	38.844
6	29.108	16	32.153	26	35.517	36	39.233
7	29.399	17	32.475	27	35.872	37	39.625
8	29.693	18	32.799	28	36.231	38	40.021
9	29.990	19	33.127	29	36.593	39	40.422
10	30.290	20	33.459	30	36.959	40	40.826

X62580		Nursing Services Surveyor Cons					
1	31.672	11	34.986	21	38.646	31	42.689
2	31.989	12	35.336	22	39.033	32	43.116
3	32.309	13	35.689	23	39.423	33	43.547
4	32.632	14	36.046	24	39.817	34	43.983
5	32.958	15	36.406	25	40.215	35	44.423
6	33.288	16	36.770	26	40.617	36	44.867
7	33.621	17	37.138	27	41.024	37	45.316
8	33.957	18	37.510	28	41.434	38	45.769
9	34.296	19	37.885	29	41.848	39	46.226
10	34.639	20	38.263	30	42.267	40	46.689

X62580		Nursing Services Surveyor Cons					
1	32.306	11	35.686	21	39.419	31	43.543
2	32.629	12	36.042	22	39.813	32	43.979
3	32.955	13	36.403	23	40.211	33	44.418
4	33.285	14	36.767	24	40.613	34	44.863
5	33.617	15	37.135	25	41.020	35	45.311
6	33.954	16	37.506	26	41.430	36	45.764
7	34.293	17	37.881	27	41.844	37	46.222
8	34.636	18	38.260	28	42.263	38	46.684
9	34.982	19	38.642	29	42.685	39	47.151
10	35.332	20	39.029	30	43.112	40	47.622

X62611		Boiler Inspector					
1	21.189	11	23.406	21	25.855	31	28.560
2	21.401	12	23.640	22	26.113	32	28.845
3	21.615	13	23.876	23	26.374	33	29.134
4	21.831	14	24.115	24	26.638	34	29.425
5	22.049	15	24.356	25	26.904	35	29.719
6	22.270	16	24.600	26	27.173	36	30.016
7	22.493	17	24.846	27	27.445	37	30.317
8	22.717	18	25.094	28	27.720	38	30.620
9	22.945	19	25.345	29	27.997	39	30.926
10	23.174	20	25.599	30	28.277	40	31.235

X62611		Boiler Inspector					
1	21.613	11	23.874	21	26.372	31	29.131
2	21.829	12	24.113	22	26.635	32	29.422
3	22.047	13	24.354	23	26.902	33	29.716
4	22.268	14	24.597	24	27.171	34	30.013
5	22.490	15	24.843	25	27.442	35	30.314
6	22.715	16	25.092	26	27.717	36	30.617
7	22.942	17	25.343	27	27.994	37	30.923
8	23.172	18	25.596	28	28.274	38	31.232
9	23.404	19	25.852	29	28.557	39	31.544
10	23.638	20	26.111	30	28.842	40	31.860

X62621		Elevator/Amusement Ride Insp					
1	21.189	11	23.406	21	25.855	31	28.560
2	21.401	12	23.640	22	26.113	32	28.845
3	21.615	13	23.876	23	26.374	33	29.134
4	21.831	14	24.115	24	26.638	34	29.425
5	22.049	15	24.356	25	26.904	35	29.719
6	22.270	16	24.600	26	27.173	36	30.016
7	22.493	17	24.846	27	27.445	37	30.317
8	22.717	18	25.094	28	27.720	38	30.620
9	22.945	19	25.345	29	27.997	39	30.926
10	23.174	20	25.599	30	28.277	40	31.235

X62621		Elevator/Amusement Ride Insp					
1	21.613	11	23.874	21	26.372	31	29.131
2	21.829	12	24.113	22	26.635	32	29.422
3	22.047	13	24.354	23	26.902	33	29.716
4	22.268	14	24.597	24	27.171	34	30.013
5	22.490	15	24.843	25	27.442	35	30.314
6	22.715	16	25.092	26	27.717	36	30.617
7	22.942	17	25.343	27	27.994	37	30.923
8	23.172	18	25.596	28	28.274	38	31.232
9	23.404	19	25.852	29	28.557	39	31.544
10	23.638	20	26.111	30	28.842	40	31.860

X62640		Labor Law Specialist					
1	20.811	11	22.988	21	25.393	31	28.050
2	21.019	12	23.218	22	25.647	32	28.331
3	21.229	13	23.450	23	25.904	33	28.614
4	21.442	14	23.685	24	26.163	34	28.900
5	21.656	15	23.922	25	26.424	35	29.189
6	21.873	16	24.161	26	26.689	36	29.481
7	22.091	17	24.403	27	26.956	37	29.776
8	22.312	18	24.647	28	27.225	38	30.073
9	22.535	19	24.893	29	27.497	39	30.374
10	22.761	20	25.142	30	27.772	40	30.678

X62640		Labor Law Specialist					
1	21.227	11	23.448	21	25.901	31	28.611
2	21.439	12	23.683	22	26.160	32	28.897
3	21.654	13	23.919	23	26.422	33	29.186
4	21.870	14	24.159	24	26.686	34	29.478
5	22.089	15	24.400	25	26.953	35	29.773
6	22.310	16	24.644	26	27.222	36	30.071
7	22.533	17	24.891	27	27.495	37	30.371
8	22.758	18	25.139	28	27.770	38	30.675
9	22.986	19	25.391	29	28.047	39	30.982
10	23.216	20	25.645	30	28.328	40	31.292

X62660		Safety Consultant					
1	21.104	11	23.312	21	25.751	31	28.445
2	21.315	12	23.545	22	26.008	32	28.729
3	21.528	13	23.780	23	26.268	33	29.017
4	21.743	14	24.018	24	26.531	34	29.307
5	21.961	15	24.258	25	26.796	35	29.600
6	22.180	16	24.501	26	27.064	36	29.896
7	22.402	17	24.746	27	27.335	37	30.195
8	22.626	18	24.994	28	27.608	38	30.497
9	22.853	19	25.243	29	27.884	39	30.802
10	23.081	20	25.496	30	28.163	40	31.110

X62660		Safety Consultant					
1	21.526	11	23.778	21	26.266	31	29.014
2	21.741	12	24.016	22	26.529	32	29.304
3	21.959	13	24.256	23	26.794	33	29.597
4	22.178	14	24.499	24	27.062	34	29.893
5	22.400	15	24.744	25	27.332	35	30.192
6	22.624	16	24.991	26	27.606	36	30.494
7	22.850	17	25.241	27	27.882	37	30.799
8	23.079	18	25.493	28	28.161	38	31.107
9	23.310	19	25.748	29	28.442	39	31.418
10	23.543	20	26.006	30	28.727	40	31.732

X62670		Safety Industrial Hygienist					
1	24.387	11	26.939	21	29.757	31	32.870
2	24.631	12	27.208	22	30.055	32	33.199
3	24.877	13	27.480	23	30.355	33	33.531
4	25.126	14	27.755	24	30.659	34	33.866
5	25.378	15	28.033	25	30.965	35	34.205
6	25.631	16	28.313	26	31.275	36	34.547
7	25.888	17	28.596	27	31.588	37	34.893
8	26.146	18	28.882	28	31.904	38	35.242
9	26.408	19	29.171	29	32.223	39	35.594
10	26.672	20	29.463	30	32.545	40	35.950

X62670		Safety Industrial Hygienist					
1	24.875	11	27.478	21	30.352	31	33.528
2	25.124	12	27.752	22	30.656	32	33.863
3	25.375	13	28.030	23	30.962	33	34.202
4	25.629	14	28.310	24	31.272	34	34.544
5	25.885	15	28.593	25	31.585	35	34.889
6	26.144	16	28.879	26	31.901	36	35.238
7	26.405	17	29.168	27	32.220	37	35.590
8	26.669	18	29.460	28	32.542	38	35.946
9	26.936	19	29.754	29	32.867	39	36.306
10	27.205	20	30.052	30	33.196	40	36.669



X62710		Child Care/Services Insp Spec					
1	20.004	11	22.096	21	24.408	31	26.962
2	20.204	12	22.317	22	24.652	32	27.231
3	20.406	13	22.541	23	24.899	33	27.504
4	20.610	14	22.766	24	25.148	34	27.779
5	20.816	15	22.994	25	25.399	35	28.057
6	21.024	16	23.224	26	25.653	36	28.337
7	21.234	17	23.456	27	25.910	37	28.620
8	21.447	18	23.690	28	26.169	38	28.907
9	21.661	19	23.927	29	26.431	39	29.196
10	21.878	20	24.166	30	26.695	40	29.488

X62710		Child Care/Services Insp Spec					
1	20.404	11	22.538	21	24.896	31	27.501
2	20.608	12	22.764	22	25.145	32	27.776
3	20.814	13	22.991	23	25.397	33	28.054
4	21.022	14	23.221	24	25.651	34	28.334
5	21.232	15	23.453	25	25.907	35	28.618
6	21.444	16	23.688	26	26.166	36	28.904
7	21.659	17	23.925	27	26.428	37	29.193
8	21.875	18	24.164	28	26.692	38	29.485
9	22.094	19	24.406	29	26.959	39	29.780
10	22.315	20	24.650	30	27.229	40	30.077

X62730		Revenue Investigator					
1	24.533	11	27.100	21	29.935	31	33.067
2	24.779	12	27.371	22	30.235	32	33.398
3	25.026	13	27.645	23	30.537	33	33.732
4	25.277	14	27.921	24	30.842	34	34.069
5	25.529	15	28.200	25	31.151	35	34.410
6	25.785	16	28.482	26	31.462	36	34.754
7	26.043	17	28.767	27	31.777	37	35.101
8	26.303	18	29.055	28	32.095	38	35.452
9	26.566	19	29.345	29	32.416	39	35.807
10	26.832	20	29.639	30	32.740	40	36.165

X62730		Revenue Investigator					
1	25.024	11	27.642	21	30.534	31	33.728
2	25.274	12	27.918	22	30.839	32	34.066
3	25.527	13	28.198	23	31.148	33	34.406
4	25.782	14	28.480	24	31.459	34	34.750
5	26.040	15	28.764	25	31.774	35	35.098
6	26.300	16	29.052	26	32.091	36	35.449
7	26.563	17	29.343	27	32.412	37	35.803
8	26.829	18	29.636	28	32.737	38	36.161
9	27.097	19	29.932	29	33.064	39	36.523
10	27.368	20	30.232	30	33.395	40	36.888

X62770		Oil and Gas Inspector					
1	22.913	11	25.310	21	27.958	31	30.883
2	23.142	12	25.563	22	28.238	32	31.192
3	23.374	13	25.819	23	28.520	33	31.504
4	23.607	14	26.077	24	28.806	34	31.819
5	23.843	15	26.338	25	29.094	35	32.137
6	24.082	16	26.601	26	29.384	36	32.459
7	24.323	17	26.867	27	29.678	37	32.783
8	24.566	18	27.136	28	29.975	38	33.111
9	24.812	19	27.407	29	30.275	39	33.442
10	25.060	20	27.682	30	30.578	40	33.777

X62770		Oil and Gas Inspector					
1	23.371	11	25.817	21	28.518	31	31.501
2	23.605	12	26.075	22	28.803	32	31.816
3	23.841	13	26.335	23	29.091	33	32.134
4	24.080	14	26.599	24	29.382	34	32.456
5	24.320	15	26.865	25	29.675	35	32.780
6	24.564	16	27.133	26	29.972	36	33.108
7	24.809	17	27.405	27	30.272	37	33.439
8	25.057	18	27.679	28	30.575	38	33.773
9	25.308	19	27.956	29	30.880	39	34.111
10	25.561	20	28.235	30	31.189	40	34.452

X62901		Jail Stand Exam/Cons I					
1	19.971	11	22.060	21	24.368	31	26.918
2	20.171	12	22.281	22	24.612	32	27.187
3	20.372	13	22.504	23	24.858	33	27.459
4	20.576	14	22.729	24	25.107	34	27.734
5	20.782	15	22.956	25	25.358	35	28.011
6	20.990	16	23.186	26	25.611	36	28.291
7	21.200	17	23.418	27	25.868	37	28.574
8	21.412	18	23.652	28	26.126	38	28.860
9	21.626	19	23.888	29	26.388	39	29.148
10	21.842	20	24.127	30	26.651	40	29.440

X62901		Jail Stand Exam/Cons I					
1	20.370	11	22.502	21	24.856	31	27.456
2	20.574	12	22.727	22	25.104	32	27.731
3	20.780	13	22.954	23	25.355	33	28.008
4	20.988	14	23.183	24	25.609	34	28.288
5	21.198	15	23.415	25	25.865	35	28.571
6	21.410	16	23.649	26	26.124	36	28.857
7	21.624	17	23.886	27	26.385	37	29.145
8	21.840	18	24.125	28	26.649	38	29.437
9	22.058	19	24.366	29	26.915	39	29.731
10	22.279	20	24.610	30	27.184	40	30.028

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X62902		Jail Stand Exam/Cons II					
1	21.468	11	23.714	21	26.195	31	28.936
2	21.683	12	23.952	22	26.457	32	29.225
3	21.900	13	24.191	23	26.722	33	29.518
4	22.119	14	24.433	24	26.989	34	29.813
5	22.340	15	24.677	25	27.259	35	30.111
6	22.563	16	24.924	26	27.532	36	30.412
7	22.789	17	25.173	27	27.807	37	30.716
8	23.017	18	25.425	28	28.085	38	31.023
9	23.247	19	25.679	29	28.366	39	31.334
10	23.480	20	25.936	30	28.650	40	31.647

X62902		Jail Stand Exam/Cons II					
1	21.898	11	24.189	21	26.719	31	29.515
2	22.117	12	24.431	22	26.987	32	29.810
3	22.338	13	24.675	23	27.256	33	30.108
4	22.561	14	24.922	24	27.529	34	30.409
5	22.787	15	25.171	25	27.804	35	30.713
6	23.015	16	25.423	26	28.082	36	31.020
7	23.245	17	25.677	27	28.363	37	31.330
8	23.477	18	25.934	28	28.647	38	31.644
9	23.712	19	26.193	29	28.933	39	31.960
10	23.949	20	26.455	30	29.223	40	32.280

X62910		MV Investigator					
1	22.822	11	25.209	21	27.847	31	30.760
2	23.050	12	25.462	22	28.125	32	31.068
3	23.280	13	25.716	23	28.407	33	31.379
4	23.513	14	25.973	24	28.691	34	31.692
5	23.748	15	26.233	25	28.978	35	32.009
6	23.986	16	26.495	26	29.267	36	32.329
7	24.226	17	26.760	27	29.560	37	32.653
8	24.468	18	27.028	28	29.856	38	32.979
9	24.713	19	27.298	29	30.154	39	33.309
10	24.960	20	27.571	30	30.456	40	33.642

