

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, 2025 through June 30, 2027**

*Table of Contents*

Article 1	- Preamble .....	3
Article 2	- Recognition and Union Security .....	4
Article 3	- Management Rights .....	6
Article 4	- Grievance Procedure .....	7
Article 5	- Layoffs and Resignations .....	15
Article 6	- Union Representatives .....	20
Article 7	- Work Schedule .....	22
Article 8	- Original Probationary Period .....	27
Article 9	- Transfers, Promotions, and Filling Vacant Positions .....	27
Article 10	- Discipline or Investigatory Suspension.....	30
Article 11	- Wages.....	33
Article 12	- Overtime .....	40
Article 13	- Insurance.....	42
Article 14	- Authorized Leave.....	45
Article 15	- Anti-Discrimination .....	57
Article 16	- Savings Clause .....	57
Article 17	- Pay During Temporary Transfer .....	58
Article 18	- Health and Safety .....	58
Article 19	- Classification and Classification Appeals .....	60
Article 20	- Employee Training and Educational Activities .....	63
Article 21	- Labor/Management Committee .....	64
Article 22	- Personnel File.....	64
Article 23	- No Strike - No Lockout .....	65
Article 24	- Term of Contract.....	65
Article 25	- Miscellaneous .....	66
Article 26	- Performance Management .....	66
Article 27	- Employee Drug and Alcohol Testing.....	68
Appendix A	- Classes and Pay Lines in Bargaining Units .....	71
Appendix C	- Department of Health and Human Services.....	196
Appendix D	- Department of Transportation.....	205
Appendix E	- Game and Parks Commission .....	209
Appendix F	- Nebraska State Patrol.....	210
Appendix G	- Commission on Law Enforcement & Criminal Justice.....	214
Appendix I	- Department of Agriculture .....	215
Appendix J	- Department of Environment and Energy .....	215
Appendix L	- Department of Labor.....	215
Appendix M	- Department of Correctional Services.....	216
Appendix N	- Educational Telecommunications Commission.....	223
Appendix O	- Nebraska Equal Opportunity Commission .....	224
Appendix P	- Department of Administrative Services.....	224
Appendix Q	- Nebraska Military Department.....	226
Appendix R	- Department of Revenue.....	228
Appendix S	- Department of Motor Vehicles.....	228
Appendix U	- Nebraska State Fire Marshal .....	228
Appendix V	- Nebraska State Electrical Division.....	229
Appendix W	- Dept. of Veterans' Affairs.....	230
Index	- .....	240

## ARTICLE 1 - PREAMBLE

1.1 This Contract made and entered into this \_\_\_\_\_ day of February, 2025, 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.
- 5.18.1 Job abandonment will be considered as a voluntary resignation not in good standing. An employee may be considered to have abandoned the job if he or she has been absent from work for longer than two (2) consecutive work days without being on approved leave or without notifying the appropriate supervisor unless such notice is impossible.

- 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 is as follows for employees assigned to or working out of class pursuant to Article 17 in 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 a.m. Lunch shall not be reimbursed. Supper shall be reimbursed when an employee returns at or after 7:00 p.m.

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 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 six work days. The Employer shall fill job vacancies

using factors of: a) knowledge, experience, and ability; b) any job related tests, c) criminal background checks, d) agency budget/financial considerations, e) Veteran's preference, f) reference checks; and g) past performance over the past three years, 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, authorized moving expenses may be reimbursed to the employee.

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, voluntarily leaves employment 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 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, 2025, pay lines shall be established in Appendix A. The classifications listed in Article 11.2.1 shall have the pay line adjusted upward by the indicated amount. On July 1, 2025, all classifications not listed in Article 11.2.1 shall have the pay line adjusted upward by two and a quarter percent (2.25%). 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 at Step 40.

On July 1, 2025, 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, 2025 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, 2025 is between steps on their classification's pay line shall first, on July 1, 2025, be placed on the step immediately above their June 30, 2025 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, 2025 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 five percent (5%) effective July 1, 2025:**

A21212	Auditor
A21213	Auditor Senior
A21211	Fiscal Compliance Analyst

A21251	Revenue Auditor I
A21252	Revenue Auditor II
A21253	Revenue Auditor III
A21254	Revenue Auditor IV
H73320	DHHS Program Specialist/RN
H73580	DHHS Medicaid Nurse Consultant
H74230	Health Program Manager/RN
H74241	Health Program Manager I
H74650	DHHS Nurse Consultant
H75014	Registered Nurse
H75015	Administrative Nurse
H75321	Clinical Nurse Trainer
H75513	Community Health Nurse/Senior
I75011	Staff Care Tech I
I75012	Staff Care Tech II
I75013	Licensed Practical Nurse
X62461	Professional and Occupational Licensing Investigator
X62462	Professional and Occupational Licensing Investigator/RN

**Pay Lines to Increase by six percent (6%) effective July 1, 2025:**

A01014	Administrative Specialist
A09011	Administrative Programs Officer I
A09012	Administrative Programs Officer II
S01012	Office Specialist
S01013	Administrative Technician
M03211	Office Services Technician

**Pay lines to increase by nine percent (9%) effective July 1, 2025:**

C72250	Waiver Services Specialist
C72831	DD Service Coordinator
C72841	DD Community Coordination Specialist
C72860	Aged and Disabled Waiver Services Coordinator
C73681	Child Support Enforcement Worker
C73682	Child Support Enforcement Operations Specialist
C73610	DPI Program Specialist
M65131	Airport Fire Fighter Trainee
M65132	Airport Fire Fighter
M80011	Food Service Assistant
M80012	Food Service Worker

**Pay lines to increase by nine and six tenths percent (9.6%) effective July 1, 2025:**

M79312	Motor Vehicle Operator II
--------	---------------------------

**Pay lines to increase by ten percent (10%) effective July 1, 2025:**

H72551	Behavioral Health Practitioner I
H72552	Behavioral Health Practitioner II
H72553	Behavioral Health Practitioner III
H72554	Behavioral Health Practitioner IV
C72512	Vocational Rehabilitation Counselor II
M55782	Highway Registered Land Surveyor
M56781	Highway Land Surveyor

**Pay lines to increase by ten and eleven hundredths percent (10.11%) effective July 1, 2025:**

I79510	Barber/Beautician
--------	-------------------

**Pay lines to increase by ten and fifteen hundredths percent (10.15%) effective July 1, 2025:**

M65133	Airport Fire Fighter Crew Chief
--------	---------------------------------

**Pay lines to increase by ten and eight tenths percent (10.8%) effective July 1, 2025:**

S03333	Mail/Material Specialist
--------	--------------------------

**Pay lines to increase by thirteen and three tenths percent (13.3%) effective July 1, 2025:**

I74110	Dental Assistant
--------	------------------

**Pay lines to increase by fourteen and eighteen hundredths percent (14.18%) effective July 1, 2025:**

S01130	DHHS Data Processing Team Leader
--------	----------------------------------

**Pay lines to increase by fourteen and forty-two hundredths percent (14.42%) effective July 1, 2025:**

S01011	Office Technician
--------	-------------------

**Pay lines to increase by fourteen and a half percent (14.5%) effective July 1, 2025:**

M79112	Laundry Worker
M79113	Laundry Supervisor
S41220	Tourism Aide Guide
S41350	Tourism Facility Operator
S72320	DPI Social Worker Technician

**Pay lines to increase by seventeen percent (17%) effective July 1, 2025:**

H77023	Activity Specialist
I77011	Activity Aide
I77012	Activity Assistant

11.2.2 On July 1, 2025, 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 (2024) shall advance one step 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, 2024, shall not qualify for any increase pursuant to this Section on July 1, 2025. 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, 2025 the percentage increase pursuant to this Section for those employees at or above the highest step in their respective classification will be one percent (1%).

11.2.3 It is the intent of the parties that beginning July 1, 2025, the hourly rate of classification pay lines and employees will be at least fifteen dollars (\$15.00). The State will accomplish this through adjustments of pay lines and/or various classification processes.

11.3 On July 1, 2026, pay lines shall be established in Appendix A. All classifications shall have the pay line adjusted upward by two and a quarter percent (2.25%). 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, 2026, 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, 2026 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, 2026 is between steps on their classification's pay line shall first, on July 1, 2026, be placed on the step immediately above their June 30, 2026 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, 2026 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, 2026, 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 (2025) shall advance one step 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, 2025, shall not qualify for any increase pursuant to this Section on July 1, 2026. 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, 2026 the percentage increase pursuant to this Section for those employees at or above the highest step in their respective classification will be one percent (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 Reserved.

11.6 Reserved.

- 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
H75321	Clinical Nurse Trainer	X62580	Nursing Services Surveyor Consultant

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.

11.13 **Multilingual Pay.** Employees occupying specific positions designated by the Agency as multilingual will receive a \$1.75 per hour differential pay. Agencies retain authority to determine what positions are designated as multilingual, including removing the designation at its discretion. Agencies may also implement proficiency standards or other requirements that employees must meet in the designated positions. Agencies shall not require employees that are not in a position designated as multilingual to perform multilingual duties.

## 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.
- 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.

- 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.
- 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.

(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 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.

- 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 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

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 or sick leave or compensatory time to benefit another State employee 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/sick/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 request for which the hours are being donated on forms provided by the Employer for this purpose. The Employer 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 request for which the hours are being donated. 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/sick/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 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

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.

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.

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.

- 14.29 **Maternity Leave.** Mothers who have given birth will be granted six weeks of paid leave in conjunction with an approved Family Medical Leave (FML) under the Family Medical Leave Act. In order to be eligible for this leave, the employee must have an FML request that has been approved by the agency or the agency head and/or designee has waived need for this approval.

#### **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 (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, 2025, and terminating on June 30, 2027, 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 – 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

This page was intentionally left blank



<b>A01014 Administrative Specialist</b>							
1	19.940	11	22.026	21	24.331	31	26.876
2	20.139	12	22.246	22	24.574	32	27.145
3	20.341	13	22.469	23	24.820	33	27.416
4	20.544	14	22.694	24	25.068	34	27.690
5	20.750	15	22.921	25	25.319	35	27.967
6	20.957	16	23.150	26	25.572	36	28.247
7	21.167	17	23.381	27	25.827	37	28.530
8	21.378	18	23.615	28	26.086	38	28.815
9	21.592	19	23.851	29	26.347	39	29.103
10	21.808	20	24.090	30	26.610	40	29.394

<b>A01014 Administrative Specialist</b>							
1	20.389	11	22.522	21	24.878	31	27.481
2	20.593	12	22.747	22	25.127	32	27.756
3	20.799	13	22.975	23	25.379	33	28.034
4	21.007	14	23.205	24	25.632	34	28.314
5	21.217	15	23.437	25	25.889	35	28.597
6	21.429	16	23.671	26	26.148	36	28.883
7	21.643	17	23.908	27	26.409	37	29.172
8	21.860	18	24.147	28	26.673	38	29.464
9	22.078	19	24.388	29	26.940	39	29.758
10	22.299	20	24.632	30	27.209	40	30.056

<b>A02202 Health Information Manager</b>							
1	25.561	11	28.235	21	31.189	31	34.452
2	25.817	12	28.518	22	31.501	32	34.797
3	26.075	13	28.803	23	31.816	33	35.145
4	26.336	14	29.091	24	32.134	34	35.496
5	26.599	15	29.382	25	32.456	35	35.851
6	26.865	16	29.676	26	32.780	36	36.210
7	27.134	17	29.972	27	33.108	37	36.572
8	27.405	18	30.272	28	33.439	38	36.938
9	27.679	19	30.575	29	33.774	39	37.307
10	27.956	20	30.880	30	34.111	40	37.680

<b>A02202 Health Information Manager</b>							
1	26.136	11	28.870	21	31.891	31	35.227
2	26.397	12	29.159	22	32.210	32	35.580
3	26.661	13	29.451	23	32.532	33	35.935
4	26.928	14	29.745	24	32.857	34	36.295
5	27.197	15	30.043	25	33.186	35	36.658
6	27.469	16	30.343	26	33.518	36	37.024
7	27.744	17	30.647	27	33.853	37	37.395
8	28.021	18	30.953	28	34.191	38	37.769
9	28.302	19	31.263	29	34.533	39	38.146
10	28.585	20	31.575	30	34.879	40	38.528

<b>A02862 Corrections Records Manager I</b>							
1	19.045	11	21.038	21	23.239	31	25.670
2	19.235	12	21.248	22	23.471	32	25.926
3	19.428	13	21.460	23	23.706	33	26.186
4	19.622	14	21.675	24	23.943	34	26.448
5	19.818	15	21.892	25	24.182	35	26.712
6	20.016	16	22.111	26	24.424	36	26.979
7	20.217	17	22.332	27	24.668	37	27.249
8	20.419	18	22.555	28	24.915	38	27.521
9	20.623	19	22.781	29	25.164	39	27.797
10	20.829	20	23.008	30	25.416	40	28.075

<b>A02862 Corrections Records Manager I</b>							
1	19.474	11	21.511	21	23.762	31	26.248
2	19.669	12	21.727	22	24.000	32	26.510
3	19.865	13	21.944	23	24.240	33	26.776
4	20.064	14	22.163	24	24.482	34	27.043
5	20.265	15	22.385	25	24.727	35	27.314
6	20.467	16	22.609	26	24.974	36	27.587
7	20.672	17	22.835	27	25.224	37	27.863
8	20.879	18	23.063	28	25.476	38	28.141
9	21.088	19	23.294	29	25.731	39	28.423
10	21.298	20	23.527	30	25.988	40	28.707

<b>A04011 Procurement Specialist</b>							
1	23.506	11	25.965	21	28.682	31	31.683
2	23.741	12	26.225	22	28.969	32	31.999
3	23.978	13	26.487	23	29.258	33	32.319
4	24.218	14	26.752	24	29.551	34	32.643
5	24.460	15	27.020	25	29.846	35	32.969
6	24.705	16	27.290	26	30.145	36	33.299
7	24.952	17	27.563	27	30.446	37	33.632
8	25.202	18	27.838	28	30.751	38	33.968
9	25.454	19	28.117	29	31.058	39	34.308
10	25.708	20	28.398	30	31.369	40	34.651

<b>A04011 Procurement Specialist</b>							
1	24.035	11	26.550	21	29.327	31	32.396
2	24.275	12	26.815	22	29.621	32	32.720
3	24.518	13	27.083	23	29.917	33	33.047
4	24.763	14	27.354	24	30.216	34	33.377
5	25.011	15	27.628	25	30.518	35	33.711
6	25.261	16	27.904	26	30.823	36	34.048
7	25.514	17	28.183	27	31.131	37	34.389
8	25.769	18	28.465	28	31.443	38	34.732
9	26.026	19	28.749	29	31.757	39	35.080
10	26.287	20	29.037	30	32.075	40	35.431

<b>A04012 Procurement Officer</b>							
1	27.164	11	30.006	21	33.145	31	36.613
2	27.436	12	30.306	22	33.477	32	36.979
3	27.710	13	30.609	23	33.811	33	37.349
4	27.987	14	30.915	24	34.150	34	37.722
5	28.267	15	31.224	25	34.491	35	38.100
6	28.550	16	31.537	26	34.836	36	38.481
7	28.835	17	31.852	27	35.184	37	38.865
8	29.123	18	32.170	28	35.536	38	39.254
9	29.415	19	32.492	29	35.892	39	39.647
10	29.709	20	32.817	30	36.250	40	40.043

<b>A04012 Procurement Officer</b>							
1	27.775	11	30.681	21	33.891	31	37.437
2	28.053	12	30.988	22	34.230	32	37.811
3	28.333	13	31.298	23	34.572	33	38.189
4	28.617	14	31.611	24	34.918	34	38.571
5	28.903	15	31.927	25	35.267	35	38.957
6	29.192	16	32.246	26	35.620	36	39.346
7	29.484	17	32.568	27	35.976	37	39.740
8	29.779	18	32.894	28	36.336	38	40.137
9	30.076	19	33.223	29	36.699	39	40.538
10	30.377	20	33.555	30	37.066	40	40.944

<b>A04013 Procurement Contracts Officer</b>							
1	29.202	11	32.257	21	35.632	31	39.360
2	29.494	12	32.580	22	35.988	32	39.753
3	29.789	13	32.906	23	36.348	33	40.151
4	30.087	14	33.235	24	36.712	34	40.553
5	30.388	15	33.567	25	37.079	35	40.958
6	30.692	16	33.903	26	37.450	36	41.368
7	30.999	17	34.242	27	37.824	37	41.781
8	31.308	18	34.584	28	38.202	38	42.199
9	31.622	19	34.930	29	38.584	39	42.621
10	31.938	20	35.279	30	38.970	40	43.047

<b>A04013 Procurement Contracts Officer</b>							
1	29.859	11	32.983	21	36.434	31	40.245
2	30.158	12	33.313	22	36.798	32	40.648
3	30.459	13	33.646	23	37.166	33	41.054
4	30.764	14	33.982	24	37.538	34	41.465
5	31.071	15	34.322	25	37.913	35	41.880
6	31.382	16	34.665	26	38.292	36	42.298
7	31.696	17	35.012	27	38.675	37	42.721
8	32.013	18	35.362	28	39.062	38	43.149
9	32.333	19	35.716	29	39.452	39	43.580
10	32.656	20	36.073	30	39.847	40	44.016

<b>A05410 Procurement/Placement Specialist</b>							
1	23.506	11	25.965	21	28.682	31	31.683
2	23.741	12	26.225	22	28.969	32	31.999
3	23.978	13	26.487	23	29.258	33	32.319
4	24.218	14	26.752	24	29.551	34	32.643
5	24.460	15	27.020	25	29.846	35	32.969
6	24.705	16	27.290	26	30.145	36	33.299
7	24.952	17	27.563	27	30.446	37	33.632
8	25.202	18	27.838	28	30.751	38	33.968
9	25.454	19	28.117	29	31.058	39	34.308
10	25.708	20	28.398	30	31.369	40	34.651

<b>A05410 Procurement/Placement Specialist</b>							
1	24.035	11	26.550	21	29.327	31	32.396
2	24.275	12	26.815	22	29.621	32	32.720
3	24.518	13	27.083	23	29.917	33	33.047
4	24.763	14	27.354	24	30.216	34	33.377
5	25.011	15	27.628	25	30.518	35	33.711
6	25.261	16	27.904	26	30.823	36	34.048
7	25.514	17	28.183	27	31.131	37	34.389
8	25.769	18	28.465	28	31.443	38	34.732
9	26.026	19	28.749	29	31.757	39	35.080
10	26.287	20	29.037	30	32.075	40	35.431

<b>A07011 IT Applications Developer</b>							
1	29.348	11	32.418	21	35.810	31	39.557
2	29.641	12	32.743	22	36.168	32	39.952
3	29.938	13	33.070	23	36.530	33	40.352
4	30.237	14	33.401	24	36.895	34	40.755
5	30.540	15	33.735	25	37.264	35	41.163
6	30.845	16	34.072	26	37.637	36	41.574
7	31.153	17	34.413	27	38.013	37	41.990
8	31.465	18	34.757	28	38.393	38	42.410
9	31.780	19	35.105	29	38.777	39	42.834
10	32.097	20	35.456	30	39.165	40	43.263

<b>A07011 IT Applications Developer</b>							
1	30.008	11	33.148	21	36.615	31	40.446
2	30.308	12	33.479	22	36.982	32	40.851
3	30.611	13	33.814	23	37.351	33	41.259
4	30.917	14	34.152	24	37.725	34	41.672
5	31.226	15	34.493	25	38.102	35	42.089
6	31.539	16	34.838	26	38.483	36	42.509
7	31.854	17	35.187	27	38.868	37	42.935
8	32.173	18	35.539	28	39.257	38	43.364
9	32.494	19	35.894	29	39.649	39	43.797
10	32.819	20	36.253	30	40.046	40	44.235

<b>A07012 IT Applications Developer/Senior</b>							
1	35.266	11	38.956	21	43.031	31	47.533
2	35.619	12	39.345	22	43.462	32	48.009
3	35.975	13	39.739	23	43.896	33	48.489
4	36.335	14	40.136	24	44.335	34	48.974
5	36.698	15	40.537	25	44.778	35	49.463
6	37.065	16	40.943	26	45.226	36	49.958
7	37.436	17	41.352	27	45.679	37	50.457
8	37.810	18	41.766	28	46.135	38	50.962
9	38.188	19	42.183	29	46.597	39	51.472
10	38.570	20	42.605	30	47.063	40	51.986

<b>A07012 IT Applications Developer/Senior</b>							
1	36.059	11	39.832	21	43.999	31	48.602
2	36.420	12	40.230	22	44.439	32	49.088
3	36.784	13	40.632	23	44.883	33	49.579
4	37.152	14	41.039	24	45.332	34	50.075
5	37.523	15	41.449	25	45.785	35	50.576
6	37.898	16	41.863	26	46.243	36	51.081
7	38.277	17	42.282	27	46.706	37	51.592
8	38.660	18	42.705	28	47.173	38	52.108
9	39.047	19	43.132	29	47.644	39	52.629
10	39.437	20	43.563	30	48.121	40	53.155

<b>A07014 IT Applications Developer/Lead</b>							
1	41.102	11	45.402	21	50.152	31	55.399
2	41.513	12	45.856	22	50.654	32	55.953
3	41.928	13	46.315	23	51.160	33	56.513
4	42.347	14	46.778	24	51.672	34	57.078
5	42.771	15	47.246	25	52.189	35	57.649
6	43.199	16	47.718	26	52.711	36	58.225
7	43.631	17	48.195	27	53.238	37	58.807
8	44.067	18	48.677	28	53.770	38	59.396
9	44.508	19	49.164	29	54.308	39	59.989
10	44.953	20	49.656	30	54.851	40	60.589

<b>A07014 IT Applications Developer/Lead</b>							
1	42.027	11	46.424	21	51.281	31	56.646
2	42.447	12	46.888	22	51.794	32	57.213
3	42.872	13	47.357	23	52.312	33	57.785
4	43.300	14	47.831	24	52.835	34	58.362
5	43.733	15	48.309	25	53.363	35	58.946
6	44.171	16	48.792	26	53.897	36	59.536
7	44.613	17	49.280	27	54.436	37	60.131
8	45.059	18	49.773	28	54.980	38	60.732
9	45.509	19	50.270	29	55.530	39	61.340
10	45.964	20	50.773	30	56.085	40	61.953

<b>A07021 IT Systems Programmer</b>							
1	29.348	11	32.418	21	35.810	31	39.557
2	29.641	12	32.743	22	36.168	32	39.952
3	29.938	13	33.070	23	36.530	33	40.352
4	30.237	14	33.401	24	36.895	34	40.755
5	30.540	15	33.735	25	37.264	35	41.163
6	30.845	16	34.072	26	37.637	36	41.574
7	31.153	17	34.413	27	38.013	37	41.990
8	31.465	18	34.757	28	38.393	38	42.410
9	31.780	19	35.105	29	38.777	39	42.834
10	32.097	20	35.456	30	39.165	40	43.263

<b>A07021 IT Systems Programmer</b>							
1	30.008	11	33.148	21	36.615	31	40.446
2	30.308	12	33.479	22	36.982	32	40.851
3	30.611	13	33.814	23	37.351	33	41.259
4	30.917	14	34.152	24	37.725	34	41.672
5	31.226	15	34.493	25	38.102	35	42.089
6	31.539	16	34.838	26	38.483	36	42.509
7	31.854	17	35.187	27	38.868	37	42.935
8	32.173	18	35.539	28	39.257	38	43.364
9	32.494	19	35.894	29	39.649	39	43.797
10	32.819	20	36.253	30	40.046	40	44.235

<b>A07022 IT Systems Programmer/Senior</b>							
1	35.266	11	38.956	21	43.031	31	47.533
2	35.619	12	39.345	22	43.462	32	48.009
3	35.975	13	39.739	23	43.896	33	48.489
4	36.335	14	40.136	24	44.335	34	48.974
5	36.698	15	40.537	25	44.778	35	49.463
6	37.065	16	40.943	26	45.226	36	49.958
7	37.436	17	41.352	27	45.679	37	50.457
8	37.810	18	41.766	28	46.135	38	50.962
9	38.188	19	42.183	29	46.597	39	51.472
10	38.570	20	42.605	30	47.063	40	51.986

<b>A07022 IT Systems Programmer/Senior</b>							
1	36.059	11	39.832	21	43.999	31	48.602
2	36.420	12	40.230	22	44.439	32	49.088
3	36.784	13	40.632	23	44.883	33	49.579
4	37.152	14	41.039	24	45.332	34	50.075
5	37.523	15	41.449	25	45.785	35	50.576
6	37.898	16	41.863	26	46.243	36	51.081
7	38.277	17	42.282	27	46.706	37	51.592
8	38.660	18	42.705	28	47.173	38	52.108
9	39.047	19	43.132	29	47.644	39	52.629
10	39.437	20	43.563	30	48.121	40	53.155

<b>A07024 IT Systems Programmer/Lead</b>							
1	41.102	11	45.402	21	50.152	31	55.399
2	41.513	12	45.856	22	50.654	32	55.953
3	41.928	13	46.315	23	51.160	33	56.513
4	42.347	14	46.778	24	51.672	34	57.078
5	42.771	15	47.246	25	52.189	35	57.649
6	43.199	16	47.718	26	52.711	36	58.225
7	43.631	17	48.195	27	53.238	37	58.807
8	44.067	18	48.677	28	53.770	38	59.396
9	44.508	19	49.164	29	54.308	39	59.989
10	44.953	20	49.656	30	54.851	40	60.589

<b>A07024 IT Systems Programmer/Lead</b>							
1	42.027	11	46.424	21	51.281	31	56.646
2	42.447	12	46.888	22	51.794	32	57.213
3	42.872	13	47.357	23	52.312	33	57.785
4	43.300	14	47.831	24	52.835	34	58.362
5	43.733	15	48.309	25	53.363	35	58.946
6	44.171	16	48.792	26	53.897	36	59.536
7	44.613	17	49.280	27	54.436	37	60.131
8	45.059	18	49.773	28	54.980	38	60.732
9	45.509	19	50.270	29	55.530	39	61.340
10	45.964	20	50.773	30	56.085	40	61.953

<b>A07031 IT Operations Analyst</b>							
1	25.218	11	27.856	21	30.771	31	33.990
2	25.470	12	28.135	22	31.078	32	34.330
3	25.725	13	28.416	23	31.389	33	34.673
4	25.982	14	28.700	24	31.703	34	35.020
5	26.242	15	28.987	25	32.020	35	35.370
6	26.504	16	29.277	26	32.340	36	35.724
7	26.769	17	29.570	27	32.664	37	36.081
8	27.037	18	29.866	28	32.990	38	36.442
9	27.307	19	30.164	29	33.320	39	36.806
10	27.581	20	30.466	30	33.654	40	37.174

<b>A07031 IT Operations Analyst</b>							
1	25.785	11	28.483	21	31.463	31	34.754
2	26.043	12	28.768	22	31.777	32	35.102
3	26.303	13	29.055	23	32.095	33	35.453
4	26.566	14	29.346	24	32.416	34	35.807
5	26.832	15	29.639	25	32.740	35	36.165
6	27.100	16	29.936	26	33.068	36	36.527
7	27.371	17	30.235	27	33.398	37	36.892
8	27.645	18	30.537	28	33.732	38	37.261
9	27.921	19	30.843	29	34.069	39	37.634
10	28.201	20	31.151	30	34.410	40	38.010

<b>A07032 IT Operations Analyst/Senior</b>							
1	30.304	11	33.474	21	36.977	31	40.845
2	30.607	12	33.809	22	37.346	32	41.254
3	30.913	13	34.147	23	37.720	33	41.666
4	31.222	14	34.489	24	38.097	34	42.083
5	31.534	15	34.834	25	38.478	35	42.504
6	31.850	16	35.182	26	38.863	36	42.929
7	32.168	17	35.534	27	39.251	37	43.358
8	32.490	18	35.889	28	39.644	38	43.792
9	32.815	19	36.248	29	40.040	39	44.230
10	33.143	20	36.611	30	40.441	40	44.672

<b>A07032 IT Operations Analyst/Senior</b>							
1	30.986	11	34.228	21	37.809	31	41.764
2	31.296	12	34.570	22	38.187	32	42.182
3	31.609	13	34.916	23	38.569	33	42.604
4	31.925	14	35.265	24	38.954	34	43.030
5	32.244	15	35.618	25	39.344	35	43.460
6	32.567	16	35.974	26	39.737	36	43.895
7	32.892	17	36.334	27	40.135	37	44.334
8	33.221	18	36.697	28	40.536	38	44.777
9	33.553	19	37.064	29	40.942	39	45.225
10	33.889	20	37.434	30	41.351	40	45.677

<b>A07034 Network Operations Center Analyst</b>							
1	20.374	11	22.506	21	24.860	31	27.461
2	20.578	12	22.731	22	25.109	32	27.736
3	20.784	13	22.958	23	25.360	33	28.013
4	20.991	14	23.188	24	25.613	34	28.293
5	21.201	15	23.419	25	25.870	35	28.576
6	21.413	16	23.654	26	26.128	36	28.862
7	21.627	17	23.890	27	26.390	37	29.150
8	21.844	18	24.129	28	26.653	38	29.442
9	22.062	19	24.370	29	26.920	39	29.736
10	22.283	20	24.614	30	27.189	40	30.034

<b>A07034 Network Operations Center Analyst</b>							
1	20.832	11	23.011	21	25.419	31	28.078
2	21.040	12	23.242	22	25.673	32	28.359
3	21.251	13	23.474	23	25.930	33	28.643
4	21.463	14	23.709	24	26.189	34	28.929
5	21.678	15	23.946	25	26.451	35	29.218
6	21.895	16	24.185	26	26.716	36	29.511
7	22.114	17	24.427	27	26.983	37	29.806
8	22.335	18	24.671	28	27.253	38	30.104
9	22.558	19	24.918	29	27.525	39	30.405
10	22.784	20	25.167	30	27.800	40	30.709

<b>A07035 Network Operations Center Spec</b>							
1	23.545	11	26.008	21	28.729	31	31.735
2	23.780	12	26.268	22	29.017	32	32.052
3	24.018	13	26.531	23	29.307	33	32.373
4	24.258	14	26.796	24	29.600	34	32.697
5	24.501	15	27.064	25	29.896	35	33.024
6	24.746	16	27.335	26	30.195	36	33.354
7	24.993	17	27.608	27	30.497	37	33.687
8	25.243	18	27.884	28	30.802	38	34.024
9	25.496	19	28.163	29	31.110	39	34.365
10	25.751	20	28.445	30	31.421	40	34.708

<b>A07035 Network Operations Center Spec</b>							
1	24.075	11	26.594	21	29.376	31	32.449
2	24.316	12	26.860	22	29.670	32	32.774
3	24.559	13	27.128	23	29.967	33	33.102
4	24.804	14	27.400	24	30.266	34	33.433
5	25.053	15	27.674	25	30.569	35	33.767
6	25.303	16	27.950	26	30.875	36	34.105
7	25.556	17	28.230	27	31.183	37	34.446
8	25.812	18	28.512	28	31.495	38	34.790
9	26.070	19	28.797	29	31.810	39	35.138
10	26.330	20	29.085	30	32.128	40	35.489

<b>A07051 IT Data/Database Analyst</b>							
1	29.348	11	32.418	21	35.810	31	39.557
2	29.641	12	32.743	22	36.168	32	39.952
3	29.938	13	33.070	23	36.530	33	40.352
4	30.237	14	33.401	24	36.895	34	40.755
5	30.540	15	33.735	25	37.264	35	41.163
6	30.845	16	34.072	26	37.637	36	41.574
7	31.153	17	34.413	27	38.013	37	41.990
8	31.465	18	34.757	28	38.393	38	42.410
9	31.780	19	35.105	29	38.777	39	42.834
10	32.097	20	35.456	30	39.165	40	43.263

<b>A07051 IT Data/Database Analyst</b>							
1	30.008	11	33.148	21	36.615	31	40.446
2	30.308	12	33.479	22	36.982	32	40.851
3	30.611	13	33.814	23	37.351	33	41.259
4	30.917	14	34.152	24	37.725	34	41.672
5	31.226	15	34.493	25	38.102	35	42.089
6	31.539	16	34.838	26	38.483	36	42.509
7	31.854	17	35.187	27	38.868	37	42.935
8	32.173	18	35.539	28	39.257	38	43.364
9	32.494	19	35.894	29	39.649	39	43.797
10	32.819	20	36.253	30	40.046	40	44.235

<b>A07052 IT Data/Database Analyst/Senior</b>							
1	35.266	11	38.956	21	43.031	31	47.533
2	35.619	12	39.345	22	43.462	32	48.009
3	35.975	13	39.739	23	43.896	33	48.489
4	36.335	14	40.136	24	44.335	34	48.974
5	36.698	15	40.537	25	44.778	35	49.463
6	37.065	16	40.943	26	45.226	36	49.958
7	37.436	17	41.352	27	45.679	37	50.457
8	37.810	18	41.766	28	46.135	38	50.962
9	38.188	19	42.183	29	46.597	39	51.472
10	38.570	20	42.605	30	47.063	40	51.986

<b>A07052 IT Data/Database Analyst/Senior</b>							
1	36.059	11	39.832	21	43.999	31	48.602
2	36.420	12	40.230	22	44.439	32	49.088
3	36.784	13	40.632	23	44.883	33	49.579
4	37.152	14	41.039	24	45.332	34	50.075
5	37.523	15	41.449	25	45.785	35	50.576
6	37.898	16	41.863	26	46.243	36	51.081
7	38.277	17	42.282	27	46.706	37	51.592
8	38.660	18	42.705	28	47.173	38	52.108
9	39.047	19	43.132	29	47.644	39	52.629
10	39.437	20	43.563	30	48.121	40	53.155

<b>A07054 IT Data/Database Analyst/Lead</b>							
1	41.102	11	45.402	21	50.152	31	55.399
2	41.513	12	45.856	22	50.654	32	55.953
3	41.928	13	46.315	23	51.160	33	56.513
4	42.347	14	46.778	24	51.672	34	57.078
5	42.771	15	47.246	25	52.189	35	57.649
6	43.199	16	47.718	26	52.711	36	58.225
7	43.631	17	48.195	27	53.238	37	58.807
8	44.067	18	48.677	28	53.770	38	59.396
9	44.508	19	49.164	29	54.308	39	59.989
10	44.953	20	49.656	30	54.851	40	60.589

<b>A07054 IT Data/Database Analyst/Lead</b>							
1	42.027	11	46.424	21	51.281	31	56.646
2	42.447	12	46.888	22	51.794	32	57.213
3	42.872	13	47.357	23	52.312	33	57.785
4	43.300	14	47.831	24	52.835	34	58.362
5	43.733	15	48.309	25	53.363	35	58.946
6	44.171	16	48.792	26	53.897	36	59.536
7	44.613	17	49.280	27	54.436	37	60.131
8	45.059	18	49.773	28	54.980	38	60.732
9	45.509	19	50.270	29	55.530	39	61.340
10	45.964	20	50.773	30	56.085	40	61.953

<b>A07061 IT Help Desk Coordinator</b>							
1	20.798	11	22.974	21	25.378	31	28.033
2	21.006	12	23.204	22	25.631	32	28.313
3	21.216	13	23.436	23	25.888	33	28.596
4	21.428	14	23.670	24	26.146	34	28.882
5	21.642	15	23.907	25	26.408	35	29.171
6	21.859	16	24.146	26	26.672	36	29.463
7	22.077	17	24.387	27	26.939	37	29.757
8	22.298	18	24.631	28	27.208	38	30.055
9	22.521	19	24.877	29	27.480	39	30.355
10	22.746	20	25.126	30	27.755	40	30.659

<b>A07061 IT Help Desk Coordinator</b>							
1	21.266	11	23.491	21	25.949	31	28.663
2	21.479	12	23.726	22	26.208	32	28.950
3	21.693	13	23.963	23	26.470	33	29.239
4	21.910	14	24.203	24	26.735	34	29.532
5	22.129	15	24.445	25	27.002	35	29.827
6	22.351	16	24.689	26	27.272	36	30.125
7	22.574	17	24.936	27	27.545	37	30.427
8	22.800	18	25.185	28	27.820	38	30.731
9	23.028	19	25.437	29	28.099	39	31.038
10	23.258	20	25.692	30	28.380	40	31.349

<b>A07062 IT Help Desk Coordinator/Senior</b>							
1	25.218	11	27.856	21	30.771	31	33.990
2	25.470	12	28.135	22	31.078	32	34.330
3	25.725	13	28.416	23	31.389	33	34.673
4	25.982	14	28.700	24	31.703	34	35.020
5	26.242	15	28.987	25	32.020	35	35.370
6	26.504	16	29.277	26	32.340	36	35.724
7	26.769	17	29.570	27	32.664	37	36.081
8	27.037	18	29.866	28	32.990	38	36.442
9	27.307	19	30.164	29	33.320	39	36.806
10	27.581	20	30.466	30	33.654	40	37.174

<b>A07062 IT Help Desk Coordinator/Senior</b>							
1	25.785	11	28.483	21	31.463	31	34.754
2	26.043	12	28.768	22	31.777	32	35.102
3	26.303	13	29.055	23	32.095	33	35.453
4	26.566	14	29.346	24	32.416	34	35.807
5	26.832	15	29.639	25	32.740	35	36.165
6	27.100	16	29.936	26	33.068	36	36.527
7	27.371	17	30.235	27	33.398	37	36.892
8	27.645	18	30.537	28	33.732	38	37.261
9	27.921	19	30.843	29	34.069	39	37.634
10	28.201	20	31.151	30	34.410	40	38.010

<b>A07071 IT Infrastructure Support Tech</b>							
1	20.798	11	22.974	21	25.378	31	28.033
2	21.006	12	23.204	22	25.631	32	28.313
3	21.216	13	23.436	23	25.888	33	28.596
4	21.428	14	23.670	24	26.146	34	28.882
5	21.642	15	23.907	25	26.408	35	29.171
6	21.859	16	24.146	26	26.672	36	29.463
7	22.077	17	24.387	27	26.939	37	29.757
8	22.298	18	24.631	28	27.208	38	30.055
9	22.521	19	24.877	29	27.480	39	30.355
10	22.746	20	25.126	30	27.755	40	30.659

<b>A07071 IT Infrastructure Support Tech</b>							
1	21.266	11	23.491	21	25.949	31	28.663
2	21.479	12	23.726	22	26.208	32	28.950
3	21.693	13	23.963	23	26.470	33	29.239
4	21.910	14	24.203	24	26.735	34	29.532
5	22.129	15	24.445	25	27.002	35	29.827
6	22.351	16	24.689	26	27.272	36	30.125
7	22.574	17	24.936	27	27.545	37	30.427
8	22.800	18	25.185	28	27.820	38	30.731
9	23.028	19	25.437	29	28.099	39	31.038
10	23.258	20	25.692	30	28.380	40	31.349

<b>A07072 IT Infrastructure Supp Analyst</b>							
1	25.218	11	27.856	21	30.771	31	33.990
2	25.470	12	28.135	22	31.078	32	34.330
3	25.725	13	28.416	23	31.389	33	34.673
4	25.982	14	28.700	24	31.703	34	35.020
5	26.242	15	28.987	25	32.020	35	35.370
6	26.504	16	29.277	26	32.340	36	35.724
7	26.769	17	29.570	27	32.664	37	36.081
8	27.037	18	29.866	28	32.990	38	36.442
9	27.307	19	30.164	29	33.320	39	36.806
10	27.581	20	30.466	30	33.654	40	37.174

<b>A07072 IT Infrastructure Supp Analyst</b>							
1	25.785	11	28.483	21	31.463	31	34.754
2	26.043	12	28.768	22	31.777	32	35.102
3	26.303	13	29.055	23	32.095	33	35.453
4	26.566	14	29.346	24	32.416	34	35.807
5	26.832	15	29.639	25	32.740	35	36.165
6	27.100	16	29.936	26	33.068	36	36.527
7	27.371	17	30.235	27	33.398	37	36.892
8	27.645	18	30.537	28	33.732	38	37.261
9	27.921	19	30.843	29	34.069	39	37.634
10	28.201	20	31.151	30	34.410	40	38.010

<b>A07073</b>				<b>IT Infrastructure Supp Analyst/Sr</b>			
1	30.304	11	33.474	21	36.977	31	40.845
2	30.607	12	33.809	22	37.346	32	41.254
3	30.913	13	34.147	23	37.720	33	41.666
4	31.222	14	34.489	24	38.097	34	42.083
5	31.534	15	34.834	25	38.478	35	42.504
6	31.850	16	35.182	26	38.863	36	42.929
7	32.168	17	35.534	27	39.251	37	43.358
8	32.490	18	35.889	28	39.644	38	43.792
9	32.815	19	36.248	29	40.040	39	44.230
10	33.143	20	36.611	30	40.441	40	44.672

<b>A07073</b>				<b>IT Infrastructure Supp Analyst/Sr</b>			
1	30.986	11	34.228	21	37.809	31	41.764
2	31.296	12	34.570	22	38.187	32	42.182
3	31.609	13	34.916	23	38.569	33	42.604
4	31.925	14	35.265	24	38.954	34	43.030
5	32.244	15	35.618	25	39.344	35	43.460
6	32.567	16	35.974	26	39.737	36	43.895
7	32.892	17	36.334	27	40.135	37	44.334
8	33.221	18	36.697	28	40.536	38	44.777
9	33.553	19	37.064	29	40.942	39	45.225
10	33.889	20	37.434	30	41.351	40	45.677

<b>A07074</b>				<b>IT Infrastructure Supp Analyst/Lead</b>			
1	35.316	11	39.011	21	43.092	31	47.601
2	35.669	12	39.401	22	43.523	32	48.077
3	36.026	13	39.795	23	43.958	33	48.557
4	36.386	14	40.193	24	44.398	34	49.043
5	36.750	15	40.595	25	44.842	35	49.533
6	37.117	16	41.001	26	45.290	36	50.029
7	37.489	17	41.411	27	45.743	37	50.529
8	37.864	18	41.825	28	46.201	38	51.034
9	38.242	19	42.243	29	46.663	39	51.545
10	38.625	20	42.666	30	47.129	40	52.060

<b>A07074</b>				<b>IT Infrastructure Supp Analyst/Lead</b>			
1	36.111	11	39.889	21	44.062	31	48.672
2	36.472	12	40.288	22	44.503	32	49.159
3	36.837	13	40.691	23	44.948	33	49.650
4	37.205	14	41.098	24	45.397	34	50.147
5	37.577	15	41.509	25	45.851	35	50.648
6	37.953	16	41.924	26	46.310	36	51.155
7	38.333	17	42.343	27	46.773	37	51.666
8	38.716	18	42.766	28	47.241	38	52.183
9	39.103	19	43.194	29	47.713	39	52.705
10	39.494	20	43.626	30	48.190	40	53.232

<b>A07081</b>				<b>IT Business Syst Analyst</b>			
1	26.263	11	29.011	21	32.046	31	35.399
2	26.526	12	29.301	22	32.366	32	35.753
3	26.791	13	29.594	23	32.690	33	36.110
4	27.059	14	29.890	24	33.017	34	36.471
5	27.329	15	30.189	25	33.347	35	36.836
6	27.603	16	30.491	26	33.681	36	37.204
7	27.879	17	30.795	27	34.017	37	37.576
8	28.157	18	31.103	28	34.357	38	37.952
9	28.439	19	31.414	29	34.701	39	38.332
10	28.723	20	31.729	30	35.048	40	38.715

<b>A07081</b>				<b>IT Business Syst Analyst</b>			
1	26.854	11	29.664	21	32.767	31	36.195
2	27.123	12	29.960	22	33.095	32	36.557
3	27.394	13	30.260	23	33.426	33	36.923
4	27.668	14	30.562	24	33.760	34	37.292
5	27.944	15	30.868	25	34.097	35	37.665
6	28.224	16	31.177	26	34.438	36	38.041
7	28.506	17	31.488	27	34.783	37	38.422
8	28.791	18	31.803	28	35.131	38	38.806
9	29.079	19	32.121	29	35.482	39	39.194
10	29.370	20	32.443	30	35.837	40	39.586

<b>A07082</b>				<b>IT Business Syst Analyst/Coord</b>			
1	31.567	11	34.870	21	38.518	31	42.548
2	31.883	12	35.218	22	38.903	32	42.973
3	32.201	13	35.570	23	39.292	33	43.403
4	32.524	14	35.926	24	39.685	34	43.837
5	32.849	15	36.285	25	40.082	35	44.275
6	33.177	16	36.648	26	40.483	36	44.718
7	33.509	17	37.015	27	40.887	37	45.165
8	33.844	18	37.385	28	41.296	38	45.617
9	34.183	19	37.759	29	41.709	39	46.073
10	34.524	20	38.136	30	42.126	40	46.534

<b>A07082</b>				<b>IT Business Syst Analyst/Coord</b>			
1	32.277	11	35.654	21	39.384	31	43.505
2	32.600	12	36.010	22	39.778	32	43.940
3	32.926	13	36.371	23	40.176	33	44.379
4	33.255	14	36.734	24	40.577	34	44.823
5	33.588	15	37.102	25	40.983	35	45.271
6	33.923	16	37.473	26	41.393	36	45.724
7	34.263	17	37.847	27	41.807	37	46.181
8	34.605	18	38.226	28	42.225	38	46.643
9	34.951	19	38.608	29	42.647	39	47.109
10	35.301	20	38.994	30	43.074	40	47.580

<b>A07921 State Network Technician</b>							
1	20.780	11	22.954	21	25.356	31	28.008
2	20.988	12	23.184	22	25.609	32	28.288
3	21.198	13	23.415	23	25.865	33	28.571
4	21.410	14	23.650	24	26.124	34	28.857
5	21.624	15	23.886	25	26.385	35	29.146
6	21.840	16	24.125	26	26.649	36	29.437
7	22.058	17	24.366	27	26.915	37	29.731
8	22.279	18	24.610	28	27.185	38	30.029
9	22.502	19	24.856	29	27.456	39	30.329
10	22.727	20	25.105	30	27.731	40	30.632

<b>A07922 State Network Analyst</b>							
1	24.020	11	26.533	21	29.309	31	32.375
2	24.260	12	26.798	22	29.602	32	32.699
3	24.503	13	27.066	23	29.898	33	33.026
4	24.748	14	27.337	24	30.197	34	33.356
5	24.995	15	27.610	25	30.499	35	33.690
6	25.245	16	27.886	26	30.804	36	34.027
7	25.498	17	28.165	27	31.112	37	34.367
8	25.753	18	28.447	28	31.423	38	34.711
9	26.010	19	28.731	29	31.737	39	35.058
10	26.270	20	29.019	30	32.055	40	35.408

<b>A07923 State Network Analyst/Senior</b>							
1	27.753	11	30.657	21	33.864	31	37.407
2	28.031	12	30.963	22	34.203	32	37.781
3	28.311	13	31.273	23	34.545	33	38.159
4	28.594	14	31.586	24	34.890	34	38.540
5	28.880	15	31.901	25	35.239	35	38.926
6	29.169	16	32.220	26	35.591	36	39.315
7	29.460	17	32.543	27	35.947	37	39.708
8	29.755	18	32.868	28	36.307	38	40.105
9	30.053	19	33.197	29	36.670	39	40.506
10	30.353	20	33.529	30	37.036	40	40.911

<b>A07925 State Network Coordinator</b>							
1	35.852	11	39.603	21	43.746	31	48.323
2	36.211	12	39.999	22	44.184	32	48.806
3	36.573	13	40.399	23	44.626	33	49.294
4	36.938	14	40.803	24	45.072	34	49.787
5	37.308	15	41.211	25	45.523	35	50.285
6	37.681	16	41.623	26	45.978	36	50.788
7	38.058	17	42.039	27	46.438	37	51.296
8	38.438	18	42.460	28	46.902	38	51.809
9	38.823	19	42.884	29	47.371	39	52.327
10	39.211	20	43.313	30	47.845	40	52.850

<b>A07921 State Network Technician</b>							
1	21.248	11	23.471	21	25.927	31	28.639
2	21.460	12	23.706	22	26.186	32	28.925
3	21.675	13	23.943	23	26.448	33	29.215
4	21.892	14	24.182	24	26.712	34	29.507
5	22.111	15	24.424	25	26.979	35	29.802
6	22.332	16	24.668	26	27.249	36	30.100
7	22.555	17	24.915	27	27.522	37	30.401
8	22.781	18	25.164	28	27.797	38	30.705
9	23.009	19	25.416	29	28.075	39	31.012
10	23.239	20	25.670	30	28.356	40	31.322

<b>A07922 State Network Analyst</b>							
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	34.447
6	25.813	16	28.513	26	31.497	36	34.792
7	26.071	17	28.799	27	31.811	37	35.140
8	26.332	18	29.087	28	32.130	38	35.491
9	26.595	19	29.377	29	32.451	39	35.846
10	26.861	20	29.671	30	32.775	40	36.204

<b>A07923 State Network Analyst/Senior</b>							
1	28.377	11	31.346	21	34.625	31	38.248
2	28.661	12	31.659	22	34.972	32	38.630
3	28.947	13	31.976	23	35.321	33	39.017
4	29.237	14	32.296	24	35.675	34	39.407
5	29.529	15	32.619	25	36.031	35	39.801
6	29.825	16	32.945	26	36.392	36	40.199
7	30.123	17	33.274	27	36.755	37	40.601
8	30.424	18	33.607	28	37.123	38	41.007
9	30.728	19	33.943	29	37.494	39	41.417
10	31.036	20	34.283	30	37.869	40	41.831

<b>A07925 State Network Coordinator</b>							
1	36.659	11	40.494	21	44.731	31	49.411
2	37.026	12	40.899	22	45.178	32	49.905
3	37.396	13	41.308	23	45.630	33	50.404
4	37.770	14	41.721	24	46.086	34	50.908
5	38.148	15	42.139	25	46.547	35	51.417
6	38.529	16	42.560	26	47.013	36	51.931
7	38.914	17	42.986	27	47.483	37	52.451
8	39.303	18	43.415	28	47.958	38	52.975
9	39.696	19	43.850	29	48.437	39	53.505
10	40.093	20	44.288	30	48.922	40	54.040



<b>A09011 Administrative Programs Officer I</b>			
1	21.224	11	23.444
2	21.436	12	23.679
3	21.651	13	23.916
4	21.867	14	24.155
5	22.086	15	24.396
6	22.307	16	24.640
7	22.530	17	24.887
8	22.755	18	25.136
9	22.983	19	25.387
10	23.212	20	25.641

<b>A09011 Administrative Programs Officer I</b>			
1	21.702	11	23.973
2	21.919	12	24.212
3	22.138	13	24.454
4	22.360	14	24.699
5	22.583	15	24.946
6	22.809	16	25.195
7	23.037	17	25.447
8	23.267	18	25.702
9	23.500	19	25.959
10	23.735	20	26.218

<b>A09012 Administrative Programs Officer II</b>			
1	24.528	11	27.094
2	24.773	12	27.365
3	25.021	13	27.639
4	25.271	14	27.915
5	25.524	15	28.194
6	25.779	16	28.476
7	26.037	17	28.761
8	26.297	18	29.049
9	26.560	19	29.339
10	26.826	20	29.632

<b>A09012 Administrative Programs Officer II</b>			
1	25.080	11	27.704
2	25.331	12	27.981
3	25.584	13	28.261
4	25.840	14	28.543
5	26.098	15	28.829
6	26.359	16	29.117
7	26.623	17	29.408
8	26.889	18	29.702
9	27.158	19	29.999
10	27.430	20	30.299

<b>A09621 Corr Industries Sales Rep</b>			
1	22.406	11	24.750
2	22.630	12	24.998
3	22.856	13	25.248
4	23.085	14	25.500
5	23.316	15	25.755
6	23.549	16	26.013
7	23.784	17	26.273
8	24.022	18	26.536
9	24.262	19	26.801
10	24.505	20	27.069

<b>A09621 Corr Industries Sales Rep</b>			
1	22.910	11	25.307
2	23.139	12	25.560
3	23.370	13	25.816
4	23.604	14	26.074
5	23.840	15	26.334
6	24.079	16	26.598
7	24.319	17	26.864
8	24.563	18	27.132
9	24.808	19	27.404
10	25.056	20	27.678

<b>A11011 Training Specialist</b>			
1	22.007	11	24.309
2	22.227	12	24.553
3	22.449	13	24.798
4	22.674	14	25.046
5	22.901	15	25.296
6	23.130	16	25.549
7	23.361	17	25.805
8	23.594	18	26.063
9	23.830	19	26.324
10	24.069	20	26.587

<b>A11011 Training Specialist</b>			
1	22.502	11	24.856
2	22.727	12	25.105
3	22.954	13	25.356
4	23.184	14	25.609
5	23.416	15	25.865
6	23.650	16	26.124
7	23.886	17	26.385
8	24.125	18	26.649
9	24.366	19	26.916
10	24.610	20	27.185

<b>A11012 Training Coordinator</b>			
1	23.661	11	28.871
2	23.898	12	29.160
3	24.137	13	29.451
4	24.378	14	29.746
5	24.622	15	30.043
6	24.868	16	30.344
7	25.117	17	30.647
8	25.368	18	30.954
9	25.621	19	31.263
10	25.878	20	31.576

<b>A11012 Training Coordinator</b>			
1	24.193	11	29.520
2	24.435	12	29.815
3	24.679	13	30.113
4	24.926	14	30.415
5	25.175	15	30.719
6	25.427	16	31.026
7	25.681	17	31.336
8	25.938	18	31.649
9	26.198	19	31.966
10	26.460	20	32.286

<b>A11451 Vocational Teacher I</b>			
1	17.717	11	21.618
2	17.894	12	21.834
3	18.073	13	22.053
4	18.254	14	22.273
5	18.436	15	22.496
6	18.621	16	22.721
7	18.807	17	22.948
8	18.995	18	23.178
9	19.185	19	23.409
10	19.377	20	23.643

<b>A11451 Vocational Teacher I</b>			
1	18.116	11	22.105
2	18.297	12	22.326
3	18.480	13	22.549
4	18.665	14	22.775
5	18.852	15	23.003
6	19.040	16	23.233
7	19.230	17	23.465
8	19.423	18	23.700
9	19.617	19	23.937
10	19.813	20	24.176

<b>A11611 Law Enforcement Instructor</b>			
1	34.003	11	41.490
2	34.343	12	41.905
3	34.686	13	42.324
4	35.033	14	42.747
5	35.384	15	43.175
6	35.737	16	43.607
7	36.095	17	44.043
8	36.456	18	44.483
9	36.820	19	44.928
10	37.189	20	45.377

<b>A11611 Law Enforcement Instructor</b>			
1	34.768	11	42.424
2	35.116	12	42.848
3	35.467	13	43.276
4	35.822	14	43.709
5	36.180	15	44.146
6	36.542	16	44.588
7	36.907	17	45.033
8	37.276	18	45.484
9	37.649	19	45.939
10	38.025	20	46.398

<b>A11920 DHHS S &amp; P Dev System Consultant</b>			
1	29.539	11	36.043
2	29.834	12	36.404
3	30.133	13	36.768
4	30.434	14	37.135
5	30.738	15	37.507
6	31.046	16	37.882
7	31.356	17	38.261
8	31.670	18	38.643
9	31.987	19	39.030
10	32.306	20	39.420

<b>A11920 DHHS S &amp; P Dev System Consultant</b>			
1	30.204	11	36.855
2	30.506	12	37.223
3	30.811	13	37.595
4	31.119	14	37.971
5	31.430	15	38.351
6	31.745	16	38.735
7	32.062	17	39.122
8	32.383	18	39.513
9	32.707	19	39.908
10	33.034	20	40.307

<b>A13111 Research Analyst I</b>			
1	19.141	11 21.144	21 23.356
2	19.332	12 21.355	22 23.589
3	19.526	13 21.569	23 23.825
4	19.721	14 21.784	24 24.063
5	19.918	15 22.002	25 24.304
6	20.117	16 22.222	26 24.547
7	20.319	17 22.444	27 24.793
8	20.522	18 22.669	28 25.040
9	20.727	19 22.895	29 25.291
10	20.934	20 23.124	30 25.544
31	25.799	32 26.057	33 26.318
34	26.581	35 26.847	36 27.115
37	27.386	38 27.660	39 27.937
40	28.216		

<b>A13111 Research Analyst I</b>			
1	19.572	11 21.620	21 23.882
2	19.768	12 21.836	22 24.120
3	19.965	13 22.054	23 24.362
4	20.165	14 22.275	24 24.605
5	20.367	15 22.498	25 24.851
6	20.570	16 22.722	26 25.100
7	20.776	17 22.950	27 25.351
8	20.984	18 23.179	28 25.604
9	21.194	19 23.411	29 25.860
10	21.406	20 23.645	30 26.119
31	26.380	32 26.644	33 26.910
34	27.179	35 27.451	36 27.726
37	28.003	38 28.283	39 28.566
40	28.852		

<b>A13112 Research Analyst II</b>			
1	22.121	11 24.435	21 26.992
2	22.342	12 24.680	22 27.262
3	22.566	13 24.926	23 27.534
4	22.791	14 25.176	24 27.810
5	23.019	15 25.428	25 28.088
6	23.249	16 25.682	26 28.369
7	23.482	17 25.939	27 28.652
8	23.717	18 26.198	28 28.939
9	23.954	19 26.460	29 29.228
10	24.193	20 26.725	30 29.521
31	29.816	32 30.114	33 30.415
34	30.719	35 31.026	36 31.337
37	31.650	38 31.967	39 32.286
40	32.609		

<b>A13112 Research Analyst II</b>			
1	22.619	11 24.985	21 27.599
2	22.845	12 25.235	22 27.875
3	23.074	13 25.488	23 28.154
4	23.304	14 25.743	24 28.436
5	23.537	15 26.000	25 28.720
6	23.773	16 26.260	26 29.007
7	24.011	17 26.523	27 29.297
8	24.251	18 26.788	28 29.590
9	24.493	19 27.056	29 29.886
10	24.738	20 27.326	30 30.185
31	30.487	32 30.792	33 31.100
34	31.411	35 31.725	36 32.042
37	32.363	38 32.686	39 33.013
40	33.343		

<b>A13120 Program Analyst</b>			
1	23.661	11 26.136	21 28.871
2	23.898	12 26.398	22 29.160
3	24.137	13 26.662	23 29.451
4	24.378	14 26.928	24 29.746
5	24.622	15 27.198	25 30.043
6	24.868	16 27.470	26 30.344
7	25.117	17 27.744	27 30.647
8	25.368	18 28.022	28 30.954
9	25.621	19 28.302	29 31.263
10	25.878	20 28.585	30 31.576
31	31.891	32 32.210	33 32.532
34	32.858	35 33.186	36 33.518
37	33.853	38 34.192	39 34.534
40	34.879		

<b>A13120 Program Analyst</b>			
1	24.193	11 26.724	21 29.520
2	24.435	12 26.991	22 29.815
3	24.679	13 27.261	23 30.113
4	24.926	14 27.534	24 30.415
5	25.175	15 27.809	25 30.719
6	25.427	16 28.087	26 31.026
7	25.681	17 28.368	27 31.336
8	25.938	18 28.652	28 31.649
9	26.198	19 28.938	29 31.966
10	26.460	20 29.228	30 32.286
31	32.609	32 32.935	33 33.264
34	33.597	35 33.933	36 34.272
37	34.615	38 34.961	39 35.310
40	35.663		

<b>A13130 State Patrol Crime Analyst</b>			
1	21.658	11 23.924	21 26.427
2	21.875	12 24.163	22 26.691
3	22.093	13 24.405	23 26.958
4	22.314	14 24.649	24 27.228
5	22.537	15 24.895	25 27.500
6	22.763	16 25.144	26 27.775
7	22.990	17 25.396	27 28.053
8	23.220	18 25.650	28 28.333
9	23.453	19 25.906	29 28.617
10	23.687	20 26.165	30 28.903
31	29.192	32 29.484	33 29.778
34	30.076	35 30.377	36 30.681
37	30.988	38 31.297	39 31.610
40	31.927		

<b>A13130 State Patrol Crime Analyst</b>			
1	22.145	11 24.462	21 27.021
2	22.366	12 24.706	22 27.291
3	22.590	13 24.954	23 27.564
4	22.816	14 25.203	24 27.840
5	23.044	15 25.455	25 28.118
6	23.275	16 25.710	26 28.399
7	23.507	17 25.967	27 28.683
8	23.742	18 26.226	28 28.970
9	23.980	19 26.489	29 29.260
10	24.220	20 26.754	30 29.553
31	29.848	32 30.147	33 30.448
34	30.753	35 31.060	36 31.371
37	31.684	38 32.001	39 32.321
40	32.644		

<b>A13251 Statistical Analyst I</b>			
1	19.141	11 21.144	21 23.356
2	19.332	12 21.355	22 23.589
3	19.526	13 21.569	23 23.825
4	19.721	14 21.784	24 24.063
5	19.918	15 22.002	25 24.304
6	20.117	16 22.222	26 24.547
7	20.319	17 22.444	27 24.793
8	20.522	18 22.669	28 25.040
9	20.727	19 22.895	29 25.291
10	20.934	20 23.124	30 25.544
31	25.799	32 26.057	33 26.318
34	26.581	35 26.847	36 27.115
37	27.386	38 27.660	39 27.937
40	28.216		

<b>A13251 Statistical Analyst I</b>			
1	19.572	11 21.620	21 23.882
2	19.768	12 21.836	22 24.120
3	19.965	13 22.054	23 24.362
4	20.165	14 22.275	24 24.605
5	20.367	15 22.498	25 24.851
6	20.570	16 22.722	26 25.100
7	20.776	17 22.950	27 25.351
8	20.984	18 23.179	28 25.604
9	21.194	19 23.411	29 25.860
10	21.406	20 23.645	30 26.119
31	26.380	32 26.644	33 26.910
34	27.179	35 27.451	36 27.726
37	28.003	38 28.283	39 28.566
40	28.852		

<b>A13252 Statistical Analyst II</b>			
1	22.121	11 24.435	21 26.992
2	22.342	12 24.680	22 27.262
3	22.566	13 24.926	23 27.534
4	22.791	14 25.176	24 27.810
5	23.019	15 25.428	25 28.088
6	23.249	16 25.682	26 28.369
7	23.482	17 25.939	27 28.652
8	23.717	18 26.198	28 28.939
9	23.954	19 26.460	29 29.228
10	24.193	20 26.725	30 29.521
31	29.816	32 30.114	33 30.415
34	30.719	35 31.026	36 31.337
37	31.650	38 31.967	39 32.286
40	32.609		

<b>A13252 Statistical Analyst II</b>			
1	22.619	11 24.985	21 27.599
2	22.845	12 25.235	22 27.875
3	23.074	13 25.488	23 28.154
4	23.304	14 25.743	24 28.436
5	23.537	15 26.000	25 28.720
6	23.773	16 26.260	26 29.007
7	24.011	17 26.523	27 29.297
8	24.251	18 26.788	28 29.590
9	24.493	19 27.056	29 29.886
10	24.738	20 27.326	30 30.185
31	30.487	32 30.792	33 31.100
34	31.411	35 31.725	36 32.042
37	32.363	38 32.686	39 33.013
40	33.343		

<b>A13253 Statistical Analyst III</b>			
1	25.561	11 28.235	21 31.189
2	25.817	12 28.518	22 31.501
3	26.075	13 28.803	23 31.816
4	26.336	14 29.091	24 32.134
5	26.599	15 29.382	25 32.456
6	26.865	16 29.676	26 32.780
7	27.134	17 29.972	27 33.108
8	27.405	18 30.272	28 33.439
9	27.679	19 30.575	29 33.774
10	27.956	20 30.880	30 34.111
31	34.452	32 34.797	33 35.145
34	35.496	35 35.851	36 36.210
37	36.572	38 36.938	39 37.307
40	37.680		

<b>A13253 Statistical Analyst III</b>			
1	26.136	11 28.870	21 31.891
2	26.397	12 29.159	22 32.210
3	26.661	13 29.451	23 32.532
4	26.928	14 29.745	24 32.857
5	27.197	15 30.043	25 33.186
6	27.469	16 30.343	26 33.518
7	27.744	17 30.647	27 33.853
8	28.021	18 30.953	28 34.191
9	28.302	19 31.263	29 34.533
10	28.585	20 31.575	30 34.879
31	35.227	32 35.580	33 35.935
34	36.295	35 36.658	36 37.024
37	37.395	38 37.769	39 38.146
40	38.528		

<b>A13350 Vital Stat Program Analyst</b>			
1	23.779	11 26.267	21 29.015
2	24.017	12 26.529	22 29.305
3	24.257	13 26.795	23 29.598
4	24.500	14 27.063	24 29.894
5	24.745	15 27.333	25 30.193
6	24.992	16 27.607	26 30.495
7	25.242	17 27.883	27 30.800
8	25.494	18 28.162	28 31.108
9	25.749	19 28.443	29 31.419
10	26.007	20 28.728	30 31.733
31	32.050	32 32.371	33 32.695
34	33.022	35 33.352	36 33.685
37	34.022	38 34.362	39 34.706
40	35.053		

<b>A13350 Vital Stat Program Analyst</b>			
1	24.314	11 26.858	21 29.668
2	24.557	12 27.126	22 29.964
3	24.803	13 27.398	23 30.264
4	25.051	14 27.672	24 30.567
5	25.301	15 27.948	25 30.872
6	25.554	16 28.228	26 31.181
7	25.810	17 28.510	27 31.493
8	26.068	18 28.795	28 31.808
9	26.329	19 29.083	29 32.126
10	26.592	20 29.374	30 32.447
31	32.772	32 33.099	33 33.430
34	33.765	35 34.102	36 34.443
37	34.788	38 35.136	39 35.487
40	35.842		

July 1, 2025

APPENDIX A

July 1, 2026

<b>A13910</b>		<b>Economist</b>					
1	27.346	11	30.207	21	33.367	31	36.858
2	27.619	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	31.122	24	34.378	34	37.975
5	28.456	15	31.434	25	34.722	35	38.355
6	28.741	16	31.748	26	35.069	36	38.738
7	29.028	17	32.065	27	35.420	37	39.126
8	29.319	18	32.386	28	35.774	38	39.517
9	29.612	19	32.710	29	36.132	39	39.912
10	29.908	20	33.037	30	36.493	40	40.311

<b>A13910</b>		<b>Economist</b>					
1	27.961	11	30.886	21	34.118	31	37.687
2	28.241	12	31.195	22	34.459	32	38.064
3	28.523	13	31.507	23	34.804	33	38.445
4	28.808	14	31.822	24	35.152	34	38.829
5	29.096	15	32.140	25	35.503	35	39.217
6	29.387	16	32.462	26	35.858	36	39.610
7	29.681	17	32.786	27	36.217	37	40.006
8	29.978	18	33.114	28	36.579	38	40.406
9	30.278	19	33.445	29	36.945	39	40.810
10	30.581	20	33.780	30	37.314	40	41.218

<b>A17802</b>		<b>Retirement Specialist I</b>					
1	17.717	11	19.571	21	21.618	31	23.880
2	17.894	12	19.766	22	21.834	32	24.119
3	18.073	13	19.964	23	22.053	33	24.360
4	18.254	14	20.164	24	22.273	34	24.603
5	18.436	15	20.365	25	22.496	35	24.849
6	18.621	16	20.569	26	22.721	36	25.098
7	18.807	17	20.775	27	22.948	37	25.349
8	18.995	18	20.982	28	23.178	38	25.602
9	19.185	19	21.192	29	23.409	39	25.858
10	19.377	20	21.404	30	23.643	40	26.117

<b>A17802</b>		<b>Retirement Specialist I</b>					
1	18.116	11	20.011	21	22.105	31	24.418
2	18.297	12	20.211	22	22.326	32	24.662
3	18.480	13	20.414	23	22.549	33	24.908
4	18.665	14	20.618	24	22.775	34	25.158
5	18.852	15	20.824	25	23.003	35	25.409
6	19.040	16	21.032	26	23.233	36	25.663
7	19.230	17	21.242	27	23.465	37	25.920
8	19.423	18	21.455	28	23.700	38	26.179
9	19.617	19	21.669	29	23.937	39	26.441
10	19.813	20	21.886	30	24.176	40	26.705

<b>A17803</b>		<b>Retirement Specialist II</b>					
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>A17803</b>		<b>Retirement Specialist II</b>					
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>A19011</b>		<b>Accountant I</b>					
1	17.956	11	19.835	21	21.910	31	24.202
2	18.136	12	20.033	22	22.129	32	24.444
3	18.317	13	20.233	23	22.350	33	24.688
4	18.500	14	20.436	24	22.574	34	24.935
5	18.685	15	20.640	25	22.799	35	25.185
6	18.872	16	20.846	26	23.027	36	25.437
7	19.061	17	21.055	27	23.258	37	25.691
8	19.251	18	21.265	28	23.490	38	25.948
9	19.444	19	21.478	29	23.725	39	26.207
10	19.638	20	21.693	30	23.962	40	26.469

<b>A19011</b>		<b>Accountant I</b>					
1	18.360	11	20.281	21	22.403	31	24.747
2	18.544	12	20.484	22	22.627	32	24.994
3	18.729	13	20.689	23	22.853	33	25.244
4	18.916	14	20.895	24	23.082	34	25.496
5	19.105	15	21.104	25	23.312	35	25.751
6	19.297	16	21.315	26	23.545	36	26.009
7	19.490	17	21.529	27	23.781	37	26.269
8	19.684	18	21.744	28	24.019	38	26.532
9	19.881	19	21.961	29	24.259	39	26.797
10	20.080	20	22.181	30	24.501	40	27.065

<b>A19012</b>		<b>Accountant II</b>					
1	24.845	11	27.444	21	30.316	31	33.487
2	25.093	12	27.719	22	30.619	32	33.822
3	25.344	13	27.996	23	30.925	33	34.160
4	25.598	14	28.276	24	31.234	34	34.502
5	25.854	15	28.559	25	31.547	35	34.847
6	26.112	16	28.844	26	31.862	36	35.195
7	26.373	17	29.133	27	32.181	37	35.547
8	26.637	18	29.424	28	32.502	38	35.903
9	26.904	19	29.718	29	32.827	39	36.262
10	27.173	20	30.015	30	33.156	40	36.625

<b>A19012</b>		<b>Accountant II</b>					
1	25.404	11	28.062	21	30.998	31	34.241
2	25.658	12	28.342	22	31.308	32	34.583
3	25.915	13	28.626	23	31.621	33	34.929
4	26.174	14	28.912	24	31.937	34	35.278
5	26.436	15	29.201	25	32.256	35	35.631
6	26.700	16	29.493	26	32.579	36	35.987
7	26.967	17	29.788	27	32.905	37	36.347
8	27.237	18	30.086	28	33.234	38	36.711
9	27.509	19	30.387	29	33.566	39	37.078
10	27.784	20	30.691	30	33.902	40	37.449

<b>A19013</b>		<b>Accountant III</b>					
1	28.709	11	31.713	21	35.030	31	38.695
2	28.996	12	32.030	22	35.381	32	39.082
3	29.286	13	32.350	23	35.735	33	39.473
4	29.579	14	32.674	24	36.092	34	39.868
5	29.875	15	33.000	25	36.453	35	40.267
6	30.173	16	33.330	26	36.817	36	40.669
7	30.475	17	33.664	27	37.186	37	41.076
8	30.780	18	34.000	28	37.557	38	41.487
9	31.088	19	34.340	29	37.933	39	41.902
10	31.399	20	34.684	30	38.312	40	42.321

<b>A19013</b>		<b>Accountant III</b>					
1	29.355	11	32.426	21	35.819	31	39.566
2	29.649	12	32.750	22	36.177	32	39.962
3	29.945	13	33.078	23	36.539	33	40.361
4	30.244	14	33.409	24	36.904	34	40.765
5	30.547	15	33.743	25	37.273	35	41.173
6	30.852	16	34.080	26	37.646	36	41.584
7	31.161	17	34.421	27	38.022	37	42.000
8	31.473	18	34.765	28	38.402	38	42.420
9	31.787	19	35.113	29	38.786	39	42.844
10	32.105	20	35.464	30	39.174	40	43.273

<b>A19014</b>		<b>Accountant IV</b>					
1	30.863	11	34.092	21	37.659	31	41.599
2	31.172	12	34.433	22	38.035	32	42.015
3	31.483	13	34.777	23	38.416	33	42.435
4	31.798	14	35.125	24	38.800	34	42.859
5	32.116	15	35.476	25	39.188	35	43.288
6	32.437	16	35.831	26	39.580	36	43.721
7	32.762	17	36.189	27	39.975	37	44.158
8	33.089	18	36.551	28	40.375	38	44.599
9	33.420	19	36.917	29	40.779	39	45.045
10	33.754	20	37.286	30	41.187	40	45.496

<b>A19014</b>		<b>Accountant IV</b>					
1	31.557	11	34.859	21	38.506	31	42.534
2	31.873	12	35.207	22	38.891	32	42.959
3	32.191	13	35.559	23	39.279	33	43.389
4	32.513	14	35.915	24	39.672	34	43.823
5	32.838	15	36.274	25	40.069	35	44.261
6	33.167	16	36.637	26	40.470	36	44.704
7	33.498	17	37.003	27	40.874	37	45.151
8	33.833	18	37.373	28	41.283	38	45.602
9	34.172	19	37.747	29	41.696	39	46.058
10	34.513	20	38.124	30	42.113	40	46.519

<b>A19311</b>		<b>Budget Officer I</b>					
1	20.224	11	22.340	21	24.677	31	27.259
2	20.426	12	22.563	22	24.924	32	27.531
3	20.631	13	22.789	23	25.173	33	27.807
4	20.837	14	23.017	24	25.425	34	28.085
5	21.045	15	23.247	25	25.679	35	28.366
6	21.256	16	23.479	26	25.936	36	28.649
7	21.468	17	23.714	27	26.195	37	28.936
8	21.683	18	23.951	28	26.457	38	29.225
9	21.900	19	24.191	29	26.722	39	29.517
10	22.119	20	24.433	30	26.989	40	29.813

<b>A19311</b>		<b>Budget Officer I</b>					
1	20.679	11	22.842	21	25.232	31	27.872
2	20.886	12	23.071	22	25.485	32	28.151
3	21.095	13	23.302	23	25.739	33	28.432
4	21.306	14	23.535	24	25.997	34	28.717
5	21.519	15	23.770	25	26.257	35	29.004
6	21.734	16	24.008	26	26.519	36	29.294
7	21.951	17	24.248	27	26.785	37	29.587
8	22.171	18	24.490	28	27.052	38	29.883
9	22.392	19	24.735	29	27.323	39	30.182
10	22.616	20	24.982	30	27.596	40	30.483

<b>A19312</b>		<b>Budget Officer II</b>					
1	23.367	11	25.812	21	28.512	31	31.495
2	23.601	12	26.070	22	28.797	32	31.810
3	23.837	13	26.331	23	29.085	33	32.128
4	24.075	14	26.594	24	29.376	34	32.450
5	24.316	15	26.860	25	29.670	35	32.774
6	24.559	16	27.128	26	29.967	36	33.102
7	24.805	17	27.400	27	30.266	37	33.433
8	25.053	18	27.674	28	30.569	38	33.767
9	25.303	19	27.950	29	30.875	39	34.105
10	25.556	20	28.230	30	31.183	40	34.446

<b>A19312</b>		<b>Budget Officer II</b>					
1	23.893	11	26.393	21	29.154	31	32.204
2	24.132	12	26.657	22	29.446	32	32.526
3	24.373	13	26.923	23	29.740	33	32.851
4	24.617	14	27.192	24	30.037	34	33.180
5	24.863	15	27.464	25	30.338	35	33.512
6	25.112	16	27.739	26	30.641	36	33.847
7	25.363	17	28.016	27	30.948	37	34.185
8	25.617	18	28.297	28	31.257	38	34.527
9	25.873	19	28.580	29	31.570	39	34.872
10	26.131	20	28.865	30	31.885	40	35.221

<b>A19330</b>		<b>Budget Analyst</b>					
1	26.631	11	29.417	21	32.495	31	35.895
2	26.897	12	29.711	22	32.820	32	36.254
3	27.166	13	30.008	23	33.148	33	36.616
4	27.438	14	30.309	24	33.480	34	36.982
5	27.712	15	30.612	25	33.814	35	37.352
6	27.989	16	30.918	26	34.152	36	37.726
7	28.269	17	31.227	27	34.494	37	38.103
8	28.552	18	31.539	28	34.839	38	38.484
9	28.838	19	31.855	29	35.187	39	38.869
10	29.126	20	32.173	30	35.539	40	39.257

<b>A19330</b>		<b>Budget Analyst</b>					
1	27.230	11	30.079	21	33.226	31	36.702
2	27.502	12	30.380	22	33.558	32	37.069
3	27.777	13	30.683	23	33.894	33	37.440
4	28.055	14	30.990	24	34.233	34	37.814
5	28.336	15	31.300	25	34.575	35	38.192
6	28.619	16	31.613	26	34.921	36	38.574
7	28.905	17	31.929	27	35.270	37	38.960
8	29.194	18	32.249	28	35.623	38	39.349
9	29.486	19	32.571	29	35.979	39	39.743
10	29.781	20	32.897	30	36.339	40	40.140

<b>A19420</b>		<b>State Fin Syst and Reports Coord</b>					
1	31.573	11	34.876	21	38.525	31	42.556
2	31.889	12	35.225	22	38.910	32	42.981
3	32.208	13	35.577	23	39.299	33	43.411
4	32.530	14	35.933	24	39.692	34	43.845
5	32.855	15	36.292	25	40.089	35	44.284
6	33.184	16	36.655	26	40.490	36	44.726
7	33.515	17	37.022	27	40.895	37	45.174
8	33.851	18	37.392	28	41.304	38	45.625
9	34.189	19	37.766	29	41.717	39	46.082
10	34.531	20	38.144	30	42.134	40	46.542

<b>A19420</b>		<b>State Fin Syst and Reports Coord</b>					
1	32.283	11	35.661	21	39.391	31	43.513
2	32.606	12	36.017	22	39.785	32	43.948
3	32.932	13	36.377	23	40.183	33	44.387
4	33.261	14	36.741	24	40.585	34	44.831
5	33.594	15	37.108	25	40.991	35	45.279
6	33.930	16	37.480	26	41.401	36	45.732
7	34.269	17	37.854	27	41.815	37	46.190
8	34.612	18	38.233	28	42.233	38	46.651
9	34.958	19	38.615	29	42.655	39	47.118
10	35.307	20	39.001	30	43.082	40	47.589

<b>A19611</b>		<b>Federal Aid Admin I</b>					
1	20.224	11	22.340	21	24.677	31	27.259
2	20.426	12	22.563	22	24.924	32	27.531
3	20.631	13	22.789	23	25.173	33	27.807
4	20.837	14	23.017	24	25.425	34	28.085
5	21.045	15	23.247	25	25.679	35	28.366
6	21.256	16	23.479	26	25.936	36	28.649
7	21.468	17	23.714	27	26.195	37	28.936
8	21.683	18	23.951	28	26.457	38	29.225
9	21.900	19	24.191	29	26.722	39	29.517
10	22.119	20	24.433	30	26.989	40	29.813

<b>A19611</b>		<b>Federal Aid Admin I</b>					
1	20.679	11	22.842	21	25.232	31	27.872
2	20.886	12	23.071	22	25.485	32	28.151
3	21.095	13	23.302	23	25.739	33	28.432
4	21.306	14	23.535	24	25.997	34	28.717
5	21.519	15	23.770	25	26.257	35	29.004
6	21.734	16	24.008	26	26.519	36	29.294
7	21.951	17	24.248	27	26.785	37	29.587
8	22.171	18	24.490	28	27.052	38	29.883
9	22.392	19	24.735	29	27.323	39	30.182
10	22.616	20	24.982	30	27.596	40	30.483

<b>A19612</b>		<b>Federal Aid Admin II</b>					
1	23.367	11	25.812	21	28.512	31	31.495
2	23.601	12	26.070	22	28.797	32	31.810
3	23.837	13	26.331	23	29.085	33	32.128
4	24.075	14	26.594	24	29.376	34	32.450
5	24.316	15	26.860	25	29.670	35	32.774
6	24.559	16	27.128	26	29.967	36	33.102
7	24.805	17	27.400	27	30.266	37	33.433
8	25.053	18	27.674	28	30.569	38	33.767
9	25.303	19	27.950	29	30.875	39	34.105
10	25.556	20	28.230	30	31.183	40	34.446

<b>A19612</b>		<b>Federal Aid Admin II</b>					
1	23.893	11	26.393	21	29.154	31	32.204
2	24.132	12	26.657	22	29.446	32	32.526
3	24.373	13	26.923	23	29.740	33	32.851
4	24.617	14	27.192	24	30.037	34	33.180
5	24.863	15	27.464	25	30.338	35	33.512
6	25.112	16	27.739	26	30.641	36	33.847
7	25.363	17	28.016	27	30.948	37	34.185
8	25.617	18	28.297	28	31.257	38	34.527
9	25.873	19	28.580	29	31.570	39	34.872
10	26.131	20	28.865	30	31.885	40	35.221

<b>A19613</b>		<b>Federal Aid Admin III</b>					
1	27.005	11	29.830	21	32.951	31	36.399
2	27.275	12	30.129	22	33.281	32	36.763
3	27.548	13	30.430	23	33.614	33	37.130
4	27.823	14	30.734	24	33.950	34	37.502
5	28.102	15	31.042	25	34.289	35	37.877
6	28.383	16	31.352	26	34.632	36	38.255
7	28.666	17	31.665	27	34.978	37	38.638
8	28.953	18	31.982	28	35.328	38	39.024
9	29.243	19	32.302	29	35.681	39	39.415
10	29.535	20	32.625	30	36.038	40	39.809

<b>A19613</b>		<b>Federal Aid Admin III</b>					
1	27.613	11	30.502	21	33.693	31	37.218
2	27.889	12	30.807	22	34.030	32	37.590
3	28.168	13	31.115	23	34.370	33	37.966
4	28.450	14	31.426	24	34.714	34	38.346
5	28.734	15	31.740	25	35.061	35	38.729
6	29.022	16	32.058	26	35.412	36	39.117
7	29.312	17	32.378	27	35.766	37	39.508
8	29.605	18	32.702	28	36.124	38	39.903
9	29.901	19	33.029	29	36.485	39	40.302
10	30.200	20	33.360	30	36.850	40	40.705

<b>A21211</b>		<b>Fiscal Compliance Analyst</b>					
1	21.374	11	23.610	21	26.080	31	28.809
2	21.588	12	23.846	22	26.341	32	29.097
3	21.804	13	24.085	23	26.605	33	29.388
4	22.022	14	24.326	24	26.871	34	29.682
5	22.242	15	24.569	25	27.139	35	29.979
6	22.464	16	24.815	26	27.411	36	30.278
7	22.689	17	25.063	27	27.685	37	30.581
8	22.916	18	25.313	28	27.962	38	30.887
9	23.145	19	25.566	29	28.241	39	31.196
10	23.376	20	25.822	30	28.524	40	31.508

<b>A21211</b>		<b>Fiscal Compliance Analyst</b>					
1	21.855	11	24.142	21	26.667	31	29.457
2	22.074	12	24.383	22	26.934	32	29.752
3	22.294	13	24.627	23	27.203	33	30.049
4	22.517	14	24.873	24	27.475	34	30.350
5	22.742	15	25.122	25	27.750	35	30.653
6	22.970	16	25.373	26	28.028	36	30.960
7	23.200	17	25.627	27	28.308	37	31.269
8	23.432	18	25.883	28	28.591	38	31.582
9	23.666	19	26.142	29	28.877	39	31.898
10	23.902	20	26.403	30	29.166	40	32.217

<b>A21212</b>		<b>Auditor</b>					
1	22.975	11	25.379	21	28.034	31	30.967
2	23.205	12	25.632	22	28.314	32	31.276
3	23.437	13	25.889	23	28.597	33	31.589
4	23.671	14	26.148	24	28.883	34	31.905
5	23.908	15	26.409	25	29.172	35	32.224
6	24.147	16	26.673	26	29.464	36	32.546
7	24.388	17	26.940	27	29.759	37	32.872
8	24.632	18	27.209	28	30.056	38	33.201
9	24.879	19	27.481	29	30.357	39	33.533
10	25.127	20	27.756	30	30.660	40	33.868

<b>A21212</b>		<b>Auditor</b>					
1	23.492	11	25.950	21	28.665	31	31.664
2	23.727	12	26.209	22	28.951	32	31.980
3	23.964	13	26.471	23	29.241	33	32.300
4	24.204	14	26.736	24	29.533	34	32.623
5	24.446	15	27.003	25	29.829	35	32.949
6	24.690	16	27.273	26	30.127	36	33.279
7	24.937	17	27.546	27	30.428	37	33.612
8	25.187	18	27.822	28	30.732	38	33.948
9	25.438	19	28.100	29	31.040	39	34.287
10	25.693	20	28.381	30	31.350	40	34.630



<b>A21213</b>		<b>Auditor Senior</b>					
1	26.549	11	29.327	21	32.395	31	35.784
2	26.814	12	29.620	22	32.719	32	36.142
3	27.083	13	29.916	23	33.046	33	36.503
4	27.353	14	30.215	24	33.376	34	36.868
5	27.627	15	30.517	25	33.710	35	37.237
6	27.903	16	30.823	26	34.047	36	37.609
7	28.182	17	31.131	27	34.388	37	37.985
8	28.464	18	31.442	28	34.732	38	38.365
9	28.749	19	31.757	29	35.079	39	38.749
10	29.036	20	32.074	30	35.430	40	39.136

<b>A21213</b>		<b>Auditor Senior</b>					
1	27.146	11	29.986	21	33.123	31	36.589
2	27.417	12	30.286	22	33.455	32	36.955
3	27.692	13	30.589	23	33.789	33	37.324
4	27.969	14	30.895	24	34.127	34	37.697
5	28.248	15	31.204	25	34.468	35	38.074
6	28.531	16	31.516	26	34.813	36	38.455
7	28.816	17	31.831	27	35.161	37	38.840
8	29.104	18	32.149	28	35.513	38	39.228
9	29.395	19	32.471	29	35.868	39	39.620
10	29.689	20	32.795	30	36.226	40	40.017