X62910		MV Investigator					
1	23.278	11	25.714	21	28.404	31	31.375
2	23.511	12	25.971	22	28.688	32	31.689
3	23.746	13	26.230	23	28.975	33	32.006
4	23.984	14	26.493	24	29.264	34	32.326
5	24.223	15	26.758	25	29.557	35	32.649
6	24.466	16	27.025	26	29.853	36	32.976
7	24.710	17	27.296	27	30.151	37	33.306
8	24.957	18	27.568	28	30.453	38	33.639
9	25.207	19	27.844	29	30.757	39	33.975
10	25.459	20	28.123	30	31.065	40	34.315

X62931		MV Fraud Investigator					
1	24.533	11	27.100	21	29.935	31	33.067
2	24.779	12	27.371	22	30.235	32	33.398
3	25.026	13	27.645	23	30.537	33	33.732
4	25.277	14	27.921	24	30.842	34	34.069
5	25.529	15	28.200	25	31.151	35	34.410
6	25.785	16	28.482	26	31.462	36	34.754
7	26.043	17	28.767	27	31.777	37	35.101
8	26.303	18	29.055	28	32.095	38	35.452
9	26.566	19	29.345	29	32.416	39	35.807
10	26.832	20	29.639	30	32.740	40	36.165

X62931		MV Fraud Investigator					
1	25.024	11	27.642	21	30.534	31	33.728
2	25.274	12	27.918	22	30.839	32	34.066
3	25.527	13	28.198	23	31.148	33	34.406
4	25.782	14	28.480	24	31.459	34	34.750
5	26.040	15	28.764	25	31.774	35	35.098
6	26.300	16	29.052	26	32.091	36	35.449
7	26.563	17	29.343	27	32.412	37	35.803
8	26.829	18	29.636	28	32.737	38	36.161
9	27.097	19	29.932	29	33.064	39	36.523
10	27.368	20	30.232	30	33.395	40	36.888

X64611		Racing and Gaming Inv					
1	25.025	11	27.643	21	30.535	31	33.729
2	25.275	12	27.919	22	30.840	32	34.067
3	25.528	13	28.198	23	31.149	33	34.407
4	25.783	14	28.480	24	31.460	34	34.751
5	26.041	15	28.765	25	31.775	35	35.099
6	26.301	16	29.053	26	32.092	36	35.450
7	26.564	17	29.343	27	32.413	37	35.804
8	26.830	18	29.637	28	32.737	38	36.163
9	27.098	19	29.933	29	33.065	39	36.524
10	27.369	20	30.233	30	33.395	40	36.889

X64611		Racing and Gaming Inv					
1	25.525	11	28.196	21	31.146	31	34.404
2	25.780	12	28.478	22	31.457	32	34.748
3	26.038	13	28.762	23	31.772	33	35.096
4	26.299	14	29.050	24	32.089	34	35.447
5	26.562	15	29.340	25	32.410	35	35.801
6	26.827	16	29.634	26	32.734	36	36.159
7	27.095	17	29.930	27	33.062	37	36.521
8	27.366	18	30.230	28	33.392	38	36.886
9	27.640	19	30.532	29	33.726	39	37.255
10	27.916	20	30.837	30	34.063	40	37.627

## **APPENDIX C – DEPARTMENT OF HEALTH AND HUMAN SERVICES**

### **C.1 CASELOAD/WORKLOAD**

- C.1.1 Employees participating in any projects or on committees approved, required, or allowed by the collective bargaining agreement or DHHS/Governor appointed committees, shall, if determined necessary by management, be allowed overtime and/or have their caseloads adjusted. Overtime must be authorized in advance.
- C.1.2 The Employer shall make reasonable efforts to distribute workloads in a fair and responsible manner. The employer recognizes that additional coverage assignments may affect an employee's ability to adequately cover his/her own caseload/workload. Overtime may be authorized.
- C.1.3 Employees classified as Children and Family Services Specialist and Developmental Disabilities Service Coordinator may choose to work up to 4 more hours in the work week if they have an assigned caseload, to include coverage cases, of greater than or equal to 120% of the recommended caseload. The Employer maintains the ability to determine when in the work week the additional hours will be worked.

### **C. 2 MISCELLANEOUS PROVISIONS**

- C.2.1 Management will make a good faith effort to communicate proposed changes to current practices and/or job duties in order to allow employees an opportunity to offer feedback prior to implementation. (This provision shall be non-grievable).
- C.2.2 Management will be encouraged to utilize a process for employees to provide feedback annually on supervisory performance and work issues.
- C.2.3 The Agency reaffirms its commitment to give thoughtful and appropriate consideration to the suggestions and views of employees on any subject of mutual or individual concern.
- C.2.4 Employees shall have the option to attend open enrollment meetings regarding any State approved benefits on paid work time and shall receive mileage compensation. Employees shall attend the meeting closest to their permanent work site unless prior authorization is given by the supervisor to attend at an alternate site. Office coverage must be maintained during the orientation meetings.
- C.2.5 Any entity that contracts with the Health and Human Services and which uses state employees in the conduct and completion of their business will be notified that said state employees are covered by a collective bargaining agreement. The agency agrees to remain neutral in any union organizing campaign of individuals not employed by the State.
- C.2.6 The Agency shall not consider Management developed ranking tools, such as but not limited to Work Improvement Plans/Performance Accountability Plans or Reports, etc., as discipline.

- C.2.7 In all 24-hour operations, clear, accessible and current work schedules shall be made available to all employees to the extent possible. The parties mutually agree to explore options such as software, web-based schedule access and other technological and process improvements to further the goal of clear, accessible and current schedules.
- C.2.8 No employee shall be disciplined, evaluated, or placed on a Performance Improvement Plan for reasons arising from the unsubstantiated statement or testimony of a client or patient.
- C.2.9 If management chooses to “bid” schedule changes, bidding will be done on a seniority bases, beginning with the most senior employee using the total state adjusted seniority date.
- C.2.10 The Employer will provide feedback to staff to ensure staff have the ongoing support regarding changes to processes, rules, regulations or similar changes to their work.
- C.2.11 Employees will not have performance evaluations impacted by the use of approved sick or vacation leave considered “unplanned,” unless a pattern of “unplanned” sick or vacation leave, or abuse of sick or vacation leave, is suspected.
- C.2.12 Productivity goals or standards will be adjusted for time that the employee is not at work on approved leave and is therefore unable to accomplish tasks related to the goal or standard. This section shall not serve the purpose of altering or modifying annual performance goals or standards.

### C.3 INTERNAL EMPLOYEE TRANSFER OPTION

- C.3.1 The following option is available to employees in addition to other recruiting techniques to expedite and facilitate the filling of vacancies, without diminishing an employee’s rights and protections afforded under the provisions of Article 9 of this labor contract. Twenty-four-hour facilities will continue to use the provisions in C.4 in this Appendix for internal transfers.
- C.3.2 Any contract covered classification may be considered when utilizing this internal employee transfer option, as deemed appropriate by the Agency.
- C.3.3 Under this process, vacant positions will first be made available to qualified current DHHS employees for five (5) calendar days. Qualified employees must hold the same classification title as the vacant position and must be located within the same Division as the vacancy. Once available, interested employees may express their interest in the position via an application in the on-line applicant tracking system. System generated responses will keep applicants informed of their progress in the process.
- C.3.4 All internal qualified employees who express interest will be considered. The successful candidate will be selected based on factors such as seniority, knowledge, experience and ability. Where two or more qualified employees rate essentially the same in all categories, classification seniority date will be used to make the final decision.

C.3.5 If no internal employee is deemed qualified, the vacant position will be posted through the open competitive process in accordance with Article 9.1 of this labor contract. Employees who were evaluated through this process and not selected may apply for the same position through the competitive process.

C.3.6 **EMPLOYEE ACCESS TO FEDERAL TAXPAYER INFORMATION.** In accordance with the Internal Revenue Service (IRS) Publication 1075, prior to the Nebraska Department of Health and Human Services (Department) granting any employee access to federal taxpayer information (FTI), the Department must initiate a suitability background investigation. The investigation must be favorably adjudicated by the Department as a condition of hire or continued employment. A reinvestigation will be initiated within 10 years of the previous background investigation. The investigation must include:

- Federal Bureau of Investigation fingerprint check
- Local law enforcement agency check
- Eligibility to work in the United States

**THE FOLLOWING PROVISIONS APPLY TO SHIFT WORKERS WITHIN  
THE TWENTY-FOUR-HOUR FACILITIES:**

C.4 INTERNAL TRANSFER

To reduce the time positions are vacant, the following procedure will be implemented to expedite the internal transfer process for specified classes mutually agreed to by each DHHS facility and the union. New employees may not use this process while on original probation.

Vacant positions will be posted for no more than five (5) calendar days. Posting will be limited to only the 24 hour facility where the vacancy exists.

Employees who received any formal disciplinary action will be considered ineligible for this type of transfer opportunity. Period of ineligibility shall be six (6) months from the date the employee received the disciplinary action.

Once an employee successfully uses this internal transfer process, they may not use the internal transfer process again for the next 6 months. If more than one person volunteers to transfer through the process, the person selected will be the employee with the most continuous (no breaks in service) time in that classification as an employee of the agency.

In situations where the agency can demonstrate that certain qualifications and/or experience is necessary to perform the job (those specific qualifications/experience shall be listed on the posting), then the transfer opportunity shall be offered to applying employees in descending order based upon time in the class until an employee is found who meets these criteria or until all employees applying have been considered, whichever occurs first. If the position is filled through the process, unsuccessful applicants will be notified that the position was filled through this process. If no applicant qualifies through this process, the vacant position shall be advertised as provided in Section 9.1.

## C.5 SENIORITY

C.5.1 Within two (2) months after the execution of this Agreement and every six (6) months thereafter, a list by bargaining unit in each facility showing the seniority of each employee shall be posted electronically and/or on specified bulletin boards pursuant to Article 2.11.

## C.6 TEMPORARY SHIFT/WORK AREA REASSIGNMENTS

C.6.1 In the event emergency situations and/or (to prevent an adverse impact on delivery of services to clients) care requirements necessitating temporary reassignment of employees from their regular assignment or shift, the 24 hour facility will take into consideration the employee's length of service, qualifications, and other job related factors. Temporary assignments shall be evaluated on a daily basis unless the employee has been informed of the alternate anticipated time.

C.6.2 Temporary reassignments shall be accomplished by first reassigning qualified employees who have volunteered for the temporary reassignment. If no volunteers are available, the least senior qualified employee shall receive the temporary reassignment. (If appropriate, other job related factors may be considered.) This provision is not applicable to new hires for the first 90 days of employment.

## C.7 WORK SCHEDULES

C.7.1 Change in permanent work schedules may be adopted by action of the employees for designated groups of employees by mutual agreement between a majority of the employees involved and the facility. When a schedule change is proposed by employees, the affected group must be named as well as the proposed schedule. If the proposed schedule change(s) is rejected, the 24 hour facility shall provide a written explanation for the rejection.

C.7.1.a Determination of the schedule preference of a majority of employees shall be accomplished by a vote of the affected employees conducted under guidelines mutually agreed upon by the Union and the 24 hour facility after approval of the proposed change by the 24 hour facility. Said guidelines will include the provision that a majority vote of employees affected and voting shall be required to indicate a desire for schedule revision by the employees. Should the new schedule require a 40 hour work week, the 8 and 80 hour overtime provisions shall be waived, with new overtime computations to be in the waiver. A copy of the waiver shall be sent to the NAPE/AFSCME office. In addition, changes in work schedules may be adopted in the Dietary, Maintenance, or Housekeeping units not assigned to particular buildings under the same conditions noted above. There shall be a limit of one vote per fiscal year for any group of employees.

C.7.1.b Schedule assignment will be based on classification, qualifications, and/or client care needs. When qualifications are not significantly different, state seniority shall be the determining factor in schedule preference. However, in such cases, once an employee selects a schedule based on employee's seniority, the employee may not change schedules again for one year unless approved by the 24 hour facility or as a result of changing positions through other provisions of this Labor Contract.

C.7.2 (Permanent) Work schedules will be arranged so that at least in every other work week employees shall have two (2) consecutive days off which will, where practicable, be Saturday and Sunday (if the employee so requests). However, it is not required that such days be Saturday and Sunday. Such two (2) consecutive days off, if practicable, shall be the same two (2) days each alternate week. Further, days off may be split if necessary, in alternate weeks to provide such consecutive days off; however, employees shall not be scheduled to work more than six (6) consecutive days unless mutually agreed.

#### C. 8 MEAL PERIODS

C.8.1 For those employees whose scheduled workday is ordinarily eight (8) consecutive hours, a meal period shall be considered time worked, as those employees are considered on duty from the beginning of their shift until they finish their shift.

#### C. 9 VACATION / HOLIDAY SCHEDULING

C. 9.1 Each 24 hour facility will post by December 15 a form on which employees shall designate preferred vacation time. (Holidays occurring in conjunction with vacation time will also be included.) Said form will remain posted until February 15. This will cover the period from April 1 through March 31 of the following year. The facility will post results March 15 in designated areas accessible to employees. Once the schedule has been posted, employee's vacation period will not be changed unless said change is necessary to prevent an adverse impact on delivery of services to clients. In such cases the employee will be permitted to select an alternate vacation period which will likewise not adversely affect the delivery of services to clients.

C.9.1.a Alternate Vacation Posting Process Schedule. Facilities will post by December 15 for the period of April 1 through September 30. (Holidays occurring in conjunction with vacation time will also be included.) Said form will remain posted until February 15. Each facility will post results March 15 in designated areas accessible to employees.

A second posting will occur on June 15 and shall remain posted until August 15. (Holidays occurring in conjunction with vacation time will also be included.) This will cover the vacation period of October 1 through March 31. Each facility will post results September 15 in designated areas accessible to employees.

Once the schedule has been posted, the employee's vacation period will not be changed unless said change is necessary to prevent an adverse impact on delivery of services of clients. In such cases, the employee will be permitted to select an alternate vacation period which will likewise not adversely affect the delivery of services to clients.

C.9.1.b Labor/management meetings may be convened to consider implementation of an alternate posting process, as defined above.

C.9.2 In evaluating and granting requests for vacation leave under the posting process, all employees will be given the option of requesting one continuous week off before the other requests made under the posting process are considered. For the remaining requests,

vacation requests of three (3) work days or more shall take priority over vacation requests of less than three (3) work days, regardless of seniority. When an employee requests vacation leave of two or more consecutive days, the Agency will approve the entire request or deny the request. Some of the requested dates shall not be approved and other dates denied. Classification, seniority, and work unit as defined by the operational needs of the facility will be the criteria used for granting vacation leave.

- C.9.3 Employees must submit a written request to cancel vacation to the immediate supervisor outside the bargaining unit, no later than fourteen (14) calendar days prior to the start of the vacation to be canceled, unless a shorter timeframe is approved by the immediate supervisor. A cancellation request shall cover the entire request as originally posted. This requirement applies to vacation approved by either the Vacation Posting Process or by written request. Such requests for shorter notice shall not be unreasonably denied.

The 24 hour facility will endeavor to permit the employee to reschedule the employee's vacation so long as such rescheduling does not adversely affect the vacation schedule of the other employees, nor adversely affect the delivery of services.

- C.9.4 Employees who wish to schedule vacation, or earned or to be earned holiday(s), outside of the posting process may do so by submitting a written request to their immediate supervisor outside the bargaining unit at least two weeks in advance of the requested vacation or earned or to be earned holiday(s). Such requests shall not be unreasonably denied. Provided operational needs permit, this two week advance notice requirement may be waived, and such requests shall not be unreasonably denied. For scheduling of vacation outside of the posting process, approval of vacation shall be based on the provision of operational needs, and such request shall not be unreasonably denied.

- C.9.5 When two or more requests are received on the same date, requesting vacation or earned or to be earned holiday(s) leave for the same date(s), the employee with the greatest seniority shall be given preference.

- C.9.6 Any employee may take such vacation in increments of not less than one hour as the employee may desire, provided however, the employee shall advise the 24 hour facility at the earliest practicable time. The taking of such vacation in hourly increments will be subject to approval by the 24 hour facility, but such approval will not be unreasonably withheld.

- C.9.7 Holidays shall be deemed to fall on the day on which the actual holiday occurs as defined in Article 14.1 of the Master Contract. Absence on a scheduled holiday, when approved in conjunction with vacation leave approved through the posting process, shall not be denied if an employee with more seniority later requests leave on the same day.

- C.9.8 Each local Labor Management committee shall be convened to discuss alternative vacation/holiday scheduling methods to provide an opportunity for all employees to get a desired holiday off, taking seniority into consideration. Any alternative methods implemented shall supersede any conflicting language of Section C.9.



## C.10 UNIFORMS

- C.10.1 When the 24 hour facility deems it necessary for an employee to wear a uniform as a condition of employment, the 24 hour facility shall provide for the full costs of three uniforms as defined by the facility on a set annual basis. In the event uniforms cannot be supplied through the 24 hour facility's usual and customary process, then, at the 24 hour facility's discretion, the employee shall be reimbursed for the purchase of uniforms at a rate not to exceed the usual and customary rate paid by the 24 hour facility for the procurement of uniforms. Such reimbursement is subject to the submission of a clearly dated sales receipt, with payment processing for the reimbursement to be initiated by the 24 hour facility within two work weeks following submission of the receipt.
- C.10.2 The uniforms are considered the 24 hour facility's property and are subject to be returned by the employee upon employment termination in the same condition as initially provided to the employee (normal wear and tear excepted).
- C.10.3 Employees' last names shall not be required to be displayed on their persons. Use of initials for the last name is acceptable.

## C.11 OVERTIME

- C.11.1 Employees may be required to work beyond their normal scheduled shifts in accordance with the provisions of this section. Management will avoid requiring overtime whenever possible. No employee shall be required to work in excess of sixteen (16) hours in a twenty-four (24) hour period absent a qualifying emergency. An "Emergency" is an unexpected, unforeseen or unanticipated event, such events may include a natural disaster, severe weather emergency, and a public health emergency. An emergency can also be a similar disaster as declared by the Governor or his/her designee.
- C.11.2 Any scheduled work shift which begins before, and ends after midnight, shall be considered as worked on the day on which it began.
- C.11.3 Each regularly scheduled work shift will have a regular starting and quitting time. Such hours will be consecutive and not split.
- C.11.4 In cases where employees have chosen compensatory time as the method of overtime compensation, the 24 hour facility will consult with and will consider the desires of the employee when compensatory time use is requested. If the compensatory time cannot be used within the succeeding 12 pay periods in which it was earned, the employee shall receive payment for said time.
- C.11.5 When an employee and manager mutually agree to a 40 hour work week, the 8 and 80 hour overtime provisions shall be waived, with new overtime computations to be in the waiver. A copy of the waiver shall be sent to the NAPE/AFSCME Office.
- C.11.6 Seniority lists for overtime assignments will be available in each work unit.

- C.11.7 Employees are not eligible to work overtime during their initial ninety (90) days of employment, unless determined qualified by their direct supervisor. This must be documented in writing to the employee at least seventy-two (72) hours prior to the start of the first overtime worked. Overtime worked for training purposes prior to an employee being deemed qualified under this provision will not make an employee eligible to work overtime for non-training purposes.
- C.11.8 When an employee works at least 4 hours into the next shift, and the employee did not have that time formally scheduled in advance of the start of their shift, the facility will furnish food to the employee at no cost.
- C.11.9 The employer (each facility) will develop and maintain an overtime roster for each separate direct care classification in which overtime is regularly needed. Voluntary and mandatory overtime will be assigned based on the overtime roster. The overtime roster is a list of qualified employees, within the classification and classification series and work unit, that rotates based on the last overtime performed (i.e., once an employee has worked four (4) or more hours of voluntary or mandatory overtime his/her name moves to the bottom of the overtime roster). The initial overtime roster to be developed will be in ascending adjusted state seniority (less senior employee at the top of the list). The names of new employees will be added to the bottom of the overtime roster once their initial ninety (90) day period is completed or when they are determined qualified by their supervisor.
- C.11.10 Available overtime that is posted a day or more in advance will be awarded based on the entire overtime shift being covered (i.e., if the overtime shift is eight (8) hours in duration then first consideration goes to those who indicated an ability to work eight (8) hours) and first to the employee(s) on duty the shift that precedes the overtime shift and whose name is closest to the top of the overtime roster. The overtime will then be awarded to the off duty employee(s) whose name is closest to the top of the overtime roster. The employer will not wait for return responses from off duty employees and will continue to move through the names of those who have signed up. If the off duty employee should later respond and the overtime has not been taken, it will be awarded on a first come first serve basis. At the discretion of the employer, the overtime may then be awarded, not necessarily by seniority, to an employee that occupies another classification, but is qualified to perform the required work. Overtime worked of four (4) or more hours will cause an employee's name to be moved to the bottom of the overtime roster.
- C.11.10.1 The principle and intent of C.11.10 is to provide everyone the opportunity to volunteer for overtime and avoid extended shifts as much as possible. It was discovered through early implementation of this program that paragraph C.11.10 required those working the prior shift to be considered first resulting in a double shift. It is agreed that awarding an overtime shift should not be limited to the preceding shift, but expanded to off-duty employees as well. This does not prevent preceding shift employees from being included for in the process.
- C.11.11 The next available overtime that is posted a day or more in advance will be awarded in the order as outlined in C.11.9.

- C.11.12 The 24 hour facility may "pass over" and not offer overtime to employees who have indicated in writing any scheduling problems, conflicts or personal commitments which make working overtime undesirable.
- C.11.13 When overtime is unplanned and not posted in advance it will be offered first to the employee(s) on duty the shift that precedes the overtime shift and whose name is closest to the top of the overtime roster. If no employees volunteer, the overtime may then be offered to an off duty employee(s).
- C.11.14 If mandatory overtime is necessary, it will be directed to the employee(s) on duty the shift that precedes the mandatory overtime shift and whose name is closest to the top of the overtime roster. Once the employee has worked four (4) or more hours of mandatory overtime, their name will be moved to the bottom of the overtime roster. For multiple employees directed mandatory overtime on the same day and the same shift, the names of the employees will be moved to the bottom of the overtime roster in the order it appeared at the top.
- C.11.15 Every effort will be made to avoid mandatory overtime which may include the assignment of overtime to qualified employees in other work units. If this occurs, it will be directed to the employee(s) on duty the shift that precedes the mandatory overtime shift and whose name is closest to the top of their overtime roster. Once the employee has worked four (4) or more hours of mandatory overtime, their name will be moved to the bottom of their overtime roster. For multiple employees directed mandatory overtime on the same day and the same shift, the names of the employees will be moved to the bottom of their overtime roster in the order it appeared at the top.
- C.11.16 **Mandatory Overtime – Earning Byes.** Each employee shall have 1 bye per quarter to use at his or her discretion during each State fiscal year this Contract is in effect, for a total of 4 byes per State fiscal year. When an employee exercises a bye, they are not required to work a mandatory overtime assignment, and their name will be moved to the bottom of the overtime roster. Unused byes may be carried over (accumulated) from quarter to quarter within the same State fiscal year. No employee shall be required to use/forfeit more than one bye in any twenty-four hour period.
- C.11.16.1 **Earning Additional Byes.** Each employee has the opportunity to “earn” 1 additional bye each quarter during the State fiscal year for working a total of 40 hours or more of voluntary overtime during the quarter. The additional bye will be made available to the employee for use during the following quarter from when it was earned. Employees may carry over up to 2 accumulated, unused byes at the end of a State fiscal year into the next State fiscal year. In the event that all eligible employees on the overtime roster have requested to use a bye for the overtime assignment, the eligible employee whose name is closest to the top of the overtime roster will be held for the mandatory overtime assignment.

*(Per Letter of Agreement signed May 31, 2023 language from C.11.17 to C.11.17.2 has been stricken from the Contract)*

## C.12 CALL IN FOR ABSENCES

C.12.1 In cases of absence, essential employees as determined by the 24 hour facility shall provide a standard 60-minute advance call-in notice prior to the start of first shift and a standard 2-hour advance call in notice prior to the start of second and third shift. This standard notice may be lessened for a department at the discretion of the 24 hour facility and may be waived in individual emergency situations. Such waiver shall not be unreasonably withheld.

## **APPENDIX D - DEPARTMENT OF TRANSPORTATION**

D.1 Pursuant to Article 18 the following provisions shall apply:

When an employee has reason to believe that the vehicle, equipment, or tool they are operating is unsafe, the employee shall report said condition to their immediate supervisor on the appropriate form for the particular type of vehicle, equipment or tool (DR116, DR510 for example). If the immediate supervisor determines to take no action regarding repairs for said vehicle, equipment, or tool, the supervisor will indicate the decision in writing.

On the days the temperature is expected to exceed 80 degrees, the supervisor will provide means for appropriate hydration near worksites and encourage employees to hydrate themselves with Agency provided water and ice.

D.2 The Union and the Agency have entered into this agreement in order to facilitate the filling of vacancies, without in any manner diminishing an individual's rights and protections accorded by Article 9 of the labor agreement.

1. A vacant position will not need to be posted, if a qualified employee of the Agency is placed in the position, when such placement is the result of any of the following:
  - a. The employee so placed is currently assigned to the division/district and by virtue of previous assignment is uniquely suited for such position;
  - b. The employee so placed has had such action taken as a result of disciplinary action;
  - c. When the placement of said employee is for the purpose of protecting or otherwise related to the health of an employee (in such instance, the action must be voluntary);
  - d. In a case of lateral transfers only, when the placement is the result of Agency organizational changes which did not result in the establishment of a new position;
  - e. Nothing herein shall be construed as preventing the Agency, in emergency situations, from filling a position on a temporary basis without posting the position. Such temporary assignment shall not exist for a period longer than sixty days;

- f. When the position is filled by an employee displaced by other personnel actions (i.e., layoff, non-disciplinary demotion).
  2. When a vacant position is filled without posting, a notice of such promotion or position selection shall be posted on the appropriate district/division bulletin boards for a period of seven calendar days.
  3. The parties hereto recognize that the selection of an individual is subject to all other provisions of Article 9, and that the time periods as provided in Article 4, Section 6 shall be subject to Section 2 above, or in the case of non-access to a posting, when the employee knew or should have known of the promotion or position selection.
- D.3 Where the Agency requires employees to wear safety toe shoes/boots, the Agency will reimburse the employee up to two-hundred and fifty (\$250) dollars per year upon evidence of purchase.
- D.4 The Agency will provide individual uniformly colored rain gear as needed, ball caps, seasonal leather work gloves and the appropriate gloves for welding, working with chemicals or other hazardous materials. As new rain gear, ball caps, seasonal leather work gloves or appropriate gloves for welding, working with chemicals or other hazardous materials are needed; the employee will exchange (turn in) the old item for a replacement. If the item is lost, the employee will turn in a written statement detailing what happened to the item.
- D.5 The parties agree the Department of Transportation Human Resources Policies and Procedures Policy on Alcohol and Drug Testing is intended to comply with the Omnibus Transportation Employee Testing Act of 1991 and relevant Department of Transportation regulations. The parties agree that the workplace should be free from the risks posed by the use of alcohol and controlled substances in order to protect the safety of employees and the public. The unlawful manufacture, distribution, possession, or use of a controlled substance in the workplace is prohibited. An employee assistance program is available to employees with personal problems, including those associated with alcohol or controlled substances use. The Agency and the Union will aid such employees who request assistance with such problems. The Agency and the Union will encourage and/or direct the employee to seek professional assistance where appropriate as it applies to Section D.5 of this appendix.
- D.6 Upon evidence of payment, the Department of Transportation will reimburse the employee for the cost of a required Commercial Driver's License, Commercial Learners Permit, and any DOT required endorsements. Time spent acquiring or renewing a Commercial Learners Permit and a Commercial Driver's License will be considered work time. Work time will be granted for two testing attempts, for both the written and driving tests.
- D.7 Snow Removal - If the State places employees in a paid status in an area because of inclement weather and requires its Department of Transportation employees to work at snow removal, those employees shall receive an equivalent amount of paid time which shall be paid as compensatory time.

- D.8 All hours worked on Sundays (except when Sunday is a regularly scheduled workday), or in excess of twelve hours in any one work day, shall be considered overtime and shall be paid at one and one-half times the regular hourly rate. This includes all bargaining unit employees except those bargaining unit classifications or pay grades identified in the main labor contract as being not eligible for overtime. Work schedule changes shall not be adjusted for the purpose of avoiding overtime.
- D.9 Because employees of the Department of Transportation normally work during the day, they will not normally qualify for shift differential. However, bargaining unit members on duty and working between the hours of 6:00 p.m. and 6:00 a.m. shall receive sixty cents per hour shift differential for all hours worked between 6:00 p.m. and 6:00 a.m.
- D.10 When vacancies occur, the Union and the Agency agree to provide either a labor or management replacement for the Safety Committees or the Employee Suggestion Committee within 15 workdays of written notification from the Transportation Human Resources Division. The Union will provide a list of union contacts to the Human Resources Administrator for notification of committee vacancies. In the event the Union does not select an employee representative for the Safety Committee within 90 days of vacancy, the Agency will select an employee to sit on the Safety Committee.
- D.11 District employees, maintenance employees, construction employees, information technology employees, traffic operations center operators, and electronics technicians may be subject to being called 24 hours per day to respond to emergency situations. Examples considered to be emergency situations include, but are not limited to: accidents, severe weather, natural disasters, State Patrol or other law enforcement calls, or emergency assistance calls. Employees required to respond to emergencies without having been placed on-call will be in a paid status from the time they are notified to report to work.
- D.12 When requested by the employee, uniforms and cleaning will be provided to employees in the following classifications: Automotive Mechanic I, Automotive Mechanic II, Automotive/Diesel Mechanic, Automotive/Diesel Mechanic Lead, Electrician, Plumber, Facility Maintenance Leader, Facility Maintenance Specialist, Facility Maintenance Technician I & II, Machinist, and Welder. The uniform and any components of said uniform remain the property of the State of Nebraska and shall be turned in by the employee to the employee's immediate supervisor either when damaged or in need of replacement or upon termination of employment.
- D.13 When overtime has been worked, an employee shall have the option of selecting all compensatory time, all pay, or a combination thereof. Each pay period an employee may elect to receive payment for any or all unused compensatory time. Compensatory time hours not paid shall be continued in the employee's compensatory time balance.
- D.14 For the purposes of this Article, Winter Operations shall include October 1 - April 30 each year. Should a NDOT District opt to bid Winter Operations schedules, the language in this article shall apply. At least thirty (30) calendar days prior to the beginning of Winter Operations, a schedule of Winter Operations overtime assignments will be provided to

employees who may be subject to overtime during Winter Operations. At least fifteen (15) days prior to Winter Operations, employees shall then bid on an overtime assignment based on total state seniority, beginning with the most senior employee. During Winter Operations, employees are required to work their schedule when assigned. When vacancies become available, the vacant schedule will be offered on a seniority basis. Employees required to report for Winter Operations without having been placed in an on-call status will be in a paid status from the time they are notified to report to work.