<b>A21251</b>		<b>Revenue Auditor I</b>					
1	22.975	11	25.379	21	28.034	31	30.967
2	23.205	12	25.632	22	28.314	32	31.276
3	23.437	13	25.889	23	28.597	33	31.589
4	23.671	14	26.148	24	28.883	34	31.905
5	23.908	15	26.409	25	29.172	35	32.224
6	24.147	16	26.673	26	29.464	36	32.546
7	24.388	17	26.940	27	29.759	37	32.872
8	24.632	18	27.209	28	30.056	38	33.201
9	24.879	19	27.481	29	30.357	39	33.533
10	25.127	20	27.756	30	30.660	40	33.868

<b>A21251</b>		<b>Revenue Auditor I</b>					
1	23.492	11	25.950	21	28.665	31	31.664
2	23.727	12	26.209	22	28.951	32	31.980
3	23.964	13	26.471	23	29.241	33	32.300
4	24.204	14	26.736	24	29.533	34	32.623
5	24.446	15	27.003	25	29.829	35	32.949
6	24.690	16	27.273	26	30.127	36	33.279
7	24.937	17	27.546	27	30.428	37	33.612
8	25.187	18	27.822	28	30.732	38	33.948
9	25.438	19	28.100	29	31.040	39	34.287
10	25.693	20	28.381	30	31.350	40	34.630

<b>A21252</b>		<b>Revenue Auditor II</b>					
1	26.549	11	29.327	21	32.395	31	35.784
2	26.814	12	29.620	22	32.719	32	36.142
3	27.083	13	29.916	23	33.046	33	36.503
4	27.353	14	30.215	24	33.376	34	36.868
5	27.627	15	30.517	25	33.710	35	37.237
6	27.903	16	30.823	26	34.047	36	37.609
7	28.182	17	31.131	27	34.388	37	37.985
8	28.464	18	31.442	28	34.732	38	38.365
9	28.749	19	31.757	29	35.079	39	38.749
10	29.036	20	32.074	30	35.430	40	39.136

<b>A21252</b>		<b>Revenue Auditor II</b>					
1	27.146	11	29.986	21	33.123	31	36.589
2	27.417	12	30.286	22	33.455	32	36.955
3	27.692	13	30.589	23	33.789	33	37.324
4	27.969	14	30.895	24	34.127	34	37.697
5	28.248	15	31.204	25	34.468	35	38.074
6	28.531	16	31.516	26	34.813	36	38.455
7	28.816	17	31.831	27	35.161	37	38.840
8	29.104	18	32.149	28	35.513	38	39.228
9	29.395	19	32.471	29	35.868	39	39.620
10	29.689	20	32.795	30	36.226	40	40.017

<b>A21253</b>		<b>Revenue Auditor III</b>					
1	28.542	11	31.528	21	34.827	31	38.470
2	28.827	12	31.843	22	35.175	32	38.855
3	29.116	13	32.162	23	35.527	33	39.244
4	29.407	14	32.483	24	35.882	34	39.636
5	29.701	15	32.808	25	36.241	35	40.032
6	29.998	16	33.136	26	36.603	36	40.433
7	30.298	17	33.468	27	36.969	37	40.837
8	30.601	18	33.802	28	37.339	38	41.245
9	30.907	19	34.140	29	37.712	39	41.658
10	31.216	20	34.482	30	38.089	40	42.074

<b>A21253</b>		<b>Revenue Auditor III</b>					
1	29.184	11	32.237	21	35.610	31	39.336
2	29.476	12	32.560	22	35.966	32	39.729
3	29.771	13	32.885	23	36.326	33	40.126
4	30.068	14	33.214	24	36.689	34	40.528
5	30.369	15	33.546	25	37.056	35	40.933
6	30.673	16	33.882	26	37.426	36	41.342
7	30.979	17	34.221	27	37.801	37	41.756
8	31.289	18	34.563	28	38.179	38	42.173
9	31.602	19	34.908	29	38.561	39	42.595
10	31.918	20	35.257	30	38.946	40	43.021

<b>A21254 Revenue Auditor IV</b>							
1	32.981	11	36.432	21	40.243	31	44.453
2	33.311	12	36.796	22	40.646	32	44.898
3	33.644	13	37.164	23	41.052	33	45.347
4	33.980	14	37.535	24	41.462	34	45.800
5	34.320	15	37.911	25	41.877	35	46.258
6	34.663	16	38.290	26	42.296	36	46.721
7	35.010	17	38.673	27	42.719	37	47.188
8	35.360	18	39.060	28	43.146	38	47.660
9	35.714	19	39.450	29	43.577	39	48.137
10	36.071	20	39.845	30	44.013	40	48.618

<b>A21254 Revenue Auditor IV</b>							
1	33.723	11	37.251	21	41.148	31	45.454
2	34.060	12	37.624	22	41.560	32	45.908
3	34.401	13	38.000	23	41.976	33	46.367
4	34.745	14	38.380	24	42.395	34	46.831
5	35.092	15	38.764	25	42.819	35	47.299
6	35.443	16	39.151	26	43.247	36	47.772
7	35.798	17	39.543	27	43.680	37	48.250
8	36.156	18	39.938	28	44.117	38	48.732
9	36.517	19	40.338	29	44.558	39	49.220
10	36.882	20	40.741	30	45.003	40	49.712

<b>A27111 Appraiser I</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>A27111 Appraiser I</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>A27112 Appraiser II</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>A27112 Appraiser II</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>A27113 Appraiser III</b>							
1	25.433	11	28.094	21	31.033	31	34.280
2	25.687	12	28.375	22	31.343	32	34.623
3	25.944	13	28.659	23	31.657	33	34.969
4	26.204	14	28.945	24	31.973	34	35.319
5	26.466	15	29.235	25	32.293	35	35.672
6	26.730	16	29.527	26	32.616	36	36.028
7	26.998	17	29.822	27	32.942	37	36.389
8	27.268	18	30.120	28	33.272	38	36.753
9	27.540	19	30.422	29	33.604	39	37.120
10	27.816	20	30.726	30	33.940	40	37.491

<b>A27113 Appraiser III</b>							
1	26.005	11	28.726	21	31.731	31	35.051
2	26.265	12	29.013	22	32.048	32	35.401
3	26.528	13	29.303	23	32.369	33	35.755
4	26.793	14	29.596	24	32.693	34	36.113
5	27.061	15	29.892	25	33.019	35	36.474
6	27.332	16	30.191	26	33.350	36	36.839
7	27.605	17	30.493	27	33.683	37	37.207
8	27.881	18	30.798	28	34.020	38	37.579
9	28.160	19	31.106	29	34.360	39	37.955
10	28.441	20	31.417	30	34.704	40	38.335

<b>A27121 Rev Prop Assessmt Liaison Trainee</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>A27121 Rev Prop Assessmt Liaison Trainee</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>A27122 Rev Prop Assessmt Liaison</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>A27122 Rev Prop Assessmt Liaison</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>A27312 Hwy ROW Agent II</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>A27312 Hwy ROW Agent II</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>A27333 Rev Prop Assessment Appraiser I</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>A27333 Rev Prop Assessment Appraiser I</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>A27334 Rev Prop Assessment Appraiser II</b>							
1	27.342	11	30.203	21	33.362	31	36.853
2	27.615	12	30.505	22	33.696	32	37.221
3	27.892	13	30.810	23	34.033	33	37.594
4	28.170	14	31.118	24	34.373	34	37.970
5	28.452	15	31.429	25	34.717	35	38.349
6	28.737	16	31.743	26	35.064	36	38.733
7	29.024	17	32.061	27	35.415	37	39.120
8	29.314	18	32.381	28	35.769	38	39.511
9	29.607	19	32.705	29	36.127	39	39.906
10	29.904	20	33.032	30	36.488	40	40.305

<b>A27334 Rev Prop Assessment Appraiser II</b>							
1	27.957	11	30.882	21	34.113	31	37.682
2	28.237	12	31.191	22	34.454	32	38.059
3	28.519	13	31.503	23	34.799	33	38.439
4	28.804	14	31.818	24	35.147	34	38.824
5	29.092	15	32.136	25	35.498	35	39.212
6	29.383	16	32.457	26	35.853	36	39.604
7	29.677	17	32.782	27	36.211	37	40.000
8	29.974	18	33.110	28	36.574	38	40.400
9	30.273	19	33.441	29	36.939	39	40.804
10	30.576	20	33.775	30	37.309	40	41.212

<b>A27350 Hwy ROW Local Liaison Coord</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>A27350 Hwy ROW Local Liaison Coord</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>A29511 Revenue Economist</b>							
1	31.597	11	34.903	21	38.554	31	42.588
2	31.913	12	35.252	22	38.940	32	43.014
3	32.232	13	35.604	23	39.329	33	43.444
4	32.554	14	35.960	24	39.723	34	43.878
5	32.880	15	36.320	25	40.120	35	44.317
6	33.209	16	36.683	26	40.521	36	44.760
7	33.541	17	37.050	27	40.926	37	45.208
8	33.876	18	37.420	28	41.335	38	45.660
9	34.215	19	37.795	29	41.749	39	46.117
10	34.557	20	38.173	30	42.166	40	46.578

<b>A29511 Revenue Economist</b>							
1	32.308	11	35.688	21	39.422	31	43.546
2	32.631	12	36.045	22	39.816	32	43.982
3	32.957	13	36.405	23	40.214	33	44.422
4	33.287	14	36.770	24	40.616	34	44.866
5	33.620	15	37.137	25	41.023	35	45.314
6	33.956	16	37.509	26	41.433	36	45.768
7	34.296	17	37.884	27	41.847	37	46.225
8	34.639	18	38.263	28	42.266	38	46.688
9	34.985	19	38.645	29	42.688	39	47.154
10	35.335	20	39.032	30	43.115	40	47.626

<b>A29621 Revenue Tax Specialist</b>							
1	27.346	11	30.207	21	33.367	31	36.858
2	27.619	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	31.122	24	34.378	34	37.975
5	28.456	15	31.434	25	34.722	35	38.355
6	28.741	16	31.748	26	35.069	36	38.738
7	29.028	17	32.065	27	35.420	37	39.126
8	29.319	18	32.386	28	35.774	38	39.517
9	29.612	19	32.710	29	36.132	39	39.912
10	29.908	20	33.037	30	36.493	40	40.311

<b>A29621 Revenue Tax Specialist</b>							
1	27.961	11	30.886	21	34.118	31	37.687
2	28.241	12	31.195	22	34.459	32	38.064
3	28.523	13	31.507	23	34.804	33	38.445
4	28.808	14	31.822	24	35.152	34	38.829
5	29.096	15	32.140	25	35.503	35	39.217
6	29.387	16	32.462	26	35.858	36	39.610
7	29.681	17	32.786	27	36.217	37	40.006
8	29.978	18	33.114	28	36.579	38	40.406
9	30.278	19	33.445	29	36.945	39	40.810
10	30.581	20	33.780	30	37.314	40	41.218

July 1, 2025

APPENDIX A

July 1, 2026

<b>A29622 Revenue Tax Specialist Sr</b>							
1	31.597	11	34.903	21	38.554	31	42.588
2	31.913	12	35.252	22	38.940	32	43.014
3	32.232	13	35.604	23	39.329	33	43.444
4	32.554	14	35.960	24	39.723	34	43.878
5	32.880	15	36.320	25	40.120	35	44.317
6	33.209	16	36.683	26	40.521	36	44.760
7	33.541	17	37.050	27	40.926	37	45.208
8	33.876	18	37.420	28	41.335	38	45.660
9	34.215	19	37.795	29	41.749	39	46.117
10	34.557	20	38.173	30	42.166	40	46.578

<b>A29622 Revenue Tax Specialist Sr</b>							
1	32.308	11	35.688	21	39.422	31	43.546
2	32.631	12	36.045	22	39.816	32	43.982
3	32.957	13	36.405	23	40.214	33	44.422
4	33.287	14	36.770	24	40.616	34	44.866
5	33.620	15	37.137	25	41.023	35	45.314
6	33.956	16	37.509	26	41.433	36	45.768
7	34.296	17	37.884	27	41.847	37	46.225
8	34.639	18	38.263	28	42.266	38	46.688
9	34.985	19	38.645	29	42.688	39	47.154
10	35.335	20	39.032	30	43.115	40	47.626

<b>A31111 Attorney I</b>							
1	25.433	11	28.094	21	31.033	31	34.280
2	25.687	12	28.375	22	31.343	32	34.623
3	25.944	13	28.659	23	31.657	33	34.969
4	26.204	14	28.945	24	31.973	34	35.319
5	26.466	15	29.235	25	32.293	35	35.672
6	26.730	16	29.527	26	32.616	36	36.028
7	26.998	17	29.822	27	32.942	37	36.389
8	27.268	18	30.120	28	33.272	38	36.753
9	27.540	19	30.422	29	33.604	39	37.120
10	27.816	20	30.726	30	33.940	40	37.491

<b>A31111 Attorney I</b>							
1	26.005	11	28.726	21	31.731	31	35.051
2	26.265	12	29.013	22	32.048	32	35.401
3	26.528	13	29.303	23	32.369	33	35.755
4	26.793	14	29.596	24	32.693	34	36.113
5	27.061	15	29.892	25	33.019	35	36.474
6	27.332	16	30.191	26	33.350	36	36.839
7	27.605	17	30.493	27	33.683	37	37.207
8	27.881	18	30.798	28	34.020	38	37.579
9	28.160	19	31.106	29	34.360	39	37.955
10	28.441	20	31.417	30	34.704	40	38.335

<b>A31112 Attorney II</b>							
1	29.395	11	32.470	21	35.867	31	39.620
2	29.689	12	32.795	22	36.226	32	40.016
3	29.986	13	33.123	23	36.588	33	40.416
4	30.286	14	33.454	24	36.954	34	40.821
5	30.589	15	33.789	25	37.324	35	41.229
6	30.894	16	34.127	26	37.697	36	41.641
7	31.203	17	34.468	27	38.074	37	42.057
8	31.515	18	34.813	28	38.455	38	42.478
9	31.831	19	35.161	29	38.839	39	42.903
10	32.149	20	35.512	30	39.228	40	43.332

<b>A31112 Attorney II</b>							
1	30.056	11	33.201	21	36.674	31	40.511
2	30.357	12	33.533	22	37.041	32	40.916
3	30.660	13	33.868	23	37.411	33	41.325
4	30.967	14	34.207	24	37.785	34	41.738
5	31.276	15	34.549	25	38.163	35	42.156
6	31.589	16	34.894	26	38.545	36	42.577
7	31.905	17	35.243	27	38.930	37	43.003
8	32.224	18	35.595	28	39.320	38	43.433
9	32.546	19	35.951	29	39.713	39	43.868
10	32.872	20	36.311	30	40.110	40	44.306

<b>A31121 Paralegal I</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>A31121 Paralegal I</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>A33011 Marketing &amp; Comm Spec I</b>							
1	19.045	11	21.038	21	23.239	31	25.670
2	19.235	12	21.248	22	23.471	32	25.926
3	19.428	13	21.460	23	23.706	33	26.186
4	19.622	14	21.675	24	23.943	34	26.448
5	19.818	15	21.892	25	24.182	35	26.712
6	20.016	16	22.111	26	24.424	36	26.979
7	20.217	17	22.332	27	24.668	37	27.249
8	20.419	18	22.555	28	24.915	38	27.521
9	20.623	19	22.781	29	25.164	39	27.797
10	20.829	20	23.008	30	25.416	40	28.075

<b>A33011 Marketing &amp; Comm Spec I</b>							
1	19.474	11	21.511	21	23.762	31	26.248
2	19.669	12	21.727	22	24.000	32	26.510
3	19.865	13	21.944	23	24.240	33	26.776
4	20.064	14	22.163	24	24.482	34	27.043
5	20.265	15	22.385	25	24.727	35	27.314
6	20.467	16	22.609	26	24.974	36	27.587
7	20.672	17	22.835	27	25.224	37	27.863
8	20.879	18	23.063	28	25.476	38	28.141
9	21.088	19	23.294	29	25.731	39	28.423
10	21.298	20	23.527	30	25.988	40	28.707

<b>A33012 Marketing &amp; Comm Spec II</b>							
1	22.007	11	24.309	21	26.853	31	29.662
2	22.227	12	24.553	22	27.121	32	29.959
3	22.449	13	24.798	23	27.392	33	30.258
4	22.674	14	25.046	24	27.666	34	30.561
5	22.901	15	25.296	25	27.943	35	30.867
6	23.130	16	25.549	26	28.222	36	31.175
7	23.361	17	25.805	27	28.505	37	31.487
8	23.594	18	26.063	28	28.790	38	31.802
9	23.830	19	26.324	29	29.078	39	32.120
10	24.069	20	26.587	30	29.368	40	32.441

<b>A33012 Marketing &amp; Comm Spec II</b>							
1	22.502	11	24.856	21	27.457	31	30.329
2	22.727	12	25.105	22	27.731	32	30.633
3	22.954	13	25.356	23	28.009	33	30.939
4	23.184	14	25.609	24	28.289	34	31.248
5	23.416	15	25.865	25	28.572	35	31.561
6	23.650	16	26.124	26	28.857	36	31.876
7	23.886	17	26.385	27	29.146	37	32.195
8	24.125	18	26.649	28	29.437	38	32.517
9	24.366	19	26.916	29	29.732	39	32.842
10	24.610	20	27.185	30	30.029	40	33.171

<b>A33013 Marketing &amp; Comm Spec III</b>							
1	25.433	11	28.094	21	31.033	31	34.280
2	25.687	12	28.375	22	31.343	32	34.623
3	25.944	13	28.659	23	31.657	33	34.969
4	26.204	14	28.945	24	31.973	34	35.319
5	26.466	15	29.235	25	32.293	35	35.672
6	26.730	16	29.527	26	32.616	36	36.028
7	26.998	17	29.822	27	32.942	37	36.389
8	27.268	18	30.120	28	33.272	38	36.753
9	27.540	19	30.422	29	33.604	39	37.120
10	27.816	20	30.726	30	33.940	40	37.491

<b>A33013 Marketing &amp; Comm Spec III</b>							
1	26.005	11	28.726	21	31.731	31	35.051
2	26.265	12	29.013	22	32.048	32	35.401
3	26.528	13	29.303	23	32.369	33	35.755
4	26.793	14	29.596	24	32.693	34	36.113
5	27.061	15	29.892	25	33.019	35	36.474
6	27.332	16	30.191	26	33.350	36	36.839
7	27.605	17	30.493	27	33.683	37	37.207
8	27.881	18	30.798	28	34.020	38	37.579
9	28.160	19	31.106	29	34.360	39	37.955
10	28.441	20	31.417	30	34.704	40	38.335

<b>A33740 Revenue Lottery Products Mgr</b>							
1	27.480	11	30.355	21	33.531	31	37.039
2	27.755	12	30.659	22	33.866	32	37.409
3	28.032	13	30.965	23	34.205	33	37.783
4	28.313	14	31.275	24	34.547	34	38.161
5	28.596	15	31.588	25	34.892	35	38.543
6	28.882	16	31.903	26	35.241	36	38.928
7	29.171	17	32.222	27	35.594	37	39.318
8	29.462	18	32.545	28	35.950	38	39.711
9	29.757	19	32.870	29	36.309	39	40.108
10	30.054	20	33.199	30	36.672	40	40.509

<b>A33740 Revenue Lottery Products Mgr</b>							
1	28.098	11	31.038	21	34.285	31	37.872
2	28.379	12	31.348	22	34.628	32	38.251
3	28.663	13	31.662	23	34.974	33	38.633
4	28.949	14	31.978	24	35.324	34	39.019
5	29.239	15	32.298	25	35.677	35	39.410
6	29.531	16	32.621	26	36.034	36	39.804
7	29.827	17	32.947	27	36.394	37	40.202
8	30.125	18	33.277	28	36.758	38	40.604
9	30.426	19	33.609	29	37.126	39	41.010
10	30.730	20	33.945	30	37.497	40	41.420

<b>A33760 Revenue Lottery Accounts Mgr</b>							
1	27.005	11	29.830	21	32.951	31	36.399
2	27.275	12	30.129	22	33.281	32	36.763
3	27.548	13	30.430	23	33.614	33	37.130
4	27.823	14	30.734	24	33.950	34	37.502
5	28.102	15	31.042	25	34.289	35	37.877
6	28.383	16	31.352	26	34.632	36	38.255
7	28.666	17	31.665	27	34.978	37	38.638
8	28.953	18	31.982	28	35.328	38	39.024
9	29.243	19	32.302	29	35.681	39	39.415
10	29.535	20	32.625	30	36.038	40	39.809

<b>A33760 Revenue Lottery Accounts Mgr</b>							
1	27.613	11	30.502	21	33.693	31	37.218
2	27.889	12	30.807	22	34.030	32	37.590
3	28.168	13	31.115	23	34.370	33	37.966
4	28.450	14	31.426	24	34.714	34	38.346
5	28.734	15	31.740	25	35.061	35	38.729
6	29.022	16	32.058	26	35.412	36	39.117
7	29.312	17	32.378	27	35.766	37	39.508
8	29.605	18	32.702	28	36.124	38	39.903
9	29.901	19	33.029	29	36.485	39	40.302
10	30.200	20	33.360	30	36.850	40	40.705

<b>A33850 Radio Announcer/Producer</b>							
1	16.641	11	18.382	21	20.305	31	22.430
2	16.807	12	18.566	22	20.508	32	22.654
3	16.975	13	18.751	23	20.713	33	22.880
4	17.145	14	18.939	24	20.920	34	23.109
5	17.317	15	19.128	25	21.130	35	23.340
6	17.490	16	19.320	26	21.341	36	23.574
7	17.665	17	19.513	27	21.554	37	23.809
8	17.841	18	19.708	28	21.770	38	24.048
9	18.020	19	19.905	29	21.988	39	24.288
10	18.200	20	20.104	30	22.207	40	24.531

<b>A33850 Radio Announcer/Producer</b>							
1	17.015	11	18.795	21	20.762	31	22.934
2	17.185	12	18.983	22	20.969	32	23.163
3	17.357	13	19.173	23	21.179	33	23.395
4	17.531	14	19.365	24	21.391	34	23.629
5	17.706	15	19.558	25	21.605	35	23.865
6	17.883	16	19.754	26	21.821	36	24.103
7	18.062	17	19.951	27	22.039	37	24.345
8	18.242	18	20.151	28	22.259	38	24.588
9	18.425	19	20.352	29	22.482	39	24.834
10	18.609	20	20.556	30	22.707	40	25.082

<b>A37113 Librarian</b>							
1	27.836	11	30.748	21	33.965	31	37.519
2	28.114	12	31.056	22	34.305	32	37.894
3	28.396	13	31.366	23	34.648	33	38.273
4	28.679	14	31.680	24	34.994	34	38.656
5	28.966	15	31.997	25	35.344	35	39.042
6	29.256	16	32.317	26	35.698	36	39.433
7	29.548	17	32.640	27	36.055	37	39.827
8	29.844	18	32.966	28	36.415	38	40.225
9	30.142	19	33.296	29	36.779	39	40.627
10	30.444	20	33.629	30	37.147	40	41.034

<b>A37113 Librarian</b>							
1	28.462	11	31.440	21	34.729	31	38.362
2	28.747	12	31.754	22	35.076	32	38.746
3	29.034	13	32.072	23	35.427	33	39.134
4	29.324	14	32.392	24	35.781	34	39.525
5	29.618	15	32.716	25	36.139	35	39.920
6	29.914	16	33.043	26	36.501	36	40.319
7	30.213	17	33.374	27	36.866	37	40.723
8	30.515	18	33.708	28	37.234	38	41.130
9	30.820	19	34.045	29	37.607	39	41.541
10	31.128	20	34.385	30	37.983	40	41.956

<b>A37114 Librarian/Senior</b>							
1	29.921	11	33.051	21	36.509	31	40.329
2	30.220	12	33.382	22	36.874	32	40.732
3	30.522	13	33.716	23	37.243	33	41.140
4	30.828	14	34.053	24	37.616	34	41.551
5	31.136	15	34.393	25	37.992	35	41.967
6	31.447	16	34.737	26	38.372	36	42.386
7	31.762	17	35.085	27	38.755	37	42.810
8	32.079	18	35.436	28	39.143	38	43.238
9	32.400	19	35.790	29	39.534	39	43.671
10	32.724	20	36.148	30	39.930	40	44.107

<b>A37114 Librarian/Senior</b>							
1	30.594	11	33.795	21	37.330	31	41.236
2	30.900	12	34.133	22	37.704	32	41.648
3	31.209	13	34.474	23	38.081	33	42.065
4	31.521	14	34.819	24	38.462	34	42.486
5	31.836	15	35.167	25	38.846	35	42.910
6	32.155	16	35.519	26	39.235	36	43.340
7	32.476	17	35.874	27	39.627	37	43.773
8	32.801	18	36.233	28	40.023	38	44.211
9	33.129	19	36.595	29	40.424	39	44.653
10	33.460	20	36.961	30	40.828	40	45.099

<b>A37740</b>		<b>Librarian/Agency</b>					
1	20.843	11	23.024	21	25.432	31	28.093
2	21.051	12	23.254	22	25.687	32	28.374
3	21.262	13	23.486	23	25.944	33	28.658
4	21.475	14	23.721	24	26.203	34	28.944
5	21.689	15	23.958	25	26.465	35	29.234
6	21.906	16	24.198	26	26.730	36	29.526
7	22.125	17	24.440	27	26.997	37	29.822
8	22.347	18	24.684	28	27.267	38	30.120
9	22.570	19	24.931	29	27.540	39	30.421
10	22.796	20	25.181	30	27.815	40	30.725

<b>A37740</b>		<b>Librarian/Agency</b>					
1	21.312	11	23.542	21	26.005	31	28.725
2	21.525	12	23.777	22	26.265	32	29.013
3	21.740	13	24.015	23	26.527	33	29.303
4	21.958	14	24.255	24	26.793	34	29.596
5	22.177	15	24.498	25	27.061	35	29.892
6	22.399	16	24.743	26	27.331	36	30.191
7	22.623	17	24.990	27	27.605	37	30.493
8	22.849	18	25.240	28	27.881	38	30.797
9	23.078	19	25.492	29	28.159	39	31.105
10	23.309	20	25.747	30	28.441	40	31.416

<b>A37750</b>		<b>Librarian/Corrections</b>					
1	24.087	11	26.607	21	29.391	31	32.466
2	24.328	12	26.873	22	29.685	32	32.790
3	24.571	13	27.142	23	29.981	33	33.118
4	24.817	14	27.413	24	30.281	34	33.449
5	25.065	15	27.687	25	30.584	35	33.784
6	25.316	16	27.964	26	30.890	36	34.122
7	25.569	17	28.244	27	31.199	37	34.463
8	25.825	18	28.526	28	31.511	38	34.808
9	26.083	19	28.812	29	31.826	39	35.156
10	26.344	20	29.100	30	32.144	40	35.507

<b>A37750</b>		<b>Librarian/Corrections</b>					
1	24.629	11	27.206	21	30.052	31	33.196
2	24.875	12	27.478	22	30.353	32	33.528
3	25.124	13	27.753	23	30.656	33	33.863
4	25.375	14	28.030	24	30.963	34	34.202
5	25.629	15	28.310	25	31.272	35	34.544
6	25.885	16	28.594	26	31.585	36	34.890
7	26.144	17	28.879	27	31.901	37	35.238
8	26.406	18	29.168	28	32.220	38	35.591
9	26.670	19	29.460	29	32.542	39	35.947
10	26.936	20	29.755	30	32.867	40	36.306

<b>A39240</b>		<b>Capitol Archivist</b>					
1	24.085	11	26.605	21	29.388	31	32.463
2	24.326	12	26.871	22	29.682	32	32.788
3	24.569	13	27.140	23	29.979	33	33.115
4	24.815	14	27.411	24	30.279	34	33.447
5	25.063	15	27.685	25	30.582	35	33.781
6	25.314	16	27.962	26	30.887	36	34.119
7	25.567	17	28.242	27	31.196	37	34.460
8	25.822	18	28.524	28	31.508	38	34.805
9	26.081	19	28.809	29	31.823	39	35.153
10	26.341	20	29.097	30	32.142	40	35.504

<b>A39240</b>		<b>Capitol Archivist</b>					
1	24.627	11	27.204	21	30.050	31	33.193
2	24.873	12	27.476	22	30.350	32	33.525
3	25.122	13	27.750	23	30.654	33	33.861
4	25.373	14	28.028	24	30.960	34	34.199
5	25.627	15	28.308	25	31.270	35	34.541
6	25.883	16	28.591	26	31.582	36	34.887
7	26.142	17	28.877	27	31.898	37	35.236
8	26.403	18	29.166	28	32.217	38	35.588
9	26.668	19	29.458	29	32.539	39	35.944
10	26.934	20	29.752	30	32.865	40	36.303

<b>A39251</b>		<b>Curator I/Museum Collections</b>					
1	22.405	11	24.749	21	27.338	31	30.199
2	22.629	12	24.997	22	27.612	32	30.501
3	22.855	13	25.247	23	27.888	33	30.806
4	23.084	14	25.499	24	28.167	34	31.114
5	23.315	15	25.754	25	28.448	35	31.425
6	23.548	16	26.012	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	29.604	39	32.701
10	24.504	20	27.068	30	29.900	40	33.028

<b>A39251</b>		<b>Curator I/Museum Collections</b>					
1	22.909	11	25.306	21	27.953	31	30.878
2	23.138	12	25.559	22	28.233	32	31.187
3	23.369	13	25.814	23	28.515	33	31.499
4	23.603	14	26.073	24	28.800	34	31.814
5	23.839	15	26.333	25	29.088	35	32.132
6	24.078	16	26.597	26	29.379	36	32.453
7	24.318	17	26.863	27	29.673	37	32.777
8	24.562	18	27.131	28	29.970	38	33.105
9	24.807	19	27.403	29	30.269	39	33.436
10	25.055	20	27.677	30	30.572	40	33.771



<b>A39311 Curator/Anthropology</b>							
1	24.085	11	26.605	21	29.388	31	32.463
2	24.326	12	26.871	22	29.682	32	32.788
3	24.569	13	27.140	23	29.979	33	33.115
4	24.815	14	27.411	24	30.279	34	33.447
5	25.063	15	27.685	25	30.582	35	33.781
6	25.314	16	27.962	26	30.887	36	34.119
7	25.567	17	28.242	27	31.196	37	34.460
8	25.822	18	28.524	28	31.508	38	34.805
9	26.081	19	28.809	29	31.823	39	35.153
10	26.341	20	29.097	30	32.142	40	35.504

<b>A39311 Curator/Anthropology</b>							
1	24.627	11	27.204	21	30.050	31	33.193
2	24.873	12	27.476	22	30.350	32	33.525
3	25.122	13	27.750	23	30.654	33	33.861
4	25.373	14	28.028	24	30.960	34	34.199
5	25.627	15	28.308	25	31.270	35	34.541
6	25.883	16	28.591	26	31.582	36	34.887
7	26.142	17	28.877	27	31.898	37	35.236
8	26.403	18	29.166	28	32.217	38	35.588
9	26.668	19	29.458	29	32.539	39	35.944
10	26.934	20	29.752	30	32.865	40	36.303

<b>A39332 Curator/Library/Archives</b>							
1	23.064	11	25.477	21	28.142	31	31.087
2	23.295	12	25.732	22	28.424	32	31.398
3	23.528	13	25.989	23	28.708	33	31.712
4	23.763	14	26.249	24	28.995	34	32.029
5	24.000	15	26.511	25	29.285	35	32.349
6	24.240	16	26.777	26	29.578	36	32.673
7	24.483	17	27.044	27	29.874	37	32.999
8	24.728	18	27.315	28	30.173	38	33.329
9	24.975	19	27.588	29	30.474	39	33.663
10	25.225	20	27.864	30	30.779	40	33.999

<b>A39332 Curator/Library/Archives</b>							
1	23.583	11	26.050	21	28.776	31	31.786
2	23.819	12	26.311	22	29.063	32	32.104
3	24.057	13	26.574	23	29.354	33	32.425
4	24.298	14	26.840	24	29.648	34	32.749
5	24.541	15	27.108	25	29.944	35	33.077
6	24.786	16	27.379	26	30.244	36	33.408
7	25.034	17	27.653	27	30.546	37	33.742
8	25.284	18	27.929	28	30.851	38	34.079
9	25.537	19	28.209	29	31.160	39	34.420
10	25.792	20	28.491	30	31.472	40	34.764

<b>A39511 Conservator</b>							
1	24.085	11	26.605	21	29.388	31	32.463
2	24.326	12	26.871	22	29.682	32	32.788
3	24.569	13	27.140	23	29.979	33	33.115
4	24.815	14	27.411	24	30.279	34	33.447
5	25.063	15	27.685	25	30.582	35	33.781
6	25.314	16	27.962	26	30.887	36	34.119
7	25.567	17	28.242	27	31.196	37	34.460
8	25.822	18	28.524	28	31.508	38	34.805
9	26.081	19	28.809	29	31.823	39	35.153
10	26.341	20	29.097	30	32.142	40	35.504

<b>A39511 Conservator</b>							
1	24.627	11	27.204	21	30.050	31	33.193
2	24.873	12	27.476	22	30.350	32	33.525
3	25.122	13	27.750	23	30.654	33	33.861
4	25.373	14	28.028	24	30.960	34	34.199
5	25.627	15	28.308	25	31.270	35	34.541
6	25.883	16	28.591	26	31.582	36	34.887
7	26.142	17	28.877	27	31.898	37	35.236
8	26.403	18	29.166	28	32.217	38	35.588
9	26.668	19	29.458	29	32.539	39	35.944
10	26.934	20	29.752	30	32.865	40	36.303

<b>A39650 Preservation Associate</b>							
1	22.405	11	24.749	21	27.338	31	30.199
2	22.629	12	24.997	22	27.612	32	30.501
3	22.855	13	25.247	23	27.888	33	30.806
4	23.084	14	25.499	24	28.167	34	31.114
5	23.315	15	25.754	25	28.448	35	31.425
6	23.548	16	26.012	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	29.604	39	32.701
10	24.504	20	27.068	30	29.900	40	33.028

<b>A39650 Preservation Associate</b>							
1	22.909	11	25.306	21	27.953	31	30.878
2	23.138	12	25.559	22	28.233	32	31.187
3	23.369	13	25.814	23	28.515	33	31.499
4	23.603	14	26.073	24	28.800	34	31.814
5	23.839	15	26.333	25	29.088	35	32.132
6	24.078	16	26.597	26	29.379	36	32.453
7	24.318	17	26.863	27	29.673	37	32.777
8	24.562	18	27.131	28	29.970	38	33.105
9	24.807	19	27.403	29	30.269	39	33.436
10	25.055	20	27.677	30	30.572	40	33.771

<b>A39960 Historian/Research</b>			
1	27.833	11	30.745
2	28.111	12	31.052
3	28.392	13	31.363
4	28.676	14	31.677
5	28.963	15	31.993
6	29.253	16	32.313
7	29.545	17	32.636
8	29.841	18	32.963
9	30.139	19	33.292
10	30.441	20	33.625

<b>A39960 Historian/Research</b>			
1	28.459	11	31.436
2	28.744	12	31.751
3	29.031	13	32.068
4	29.321	14	32.389
5	29.615	15	32.713
6	29.911	16	33.040
7	30.210	17	33.370
8	30.512	18	33.704
9	30.817	19	34.041
10	31.125	20	34.382

<b>A47251 Ag Veterinary Field Officer I</b>			
1	29.539	11	32.629
2	29.834	12	32.956
3	30.133	13	33.285
4	30.434	14	33.618
5	30.738	15	33.954
6	31.046	16	34.294
7	31.356	17	34.637
8	31.670	18	34.983
9	31.987	19	35.333
10	32.306	20	35.686

<b>A47251 Ag Veterinary Field Officer I</b>			
1	30.204	11	33.364
2	30.506	12	33.698
3	30.811	13	34.035
4	31.119	14	34.375
5	31.430	15	34.719
6	31.745	16	35.066
7	32.062	17	35.417
8	32.383	18	35.771
9	32.707	19	36.128
10	33.034	20	36.490

<b>A49011 Econ Dev Consultant I</b>			
1	24.589	11	27.162
2	24.835	12	27.433
3	25.083	13	27.708
4	25.334	14	27.985
5	25.587	15	28.264
6	25.843	16	28.547
7	26.102	17	28.833
8	26.363	18	29.121
9	26.626	19	29.412
10	26.893	20	29.706

<b>A49011 Econ Dev Consultant I</b>			
1	25.142	11	27.772
2	25.393	12	28.050
3	25.647	13	28.331
4	25.904	14	28.614
5	26.163	15	28.900
6	26.424	16	29.189
7	26.689	17	29.481
8	26.956	18	29.776
9	27.225	19	30.074
10	27.497	20	30.374

<b>A49012 Econ Dev Consultant II</b>			
1	26.434	11	29.200
2	26.698	12	29.492
3	26.965	13	29.786
4	27.235	14	30.084
5	27.507	15	30.385
6	27.782	16	30.689
7	28.060	17	30.996
8	28.341	18	31.306
9	28.624	19	31.619
10	28.910	20	31.935

<b>A49012 Econ Dev Consultant II</b>			
1	27.029	11	29.857
2	27.299	12	30.155
3	27.572	13	30.457
4	27.848	14	30.762
5	28.126	15	31.069
6	28.408	16	31.380
7	28.692	17	31.694
8	28.979	18	32.011
9	29.269	19	32.331
10	29.561	20	32.654

July 1, 2025

APPENDIX A

July 1, 2026

A49013		Econ Dev Consultant III					
1	28.416	11	31.389	21	34.673	31	38.300
2	28.700	12	31.703	22	35.020	32	38.683
3	28.987	13	32.020	23	35.370	33	39.070
4	29.277	14	32.340	24	35.724	34	39.461
5	29.570	15	32.663	25	36.081	35	39.856
6	29.866	16	32.990	26	36.442	36	40.254
7	30.164	17	33.320	27	36.806	37	40.657
8	30.466	18	33.653	28	37.174	38	41.063
9	30.770	19	33.990	29	37.546	39	41.474
10	31.078	20	34.330	30	37.921	40	41.889

A49013		Econ Dev Consultant III					
1	29.055	11	32.095	21	35.453	31	39.162
2	29.346	12	32.416	22	35.807	32	39.553
3	29.639	13	32.740	23	36.165	33	39.949
4	29.935	14	33.067	24	36.527	34	40.348
5	30.235	15	33.398	25	36.892	35	40.752
6	30.537	16	33.732	26	37.261	36	41.159
7	30.842	17	34.069	27	37.634	37	41.571
8	31.151	18	34.410	28	38.010	38	41.987
9	31.462	19	34.754	29	38.390	39	42.407
10	31.777	20	35.102	30	38.774	40	42.831

A56774		Hwy Survey Coordinator					
1	29.395	11	32.470	21	35.867	31	39.620
2	29.689	12	32.795	22	36.226	32	40.016
3	29.986	13	33.123	23	36.588	33	40.416
4	30.286	14	33.454	24	36.954	34	40.821
5	30.589	15	33.789	25	37.324	35	41.229
6	30.894	16	34.127	26	37.697	36	41.641
7	31.203	17	34.468	27	38.074	37	42.057
8	31.515	18	34.813	28	38.455	38	42.478
9	31.831	19	35.161	29	38.839	39	42.903
10	32.149	20	35.512	30	39.228	40	43.332

A56774		Hwy Survey Coordinator					
1	30.056	11	33.201	21	36.674	31	40.511
2	30.357	12	33.533	22	37.041	32	40.916
3	30.660	13	33.868	23	37.411	33	41.325
4	30.967	14	34.207	24	37.785	34	41.738
5	31.276	15	34.549	25	38.163	35	42.156
6	31.589	16	34.894	26	38.545	36	42.577
7	31.905	17	35.243	27	38.930	37	43.003
8	32.224	18	35.595	28	39.320	38	43.433
9	32.546	19	35.951	29	39.713	39	43.868
10	32.872	20	36.311	30	40.110	40	44.306

A57181		Transportation Planner I					
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

A57181		Transportation Planner I					
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

A57182		Transportation Planner II					
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

A57182		Transportation Planner II					
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

July 1, 2025

APPENDIX A

July 1, 2026

<b>A57183 Transportation Planner III</b>							
1	27.346	11	30.207	21	33.367	31	36.858
2	27.619	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	31.122	24	34.378	34	37.975
5	28.456	15	31.434	25	34.722	35	38.355
6	28.741	16	31.748	26	35.069	36	38.738
7	29.028	17	32.065	27	35.420	37	39.126
8	29.319	18	32.386	28	35.774	38	39.517
9	29.612	19	32.710	29	36.132	39	39.912
10	29.908	20	33.037	30	36.493	40	40.311

<b>A57183 Transportation Planner III</b>							
1	27.961	11	30.886	21	34.118	31	37.687
2	28.241	12	31.195	22	34.459	32	38.064
3	28.523	13	31.507	23	34.804	33	38.445
4	28.808	14	31.822	24	35.152	34	38.829
5	29.096	15	32.140	25	35.503	35	39.217
6	29.387	16	32.462	26	35.858	36	39.610
7	29.681	17	32.786	27	36.217	37	40.006
8	29.978	18	33.114	28	36.579	38	40.406
9	30.278	19	33.445	29	36.945	39	40.810
10	30.581	20	33.780	30	37.314	40	41.218

<b>A57300 Hwy Programs Specialist</b>							
1	28.768	11	31.778	21	35.102	31	38.775
2	29.056	12	32.096	22	35.453	32	39.163
3	29.346	13	32.417	23	35.808	33	39.554
4	29.640	14	32.741	24	36.166	34	39.950
5	29.936	15	33.068	25	36.528	35	40.349
6	30.235	16	33.399	26	36.893	36	40.753
7	30.538	17	33.733	27	37.262	37	41.160
8	30.843	18	34.070	28	37.635	38	41.572
9	31.152	19	34.411	29	38.011	39	41.988
10	31.463	20	34.755	30	38.391	40	42.408

<b>A57300 Hwy Programs Specialist</b>							
1	29.415	11	32.492	21	35.892	31	39.647
2	29.709	12	32.817	22	36.251	32	40.043
3	30.006	13	33.146	23	36.613	33	40.444
4	30.306	14	33.477	24	36.979	34	40.848
5	30.609	15	33.812	25	37.349	35	41.257
6	30.915	16	34.150	26	37.723	36	41.669
7	31.225	17	34.491	27	38.100	37	42.086
8	31.537	18	34.836	28	38.481	38	42.507
9	31.852	19	35.185	29	38.866	39	42.932
10	32.171	20	35.537	30	39.254	40	43.361

<b>A57320 Military Contracts Officer</b>							
1	23.660	11	26.135	21	28.870	31	31.890
2	23.897	12	26.397	22	29.158	32	32.209
3	24.136	13	26.661	23	29.450	33	32.531
4	24.377	14	26.927	24	29.744	34	32.856
5	24.621	15	27.197	25	30.042	35	33.185
6	24.867	16	27.469	26	30.342	36	33.517
7	25.116	17	27.743	27	30.646	37	33.852
8	25.367	18	28.021	28	30.952	38	34.191
9	25.620	19	28.301	29	31.262	39	34.532
10	25.877	20	28.584	30	31.574	40	34.878

<b>A57320 Military Contracts Officer</b>							
1	24.192	11	26.723	21	29.519	31	32.607
2	24.434	12	26.990	22	29.814	32	32.933
3	24.678	13	27.260	23	30.112	33	33.263
4	24.925	14	27.533	24	30.413	34	33.595
5	25.174	15	27.808	25	30.717	35	33.931
6	25.426	16	28.086	26	31.025	36	34.270
7	25.680	17	28.367	27	31.335	37	34.613
8	25.937	18	28.651	28	31.648	38	34.959
9	26.196	19	28.937	29	31.965	39	35.309
10	26.458	20	29.227	30	32.284	40	35.662

<b>A57400 Hwy Local Liaison Coord</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>A57400 Hwy Local Liaison Coord</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

July 1, 2025

APPENDIX A

July 1, 2026

<b>A57411</b>		<b>Hwy Agreements Tech</b>					
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>A57411</b>		<b>Hwy Agreements Tech</b>					
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>A57412</b>		<b>Hwy Agreements Spec I</b>					
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>A57412</b>		<b>Hwy Agreements Spec I</b>					
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>A57413</b>		<b>Hwy Agreements Spec II</b>					
1	25.433	11	28.094	21	31.033	31	34.280
2	25.687	12	28.375	22	31.343	32	34.623
3	25.944	13	28.659	23	31.657	33	34.969
4	26.204	14	28.945	24	31.973	34	35.319
5	26.466	15	29.235	25	32.293	35	35.672
6	26.730	16	29.527	26	32.616	36	36.028
7	26.998	17	29.822	27	32.942	37	36.389
8	27.268	18	30.120	28	33.272	38	36.753
9	27.540	19	30.422	29	33.604	39	37.120
10	27.816	20	30.726	30	33.940	40	37.491

<b>A57413</b>		<b>Hwy Agreements Spec II</b>					
1	26.005	11	28.726	21	31.731	31	35.051
2	26.265	12	29.013	22	32.048	32	35.401
3	26.528	13	29.303	23	32.369	33	35.755
4	26.793	14	29.596	24	32.693	34	36.113
5	27.061	15	29.892	25	33.019	35	36.474
6	27.332	16	30.191	26	33.350	36	36.839
7	27.605	17	30.493	27	33.683	37	37.207
8	27.881	18	30.798	28	34.020	38	37.579
9	28.160	19	31.106	29	34.360	39	37.955
10	28.441	20	31.417	30	34.704	40	38.335

<b>A57541</b>		<b>Hwy Utilities Coord I</b>					
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>A57541</b>		<b>Hwy Utilities Coord I</b>					
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>A57542 Hwy Utilities Coord II</b>							
1	25.433	11	28.094	21	31.033	31	34.280
2	25.687	12	28.375	22	31.343	32	34.623
3	25.944	13	28.659	23	31.657	33	34.969
4	26.204	14	28.945	24	31.973	34	35.319
5	26.466	15	29.235	25	32.293	35	35.672
6	26.730	16	29.527	26	32.616	36	36.028
7	26.998	17	29.822	27	32.942	37	36.389
8	27.268	18	30.120	28	33.272	38	36.753
9	27.540	19	30.422	29	33.604	39	37.120
10	27.816	20	30.726	30	33.940	40	37.491

<b>A57542 Hwy Utilities Coord II</b>							
1	26.005	11	28.726	21	31.731	31	35.051
2	26.265	12	29.013	22	32.048	32	35.401
3	26.528	13	29.303	23	32.369	33	35.755
4	26.793	14	29.596	24	32.693	34	36.113
5	27.061	15	29.892	25	33.019	35	36.474
6	27.332	16	30.191	26	33.350	36	36.839
7	27.605	17	30.493	27	33.683	37	37.207
8	27.881	18	30.798	28	34.020	38	37.579
9	28.160	19	31.106	29	34.360	39	37.955
10	28.441	20	31.417	30	34.704	40	38.335

<b>A57800 Hwy Civil Rights Spec</b>							
1	22.007	11	24.309	21	26.853	31	29.662
2	22.227	12	24.553	22	27.121	32	29.959
3	22.449	13	24.798	23	27.392	33	30.258
4	22.674	14	25.046	24	27.666	34	30.561
5	22.901	15	25.296	25	27.943	35	30.867
6	23.130	16	25.549	26	28.222	36	31.175
7	23.361	17	25.805	27	28.505	37	31.487
8	23.594	18	26.063	28	28.790	38	31.802
9	23.830	19	26.324	29	29.078	39	32.120
10	24.069	20	26.587	30	29.368	40	32.441

<b>A57800 Hwy Civil Rights Spec</b>							
1	22.502	11	24.856	21	27.457	31	30.329
2	22.727	12	25.105	22	27.731	32	30.633
3	22.954	13	25.356	23	28.009	33	30.939
4	23.184	14	25.609	24	28.289	34	31.248
5	23.416	15	25.865	25	28.572	35	31.561
6	23.650	16	26.124	26	28.857	36	31.876
7	23.886	17	26.385	27	29.146	37	32.195
8	24.125	18	26.649	28	29.437	38	32.517
9	24.366	19	26.916	29	29.732	39	32.842
10	24.610	20	27.185	30	30.029	40	33.171

<b>A57812 Hwy Operations Analyst II</b>							
1	24.050	11	26.566	21	29.346	31	32.416
2	24.291	12	26.832	22	29.639	32	32.740
3	24.533	13	27.100	23	29.935	33	33.067
4	24.779	14	27.371	24	30.235	34	33.398
5	25.027	15	27.645	25	30.537	35	33.732
6	25.277	16	27.921	26	30.842	36	34.069
7	25.530	17	28.201	27	31.151	37	34.410
8	25.785	18	28.483	28	31.462	38	34.754
9	26.043	19	28.767	29	31.777	39	35.102
10	26.303	20	29.055	30	32.095	40	35.453

<b>A57812 Hwy Operations Analyst II</b>							
1	24.591	11	27.164	21	30.006	31	33.145
2	24.837	12	27.435	22	30.306	32	33.476
3	25.085	13	27.710	23	30.609	33	33.811
4	25.336	14	27.987	24	30.915	34	34.149
5	25.589	15	28.267	25	31.224	35	34.491
6	25.845	16	28.549	26	31.536	36	34.836
7	26.104	17	28.835	27	31.852	37	35.184
8	26.365	18	29.123	28	32.170	38	35.536
9	26.629	19	29.414	29	32.492	39	35.891
10	26.895	20	29.709	30	32.817	40	36.250

<b>A62632 EOC Investigator I</b>							
1	19.045	11	21.038	21	23.239	31	25.670
2	19.235	12	21.248	22	23.471	32	25.926
3	19.428	13	21.460	23	23.706	33	26.186
4	19.622	14	21.675	24	23.943	34	26.448
5	19.818	15	21.892	25	24.182	35	26.712
6	20.016	16	22.111	26	24.424	36	26.979
7	20.217	17	22.332	27	24.668	37	27.249
8	20.419	18	22.555	28	24.915	38	27.521
9	20.623	19	22.781	29	25.164	39	27.797
10	20.829	20	23.008	30	25.416	40	28.075

<b>A62632 EOC Investigator I</b>							
1	19.474	11	21.511	21	23.762	31	26.248
2	19.669	12	21.727	22	24.000	32	26.510
3	19.865	13	21.944	23	24.240	33	26.776
4	20.064	14	22.163	24	24.482	34	27.043
5	20.265	15	22.385	25	24.727	35	27.314
6	20.467	16	22.609	26	24.974	36	27.587
7	20.672	17	22.835	27	25.224	37	27.863
8	20.879	18	23.063	28	25.476	38	28.141
9	21.088	19	23.294	29	25.731	39	28.423
10	21.298	20	23.527	30	25.988	40	28.707

<b>A62633</b>		<b>EOC Investigator II</b>					
1	22.007	11	24.309	21	26.853	31	29.662
2	22.227	12	24.553	22	27.121	32	29.959
3	22.449	13	24.798	23	27.392	33	30.258
4	22.674	14	25.046	24	27.666	34	30.561
5	22.901	15	25.296	25	27.943	35	30.867
6	23.130	16	25.549	26	28.222	36	31.175
7	23.361	17	25.805	27	28.505	37	31.487
8	23.594	18	26.063	28	28.790	38	31.802
9	23.830	19	26.324	29	29.078	39	32.120
10	24.069	20	26.587	30	29.368	40	32.441

<b>A62633</b>		<b>EOC Investigator II</b>					
1	22.502	11	24.856	21	27.457	31	30.329
2	22.727	12	25.105	22	27.731	32	30.633
3	22.954	13	25.356	23	28.009	33	30.939
4	23.184	14	25.609	24	28.289	34	31.248
5	23.416	15	25.865	25	28.572	35	31.561
6	23.650	16	26.124	26	28.857	36	31.876
7	23.886	17	26.385	27	29.146	37	32.195
8	24.125	18	26.649	28	29.437	38	32.517
9	24.366	19	26.916	29	29.732	39	32.842
10	24.610	20	27.185	30	30.029	40	33.171

<b>A62634</b>		<b>EOC Invest III/Lead Worker</b>					
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>A62634</b>		<b>EOC Invest III/Lead Worker</b>					
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>A62801</b>		<b>Gaming Compliance Rep. I</b>					
1	23.279	11	25.714	21	28.405	31	31.377
2	23.512	12	25.972	22	28.689	32	31.690
3	23.747	13	26.231	23	28.976	33	32.007
4	23.984	14	26.494	24	29.265	34	32.327
5	24.224	15	26.759	25	29.558	35	32.651
6	24.466	16	27.026	26	29.854	36	32.977
7	24.711	17	27.296	27	30.152	37	33.307
8	24.958	18	27.569	28	30.454	38	33.640
9	25.208	19	27.845	29	30.758	39	33.976
10	25.460	20	28.124	30	31.066	40	34.316

<b>A62801</b>		<b>Gaming Compliance Rep. I</b>					
1	23.803	11	26.293	21	29.044	31	32.083
2	24.041	12	26.556	22	29.335	32	32.404
3	24.281	13	26.822	23	29.628	33	32.728
4	24.524	14	27.090	24	29.924	34	33.055
5	24.769	15	27.361	25	30.223	35	33.386
6	25.017	16	27.635	26	30.526	36	33.719
7	25.267	17	27.911	27	30.831	37	34.057
8	25.520	18	28.190	28	31.139	38	34.397
9	25.775	19	28.472	29	31.451	39	34.741
10	26.033	20	28.757	30	31.765	40	35.089

<b>A62802</b>		<b>Gaming Compliance Rep. II</b>					
1	26.773	11	29.574	21	32.668	31	36.086
2	27.041	12	29.870	22	32.995	32	36.447
3	27.311	13	30.168	23	33.325	33	36.811
4	27.584	14	30.470	24	33.658	34	37.179
5	27.860	15	30.775	25	33.995	35	37.551
6	28.139	16	31.083	26	34.335	36	37.927
7	28.420	17	31.393	27	34.678	37	38.306
8	28.704	18	31.707	28	35.025	38	38.689
9	28.991	19	32.024	29	35.375	39	39.076
10	29.281	20	32.345	30	35.729	40	39.467

<b>A62802</b>		<b>Gaming Compliance Rep. II</b>					
1	27.375	11	30.239	21	33.403	31	36.897
2	27.649	12	30.541	22	33.737	32	37.266
3	27.925	13	30.847	23	34.074	33	37.639
4	28.204	14	31.155	24	34.415	34	38.015
5	28.487	15	31.467	25	34.759	35	38.396
6	28.771	16	31.782	26	35.107	36	38.780
7	29.059	17	32.099	27	35.458	37	39.167
8	29.350	18	32.420	28	35.812	38	39.559
9	29.643	19	32.745	29	36.170	39	39.955
10	29.940	20	33.072	30	36.532	40	40.354

<b>A66711</b>				<b>Corr Emerg Prep Resp Spec</b>			
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>A66711</b>				<b>Corr Emerg Prep Resp Spec</b>			
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>A68201</b>				<b>Emerg Management Planning Spec</b>			
1	22.007	11	24.309	21	26.853	31	29.662
2	22.227	12	24.553	22	27.121	32	29.959
3	22.449	13	24.798	23	27.392	33	30.258
4	22.674	14	25.046	24	27.666	34	30.561
5	22.901	15	25.296	25	27.943	35	30.867
6	23.130	16	25.549	26	28.222	36	31.175
7	23.361	17	25.805	27	28.505	37	31.487
8	23.594	18	26.063	28	28.790	38	31.802
9	23.830	19	26.324	29	29.078	39	32.120
10	24.069	20	26.587	30	29.368	40	32.441

<b>A68201</b>				<b>Emerg Management Planning Spec</b>			
1	22.502	11	24.856	21	27.457	31	30.329
2	22.727	12	25.105	22	27.731	32	30.633
3	22.954	13	25.356	23	28.009	33	30.939
4	23.184	14	25.609	24	28.289	34	31.248
5	23.416	15	25.865	25	28.572	35	31.561
6	23.650	16	26.124	26	28.857	36	31.876
7	23.886	17	26.385	27	29.146	37	32.195
8	24.125	18	26.649	28	29.437	38	32.517
9	24.366	19	26.916	29	29.732	39	32.842
10	24.610	20	27.185	30	30.029	40	33.171

<b>A68202</b>				<b>Emerg Management Prog Spec I</b>			
1	23.660	11	26.135	21	28.870	31	31.890
2	23.897	12	26.397	22	29.158	32	32.209
3	24.136	13	26.661	23	29.450	33	32.531
4	24.377	14	26.927	24	29.744	34	32.856
5	24.621	15	27.197	25	30.042	35	33.185
6	24.867	16	27.469	26	30.342	36	33.517
7	25.116	17	27.743	27	30.646	37	33.852
8	25.367	18	28.021	28	30.952	38	34.191
9	25.620	19	28.301	29	31.262	39	34.532
10	25.877	20	28.584	30	31.574	40	34.878

<b>A68202</b>				<b>Emerg Management Prog Spec I</b>			
1	24.192	11	26.723	21	29.519	31	32.607
2	24.434	12	26.990	22	29.814	32	32.933
3	24.678	13	27.260	23	30.112	33	33.263
4	24.925	14	27.533	24	30.413	34	33.595
5	25.174	15	27.808	25	30.717	35	33.931
6	25.426	16	28.086	26	31.025	36	34.270
7	25.680	17	28.367	27	31.335	37	34.613
8	25.937	18	28.651	28	31.648	38	34.959
9	26.196	19	28.937	29	31.965	39	35.309
10	26.458	20	29.227	30	32.284	40	35.662

<b>A68203</b>				<b>Emerg Management Prog Spec II</b>			
1	25.433	11	28.094	21	31.033	31	34.280
2	25.687	12	28.375	22	31.343	32	34.623
3	25.944	13	28.659	23	31.657	33	34.969
4	26.204	14	28.945	24	31.973	34	35.319
5	26.466	15	29.235	25	32.293	35	35.672
6	26.730	16	29.527	26	32.616	36	36.028
7	26.998	17	29.822	27	32.942	37	36.389
8	27.268	18	30.120	28	33.272	38	36.753
9	27.540	19	30.422	29	33.604	39	37.120
10	27.816	20	30.726	30	33.940	40	37.491

<b>A68203</b>				<b>Emerg Management Prog Spec II</b>			
1	26.005	11	28.726	21	31.731	31	35.051
2	26.265	12	29.013	22	32.048	32	35.401
3	26.528	13	29.303	23	32.369	33	35.755
4	26.793	14	29.596	24	32.693	34	36.113
5	27.061	15	29.892	25	33.019	35	36.474
6	27.332	16	30.191	26	33.350	36	36.839
7	27.605	17	30.493	27	33.683	37	37.207
8	27.881	18	30.798	28	34.020	38	37.579
9	28.160	19	31.106	29	34.360	39	37.955
10	28.441	20	31.417	30	34.704	40	38.335



<b>A68204 EM Rad Emerg Plan &amp; Train Spec I</b>							
1	27.344	11	30.205	21	33.365	31	36.856
2	27.617	12	30.507	22	33.699	32	37.224
3	27.894	13	30.812	23	34.036	33	37.596
4	28.173	14	31.120	24	34.376	34	37.972
5	28.454	15	31.431	25	34.720	35	38.352
6	28.739	16	31.746	26	35.067	36	38.736
7	29.026	17	32.063	27	35.417	37	39.123
8	29.316	18	32.384	28	35.772	38	39.514
9	29.610	19	32.707	29	36.129	39	39.909
10	29.906	20	33.035	30	36.491	40	40.308

<b>A68204 EM Rad Emerg Plan &amp; Train Spec I</b>							
1	27.959	11	30.884	21	34.115	31	37.685
2	28.239	12	31.193	22	34.456	32	38.061
3	28.521	13	31.505	23	34.801	33	38.442
4	28.806	14	31.820	24	35.149	34	38.826
5	29.094	15	32.138	25	35.501	35	39.215
6	29.385	16	32.460	26	35.856	36	39.607
7	29.679	17	32.784	27	36.214	37	40.003
8	29.976	18	33.112	28	36.576	38	40.403
9	30.276	19	33.443	29	36.942	39	40.807
10	30.578	20	33.778	30	37.311	40	41.215

<b>A68205 EM Rad Emerg Plan &amp; Train Spec II</b>							
1	29.393	11	32.468	21	35.865	31	39.617
2	29.687	12	32.793	22	36.224	32	40.013
3	29.984	13	33.121	23	36.586	33	40.414
4	30.284	14	33.452	24	36.952	34	40.818
5	30.586	15	33.786	25	37.321	35	41.226
6	30.892	16	34.124	26	37.695	36	41.638
7	31.201	17	34.466	27	38.071	37	42.055
8	31.513	18	34.810	28	38.452	38	42.475
9	31.828	19	35.158	29	38.837	39	42.900
10	32.147	20	35.510	30	39.225	40	43.329

<b>A68205 EM Rad Emerg Plan &amp; Train Spec II</b>							
1	30.054	11	33.198	21	36.672	31	40.508
2	30.355	12	33.530	22	37.038	32	40.913
3	30.658	13	33.866	23	37.409	33	41.322
4	30.965	14	34.204	24	37.783	34	41.736
5	31.274	15	34.546	25	38.161	35	42.153
6	31.587	16	34.892	26	38.542	36	42.575
7	31.903	17	35.241	27	38.928	37	43.000
8	32.222	18	35.593	28	39.317	38	43.430
9	32.544	19	35.949	29	39.710	39	43.865
10	32.870	20	36.309	30	40.107	40	44.303

<b>A68610 Civil Def Radiological Syst Manager</b>							
1	22.007	11	24.309	21	26.853	31	29.662
2	22.227	12	24.553	22	27.121	32	29.959
3	22.449	13	24.798	23	27.392	33	30.258
4	22.674	14	25.046	24	27.666	34	30.561
5	22.901	15	25.296	25	27.943	35	30.867
6	23.130	16	25.549	26	28.222	36	31.175
7	23.361	17	25.805	27	28.505	37	31.487
8	23.594	18	26.063	28	28.790	38	31.802
9	23.830	19	26.324	29	29.078	39	32.120
10	24.069	20	26.587	30	29.368	40	32.441

<b>A68610 Civil Def Radiological Syst Manager</b>							
1	22.502	11	24.856	21	27.457	31	30.329
2	22.727	12	25.105	22	27.731	32	30.633
3	22.954	13	25.356	23	28.009	33	30.939
4	23.184	14	25.609	24	28.289	34	31.248
5	23.416	15	25.865	25	28.572	35	31.561
6	23.650	16	26.124	26	28.857	36	31.876
7	23.886	17	26.385	27	29.146	37	32.195
8	24.125	18	26.649	28	29.437	38	32.517
9	24.366	19	26.916	29	29.732	39	32.842
10	24.610	20	27.185	30	30.029	40	33.171

<b>A68900 Hwy Emergency Program Spec</b>							
1	23.660	11	26.135	21	28.870	31	31.890
2	23.897	12	26.397	22	29.158	32	32.209
3	24.136	13	26.661	23	29.450	33	32.531
4	24.377	14	26.927	24	29.744	34	32.856
5	24.621	15	27.197	25	30.042	35	33.185
6	24.867	16	27.469	26	30.342	36	33.517
7	25.116	17	27.743	27	30.646	37	33.852
8	25.367	18	28.021	28	30.952	38	34.191
9	25.620	19	28.301	29	31.262	39	34.532
10	25.877	20	28.584	30	31.574	40	34.878

<b>A68900 Hwy Emergency Program Spec</b>							
1	24.192	11	26.723	21	29.519	31	32.607
2	24.434	12	26.990	22	29.814	32	32.933
3	24.678	13	27.260	23	30.112	33	33.263
4	24.925	14	27.533	24	30.413	34	33.595
5	25.174	15	27.808	25	30.717	35	33.931
6	25.426	16	28.086	26	31.025	36	34.270
7	25.680	17	28.367	27	31.335	37	34.613
8	25.937	18	28.651	28	31.648	38	34.959
9	26.196	19	28.937	29	31.965	39	35.309
10	26.458	20	29.227	30	32.284	40	35.662

<b>A72911 Vet Affairs Service Officer I</b>							
1	19.045	11	21.038	21	23.239	31	25.670
2	19.235	12	21.248	22	23.471	32	25.926
3	19.428	13	21.460	23	23.706	33	26.186
4	19.622	14	21.675	24	23.943	34	26.448
5	19.818	15	21.892	25	24.182	35	26.712
6	20.016	16	22.111	26	24.424	36	26.979
7	20.217	17	22.332	27	24.668	37	27.249
8	20.419	18	22.555	28	24.915	38	27.521
9	20.623	19	22.781	29	25.164	39	27.797
10	20.829	20	23.008	30	25.416	40	28.075

<b>A72911 Vet Affairs Service Officer I</b>							
1	19.474	11	21.511	21	23.762	31	26.248
2	19.669	12	21.727	22	24.000	32	26.510
3	19.865	13	21.944	23	24.240	33	26.776
4	20.064	14	22.163	24	24.482	34	27.043
5	20.265	15	22.385	25	24.727	35	27.314
6	20.467	16	22.609	26	24.974	36	27.587
7	20.672	17	22.835	27	25.224	37	27.863
8	20.879	18	23.063	28	25.476	38	28.141
9	21.088	19	23.294	29	25.731	39	28.423
10	21.298	20	23.527	30	25.988	40	28.707

<b>A72912 Vet Affairs Service Officer II</b>							
1	22.007	11	24.309	21	26.853	31	29.662
2	22.227	12	24.553	22	27.121	32	29.959
3	22.449	13	24.798	23	27.392	33	30.258
4	22.674	14	25.046	24	27.666	34	30.561
5	22.901	15	25.296	25	27.943	35	30.867
6	23.130	16	25.549	26	28.222	36	31.175
7	23.361	17	25.805	27	28.505	37	31.487
8	23.594	18	26.063	28	28.790	38	31.802
9	23.830	19	26.324	29	29.078	39	32.120
10	24.069	20	26.587	30	29.368	40	32.441

<b>A72912 Vet Affairs Service Officer II</b>							
1	22.502	11	24.856	21	27.457	31	30.329
2	22.727	12	25.105	22	27.731	32	30.633
3	22.954	13	25.356	23	28.009	33	30.939
4	23.184	14	25.609	24	28.289	34	31.248
5	23.416	15	25.865	25	28.572	35	31.561
6	23.650	16	26.124	26	28.857	36	31.876
7	23.886	17	26.385	27	29.146	37	32.195
8	24.125	18	26.649	28	29.437	38	32.517
9	24.366	19	26.916	29	29.732	39	32.842
10	24.610	20	27.185	30	30.029	40	33.171

<b>A76410 Compliance Specialist</b>							
1	20.472	11	22.614	21	24.980	31	27.593
2	20.677	12	22.840	22	25.230	32	27.869
3	20.883	13	23.068	23	25.482	33	28.148
4	21.092	14	23.299	24	25.737	34	28.429
5	21.303	15	23.532	25	25.994	35	28.714
6	21.516	16	23.767	26	26.254	36	29.001
7	21.731	17	24.005	27	26.516	37	29.291
8	21.949	18	24.245	28	26.782	38	29.584
9	22.168	19	24.488	29	27.049	39	29.879
10	22.390	20	24.732	30	27.320	40	30.178

<b>A76410 Compliance Specialist</b>							
1	20.933	11	23.123	21	25.542	31	28.215
2	21.142	12	23.354	22	25.798	32	28.497
3	21.354	13	23.588	23	26.056	33	28.782
4	21.567	14	23.824	24	26.316	34	29.069
5	21.783	15	24.062	25	26.579	35	29.360
6	22.001	16	24.303	26	26.845	36	29.654
7	22.221	17	24.546	27	27.114	37	29.950
8	22.443	18	24.791	28	27.385	38	30.250
9	22.667	19	25.039	29	27.659	39	30.552
10	22.894	20	25.289	30	27.935	40	30.858

<b>A86530 Forms Management Analyst</b>							
1	19.716	11	21.779	21	24.057	31	26.574
2	19.913	12	21.997	22	24.298	32	26.840
3	20.112	13	22.216	23	24.541	33	27.108
4	20.313	14	22.439	24	24.786	34	27.379
5	20.517	15	22.663	25	25.034	35	27.653
6	20.722	16	22.890	26	25.284	36	27.930
7	20.929	17	23.119	27	25.537	37	28.209
8	21.138	18	23.350	28	25.793	38	28.491
9	21.350	19	23.583	29	26.051	39	28.776
10	21.563	20	23.819	30	26.311	40	29.064

<b>A86530 Forms Management Analyst</b>							
1	20.160	11	22.269	21	24.599	31	27.173
2	20.362	12	22.492	22	24.845	32	27.444
3	20.565	13	22.717	23	25.093	33	27.719
4	20.771	14	22.944	24	25.344	34	27.996
5	20.979	15	23.173	25	25.598	35	28.276
6	21.188	16	23.405	26	25.854	36	28.559
7	21.400	17	23.639	27	26.112	37	28.844
8	21.614	18	23.876	28	26.373	38	29.133
9	21.830	19	24.114	29	26.637	39	29.424
10	22.049	20	24.355	30	26.904	40	29.718

<b>C66010</b>		<b>Parole Officer</b>					
1	28.525	11	31.509	21	34.806	31	38.447
2	28.810	12	31.824	22	35.154	32	38.832
3	29.098	13	32.143	23	35.506	33	39.220
4	29.389	14	32.464	24	35.861	34	39.612
5	29.683	15	32.789	25	36.219	35	40.009
6	29.980	16	33.117	26	36.581	36	40.409
7	30.280	17	33.448	27	36.947	37	40.813
8	30.583	18	33.782	28	37.317	38	41.221
9	30.888	19	34.120	29	37.690	39	41.633
10	31.197	20	34.461	30	38.067	40	42.049

<b>C66010</b>		<b>Parole Officer</b>					
1	29.167	11	32.219	21	35.589	31	39.313
2	29.459	12	32.541	22	35.945	32	39.706
3	29.753	13	32.866	23	36.305	33	40.103
4	30.051	14	33.195	24	36.668	34	40.504
5	30.351	15	33.527	25	37.034	35	40.909
6	30.655	16	33.862	26	37.405	36	41.318
7	30.961	17	34.201	27	37.779	37	41.731
8	31.271	18	34.543	28	38.157	38	42.149
9	31.584	19	34.888	29	38.538	39	42.570
10	31.900	20	35.237	30	38.923	40	42.996

<b>C66220</b>		<b>Corrections Program Manager</b>					
1	26.202	11	28.943	21	31.971	31	35.316
2	26.464	12	29.233	22	32.291	32	35.670
3	26.729	13	29.525	23	32.614	33	36.026
4	26.996	14	29.820	24	32.940	34	36.386
5	27.266	15	30.119	25	33.270	35	36.750
6	27.539	16	30.420	26	33.602	36	37.118
7	27.814	17	30.724	27	33.938	37	37.489
8	28.092	18	31.031	28	34.278	38	37.864
9	28.373	19	31.341	29	34.620	39	38.243
10	28.657	20	31.655	30	34.967	40	38.625

<b>C66220</b>		<b>Corrections Program Manager</b>					
1	26.792	11	29.595	21	32.691	31	36.112
2	27.060	12	29.891	22	33.018	32	36.473
3	27.331	13	30.190	23	33.348	33	36.837
4	27.604	14	30.492	24	33.682	34	37.206
5	27.880	15	30.797	25	34.019	35	37.578
6	28.159	16	31.105	26	34.359	36	37.954
7	28.440	17	31.416	27	34.703	37	38.333
8	28.725	18	31.730	28	35.050	38	38.716
9	29.012	19	32.047	29	35.400	39	39.104
10	29.302	20	32.368	30	35.754	40	39.495

<b>C69140</b>		<b>UI Program Resource Specialist</b>					
1	23.802	11	26.292	21	29.043	31	32.081
2	24.040	12	26.555	22	29.333	32	32.402
3	24.280	13	26.821	23	29.627	33	32.726
4	24.523	14	27.089	24	29.923	34	33.054
5	24.768	15	27.360	25	30.222	35	33.384
6	25.016	16	27.633	26	30.524	36	33.718
7	25.266	17	27.910	27	30.830	37	34.055
8	25.519	18	28.189	28	31.138	38	34.396
9	25.774	19	28.471	29	31.449	39	34.740
10	26.032	20	28.755	30	31.764	40	35.087

<b>C69140</b>		<b>UI Program Resource Specialist</b>					
1	24.338	11	26.884	21	29.697	31	32.804
2	24.581	12	27.153	22	29.994	32	33.132
3	24.827	13	27.425	23	30.294	33	33.463
4	25.075	14	27.699	24	30.597	34	33.798
5	25.326	15	27.976	25	30.903	35	34.136
6	25.579	16	28.256	26	31.212	36	34.477
7	25.835	17	28.538	27	31.524	37	34.822
8	26.094	18	28.824	28	31.839	38	35.170
9	26.355	19	29.112	29	32.158	39	35.522
10	26.618	20	29.403	30	32.479	40	35.877

<b>C69400</b>		<b>UI Claims Specialist</b>					
1	18.226	11	20.133	21	22.239	31	24.566
2	18.408	12	20.334	22	22.462	32	24.812
3	18.592	13	20.538	23	22.686	33	25.060
4	18.778	14	20.743	24	22.913	34	25.310
5	18.966	15	20.950	25	23.142	35	25.563
6	19.156	16	21.160	26	23.374	36	25.819
7	19.347	17	21.371	27	23.607	37	26.077
8	19.541	18	21.585	28	23.843	38	26.338
9	19.736	19	21.801	29	24.082	39	26.601
10	19.934	20	22.019	30	24.323	40	26.867

<b>C69400</b>		<b>UI Claims Specialist</b>					
1	18.636	11	20.586	21	22.739	31	25.119
2	18.822	12	20.792	22	22.967	32	25.370
3	19.011	13	21.000	23	23.197	33	25.623
4	19.201	14	21.210	24	23.428	34	25.880
5	19.393	15	21.422	25	23.663	35	26.138
6	19.587	16	21.636	26	23.899	36	26.400
7	19.782	17	21.852	27	24.138	37	26.664
8	19.980	18	22.071	28	24.380	38	26.930
9	20.180	19	22.291	29	24.624	39	27.200
10	20.382	20	22.514	30	24.870	40	27.472

<b>C69411 UI Field Representative</b>			
1	24.103	11 26.625	21 29.410
2	24.344	12 26.891	22 29.704
3	24.587	13 27.160	23 30.001
4	24.833	14 27.431	24 30.301
5	25.082	15 27.706	25 30.604
6	25.332	16 27.983	26 30.910
7	25.586	17 28.263	27 31.220
8	25.842	18 28.545	28 31.532
9	26.100	19 28.831	29 31.847
10	26.361	20 29.119	30 32.166

<b>C69411 UI Field Representative</b>			
1	24.645	11 27.223	21 30.072
2	24.891	12 27.496	22 30.372
3	25.140	13 27.771	23 30.676
4	25.392	14 28.048	24 30.983
5	25.646	15 28.329	25 31.293
6	25.902	16 28.612	26 31.606
7	26.161	17 28.898	27 31.922
8	26.423	18 29.187	28 32.241
9	26.687	19 29.479	29 32.563
10	26.954	20 29.774	30 32.889

<b>C69420 UI Adjudicator</b>			
1	20.859	11 23.041	21 25.452
2	21.068	12 23.272	22 25.706
3	21.278	13 23.504	23 25.964
4	21.491	14 23.739	24 26.223
5	21.706	15 23.977	25 26.485
6	21.923	16 24.217	26 26.750
7	22.142	17 24.459	27 27.018
8	22.364	18 24.703	28 27.288
9	22.587	19 24.950	29 27.561
10	22.813	20 25.200	30 27.836

<b>C69420 UI Adjudicator</b>			
1	21.328	11 23.559	21 26.024
2	21.541	12 23.795	22 26.284
3	21.757	13 24.033	23 26.547
4	21.974	14 24.273	24 26.813
5	22.194	15 24.516	25 27.081
6	22.416	16 24.761	26 27.352
7	22.640	17 25.009	27 27.625
8	22.867	18 25.259	28 27.901
9	23.095	19 25.511	29 28.180
10	23.326	20 25.767	30 28.462

<b>C70120 Employment Specialist</b>			
1	20.597	11 22.752	21 25.132
2	20.803	12 22.979	22 25.384
3	21.011	13 23.209	23 25.637
4	21.221	14 23.441	24 25.894
5	21.433	15 23.676	25 26.153
6	21.648	16 23.912	26 26.414
7	21.864	17 24.152	27 26.678
8	22.083	18 24.393	28 26.945
9	22.304	19 24.637	29 27.215
10	22.527	20 24.883	30 27.487

<b>C70120 Employment Specialist</b>			
1	21.060	11 23.263	21 25.697
2	21.271	12 23.496	22 25.954
3	21.483	13 23.731	23 26.214
4	21.698	14 23.968	24 26.476
5	21.915	15 24.208	25 26.741
6	22.134	16 24.450	26 27.008
7	22.356	17 24.695	27 27.278
8	22.579	18 24.941	28 27.551
9	22.805	19 25.191	29 27.826
10	23.033	20 25.443	30 28.105

<b>C70130 Workforce Coordinator</b>			
1	22.139	11 24.455	21 27.014
2	22.360	12 24.700	22 27.284
3	22.584	13 24.947	23 27.557
4	22.810	14 25.196	24 27.832
5	23.038	15 25.448	25 28.111
6	23.268	16 25.703	26 28.392
7	23.501	17 25.960	27 28.676
8	23.736	18 26.219	28 28.962
9	23.973	19 26.482	29 29.252
10	24.213	20 26.746	30 29.545

<b>C70130 Workforce Coordinator</b>			
1	22.637	11 25.005	21 27.621
2	22.863	12 25.255	22 27.898
3	23.092	13 25.508	23 28.177
4	23.323	14 25.763	24 28.458
5	23.556	15 26.021	25 28.743
6	23.792	16 26.281	26 29.030
7	24.030	17 26.544	27 29.321
8	24.270	18 26.809	28 29.614
9	24.513	19 27.077	29 29.910
10	24.758	20 27.348	30 30.209

C70410 Employment Services Program Spec							
1	26.630	11	29.416	21	32.494	31	35.893
2	26.896	12	29.710	22	32.819	32	36.252
3	27.165	13	30.007	23	33.147	33	36.615
4	27.437	14	30.307	24	33.478	34	36.981
5	27.711	15	30.610	25	33.813	35	37.351
6	27.988	16	30.917	26	34.151	36	37.724
7	28.268	17	31.226	27	34.493	37	38.101
8	28.551	18	31.538	28	34.838	38	38.482
9	28.836	19	31.853	29	35.186	39	38.867
10	29.125	20	32.172	30	35.538	40	39.256

C70410 Employment Services Program Spec							
1	27.229	11	30.078	21	33.225	31	36.701
2	27.501	12	30.379	22	33.557	32	37.068
3	27.776	13	30.682	23	33.892	33	37.438
4	28.054	14	30.989	24	34.231	34	37.813
5	28.335	15	31.299	25	34.574	35	38.191
6	28.618	16	31.612	26	34.919	36	38.573
7	28.904	17	31.928	27	35.269	37	38.958
8	29.193	18	32.247	28	35.621	38	39.348
9	29.485	19	32.570	29	35.977	39	39.741
10	29.780	20	32.896	30	36.337	40	40.139

C70850 Job Training Program Coord							
1	26.630	11	29.416	21	32.494	31	35.893
2	26.896	12	29.710	22	32.819	32	36.252
3	27.165	13	30.007	23	33.147	33	36.615
4	27.437	14	30.307	24	33.478	34	36.981
5	27.711	15	30.610	25	33.813	35	37.351
6	27.988	16	30.917	26	34.151	36	37.724
7	28.268	17	31.226	27	34.493	37	38.101
8	28.551	18	31.538	28	34.838	38	38.482
9	28.836	19	31.853	29	35.186	39	38.867
10	29.125	20	32.172	30	35.538	40	39.256

C70850 Job Training Program Coord							
1	27.229	11	30.078	21	33.225	31	36.701
2	27.501	12	30.379	22	33.557	32	37.068
3	27.776	13	30.682	23	33.892	33	37.438
4	28.054	14	30.989	24	34.231	34	37.813
5	28.335	15	31.299	25	34.574	35	38.191
6	28.618	16	31.612	26	34.919	36	38.573
7	28.904	17	31.928	27	35.269	37	38.958
8	29.193	18	32.247	28	35.621	38	39.348
9	29.485	19	32.570	29	35.977	39	39.741
10	29.780	20	32.896	30	36.337	40	40.139

C72012 Behavior Tech Program Coord							
1	25.557	11	28.231	21	31.184	31	34.447
2	25.813	12	28.513	22	31.496	32	34.791
3	26.071	13	28.798	23	31.811	33	35.139
4	26.331	14	29.086	24	32.129	34	35.491
5	26.595	15	29.377	25	32.451	35	35.846
6	26.861	16	29.671	26	32.775	36	36.204
7	27.129	17	29.968	27	33.103	37	36.566
8	27.401	18	30.267	28	33.434	38	36.932
9	27.675	19	30.570	29	33.768	39	37.301
10	27.951	20	30.876	30	34.106	40	37.674

C72012 Behavior Tech Program Coord							
1	26.132	11	28.866	21	31.886	31	35.222
2	26.393	12	29.155	22	32.205	32	35.574
3	26.657	13	29.446	23	32.527	33	35.930
4	26.924	14	29.741	24	32.852	34	36.289
5	27.193	15	30.038	25	33.181	35	36.652
6	27.465	16	30.338	26	33.513	36	37.019
7	27.740	17	30.642	27	33.848	37	37.389
8	28.017	18	30.948	28	34.186	38	37.763
9	28.297	19	31.258	29	34.528	39	38.140
10	28.580	20	31.570	30	34.873	40	38.522

C72111 Family Support Specialist							
1	16.641	11	18.382	21	20.305	31	22.430
2	16.807	12	18.566	22	20.508	32	22.654
3	16.975	13	18.751	23	20.713	33	22.880
4	17.145	14	18.939	24	20.920	34	23.109
5	17.317	15	19.128	25	21.130	35	23.340
6	17.490	16	19.320	26	21.341	36	23.574
7	17.665	17	19.513	27	21.554	37	23.809
8	17.841	18	19.708	28	21.770	38	24.048
9	18.020	19	19.905	29	21.988	39	24.288
10	18.200	20	20.104	30	22.207	40	24.531

C72111 Family Support Specialist							
1	17.015	11	18.795	21	20.762	31	22.934
2	17.185	12	18.983	22	20.969	32	23.163
3	17.357	13	19.173	23	21.179	33	23.395
4	17.531	14	19.365	24	21.391	34	23.629
5	17.706	15	19.558	25	21.605	35	23.865
6	17.883	16	19.754	26	21.821	36	24.103
7	18.062	17	19.951	27	22.039	37	24.345
8	18.242	18	20.151	28	22.259	38	24.588
9	18.425	19	20.352	29	22.482	39	24.834
10	18.609	20	20.556	30	22.707	40	25.082

<b>C72172</b>				<b>Social Services Worker</b>			
1	20.859	11	23.041	21	25.452	31	28.115
2	21.068	12	23.272	22	25.706	32	28.396
3	21.278	13	23.504	23	25.964	33	28.680
4	21.491	14	23.739	24	26.223	34	28.967
5	21.706	15	23.977	25	26.485	35	29.256
6	21.923	16	24.217	26	26.750	36	29.549
7	22.142	17	24.459	27	27.018	37	29.844
8	22.364	18	24.703	28	27.288	38	30.143
9	22.587	19	24.950	29	27.561	39	30.444
10	22.813	20	25.200	30	27.836	40	30.749

<b>C72172</b>				<b>Social Services Worker</b>			
1	21.328	11	23.559	21	26.024	31	28.747
2	21.541	12	23.795	22	26.284	32	29.034
3	21.757	13	24.033	23	26.547	33	29.325
4	21.974	14	24.273	24	26.813	34	29.618
5	22.194	15	24.516	25	27.081	35	29.914
6	22.416	16	24.761	26	27.352	36	30.213
7	22.640	17	25.009	27	27.625	37	30.515
8	22.867	18	25.259	28	27.901	38	30.821
9	23.095	19	25.511	29	28.180	39	31.129
10	23.326	20	25.767	30	28.462	40	31.440

<b>C72173</b>				<b>Social Services Lead Worker</b>			
1	22.423	11	24.769	21	27.360	31	30.223
2	22.647	12	25.017	22	27.634	32	30.525
3	22.874	13	25.267	23	27.910	33	30.830
4	23.102	14	25.519	24	28.189	34	31.139
5	23.333	15	25.775	25	28.471	35	31.450
6	23.567	16	26.032	26	28.756	36	31.764
7	23.802	17	26.293	27	29.044	37	32.082
8	24.040	18	26.556	28	29.334	38	32.403
9	24.281	19	26.821	29	29.627	39	32.727
10	24.524	20	27.089	30	29.924	40	33.054

<b>C72173</b>				<b>Social Services Lead Worker</b>			
1	22.928	11	25.327	21	27.977	31	30.903
2	23.157	12	25.580	22	28.256	32	31.213
3	23.389	13	25.836	23	28.539	33	31.525
4	23.623	14	26.094	24	28.824	34	31.840
5	23.859	15	26.355	25	29.112	35	32.158
6	24.098	16	26.619	26	29.404	36	32.480
7	24.339	17	26.885	27	29.698	37	32.805
8	24.582	18	27.154	28	29.995	38	33.133
9	24.828	19	27.425	29	30.295	39	33.464
10	25.076	20	27.700	30	30.598	40	33.799

<b>C72180</b>				<b>Program Accuracy Specialist</b>			
1	22.617	11	24.983	21	27.597	31	30.484
2	22.843	12	25.233	22	27.873	32	30.789
3	23.072	13	25.485	23	28.152	33	31.097
4	23.302	14	25.740	24	28.433	34	31.408
5	23.535	15	25.998	25	28.718	35	31.722
6	23.771	16	26.258	26	29.005	36	32.039
7	24.008	17	26.520	27	29.295	37	32.360
8	24.248	18	26.785	28	29.588	38	32.683
9	24.491	19	27.053	29	29.884	39	33.010
10	24.736	20	27.324	30	30.182	40	33.340