#### **APPENDIX E - GAME AND PARKS COMMISSION**

- E.1 Pursuant to section 18.5 the following provisions shall apply to Game & Parks employees covered by this Contract:
- E.2 Where the employees are required by the Employer to wear uniforms, the Game and Parks Commission will follow the current adopted department policy for uniform distribution, replacement, and maintenance during the Contract period. No item or part of the prescribed uniform issued will be worn or used during off-duty hours nor shall items be worn or used for any non-duty purpose.
- E.3 Game and Parks Commission employees required to live in Employer provided housing shall continue to have their rent and utilities fully paid by the Employer, and shall not be eligible for shift differential, on-call, or call-back premiums.
- E.4 Labor/Management Committee meetings shall be convened as provided in Article 21 – Labor/Management Committee.
- E.5 The Parties agree to the establishment of a joint Safety Committee to review health and safety concerns. The Safety Committee shall be comprised of up to three representatives appointed by the Game and Parks Commission, and up to three representatives appointed by the Union. The Safety Committee shall meet quarterly or more frequently with mutual agreement of the parties. The Safety Committee members shall be allowed paid work time, not to exceed eight hours per day to attend and travel to and from the Safety Committee meeting. Any employee becoming aware of health or safety concerns shall report such concerns to his/her immediate supervisor.
- E.6 The Nebraska Game and Parks Commission Drug and Alcohol Testing Program is intended to comply with the Omnibus Transportation Testing Act of 1991 and relevant Department of Transportation regulation. The policy applies to those employees and applicants who, as a condition of employment, are required to have a Commercial Driver’s License (CDL). Testing shall consist of pre-employment, post-accident, reasonable suspicion, random, and return to duty/follow-up drug and/or alcohol tests. Random testing will be handled through a contractual agreement with a third party. Positive results will be reviewed by a Medical Review Officer that meets the qualifications established in 49 CFR Part 40. Employees failing a drug/alcohol test shall be given the opportunity to seek assistance through the Employee Assistance Program which will refer the employee to a DOT approved Substance Abuse Professional. The cost of the services of the Substance Abuse

Professional is the responsibility of the employee. The cost of the assistance program is the responsibility of the employee.

- E.7 Work Time for Test Administration of Alcohol Drug Testing: Employee shall be considered on work time pertaining to the administration of alcohol/drug testing, including overtime. All time used under this testing process shall be considered time worked for purposes of wages and overtime; and all testing costs shall be borne by the Employer.
- E.8 Employer/Employee Options to Positive Test Results: Employees may be allowed a leave of absence for treatment on an inpatient or outpatient basis. Employees participating in rehabilitation programs shall be entitled to use their accumulated vacation, holiday, comp time, and other accrued leave time. Nothing herein shall be construed to diminish any rights which may apply under the ADA, FMLA, or other relevant laws.

The Employer shall make reasonable efforts to reassign employees who are participating in an outpatient rehabilitation program to duties when their job description or temporarily reassign to another position for which he/she is qualified, until the employee is able to return to regularly assigned duties, with such return subject to the employee following the rehabilitation treatment program.

#### **APPENDIX F - NEBRASKA STATE PATROL**

- F.1 Pursuant to section 18.5 the following provisions shall apply to State Patrol employees covered by this Contract:

Where the Agency requires the wearing of uniform, identifiable clothing, the Agency shall provide such articles of clothing on an as needed basis to include slacks, shirt and belt. Necessary alterations will be made at the expense of the Agency. Maintenance of issued clothing will be at the employee's expense.

Protective clothing which is reasonable and necessary to the job will be provided by the Agency.

- F.2 The Patrol shall request suggestions from Communications Specialists as to the nature of training needed to perform the work in a uniform, efficient, and professional manner.

The Patrol shall establish and maintain a standard training program for all new Communications Specialists.

- F.3 The Patrol supports the concept of physical fitness and encourages all employees to maintain healthy life styles. Wellness Programs are available to all employees on-line through the DAS / Wellness Options Program.

Employee participation in organized Wellness Programs is encouraged by the Patrol. Participation in such programs shall be conducted at the employee's expense and on off-duty time.



- F.4 State Patrol Communications Specialists will be provided the fifteen minute rest period as specified in the labor agreement for the day shift (7:00 a.m. to 3:00 p.m. or similar period) and the evening shift (3:00 p.m. to 11:00 p.m. or similar period).  
*See Article 7.6 Rest Periods which provides for two, 15 minute rest periods.*

There will be no specific rest period taken during the graveyard midnight shift (11:00 p.m. to 7:00 a.m. or similar period), but the Communications Specialists working will be given the latitude to leave the radio console as traffic dictates for an unspecified rest period at their discretion. If there is radio or telephone traffic, it will be handled by the Communications Specialists.

- F.5 Nebraska State Patrol may extend the probationary period of a newly hired employee into safety sensitive positions, not to exceed a total of one calendar year from the date of hire or rehire, if the employee has a pre-existing medical condition at the time of hire/rehire, which prevents the agency from administering a pre-employment polygraph examination. The Nebraska State Patrol may administer a polygraph examination to persons hired or rehired into safety sensitive positions when the employee is medically able to undergo a polygraph examination provided that the employee is on original probation. The provisions in this Section apply to new hires and rehires, including bargaining unit members that transfer to a position in the State Patrol from a position in another State agency.

- F.6 Article 3.15 Guidelines

**PURPOSE:** To protect the personal safety of employees, State property and the general public. Employees shall not be permitted to perform their duties or enter upon the premises of the Employer while under the influence of alcohol, the illegal use of drugs, and/or controlled substances.

It is not the intent of the Employer to take disciplinary action as a direct consequence of receiving a confirmed positive result. However, nothing prohibits the employee from being subject to disciplinary action for inappropriate or illegal acts performed while under the influence of the illegal use of a controlled substance while on duty. The Employer may take disciplinary action only for just cause, with consideration to mitigating information, as a result of the employee's inability to perform required duties. The employee retains his/her grievance rights provided for in the NAPE/AFSCME Labor Agreement.

**APPLICABILITY:** All employees of the State Patrol, however, employees with commercial driver's licenses will be subject to testing as specified by the Federal Department of Transportation. Testing to be conducted by the Employer or contracted licensed vendor hired by the Employer.

The following situations/conditions may require tests to be conducted of employees. For employees, failure or refusal to submit to such tests may result in disciplinary action:

1. Pre-employment
2. Work accident
3. Critical incident
4. Commercial Drivers (CD)

5. Return to duty
  6. There shall be no random testing
- A. Rights and Privacy: The rights and privacy of employees shall be safeguarded to the maximum extent possible. All records and/or results generated in compliance with this procedure will be confidential. Under no circumstances shall the employee be required to provide their social security numbers or home address to the drug collection site. All information and reports concerning such incidents are to be maintained in the strictest of confidence ensuring that the alleged substance abuse is not discussed at or outside the workplace. Any breach of confidentiality is subject to severe disciplinary actions.
  - B. Method of Testing: Gas Chromatography/Mass Spectrometry urinalysis testing shall be the only method of testing.
  - C. Chain of Custody: The urine sample shall be documented. If needed, a second test is permissible, but will be done from the original sample. If the test results are positive, and the employee wants to challenge the test results, it will be at the Employer's expense. If the results of the re-test are negative, the test results will be considered negative. At any point in the chain of custody if any of the following occurs, the employee shall not be re-tested and the sample shall be void (any discrepancy, any lapse of unknown time or an illegible signature of an unidentifiable person).
  - D. Controlled Substances Tested; THC, cocaine, opiates, phencyclidine (PCP), amphetamines/methamphetamine, benzodiazepine, barbiturates, LSD, and any derivatives from these controlled substances.
  - E. Alcohol Testing: Alcohol shall only be tested in regard to a work accident, critical incident and commercial drivers will be subject to testing as specified by the Federal Department of Transportation.
  - F. Work Time for Test Administration of Drug Testing: Employee shall be considered on work time pertaining to the administration of alcohol/drug testing, including overtime. All time used under this testing process shall be considered time worked for purposes of wages and overtime; and all testing costs shall be borne by the Employer. Upon request, an employee may have an available employee representative present if being requested to undergo an alcohol/drug test.
  - G. Reports/Documentation: Reports shall list all facts being considered, including circumstances leading up to the test. If disciplinary action is pursued, then reports and/or information supporting reasonable suspicion shall be made available to the employee. Should a false accusation be made that an employee is suspected of substance abuse, the accuser shall be subject to disciplinary action.
  - H. Employee's Opportunity to Discuss Results of a Positive Test: An employee has the opportunity to discuss the positive results.

- I. Employer/Employee Options to Positive Test Results: Employees may be allowed a leave of absence for treatment on an inpatient or outpatient basis. Employees participating in rehabilitation programs shall be entitled to use their accumulated vacation, holiday, comp time, and other accrued leave time. Nothing herein shall be construed to diminish any rights which may apply under the ADA, FMLA, or other relevant laws.

The Employer shall make reasonable efforts to reassign employees who are participating in an outpatient rehabilitation program to duties when their job description or temporarily reassign to another position for which he/she is qualified, until the employee is able to return to regularly assigned duties, with such return subject to the employee following the rehabilitation treatment program.

Definitions:

1. Commercial Drivers (CD) Testing: Employees required to hold Commercial Driver's License (CDL) are subject to the Federal Department of Transportation Guidelines.
2. Critical Incident Testing occurs when actions of an employee may have caused serious physical injury or death of any person(s); and /or damage to State property or public property.
3. Work Accident Testing occurs when actions of an employee is involved in an accident where the employee, another employee or a person in the public is injured; and/or State property or public property is damaged while the employee is on duty.
4. Return to Duty Alcohol/Drug Testing occurs when an employee has been tested for alcohol or drugs with positive results, that employee will need to submit to testing prior to returning to work.
5. Follow Up Drug Testing – Upon request, an employee, who has a verified positive result for a controlled substance listed in the 'Controlled Substance Tested' section, will need to submit to follow up testing. The Employer shall have the right to follow up testing once within the following six months from the date of employee's last positive test results.
6. Pre-employment Testing: The Employer has the right to test for any drug by any method of the Employer's choosing to any person not employed by the State of Nebraska.

**APPENDIX G - COMMISSION ON LAW ENFORCEMENT & CRIMINAL JUSTICE**

- G.1 Pursuant to section 12.10 the following provisions shall apply to Commission on Law Enforcement and Criminal Justice employees eligible for overtime covered by this Contract:

- G.2 No employee eligible for overtime is authorized to accumulate more than 16 hours of compensatory time during any pay period unless such additional overtime is approved by the Executive Director. The employee shall use this compensatory time within 140 days (10 pay periods) of the date earned, unless such period is extended by the Executive Director for an additional specific number of workdays. Employees who do not use their earned compensatory time off during the 140 days shall be paid for such time at the hourly rate currently being earned.
- G.3 Pursuant to section 18.5 the following provisions shall apply to Commission on Law Enforcement and Criminal Justice employees covered by this Contract:
- G.4 Employees required to wear uniforms will be issued clean uniforms at the beginning of each shift. The employee will return his/her uniform at the end of each shift. The Agency will provide a clean uniform each day and will be responsible for reasonable upkeep and maintenance. Administrative Professional and Administrative Support Staff shall be responsible for reasonable cleaning and maintenance of clothing provided by the agency.

#### **APPENDIX I - DEPARTMENT OF AGRICULTURE**

- I.1 Pursuant to section 18.5 the following provisions shall apply to Department of Agriculture employees covered by this Contract:
- I.2 Where the Department of Agriculture requires the wearing of safety and protective clothing, the Department shall provide and maintain such items. No such items shall be worn or used during non-work hours or for any non-work purpose.

#### **APPENDIX J - DEPARTMENT OF ENVIROMENT AND ENERGY**

- Pursuant to section 18.5 the following provisions shall apply to Department of Environment and Energy employees covered by this Contract:
- J.1 Where the Department of Environment and Energy requires the wearing of safety and protective clothing, the Department shall provide such items and shall provide for the maintenance of safety equipment in proper working condition. Employees shall not use such items for personal use.
  - J.2 The Department of Environment and Energy shall continue the past practice of making available phones for use by field staff.
  - J.3 The Department of Environment and Energy shall make first aid kits available.
  - J.4 The Department of Environment and Energy shall provide appropriate training regarding safety and the use of protective equipment.
  - J.5 The Department of Environment and Energy agrees to establish an agency Labor-Management Committee to address Health and Safety concerns.

## APPENDIX L - DEPARTMENT OF LABOR

- L.1 The State agrees to maintain the current Division of Employment Life Insurance Plan for all participants currently enrolled in the plan. The contribution ratio provided to these employees by the Employer shall remain unchanged.

The Employer agrees to keep the participants in the Division of Employment Group Life Insurance Plan within the actuarial parameters of the total State Employees Group Life Insurance Plan for rating purposes.

The Employer contribution toward the premium for current Department of Labor participants enrolled in the State Employees Group Life Insurance Plan, and new employees who are provided this coverage, shall be the same monthly dollar amount as the Employer contributes for all other State employees covered by the State Employees Group Life Insurance Plan.

- L.2 The Department shall make basic first aid kits, meeting OSHA recommendations, available at each Department work location.

- L.3 In accordance with the Internal Revenue Service (IRS) Publication 1075, prior to the Nebraska Department of Labor (Department) granting any employee access to federal taxpayer information (FTI), the Department must initiate a suitability background investigation. All Department employees may have access for FTI. The investigation must be favorably adjudicated by the Department as a condition of hire or continued employment. A reinvestigation will be initiated within 10 years of the previous background investigation. The investigation must include:

- Federal Bureau of Investigation fingerprint check
- Local law enforcement agency check
- Eligibility to work in the United States

- L.4 Except in the case of emergency, if Unemployment Adjudicators and Claims Specialists, or employees of NDOL assigned to perform Unemployment Adjudicator or Claims Specialist duties on a temporary basis are assigned mandatory overtime, the employees will be given 72 hours' advance notice prior to the mandatory overtime assignment. For purposes of this section, emergency shall mean an unexpected, unforeseen or unanticipated event that adversely affects the processing or adjudication of unemployment claims.