<b>C72180</b>				<b>Program Accuracy Specialist</b>			
1	23.126	11	25.545	21	28.218	31	31.170
2	23.357	12	25.801	22	28.500	32	31.482
3	23.591	13	26.059	23	28.785	33	31.797
4	23.827	14	26.320	24	29.073	34	32.115
5	24.065	15	26.583	25	29.364	35	32.436
6	24.306	16	26.849	26	29.658	36	32.760
7	24.549	17	27.117	27	29.954	37	33.088
8	24.794	18	27.388	28	30.254	38	33.419
9	25.042	19	27.662	29	30.556	39	33.753
10	25.293	20	27.939	30	30.862	40	34.091

<b>C72190</b>				<b>Community Support Specialist</b>			
1	21.902	11	24.193	21	26.725	31	29.521
2	22.121	12	24.435	22	26.992	32	29.816
3	22.342	13	24.680	23	27.262	33	30.114
4	22.566	14	24.927	24	27.534	34	30.415
5	22.791	15	25.176	25	27.810	35	30.719
6	23.019	16	25.428	26	28.088	36	31.026
7	23.249	17	25.682	27	28.369	37	31.337
8	23.482	18	25.939	28	28.652	38	31.650
9	23.717	19	26.198	29	28.939	39	31.967
10	23.954	20	26.460	30	29.228	40	32.286

<b>C72190</b>				<b>Community Support Specialist</b>			
1	22.395	11	24.738	21	27.326	31	30.185
2	22.619	12	24.985	22	27.599	32	30.487
3	22.845	13	25.235	23	27.875	33	30.792
4	23.074	14	25.488	24	28.154	34	31.100
5	23.304	15	25.742	25	28.436	35	31.411
6	23.537	16	26.000	26	28.720	36	31.725
7	23.773	17	26.260	27	29.007	37	32.042
8	24.010	18	26.522	28	29.297	38	32.362
9	24.251	19	26.788	29	29.590	39	32.686
10	24.493	20	27.056	30	29.886	40	33.013

<b>C72230</b>		<b>DHHS Eligibility Technician</b>					
1	16.641	11	18.382	21	20.305	31	22.430
2	16.807	12	18.566	22	20.508	32	22.654
3	16.975	13	18.751	23	20.713	33	22.880
4	17.145	14	18.939	24	20.920	34	23.109
5	17.317	15	19.128	25	21.130	35	23.340
6	17.490	16	19.320	26	21.341	36	23.574
7	17.665	17	19.513	27	21.554	37	23.809
8	17.841	18	19.708	28	21.770	38	24.048
9	18.020	19	19.905	29	21.988	39	24.288
10	18.200	20	20.104	30	22.207	40	24.531

<b>C72230</b>		<b>DHHS Eligibility Technician</b>					
1	17.015	11	18.795	21	20.762	31	22.934
2	17.185	12	18.983	22	20.969	32	23.163
3	17.357	13	19.173	23	21.179	33	23.395
4	17.531	14	19.365	24	21.391	34	23.629
5	17.706	15	19.558	25	21.605	35	23.865
6	17.883	16	19.754	26	21.821	36	24.103
7	18.062	17	19.951	27	22.039	37	24.345
8	18.242	18	20.151	28	22.259	38	24.588
9	18.425	19	20.352	29	22.482	39	24.834
10	18.609	20	20.556	30	22.707	40	25.082

<b>C72250</b>		<b>Waiver Services Specialist</b>					
1	22.430	11	24.777	21	27.369	31	30.232
2	22.654	12	25.024	22	27.643	32	30.535
3	22.881	13	25.275	23	27.919	33	30.840
4	23.110	14	25.527	24	28.198	34	31.148
5	23.341	15	25.783	25	28.480	35	31.460
6	23.574	16	26.041	26	28.765	36	31.774
7	23.810	17	26.301	27	29.053	37	32.092
8	24.048	18	26.564	28	29.343	38	32.413
9	24.288	19	26.830	29	29.637	39	32.737
10	24.531	20	27.098	30	29.933	40	33.065

<b>C72250</b>		<b>Waiver Services Specialist</b>					
1	22.935	11	25.335	21	27.985	31	30.913
2	23.164	12	25.588	22	28.265	32	31.222
3	23.396	13	25.844	23	28.548	33	31.534
4	23.630	14	26.102	24	28.833	34	31.850
5	23.866	15	26.363	25	29.121	35	32.168
6	24.105	16	26.627	26	29.413	36	32.490
7	24.346	17	26.893	27	29.707	37	32.815
8	24.589	18	27.162	28	30.004	38	33.143
9	24.835	19	27.434	29	30.304	39	33.474
10	25.084	20	27.708	30	30.607	40	33.809

<b>C72311</b>		<b>CFS Specialist Trainee</b>					
1	21.835	11	24.119	21	26.643	31	29.430
2	22.053	12	24.361	22	26.909	32	29.725
3	22.274	13	24.604	23	27.178	33	30.022
4	22.497	14	24.850	24	27.450	34	30.322
5	22.722	15	25.099	25	27.725	35	30.625
6	22.949	16	25.350	26	28.002	36	30.932
7	23.178	17	25.603	27	28.282	37	31.241
8	23.410	18	25.859	28	28.565	38	31.553
9	23.644	19	26.118	29	28.850	39	31.869
10	23.881	20	26.379	30	29.139	40	32.187

<b>C72311</b>		<b>CFS Specialist Trainee</b>					
1	22.326	11	24.662	21	27.242	31	30.092
2	22.549	12	24.908	22	27.514	32	30.393
3	22.775	13	25.157	23	27.790	33	30.697
4	23.003	14	25.409	24	28.067	34	31.004
5	23.233	15	25.663	25	28.348	35	31.314
6	23.465	16	25.920	26	28.632	36	31.627
7	23.699	17	26.179	27	28.918	37	31.943
8	23.936	18	26.441	28	29.207	38	32.263
9	24.176	19	26.705	29	29.499	39	32.585
10	24.418	20	26.972	30	29.794	40	32.911

<b>C72312</b>		<b>CFS Specialist</b>					
1	25.606	11	28.285	21	31.244	31	34.513
2	25.862	12	28.568	22	31.557	32	34.858
3	26.121	13	28.853	23	31.872	33	35.207
4	26.382	14	29.142	24	32.191	34	35.559
5	26.646	15	29.433	25	32.513	35	35.914
6	26.912	16	29.728	26	32.838	36	36.274
7	27.181	17	30.025	27	33.166	37	36.636
8	27.453	18	30.325	28	33.498	38	37.003
9	27.728	19	30.629	29	33.833	39	37.373
10	28.005	20	30.935	30	34.171	40	37.746

<b>C72312</b>		<b>CFS Specialist</b>					
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	29.503	23	32.589	33	35.999
4	26.975	14	29.798	24	32.915	34	36.359
5	27.245	15	30.096	25	33.244	35	36.722
6	27.518	16	30.396	26	33.577	36	37.089
7	27.793	17	30.700	27	33.912	37	37.460
8	28.071	18	31.007	28	34.252	38	37.835
9	28.351	19	31.318	29	34.594	39	38.213
10	28.635	20	31.631	30	34.940	40	38.595

<b>C72313 CFS Specialist Lead Worker</b>							
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	28.645	15	31.642	25	34.952	35	38.609
6	28.931	16	31.958	26	35.302	36	38.995
7	29.220	17	32.278	27	35.655	37	39.385
8	29.513	18	32.600	28	36.011	38	39.779
9	29.808	19	32.926	29	36.371	39	40.176
10	30.106	20	33.256	30	36.735	40	40.578

<b>C72313 CFS Specialist Lead Worker</b>							
1	28.146	11	31.091	21	34.343	31	37.937
2	28.427	12	31.402	22	34.687	32	38.316
3	28.712	13	31.716	23	35.034	33	38.699
4	28.999	14	32.033	24	35.384	34	39.086
5	29.289	15	32.353	25	35.738	35	39.477
6	29.582	16	32.677	26	36.095	36	39.872
7	29.878	17	33.003	27	36.456	37	40.270
8	30.176	18	33.333	28	36.821	38	40.673
9	30.478	19	33.667	29	37.189	39	41.080
10	30.783	20	34.003	30	37.561	40	41.491

<b>C72330 Child and Family Outcome Monitor</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>C72330 Child and Family Outcome Monitor</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>C72331 Social Worker I</b>							
1	22.197	11	24.519	21	27.085	31	29.918
2	22.419	12	24.764	22	27.355	32	30.217
3	22.643	13	25.012	23	27.629	33	30.520
4	22.870	14	25.262	24	27.905	34	30.825
5	23.098	15	25.515	25	28.184	35	31.133
6	23.329	16	25.770	26	28.466	36	31.444
7	23.563	17	26.028	27	28.751	37	31.759
8	23.798	18	26.288	28	29.038	38	32.076
9	24.036	19	26.551	29	29.329	39	32.397
10	24.277	20	26.816	30	29.622	40	32.721

<b>C72331 Social Worker I</b>							
1	22.696	11	25.071	21	27.693	31	30.591
2	22.923	12	25.321	22	27.970	32	30.897
3	23.152	13	25.574	23	28.250	33	31.206
4	23.384	14	25.830	24	28.533	34	31.518
5	23.618	15	26.088	25	28.818	35	31.833
6	23.854	16	26.349	26	29.106	36	32.151
7	24.092	17	26.613	27	29.397	37	32.473
8	24.333	18	26.879	28	29.691	38	32.797
9	24.577	19	27.148	29	29.988	39	33.125
10	24.822	20	27.419	30	30.288	40	33.457

<b>C72332 Social Worker II</b>							
1	23.860	11	26.356	21	29.114	31	32.160
2	24.099	12	26.620	22	29.405	32	32.481
3	24.340	13	26.886	23	29.699	33	32.806
4	24.583	14	27.155	24	29.996	34	33.134
5	24.829	15	27.426	25	30.296	35	33.465
6	25.077	16	27.701	26	30.599	36	33.800
7	25.328	17	27.978	27	30.905	37	34.138
8	25.581	18	28.258	28	31.214	38	34.480
9	25.837	19	28.540	29	31.526	39	34.824
10	26.095	20	28.825	30	31.841	40	35.173

<b>C72332 Social Worker II</b>							
1	24.397	11	26.949	21	29.769	31	32.883
2	24.641	12	27.219	22	30.067	32	33.212
3	24.887	13	27.491	23	30.367	33	33.544
4	25.136	14	27.766	24	30.671	34	33.880
5	25.388	15	28.044	25	30.978	35	34.219
6	25.641	16	28.324	26	31.287	36	34.561
7	25.898	17	28.607	27	31.600	37	34.906
8	26.157	18	28.893	28	31.916	38	35.256
9	26.418	19	29.182	29	32.236	39	35.608
10	26.683	20	29.474	30	32.558	40	35.964



<b>C72341 Master Social Worker</b>							
1	27.576	11	30.461	21	33.648	31	37.168
2	27.852	12	30.766	22	33.984	32	37.540
3	28.130	13	31.073	23	34.324	33	37.915
4	28.412	14	31.384	24	34.668	34	38.295
5	28.696	15	31.698	25	35.014	35	38.677
6	28.983	16	32.015	26	35.364	36	39.064
7	29.272	17	32.335	27	35.718	37	39.455
8	29.565	18	32.658	28	36.075	38	39.849
9	29.861	19	32.985	29	36.436	39	40.248
10	30.159	20	33.315	30	36.800	40	40.650

<b>C72341 Master Social Worker</b>							
1	28.196	11	31.146	21	34.404	31	38.004
2	28.478	12	31.457	22	34.749	32	38.384
3	28.763	13	31.772	23	35.096	33	38.768
4	29.050	14	32.090	24	35.447	34	39.156
5	29.341	15	32.411	25	35.801	35	39.547
6	29.634	16	32.735	26	36.159	36	39.943
7	29.931	17	33.062	27	36.521	37	40.342
8	30.230	18	33.393	28	36.886	38	40.745
9	30.532	19	33.727	29	37.255	39	41.153
10	30.838	20	34.064	30	37.628	40	41.564

<b>C72342 Certified Master Social Worker</b>							
1	29.642	11	32.743	21	36.169	31	39.953
2	29.938	12	33.071	22	36.531	32	40.352
3	30.238	13	33.401	23	36.896	33	40.756
4	30.540	14	33.735	24	37.265	34	41.164
5	30.846	15	34.073	25	37.637	35	41.575
6	31.154	16	34.413	26	38.014	36	41.991
7	31.466	17	34.758	27	38.394	37	42.411
8	31.780	18	35.105	28	38.778	38	42.835
9	32.098	19	35.456	29	39.166	39	43.263
10	32.419	20	35.811	30	39.557	40	43.696

<b>C72342 Certified Master Social Worker</b>							
1	30.309	11	33.480	21	36.983	31	40.852
2	30.612	12	33.815	22	37.353	32	41.260
3	30.918	13	34.153	23	37.726	33	41.673
4	31.227	14	34.494	24	38.103	34	42.090
5	31.540	15	34.839	25	38.484	35	42.511
6	31.855	16	35.188	26	38.869	36	42.936
7	32.174	17	35.540	27	39.258	37	43.365
8	32.495	18	35.895	28	39.651	38	43.799
9	32.820	19	36.254	29	40.047	39	44.237
10	33.149	20	36.617	30	40.447	40	44.679

<b>C72481 Youth Counselor I</b>							
1	20.615	11	22.772	21	25.154	31	27.786
2	20.821	12	23.000	22	25.406	32	28.064
3	21.029	13	23.229	23	25.660	33	28.344
4	21.240	14	23.462	24	25.916	34	28.628
5	21.452	15	23.696	25	26.176	35	28.914
6	21.667	16	23.933	26	26.437	36	29.203
7	21.883	17	24.173	27	26.702	37	29.495
8	22.102	18	24.414	28	26.969	38	29.790
9	22.323	19	24.659	29	27.238	39	30.088
10	22.546	20	24.905	30	27.511	40	30.389

<b>C72481 Youth Counselor I</b>							
1	21.079	11	23.284	21	25.720	31	28.411
2	21.290	12	23.517	22	25.978	32	28.695
3	21.503	13	23.752	23	26.237	33	28.982
4	21.718	14	23.990	24	26.500	34	29.272
5	21.935	15	24.230	25	26.765	35	29.565
6	22.154	16	24.472	26	27.032	36	29.861
7	22.376	17	24.717	27	27.303	37	30.159
8	22.600	18	24.964	28	27.576	38	30.461
9	22.826	19	25.214	29	27.851	39	30.765
10	23.054	20	25.466	30	28.130	40	31.073

<b>C72482 Youth Counselor II</b>							
1	22.559	11	24.919	21	27.526	31	30.406
2	22.785	12	25.168	22	27.802	32	30.710
3	23.012	13	25.420	23	28.080	33	31.017
4	23.243	14	25.674	24	28.360	34	31.327
5	23.475	15	25.931	25	28.644	35	31.641
6	23.710	16	26.190	26	28.930	36	31.957
7	23.947	17	26.452	27	29.220	37	32.277
8	24.186	18	26.717	28	29.512	38	32.599
9	24.428	19	26.984	29	29.807	39	32.925
10	24.672	20	27.254	30	30.105	40	33.255

<b>C72482 Youth Counselor II</b>							
1	23.067	11	25.480	21	28.146	31	31.091
2	23.298	12	25.735	22	28.428	32	31.402
3	23.531	13	25.992	23	28.712	33	31.716
4	23.766	14	26.252	24	28.999	34	32.033
5	24.004	15	26.515	25	29.289	35	32.353
6	24.244	16	26.780	26	29.582	36	32.677
7	24.486	17	27.048	27	29.878	37	33.004
8	24.731	18	27.318	28	30.176	38	33.334
9	24.978	19	27.592	29	30.478	39	33.667
10	25.228	20	27.867	30	30.783	40	34.004

<b>C72490</b>				<b>Corr D &amp; E Case Manager</b>			
1	20.499	11	22.644	21	25.013	31	27.630
2	20.704	12	22.870	22	25.263	32	27.906
3	20.911	13	23.099	23	25.515	33	28.185
4	21.120	14	23.330	24	25.771	34	28.467
5	21.331	15	23.563	25	26.028	35	28.751
6	21.545	16	23.799	26	26.289	36	29.039
7	21.760	17	24.037	27	26.551	37	29.329
8	21.978	18	24.277	28	26.817	38	29.623
9	22.197	19	24.520	29	27.085	39	29.919
10	22.419	20	24.765	30	27.356	40	30.218

<b>C72490</b>				<b>Corr D &amp; E Case Manager</b>			
1	20.960	11	23.153	21	25.575	31	28.251
2	21.170	12	23.384	22	25.831	32	28.533
3	21.381	13	23.618	23	26.089	33	28.819
4	21.595	14	23.854	24	26.350	34	29.107
5	21.811	15	24.093	25	26.614	35	29.398
6	22.029	16	24.334	26	26.880	36	29.692
7	22.249	17	24.577	27	27.149	37	29.989
8	22.472	18	24.823	28	27.420	38	30.289
9	22.697	19	25.071	29	27.694	39	30.592
10	22.924	20	25.322	30	27.971	40	30.898

<b>C72512</b>				<b>Voc Rehab Counselor II</b>			
1	23.675	11	26.152	21	28.888	31	31.910
2	23.912	12	26.413	22	29.177	32	32.229
3	24.151	13	26.678	23	29.469	33	32.552
4	24.392	14	26.944	24	29.763	34	32.877
5	24.636	15	27.214	25	30.061	35	33.206
6	24.883	16	27.486	26	30.362	36	33.538
7	25.131	17	27.761	27	30.665	37	33.873
8	25.383	18	28.038	28	30.972	38	34.212
9	25.637	19	28.319	29	31.282	39	34.554
10	25.893	20	28.602	30	31.594	40	34.900

<b>C72512</b>				<b>Voc Rehab Counselor II</b>			
1	24.208	11	26.741	21	29.538	31	32.629
2	24.450	12	27.008	22	29.834	32	32.955
3	24.695	13	27.278	23	30.132	33	33.285
4	24.942	14	27.551	24	30.433	34	33.617
5	25.191	15	27.826	25	30.738	35	33.954
6	25.443	16	28.105	26	31.045	36	34.293
7	25.697	17	28.386	27	31.356	37	34.636
8	25.954	18	28.670	28	31.669	38	34.982
9	26.214	19	28.956	29	31.986	39	35.332
10	26.476	20	29.246	30	32.306	40	35.686

<b>C72611</b>				<b>VI Orientation Counselor I</b>			
1	19.045	11	21.038	21	23.239	31	25.670
2	19.235	12	21.248	22	23.471	32	25.926
3	19.428	13	21.460	23	23.706	33	26.186
4	19.622	14	21.675	24	23.943	34	26.448
5	19.818	15	21.892	25	24.182	35	26.712
6	20.016	16	22.111	26	24.424	36	26.979
7	20.217	17	22.332	27	24.668	37	27.249
8	20.419	18	22.555	28	24.915	38	27.521
9	20.623	19	22.781	29	25.164	39	27.797
10	20.829	20	23.008	30	25.416	40	28.075

<b>C72611</b>				<b>VI Orientation Counselor I</b>			
1	19.474	11	21.511	21	23.762	31	26.248
2	19.669	12	21.727	22	24.000	32	26.510
3	19.865	13	21.944	23	24.240	33	26.776
4	20.064	14	22.163	24	24.482	34	27.043
5	20.265	15	22.385	25	24.727	35	27.314
6	20.467	16	22.609	26	24.974	36	27.587
7	20.672	17	22.835	27	25.224	37	27.863
8	20.879	18	23.063	28	25.476	38	28.141
9	21.088	19	23.294	29	25.731	39	28.423
10	21.298	20	23.527	30	25.988	40	28.707

<b>C72612</b>				<b>VI Orientation Counselor II</b>			
1	22.007	11	24.309	21	26.853	31	29.662
2	22.227	12	24.553	22	27.121	32	29.959
3	22.449	13	24.798	23	27.392	33	30.258
4	22.674	14	25.046	24	27.666	34	30.561
5	22.901	15	25.296	25	27.943	35	30.867
6	23.130	16	25.549	26	28.222	36	31.175
7	23.361	17	25.805	27	28.505	37	31.487
8	23.594	18	26.063	28	28.790	38	31.802
9	23.830	19	26.324	29	29.078	39	32.120
10	24.069	20	26.587	30	29.368	40	32.441

<b>C72612</b>				<b>VI Orientation Counselor II</b>			
1	22.502	11	24.856	21	27.457	31	30.329
2	22.727	12	25.105	22	27.731	32	30.633
3	22.954	13	25.356	23	28.009	33	30.939
4	23.184	14	25.609	24	28.289	34	31.248
5	23.416	15	25.865	25	28.572	35	31.561
6	23.650	16	26.124	26	28.857	36	31.876
7	23.886	17	26.385	27	29.146	37	32.195
8	24.125	18	26.649	28	29.437	38	32.517
9	24.366	19	26.916	29	29.732	39	32.842
10	24.610	20	27.185	30	30.029	40	33.171

July 1, 2025

APPENDIX A

July 1, 2026

<b>C72680 DHH Program Specialist</b>							
1	24.314	11	26.858	21	29.668	31	32.772
2	24.557	12	27.126	22	29.964	32	33.099
3	24.803	13	27.398	23	30.264	33	33.430
4	25.051	14	27.672	24	30.567	34	33.765
5	25.301	15	27.948	25	30.872	35	34.102
6	25.554	16	28.228	26	31.181	36	34.443
7	25.810	17	28.510	27	31.493	37	34.788
8	26.068	18	28.795	28	31.808	38	35.136
9	26.329	19	29.083	29	32.126	39	35.487
10	26.592	20	29.374	30	32.447	40	35.842

<b>C72680 DHH Program Specialist</b>							
1	24.861	11	27.462	21	30.335	31	33.509
2	25.110	12	27.737	22	30.638	32	33.844
3	25.361	13	28.014	23	30.945	33	34.182
4	25.614	14	28.294	24	31.254	34	34.524
5	25.870	15	28.577	25	31.567	35	34.869
6	26.129	16	28.863	26	31.883	36	35.218
7	26.390	17	29.151	27	32.201	37	35.570
8	26.654	18	29.443	28	32.523	38	35.926
9	26.921	19	29.737	29	32.849	39	36.285
10	27.190	20	30.035	30	33.177	40	36.648

<b>C72690 DHH Interpreter/Program Assistant</b>							
1	22.617	11	24.983	21	27.597	31	30.484
2	22.843	12	25.233	22	27.873	32	30.789
3	23.072	13	25.485	23	28.152	33	31.097
4	23.302	14	25.740	24	28.433	34	31.408
5	23.535	15	25.998	25	28.718	35	31.722
6	23.771	16	26.258	26	29.005	36	32.039
7	24.008	17	26.520	27	29.295	37	32.360
8	24.248	18	26.785	28	29.588	38	32.683
9	24.491	19	27.053	29	29.884	39	33.010
10	24.736	20	27.324	30	30.182	40	33.340

<b>C72690 DHH Interpreter/Program Assistant</b>							
1	23.126	11	25.545	21	28.218	31	31.170
2	23.357	12	25.801	22	28.500	32	31.482
3	23.591	13	26.059	23	28.785	33	31.797
4	23.827	14	26.320	24	29.073	34	32.115
5	24.065	15	26.583	25	29.364	35	32.436
6	24.306	16	26.849	26	29.658	36	32.760
7	24.549	17	27.117	27	29.954	37	33.088
8	24.794	18	27.388	28	30.254	38	33.419
9	25.042	19	27.662	29	30.556	39	33.753
10	25.293	20	27.939	30	30.862	40	34.091

<b>C72700 DHH Interpreter/Program Coordinator</b>							
1	24.314	11	26.858	21	29.668	31	32.772
2	24.557	12	27.126	22	29.964	32	33.099
3	24.803	13	27.398	23	30.264	33	33.430
4	25.051	14	27.672	24	30.567	34	33.765
5	25.301	15	27.948	25	30.872	35	34.102
6	25.554	16	28.228	26	31.181	36	34.443
7	25.810	17	28.510	27	31.493	37	34.788
8	26.068	18	28.795	28	31.808	38	35.136
9	26.329	19	29.083	29	32.126	39	35.487
10	26.592	20	29.374	30	32.447	40	35.842

<b>C72700 DHH Interpreter/Program Coordinator</b>							
1	24.861	11	27.462	21	30.335	31	33.509
2	25.110	12	27.737	22	30.638	32	33.844
3	25.361	13	28.014	23	30.945	33	34.182
4	25.614	14	28.294	24	31.254	34	34.524
5	25.870	15	28.577	25	31.567	35	34.869
6	26.129	16	28.863	26	31.883	36	35.218
7	26.390	17	29.151	27	32.201	37	35.570
8	26.654	18	29.443	28	32.523	38	35.926
9	26.921	19	29.737	29	32.849	39	36.285
10	27.190	20	30.035	30	33.177	40	36.648

<b>C72711 DHH Field Representative I</b>							
1	17.717	11	19.571	21	21.618	31	23.880
2	17.894	12	19.766	22	21.834	32	24.119
3	18.073	13	19.964	23	22.053	33	24.360
4	18.254	14	20.164	24	22.273	34	24.603
5	18.436	15	20.365	25	22.496	35	24.849
6	18.621	16	20.569	26	22.721	36	25.098
7	18.807	17	20.775	27	22.948	37	25.349
8	18.995	18	20.982	28	23.178	38	25.602
9	19.185	19	21.192	29	23.409	39	25.858
10	19.377	20	21.404	30	23.643	40	26.117

<b>C72711 DHH Field Representative I</b>							
1	18.116	11	20.011	21	22.105	31	24.418
2	18.297	12	20.211	22	22.326	32	24.662
3	18.480	13	20.414	23	22.549	33	24.908
4	18.665	14	20.618	24	22.775	34	25.158
5	18.852	15	20.824	25	23.003	35	25.409
6	19.040	16	21.032	26	23.233	36	25.663
7	19.230	17	21.242	27	23.465	37	25.920
8	19.423	18	21.455	28	23.700	38	26.179
9	19.617	19	21.669	29	23.937	39	26.441
10	19.813	20	21.886	30	24.176	40	26.705

C72712		DHH Field Representative II					
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

C72712		DHH Field Representative II					
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

C72713		DHH Field Representative III					
1	22.007	11	24.309	21	26.853	31	29.662
2	22.227	12	24.553	22	27.121	32	29.959
3	22.449	13	24.798	23	27.392	33	30.258
4	22.674	14	25.046	24	27.666	34	30.561
5	22.901	15	25.296	25	27.943	35	30.867
6	23.130	16	25.549	26	28.222	36	31.175
7	23.361	17	25.805	27	28.505	37	31.487
8	23.594	18	26.063	28	28.790	38	31.802
9	23.830	19	26.324	29	29.078	39	32.120
10	24.069	20	26.587	30	29.368	40	32.441

C72713		DHH Field Representative III					
1	22.502	11	24.856	21	27.457	31	30.329
2	22.727	12	25.105	22	27.731	32	30.633
3	22.954	13	25.356	23	28.009	33	30.939
4	23.184	14	25.609	24	28.289	34	31.248
5	23.416	15	25.865	25	28.572	35	31.561
6	23.650	16	26.124	26	28.857	36	31.876
7	23.886	17	26.385	27	29.146	37	32.195
8	24.125	18	26.649	28	29.437	38	32.517
9	24.366	19	26.916	29	29.732	39	32.842
10	24.610	20	27.185	30	30.029	40	33.171

C72831		DD Service Coordinator					
1	23.885	11	26.384	21	29.144	31	32.193
2	24.124	12	26.648	22	29.436	32	32.515
3	24.365	13	26.914	23	29.730	33	32.840
4	24.609	14	27.183	24	30.027	34	33.169
5	24.855	15	27.455	25	30.328	35	33.501
6	25.103	16	27.730	26	30.631	36	33.836
7	25.354	17	28.007	27	30.937	37	34.174
8	25.608	18	28.287	28	31.247	38	34.516
9	25.864	19	28.570	29	31.559	39	34.861
10	26.123	20	28.856	30	31.875	40	35.209

C72831		DD Service Coordinator					
1	24.422	11	26.977	21	29.799	31	32.917
2	24.666	12	27.247	22	30.097	32	33.246
3	24.913	13	27.519	23	30.398	33	33.579
4	25.162	14	27.795	24	30.702	34	33.915
5	25.414	15	28.072	25	31.009	35	34.254
6	25.668	16	28.353	26	31.320	36	34.596
7	25.924	17	28.637	27	31.633	37	34.942
8	26.184	18	28.923	28	31.949	38	35.292
9	26.446	19	29.212	29	32.269	39	35.645
10	26.710	20	29.504	30	32.591	40	36.001

C72841		DD Community Coordinator Spec					
1	25.677	11	28.363	21	31.331	31	34.609
2	25.934	12	28.647	22	31.644	32	34.955
3	26.193	13	28.933	23	31.961	33	35.304
4	26.455	14	29.223	24	32.280	34	35.657
5	26.720	15	29.515	25	32.603	35	36.014
6	26.987	16	29.810	26	32.929	36	36.374
7	27.257	17	30.108	27	33.258	37	36.738
8	27.529	18	30.409	28	33.591	38	37.105
9	27.805	19	30.713	29	33.927	39	37.476
10	28.083	20	31.021	30	34.266	40	37.851

C72841		DD Community Coordinator Spec					
1	26.255	11	29.002	21	32.036	31	35.388
2	26.518	12	29.292	22	32.356	32	35.742
3	26.783	13	29.585	23	32.680	33	36.099
4	27.051	14	29.881	24	33.007	34	36.460
5	27.321	15	30.179	25	33.337	35	36.825
6	27.594	16	30.481	26	33.670	36	37.193
7	27.870	17	30.786	27	34.007	37	37.565
8	28.149	18	31.094	28	34.347	38	37.940
9	28.430	19	31.405	29	34.690	39	38.320
10	28.715	20	31.719	30	35.037	40	38.703

<b>C72860 A and D Waiver Services Coord</b>							
1	20.302	11	22.426	21	24.772	31	27.364
2	20.505	12	22.650	22	25.020	32	27.638
3	20.710	13	22.877	23	25.270	33	27.914
4	20.917	14	23.106	24	25.523	34	28.193
5	21.126	15	23.337	25	25.778	35	28.475
6	21.338	16	23.570	26	26.036	36	28.760
7	21.551	17	23.806	27	26.296	37	29.047
8	21.766	18	24.044	28	26.559	38	29.338
9	21.984	19	24.284	29	26.825	39	29.631
10	22.204	20	24.527	30	27.093	40	29.928

<b>C72860 A and D Waiver Services Coord</b>							
1	20.759	11	22.931	21	25.330	31	27.980
2	20.967	12	23.160	22	25.583	32	28.260
3	21.176	13	23.392	23	25.839	33	28.542
4	21.388	14	23.626	24	26.097	34	28.828
5	21.602	15	23.862	25	26.358	35	29.116
6	21.818	16	24.101	26	26.622	36	29.407
7	22.036	17	24.342	27	26.888	37	29.701
8	22.256	18	24.585	28	27.157	38	29.998
9	22.479	19	24.831	29	27.429	39	30.298
10	22.704	20	25.079	30	27.703	40	30.601

<b>C73210 DHHS Program Specialist</b>							
1	24.314	11	26.858	21	29.668	31	32.772
2	24.557	12	27.126	22	29.964	32	33.099
3	24.803	13	27.398	23	30.264	33	33.430
4	25.051	14	27.672	24	30.567	34	33.765
5	25.301	15	27.948	25	30.872	35	34.102
6	25.554	16	28.228	26	31.181	36	34.443
7	25.810	17	28.510	27	31.493	37	34.788
8	26.068	18	28.795	28	31.808	38	35.136
9	26.329	19	29.083	29	32.126	39	35.487
10	26.592	20	29.374	30	32.447	40	35.842

<b>C73210 DHHS Program Specialist</b>							
1	24.861	11	27.462	21	30.335	31	33.509
2	25.110	12	27.737	22	30.638	32	33.844
3	25.361	13	28.014	23	30.945	33	34.182
4	25.614	14	28.294	24	31.254	34	34.524
5	25.870	15	28.577	25	31.567	35	34.869
6	26.129	16	28.863	26	31.883	36	35.218
7	26.390	17	29.151	27	32.201	37	35.570
8	26.654	18	29.443	28	32.523	38	35.926
9	26.921	19	29.737	29	32.849	39	36.285
10	27.190	20	30.035	30	33.177	40	36.648

<b>C73231 DHHS Resource Developer</b>							
1	19.045	11	21.038	21	23.239	31	25.670
2	19.235	12	21.248	22	23.471	32	25.926
3	19.428	13	21.460	23	23.706	33	26.186
4	19.622	14	21.675	24	23.943	34	26.448
5	19.818	15	21.892	25	24.182	35	26.712
6	20.016	16	22.111	26	24.424	36	26.979
7	20.217	17	22.332	27	24.668	37	27.249
8	20.419	18	22.555	28	24.915	38	27.521
9	20.623	19	22.781	29	25.164	39	27.797
10	20.829	20	23.008	30	25.416	40	28.075

<b>C73231 DHHS Resource Developer</b>							
1	19.474	11	21.511	21	23.762	31	26.248
2	19.669	12	21.727	22	24.000	32	26.510
3	19.865	13	21.944	23	24.240	33	26.776
4	20.064	14	22.163	24	24.482	34	27.043
5	20.265	15	22.385	25	24.727	35	27.314
6	20.467	16	22.609	26	24.974	36	27.587
7	20.672	17	22.835	27	25.224	37	27.863
8	20.879	18	23.063	28	25.476	38	28.141
9	21.088	19	23.294	29	25.731	39	28.423
10	21.298	20	23.527	30	25.988	40	28.707

<b>C73260 DHHS Program Coordinator</b>							
1	26.138	11	28.873	21	31.893	31	35.230
2	26.399	12	29.161	22	32.212	32	35.582
3	26.663	13	29.453	23	32.534	33	35.938
4	26.930	14	29.747	24	32.860	34	36.298
5	27.199	15	30.045	25	33.188	35	36.661
6	27.471	16	30.345	26	33.520	36	37.027
7	27.746	17	30.649	27	33.855	37	37.397
8	28.023	18	30.955	28	34.194	38	37.771
9	28.304	19	31.265	29	34.536	39	38.149
10	28.587	20	31.578	30	34.881	40	38.531

<b>C73260 DHHS Program Coordinator</b>							
1	26.726	11	29.522	21	32.611	31	36.023
2	26.993	12	29.817	22	32.937	32	36.383
3	27.263	13	30.116	23	33.266	33	36.747
4	27.536	14	30.417	24	33.599	34	37.114
5	27.811	15	30.721	25	33.935	35	37.485
6	28.089	16	31.028	26	34.274	36	37.860
7	28.370	17	31.338	27	34.617	37	38.239
8	28.654	18	31.652	28	34.963	38	38.621
9	28.940	19	31.968	29	35.313	39	39.007
10	29.230	20	32.288	30	35.666	40	39.397

<b>C73310</b>		<b>DHHS Quality Control Spec</b>					
1	19.571	11	21.619	21	23.880	31	26.379
2	19.767	12	21.835	22	24.119	32	26.643
3	19.964	13	22.053	23	24.360	33	26.909
4	20.164	14	22.274	24	24.604	34	27.178
5	20.366	15	22.496	25	24.850	35	27.450
6	20.569	16	22.721	26	25.098	36	27.724
7	20.775	17	22.949	27	25.349	37	28.002
8	20.983	18	23.178	28	25.603	38	28.282
9	21.193	19	23.410	29	25.859	39	28.564
10	21.405	20	23.644	30	26.118	40	28.850

<b>C73310</b>		<b>DHHS Quality Control Spec</b>					
1	20.011	11	22.105	21	24.417	31	26.972
2	20.211	12	22.326	22	24.661	32	27.242
3	20.413	13	22.549	23	24.908	33	27.514
4	20.617	14	22.774	24	25.157	34	27.789
5	20.824	15	23.002	25	25.409	35	28.067
6	21.032	16	23.232	26	25.663	36	28.348
7	21.242	17	23.464	27	25.919	37	28.631
8	21.455	18	23.699	28	26.179	38	28.917
9	21.669	19	23.936	29	26.440	39	29.207
10	21.886	20	24.175	30	26.705	40	29.499

<b>C73490</b>		<b>Medical Claims Investigator</b>					
1	21.041	11	23.242	21	25.674	31	28.360
2	21.251	12	23.475	22	25.931	32	28.644
3	21.464	13	23.710	23	26.190	33	28.930
4	21.679	14	23.947	24	26.452	34	29.219
5	21.895	15	24.186	25	26.716	35	29.512
6	22.114	16	24.428	26	26.984	36	29.807
7	22.335	17	24.672	27	27.253	37	30.105
8	22.559	18	24.919	28	27.526	38	30.406
9	22.784	19	25.168	29	27.801	39	30.710
10	23.012	20	25.420	30	28.079	40	31.017

<b>C73490</b>		<b>Medical Claims Investigator</b>					
1	21.514	11	23.765	21	26.251	31	28.998
2	21.729	12	24.002	22	26.514	32	29.288
3	21.946	13	24.243	23	26.779	33	29.580
4	22.166	14	24.485	24	27.047	34	29.876
5	22.388	15	24.730	25	27.317	35	30.175
6	22.611	16	24.977	26	27.590	36	30.477
7	22.838	17	25.227	27	27.866	37	30.782
8	23.066	18	25.479	28	28.145	38	31.089
9	23.297	19	25.734	29	28.426	39	31.400
10	23.530	20	25.991	30	28.711	40	31.714

<b>C73610</b>		<b>DPI Program Specialist</b>					
1	25.223	11	27.862	21	30.777	31	33.997
2	25.475	12	28.141	22	31.085	32	34.337
3	25.730	13	28.422	23	31.395	33	34.680
4	25.987	14	28.706	24	31.709	34	35.027
5	26.247	15	28.993	25	32.027	35	35.377
6	26.510	16	29.283	26	32.347	36	35.731
7	26.775	17	29.576	27	32.670	37	36.088
8	27.042	18	29.872	28	32.997	38	36.449
9	27.313	19	30.170	29	33.327	39	36.814
10	27.586	20	30.472	30	33.660	40	37.182

<b>C73610</b>		<b>DPI Program Specialist</b>					
1	25.791	11	28.489	21	31.470	31	34.762
2	26.049	12	28.774	22	31.785	32	35.110
3	26.309	13	29.062	23	32.102	33	35.461
4	26.572	14	29.353	24	32.423	34	35.816
5	26.838	15	29.646	25	32.748	35	36.174
6	27.107	16	29.943	26	33.075	36	36.536
7	27.378	17	30.242	27	33.406	37	36.901
8	27.651	18	30.544	28	33.740	38	37.270
9	27.928	19	30.850	29	34.077	39	37.643
10	28.207	20	31.158	30	34.418	40	38.019

<b>C73681</b>		<b>Child Support Enforcement Worker</b>					
1	20.302	11	22.426	21	24.772	31	27.364
2	20.505	12	22.650	22	25.020	32	27.638
3	20.710	13	22.877	23	25.270	33	27.914
4	20.917	14	23.106	24	25.523	34	28.193
5	21.126	15	23.337	25	25.778	35	28.475
6	21.338	16	23.570	26	26.036	36	28.760
7	21.551	17	23.806	27	26.296	37	29.047
8	21.766	18	24.044	28	26.559	38	29.338
9	21.984	19	24.284	29	26.825	39	29.631
10	22.204	20	24.527	30	27.093	40	29.928

<b>C73681</b>		<b>Child Support Enforcement Worker</b>					
1	20.759	11	22.931	21	25.330	31	27.980
2	20.967	12	23.160	22	25.583	32	28.260
3	21.176	13	23.392	23	25.839	33	28.542
4	21.388	14	23.626	24	26.097	34	28.828
5	21.602	15	23.862	25	26.358	35	29.116
6	21.818	16	24.101	26	26.622	36	29.407
7	22.036	17	24.342	27	26.888	37	29.701
8	22.256	18	24.585	28	27.157	38	29.998
9	22.479	19	24.831	29	27.429	39	30.298
10	22.704	20	25.079	30	27.703	40	30.601

<b>C73682</b>		<b>Child Supp Enforcement Op Spec</b>					
1	21.825	11	24.108	21	26.631	31	29.417
2	22.043	12	24.349	22	26.897	32	29.711
3	22.264	13	24.593	23	27.166	33	30.008
4	22.486	14	24.839	24	27.438	34	30.308
5	22.711	15	25.087	25	27.712	35	30.611
6	22.938	16	25.338	26	27.989	36	30.917
7	23.168	17	25.592	27	28.269	37	31.227
8	23.399	18	25.847	28	28.552	38	31.539
9	23.633	19	26.106	29	28.837	39	31.854
10	23.870	20	26.367	30	29.126	40	32.173

<b>C73682</b>		<b>Child Supp Enforcement Op Spec</b>					
1	22.316	11	24.651	21	27.230	31	30.079
2	22.539	12	24.897	22	27.502	32	30.379
3	22.765	13	25.146	23	27.777	33	30.683
4	22.992	14	25.398	24	28.055	34	30.990
5	23.222	15	25.652	25	28.335	35	31.300
6	23.454	16	25.908	26	28.619	36	31.613
7	23.689	17	26.167	27	28.905	37	31.929
8	23.926	18	26.429	28	29.194	38	32.248
9	24.165	19	26.693	29	29.486	39	32.571
10	24.407	20	26.960	30	29.781	40	32.897

<b>C73710</b>		<b>DHHS Food Dist Coord</b>					
1	24.314	11	26.858	21	29.668	31	32.772
2	24.557	12	27.126	22	29.964	32	33.099
3	24.803	13	27.398	23	30.264	33	33.430
4	25.051	14	27.672	24	30.567	34	33.765
5	25.301	15	27.948	25	30.872	35	34.102
6	25.554	16	28.228	26	31.181	36	34.443
7	25.810	17	28.510	27	31.493	37	34.788
8	26.068	18	28.795	28	31.808	38	35.136
9	26.329	19	29.083	29	32.126	39	35.487
10	26.592	20	29.374	30	32.447	40	35.842

<b>C73710</b>		<b>DHHS Food Dist Coord</b>					
1	24.861	11	27.462	21	30.335	31	33.509
2	25.110	12	27.737	22	30.638	32	33.844
3	25.361	13	28.014	23	30.945	33	34.182
4	25.614	14	28.294	24	31.254	34	34.524
5	25.870	15	28.577	25	31.567	35	34.869
6	26.129	16	28.863	26	31.883	36	35.218
7	26.390	17	29.151	27	32.201	37	35.570
8	26.654	18	29.443	28	32.523	38	35.926
9	26.921	19	29.737	29	32.849	39	36.285
10	27.190	20	30.035	30	33.177	40	36.648