- L.4.1 During the term of this agreement, except in the case of emergency, if mandatory scheduled overtime is required, NDOL will attempt to provide flexible arrangements for working the required number of hours where reasonably possible. Alternatives such as earlier morning or later evenings will be considered on an individual, case-by-case basis. For purposes of this section, emergency shall mean an unexpected, unforeseen or unanticipated event that adversely affects the processing or adjudication of unemployment claims.

- L.5 During the term of this contract, a Labor/Management Committee for the Unemployment Benefits Unit will be convened on a quarterly basis to discuss expectations surrounding workload, reporting, and other goals.

## **APPENDIX M - DEPARTMENT OF CORRECTIONAL SERVICES**

### **M.1 DEFINITIONS**

- M.1.1 Unless the context is shown to intend otherwise, words and phrases in this Appendix are used in the following sense:

- M.1.2 AGENCY SENIORITY – Total months of continuous service with an Agency as identified by Agency records.

### **M.2 SEARCHES OF EMPLOYEES**

- M.2.1 When Management determines that employees should be subject to pat or strip searches, those searches shall be conducted in such a manner as to afford the employee dignity. Strip searches shall only be conducted upon reasonable suspicion and the supervisor will, prior to the search, provide the employee written notice authorizing the search, signed by the CEO, or designee outside the bargaining unit.

### **M.3 UNIFORMS**

- M.3.1 The basic uniform issued to an employee shall be stated in the Regulations of the Agency.
- M.3.2 The Agency shall replace any portion of the uniform which has become worn out or has been damaged in the line of duty.

### **M.4 HOSTAGE LEAVE**

- M.4.1 In the event employees of the Department of Correctional Services have been determined, by the Director or other appropriate official, to have been taken hostage, the employee may be eligible for a paid leave of absence up to ninety (90) days. The Director or Designee of the Director will determine the number of days allowed, after consultation with the Department's Medical Team and/or a consulting Psychologist or Psychiatrist. If the employee is not in agreement with the decision, they may obtain a second opinion, at the employee's expense. If there is a conflict in the Department and the employee's second opinion, a third opinion can be obtained, at Department expense. The third opinion, gained from an independent and mutually agreed upon professional, will be final and non-grievable. Such paid leave shall not be charged against the employee's sick leave account.

### **M.5 WORK RULES**

- M.5.1 This section applies to all Department of Correctional Services employees covered by the Maintenance, Trades and Technical bargaining unit, and the Recreational Specialist positions in the Health and Human Care Professional bargaining unit. An employee shall not be required to staff a post for a period of longer than two (2) hours if the vehicle used

in conjunction with the post is without air conditioning and where the employee does not have access to an approved area with air conditioning when the temperature reaches 88 degrees Fahrenheit or above. When outside temperature is below 25 degrees Fahrenheit (to include wind chill), employees assigned to outside posts will be given access to heated areas.

## M.6 ANNUAL VACATION SCHEDULING

- M.6.1 Each facility or work unit will post a vacation request schedule once a year beginning November 1st, for a period of thirty (30) days, for vacation preferred between January 1st and December 31st of the following year. Each employee shall have the opportunity to select, based entirely upon their state seniority, the entire amount or any part of vacation time earned in the current year, prior to the schedule being filled in by the next senior person. To receive priority, vacation leave requests must be for three (3) consecutive work days or more. Vacation leave requests for less than three (3) consecutive work days will be considered, but with no priority. Upon completion of current year scheduling, employees may be allowed to schedule any carry over vacation, on a first come, first served basis.
- M.6.2 The facility will prepare and maintain the vacation schedule in a book in the shift supervisor's office, which shall be made available to the employees to view, at any time, upon request. The results of vacation scheduling for the bargaining unit members will be posted no later than thirty (30) days after December 1<sup>st</sup> of each year.
- M.6.3 Once the schedule has been approved, an employee's vacation period will not be changed by the Agency, except during periods of emergency or by mutual consent of the Agency and employee. Employee initiated actions, such as bidding or promotion, which causes changes in days off and/or shift, may be cause for adjustment in vacation schedule depending upon staffing levels. In such cases, the employee will be permitted to select alternative vacation periods, which will not affect the security of the facility.
- M.6.4 State seniority will be the prime consideration in determining choice of vacation time.
- M.6.5 The purpose of this section is to guarantee that all hours spent away from work during this time period will be charged against accrued vacation, unless the parties mutually agree to substitute compensatory time for any portion of the time period.
- M.6.6 Employees must submit a written request to cancel scheduled vacation, to the immediate supervisor outside the bargaining unit, no later than seven (7) calendar days prior to the start of the vacation to be canceled. To retain any portion of scheduled vacation, the employee must take at least two (2) consecutive work days of scheduled vacation.
- M.6.7 OTHER LEAVE REQUEST - When an employee requests vacation or compensatory leave, approval or denial will be given at least seven (7) calendar days prior to the date the leave is to be taken. Applications for leave will be accepted up to thirty (30) days in advance of the date requested.

M.6.8 With employee and Employer agreement, employees may take reasonable amounts of compensatory time off.

M.7 DISCIPLINARY ACTION

M.7.1 When a Department of Corrections employee has been charged with a criminal offense that is directly related to the workplace which could reasonably be expected to result in a significant disruption of the workplace, the Department of Corrections Director, in consultation with the DCS Human Resources Administrator, may suspend the employee without pay until there is a trial court disposition of the criminal charges. A final disposition of the pending charges is not necessary prior to discipline, but may be considered by an arbitrator or hearing officer if a grievance is filed. The employee reserves the right to file a grievance on the Agency Director's decision to suspend.

M.7.2 When an incident calls for the application of discipline, the discipline may be imposed only once for that incident.

M.7.3 Disciplinary action shall consist of only one form of discipline, subject to progressive disciplinary standards.

M.7.4 In no case will an employee be charged with a disciplinary violation when the employee behavior was known by the immediate supervisor and occurred more than 180 calendar days prior to the initiation of the disciplinary process. In the case of an outside investigation, the 180 calendar days does not commence running until the completion of the outside investigation.

Discipline shall not be imposed on an employee who failed to follow an actual unlawful order or direction.

M.8 UNIFORMS FOR CORRECTIONAL SERVICES MAINTENANCE, TRADES AND TECHNICAL BARGAINING UNIT EMPLOYEES

M.8.1 The following shall apply only to the classifications of: Facility Maintenance Technician I, Facility Maintenance Technician II, Facility Maintenance Leader, and Facility Maintenance Specialist.

M.8.1.1 The basic uniform issued shall be stated in the Regulations of the Agency.

M.8.1.2 The Agency shall replace any portion of the uniform which has become worn out or has been damaged in the line of duty.

M.8.1.3 The State will reimburse these employees up to forty (\$40) dollars per contract year for uniform cleaning, alteration and repairs. Such payments shall not accumulate one fiscal year to another.

M.8.1.4 For these employees, coveralls and overshoes shall be made available at all facilities. Various sizes will be on hand to accommodate most personnel.



## M.9 EMPLOYEE DRUG AND ALCOHOL TESTING

**PURPOSE:** To preserve Department security and to protect the personal safety of fellow employees, volunteers, offenders, and the general public, employees, contract personnel, and volunteers shall not be permitted to perform their duties or enter upon the premises of departmental facilities or offices while under the influence of alcohol, the illegal use of drugs, and/or controlled substances.

**APPLICABILITY:** All employees of the Department, however, employees with commercial driver's licenses will be subject to testing as specified by the Federal Department of Transportation.

### PROCEDURES FOR DRUG TESTING:

**Rights and Privacy:** The rights and privacy of employees shall be safeguarded to the maximum extent possible. All records and/or results generated in compliance with this procedure will be confidential. Under no circumstances shall the employee be required to provide their social security numbers or home address to the drug collection site. All information and reports concerning such incidents are to be maintained in the strictest of confidence ensuring that the alleged substance abuse is not discussed at or outside the workplace. Any breach of confidentiality is subject to severe disciplinary actions.

**Testing for Controlled Substances:** The contracted, independent licensed vendor determines information needed to be provided by the employee, which could include any over the counter medication or other therapeutic prescribed medication. Unless the employee challenges the result of the test, the employee shall provide requested information to the contracted vendor only.

**Method of Testing:** Gas Chromatography/Mass Spectrometry urinalysis testing shall be the only method of testing to be conducted by the contracted, licensed vendor. Chain of Custody of the urine sample is documented. If needed, a second test is permissible, but will be done from the original sample. If the test results are positive, and the employee wants to challenge the test results, it will be at the employee's expense. If the results of the re-test are negative, the test results will be considered negative.

**Controlled Substances Tested:** THC, cocaine, opiates, phencyclidine (PCP), amphetamines/ methamphetamine, benzodiazepine, barbiturates, LSD, and any derivatives from these controlled substances.

**Alcohol Testing:** There shall be no random testing for alcohol use. Employees may only be tested with reasonable suspicion under the agency's current practice.

**Work Time for Test Administration of Drug Testing:** Employees shall be considered on work time pertaining to the administration of alcohol/drug testing, including overtime. All time used under this testing process shall be considered time worked for purposes of wages and overtime.

General Testing Guidelines: The Department shall ensure that all employees are informed of the detrimental impact of drugs and alcohol as it affects them at the work place. Substance abuse educational material will be provided to all employees annually by the Human Resources Division.

1. The following situations/conditions may require tests to be conducted of employees. For employees, failure or refusal to submit to such tests could result in disciplinary action being initiated:
  - a. pre-employment
  - b. reasonable suspicion (which can include critical incident, e.g., work accident, physical altercation; possession of alcohol or drugs,)
  - c. random
  - d. if applicable, return to duty
  - e. follow up
2. Department Test Coordinator, designated Human Resources Division contact, is notified of all reasonable suspicion by the work site coordinator, that are requested of an employee and whether the test was done or not. (Work site coordinator, an employee designated by the Facility/Program Administrator with mutual agreement by the Human Resources Administrator. No bargaining unit member shall be designated as a work site coordinator)
3. Reasonable Suspicion Alcohol and Drug Testing: Reports of reasonable suspicion go immediately to the Work Site Coordinator who notifies the Facility/Program Administrator or designee, and will be documented. The affected employee is relieved from duty and shall immediately meet with the Facility/Program Administrator or designee to discuss the matter, assess the situation, and to determine the appropriate course of action, which may not necessarily require a substance abuse test. Appropriate course of action could include:
  - a. supplemental training
  - b. supervisory counseling
  - c. EAP referral, or treatment referral to a licensed substance abuse professional
  - d. Performance Improvement Plan
  - e. Depending on the situation, possible disciplinary action could be ensued.

It is not the intent of the Employer to take disciplinary action as a direct consequence of receiving a confirmed positive result. However, nothing prohibits the employee from being subject to disciplinary action for inappropriate or illegal acts performed while under the influence of the illegal use of a controlled substance.

The agency may take disciplinary action only for just cause, with consideration to mitigating information, as a result of the employee's inability to perform required duties.

The employee retains his/her grievance rights provided for in the NAPE/ AFSCME Labor Agreement.

4. Random Testing: All employees are subject to a random drug test with a computerized generated list identifying the persons to be tested by the independent, licensed testing vendor contracted with the Department.
5. Commercial Drivers (CD) Testing: Employees required to hold Commercial Driver's License (CDL) are subject to the Federal Department of Transportation Guidelines, with the contracted independent, licensed vendor conducting the tests.
6. Critical Incident Testing occurs when actions of an employee cause serious physical injury or death of a person by misuse of a firearm, or other serious incidents.
7. Return to Duty Alcohol/Drug Testing occurs when an employee has been tested for alcohol or drugs with positive results, that employee will need to submit to testing prior to returning to work.
8. Follow Up Drug Testing – Upon request by the Facility/Program Administrator or designee, an employee, who has a verified positive result for a controlled substance listed in the 'Controlled Substance Tested' section, will need to submit to follow up testing. The employer shall have the right to follow up testing once within the following six months from the date of employee's last positive test results.

If the Facility/Program Administrator or designee's decision is to pursue a substance abuse test, then arrangements are made with an independent, licensed vendor contracted with the Department.

The employee who is subject to the alcohol/drug testing will remain readily available. Key documents are to be signed by the employee and the Facility/Program Administrator or designee.

Upon request, an employee may have an available employee representative present if being requested to undergo an alcohol/drug test.

Should a false accusation be made that an employee is suspected of substance abuse, then the accuser may be subject to disciplinary action.

Employee's Opportunity to Discuss Results of a Positive Test: An employee has the opportunity to discuss the positive results with the Independent Contracted Vendor. The independent vendor can determine if additional follow up is needed, with the expense borne by the employee. For any employee requested re-test, the re-test shall be from the same original sample, by the same contracted vendor and if the retest is negative, the agency shall reimburse the employee for that particular re-test, by no later than the end of the following pay period.

Reports/Documentation: Each person involved in the reporting, supervising or investigation of allegations of substance abuse shall provide a written report to the Facility/Program Administrator/Department Test Coordinator during the work period in which their involvement took place. Reports shall list all facts being considered, including

circumstances leading up to the test. If disciplinary action is pursued, then reports and/or information supporting reasonable suspicion shall be made available to the employee.

Agency/Employee Options to Positive Test Results: Employees may be allowed a leave of absence for treatment on an in-patient or outpatient basis. Employees participating in rehabilitation programs shall be entitled to use their accumulated vacation, holiday, comp time, and other accrued leave time. Nothing herein shall be construed to diminish any rights which may apply under the ADA, FMLA, or other relevant laws.

The Agency shall make reasonable efforts to reassign employees who are participating in an out-patient rehabilitation program to duties when their job description or temporarily reassign to another position for which he/she is qualified, until the employee is able to return to regularly assigned duties, with such return subject to the employee following the rehabilitation treatment program. If such, then the Department Test Coordinator has a file copy of the employee's diagnosis, prognosis and treatment plan.

Training & Educational Materials: The Agency will provide needed education to all of its employees – supervisors and front line staff – on its Random/Substance Abuse Drug Testing Policy, including but not limited to the following information:

- Conduct that is prohibited
- Situations when employees may be tested for alcohol/controlled substances
- Information on the testing procedures for alcohol/controlled substances
- Information on what constitutes a refusal to submit to a test
- Consequences for policy violations
- Information on effects of alcohol/controlled substances
- Upon request, an employee's right to an available union representative under the policy.