<b>C73771</b>		<b>Foster Care Review Spec</b>					
1	26.935	11	29.753	21	32.866	31	36.304
2	27.204	12	30.051	22	33.194	32	36.667
3	27.476	13	30.351	23	33.526	33	37.034
4	27.751	14	30.655	24	33.862	34	37.404
5	28.029	15	30.961	25	34.200	35	37.778
6	28.309	16	31.271	26	34.542	36	38.156
7	28.592	17	31.583	27	34.888	37	38.538
8	28.878	18	31.899	28	35.237	38	38.923
9	29.167	19	32.218	29	35.589	39	39.312
10	29.458	20	32.540	30	35.945	40	39.705

<b>C73771</b>		<b>Foster Care Review Spec</b>					
1	27.541	11	30.422	21	33.605	31	37.121
2	27.816	12	30.727	22	33.941	32	37.492
3	28.095	13	31.034	23	34.281	33	37.867
4	28.376	14	31.344	24	34.624	34	38.246
5	28.659	15	31.658	25	34.970	35	38.628
6	28.946	16	31.974	26	35.319	36	39.015
7	29.235	17	32.294	27	35.673	37	39.405
8	29.528	18	32.617	28	36.029	38	39.799
9	29.823	19	32.943	29	36.390	39	40.197
10	30.121	20	33.273	30	36.754	40	40.599

<b>C73810</b>		<b>DHHS Advocate</b>					
1	22.617	11	24.983	21	27.597	31	30.484
2	22.843	12	25.233	22	27.873	32	30.789
3	23.072	13	25.485	23	28.152	33	31.097
4	23.302	14	25.740	24	28.433	34	31.408
5	23.535	15	25.998	25	28.718	35	31.722
6	23.771	16	26.258	26	29.005	36	32.039
7	24.008	17	26.520	27	29.295	37	32.360
8	24.248	18	26.785	28	29.588	38	32.683
9	24.491	19	27.053	29	29.884	39	33.010
10	24.736	20	27.324	30	30.182	40	33.340

<b>C73810</b>		<b>DHHS Advocate</b>					
1	23.126	11	25.545	21	28.218	31	31.170
2	23.357	12	25.801	22	28.500	32	31.482
3	23.591	13	26.059	23	28.785	33	31.797
4	23.827	14	26.320	24	29.073	34	32.115
5	24.065	15	26.583	25	29.364	35	32.436
6	24.306	16	26.849	26	29.658	36	32.760
7	24.549	17	27.117	27	29.954	37	33.088
8	24.794	18	27.388	28	30.254	38	33.419
9	25.042	19	27.662	29	30.556	39	33.753
10	25.293	20	27.939	30	30.862	40	34.091

<b>C73970 Aging Services Ombudsman</b>							
1	22.617	11	24.983	21	27.597	31	30.484
2	22.843	12	25.233	22	27.873	32	30.789
3	23.072	13	25.485	23	28.152	33	31.097
4	23.302	14	25.740	24	28.433	34	31.408
5	23.535	15	25.998	25	28.718	35	31.722
6	23.771	16	26.258	26	29.005	36	32.039
7	24.008	17	26.520	27	29.295	37	32.360
8	24.248	18	26.785	28	29.588	38	32.683
9	24.491	19	27.053	29	29.884	39	33.010
10	24.736	20	27.324	30	30.182	40	33.340

<b>C73970 Aging Services Ombudsman</b>							
1	23.126	11	25.545	21	28.218	31	31.170
2	23.357	12	25.801	22	28.500	32	31.482
3	23.591	13	26.059	23	28.785	33	31.797
4	23.827	14	26.320	24	29.073	34	32.115
5	24.065	15	26.583	25	29.364	35	32.436
6	24.306	16	26.849	26	29.658	36	32.760
7	24.549	17	27.117	27	29.954	37	33.088
8	24.794	18	27.388	28	30.254	38	33.419
9	25.042	19	27.662	29	30.556	39	33.753
10	25.293	20	27.939	30	30.862	40	34.091

<b>C79920 Religious Coordinator</b>							
1	22.911	11	25.308	21	27.956	31	30.881
2	23.140	12	25.561	22	28.235	32	31.189
3	23.372	13	25.817	23	28.518	33	31.501
4	23.605	14	26.075	24	28.803	34	31.816
5	23.841	15	26.336	25	29.091	35	32.134
6	24.080	16	26.599	26	29.382	36	32.456
7	24.320	17	26.865	27	29.676	37	32.780
8	24.564	18	27.134	28	29.972	38	33.108
9	24.809	19	27.405	29	30.272	39	33.439
10	25.057	20	27.679	30	30.575	40	33.774

<b>C79920 Religious Coordinator</b>							
1	23.426	11	25.877	21	28.584	31	31.575
2	23.660	12	26.136	22	28.870	32	31.890
3	23.897	13	26.397	23	29.159	33	32.209
4	24.136	14	26.661	24	29.450	34	32.531
5	24.377	15	26.928	25	29.745	35	32.857
6	24.621	16	27.197	26	30.042	36	33.185
7	24.867	17	27.469	27	30.343	37	33.517
8	25.116	18	27.744	28	30.646	38	33.852
9	25.367	19	28.021	29	30.953	39	34.191
10	25.621	20	28.301	30	31.262	40	34.533

<b>E11510 G and P Outdoor Education Spec</b>							
1	29.923	11	33.054	21	36.512	31	40.332
2	30.222	12	33.384	22	36.877	32	40.735
3	30.524	13	33.718	23	37.246	33	41.142
4	30.830	14	34.055	24	37.618	34	41.554
5	31.138	15	34.396	25	37.994	35	41.969
6	31.449	16	34.740	26	38.374	36	42.389
7	31.764	17	35.087	27	38.758	37	42.813
8	32.082	18	35.438	28	39.146	38	43.241
9	32.402	19	35.792	29	39.537	39	43.673
10	32.726	20	36.150	30	39.932	40	44.110

<b>E11510 G and P Outdoor Education Spec</b>							
1	30.596	11	33.797	21	37.333	31	41.239
2	30.902	12	34.135	22	37.706	32	41.651
3	31.211	13	34.476	23	38.083	33	42.068
4	31.523	14	34.821	24	38.464	34	42.488
5	31.838	15	35.169	25	38.849	35	42.913
6	32.157	16	35.521	26	39.237	36	43.342
7	32.478	17	35.876	27	39.630	37	43.776
8	32.803	18	36.235	28	40.026	38	44.214
9	33.131	19	36.597	29	40.426	39	44.656
10	33.462	20	36.963	30	40.830	40	45.102

<b>E35320 Senior Broadcast Syst Engineer</b>							
1	28.785	11	31.797	21	35.123	31	38.798
2	29.073	12	32.115	22	35.474	32	39.186
3	29.364	13	32.436	23	35.829	33	39.578
4	29.657	14	32.760	24	36.187	34	39.973
5	29.954	15	33.088	25	36.549	35	40.373
6	30.253	16	33.418	26	36.915	36	40.777
7	30.556	17	33.753	27	37.284	37	41.185
8	30.861	18	34.090	28	37.657	38	41.597
9	31.170	19	34.431	29	38.033	39	42.012
10	31.482	20	34.775	30	38.414	40	42.433

<b>E35320 Senior Broadcast Syst Engineer</b>							
1	29.433	11	32.512	21	35.914	31	39.671
2	29.727	12	32.837	22	36.273	32	40.068
3	30.025	13	33.166	23	36.636	33	40.469
4	30.325	14	33.497	24	37.002	34	40.873
5	30.628	15	33.832	25	37.372	35	41.282
6	30.934	16	34.171	26	37.746	36	41.695
7	31.244	17	34.513	27	38.123	37	42.112
8	31.556	18	34.858	28	38.505	38	42.533
9	31.872	19	35.206	29	38.890	39	42.958
10	32.190	20	35.558	30	39.278	40	43.388



<b>E35710 Radio Comm Systems Coord</b>							
1	24.911	11	27.517	21	30.396	31	33.576
2	25.160	12	27.792	22	30.700	32	33.912
3	25.412	13	28.070	23	31.007	33	34.251
4	25.666	14	28.351	24	31.317	34	34.594
5	25.922	15	28.635	25	31.630	35	34.940
6	26.182	16	28.921	26	31.947	36	35.289
7	26.444	17	29.210	27	32.266	37	35.642
8	26.708	18	29.502	28	32.589	38	35.998
9	26.975	19	29.797	29	32.915	39	36.358
10	27.245	20	30.095	30	33.244	40	36.722

<b>E35710 Radio Comm Systems Coord</b>							
1	25.471	11	28.136	21	31.079	31	34.331
2	25.726	12	28.417	22	31.390	32	34.674
3	25.983	13	28.701	23	31.704	33	35.021
4	26.243	14	28.988	24	32.021	34	35.371
5	26.505	15	29.278	25	32.341	35	35.725
6	26.770	16	29.571	26	32.665	36	36.082
7	27.038	17	29.867	27	32.991	37	36.443
8	27.308	18	30.165	28	33.321	38	36.808
9	27.581	19	30.467	29	33.655	39	37.176
10	27.857	20	30.772	30	33.991	40	37.547

<b>E35711 Edu Tele Remote Tech Asst Sup</b>							
1	24.270	11	26.809	21	29.614	31	32.712
2	24.513	12	27.077	22	29.910	32	33.039
3	24.758	13	27.348	23	30.209	33	33.370
4	25.005	14	27.622	24	30.511	34	33.704
5	25.255	15	27.898	25	30.816	35	34.041
6	25.508	16	28.177	26	31.125	36	34.381
7	25.763	17	28.458	27	31.436	37	34.725
8	26.021	18	28.743	28	31.750	38	35.072
9	26.281	19	29.030	29	32.068	39	35.423
10	26.544	20	29.321	30	32.388	40	35.777

<b>E35711 Edu Tele Remote Tech Asst Sup</b>							
1	24.816	11	27.412	21	30.280	31	33.448
2	25.064	12	27.686	22	30.583	32	33.783
3	25.315	13	27.963	23	30.889	33	34.121
4	25.568	14	28.243	24	31.198	34	34.462
5	25.824	15	28.525	25	31.510	35	34.806
6	26.082	16	28.811	26	31.825	36	35.154
7	26.343	17	29.099	27	32.143	37	35.506
8	26.606	18	29.390	28	32.465	38	35.861
9	26.872	19	29.684	29	32.789	39	36.220
10	27.141	20	29.980	30	33.117	40	36.582

<b>E43131 G and P Fish and Wildlife Biologist I</b>							
1	21.636	11	23.900	21	26.400	31	29.162
2	21.852	12	24.139	22	26.664	32	29.454
3	22.071	13	24.380	23	26.931	33	29.748
4	22.292	14	24.624	24	27.200	34	30.046
5	22.515	15	24.870	25	27.472	35	30.346
6	22.740	16	25.119	26	27.747	36	30.650
7	22.967	17	25.370	27	28.024	37	30.956
8	23.197	18	25.624	28	28.304	38	31.266
9	23.429	19	25.880	29	28.587	39	31.578
10	23.663	20	26.139	30	28.873	40	31.894

<b>E43131 G and P Fish and Wildlife Biologist I</b>							
1	22.123	11	24.438	21	26.994	31	29.818
2	22.344	12	24.682	22	27.264	32	30.117
3	22.568	13	24.929	23	27.537	33	30.418
4	22.793	14	25.178	24	27.812	34	30.722
5	23.021	15	25.430	25	28.090	35	31.029
6	23.251	16	25.684	26	28.371	36	31.340
7	23.484	17	25.941	27	28.655	37	31.653
8	23.719	18	26.200	28	28.942	38	31.969
9	23.956	19	26.462	29	29.231	39	32.289
10	24.196	20	26.727	30	29.523	40	32.612

<b>E43132 G and P Fish and Wildlife Biologist II</b>							
1	25.003	11	27.619	21	30.508	31	33.700
2	25.253	12	27.895	22	30.813	32	34.037
3	25.506	13	28.174	23	31.122	33	34.378
4	25.761	14	28.456	24	31.433	34	34.721
5	26.018	15	28.740	25	31.747	35	35.069
6	26.278	16	29.028	26	32.065	36	35.419
7	26.541	17	29.318	27	32.385	37	35.774
8	26.807	18	29.611	28	32.709	38	36.131
9	27.075	19	29.907	29	33.036	39	36.493
10	27.345	20	30.206	30	33.367	40	36.857

<b>E43132 G and P Fish and Wildlife Biologist II</b>							
1	25.566	11	28.241	21	31.195	31	34.459
2	25.822	12	28.523	22	31.507	32	34.804
3	26.080	13	28.808	23	31.822	33	35.152
4	26.341	14	29.096	24	32.141	34	35.503
5	26.604	15	29.387	25	32.462	35	35.858
6	26.870	16	29.681	26	32.787	36	36.217
7	27.139	17	29.978	27	33.115	37	36.579
8	27.410	18	30.278	28	33.446	38	36.945
9	27.684	19	30.581	29	33.780	39	37.314
10	27.961	20	30.887	30	34.118	40	37.687

<b>E43160 G and P Fish and Wildlife Spec</b>							
1	31.062	11	34.312	21	37.902	31	41.867
2	31.373	12	34.655	22	38.281	32	42.286
3	31.686	13	35.001	23	38.663	33	42.708
4	32.003	14	35.351	24	39.050	34	43.135
5	32.323	15	35.705	25	39.440	35	43.567
6	32.646	16	36.062	26	39.835	36	44.003
7	32.973	17	36.423	27	40.233	37	44.443
8	33.303	18	36.787	28	40.636	38	44.887
9	33.636	19	37.155	29	41.042	39	45.336
10	33.972	20	37.526	30	41.452	40	45.789

<b>E43160 G and P Fish and Wildlife Spec</b>							
1	31.761	11	35.084	21	38.754	31	42.809
2	32.079	12	35.435	22	39.142	32	43.237
3	32.399	13	35.789	23	39.533	33	43.669
4	32.723	14	36.147	24	39.929	34	44.106
5	33.051	15	36.508	25	40.328	35	44.547
6	33.381	16	36.874	26	40.731	36	44.993
7	33.715	17	37.242	27	41.139	37	45.443
8	34.052	18	37.615	28	41.550	38	45.897
9	34.393	19	37.991	29	41.966	39	46.356
10	34.737	20	38.371	30	42.385	40	46.820

<b>E43211 G and P Superintendent I</b>							
1	20.845	11	23.026	21	25.435	31	28.096
2	21.053	12	23.256	22	25.689	32	28.377
3	21.264	13	23.489	23	25.946	33	28.661
4	21.477	14	23.724	24	26.206	34	28.947
5	21.691	15	23.961	25	26.468	35	29.237
6	21.908	16	24.200	26	26.732	36	29.529
7	22.127	17	24.442	27	27.000	37	29.824
8	22.349	18	24.687	28	27.270	38	30.123
9	22.572	19	24.934	29	27.542	39	30.424
10	22.798	20	25.183	30	27.818	40	30.728

<b>E43211 G and P Superintendent I</b>							
1	21.314	11	23.544	21	26.007	31	28.728
2	21.527	12	23.779	22	26.267	32	29.015
3	21.742	13	24.017	23	26.530	33	29.305
4	21.960	14	24.257	24	26.795	34	29.599
5	22.179	15	24.500	25	27.063	35	29.895
6	22.401	16	24.745	26	27.334	36	30.193
7	22.625	17	24.992	27	27.607	37	30.495
8	22.851	18	25.242	28	27.883	38	30.800
9	23.080	19	25.495	29	28.162	39	31.108
10	23.311	20	25.750	30	28.444	40	31.419

<b>E43212 G and P Superintendent II</b>							
1	24.088	11	26.608	21	29.392	31	32.467
2	24.329	12	26.874	22	29.686	32	32.792
3	24.572	13	27.143	23	29.983	33	33.120
4	24.818	14	27.414	24	30.283	34	33.451
5	25.066	15	27.689	25	30.585	35	33.785
6	25.317	16	27.965	26	30.891	36	34.123
7	25.570	17	28.245	27	31.200	37	34.464
8	25.826	18	28.528	28	31.512	38	34.809
9	26.084	19	28.813	29	31.827	39	35.157
10	26.345	20	29.101	30	32.146	40	35.509

<b>E43212 G and P Superintendent II</b>							
1	24.630	11	27.207	21	30.053	31	33.198
2	24.876	12	27.479	22	30.354	32	33.529
3	25.125	13	27.754	23	30.657	33	33.865
4	25.376	14	28.031	24	30.964	34	34.203
5	25.630	15	28.312	25	31.274	35	34.545
6	25.886	16	28.595	26	31.586	36	34.891
7	26.145	17	28.881	27	31.902	37	35.240
8	26.407	18	29.169	28	32.221	38	35.592
9	26.671	19	29.461	29	32.543	39	35.948
10	26.937	20	29.756	30	32.869	40	36.308

<b>E43430 G and P Program Spec</b>							
1	29.923	11	33.054	21	36.512	31	40.332
2	30.222	12	33.384	22	36.877	32	40.735
3	30.524	13	33.718	23	37.246	33	41.142
4	30.830	14	34.055	24	37.618	34	41.554
5	31.138	15	34.396	25	37.994	35	41.969
6	31.449	16	34.740	26	38.374	36	42.389
7	31.764	17	35.087	27	38.758	37	42.813
8	32.082	18	35.438	28	39.146	38	43.241
9	32.402	19	35.792	29	39.537	39	43.673
10	32.726	20	36.150	30	39.932	40	44.110

<b>E43430 G and P Program Spec</b>							
1	30.596	11	33.797	21	37.333	31	41.239
2	30.902	12	34.135	22	37.706	32	41.651
3	31.211	13	34.476	23	38.083	33	42.068
4	31.523	14	34.821	24	38.464	34	42.488
5	31.838	15	35.169	25	38.849	35	42.913
6	32.157	16	35.521	26	39.237	36	43.342
7	32.478	17	35.876	27	39.630	37	43.776
8	32.803	18	36.235	28	40.026	38	44.214
9	33.131	19	36.597	29	40.426	39	44.656
10	33.462	20	36.963	30	40.830	40	45.102

<b>E43610 G and P Recreation Planner</b>							
1	29.980	11	33.117	21	36.581	31	40.409
2	30.280	12	33.448	22	36.947	32	40.813
3	30.583	13	33.782	23	37.317	33	41.221
4	30.888	14	34.120	24	37.690	34	41.633
5	31.197	15	34.461	25	38.067	35	42.049
6	31.509	16	34.806	26	38.447	36	42.470
7	31.824	17	35.154	27	38.832	37	42.894
8	32.143	18	35.505	28	39.220	38	43.323
9	32.464	19	35.861	29	39.612	39	43.757
10	32.789	20	36.219	30	40.008	40	44.194

<b>E43610 G and P Recreation Planner</b>							
1	30.655	11	33.862	21	37.405	31	41.318
2	30.962	12	34.201	22	37.779	32	41.731
3	31.271	13	34.543	23	38.157	33	42.149
4	31.584	14	34.888	24	38.538	34	42.570
5	31.900	15	35.237	25	38.924	35	42.996
6	32.219	16	35.590	26	39.313	36	43.426
7	32.541	17	35.945	27	39.706	37	43.860
8	32.866	18	36.305	28	40.103	38	44.299
9	33.195	19	36.668	29	40.504	39	44.742
10	33.527	20	37.035	30	40.909	40	45.189

<b>E45011 Environmental Specialist I</b>							
1	23.894	11	26.394	21	29.155	31	32.206
2	24.133	12	26.658	22	29.447	32	32.528
3	24.374	13	26.924	23	29.741	33	32.853
4	24.618	14	27.194	24	30.039	34	33.181
5	24.864	15	27.466	25	30.339	35	33.513
6	25.113	16	27.740	26	30.642	36	33.848
7	25.364	17	28.018	27	30.949	37	34.187
8	25.618	18	28.298	28	31.258	38	34.529
9	25.874	19	28.581	29	31.571	39	34.874
10	26.133	20	28.867	30	31.887	40	35.223

<b>E45011 Environmental Specialist I</b>							
1	24.432	11	26.988	21	29.812	31	32.931
2	24.676	12	27.258	22	30.110	32	33.260
3	24.923	13	27.531	23	30.411	33	33.593
4	25.172	14	27.806	24	30.715	34	33.928
5	25.424	15	28.084	25	31.022	35	34.268
6	25.678	16	28.365	26	31.332	36	34.610
7	25.935	17	28.648	27	31.646	37	34.957
8	26.194	18	28.935	28	31.962	38	35.306
9	26.456	19	29.224	29	32.282	39	35.659
10	26.721	20	29.517	30	32.605	40	36.016

<b>E45012 Environmental Specialist II</b>							
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

<b>E45012 Environmental Specialist II</b>							
1	26.263	11	29.011	21	32.046	31	35.399
2	26.526	12	29.301	22	32.366	32	35.753
3	26.791	13	29.594	23	32.690	33	36.110
4	27.059	14	29.890	24	33.017	34	36.471
5	27.329	15	30.189	25	33.347	35	36.836
6	27.603	16	30.491	26	33.681	36	37.204
7	27.879	17	30.795	27	34.017	37	37.576
8	28.157	18	31.103	28	34.357	38	37.952
9	28.439	19	31.414	29	34.701	39	38.332
10	28.723	20	31.729	30	35.048	40	38.715

<b>E45013 Environmental Specialist III</b>							
1	28.893	11	31.916	21	35.255	31	38.943
2	29.182	12	32.235	22	35.608	32	39.333
3	29.474	13	32.557	23	35.964	33	39.726
4	29.768	14	32.883	24	36.323	34	40.123
5	30.066	15	33.212	25	36.686	35	40.525
6	30.367	16	33.544	26	37.053	36	40.930
7	30.671	17	33.879	27	37.424	37	41.339
8	30.977	18	34.218	28	37.798	38	41.753
9	31.287	19	34.560	29	38.176	39	42.170
10	31.600	20	34.906	30	38.558	40	42.592

<b>E45013 Environmental Specialist III</b>							
1	29.543	11	32.634	21	36.048	31	39.820
2	29.838	12	32.960	22	36.409	32	40.218
3	30.137	13	33.290	23	36.773	33	40.620
4	30.438	14	33.623	24	37.140	34	41.026
5	30.743	15	33.959	25	37.512	35	41.436
6	31.050	16	34.299	26	37.887	36	41.851
7	31.360	17	34.641	27	38.266	37	42.269
8	31.674	18	34.988	28	38.648	38	42.692
9	31.991	19	35.338	29	39.035	39	43.119
10	32.311	20	35.691	30	39.425	40	43.550

<b>E45431 Highway Environmental Biologist I</b>							
1	28.893	11	31.916	21	35.255	31	38.943
2	29.182	12	32.235	22	35.608	32	39.333
3	29.474	13	32.557	23	35.964	33	39.726
4	29.768	14	32.883	24	36.323	34	40.123
5	30.066	15	33.212	25	36.686	35	40.525
6	30.367	16	33.544	26	37.053	36	40.930
7	30.671	17	33.879	27	37.424	37	41.339
8	30.977	18	34.218	28	37.798	38	41.753
9	31.287	19	34.560	29	38.176	39	42.170
10	31.600	20	34.906	30	38.558	40	42.592

<b>E45431 Highway Environmental Biologist I</b>							
1	29.543	11	32.634	21	36.048	31	39.820
2	29.838	12	32.960	22	36.409	32	40.218
3	30.137	13	33.290	23	36.773	33	40.620
4	30.438	14	33.623	24	37.140	34	41.026
5	30.743	15	33.959	25	37.512	35	41.436
6	31.050	16	34.299	26	37.887	36	41.851
7	31.360	17	34.641	27	38.266	37	42.269
8	31.674	18	34.988	28	38.648	38	42.692
9	31.991	19	35.338	29	39.035	39	43.119
10	32.311	20	35.691	30	39.425	40	43.550

<b>E45432 Highway Environmental Biologist II</b>							
1	33.226	11	36.702	21	40.542	31	44.784
2	33.558	12	37.069	22	40.947	32	45.231
3	33.894	13	37.440	23	41.357	33	45.684
4	34.233	14	37.814	24	41.770	34	46.141
5	34.575	15	38.192	25	42.188	35	46.602
6	34.921	16	38.574	26	42.610	36	47.068
7	35.270	17	38.960	27	43.036	37	47.539
8	35.623	18	39.350	28	43.467	38	48.014
9	35.979	19	39.743	29	43.901	39	48.494
10	36.339	20	40.141	30	44.340	40	48.979

<b>E45432 Highway Environmental Biologist II</b>							
1	33.974	11	37.528	21	41.455	31	45.792
2	34.314	12	37.904	22	41.869	32	46.250
3	34.657	13	38.283	23	42.288	33	46.712
4	35.003	14	38.666	24	42.711	34	47.179
5	35.353	15	39.052	25	43.138	35	47.651
6	35.707	16	39.443	26	43.569	36	48.128
7	36.064	17	39.837	27	44.005	37	48.609
8	36.425	18	40.236	28	44.445	38	49.095
9	36.789	19	40.638	29	44.890	39	49.586
10	37.157	20	41.044	30	45.338	40	50.082

<b>E45433 Highway Environmental Biologist III</b>							
1	38.211	11	42.209	21	46.625	31	51.503
2	38.593	12	42.631	22	47.091	32	52.018
3	38.979	13	43.057	23	47.562	33	52.538
4	39.369	14	43.488	24	48.037	34	53.063
5	39.763	15	43.923	25	48.518	35	53.594
6	40.160	16	44.362	26	49.003	36	54.130
7	40.562	17	44.805	27	49.493	37	54.671
8	40.967	18	45.253	28	49.988	38	55.218
9	41.377	19	45.706	29	50.488	39	55.770
10	41.791	20	46.163	30	50.993	40	56.328

<b>E45433 Highway Environmental Biologist III</b>							
1	39.071	11	43.159	21	47.674	31	52.662
2	39.462	12	43.590	22	48.151	32	53.188
3	39.856	13	44.026	23	48.632	33	53.720
4	40.255	14	44.466	24	49.119	34	54.258
5	40.657	15	44.911	25	49.610	35	54.800
6	41.064	16	45.360	26	50.106	36	55.348
7	41.475	17	45.814	27	50.607	37	55.902
8	41.889	18	46.272	28	51.113	38	56.461
9	42.308	19	46.735	29	51.624	39	57.025
10	42.731	20	47.202	30	52.140	40	57.595

<b>E51210 Energy Cons Program Coord</b>							
1	20.380	11	22.512	21	24.867	31	27.469
2	20.584	12	22.737	22	25.116	32	27.744
3	20.790	13	22.965	23	25.367	33	28.021
4	20.998	14	23.194	24	25.621	34	28.302
5	21.208	15	23.426	25	25.877	35	28.585
6	21.420	16	23.661	26	26.136	36	28.870
7	21.634	17	23.897	27	26.397	37	29.159
8	21.850	18	24.136	28	26.661	38	29.451
9	22.069	19	24.377	29	26.928	39	29.745
10	22.289	20	24.621	30	27.197	40	30.043

<b>E51210 Energy Cons Program Coord</b>							
1	20.839	11	23.019	21	25.428	31	28.088
2	21.047	12	23.249	22	25.682	32	28.369
3	21.258	13	23.482	23	25.939	33	28.652
4	21.470	14	23.717	24	26.198	34	28.939
5	21.685	15	23.954	25	26.460	35	29.228
6	21.902	16	24.193	26	26.725	36	29.521
7	22.121	17	24.435	27	26.992	37	29.816
8	22.342	18	24.680	28	27.262	38	30.114
9	22.566	19	24.927	29	27.534	39	30.415
10	22.791	20	25.176	30	27.810	40	30.719

<b>E51211 Energy Cons Program Spec</b>							
1	23.552	11	26.016	21	28.738	31	31.745
2	23.788	12	26.276	22	29.025	32	32.062
3	24.025	13	26.539	23	29.316	33	32.383
4	24.266	14	26.804	24	29.609	34	32.706
5	24.508	15	27.072	25	29.905	35	33.033
6	24.753	16	27.343	26	30.204	36	33.364
7	25.001	17	27.617	27	30.506	37	33.697
8	25.251	18	27.893	28	30.811	38	34.034
9	25.503	19	28.172	29	31.119	39	34.375
10	25.758	20	28.453	30	31.430	40	34.719

<b>E51211 Energy Cons Program Spec</b>							
1	24.082	11	26.602	21	29.385	31	32.459
2	24.323	12	26.868	22	29.678	32	32.783
3	24.566	13	27.136	23	29.975	33	33.111
4	24.812	14	27.408	24	30.275	34	33.442
5	25.060	15	27.682	25	30.578	35	33.777
6	25.310	16	27.958	26	30.884	36	34.115
7	25.564	17	28.238	27	31.192	37	34.456
8	25.819	18	28.520	28	31.504	38	34.800
9	26.077	19	28.806	29	31.819	39	35.148
10	26.338	20	29.094	30	32.138	40	35.500

<b>E53011 State Patrol Forensic Scientist I</b>							
1	27.836	11	30.748	21	33.965	31	37.519
2	28.114	12	31.056	22	34.305	32	37.894
3	28.396	13	31.366	23	34.648	33	38.273
4	28.679	14	31.680	24	34.994	34	38.656
5	28.966	15	31.997	25	35.344	35	39.042
6	29.256	16	32.317	26	35.698	36	39.433
7	29.548	17	32.640	27	36.055	37	39.827
8	29.844	18	32.966	28	36.415	38	40.225
9	30.142	19	33.296	29	36.779	39	40.627
10	30.444	20	33.629	30	37.147	40	41.034

<b>E53011 State Patrol Forensic Scientist I</b>							
1	28.462	11	31.440	21	34.729	31	38.362
2	28.747	12	31.754	22	35.076	32	38.746
3	29.034	13	32.072	23	35.427	33	39.134
4	29.324	14	32.392	24	35.781	34	39.525
5	29.618	15	32.716	25	36.139	35	39.920
6	29.914	16	33.043	26	36.501	36	40.319
7	30.213	17	33.374	27	36.866	37	40.723
8	30.515	18	33.708	28	37.234	38	41.130
9	30.820	19	34.045	29	37.607	39	41.541
10	31.128	20	34.385	30	37.983	40	41.956

<b>E53012 State Patrol Forensic Scientist II</b>							
1	29.923	11	33.054	21	36.512	31	40.332
2	30.222	12	33.384	22	36.877	32	40.735
3	30.524	13	33.718	23	37.246	33	41.142
4	30.830	14	34.055	24	37.618	34	41.554
5	31.138	15	34.396	25	37.994	35	41.969
6	31.449	16	34.740	26	38.374	36	42.389
7	31.764	17	35.087	27	38.758	37	42.813
8	32.082	18	35.438	28	39.146	38	43.241
9	32.402	19	35.792	29	39.537	39	43.673
10	32.726	20	36.150	30	39.932	40	44.110

<b>E53012 State Patrol Forensic Scientist II</b>							
1	30.596	11	33.797	21	37.333	31	41.239
2	30.902	12	34.135	22	37.706	32	41.651
3	31.211	13	34.476	23	38.083	33	42.068
4	31.523	14	34.821	24	38.464	34	42.488
5	31.838	15	35.169	25	38.849	35	42.913
6	32.157	16	35.521	26	39.237	36	43.342
7	32.478	17	35.876	27	39.630	37	43.776
8	32.803	18	36.235	28	40.026	38	44.214
9	33.131	19	36.597	29	40.426	39	44.656
10	33.462	20	36.963	30	40.830	40	45.102

<b>E53013 State Patrol Forensic Scientist III</b>							
1	32.168	11	35.533	21	39.251	31	43.358
2	32.490	12	35.889	22	39.644	32	43.791
3	32.815	13	36.248	23	40.040	33	44.229
4	33.143	14	36.610	24	40.440	34	44.671
5	33.474	15	36.976	25	40.845	35	45.118
6	33.809	16	37.346	26	41.253	36	45.569
7	34.147	17	37.720	27	41.666	37	46.025
8	34.488	18	38.097	28	42.082	38	46.485
9	34.833	19	38.478	29	42.503	39	46.950
10	35.182	20	38.862	30	42.928	40	47.420

<b>E53013 State Patrol Forensic Scientist III</b>							
1	32.892	11	36.333	21	40.134	31	44.333
2	33.221	12	36.697	22	40.536	32	44.777
3	33.553	13	37.064	23	40.941	33	45.225
4	33.889	14	37.434	24	41.351	34	45.677
5	34.228	15	37.809	25	41.764	35	46.134
6	34.570	16	38.187	26	42.182	36	46.595
7	34.916	17	38.568	27	42.604	37	47.061
8	35.265	18	38.954	28	43.030	38	47.531
9	35.617	19	39.344	29	43.460	39	48.007
10	35.973	20	39.737	30	43.895	40	48.487

July 1, 2025

APPENDIX A

July 1, 2026

<b>E53022</b>		<b>Scientist I</b>					
1	23.802	11	26.292	21	29.043	31	32.081
2	24.040	12	26.555	22	29.333	32	32.402
3	24.280	13	26.821	23	29.627	33	32.726
4	24.523	14	27.089	24	29.923	34	33.054
5	24.768	15	27.360	25	30.222	35	33.384
6	25.016	16	27.633	26	30.524	36	33.718
7	25.266	17	27.910	27	30.830	37	34.055
8	25.519	18	28.189	28	31.138	38	34.396
9	25.774	19	28.471	29	31.449	39	34.740
10	26.032	20	28.755	30	31.764	40	35.087

<b>E53022</b>		<b>Scientist I</b>					
1	24.338	11	26.884	21	29.697	31	32.804
2	24.581	12	27.153	22	29.994	32	33.132
3	24.827	13	27.425	23	30.294	33	33.463
4	25.075	14	27.699	24	30.597	34	33.798
5	25.326	15	27.976	25	30.903	35	34.136
6	25.579	16	28.256	26	31.212	36	34.477
7	25.835	17	28.538	27	31.524	37	34.822
8	26.094	18	28.824	28	31.839	38	35.170
9	26.355	19	29.112	29	32.158	39	35.522
10	26.618	20	29.403	30	32.479	40	35.877

<b>E53023</b>		<b>Scientist II</b>					
1	26.834	11	29.641	21	32.743	31	36.168
2	27.102	12	29.938	22	33.070	32	36.530
3	27.373	13	30.237	23	33.401	33	36.895
4	27.647	14	30.540	24	33.735	34	37.264
5	27.924	15	30.845	25	34.072	35	37.637
6	28.203	16	31.153	26	34.413	36	38.013
7	28.485	17	31.465	27	34.757	37	38.393
8	28.770	18	31.780	28	35.104	38	38.777
9	29.057	19	32.097	29	35.456	39	39.165
10	29.348	20	32.418	30	35.810	40	39.557

<b>E53023</b>		<b>Scientist II</b>					
1	27.438	11	30.309	21	33.480	31	36.982
2	27.712	12	30.612	22	33.814	32	37.352
3	27.990	13	30.918	23	34.153	33	37.726
4	28.269	14	31.227	24	34.494	34	38.103
5	28.552	15	31.539	25	34.839	35	38.484
6	28.838	16	31.855	26	35.187	36	38.869
7	29.126	17	32.173	27	35.539	37	39.257
8	29.417	18	32.495	28	35.895	38	39.650
9	29.711	19	32.820	29	36.254	39	40.047
10	30.009	20	33.148	30	36.616	40	40.447

<b>E55011</b>		<b>Engineer</b>					
1	31.265	11	34.536	21	38.149	31	42.140
2	31.578	12	34.881	22	38.531	32	42.562
3	31.893	13	35.230	23	38.916	33	42.988
4	32.212	14	35.582	24	39.305	34	43.417
5	32.534	15	35.938	25	39.698	35	43.852
6	32.860	16	36.298	26	40.095	36	44.290
7	33.188	17	36.661	27	40.496	37	44.733
8	33.520	18	37.027	28	40.901	38	45.180
9	33.856	19	37.398	29	41.310	39	45.632
10	34.194	20	37.772	30	41.723	40	46.088

<b>E55011</b>		<b>Engineer</b>					
1	31.968	11	35.313	21	39.007	31	43.088
2	32.288	12	35.666	22	39.397	32	43.519
3	32.611	13	36.022	23	39.791	33	43.954
4	32.937	14	36.383	24	40.189	34	44.394
5	33.266	15	36.746	25	40.591	35	44.838
6	33.599	16	37.114	26	40.997	36	45.286
7	33.935	17	37.485	27	41.407	37	45.739
8	34.274	18	37.860	28	41.821	38	46.196
9	34.617	19	38.238	29	42.239	39	46.658
10	34.963	20	38.621	30	42.661	40	47.125

<b>E55012</b>		<b>Professional Engineer I</b>					
1	35.641	11	39.370	21	43.489	31	48.039
2	35.997	12	39.764	22	43.924	32	48.519
3	36.357	13	40.161	23	44.363	33	49.004
4	36.721	14	40.563	24	44.807	34	49.494
5	37.088	15	40.968	25	45.255	35	49.989
6	37.459	16	41.378	26	45.707	36	50.489
7	37.834	17	41.792	27	46.164	37	50.994
8	38.212	18	42.210	28	46.626	38	51.504
9	38.594	19	42.632	29	47.092	39	52.019
10	38.980	20	43.058	30	47.563	40	52.539

<b>E55012</b>		<b>Professional Engineer I</b>					
1	36.443	11	40.256	21	44.467	31	49.120
2	36.807	12	40.658	22	44.912	32	49.611
3	37.176	13	41.065	23	45.361	33	50.107
4	37.547	14	41.476	24	45.815	34	50.608
5	37.923	15	41.890	25	46.273	35	51.114
6	38.302	16	42.309	26	46.736	36	51.625
7	38.685	17	42.732	27	47.203	37	52.142
8	39.072	18	43.160	28	47.675	38	52.663
9	39.463	19	43.591	29	48.152	39	53.190
10	39.857	20	44.027	30	48.633	40	53.721

<b>E55013 Professional Engineer II</b>			
1	40.990	11 45.278	21 50.016
2	41.400	12 45.731	22 50.516
3	41.814	13 46.189	23 51.021
4	42.232	14 46.650	24 51.531
5	42.654	15 47.117	25 52.046
6	43.081	16 47.588	26 52.567
7	43.512	17 48.064	27 53.093
8	43.947	18 48.545	28 53.623
9	44.386	19 49.030	29 54.160
10	44.830	20 49.520	30 54.701
31	55.248	32 55.801	33 56.359
34	56.922	35 57.492	36 58.067
37	58.647	38 59.234	39 59.826
40	60.424		

<b>E55013 Professional Engineer II</b>			
1	41.912	11 46.297	21 51.141
2	42.331	12 46.760	22 51.652
3	42.754	13 47.227	23 52.169
4	43.182	14 47.700	24 52.690
5	43.614	15 48.177	25 53.217
6	44.050	16 48.659	26 53.749
7	44.490	17 49.145	27 54.287
8	44.935	18 49.637	28 54.830
9	45.385	19 50.133	29 55.378
10	45.839	20 50.634	30 55.932
31	56.491	32 57.056	33 57.627
34	58.203	35 58.785	36 59.373
37	59.966	38 60.566	39 61.172
40	61.783		

<b>E55014 Professional Engineer III</b>			
1	46.334	11 51.182	21 56.536
2	46.797	12 51.693	22 57.102
3	47.265	13 52.210	23 57.673
4	47.738	14 52.732	24 58.249
5	48.215	15 53.260	25 58.832
6	48.697	16 53.792	26 59.420
7	49.184	17 54.330	27 60.014
8	49.676	18 54.874	28 60.615
9	50.173	19 55.422	29 61.221
10	50.675	20 55.977	30 61.833
31	62.451	32 63.076	33 63.707
34	64.344	35 64.987	36 65.637
37	66.293	38 66.956	39 67.626
40	68.302		

<b>E55014 Professional Engineer III</b>			
1	47.377	11 52.334	21 57.809
2	47.851	12 52.857	22 58.387
3	48.329	13 53.386	23 58.971
4	48.813	14 53.919	24 59.561
5	49.301	15 54.459	25 60.156
6	49.794	16 55.003	26 60.758
7	50.292	17 55.553	27 61.365
8	50.795	18 56.109	28 61.979
9	51.303	19 56.670	29 62.599
10	51.816	20 57.237	30 63.225
31	63.857	32 64.496	33 65.141
34	65.792	35 66.450	36 67.114
37	67.786	38 68.463	39 69.148
40	69.840		

<b>E55610 Architect</b>			
1	30.699	11 33.911	21 37.459
2	31.006	12 34.250	22 37.833
3	31.316	13 34.592	23 38.212
4	31.629	14 34.938	24 38.594
5	31.946	15 35.288	25 38.980
6	32.265	16 35.641	26 39.369
7	32.588	17 35.997	27 39.763
8	32.913	18 36.357	28 40.161
9	33.243	19 36.721	29 40.562
10	33.575	20 37.088	30 40.968
31	41.378	32 41.791	33 42.209
34	42.631	35 43.058	36 43.488
37	43.923	38 44.362	39 44.806
40	45.254		

<b>E55610 Architect</b>			
1	31.390	11 34.674	21 38.302
2	31.704	12 35.021	22 38.685
3	32.021	13 35.371	23 39.072
4	32.341	14 35.725	24 39.462
5	32.665	15 36.082	25 39.857
6	32.991	16 36.443	26 40.256
7	33.321	17 36.807	27 40.658
8	33.654	18 37.175	28 41.065
9	33.991	19 37.547	29 41.475
10	34.331	20 37.923	30 41.890
31	42.309	32 42.732	33 43.159
34	43.591	35 44.027	36 44.467
37	44.912	38 45.361	39 45.815
40	46.273		

<b>E56631 Interior Space Planner I</b>			
1	17.621	11 19.465	21 21.501
2	17.797	12 19.659	22 21.716
3	17.975	13 19.856	23 21.933
4	18.155	14 20.054	24 22.152
5	18.336	15 20.255	25 22.374
6	18.520	16 20.457	26 22.598
7	18.705	17 20.662	27 22.824
8	18.892	18 20.869	28 23.052
9	19.081	19 21.077	29 23.282
10	19.272	20 21.288	30 23.515
31	23.750	32 23.988	33 24.228
34	24.470	35 24.715	36 24.962
37	25.212	38 25.464	39 25.718
40	25.976		

<b>E56631 Interior Space Planner I</b>			
1	18.017	11 19.902	21 21.984
2	18.197	12 20.101	22 22.204
3	18.379	13 20.302	23 22.426
4	18.563	14 20.505	24 22.650
5	18.749	15 20.710	25 22.877
6	18.936	16 20.917	26 23.106
7	19.125	17 21.126	27 23.337
8	19.317	18 21.338	28 23.570
9	19.510	19 21.551	29 23.806
10	19.705	20 21.766	30 24.044
31	24.284	32 24.527	33 24.772
34	25.020	35 25.270	36 25.523
37	25.778	38 26.036	39 26.296
40	26.559		

<b>E56632 Interior Space Planner II</b>							
1	22.900	11	25.296	21	27.942	31	30.866
2	23.129	12	25.549	22	28.222	32	31.174
3	23.360	13	25.804	23	28.504	33	31.486
4	23.594	14	26.062	24	28.789	34	31.801
5	23.830	15	26.323	25	29.077	35	32.119
6	24.068	16	26.586	26	29.368	36	32.440
7	24.309	17	26.852	27	29.661	37	32.765
8	24.552	18	27.121	28	29.958	38	33.092
9	24.797	19	27.392	29	30.258	39	33.423
10	25.045	20	27.666	30	30.560	40	33.757