## **APPENDIX N - EDUCATIONAL TELECOMMUNICATIONS COMMISSION**

### **WORK SCHEDULES – NETWORK OPERATIONS**

- N.1 Prior to the implementation of a new Network Operations work schedule, Management will provide notice of the planned revision including reason for the work schedule change, operating parameters for developing a new work schedule and at least two work schedule proposals. This information will be presented to the Network Operations employees at least fourteen days prior to the proposed work schedule change. Network Operations employees will then have seven days to provide input and/or submit their own proposals for review and consideration before the schedule is implemented.
- N.2 Employees may submit, through the NAPE/AFSCME steward, proposed Network Operations work schedules. Management shall respond within fourteen days. Such employee initiated schedules shall be limited to one per fiscal year unless by mutual agreement.

- N.3 The exception to these procedures will occur when required by short notice changes to the television, radio broadcast and/or non-broadcast program schedules or services. When necessary for an exception, Management will utilize the above process within 30 days to allow employee input.
- N.4 Management reserves the right to make temporary changes in work schedules to accommodate vacations, leaves, and vacancies as necessary in order that Network Operations can meet the Network schedules and services.
- N.5 Employees may select schedule shift assignments based on seniority and qualifications. Management will first respect seniority, as long as a fully qualified engineer is available for each shift.

#### VACATION – NETWORK OPERATIONS

- N.6 Beginning January 15 each year, vacation requests will be accepted on a seniority basis until March 15. After that date all requests will be on a first come basis. Once vacation is confirmed, it will be honored, except the scheduled vacation may be adjusted and/or canceled in cases of extended sick leave and/or vacancies.

#### HOLIDAYS

- N.7 Educational Telecommunications Commission employees observe the same holiday schedule as is observed by University employees. When a holiday falls on an employee's day off, it shall be observed by that employee on a work day closest to the actual holiday.

#### **APPENDIX O - NEBRASKA EQUAL OPPORTUNITY COMMISSION**

- O.1 In conformity with Article 21 of the Master Contract, the Agency and the Union agree to establish a labor/management committee to discuss issues of common concern. Said committee shall be constituted in conformity with Article 21.2 of the Master Contract and comprised of management staff and bargaining unit employees from both major offices of the Agency.
- O.2 The Agency reaffirms its commitment to give thoughtful and appropriate consideration to the suggestions and views of employees on any subject of mutual or individual concern. Any such views or suggestions may be expressed in any reasonable manner at any reasonable time to any official of management, including proposals in writing and/or verbal suggestions at staff meetings.
- O.3 The Agency reaffirms its commitment to conduct all performance evaluations and corrective or disciplinary actions in a manner consistent with applicable provisions of the Master Contract. The Agency further reaffirms its commitment to the principles of sound personnel management and employee confidentiality. The Agency further reaffirms its commitment to prompt and appropriate resolution of employee complaints and concerns.

- O.4 The Agency agrees to provide all employees at least two in-service training programs per year, of at least two hours duration each. Employee suggestions or requests for subject matter will be encouraged. Such suggestions may be made at any reasonable time in writing, to any member of management.

## **APPENDIX P - DEPARTMENT OF ADMINISTRATIVE SERVICES**

### **UNIFORMS**

- P.1 The basic uniform issued to an employee shall be stated in the Standard of Operations of the Agency. Uniforms for all security personnel shall be the same. No item listed under P.2 or purchased under P.3 shall be used for outside employment or any other unofficial business.
- P.2 DAS shall furnish the following items as standard uniforms for all DAS security personnel covered by this labor contract:
- a. Trousers - four (4) pair
  - b. Shirts - six (6) long or short sleeve to be determined at the employee's discretion
  - c. Security Patches - one (1) for each shirt as necessary
  - d. Shoes - 1 pair
  - e. Belt - 1
  - f. Tie - 3
  - g. Badges - 2
  - h. Nameplates - 2 and rank designations
  - i. Jacket - 1 (for each security guard having to perform duties outside)
  - j. Additional uniform accessories, such as radio/belt swivel, belt/key holder, belt keepers, flashlight holder, etc., will be issued in accordance with individual duty requirements
- P.3 DAS shall make arrangements for an employee to purchase, at his/her own expense, additional uniform items as listed in P.2 at a cost comparable to that paid by DAS. DAS shall replace or repair any portion of the uniform which has become worn out or has been damaged in the line of duty.
- P.4 DAS agrees to consult with representatives of the Union prior to changing the existing uniforms of any of the facilities under DAS's responsibility or prior to establishing uniform requirements at any facility not presently having uniforms.
- P.5 All uniform materials issued are washable in standard automatic home-type machines with minimum care. Such routine cleaning of uniforms is the responsibility of each employee. Each employee shall try on each uniform component immediately upon issuance and, within 30 days, notify his/her supervisor if the uniform needs to be altered or returned to the vendor. Alterations after this time period will be the responsibility of the employee.
- P.6 All uniform components issued by the Department of Administrative Services remain the property of the State of Nebraska and shall be turned in by the employee to the employee's immediate supervisor either when damaged or in need of replacement or upon the termination of employment.

- P.7 A copy of the applicable operating procedures manual shall be available for each employee to review. Bargaining unit employees will have an opportunity for input into the development of operating procedures manuals.
- P.8 DAS shall furnish the uniforms, patches, alterations, cleaning, and replacement of all uniforms worn by Transportation Services Bureau (TSB) garage and maintenance employees.
- P.9 IMServices (computer processing unit) will post, in a 24 hour accessible area, a list of employees in the order of being called for overtime, also indicating the next person required to work overtime.

## **APPENDIX Q - NEBRASKA MILITARY DEPARTMENT**

### **MILITARY FIREFIGHTERS**

- Q.1 The initial issue and replacement of basic uniform and equipment, for the Military Department Firefighter personnel, shall be prescribed in agency policies and procured only if appropriate federal funds are available.
- Q.2 In the selection of applicants for vacant Driver/Crew Chief positions, initial consideration will be given to on board Firefighters who are qualified and certified for selection.
- Q.3 In compliance with the Fair Labor Standards Act (FLSA), any fire protection personnel hired on or after July 1, 2015, will be paid overtime after 106 hours are worked in a two-week period. Fire protection personnel who were hired prior to July 1, 2015, will be grandfathered under the past practice of overtime after 100 hours are worked in a two-week pay period. This will remain in effect as long as the designated funding source remains viable or until the pay line receives a special adjustment to account or the overtime lost by switching to the 106 hour standard, whichever occurs first.
- Q.4 Vacation and sick leave will be accrued at a rate commensurate with the amount of regularly scheduled hours worked during the pay period up to a maximum of 336 hours. Any accumulated vacation time in excess of 336 hours shall be forfeited as of the end of the last pay period paid in each calendar year.
- Q.5 The parties agree that for Firefighters and Firefighter Driver/Crew Chiefs, the holiday shall be deemed to fall on the day on which the holiday occurs.
- Q.6 The Nebraska Military Fire Department supports the concept of physical fitness and encourages all employees to maintain healthy lifestyles. The Nebraska Military Fire Department's NFPA 1500 Committee, consisting of both labor and management, may review and propose improvements to the current Nebraska Military Fire Department's wellness/fitness program. Any proposal or modification will be mutually acceptable to both parties. The Nebraska Military Department's full-time Fire Chief will have final approval of any NFPA 1500 Committee's proposals or modifications and will provide written guidance for any implementation.

- Q.7 Employees who are members of the National Guard and Reserve and who normally work or are normally scheduled to work one hundred fifty-nine hours or more in three consecutive weeks and scheduled to work twenty-four hour shifts shall be granted a paid military leave of absence of one hundred sixty-eight hours each calendar year with no accumulation of unused leave carried over to the following calendar year.
- Q.8 For Military Firefighters all sick leave shall be forfeited upon separation from employment, except that an employee age 55 or above, or of a younger age if the employee meets all criteria necessary to retire under the primary retirement plan covering his/her State employment, or at death, shall receive a one-time payment of one quarter of his/her accumulated sick leave not to exceed 672 hours. An employee may only receive this payout once no matter how many times the employee is re-employed with the State. A retiree returning to state employment will begin earning vacation and sick leave at the beginning earning rate of a newly hired employee.
- Q.9 NEMA Watch Officer Schedule. The Watch Officer schedule will be posted annually (during the fourth quarter of the year) which identifies available shifts for the next calendar year and the first week of the future calendar year.

Eligible staff members shall be contacted via email and shall be required to notify the Watch Center Supervisor of shifts that they are not available to work. All NEMA employees, with exception of staff within the Administrative Section, shall be required to fulfill the shifts within the Watch Officer schedule. Eligible employees include those who have successfully completed the six-month probationary period with NEMA as well as the required Watch Officer Training. Rare exceptions may be made to the six-month requirement based on staffing shortfalls, direct supervisor approval and relevant experience.

- Q.10 The annual Watch Officer schedule shall be created based on employee availability and eligibility. The number of shifts shall be split as equally as possible among those eligible to work the Watch Officer shifts. Staff must serve as the Back-Up Watch Officer prior to being scheduled as the primary Watch Officer.
- Q.11 Should an on-call shift become vacant after the finalization of the schedule, the on-call shift shall be filled by first soliciting volunteers. If there are multiple volunteers, the shift will be assigned to the most senior employee (using state adjusted seniority date) on a rotational basis. If there are no volunteers, the shift will be assigned to the least senior employee (using state adjusted seniority date) on a rotating basis. 24 hours' notice will be provided to an employee if they are chosen to fill a vacant position, except when an emergency precludes the agency from providing 24 hours' notice. If an employee desires to trade shifts, the employee may work with other employees to identify a replacement. The employee must communicate that replacement's name to the Watch Officer Supervisor if an agreement has been reached. If the employee is unsuccessful, then the replacement would be requested through the normal email process. However, if no one is available, the originally scheduled employee shall be required to work the schedule. If there are extenuating circumstances for the individual originally scheduled, the Watch Center Supervisor will assign a replacement based on seniority on a rotating basis.



Q.12 In the event of an emergency or disaster assignment of staff shall take place as follows:

- a) The Assistant Director or designee shall assign additional staff to fulfill Watch Officer requirements or support the operations of the Watch Center.
- b) The Assistant Director, or designee, shall identify or assign staff to the Watch Officer role, in the event the scheduled staff member must be reassigned to address other responsibilities associated with an emergency or disaster.
- c) Assignments will be made at the discretion of the Assistant Director or designee.

#### **APPENDIX R - DEPARTMENT OF REVENUE**

R.1 In accordance with the Internal Revenue Service (IRS) Publication 1075, prior to the Nebraska Department of Revenue (Department) granting any employee access to federal taxpayer information (FTI), the Department must initiate a suitability background investigation. All Department employees may have access for FTI. The investigation must be favorably adjudicated by the Department as a condition of hire or continued employment. A reinvestigation will be initiated within 10 years of the previous background investigation. The investigation must include:

- Federal Bureau of Investigation fingerprint check
- Local law enforcement agency check
- Eligibility to work in the United States

#### **APPENDIX S - DEPARTMENT OF MOTOR VEHICLES**

- S.1 Where the employees are required by the Employer to wear uniforms, the Department of Motor Vehicles will follow the current adopted department policy in effect for uniform distribution, replacement, and maintenance during the Contract period.
- S.2 No item or part of the prescribed uniform issued will be worn or used during off-duty hours nor shall items be worn or used for any non-duty purpose.
- S.3 Labor-Management Committee members shall be allowed paid work time, not to exceed the employee's normal workday, to travel to and from Labor-Management Committee Meetings.
- S.4 At the Department of Motor Vehicles employees may be subject to audio monitoring and recording in the workplace to ensure workplace safety and for training purposes. Audio recording shall not be used for performance monitoring or evaluation and shall not be used as a basis for discipline by the Employer. Audio monitoring and recording shall be limited to public facing workspaces and shall not include breakrooms or common areas not accessible to the public.

## APPENDIX U - NEBRASKA STATE FIRE MARSHAL

- U.1 At the Nebraska State Fire Marshal's Office, approved overtime earned by Training Specialists while receiving employee requested training shall be compensated as paid time off, or as a cash payment, at the Employer's discretion. If the overtime is compensated as paid time off, the employee shall have up to 60 days to use the paid time off from the date the overtime was worked.
- U.2 The State Fire Marshal will provide a separate land line business telephone or cell phone, for the Underground Fuel Storage inspectors in the State Fire Marshal Fuels Division.

## APPENDIX V - NEBRASKA STATE ELECTRICAL DIVISION

### UNIFORMS

- V.1 The basic uniform issued to an employee shall be stated in the division policy manual. No item listed under V.1 or purchased under V.1.2 shall be used for outside employment or any other unofficial business. The provided uniform shall be worn at all times that the inspector is representing the Nebraska State Electrical Division. (Staff meetings and IA EI meetings or at the discretion of the director are exempt from this rule.)
- V.1.2 The Electrical Division shall furnish the following items:
- a. 4 Trousers (jeans)
  - b. 4 L/S Shirts
  - c. 4 S/S Shirts
  - d. 1 Lined Jacket Zip out liner
  - e. 1 Bomber Jacket - winter
  - f. 1 Belt
  - g. 1 Fire Resistant Smock
  - h. Official Patches -- 1 for each shirt, jacket, or coat
  - i. 1 Badge
  - j. 2 nameplates
  - k. \$25 allowance for a pair Leather Gloves.
  - l. 1 Pair Safety Toed boots.  
\$150.00 will be allowed every two years for boots; inspectors wanting boots of a higher value will have to pay the difference in price themselves.
  - m. Hooded rain jacket/high visibility vest
- V.1.3 The Electrical Division shall attach official patches, replace or repair any portion of the uniform which has become worn out or has been damaged in the line of duty.
- V.1.4 All uniform materials issued are washable in standard automatic home-type machines with minimum care. Such routine cleaning of uniforms is the responsibility of each employee.

## TELEPHONE

V.2 The Electrical Division shall provide telephone service as required, for the inspector's home, in areas where they are required to work out of their homes.

V.2.1 The Electrical Division shall provide communication equipment necessary for the inspectors to operate the Report System or any system the Division may employ, for the inspector's home, in the areas where they are required to work out of their homes.

## SAFETY EQUIPMENT

V.4 The Electrical Division shall provide the inspectors, and maintain, basic safety equipment as listed.

- a. Certified First Aid Kit.
- b. Certified Fire Extinguisher.
- c. Certified Hard Hat.
- d. Certified Safety Glasses.
- e. Certified hearing protection.

## TOOLS AND TEST EQUIPMENT

V.5 The Electrical Division shall provide basic test equipment and tools required by the Division. Basic test equipment would be a voltage and current tester and circuit analyzer(s). Basic tools would be a cordless screwdriver, and a flashlight and a hazardous locations flashlight. Basic testing equipment and tools shall be added as needed to properly perform electrical inspections.

## LUNCH HOUR

V.6 Lunch hours are to be taken between the hours of 11:30 a.m. and 2:00 p.m. and must be a minimum of one half hour. The normal lunch period is one hour. Lunch time should not exceed one and one-half hours unless prior approval by the Director is given.