<b>E56632 Interior Space Planner II</b>							
1	23.415	11	25.865	21	28.571	31	31.560
2	23.649	12	26.123	22	28.856	32	31.875
3	23.886	13	26.385	23	29.145	33	32.194
4	24.124	14	26.648	24	29.436	34	32.516
5	24.366	15	26.915	25	29.731	35	32.841
6	24.609	16	27.184	26	30.028	36	33.170
7	24.855	17	27.456	27	30.328	37	33.501
8	25.104	18	27.730	28	30.632	38	33.836
9	25.355	19	28.008	29	30.938	39	34.175
10	25.609	20	28.288	30	31.247	40	34.517

<b>E56633 Interior Space Planner III</b>							
1	26.326	11	29.080	21	32.123	31	35.483
2	26.589	12	29.371	22	32.444	32	35.838
3	26.855	13	29.665	23	32.768	33	36.197
4	27.124	14	29.961	24	33.096	34	36.559
5	27.395	15	30.261	25	33.427	35	36.924
6	27.669	16	30.564	26	33.761	36	37.293
7	27.946	17	30.869	27	34.099	37	37.666
8	28.225	18	31.178	28	34.440	38	38.043
9	28.507	19	31.490	29	34.784	39	38.424
10	28.792	20	31.805	30	35.132	40	38.808

<b>E56633 Interior Space Planner III</b>							
1	26.918	11	29.734	21	32.845	31	36.281
2	27.187	12	30.032	22	33.174	32	36.644
3	27.459	13	30.332	23	33.505	33	37.011
4	27.734	14	30.635	24	33.840	34	37.381
5	28.011	15	30.942	25	34.179	35	37.755
6	28.291	16	31.251	26	34.521	36	38.132
7	28.574	17	31.563	27	34.866	37	38.513
8	28.860	18	31.879	28	35.214	38	38.899
9	29.148	19	32.198	29	35.567	39	39.288
10	29.440	20	32.520	30	35.922	40	39.680

<b>E57171 Nat Resources Planner Tech</b>							
1	24.681	11	27.263	21	30.116	31	33.266
2	24.928	12	27.536	22	30.417	32	33.599
3	25.177	13	27.811	23	30.721	33	33.935
4	25.429	14	28.089	24	31.028	34	34.274
5	25.683	15	28.370	25	31.338	35	34.617
6	25.940	16	28.654	26	31.652	36	34.963
7	26.199	17	28.940	27	31.968	37	35.313
8	26.461	18	29.230	28	32.288	38	35.666
9	26.726	19	29.522	29	32.611	39	36.023
10	26.993	20	29.817	30	32.937	40	36.383

<b>E57171 Nat Resources Planner Tech</b>							
1	25.236	11	27.876	21	30.793	31	34.014
2	25.488	12	28.155	22	31.101	32	34.354
3	25.743	13	28.437	23	31.412	33	34.698
4	26.001	14	28.721	24	31.726	34	35.045
5	26.261	15	29.008	25	32.043	35	35.395
6	26.523	16	29.298	26	32.363	36	35.749
7	26.789	17	29.591	27	32.687	37	36.107
8	27.056	18	29.887	28	33.014	38	36.468
9	27.327	19	30.186	29	33.344	39	36.833
10	27.600	20	30.488	30	33.678	40	37.201

<b>E57172 Nat Resources Planner Coord</b>							
1	28.521	11	31.505	21	34.801	31	38.442
2	28.806	12	31.820	22	35.149	32	38.826
3	29.094	13	32.138	23	35.501	33	39.215
4	29.385	14	32.460	24	35.856	34	39.607
5	29.679	15	32.784	25	36.214	35	40.003
6	29.976	16	33.112	26	36.576	36	40.403
7	30.276	17	33.443	27	36.942	37	40.807
8	30.578	18	33.778	28	37.311	38	41.215
9	30.884	19	34.115	29	37.685	39	41.627
10	31.193	20	34.456	30	38.061	40	42.043

<b>E57172 Nat Resources Planner Coord</b>							
1	29.163	11	32.214	21	35.584	31	39.307
2	29.455	12	32.536	22	35.940	32	39.700
3	29.749	13	32.862	23	36.300	33	40.097
4	30.047	14	33.190	24	36.663	34	40.498
5	30.347	15	33.522	25	37.029	35	40.903
6	30.651	16	33.857	26	37.400	36	41.312
7	30.957	17	34.196	27	37.774	37	41.726
8	31.267	18	34.538	28	38.151	38	42.143
9	31.579	19	34.883	29	38.533	39	42.564
10	31.895	20	35.232	30	38.918	40	42.990



<b>E57240 Building Program Specialist</b>							
1	26.613	11	29.397	21	32.473	31	35.870
2	26.879	12	29.691	22	32.798	32	36.229
3	27.148	13	29.988	23	33.126	33	36.591
4	27.419	14	30.288	24	33.457	34	36.957
5	27.694	15	30.591	25	33.791	35	37.327
6	27.971	16	30.897	26	34.129	36	37.700
7	28.250	17	31.206	27	34.471	37	38.077
8	28.533	18	31.518	28	34.815	38	38.458
9	28.818	19	31.833	29	35.164	39	38.842
10	29.106	20	32.151	30	35.515	40	39.231

<b>E57240 Building Program Specialist</b>							
1	27.212	11	30.059	21	33.204	31	36.678
2	27.484	12	30.360	22	33.536	32	37.044
3	27.759	13	30.663	23	33.871	33	37.415
4	28.037	14	30.970	24	34.210	34	37.789
5	28.317	15	31.279	25	34.552	35	38.167
6	28.600	16	31.592	26	34.898	36	38.549
7	28.886	17	31.908	27	35.247	37	38.934
8	29.175	18	32.227	28	35.599	38	39.323
9	29.467	19	32.550	29	35.955	39	39.717
10	29.761	20	32.875	30	36.315	40	40.114

<b>E57331 Mil Master Planner Assistant</b>							
1	28.558	11	31.546	21	34.846	31	38.492
2	28.844	12	31.861	22	35.195	32	38.877
3	29.132	13	32.180	23	35.547	33	39.266
4	29.423	14	32.502	24	35.902	34	39.658
5	29.718	15	32.827	25	36.261	35	40.055
6	30.015	16	33.155	26	36.624	36	40.455
7	30.315	17	33.487	27	36.990	37	40.860
8	30.618	18	33.821	28	37.360	38	41.268
9	30.924	19	34.160	29	37.733	39	41.681
10	31.233	20	34.501	30	38.111	40	42.098

<b>E57331 Mil Master Planner Assistant</b>							
1	29.201	11	32.256	21	35.631	31	39.359
2	29.493	12	32.579	22	35.987	32	39.752
3	29.788	13	32.904	23	36.347	33	40.150
4	30.086	14	33.233	24	36.710	34	40.551
5	30.387	15	33.566	25	37.078	35	40.957
6	30.691	16	33.901	26	37.448	36	41.366
7	30.997	17	34.240	27	37.823	37	41.780
8	31.307	18	34.583	28	38.201	38	42.198
9	31.620	19	34.929	29	38.583	39	42.620
10	31.937	20	35.278	30	38.969	40	43.046

<b>E57521 Hwy Local Liaison Tech I</b>							
1	22.209	11	24.533	21	27.099	31	29.934
2	22.431	12	24.778	22	27.370	32	30.234
3	22.655	13	25.026	23	27.644	33	30.536
4	22.882	14	25.276	24	27.920	34	30.841
5	23.111	15	25.529	25	28.200	35	31.150
6	23.342	16	25.784	26	28.482	36	31.461
7	23.575	17	26.042	27	28.766	37	31.776
8	23.811	18	26.302	28	29.054	38	32.094
9	24.049	19	26.565	29	29.345	39	32.415
10	24.290	20	26.831	30	29.638	40	32.739

<b>E57521 Hwy Local Liaison Tech I</b>							
1	22.709	11	25.085	21	27.709	31	30.608
2	22.936	12	25.336	22	27.986	32	30.914
3	23.165	13	25.589	23	28.266	33	31.224
4	23.397	14	25.845	24	28.549	34	31.536
5	23.631	15	26.103	25	28.834	35	31.851
6	23.867	16	26.364	26	29.123	36	32.170
7	24.106	17	26.628	27	29.414	37	32.491
8	24.347	18	26.894	28	29.708	38	32.816
9	24.591	19	27.163	29	30.005	39	33.144
10	24.836	20	27.435	30	30.305	40	33.476

<b>E57522 Hwy Local Liaison Tech II</b>							
1	25.666	11	28.351	21	31.317	31	34.594
2	25.923	12	28.635	22	31.631	32	34.940
3	26.182	13	28.921	23	31.947	33	35.289
4	26.444	14	29.210	24	32.266	34	35.642
5	26.708	15	29.502	25	32.589	35	35.999
6	26.975	16	29.797	26	32.915	36	36.359
7	27.245	17	30.095	27	33.244	37	36.722
8	27.517	18	30.396	28	33.576	38	37.089
9	27.793	19	30.700	29	33.912	39	37.460
10	28.071	20	31.007	30	34.251	40	37.835

<b>E57522 Hwy Local Liaison Tech II</b>							
1	26.243	11	28.989	21	32.021	31	35.372
2	26.505	12	29.278	22	32.342	32	35.725
3	26.770	13	29.571	23	32.665	33	36.083
4	27.038	14	29.867	24	32.992	34	36.443
5	27.309	15	30.166	25	33.322	35	36.808
6	27.582	16	30.467	26	33.655	36	37.176
7	27.857	17	30.772	27	33.991	37	37.548
8	28.136	18	31.080	28	34.331	38	37.923
9	28.417	19	31.390	29	34.675	39	38.302
10	28.702	20	31.704	30	35.021	40	38.685

<b>E57720</b>		<b>Hwy Construction Projects Coord</b>					
1	32.486	11	35.885	21	39.639	31	43.786
2	32.811	12	36.244	22	40.035	32	44.224
3	33.139	13	36.606	23	40.436	33	44.666
4	33.470	14	36.972	24	40.840	34	45.113
5	33.805	15	37.342	25	41.249	35	45.564
6	34.143	16	37.715	26	41.661	36	46.020
7	34.485	17	38.092	27	42.078	37	46.480
8	34.829	18	38.473	28	42.498	38	46.945
9	35.178	19	38.858	29	42.923	39	47.414
10	35.529	20	39.247	30	43.353	40	47.888

<b>E57720</b>		<b>Hwy Construction Projects Coord</b>					
1	33.217	11	36.692	21	40.531	31	44.771
2	33.549	12	37.059	22	40.936	32	45.219
3	33.885	13	37.430	23	41.346	33	45.671
4	34.224	14	37.804	24	41.759	34	46.128
5	34.566	15	38.182	25	42.177	35	46.589
6	34.911	16	38.564	26	42.599	36	47.055
7	35.261	17	38.950	27	43.025	37	47.526
8	35.613	18	39.339	28	43.455	38	48.001
9	35.969	19	39.732	29	43.889	39	48.481
10	36.329	20	40.130	30	44.328	40	48.966

<b>E57740</b>		<b>Hwy Contracts Project Coord</b>					
1	28.111	11	31.052	21	34.301	31	37.889
2	28.392	12	31.363	22	34.644	32	38.268
3	28.676	13	31.676	23	34.990	33	38.651
4	28.963	14	31.993	24	35.340	34	39.037
5	29.252	15	32.313	25	35.694	35	39.428
6	29.545	16	32.636	26	36.050	36	39.822
7	29.840	17	32.962	27	36.411	37	40.220
8	30.139	18	33.292	28	36.775	38	40.623
9	30.440	19	33.625	29	37.143	39	41.029
10	30.745	20	33.961	30	37.514	40	41.439

<b>E57740</b>		<b>Hwy Contracts Project Coord</b>					
1	28.743	11	31.750	21	35.072	31	38.741
2	29.030	12	32.068	22	35.423	32	39.129
3	29.321	13	32.388	23	35.777	33	39.520
4	29.614	14	32.712	24	36.135	34	39.915
5	29.910	15	33.039	25	36.496	35	40.314
6	30.209	16	33.370	26	36.861	36	40.717
7	30.511	17	33.703	27	37.230	37	41.125
8	30.816	18	34.040	28	37.602	38	41.536
9	31.125	19	34.381	29	37.978	39	41.951
10	31.436	20	34.725	30	38.358	40	42.371

<b>E57760</b>		<b>Hwy Cost Estimator</b>					
1	28.111	11	31.052	21	34.301	31	37.889
2	28.392	12	31.363	22	34.644	32	38.268
3	28.676	13	31.676	23	34.990	33	38.651
4	28.963	14	31.993	24	35.340	34	39.037
5	29.252	15	32.313	25	35.694	35	39.428
6	29.545	16	32.636	26	36.050	36	39.822
7	29.840	17	32.962	27	36.411	37	40.220
8	30.139	18	33.292	28	36.775	38	40.623
9	30.440	19	33.625	29	37.143	39	41.029
10	30.745	20	33.961	30	37.514	40	41.439

<b>E57760</b>		<b>Hwy Cost Estimator</b>					
1	28.743	11	31.750	21	35.072	31	38.741
2	29.030	12	32.068	22	35.423	32	39.129
3	29.321	13	32.388	23	35.777	33	39.520
4	29.614	14	32.712	24	36.135	34	39.915
5	29.910	15	33.039	25	36.496	35	40.314
6	30.209	16	33.370	26	36.861	36	40.717
7	30.511	17	33.703	27	37.230	37	41.125
8	30.816	18	34.040	28	37.602	38	41.536
9	31.125	19	34.381	29	37.978	39	41.951
10	31.436	20	34.725	30	38.358	40	42.371

<b>E57771</b>		<b>Hwy Project Sched/Prog Analyst</b>					
1	25.666	11	28.351	21	31.317	31	34.594
2	25.923	12	28.635	22	31.631	32	34.940
3	26.182	13	28.921	23	31.947	33	35.289
4	26.444	14	29.210	24	32.266	34	35.642
5	26.708	15	29.502	25	32.589	35	35.999
6	26.975	16	29.797	26	32.915	36	36.359
7	27.245	17	30.095	27	33.244	37	36.722
8	27.517	18	30.396	28	33.576	38	37.089
9	27.793	19	30.700	29	33.912	39	37.460
10	28.071	20	31.007	30	34.251	40	37.835

<b>E57771</b>		<b>Hwy Project Sched/Prog Analyst</b>					
1	26.243	11	28.989	21	32.021	31	35.372
2	26.505	12	29.278	22	32.342	32	35.725
3	26.770	13	29.571	23	32.665	33	36.083
4	27.038	14	29.867	24	32.992	34	36.443
5	27.309	15	30.166	25	33.322	35	36.808
6	27.582	16	30.467	26	33.655	36	37.176
7	27.857	17	30.772	27	33.991	37	37.548
8	28.136	18	31.080	28	34.331	38	37.923
9	28.417	19	31.390	29	34.675	39	38.302
10	28.702	20	31.704	30	35.021	40	38.685

<b>E57772 Hwy Project Sched/Prog Coord</b>							
1	29.661	11	32.764	21	36.192	31	39.979
2	29.958	12	33.092	22	36.554	32	40.378
3	30.257	13	33.423	23	36.920	33	40.782
4	30.560	14	33.757	24	37.289	34	41.190
5	30.865	15	34.095	25	37.662	35	41.602
6	31.174	16	34.436	26	38.038	36	42.018
7	31.486	17	34.780	27	38.419	37	42.438
8	31.801	18	35.128	28	38.803	38	42.862
9	32.119	19	35.479	29	39.191	39	43.291
10	32.440	20	35.834	30	39.583	40	43.724

<b>E57772 Hwy Project Sched/Prog Coord</b>							
1	30.328	11	33.501	21	37.006	31	40.878
2	30.631	12	33.836	22	37.376	32	41.286
3	30.938	13	34.174	23	37.750	33	41.699
4	31.247	14	34.516	24	38.127	34	42.116
5	31.559	15	34.861	25	38.509	35	42.537
6	31.875	16	35.210	26	38.894	36	42.963
7	32.194	17	35.562	27	39.283	37	43.392
8	32.516	18	35.918	28	39.675	38	43.826
9	32.841	19	36.277	29	40.072	39	44.265
10	33.169	20	36.640	30	40.473	40	44.707

<b>E57780 Hwy Construction Sched Coord</b>							
1	32.486	11	35.885	21	39.639	31	43.786
2	32.811	12	36.244	22	40.035	32	44.224
3	33.139	13	36.606	23	40.436	33	44.666
4	33.470	14	36.972	24	40.840	34	45.113
5	33.805	15	37.342	25	41.249	35	45.564
6	34.143	16	37.715	26	41.661	36	46.020
7	34.485	17	38.092	27	42.078	37	46.480
8	34.829	18	38.473	28	42.498	38	46.945
9	35.178	19	38.858	29	42.923	39	47.414
10	35.529	20	39.247	30	43.353	40	47.888

<b>E57780 Hwy Construction Sched Coord</b>							
1	33.217	11	36.692	21	40.531	31	44.771
2	33.549	12	37.059	22	40.936	32	45.219
3	33.885	13	37.430	23	41.346	33	45.671
4	34.224	14	37.804	24	41.759	34	46.128
5	34.566	15	38.182	25	42.177	35	46.589
6	34.911	16	38.564	26	42.599	36	47.055
7	35.261	17	38.950	27	43.025	37	47.526
8	35.613	18	39.339	28	43.455	38	48.001
9	35.969	19	39.732	29	43.889	39	48.481
10	36.329	20	40.130	30	44.328	40	48.966

<b>E57821 Facilities Const Coord I</b>							
1	24.711	11	27.296	21	30.152	31	33.307
2	24.958	12	27.569	22	30.454	32	33.640
3	25.208	13	27.845	23	30.758	33	33.976
4	25.460	14	28.123	24	31.066	34	34.316
5	25.714	15	28.405	25	31.376	35	34.659
6	25.972	16	28.689	26	31.690	36	35.006
7	26.231	17	28.976	27	32.007	37	35.356
8	26.494	18	29.265	28	32.327	38	35.709
9	26.758	19	29.558	29	32.650	39	36.066
10	27.026	20	29.854	30	32.977	40	36.427

<b>E57821 Facilities Const Coord I</b>							
1	25.267	11	27.910	21	30.831	31	34.056
2	25.520	12	28.190	22	31.139	32	34.397
3	25.775	13	28.471	23	31.450	33	34.741
4	26.033	14	28.756	24	31.765	34	35.088
5	26.293	15	29.044	25	32.082	35	35.439
6	26.556	16	29.334	26	32.403	36	35.793
7	26.821	17	29.628	27	32.727	37	36.151
8	27.090	18	29.924	28	33.055	38	36.513
9	27.361	19	30.223	29	33.385	39	36.878
10	27.634	20	30.525	30	33.719	40	37.247

<b>E57822 Facilities Const Coord II</b>							
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

<b>E57822 Facilities Const Coord II</b>							
1	29.202	11	32.257	21	35.632	31	39.360
2	29.494	12	32.580	22	35.988	32	39.753
3	29.789	13	32.906	23	36.348	33	40.151
4	30.087	14	33.235	24	36.712	34	40.553
5	30.388	15	33.567	25	37.079	35	40.958
6	30.692	16	33.903	26	37.450	36	41.368
7	30.999	17	34.242	27	37.824	37	41.781
8	31.308	18	34.584	28	38.202	38	42.199
9	31.622	19	34.930	29	38.584	39	42.621
10	31.938	20	35.279	30	38.970	40	43.047

<b>E59211 Aviation Specialist</b>			
1	24.555	11	27.124
2	24.801	12	27.395
3	25.049	13	27.669
4	25.299	14	27.946
5	25.552	15	28.225
6	25.808	16	28.508
7	26.066	17	28.793
8	26.326	18	29.081
9	26.590	19	29.371
10	26.855	20	29.665

<b>E59211 Aviation Specialist</b>			
1	25.107	11	27.734
2	25.358	12	28.011
3	25.612	13	28.291
4	25.868	14	28.574
5	26.126	15	28.860
6	26.388	16	29.148
7	26.652	17	29.440
8	26.918	18	29.734
9	27.187	19	30.032
10	27.459	20	30.332

<b>E62560 Environmental Health Analyst</b>			
1	23.552	11	26.016
2	23.788	12	26.276
3	24.025	13	26.539
4	24.266	14	26.804
5	24.508	15	27.072
6	24.753	16	27.343
7	25.001	17	27.617
8	25.251	18	27.893
9	25.503	19	28.172
10	25.758	20	28.453

<b>E62560 Environmental Health Analyst</b>			
1	24.082	11	26.602
2	24.323	12	26.868
3	24.566	13	27.136
4	24.812	14	27.408
5	25.060	15	27.682
6	25.310	16	27.958
7	25.564	17	28.238
8	25.819	18	28.520
9	26.077	19	28.806
10	26.338	20	29.094

<b>E62570 Hum Health and Eco Risk Assessor</b>			
1	27.218	11	30.066
2	27.490	12	30.366
3	27.765	13	30.670
4	28.043	14	30.977
5	28.323	15	31.286
6	28.606	16	31.599
7	28.892	17	31.915
8	29.181	18	32.234
9	29.473	19	32.557
10	29.768	20	32.882

<b>E62570 Hum Health and Eco Risk Assessor</b>			
1	27.830	11	30.742
2	28.108	12	31.049
3	28.389	13	31.360
4	28.673	14	31.673
5	28.960	15	31.990
6	29.250	16	32.310
7	29.542	17	32.633
8	29.838	18	32.959
9	30.136	19	33.289
10	30.437	20	33.622

<b>E82411 G and P Assistant Horticulturist</b>			
1	24.405	11	26.958
2	24.649	12	27.228
3	24.896	13	27.500
4	25.144	14	27.775
5	25.396	15	28.053
6	25.650	16	28.333
7	25.906	17	28.617
8	26.165	18	28.903
9	26.427	19	29.192
10	26.691	20	29.484

<b>E82411 G and P Assistant Horticulturist</b>			
1	24.954	11	27.565
2	25.204	12	27.840
3	25.456	13	28.119
4	25.710	14	28.400
5	25.967	15	28.684
6	26.227	16	28.971
7	26.489	17	29.261
8	26.754	18	29.553
9	27.022	19	29.849
10	27.292	20	30.147

<b>H02150 Health Data Coordinator</b>			
1	27.306	11 30.163	21 33.319
2	27.579	12 30.464	22 33.652
3	27.855	13 30.769	23 33.988
4	28.133	14 31.077	24 34.328
5	28.415	15 31.388	25 34.671
6	28.699	16 31.701	26 35.018
7	28.986	17 32.018	27 35.368
8	29.276	18 32.339	28 35.722
9	29.568	19 32.662	29 36.079
10	29.864	20 32.989	30 36.440

<b>H02150 Health Data Coordinator</b>			
1	27.920	11 30.841	21 34.068
2	28.199	12 31.149	22 34.408
3	28.481	13 31.461	23 34.752
4	28.766	14 31.776	24 35.100
5	29.054	15 32.093	25 35.451
6	29.344	16 32.414	26 35.806
7	29.638	17 32.738	27 36.164
8	29.934	18 33.066	28 36.525
9	30.233	19 33.396	29 36.890
10	30.536	20 33.730	30 37.259

<b>H02251 Informatician I</b>			
1	31.559	11 34.861	21 38.508
2	31.875	12 35.209	22 38.893
3	32.193	13 35.561	23 39.282
4	32.515	14 35.917	24 39.675
5	32.840	15 36.276	25 40.072
6	33.169	16 36.639	26 40.472
7	33.501	17 37.005	27 40.877
8	33.836	18 37.375	28 41.286
9	34.174	19 37.749	29 41.699
10	34.516	20 38.127	30 42.116

<b>H02251 Informatician I</b>			
1	32.269	11 35.645	21 39.374
2	32.592	12 36.002	22 39.768
3	32.918	13 36.362	23 40.166
4	33.247	14 36.725	24 40.567
5	33.579	15 37.092	25 40.973
6	33.915	16 37.463	26 41.383
7	34.254	17 37.838	27 41.797
8	34.597	18 38.216	28 42.215
9	34.943	19 38.598	29 42.637
10	35.292	20 38.984	30 43.063

<b>H02252 Informatician II</b>			
1	33.928	11 37.478	21 41.399
2	34.267	12 37.852	22 41.813
3	34.610	13 38.231	23 42.231
4	34.956	14 38.613	24 42.653
5	35.306	15 38.999	25 43.080
6	35.659	16 39.389	26 43.510
7	36.015	17 39.783	27 43.945
8	36.375	18 40.181	28 44.385
9	36.739	19 40.583	29 44.829
10	37.107	20 40.989	30 45.277

<b>H02252 Informatician II</b>			
1	34.691	11 38.320	21 42.330
2	35.038	12 38.704	22 42.753
3	35.388	13 39.091	23 43.180
4	35.742	14 39.482	24 43.612
5	36.100	15 39.876	25 44.048
6	36.461	16 40.275	26 44.489
7	36.825	17 40.678	27 44.934
8	37.193	18 41.085	28 45.383
9	37.565	19 41.496	29 45.837
10	37.941	20 41.911	30 46.295

<b>H11521 Community Health Educator</b>			
1	23.661	11 26.136	21 28.871
2	23.898	12 26.398	22 29.160
3	24.137	13 26.662	23 29.451
4	24.378	14 26.928	24 29.746
5	24.622	15 27.198	25 30.043
6	24.868	16 27.470	26 30.344
7	25.117	17 27.744	27 30.647
8	25.368	18 28.022	28 30.954
9	25.621	19 28.302	29 31.263
10	25.878	20 28.585	30 31.576

<b>H11521 Community Health Educator</b>			
1	24.193	11 26.724	21 29.520
2	24.435	12 26.991	22 29.815
3	24.679	13 27.261	23 30.113
4	24.926	14 27.534	24 30.415
5	25.175	15 27.809	25 30.719
6	25.427	16 28.087	26 31.026
7	25.681	17 28.368	27 31.336
8	25.938	18 28.652	28 31.649
9	26.198	19 28.938	29 31.966
10	26.460	20 29.228	30 32.286

<b>H11522 Community Health Educator/Sr</b>							
1	27.346	11	30.207	21	33.367	31	36.858
2	27.619	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	31.122	24	34.378	34	37.975
5	28.456	15	31.434	25	34.722	35	38.355
6	28.741	16	31.748	26	35.069	36	38.738
7	29.028	17	32.065	27	35.420	37	39.126
8	29.319	18	32.386	28	35.774	38	39.517
9	29.612	19	32.710	29	36.132	39	39.912
10	29.908	20	33.037	30	36.493	40	40.311

<b>H11522 Community Health Educator/Sr</b>							
1	27.961	11	30.886	21	34.118	31	37.687
2	28.241	12	31.195	22	34.459	32	38.064
3	28.523	13	31.507	23	34.804	33	38.445
4	28.808	14	31.822	24	35.152	34	38.829
5	29.096	15	32.140	25	35.503	35	39.217
6	29.387	16	32.462	26	35.858	36	39.610
7	29.681	17	32.786	27	36.217	37	40.006
8	29.978	18	33.114	28	36.579	38	40.406
9	30.278	19	33.445	29	36.945	39	40.810
10	30.581	20	33.780	30	37.314	40	41.218

<b>H62514 Radiological Health Physicist</b>							
1	27.343	11	30.204	21	33.364	31	36.854
2	27.616	12	30.506	22	33.697	32	37.223
3	27.893	13	30.811	23	34.034	33	37.595
4	28.172	14	31.119	24	34.375	34	37.971
5	28.453	15	31.430	25	34.718	35	38.351
6	28.738	16	31.744	26	35.066	36	38.734
7	29.025	17	32.062	27	35.416	37	39.122
8	29.315	18	32.382	28	35.770	38	39.513
9	29.609	19	32.706	29	36.128	39	39.908
10	29.905	20	33.033	30	36.489	40	40.307

<b>H62514 Radiological Health Physicist</b>							
1	27.958	11	30.883	21	34.114	31	37.683
2	28.238	12	31.192	22	34.455	32	38.060
3	28.520	13	31.504	23	34.800	33	38.441
4	28.805	14	31.819	24	35.148	34	38.825
5	29.093	15	32.137	25	35.499	35	39.213
6	29.384	16	32.458	26	35.854	36	39.605
7	29.678	17	32.783	27	36.213	37	40.001
8	29.975	18	33.111	28	36.575	38	40.401
9	30.275	19	33.442	29	36.941	39	40.805
10	30.577	20	33.776	30	37.310	40	41.214

<b>H72441 Behavior Analyst</b>							
1	23.863	11	26.360	21	29.117	31	32.164
2	24.102	12	26.623	22	29.409	32	32.485
3	24.343	13	26.889	23	29.703	33	32.810
4	24.586	14	27.158	24	30.000	34	33.138
5	24.832	15	27.430	25	30.300	35	33.470
6	25.080	16	27.704	26	30.603	36	33.804
7	25.331	17	27.981	27	30.909	37	34.142
8	25.584	18	28.261	28	31.218	38	34.484
9	25.840	19	28.544	29	31.530	39	34.829
10	26.099	20	28.829	30	31.845	40	35.177

<b>H72441 Behavior Analyst</b>							
1	24.400	11	26.953	21	29.773	31	32.888
2	24.644	12	27.222	22	30.070	32	33.216
3	24.890	13	27.495	23	30.371	33	33.549
4	25.139	14	27.769	24	30.675	34	33.884
5	25.391	15	28.047	25	30.982	35	34.223
6	25.645	16	28.328	26	31.291	36	34.565
7	25.901	17	28.611	27	31.604	37	34.911
8	26.160	18	28.897	28	31.920	38	35.260
9	26.422	19	29.186	29	32.239	39	35.612
10	26.686	20	29.478	30	32.562	40	35.969

<b>H72442 Board Cert Behavior Analyst</b>							
1	30.180	11	33.337	21	36.825	31	40.678
2	30.482	12	33.671	22	37.194	32	41.085
3	30.787	13	34.008	23	37.566	33	41.496
4	31.094	14	34.348	24	37.941	34	41.911
5	31.405	15	34.691	25	38.321	35	42.330
6	31.719	16	35.038	26	38.704	36	42.753
7	32.037	17	35.388	27	39.091	37	43.181
8	32.357	18	35.742	28	39.482	38	43.612
9	32.681	19	36.100	29	39.877	39	44.049
10	33.007	20	36.461	30	40.275	40	44.489

<b>H72442 Board Cert Behavior Analyst</b>							
1	30.859	11	34.088	21	37.654	31	41.593
2	31.168	12	34.428	22	38.030	32	42.009
3	31.479	13	34.773	23	38.411	33	42.429
4	31.794	14	35.120	24	38.795	34	42.854
5	32.112	15	35.472	25	39.183	35	43.282
6	32.433	16	35.826	26	39.575	36	43.715
7	32.757	17	36.185	27	39.970	37	44.152
8	33.085	18	36.546	28	40.370	38	44.594
9	33.416	19	36.912	29	40.774	39	45.040
10	33.750	20	37.281	30	41.181	40	45.490

<b>H72551 Behavioral Health Pract I</b>							
1	26.547	11	29.324	21	32.392	31	35.781
2	26.812	12	29.618	22	32.716	32	36.139
3	27.081	13	29.914	23	33.043	33	36.501
4	27.351	14	30.213	24	33.374	34	36.866
5	27.625	15	30.515	25	33.708	35	37.234
6	27.901	16	30.820	26	34.045	36	37.607
7	28.180	17	31.128	27	34.385	37	37.983
8	28.462	18	31.440	28	34.729	38	38.362
9	28.747	19	31.754	29	35.076	39	38.746
10	29.034	20	32.072	30	35.427	40	39.134

<b>H72551 Behavioral Health Pract I</b>							
1	27.144	11	29.984	21	33.121	31	36.586
2	27.415	12	30.284	22	33.452	32	36.952
3	27.690	13	30.587	23	33.787	33	37.321
4	27.966	14	30.892	24	34.124	34	37.695
5	28.246	15	31.201	25	34.466	35	38.072
6	28.529	16	31.513	26	34.810	36	38.452
7	28.814	17	31.828	27	35.158	37	38.837
8	29.102	18	32.147	28	35.510	38	39.225
9	29.393	19	32.468	29	35.865	39	39.617
10	29.687	20	32.793	30	36.224	40	40.014

<b>H72552 Behavioral Health Pract II</b>							
1	31.143	11	34.401	21	38.000	31	41.976
2	31.454	12	34.745	22	38.380	32	42.396
3	31.769	13	35.093	23	38.764	33	42.820
4	32.087	14	35.444	24	39.152	34	43.248
5	32.408	15	35.798	25	39.543	35	43.680
6	32.732	16	36.156	26	39.939	36	44.117
7	33.059	17	36.518	27	40.338	37	44.558
8	33.390	18	36.883	28	40.742	38	45.004
9	33.723	19	37.252	29	41.149	39	45.454
10	34.061	20	37.624	30	41.560	40	45.909

<b>H72552 Behavioral Health Pract II</b>							
1	31.844	11	35.176	21	38.856	31	42.921
2	32.162	12	35.527	22	39.244	32	43.350
3	32.484	13	35.883	23	39.637	33	43.784
4	32.809	14	36.241	24	40.033	34	44.221
5	33.137	15	36.604	25	40.433	35	44.664
6	33.468	16	36.970	26	40.838	36	45.110
7	33.803	17	37.340	27	41.246	37	45.561
8	34.141	18	37.713	28	41.659	38	46.017
9	34.482	19	38.090	29	42.075	39	46.477
10	34.827	20	38.471	30	42.496	40	46.942

<b>H72553 Behavioral Health Pract III</b>							
1	33.479	11	36.982	21	40.851	31	45.125
2	33.814	12	37.351	22	41.259	32	45.576
3	34.152	13	37.725	23	41.672	33	46.032
4	34.493	14	38.102	24	42.089	34	46.492
5	34.838	15	38.483	25	42.509	35	46.957
6	35.187	16	38.868	26	42.935	36	47.426
7	35.539	17	39.257	27	43.364	37	47.901
8	35.894	18	39.649	28	43.798	38	48.380
9	36.253	19	40.046	29	44.236	39	48.864
10	36.615	20	40.446	30	44.678	40	49.352

<b>H72553 Behavioral Health Pract III</b>							
1	34.232	11	37.813	21	41.770	31	46.140
2	34.574	12	38.192	22	42.187	32	46.601
3	34.920	13	38.573	23	42.609	33	47.067
4	35.269	14	38.959	24	43.035	34	47.538
5	35.622	15	39.349	25	43.466	35	48.013
6	35.978	16	39.742	26	43.900	36	48.493
7	36.338	17	40.140	27	44.339	37	48.978
8	36.701	18	40.541	28	44.783	38	49.468
9	37.068	19	40.947	29	45.230	39	49.963
10	37.439	20	41.356	30	45.683	40	50.462

<b>H72554 Behavioral Health Pract IV</b>							
1	35.989	11	39.754	21	43.913	31	48.508
2	36.349	12	40.152	22	44.353	32	48.993
3	36.712	13	40.553	23	44.796	33	49.483
4	37.080	14	40.959	24	45.244	34	49.978
5	37.450	15	41.368	25	45.696	35	50.477
6	37.825	16	41.782	26	46.153	36	50.982
7	38.203	17	42.200	27	46.615	37	51.492
8	38.585	18	42.622	28	47.081	38	52.007
9	38.971	19	43.048	29	47.552	39	52.527
10	39.361	20	43.479	30	48.027	40	53.052

<b>H72554 Behavioral Health Pract IV</b>							
1	36.799	11	40.649	21	44.902	31	49.599
2	37.167	12	41.055	22	45.351	32	50.095
3	37.539	13	41.466	23	45.804	33	50.596
4	37.914	14	41.881	24	46.262	34	51.102
5	38.293	15	42.300	25	46.725	35	51.613
6	38.676	16	42.722	26	47.192	36	52.130
7	39.063	17	43.150	27	47.664	37	52.651
8	39.454	18	43.581	28	48.141	38	53.177
9	39.848	19	44.017	29	48.622	39	53.709
10	40.247	20	44.457	30	49.108	40	54.246

H73320		DHHS Prog Specialist-RN					
1	38.539	11	42.571	21	47.025	31	51.945
2	38.924	12	42.997	22	47.495	32	52.464
3	39.314	13	43.427	23	47.970	33	52.989
4	39.707	14	43.861	24	48.450	34	53.519
5	40.104	15	44.300	25	48.934	35	54.054
6	40.505	16	44.743	26	49.424	36	54.594
7	40.910	17	45.190	27	49.918	37	55.140
8	41.319	18	45.642	28	50.417	38	55.692
9	41.732	19	46.098	29	50.921	39	56.249
10	42.150	20	46.559	30	51.430	40	56.811

H73320		DHHS Prog Specialist-RN					
1	39.406	11	43.529	21	48.083	31	53.113
2	39.800	12	43.964	22	48.564	32	53.644
3	40.198	13	44.404	23	49.049	33	54.181
4	40.600	14	44.848	24	49.540	34	54.723
5	41.006	15	45.296	25	50.035	35	55.270
6	41.416	16	45.749	26	50.536	36	55.823
7	41.830	17	46.207	27	51.041	37	56.381
8	42.249	18	46.669	28	51.551	38	56.945
9	42.671	19	47.135	29	52.067	39	57.514
10	43.098	20	47.607	30	52.587	40	58.089

H73580		DHHS Medicaid Nurse Cons					
1	30.238	11	33.402	21	36.896	31	40.756
2	30.540	12	33.736	22	37.265	32	41.164
3	30.846	13	34.073	23	37.638	33	41.575
4	31.154	14	34.414	24	38.014	34	41.991
5	31.466	15	34.758	25	38.394	35	42.411
6	31.780	16	35.105	26	38.778	36	42.835
7	32.098	17	35.456	27	39.166	37	43.264
8	32.419	18	35.811	28	39.558	38	43.696
9	32.743	19	36.169	29	39.953	39	44.133
10	33.071	20	36.531	30	40.353	40	44.575

H73580		DHHS Medicaid Nurse Cons					
1	30.918	11	34.153	21	37.726	31	41.673
2	31.227	12	34.494	22	38.103	32	42.090
3	31.539	13	34.839	23	38.484	33	42.510
4	31.855	14	35.188	24	38.869	34	42.936
5	32.173	15	35.539	25	39.258	35	43.365
6	32.495	16	35.895	26	39.650	36	43.799
7	32.820	17	36.254	27	40.047	37	44.237
8	33.148	18	36.616	28	40.447	38	44.679
9	33.480	19	36.982	29	40.852	39	45.126
10	33.815	20	37.352	30	41.260	40	45.577

H74130		Dental Hygienist					
1	27.064	11	29.895	21	33.023	31	36.478
2	27.335	12	30.194	22	33.353	32	36.843
3	27.608	13	30.496	23	33.687	33	37.211
4	27.884	14	30.801	24	34.024	34	37.584
5	28.163	15	31.109	25	34.364	35	37.959
6	28.445	16	31.420	26	34.708	36	38.339
7	28.729	17	31.735	27	35.055	37	38.722
8	29.016	18	32.052	28	35.405	38	39.110
9	29.306	19	32.373	29	35.759	39	39.501
10	29.599	20	32.696	30	36.117	40	39.896

H74130		Dental Hygienist					
1	27.673	11	30.568	21	33.766	31	37.299
2	27.950	12	30.874	22	34.104	32	37.672
3	28.229	13	31.183	23	34.445	33	38.049
4	28.512	14	31.494	24	34.789	34	38.429
5	28.797	15	31.809	25	35.137	35	38.814
6	29.085	16	32.127	26	35.489	36	39.202
7	29.375	17	32.449	27	35.844	37	39.594
8	29.669	18	32.773	28	36.202	38	39.990
9	29.966	19	33.101	29	36.564	39	40.389
10	30.266	20	33.432	30	36.930	40	40.793

H74230		Health Prog Manager/RN					
1	35.738	11	39.477	21	43.607	31	48.169
2	36.095	12	39.872	22	44.043	32	48.651
3	36.456	13	40.270	23	44.484	33	49.138
4	36.821	14	40.673	24	44.928	34	49.629
5	37.189	15	41.080	25	45.378	35	50.125
6	37.561	16	41.491	26	45.832	36	50.627
7	37.937	17	41.906	27	46.290	37	51.133
8	38.316	18	42.325	28	46.753	38	51.644
9	38.699	19	42.748	29	47.220	39	52.161
10	39.086	20	43.175	30	47.692	40	52.682

H74230		Health Prog Manager/RN					
1	36.542	11	40.365	21	44.588	31	49.253
2	36.907	12	40.769	22	45.034	32	49.746
3	37.276	13	41.176	23	45.484	33	50.243
4	37.649	14	41.588	24	45.939	34	50.746
5	38.026	15	42.004	25	46.399	35	51.253
6	38.406	16	42.424	26	46.863	36	51.765
7	38.790	17	42.848	27	47.331	37	52.283
8	39.178	18	43.277	28	47.805	38	52.806
9	39.570	19	43.710	29	48.283	39	53.334
10	39.965	20	44.147	30	48.765	40	53.867



<b>H74241 Health Prog Manager I</b>							
1	28.040	11	30.974	21	34.214	31	37.794
2	28.320	12	31.283	22	34.556	32	38.172
3	28.604	13	31.596	23	34.902	33	38.553
4	28.890	14	31.912	24	35.251	34	38.939
5	29.179	15	32.231	25	35.603	35	39.328
6	29.470	16	32.554	26	35.959	36	39.722
7	29.765	17	32.879	27	36.319	37	40.119
8	30.063	18	33.208	28	36.682	38	40.520
9	30.363	19	33.540	29	37.049	39	40.925
10	30.667	20	33.875	30	37.419	40	41.334

<b>H74241 Health Prog Manager I</b>							
1	28.671	11	31.671	21	34.984	31	38.644
2	28.958	12	31.987	22	35.334	32	39.031
3	29.247	13	32.307	23	35.687	33	39.421
4	29.540	14	32.630	24	36.044	34	39.815
5	29.835	15	32.957	25	36.405	35	40.213
6	30.134	16	33.286	26	36.769	36	40.615
7	30.435	17	33.619	27	37.136	37	41.022
8	30.739	18	33.955	28	37.508	38	41.432
9	31.047	19	34.295	29	37.883	39	41.846
10	31.357	20	34.638	30	38.262	40	42.265

<b>H74420 Medical Radiographer</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>H74420 Medical Radiographer</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>H74650 DHHS Nurse Consultant</b>							
1	38.472	11	42.497	21	46.943	31	51.854
2	38.857	12	42.922	22	47.413	32	52.373
3	39.245	13	43.351	23	47.887	33	52.897
4	39.638	14	43.785	24	48.366	34	53.426
5	40.034	15	44.223	25	48.849	35	53.960
6	40.434	16	44.665	26	49.338	36	54.500
7	40.839	17	45.111	27	49.831	37	55.045
8	41.247	18	45.563	28	50.329	38	55.595
9	41.660	19	46.018	29	50.833	39	56.151
10	42.076	20	46.478	30	51.341	40	56.712