## **APPENDIX W—NEBRASKA DEPARTMENT OF VETERANS' AFFAIRS (NDVA)**

### W.1 CASELOAD/WORKLOAD

W.1.1 Employees participating in any projects or on committees approved, required, or allowed by the collective bargaining agreement or NDVA/Governor appointed committees, shall, if determined necessary by the Agency, be allowed overtime and/or have their workload adjusted. Overtime must be authorized in advance.

W.1.2 The Agency shall make reasonable efforts to distribute workloads in a fair and responsible manner. The Agency recognizes that additional coverage assignments may affect an employee's ability to adequately cover his/her own caseload/workload. Overtime may be authorized.

## W. 2 MISCELLANEOUS PROVISIONS

- W.2.1 The Agency will make a good faith effort to communicate proposed changes to current practices and/or job duties in order to allow employees an opportunity to offer feedback prior to implementation. (This provision shall be non-grievable).
- W.2.2 The Agency will be encouraged to utilize a process for employees to provide feedback annually on supervisory performance and work issues.
- W.2.3 The Agency reaffirms its commitment to give thoughtful and appropriate consideration to the suggestions and views of employees on any subject of mutual or individual concern.
- W.2.4 Employees shall have the option to attend open enrollment meetings regarding any State approved benefits on paid work time and shall receive mileage compensation. Employees shall attend the meeting closest to their permanent work site unless prior authorization is given by the immediate supervisor to attend at an alternate site. Office coverage must be maintained during the orientation meetings.
- W.2.5 Any entity that contracts with the NDVA and which uses State employees in the conduct and completion of their business will be notified that said State employees are covered by a collective bargaining agreement. The Agency agrees to remain neutral in any union organizing campaign of individuals not employed by the State.
- W.2.6 The Agency shall not consider management-developed ranking tools, such as but not limited to Work Improvement Plans/Performance Accountability Plans or Reports, etc., as discipline.
- W.2.7 In all 24-hour facilities, clear, accessible and current work schedules shall be made available to all employees to the extent possible. The parties mutually agree to explore options such as software, web-based schedule access and other technological and process improvements to further the goal of clear, accessible and current schedules.
- W.2.8 No employee shall be disciplined, evaluated, or placed on a Performance Improvement Plan for reasons arising from the unsubstantiated statement or testimony of a veterans' home member.
- W.2.9 Abuse and/or neglect of veterans' home members will not be tolerated. Any employee that has been determined to have committed abuse and/or neglect of a member(s), or who fails to intervene when abuse or neglect occurs may be disciplined up to, and including, termination.

## W.3 INTERNAL EMPLOYEE TRANSFER OPTION

- W.3.1 The following option is available to employees in addition to other recruiting techniques to expedite and facilitate the filling of vacancies, without diminishing an employee's rights and protections afforded under the provisions of Article 9 of this labor contract. Twenty

four hour facilities will continue to use the provisions in W.4 in this Appendix for internal transfers.

W.3.2 Any contract-covered classification may be considered when utilizing this internal employee transfer option, as deemed appropriate by the Agency.

W.3.3 Under this process, vacant positions will first be made available to qualified current NDVA employees for five (5) calendar days. Qualified employees must hold the same classification title as the vacant position and must be located within the same Division as the vacancy. Once available, interested employees may express their interest in the position via an application in the on-line applicant tracking system. System-generated responses will keep applicants informed of their progress in the process. Employees will have reasonable computer access during work hours to review work related information from the Agency and job/position postings.

W.3.4 All internal, qualified employees who express interest via an application in the online applicant tracking system will be considered. The successful candidate will be selected based on factors such as seniority, knowledge, experience and ability. Where two (2) or more qualified employees rate essentially the same in all categories, classification seniority date will be used to make the final decision.

W.3.5 If no internal employee is deemed qualified, the vacant position will be posted through the open competitive process in accordance with Article 9.1 of this Labor Contract. Employees who were evaluated through this process and not selected may apply for the same position through the competitive process.

#### W.4 UNIFORMS

W4.1 When the Agency deems it necessary for an employee to wear a uniform as a condition of employment, the Agency shall provide for the full costs of three uniforms as defined by the facility on a set annual basis. In the event uniforms cannot be supplied through the Agency's usual and customary process, then, at the Agency's discretion, the employee shall be reimbursed for the purchase of uniforms at a rate not to exceed the usual and customary rate paid by the Agency for the procurement of uniforms. Such reimbursement is subject to the submission of a clearly dated sales receipt, with payment processing for the reimbursement to be initiated by the Agency within two (2) work weeks following submission of the receipt. Employees who are veterans of the United States Military will be recognized by way of a uniform insignia selected by the DVA, to be displayed on the Employee's uniform/business attire, in recognition of their service.

W.4.2 The uniforms are considered the Agency's property and are subject to be returned by the employee upon employment termination in the same condition as initially provided to the employee (normal wear and tear excepted).

W.4.3 Employees' last names shall not be required to be displayed on their persons. Use of initials for the last name is acceptable.

**THE FOLLOWING PROVISIONS APPLY TO SHIFT WORKERS WITHIN  
THE TWENTY-FOUR HOUR FACILITIES:**

W.5 INTERNAL TRANSFER- To reduce the time positions are vacant, the following procedure will be implemented to expedite the internal transfer process for specified classes mutually agreed to by each NDVA facility and the union. New employees may not use this process while on original probation. Vacant positions will be posted for no more than five (5) calendar days. Posting will be limited to only the 24 hour facility where the vacancy exists. Employees who received any formal disciplinary action will be considered ineligible for this type of transfer opportunity. Period of ineligibility shall be six (6) months from the date the employee received the disciplinary action. Once an employee successfully uses this internal transfer process, they may not use the internal transfer process again for the next 6 months. If more than one person volunteers to transfer through the process, the person selected will be the employee with the most continuous (no breaks in service) time in that classification as an employee of the agency. In situations where the agency can demonstrate that certain qualifications and/or experience is necessary to perform the job (those specific qualifications/experience shall be listed on the posting), then the transfer opportunity shall be offered to applying employees in descending order based upon time in the class until an employee is found who meets these criteria or until all employees applying have been considered, whichever occurs first. If the position is filled through the process, unsuccessful applicants will be notified that the position was filled through this process. If no applicant qualifies through this process, the vacant position shall be advertised as provided in Section 9.1.

W. 6 TEMPORARY SHIFT/WORK AREA REASSIGNMENTS

W.6.1 In the event of emergency situations and/or to prevent an adverse impact on delivery of services to veterans' home members, the temporary reassignment of employees may be required. The Agency will take into consideration the employee's length of service, qualifications, and other job-related factors when a temporary reassignment is deemed necessary by the Agency. Temporary reassignments shall be evaluated on a daily basis unless the employee has been informed of the alternate anticipated time.

W.6.2 Temporary reassignments shall be accomplished by first reassigning qualified employees who have volunteered for the temporary reassignment. If no volunteers are available, the least senior qualified employee shall receive the temporary reassignment. (If appropriate, reasonable job factors may be considered). This provision is not applicable to new hires for the first 90 days of employment.

W.7 WORK SCHEDULES

W.7.1 Change in permanent work schedules may be adopted by action of the employees for designated groups of employees by mutual agreement between a majority of the employees involved and the Agency. When a schedule change is proposed by employees, the affected group must be named as well as the proposed schedule. If the proposed schedule change(s) is rejected, the Agency shall provide a written explanation for the rejection.

W.7.1.a Determination of the schedule preference of a majority of employees shall be accomplished by a vote of the affected employees conducted under guidelines mutually agreed upon by the Union and the Agency after approval of the proposed change by the Agency. Said guidelines will include the provision that a majority vote of employees affected and voting shall be required to indicate a desire for schedule revision by the employees. In addition, changes in work schedules may be adopted in the Dietary, Maintenance, or Housekeeping units not assigned to particular buildings under the same conditions noted above. There shall be a limit of one (1) vote per fiscal year for any group of employees.

W.7.1.b Schedule assignment will be based on classification, qualifications, and/or member care needs. When qualifications are not significantly different, State seniority shall be the determining factor in schedule preference. However, in such cases, once an employee selects a schedule based on employee's seniority, the employee may not change schedules again for one (1) year unless approved by the Agency or as a result of changing positions through other provisions of this Labor Contract.

W.7.2 Permanent work schedules will be arranged so that at least in every other work week employees shall have two (2) consecutive days off which will, where practicable, be Saturday and Sunday (if the employee so requests). However, it is not required that such days be Saturday and Sunday. Such two (2) consecutive days off, if practicable, shall be the same two (2) days each alternate week. Further, days off may be split if necessary in alternate weeks to provide such consecutive days off; however, employees shall not be scheduled to work more than six (6) consecutive days unless mutually agreed.

## W. 8 MEAL PERIODS

W.8.1 For those employees whose scheduled workday is ordinarily eight (8) consecutive hours, a meal period shall be considered time worked, as those employees are considered on duty from the beginning of their shift until they finish their shift.

## W. 9 VACATION / HOLIDAY SCHEDULING

W.9.1 Each 24 hour facility will post by December 15 a form on which employees shall designate preferred vacation time. (Holidays occurring in conjunction with vacation time will also be included.) Said form will remain posted until February 15. This will cover the period from April 1 through March 31 of the following year. The facility will post results March 15 in designated areas accessible to employees. Once the schedule has been posted, employee's vacation period will not be changed unless said change is necessary to prevent an adverse impact on delivery of services to members. In such cases the employee will be permitted to select an alternate vacation period which will likewise not adversely affect the delivery of services to members. Holidays and weekend days shall be included.

W.9.1.b Labor/Management Committee meetings may be convened to consider implementation of an alternate posting process, as defined above. Such plans may be enacted with the vote of the local Labor/Management Committee.

W.9.2 In evaluating and granting requests for vacation leave under the posting process, classification, seniority, and work unit as defined by the operational needs of the facility

will be the criteria used for granting vacation leave. Vacation requests, of three (3) work days or more, shall take priority over vacation requests of less than three (3) work days, regardless of seniority. When an employee requests vacation leave of two or more consecutive days, the Agency will either approve the entire request or deny the request. Some of the requested dates shall not be approved and other dates denied. Holidays and weekend days shall be included.

- W.9.3 Employees must submit a written request to cancel vacation to the immediate supervisor outside the bargaining unit no later than 14 calendar days prior to the start of the vacation to be canceled, unless a shorter timeframe is approved by the immediate supervisor. A cancellation request shall cover the entire request as originally posted. This requirement applies to vacation approved by either the Vacation Posting Process or by written request. Such requests for shorter notice shall not be unreasonably denied. The Agency will endeavor to permit the employee to reschedule the employee's vacation so long as such rescheduling does not adversely affect the vacation schedule of the other employees, nor adversely affect the delivery of services.
- W.9.4 Employees who wish to schedule vacation or earned or to-be-earned holiday(s) outside of the posting process may do so by submitting a written request to their immediate supervisor outside the bargaining unit at least two (2) weeks in advance of the requested vacation or earned or to-be-earned holiday(s). Such requests shall not be unreasonably denied. Provided operational needs permit, this two-week advance notice requirement may be waived, and such requests shall not be unreasonably denied. For scheduling of vacation outside of the posting process, approval of vacation shall be based on the provision of operational needs, and such request shall not be unreasonably denied.
- W.9.5 When two or more requests are received on the same date, requesting vacation or earned or to be earned holiday(s) leave for the same date(s), the employee with the greatest seniority shall be given preference.
- W.9.6 Any employee may take such vacation in increments of not less than one (1) hour as the employee may desire, provided however, the employee shall advise the Agency at the earliest practicable time. The taking of such vacation in hourly increments will be subject to approval by the Agency, but such approval will not be unreasonably withheld.
- W.9.7 Holidays shall be deemed to fall on the day on which the actual holiday occurs as defined in Article 14.1 of the Master Contract. Absence on a scheduled holiday, when approved in conjunction with vacation leave approved through the posting process, shall not be denied if an employee with more seniority later requests leave on the same day.
- W.9.8 Each local Labor/Management Committee shall be convened to discuss alternative vacation/holiday scheduling methods to provide an opportunity for all employees to get a desired holiday off, taking seniority into consideration. Any alternative methods implemented shall supersede any conflicting language of Section W.9.



## W.10 OVERTIME

- W.10.1 Employees may be required to work beyond their normal scheduled shifts in accordance with the provisions of this section. Management will avoid requiring overtime whenever possible. No employee shall be required to work in excess of sixteen (16) hours in a twenty-four (24) hour period absent a qualifying emergency. An “Emergency” is an unexpected, unforeseen or unanticipated event, such events may include a natural disaster, severe weather emergency, and a public health emergency. An emergency can also be a similar disaster as declared by the Governor or his/her designee.
- W.10.2 Any scheduled work shift which begins before, and ends after midnight, shall be considered as worked on the day on which it began.
- W.10.3 Each regularly scheduled work shift will have a regular starting and quitting time. Such hours will be consecutive and not split.
- W.10.4 In cases where employees have chosen compensatory time as the method of overtime compensation, the Agency will consult with and will consider the desires of the employee when compensatory time use is requested. If the compensatory time cannot be used within the succeeding six (6) pay periods in which it was earned, the employee shall receive payment for said time.
- W.10.5 Management has the right to determine whether a 40 hour work week, or the 8 and 80 Rule is appropriate and assign it to an employee in accordance with the Fair Labor Standards Act for calculating overtime premium pay.
- W.10.6 Seniority lists for overtime assignments will be available in each work unit.
- W.10.7 Employees are not eligible to work overtime during their initial ninety (90) days of employment, unless determined qualified by their immediate supervisor. This must be documented in writing to the employee at least 72 hours prior to the start of the first overtime worked. Overtime worked for training purposes prior to an employee being deemed qualified under this provision will not make an employee eligible to work overtime for non-training purposes.
- W.10.8 When an employee works at least 4 hours into the next shift, and the employee did not have that time formally scheduled in advance of the start of their shift, the facility will furnish food to the employee at no cost.
- W.10.9 Each 24-hour facility will develop and maintain an overtime roster for each separate direct care classification in which overtime is regularly needed. Voluntary and mandatory overtime will be assigned based on the overtime roster. The overtime roster is a list of qualified employees, within the classification and classification series and work unit, that rotates based on the last overtime performed (i.e., once an employee has worked four (4) or more hours of voluntary or mandatory overtime his/her name moves to the bottom of the overtime roster). The initial overtime roster to be developed will be in ascending adjusted State seniority (less senior employee at the top of the list). The names of new

employees will be added to the bottom of the overtime roster once their initial 90-day period is completed or when they are determined qualified by their immediate supervisor.

- W.10.10 Available overtime that is posted a day or more in advance will be awarded based on the entire overtime shift being covered (i.e., if the overtime shift is eight (8) hours in duration then first consideration goes to those who indicated an ability to work eight (8) hours) and first to the employee(s) on duty the shift that precedes the overtime shift and whose name is closest to the top of the overtime roster. The overtime will then be awarded to the off-duty employee(s) whose name is closest to the top of the overtime roster. The Employer will not wait for return responses from off-duty employees and will continue to move through the names of those who have signed up. If the off-duty employee should later respond and the overtime has not been taken, it will be awarded on a first come, first serve basis. At the discretion of the Employer, the overtime may then be awarded, not necessarily by seniority, to an employee that occupies another classification, but is qualified to perform the required work. Overtime worked of four (4) or more hours will cause an employee's name to be moved to the bottom of the overtime roster.
- W.10.10.1 The principle and intent of W.10.10 is to provide everyone the opportunity to volunteer for overtime and avoid extended shifts as much as possible. It was discovered through early implementation of this program that paragraph W.10.10 required those working the prior shift to be considered first resulting in a double shift. It is agreed that awarding an overtime shift should not be limited to the preceding shift, but expanded to off-duty employees as well. This does not prevent preceding shift employees from being included in the process.
- W.10.11 The next available overtime that is posted a day or more in advance will be awarded in the order as outlined in W.10.9.
- W.10.12 The 24-hour facility may "pass over" and not offer overtime to employees who have indicated in writing any scheduling problems, conflicts or personal commitments which make working overtime undesirable.
- W.10.13 When overtime is unplanned and not posted in advance it will be offered first to the employee(s) on duty the shift that precedes the overtime shift and whose name is closest to the top of the overtime roster. If no employees volunteer, the overtime may then be offered or assigned to other available employees.
- W.10.14 If mandatory overtime is necessary, it will be directed to the employee(s) on duty the shift that precedes the mandatory overtime shift and whose name is closest to the top of the overtime roster. Once the employee has worked four (4) or more hours of mandatory overtime, their name will be moved to the bottom of the overtime roster. For multiple employees directed mandatory overtime on the same day and the same shift, the names of the employees will be moved to the bottom of the overtime roster in the order it appeared at the top.
- W.10.15 Every effort will be made to avoid mandatory overtime, which may include the assignment of overtime to qualified employees in other work units or the assignment of overtime to temporary or on-call employees. If this occurs, it will be directed to the employee(s) on

duty the shift that precedes the mandatory overtime shift and whose name is closest to the top of their overtime roster. Once the employee has worked four (4) or more hours of mandatory overtime, their name will be moved to the bottom of their overtime roster. For multiple employees directed mandatory overtime on the same day and the same shift, the names of the employees will be moved to the bottom of their overtime roster in the order it appeared at the top.

W.10.16 **Mandatory Overtime – Earning Byes.** Each employee shall have one (1) bye per quarter to use at his or her discretion during each State fiscal year this Labor Contract is in effect, for a total of four (4) byes per State fiscal year. Unused byes may be carried over (accumulated) from quarter to quarter within the same State fiscal year.

W.10.16.1 When an employee exercises a bye, their name will be moved to the bottom of the overtime roster. Employees may use multiple byes per assignment. In the event that all eligible employees on the overtime roster have requested to use a bye(s) for the overtime assignment, the eligible employee whose name is closest to the top of the overtime roster after byes have been used will be held for the mandatory overtime assignment.

W.10.16.2 **Earning Additional Byes.** Each employee has the opportunity to “earn” 1 additional bye each quarter during the State fiscal year for working a total of 40 hours or more of voluntary overtime during the quarter. The additional bye will be made available to the employee for use during the quarter following the quarter in which it was earned. Employees may carry over up to two (2) accumulated, unused byes at the end of a State fiscal year into the next State fiscal year.

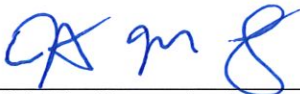
#### W.11 CALL IN FOR ABSENCES

W.11.1 In cases of absence, essential employees as determined by the Agency shall provide a standard 60-minute advance call-in notice prior to the start of first shift and a standard two-(2) hour advance call in notice prior to the start of second and third shift. This standard notice may be lessened for a department or facility at the discretion of the Agency and may be waived in individual emergency situations. Such waiver shall not be unreasonably withheld.

In witness whereof, the parties hereto have set their hands this 25 day of February, 2023.

FOR THE UNION:

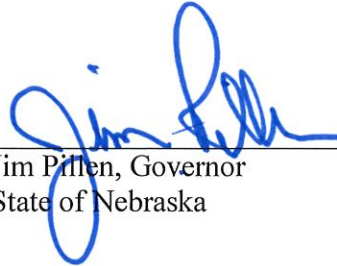
Nebraska Association of Public Employees  
Local 61, of the American Federation of  
State, County and Municipal Employees



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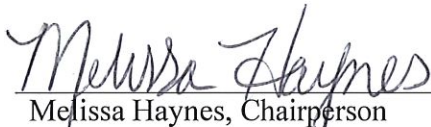
Justin Hubly, Executive Director  
Chief Spokesperson  
NAPE/AFSCME

FOR THE STATE:



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Jim Pillen, Governor  
State of Nebraska



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Melissa Haynes, Chairperson  
NAPE/AFSCME



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Sean Davis, Chief Negotiator Administrator  
Employee Relations  
State of Nebraska



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Kevin Workman, State Personnel Director  
State of Nebraska



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Dan Birdsall, Deputy Administrator  
Employee Relations  
State of Nebraska

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**\*\*Please see Letter of Agreement at the end of this Contract.\*\***

## LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees (NAPE/AFSCME) and the State of Nebraska (State) to amend the 2023-2025 Labor Contract (Labor Contract) between the parties. The Labor Contract language outlined and agreed to below shall amend the Labor Contract sections as specified. This Agreement is effective July 1, 2023. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

*The following sections shall be amended or added to the Labor Contract as follows:*

11.3.2 Effective July 1, 2023, the minimum rate, Step 1, and the maximum rate, Step 40, of pay for the following classification for July 1, 2023 and July 1, 2024 shall be adjusted to the amounts shown below and reflected in Appendix A.

	Min. Rate	Max. Rate
<u>IT Business Systems Analyst Coordinator (A07082) (July 1, 2023)</u>	<u>\$30,267</u>	<u>\$44,617</u>
<u>(July 1, 2024)</u>	<u>\$30,872</u>	<u>\$45,509</u>

Employees in the above specified classification shall be placed on the pay line established in Appendix A and receive increases in accordance with Article 11.2.2, 11.3, and 11.3.1.

13.1.1 Retired military service members who are eligible for TRICARE and are currently employed by the State of Nebraska may elect to receive their health insurance coverage through TRICARE and forego participation in a group insurance plan offered by the Employer pursuant to Article 13.1. Individuals who do so will receive a flat, monthly stipend paid by the Employer.

For those with individual plans the flat, monthly stipend would be in the amount of five-hundred dollars (\$500.00). For those with family plans the flat, monthly stipend would be in the amount of one-thousand dollars (\$1,000.00). It is the bargaining unit member's responsibility to submit supporting documentation to show eligibility for the payment under this Section.

14.28 Mentorship Leave. Up to one hour per week of paid leave may be granted to employees upon request for participation in the State of Nebraska Youth Mentoring Program. All

provisions of Mentorship Leave are to be in accordance with the State of Nebraska Youth Mentoring Program. Mentorship Leave is not considered as work time for the purposes of calculating overtime.

14.28.1 In order to be eligible for Mentorship Leave, employees must meet the following requirements:

- a) The employee's current performance review is satisfactory and the employee is not currently on a performance improvement plan;
- b) The mentoring program is on the list of approved youth mentoring programs maintained by Mentor Nebraska;
- c) The employee follows agency guidelines in submitting Mentorship Leave requests;
- d) The employee meets all background checks and additional requirements of the mentoring program;
- e) The employee signs the "Accident Waiver and Release of Liability" form

Employees must provide their supervisor with proof (email, confirmation letter, etc.) that they meet all background checks and additional requirements of the mentoring program they choose or any other documentation requested by their supervisor in relation to Mentorship Leave. Each agency is responsible for verifying the youth mentoring program that the teammate is volunteering for is on the approved mentoring list maintained by and available on the website of Mentor Nebraska.

14.28.2 An agency may deny a request or withdraw approval for Mentorship Leave if the employee's absence is not in the best interest of the State, interferes with agency operations and/or services, or the employee does not meet the eligibility requirements. In addition, employees must obtain the prior approval of their supervisor related to the time and date of the week that Mentorship Leave is to be utilized.

14.28.3 Employees must follow the State of Nebraska's Acceptable Use Policy. Employees are allowed to review the mentoring options on the database using a state computer, however, must do it on lunch or breaks. Any additional use of State Equipment must be in alignment with the State's and his/her agency's acceptable use policy.

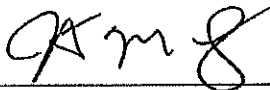
All participation in volunteer mentoring activities is done on the employee's personal time and should not be considered work time. The "Accident Waiver and Release of Liability Form" must be signed prior to participating in volunteer mentoring activities.

Appendix A

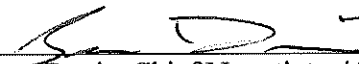
July 1, 2023							
A07082		IT Business Syst Analyst/Coord					
1	30.267	11	33.434	21	36.931	31	40.795
2	30.570	12	33.768	22	37.301	32	41.203
3	30.875	13	34.106	23	37.674	33	41.615
4	31.184	14	34.447	24	38.051	34	42.031
5	31.496	15	34.791	25	38.431	35	42.452
6	31.811	16	35.139	26	38.815	36	42.876
7	32.129	17	35.490	27	39.204	37	43.305
8	32.450	18	35.845	28	39.596	38	43.738
9	32.775	19	36.204	29	39.992	39	44.176
10	33.103	20	36.566	30	40.391	40	44.617

July 1, 2024							
A07082		IT Business Syst Analyst/Coord					
1	30.872	11	34.102	21	37.670	31	41.611
2	31.181	12	34.443	22	38.046	32	42.027
3	31.493	13	34.787	23	38.427	33	42.447
4	31.807	14	35.135	24	38.811	34	42.872
5	32.126	15	35.487	25	39.199	35	43.300
6	32.447	16	35.841	26	39.591	36	43.733
7	32.771	17	36.200	27	39.987	37	44.171
8	33.099	18	36.562	28	40.387	38	44.612
9	33.430	19	36.927	29	40.791	39	45.059
10	33.764	20	37.297	30	41.199	40	45.509

Dated this 24<sup>th</sup> day of April, 2023.



Justin Hubly, Executive Director  
NAPE/AFSCME



Sean Davis, Chief Negotiator/Administrator  
DAS – Employee Relations  
State of Nebraska

## LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees (NAPE/AFSCME) and the State of Nebraska (State) to amend the 2023-2025 Labor Contract (Labor Contract) between the parties. The Labor Contract language outlined and agreed to below shall amend the Labor Contract sections as specified. This Agreement is effective July 1, 2023. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

*The following sections shall be amended or added to the Labor Contract as follows:*

- 12.5 Employees in classifications in bargaining units covered by this Labor Contract shall be eligible for time and one-half overtime compensation except for those classifications identified in Appendix A as exempt. Those classifications identified as exempt in Appendix A shall not be eligible for time and one-half overtime.

Notwithstanding the above, the parties shall meet and negotiate concerning additions and/or deletions to overtime status. The meeting shall be at the call of either party. Employees determined to be ineligible for overtime under this agreement if entitled to overtime under the Fair Labor Standards Act (FLSA), shall be compensated at time and one-half for overtime hours worked.

From July 1, 2023 until July 2, 2023, employees covered by this Labor Contract who are assigned by their agency to work at or have as their permanently assigned location one of the 24-hour facilities as listed in Article 7.14 shall be eligible for overtime compensation at two times their regular hourly rate for all hours worked at one of the 24-hour facilities as listed in Article 7.14 except for those classifications identified as exempt. Those classifications identified as exempt shall not be eligible for overtime compensation at two times their regular rate of pay. All other provisions of Article 12.5 are applicable.

- 12.8 Employees eligible for overtime shall receive compensation at one and one-half times their hourly rate in the form of either pay or compensatory time off, at the employee's discretion, for hours worked in excess of forty hours in any work week (or 8 and 80 for hospital employees and shift workers in the Veterans' Homes and at BSDC), except that the Employer maintains the ability to choose to pay cash at any time after the employee has exercised that discretion for overtime compensation obligations.

a. The employee must indicate his/her choice of overtime compensation on the timesheet or on a required overtime approval form for the pay period during which the overtime was worked; the first overtime designation made during a pay period applies to the entire pay period;

b. The employee may not carry more than 240 hours of compensatory time (160 hours x 1.5) -- amounts over this limit must be taken in pay.

From July 1, 2023 until July 2, 2023, employees covered by this Labor Contract who are assigned by their agency to work at or have as their permanently assigned location one of the 24-hour facilities as listed in Article 7.14 and eligible for overtime shall receive compensation at two times their hourly rate in the form of pay or compensatory time off, at the employee's discretion, for hours worked at one of the 24-hour facilities as listed in Article 7.14 in excess of forty hours in any work week (or 8 an d80 for qualifying hospital employees and shift workers int eh Veterans' Homes and at BSDC, LRC, NRC, and Whitehall), except that the Employer maintains the ability to choose to pay cash at any time for overtime compensation obligations. All other provisions of Article 12.8 are applicable.

(Department of Health and Human Services employees covered by this Contract see Appendix C for Overtime provisions.)

(Department of Correctional Services employees covered by this Contract see Appendix M for Overtime provisions.)

~~C.11.17 From September 1, 2022, until June 20, 2023, employees covered by this Labor Contract and who are in one of the below identified classification, shall be eligible for overtime compensation at two times their regular hourly rate. All other provisions of Article 12.5 are applicable.~~

~~C72172 Social Services Worker~~

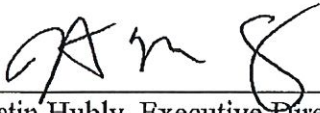
~~C72173 Social Services Lead Worker~~

~~C.11.17.1 From September 1, 2022, until June 30, 2023, employees covered by this Labor Contract and who are in one of the identified classifications in Section C.11.17, and eligible for overtime, shall receive compensation at two times their hourly rate in the form of pay or compensatory time off, at the employee's discretion, for hours worked in excess of forty hours in any work week, except that the Employer maintains the ability to choose to pay cash at any time for overtime compensation obligations. All other provisions of Article 12.8 are applicable.~~

~~C.11.17.2 From September 1, 2022, until June 30, 2023, in addition to normal holiday pay, hours worked by an overtime eligible employee who is covered by this Labor Contract and who is in one of the identified classifications in Section C.11.17, on the employee's designated holiday, shall be compensated at two times their normal hourly rate of pay. All hours worked on the employee's designated holiday in excess of an employee's normally scheduled work day shall be compensated at two and one half (2.5) times the employee's normal hourly rate. (see Section 12.9)~~



Dated this 31<sup>st</sup> day of May, 2023.



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Justin Hubly, Executive Director  
NAPE/AFSCME



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Dan Birdsall, Chief Negotiator/Administrator  
DAS – Employee Relations  
State of Nebraska