<b>H74650 DHHS Nurse Consultant</b>							
1	39.338	11	43.454	21	48.000	31	53.022
2	39.731	12	43.888	22	48.480	32	53.552
3	40.129	13	44.327	23	48.965	33	54.087
4	40.530	14	44.770	24	49.454	34	54.628
5	40.935	15	45.218	25	49.949	35	55.175
6	41.345	16	45.670	26	50.448	36	55.726
7	41.758	17	46.127	27	50.953	37	56.284
8	42.176	18	46.588	28	51.462	38	56.846
9	42.597	19	47.054	29	51.977	39	57.415
10	43.023	20	47.525	30	52.497	40	57.989

<b>H74731 Pharmacist</b>							
1	40.270	11	44.483	21	49.137	31	54.278
2	40.673	12	44.928	22	49.628	32	54.821
3	41.079	13	45.377	23	50.125	33	55.369
4	41.490	14	45.831	24	50.626	34	55.923
5	41.905	15	46.289	25	51.132	35	56.482
6	42.324	16	46.752	26	51.644	36	57.047
7	42.747	17	47.220	27	52.160	37	57.617
8	43.175	18	47.692	28	52.682	38	58.193
9	43.607	19	48.169	29	53.208	39	58.775
10	44.043	20	48.651	30	53.740	40	59.363

<b>H74731 Pharmacist</b>							
1	41.176	11	45.484	21	50.243	31	55.499
2	41.588	12	45.939	22	50.745	32	56.054
3	42.004	13	46.398	23	51.252	33	56.615
4	42.424	14	46.862	24	51.765	34	57.181
5	42.848	15	47.331	25	52.283	35	57.753
6	43.276	16	47.804	26	52.805	36	58.330
7	43.709	17	48.282	27	53.333	37	58.913
8	44.146	18	48.765	28	53.867	38	59.502
9	44.588	19	49.253	29	54.405	39	60.097
10	45.034	20	49.745	30	54.950	40	60.698

<b>H74823 Psychologist/Licensed</b>							
1	33.966	11	37.520	21	41.445	31	45.781
2	34.306	12	37.895	22	41.859	32	46.239
3	34.649	13	38.274	23	42.278	33	46.701
4	34.995	14	38.656	24	42.701	34	47.168
5	35.345	15	39.043	25	43.128	35	47.640
6	35.699	16	39.433	26	43.559	36	48.116
7	36.056	17	39.828	27	43.995	37	48.597
8	36.416	18	40.226	28	44.435	38	49.083
9	36.780	19	40.628	29	44.879	39	49.574
10	37.148	20	41.035	30	45.328	40	50.070

<b>H74823 Psychologist/Licensed</b>							
1	34.730	11	38.364	21	42.377	31	46.811
2	35.077	12	38.747	22	42.801	32	47.279
3	35.428	13	39.135	23	43.229	33	47.752
4	35.782	14	39.526	24	43.661	34	48.229
5	36.140	15	39.921	25	44.098	35	48.711
6	36.502	16	40.320	26	44.539	36	49.199
7	36.867	17	40.724	27	44.984	37	49.691
8	37.235	18	41.131	28	45.434	38	50.188
9	37.608	19	41.542	29	45.888	39	50.689
10	37.984	20	41.958	30	46.347	40	51.196

<b>H74851 Emerg Med Services Spec I</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>H74851 Emerg Med Services Spec I</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>H74852 Emerg Med Services Spec II</b>							
1	22.007	11	24.309	21	26.853	31	29.662
2	22.227	12	24.553	22	27.121	32	29.959
3	22.449	13	24.798	23	27.392	33	30.258
4	22.674	14	25.046	24	27.666	34	30.561
5	22.901	15	25.296	25	27.943	35	30.867
6	23.130	16	25.549	26	28.222	36	31.175
7	23.361	17	25.805	27	28.505	37	31.487
8	23.594	18	26.063	28	28.790	38	31.802
9	23.830	19	26.324	29	29.078	39	32.120
10	24.069	20	26.587	30	29.368	40	32.441

<b>H74852 Emerg Med Services Spec II</b>							
1	22.502	11	24.856	21	27.457	31	30.329
2	22.727	12	25.105	22	27.731	32	30.633
3	22.954	13	25.356	23	28.009	33	30.939
4	23.184	14	25.609	24	28.289	34	31.248
5	23.416	15	25.865	25	28.572	35	31.561
6	23.650	16	26.124	26	28.857	36	31.876
7	23.886	17	26.385	27	29.146	37	32.195
8	24.125	18	26.649	28	29.437	38	32.517
9	24.366	19	26.916	29	29.732	39	32.842
10	24.610	20	27.185	30	30.029	40	33.171

<b>H74931 Health Surveillance Spec</b>							
1	27.306	11	30.163	21	33.319	31	36.804
2	27.579	12	30.464	22	33.652	32	37.172
3	27.855	13	30.769	23	33.988	33	37.544
4	28.133	14	31.077	24	34.328	34	37.920
5	28.415	15	31.388	25	34.671	35	38.299
6	28.699	16	31.701	26	35.018	36	38.682
7	28.986	17	32.018	27	35.368	37	39.069
8	29.276	18	32.339	28	35.722	38	39.459
9	29.568	19	32.662	29	36.079	39	39.854
10	29.864	20	32.989	30	36.440	40	40.252

<b>H74931 Health Surveillance Spec</b>							
1	27.920	11	30.841	21	34.068	31	37.632
2	28.199	12	31.149	22	34.408	32	38.008
3	28.481	13	31.461	23	34.752	33	38.388
4	28.766	14	31.776	24	35.100	34	38.772
5	29.054	15	32.093	25	35.451	35	39.160
6	29.344	16	32.414	26	35.806	36	39.552
7	29.638	17	32.738	27	36.164	37	39.947
8	29.934	18	33.066	28	36.525	38	40.347
9	30.233	19	33.396	29	36.890	39	40.750
10	30.536	20	33.730	30	37.259	40	41.158

<b>H74932 Epidemiology Surveillance Coord</b>			
1	31.559	11 34.861	21 38.508
2	31.875	12 35.209	22 38.893
3	32.193	13 35.561	23 39.282
4	32.515	14 35.917	24 39.675
5	32.840	15 36.276	25 40.072
6	33.169	16 36.639	26 40.472
7	33.501	17 37.005	27 40.877
8	33.836	18 37.375	28 41.286
9	34.174	19 37.749	29 41.699
10	34.516	20 38.127	30 42.116
31	42.537	32 42.962	33 43.392
34	43.826	35 44.264	36 44.707
37	45.154	38 45.605	39 46.061
40	46.522		

<b>H74932 Epidemiology Surveillance Coord</b>			
1	32.269	11 35.645	21 39.374
2	32.592	12 36.002	22 39.768
3	32.918	13 36.362	23 40.166
4	33.247	14 36.725	24 40.567
5	33.579	15 37.092	25 40.973
6	33.915	16 37.463	26 41.383
7	34.254	17 37.838	27 41.797
8	34.597	18 38.216	28 42.215
9	34.943	19 38.598	29 42.637
10	35.292	20 38.984	30 43.063
31	43.494	32 43.929	33 44.368
34	44.812	35 45.260	36 45.712
37	46.169	38 46.631	39 47.097
40	47.568		

<b>H74941 Epidemiologist I</b>			
1	31.559	11 34.861	21 38.508
2	31.875	12 35.209	22 38.893
3	32.193	13 35.561	23 39.282
4	32.515	14 35.917	24 39.675
5	32.840	15 36.276	25 40.072
6	33.169	16 36.639	26 40.472
7	33.501	17 37.005	27 40.877
8	33.836	18 37.375	28 41.286
9	34.174	19 37.749	29 41.699
10	34.516	20 38.127	30 42.116
31	42.537	32 42.962	33 43.392
34	43.826	35 44.264	36 44.707
37	45.154	38 45.605	39 46.061
40	46.522		

<b>H74941 Epidemiologist I</b>			
1	32.269	11 35.645	21 39.374
2	32.592	12 36.002	22 39.768
3	32.918	13 36.362	23 40.166
4	33.247	14 36.725	24 40.567
5	33.579	15 37.092	25 40.973
6	33.915	16 37.463	26 41.383
7	34.254	17 37.838	27 41.797
8	34.597	18 38.216	28 42.215
9	34.943	19 38.598	29 42.637
10	35.292	20 38.984	30 43.063
31	43.494	32 43.929	33 44.368
34	44.812	35 45.260	36 45.712
37	46.169	38 46.631	39 47.097
40	47.568		

<b>H74942 Epidemiologist II</b>			
1	33.928	11 37.478	21 41.399
2	34.267	12 37.852	22 41.813
3	34.610	13 38.231	23 42.231
4	34.956	14 38.613	24 42.653
5	35.306	15 38.999	25 43.080
6	35.659	16 39.389	26 43.510
7	36.015	17 39.783	27 43.945
8	36.375	18 40.181	28 44.385
9	36.739	19 40.583	29 44.829
10	37.107	20 40.989	30 45.277
31	45.730	32 46.187	33 46.649
34	47.115	35 47.587	36 48.062
37	48.543	38 49.029	39 49.519
40	50.014		

<b>H74942 Epidemiologist II</b>			
1	34.691	11 38.320	21 42.330
2	35.038	12 38.704	22 42.753
3	35.388	13 39.091	23 43.180
4	35.742	14 39.482	24 43.612
5	36.100	15 39.876	25 44.048
6	36.461	16 40.275	26 44.489
7	36.825	17 40.678	27 44.934
8	37.193	18 41.085	28 45.383
9	37.565	19 41.496	29 45.837
10	37.941	20 41.911	30 46.295
31	46.758	32 47.226	33 47.698
34	48.175	35 48.657	36 49.143
37	49.635	38 50.131	39 50.632
40	51.139		

<b>H75014 Registered Nurse</b>			
1	36.566	11 40.392	21 44.617
2	36.932	12 40.796	22 45.064
3	37.301	13 41.203	23 45.514
4	37.674	14 41.616	24 45.969
5	38.051	15 42.032	25 46.429
6	38.431	16 42.452	26 46.893
7	38.816	17 42.877	27 47.362
8	39.204	18 43.305	28 47.836
9	39.596	19 43.738	29 48.314
10	39.992	20 44.176	30 48.797
31	49.285	32 49.778	33 50.276
34	50.779	35 51.287	36 51.799
37	52.317	38 52.841	39 53.369
40	53.903		

<b>H75014 Registered Nurse</b>			
1	37.389	11 41.301	21 45.622
2	37.763	12 41.714	22 46.078
3	38.141	13 42.131	23 46.539
4	38.522	14 42.552	24 47.004
5	38.907	15 42.978	25 47.474
6	39.296	16 43.407	26 47.949
7	39.689	17 43.842	27 48.428
8	40.086	18 44.280	28 48.913
9	40.487	19 44.723	29 49.402
10	40.892	20 45.170	30 49.896
31	50.395	32 50.899	33 51.408
34	51.922	35 52.441	36 52.965
37	53.495	38 54.030	39 54.570
40	55.116		

<b>H75015 Administrative Nurse</b>			
1	38.853	11 42.918	21 47.408
2	39.242	12 43.347	22 47.882
3	39.634	13 43.781	23 48.361
4	40.030	14 44.218	24 48.845
5	40.431	15 44.661	25 49.333
6	40.835	16 45.107	26 49.826
7	41.243	17 45.558	27 50.325
8	41.656	18 46.014	28 50.828
9	42.072	19 46.474	29 51.336
10	42.493	20 46.939	30 51.849

<b>H75015 Administrative Nurse</b>			
1	39.727	11 43.883	21 48.474
2	40.124	12 44.322	22 48.959
3	40.526	13 44.765	23 49.449
4	40.931	14 45.213	24 49.943
5	41.340	15 45.665	25 50.443
6	41.753	16 46.122	26 50.947
7	42.171	17 46.583	27 51.457
8	42.593	18 47.049	28 51.971
9	43.019	19 47.519	29 52.491
10	43.449	20 47.995	30 53.016

<b>H75321 Clinical Nurse Trainer</b>			
1	38.853	11 42.918	21 47.408
2	39.242	12 43.347	22 47.882
3	39.634	13 43.781	23 48.361
4	40.030	14 44.218	24 48.845
5	40.431	15 44.661	25 49.333
6	40.835	16 45.107	26 49.826
7	41.243	17 45.558	27 50.325
8	41.656	18 46.014	28 50.828
9	42.072	19 46.474	29 51.336
10	42.493	20 46.939	30 51.849

<b>H75321 Clinical Nurse Trainer</b>			
1	39.727	11 43.883	21 48.474
2	40.124	12 44.322	22 48.959
3	40.526	13 44.765	23 49.449
4	40.931	14 45.213	24 49.943
5	41.340	15 45.665	25 50.443
6	41.753	16 46.122	26 50.947
7	42.171	17 46.583	27 51.457
8	42.593	18 47.049	28 51.971
9	43.019	19 47.519	29 52.491
10	43.449	20 47.995	30 53.016

<b>H75513 Comm Health Nurse/Senior</b>			
1	33.393	11 36.887	21 40.746
2	33.727	12 37.256	22 41.153
3	34.064	13 37.628	23 41.565
4	34.405	14 38.004	24 41.980
5	34.749	15 38.384	25 42.400
6	35.096	16 38.768	26 42.824
7	35.447	17 39.156	27 43.252
8	35.802	18 39.547	28 43.685
9	36.160	19 39.943	29 44.122
10	36.521	20 40.342	30 44.563

<b>H75513 Comm Health Nurse/Senior</b>			
1	34.144	11 37.716	21 41.662
2	34.485	12 38.093	22 42.079
3	34.830	13 38.474	23 42.500
4	35.179	14 38.859	24 42.925
5	35.530	15 39.248	25 43.354
6	35.886	16 39.640	26 43.787
7	36.245	17 40.037	27 44.225
8	36.607	18 40.437	28 44.667
9	36.973	19 40.841	29 45.114
10	37.343	20 41.250	30 45.565

<b>H76220 Interdisc Team Leader/QDDP</b>			
1	24.207	11 26.740	21 29.537
2	24.449	12 27.007	22 29.833
3	24.694	13 27.277	23 30.131
4	24.940	14 27.550	24 30.432
5	25.190	15 27.825	25 30.736
6	25.442	16 28.104	26 31.044
7	25.696	17 28.385	27 31.354
8	25.953	18 28.668	28 31.668
9	26.213	19 28.955	29 31.984
10	26.475	20 29.245	30 32.304

<b>H76220 Interdisc Team Leader/QDDP</b>			
1	24.752	11 27.342	21 30.202
2	25.000	12 27.615	22 30.504
3	25.250	13 27.891	23 30.809
4	25.502	14 28.170	24 31.117
5	25.757	15 28.452	25 31.428
6	26.015	16 28.736	26 31.743
7	26.275	17 29.024	27 32.060
8	26.537	18 29.314	28 32.381
9	26.803	19 29.607	29 32.705
10	27.071	20 29.903	30 33.032

<b>H76300 Behavior Support Specialist</b>							
1	19.045	11	21.038	21	23.239	31	25.670
2	19.235	12	21.248	22	23.471	32	25.926
3	19.428	13	21.460	23	23.706	33	26.186
4	19.622	14	21.675	24	23.943	34	26.448
5	19.818	15	21.892	25	24.182	35	26.712
6	20.016	16	22.111	26	24.424	36	26.979
7	20.217	17	22.332	27	24.668	37	27.249
8	20.419	18	22.555	28	24.915	38	27.521
9	20.623	19	22.781	29	25.164	39	27.797
10	20.829	20	23.008	30	25.416	40	28.075

<b>H76300 Behavior Support Specialist</b>							
1	19.474	11	21.511	21	23.762	31	26.248
2	19.669	12	21.727	22	24.000	32	26.510
3	19.865	13	21.944	23	24.240	33	26.776
4	20.064	14	22.163	24	24.482	34	27.043
5	20.265	15	22.385	25	24.727	35	27.314
6	20.467	16	22.609	26	24.974	36	27.587
7	20.672	17	22.835	27	25.224	37	27.863
8	20.879	18	23.063	28	25.476	38	28.141
9	21.088	19	23.294	29	25.731	39	28.423
10	21.298	20	23.527	30	25.988	40	28.707

<b>H76311 Hum Serv Treatment Spec I</b>							
1	17.717	11	19.571	21	21.618	31	23.880
2	17.894	12	19.766	22	21.834	32	24.119
3	18.073	13	19.964	23	22.053	33	24.360
4	18.254	14	20.164	24	22.273	34	24.603
5	18.436	15	20.365	25	22.496	35	24.849
6	18.621	16	20.569	26	22.721	36	25.098
7	18.807	17	20.775	27	22.948	37	25.349
8	18.995	18	20.982	28	23.178	38	25.602
9	19.185	19	21.192	29	23.409	39	25.858
10	19.377	20	21.404	30	23.643	40	26.117

<b>H76311 Hum Serv Treatment Spec I</b>							
1	18.116	11	20.011	21	22.105	31	24.418
2	18.297	12	20.211	22	22.326	32	24.662
3	18.480	13	20.414	23	22.549	33	24.908
4	18.665	14	20.618	24	22.775	34	25.158
5	18.852	15	20.824	25	23.003	35	25.409
6	19.040	16	21.032	26	23.233	36	25.663
7	19.230	17	21.242	27	23.465	37	25.920
8	19.423	18	21.455	28	23.700	38	26.179
9	19.617	19	21.669	29	23.937	39	26.441
10	19.813	20	21.886	30	24.176	40	26.705

<b>H76312 Hum Serv Treatment Spec II</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>H76312 Hum Serv Treatment Spec II</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>H76463 Active Treatment Prog Spec</b>							
1	22.401	11	24.745	21	27.333	31	30.193
2	22.625	12	24.992	22	27.607	32	30.495
3	22.851	13	25.242	23	27.883	33	30.800
4	23.080	14	25.494	24	28.162	34	31.108
5	23.311	15	25.749	25	28.443	35	31.419
6	23.544	16	26.007	26	28.728	36	31.733
7	23.779	17	26.267	27	29.015	37	32.051
8	24.017	18	26.530	28	29.305	38	32.371
9	24.257	19	26.795	29	29.598	39	32.695
10	24.500	20	27.063	30	29.894	40	33.022

<b>H76463 Active Treatment Prog Spec</b>							
1	22.905	11	25.301	21	27.948	31	30.872
2	23.134	12	25.554	22	28.228	32	31.181
3	23.365	13	25.810	23	28.510	33	31.493
4	23.599	14	26.068	24	28.795	34	31.808
5	23.835	15	26.329	25	29.083	35	32.126
6	24.073	16	26.592	26	29.374	36	32.447
7	24.314	17	26.858	27	29.668	37	32.772
8	24.557	18	27.126	28	29.965	38	33.099
9	24.803	19	27.398	29	30.264	39	33.430
10	25.051	20	27.672	30	30.567	40	33.765

<b>H77023 Activity Specialist</b>			
1	21.789	11 24.069	21 26.587
2	22.007	12 24.309	22 26.853
3	22.227	13 24.552	23 27.121
4	22.449	14 24.798	24 27.392
5	22.674	15 25.046	25 27.666
6	22.900	16 25.296	26 27.943
7	23.129	17 25.549	27 28.222
8	23.361	18 25.805	28 28.505
9	23.594	19 26.063	29 28.790
10	23.830	20 26.323	30 29.078
		31 29.368	32 29.662
		33 29.959	34 30.258
		35 30.561	36 30.866
		37 31.175	38 31.487
		39 31.802	40 32.120

<b>H77023 Activity Specialist</b>			
1	22.279	11 24.610	21 27.185
2	22.502	12 24.856	22 27.456
3	22.727	13 25.105	23 27.731
4	22.954	14 25.356	24 28.008
5	23.184	15 25.609	25 28.288
6	23.415	16 25.865	26 28.571
7	23.650	17 26.124	27 28.857
8	23.886	18 26.385	28 29.146
9	24.125	19 26.649	29 29.437
10	24.366	20 26.915	30 29.731
		31 30.029	32 30.329
		33 30.632	34 30.939
		35 31.248	36 31.560
		37 31.876	38 32.195
		39 32.517	40 32.842

<b>H77043 Recreation Specialist</b>			
1	22.401	11 24.745	21 27.333
2	22.625	12 24.992	22 27.607
3	22.851	13 25.242	23 27.883
4	23.080	14 25.494	24 28.162
5	23.311	15 25.749	25 28.443
6	23.544	16 26.007	26 28.728
7	23.779	17 26.267	27 29.015
8	24.017	18 26.530	28 29.305
9	24.257	19 26.795	29 29.598
10	24.500	20 27.063	30 29.894
		31 30.193	32 30.495
		33 30.800	34 31.108
		35 31.419	36 31.733
		37 32.051	38 32.371
		39 32.695	40 33.022

<b>H77043 Recreation Specialist</b>			
1	22.905	11 25.301	21 27.948
2	23.134	12 25.554	22 28.228
3	23.365	13 25.810	23 28.510
4	23.599	14 26.068	24 28.795
5	23.835	15 26.329	25 29.083
6	24.073	16 26.592	26 29.374
7	24.314	17 26.858	27 29.668
8	24.557	18 27.126	28 29.965
9	24.803	19 27.398	29 30.264
10	25.051	20 27.672	30 30.567
		31 30.872	32 31.181
		33 31.493	34 31.808
		35 32.126	36 32.447
		37 32.772	38 33.099
		39 33.430	40 33.765

<b>H77044 Recreation Coordinator</b>			
1	24.082	11 26.602	21 29.385
2	24.323	12 26.868	22 29.678
3	24.566	13 27.136	23 29.975
4	24.812	14 27.408	24 30.275
5	25.060	15 27.682	25 30.578
6	25.310	16 27.958	26 30.884
7	25.564	17 28.238	27 31.192
8	25.819	18 28.520	28 31.504
9	26.077	19 28.806	29 31.819
10	26.338	20 29.094	30 32.138
		31 32.459	32 32.783
		33 33.111	34 33.442
		35 33.777	36 34.115
		37 34.456	38 34.800
		39 35.148	40 35.500

<b>H77044 Recreation Coordinator</b>			
1	24.624	11 27.200	21 30.046
2	24.870	12 27.472	22 30.346
3	25.119	13 27.747	23 30.650
4	25.370	14 28.024	24 30.956
5	25.624	15 28.305	25 31.266
6	25.880	16 28.588	26 31.579
7	26.139	17 28.874	27 31.894
8	26.400	18 29.162	28 32.213
9	26.664	19 29.454	29 32.535
10	26.931	20 29.748	30 32.861
		31 33.189	32 33.521
		33 33.857	34 34.195
		35 34.537	36 34.882
		37 35.231	38 35.584
		39 35.939	40 36.299

<b>H77112 Physical Therapy Assistant</b>			
1	17.866	11 19.735	21 21.800
2	18.045	12 19.933	22 22.018
3	18.225	13 20.132	23 22.238
4	18.407	14 20.333	24 22.460
5	18.591	15 20.537	25 22.685
6	18.777	16 20.742	26 22.912
7	18.965	17 20.949	27 23.141
8	19.155	18 21.159	28 23.372
9	19.346	19 21.370	29 23.606
10	19.540	20 21.584	30 23.842
		31 24.081	32 24.321
		33 24.565	34 24.810
		35 25.058	36 25.309
		37 25.562	38 25.818
		39 26.076	40 26.337

<b>H77112 Physical Therapy Assistant</b>			
1	18.268	11 20.179	21 22.290
2	18.451	12 20.381	22 22.513
3	18.635	13 20.585	23 22.738
4	18.822	14 20.791	24 22.966
5	19.010	15 20.999	25 23.196
6	19.200	16 21.209	26 23.427
7	19.392	17 21.421	27 23.662
8	19.586	18 21.635	28 23.898
9	19.782	19 21.851	29 24.137
10	19.979	20 22.070	30 24.379
		31 24.623	32 24.869
		33 25.117	34 25.369
		35 25.622	36 25.878
		37 26.137	38 26.399
		39 26.663	40 26.929

<b>H77113 Physical Therapist I</b>			
1	22.195	11 24.517	21 27.082
2	22.417	12 24.762	22 27.353
3	22.641	13 25.010	23 27.626
4	22.868	14 25.260	24 27.903
5	23.096	15 25.513	25 28.182
6	23.327	16 25.768	26 28.464
7	23.560	17 26.025	27 28.748
8	23.796	18 26.286	28 29.036
9	24.034	19 26.548	29 29.326
10	24.274	20 26.814	30 29.619
		31 29.916	32 30.215
		33 30.517	34 30.822
		35 31.130	36 31.441
		37 31.756	38 32.073
		39 32.394	40 32.718

<b>H77113 Physical Therapist I</b>			
1	22.694	11 25.068	21 27.691
2	22.921	12 25.319	22 27.968
3	23.150	13 25.572	23 28.248
4	23.382	14 25.828	24 28.530
5	23.615	15 26.086	25 28.815
6	23.852	16 26.347	26 29.104
7	24.090	17 26.610	27 29.395
8	24.331	18 26.877	28 29.688
9	24.574	19 27.145	29 29.985
10	24.820	20 27.417	30 30.285
		31 30.588	32 30.894
		33 31.203	34 31.515
		35 31.830	36 32.148
		37 32.470	38 32.795
		39 33.123	40 33.454

<b>H77114 Physical Therapist II</b>			
1	36.199	11 39.986	21 44.170
2	36.561	12 40.386	22 44.611
3	36.927	13 40.790	23 45.057
4	37.296	14 41.198	24 45.508
5	37.669	15 41.610	25 45.963
6	38.046	16 42.026	26 46.423
7	38.426	17 42.446	27 46.887
8	38.810	18 42.871	28 47.356
9	39.198	19 43.299	29 47.829
10	39.590	20 43.732	30 48.308
		31 48.791	32 49.279
		33 49.771	34 50.269
		35 50.772	36 51.280
		37 51.792	38 52.310
		39 52.833	40 53.362

<b>H77114 Physical Therapist II</b>			
1	37.013	11 40.885	21 45.163
2	37.383	12 41.294	22 45.615
3	37.757	13 41.707	23 46.071
4	38.135	14 42.124	24 46.531
5	38.516	15 42.545	25 46.997
6	38.901	16 42.971	26 47.467
7	39.290	17 43.401	27 47.941
8	39.683	18 43.835	28 48.421
9	40.080	19 44.273	29 48.905
10	40.481	20 44.716	30 49.394
		31 49.888	32 50.387
		33 50.891	34 51.400
		35 51.914	36 52.433
		37 52.957	38 53.487
		39 54.021	40 54.562

<b>H77312 Occupational Therapist</b>			
1	32.689	11 36.109	21 39.887
2	33.016	12 36.470	22 40.286
3	33.346	13 36.835	23 40.689
4	33.680	14 37.203	24 41.095
5	34.016	15 37.575	25 41.506
6	34.356	16 37.951	26 41.921
7	34.700	17 38.330	27 42.341
8	35.047	18 38.714	28 42.764
9	35.398	19 39.101	29 43.192
10	35.751	20 39.492	30 43.624
		31 44.060	32 44.500
		33 44.945	34 45.395
		35 45.849	36 46.307
		37 46.770	38 47.238
		39 47.710	40 48.188

<b>H77312 Occupational Therapist</b>			
1	33.425	11 36.922	21 40.785
2	33.759	12 37.291	22 41.193
3	34.097	13 37.664	23 41.605
4	34.438	14 38.041	24 42.021
5	34.782	15 38.421	25 42.441
6	35.130	16 38.805	26 42.865
7	35.481	17 39.193	27 43.294
8	35.836	18 39.585	28 43.727
9	36.194	19 39.981	29 44.164
10	36.556	20 40.381	30 44.606
		31 45.052	32 45.502
		33 45.957	34 46.417
		35 46.881	36 47.350
		37 47.823	38 48.302
		39 48.785	40 49.273

<b>H77420 Respiratory Therapist</b>			
1	26.794	11 29.597	21 32.694
2	27.062	12 29.893	22 33.021
3	27.333	13 30.192	23 33.351
4	27.606	14 30.494	24 33.684
5	27.882	15 30.799	25 34.021
6	28.161	16 31.107	26 34.361
7	28.442	17 31.418	27 34.705
8	28.727	18 31.732	28 35.052
9	29.014	19 32.050	29 35.403
10	29.304	20 32.370	30 35.757
		31 36.114	32 36.475
		33 36.840	34 37.209
		35 37.581	36 37.956
		37 38.336	38 38.719
		39 39.107	40 39.498

<b>H77420 Respiratory Therapist</b>			
1	27.397	11 30.263	21 33.430
2	27.671	12 30.566	22 33.764
3	27.948	13 30.872	23 34.101
4	28.227	14 31.180	24 34.442
5	28.509	15 31.492	25 34.787
6	28.795	16 31.807	26 35.135
7	29.082	17 32.125	27 35.486
8	29.373	18 32.446	28 35.841
9	29.667	19 32.771	29 36.199
10	29.964	20 33.099	30 36.561
		31 36.927	32 37.296
		33 37.669	34 38.046
		35 38.426	36 38.811
		37 39.199	38 39.591
		39 39.987	40 40.387

<b>H77650</b>		<b>Speech Pathologist</b>					
1	32.415	11	35.806	21	39.552	31	43.691
2	32.739	12	36.164	22	39.948	32	44.127
3	33.067	13	36.526	23	40.347	33	44.569
4	33.397	14	36.891	24	40.751	34	45.014
5	33.731	15	37.260	25	41.158	35	45.465
6	34.068	16	37.633	26	41.570	36	45.919
7	34.409	17	38.009	27	41.986	37	46.378
8	34.753	18	38.389	28	42.406	38	46.842
9	35.101	19	38.773	29	42.830	39	47.311
10	35.452	20	39.161	30	43.258	40	47.784

<b>H77650</b>		<b>Speech Pathologist</b>					
1	33.144	11	36.612	21	40.442	31	44.673
2	33.475	12	36.978	22	40.846	32	45.120
3	33.810	13	37.347	23	41.255	33	45.571
4	34.148	14	37.721	24	41.667	34	46.027
5	34.490	15	38.098	25	42.084	35	46.487
6	34.835	16	38.479	26	42.505	36	46.952
7	35.183	17	38.864	27	42.930	37	47.421
8	35.535	18	39.253	28	43.359	38	47.896
9	35.890	19	39.645	29	43.793	39	48.375
10	36.249	20	40.042	30	44.231	40	48.858

<b>H80410</b>		<b>Dietitian</b>					
1	28.078	11	31.016	21	34.260	31	37.845
2	28.359	12	31.326	22	34.603	32	38.223
3	28.642	13	31.639	23	34.949	33	38.606
4	28.929	14	31.955	24	35.299	34	38.992
5	29.218	15	32.275	25	35.652	35	39.382
6	29.510	16	32.598	26	36.008	36	39.775
7	29.805	17	32.924	27	36.368	37	40.173
8	30.103	18	33.253	28	36.732	38	40.575
9	30.404	19	33.585	29	37.099	39	40.981
10	30.708	20	33.921	30	37.470	40	41.390

<b>H80410</b>		<b>Dietitian</b>					
1	28.710	11	31.714	21	35.032	31	38.697
2	28.997	12	32.031	22	35.382	32	39.084
3	29.287	13	32.351	23	35.736	33	39.475
4	29.580	14	32.675	24	36.093	34	39.869
5	29.876	15	33.001	25	36.454	35	40.268
6	30.174	16	33.331	26	36.819	36	40.671
7	30.476	17	33.665	27	37.187	37	41.077
8	30.781	18	34.001	28	37.559	38	41.488
9	31.089	19	34.341	29	37.934	39	41.903
10	31.400	20	34.685	30	38.314	40	42.322

<b>H80452</b>		<b>Public Health Nutritionist, Sr</b>					
1	32.449	11	35.844	21	39.594	31	43.736
2	32.773	12	36.202	22	39.990	32	44.174
3	33.101	13	36.564	23	40.390	33	44.615
4	33.432	14	36.930	24	40.794	34	45.062
5	33.767	15	37.299	25	41.202	35	45.512
6	34.104	16	37.672	26	41.614	36	45.967
7	34.445	17	38.049	27	42.030	37	46.427
8	34.790	18	38.429	28	42.450	38	46.891
9	35.138	19	38.814	29	42.875	39	47.360
10	35.489	20	39.202	30	43.303	40	47.834

<b>H80452</b>		<b>Public Health Nutritionist, Sr</b>					
1	33.179	11	36.650	21	40.485	31	44.720
2	33.511	12	37.017	22	40.890	32	45.167
3	33.846	13	37.387	23	41.298	33	45.619
4	34.184	14	37.761	24	41.711	34	46.075
5	34.526	15	38.138	25	42.129	35	46.536
6	34.871	16	38.520	26	42.550	36	47.001
7	35.220	17	38.905	27	42.975	37	47.471
8	35.572	18	39.294	28	43.405	38	47.946
9	35.928	19	39.687	29	43.839	39	48.426
10	36.287	20	40.084	30	44.278	40	48.910

<b>I72670</b>		<b>Vocational Rehab Technician</b>					
1	17.343	11	19.157	21	21.162	31	23.376
2	17.516	12	19.349	22	21.373	32	23.610
3	17.692	13	19.543	23	21.587	33	23.846
4	17.869	14	19.738	24	21.803	34	24.084
5	18.047	15	19.935	25	22.021	35	24.325
6	18.228	16	20.135	26	22.241	36	24.568
7	18.410	17	20.336	27	22.464	37	24.814
8	18.594	18	20.539	28	22.688	38	25.062
9	18.780	19	20.745	29	22.915	39	25.313
10	18.968	20	20.952	30	23.144	40	25.566

<b>I72670</b>		<b>Vocational Rehab Technician</b>					
1	17.733	11	19.588	21	21.638	31	23.901
2	17.910	12	19.784	22	21.854	32	24.140
3	18.089	13	19.982	23	22.073	33	24.382
4	18.270	14	20.182	24	22.293	34	24.626
5	18.453	15	20.384	25	22.516	35	24.872
6	18.638	16	20.587	26	22.741	36	25.121
7	18.824	17	20.793	27	22.969	37	25.372
8	19.012	18	21.001	28	23.198	38	25.626
9	19.202	19	21.211	29	23.430	39	25.882
10	19.394	20	21.423	30	23.665	40	26.141



<b>I74110</b>		<b>Dental Assistant</b>					
1	19.992	11	22.084	21	24.394	31	26.946
2	20.192	12	22.304	22	24.638	32	27.216
3	20.394	13	22.527	23	24.884	33	27.488
4	20.598	14	22.753	24	25.133	34	27.763
5	20.804	15	22.980	25	25.385	35	28.040
6	21.012	16	23.210	26	25.638	36	28.321
7	21.222	17	23.442	27	25.895	37	28.604
8	21.434	18	23.677	28	26.154	38	28.890
9	21.648	19	23.913	29	26.415	39	29.179
10	21.865	20	24.153	30	26.679	40	29.471

<b>I74110</b>		<b>Dental Assistant</b>					
1	20.442	11	22.581	21	24.943	31	27.553
2	20.646	12	22.806	22	25.193	32	27.828
3	20.853	13	23.035	23	25.444	33	28.107
4	21.061	14	23.265	24	25.699	34	28.388
5	21.272	15	23.498	25	25.956	35	28.671
6	21.485	16	23.733	26	26.215	36	28.958
7	21.700	17	23.970	27	26.478	37	29.248
8	21.917	18	24.210	28	26.742	38	29.540
9	22.136	19	24.452	29	27.010	39	29.836
10	22.357	20	24.696	30	27.280	40	30.134

<b>I74250</b>		<b>Optometric Aide</b>					
1	17.084	11	18.871	21	20.846	31	23.027
2	17.255	12	19.060	22	21.054	32	23.257
3	17.427	13	19.251	23	21.265	33	23.489
4	17.602	14	19.443	24	21.477	34	23.724
5	17.778	15	19.638	25	21.692	35	23.962
6	17.955	16	19.834	26	21.909	36	24.201
7	18.135	17	20.032	27	22.128	37	24.443
8	18.316	18	20.233	28	22.349	38	24.688
9	18.500	19	20.435	29	22.573	39	24.935
10	18.685	20	20.639	30	22.799	40	25.184

<b>I74250</b>		<b>Optometric Aide</b>					
1	17.468	11	19.296	21	21.314	31	23.544
2	17.643	12	19.488	22	21.527	32	23.780
3	17.819	13	19.683	23	21.743	33	24.017
4	17.997	14	19.880	24	21.960	34	24.258
5	18.177	15	20.079	25	22.180	35	24.500
6	18.359	16	20.280	26	22.402	36	24.745
7	18.543	17	20.483	27	22.626	37	24.993
8	18.728	18	20.687	28	22.852	38	25.243
9	18.915	19	20.894	29	23.080	39	25.495
10	19.104	20	21.103	30	23.311	40	25.750

<b>I74430</b>		<b>Medical Technologist</b>					
1	24.579	11	27.151	21	29.991	31	33.129
2	24.825	12	27.422	22	30.291	32	33.460
3	25.073	13	27.696	23	30.594	33	33.795
4	25.324	14	27.973	24	30.900	34	34.133
5	25.577	15	28.253	25	31.209	35	34.474
6	25.833	16	28.535	26	31.521	36	34.819
7	26.091	17	28.821	27	31.836	37	35.167
8	26.352	18	29.109	28	32.154	38	35.519
9	26.616	19	29.400	29	32.476	39	35.874
10	26.882	20	29.694	30	32.801	40	36.232

<b>I74430</b>		<b>Medical Technologist</b>					
1	25.132	11	27.761	21	30.666	31	33.874
2	25.383	12	28.039	22	30.972	32	34.213
3	25.637	13	28.319	23	31.282	33	34.555
4	25.894	14	28.603	24	31.595	34	34.901
5	26.152	15	28.889	25	31.911	35	35.250
6	26.414	16	29.177	26	32.230	36	35.602
7	26.678	17	29.469	27	32.552	37	35.958
8	26.945	18	29.764	28	32.878	38	36.318
9	27.214	19	30.062	29	33.207	39	36.681
10	27.486	20	30.362	30	33.539	40	37.048

<b>I74440</b>		<b>Medication Aide</b>					
1	13.404	11	14.806	21	16.355	31	18.067
2	13.538	12	14.954	22	16.519	32	18.247
3	13.673	13	15.104	23	16.684	33	18.430
4	13.810	14	15.255	24	16.851	34	18.614
5	13.948	15	15.408	25	17.020	35	18.800
6	14.088	16	15.562	26	17.190	36	18.988
7	14.229	17	15.717	27	17.362	37	19.178
8	14.371	18	15.874	28	17.535	38	19.370
9	14.515	19	16.033	29	17.711	39	19.564
10	14.660	20	16.193	30	17.888	40	19.759

<b>I74440</b>		<b>Medication Aide</b>					
1	13.706	11	15.140	21	16.724	31	18.474
2	13.843	12	15.291	22	16.891	32	18.658
3	13.981	13	15.444	23	17.060	33	18.845
4	14.121	14	15.599	24	17.231	34	19.033
5	14.263	15	15.755	25	17.403	35	19.224
6	14.405	16	15.912	26	17.577	36	19.416
7	14.549	17	16.071	27	17.753	37	19.610
8	14.695	18	16.232	28	17.930	38	19.806
9	14.842	19	16.394	29	18.110	39	20.004
10	14.990	20	16.558	30	18.291	40	20.204

<b>I74711</b>		<b>Pharmacy Technician</b>					
1	17.704	11	19.556	21	21.602	31	23.862
2	17.881	12	19.752	22	21.818	32	24.101
3	18.060	13	19.949	23	22.036	33	24.342
4	18.240	14	20.149	24	22.257	34	24.585
5	18.423	15	20.350	25	22.479	35	24.831
6	18.607	16	20.554	26	22.704	36	25.080
7	18.793	17	20.759	27	22.931	37	25.330
8	18.981	18	20.967	28	23.161	38	25.584
9	19.171	19	21.177	29	23.392	39	25.839
10	19.363	20	21.388	30	23.626	40	26.098

<b>I74711</b>		<b>Pharmacy Technician</b>					
1	18.102	11	19.996	21	22.088	31	24.399
2	18.283	12	20.196	22	22.309	32	24.643
3	18.466	13	20.398	23	22.532	33	24.889
4	18.651	14	20.602	24	22.757	34	25.138
5	18.837	15	20.808	25	22.985	35	25.389
6	19.025	16	21.016	26	23.215	36	25.643
7	19.216	17	21.226	27	23.447	37	25.900
8	19.408	18	21.438	28	23.681	38	26.159
9	19.602	19	21.653	29	23.918	39	26.420
10	19.798	20	21.869	30	24.157	40	26.685

<b>I74712</b>		<b>Pharmacy Inventory Tech</b>					
1	20.458	11	22.598	21	24.963	31	27.574
2	20.663	12	22.824	22	25.212	32	27.850
3	20.869	13	23.053	23	25.464	33	28.129
4	21.078	14	23.283	24	25.719	34	28.410
5	21.289	15	23.516	25	25.976	35	28.694
6	21.502	16	23.751	26	26.236	36	28.981
7	21.717	17	23.989	27	26.498	37	29.271
8	21.934	18	24.229	28	26.763	38	29.563
9	22.153	19	24.471	29	27.031	39	29.859
10	22.375	20	24.715	30	27.301	40	30.158

<b>I74712</b>		<b>Pharmacy Inventory Tech</b>					
1	20.918	11	23.106	21	25.524	31	28.194
2	21.127	12	23.338	22	25.779	32	28.476
3	21.338	13	23.571	23	26.037	33	28.761
4	21.552	14	23.807	24	26.297	34	29.049
5	21.767	15	24.045	25	26.560	35	29.339
6	21.985	16	24.285	26	26.826	36	29.632
7	22.205	17	24.528	27	27.094	37	29.929
8	22.427	18	24.773	28	27.365	38	30.228
9	22.651	19	25.021	29	27.639	39	30.530
10	22.878	20	25.271	30	27.915	40	30.836

<b>I75011</b>		<b>Staff Care Tech I</b>					
1	17.543	11	19.378	21	21.406	31	23.645
2	17.718	12	19.572	22	21.620	32	23.882
3	17.896	13	19.768	23	21.836	33	24.121
4	18.075	14	19.966	24	22.054	34	24.362
5	18.255	15	20.165	25	22.275	35	24.605
6	18.438	16	20.367	26	22.498	36	24.851
7	18.622	17	20.571	27	22.723	37	25.100
8	18.808	18	20.776	28	22.950	38	25.351
9	18.997	19	20.984	29	23.179	39	25.604
10	19.187	20	21.194	30	23.411	40	25.861

<b>I75011</b>		<b>Staff Care Tech I</b>					
1	17.938	11	19.815	21	21.888	31	24.178
2	18.117	12	20.013	22	22.107	32	24.419
3	18.299	13	20.213	23	22.328	33	24.664
4	18.482	14	20.415	24	22.551	34	24.910
5	18.666	15	20.619	25	22.777	35	25.159
6	18.853	16	20.825	26	23.004	36	25.411
7	19.042	17	21.034	27	23.234	37	25.665
8	19.232	18	21.244	28	23.467	38	25.922
9	19.424	19	21.456	29	23.701	39	26.181
10	19.619	20	21.671	30	23.938	40	26.443

<b>I75012</b>		<b>Staff Care Tech II</b>					
1	21.149	11	23.362	21	25.806	31	28.506
2	21.360	12	23.595	22	26.064	32	28.791
3	21.574	13	23.831	23	26.324	33	29.079
4	21.790	14	24.070	24	26.588	34	29.369
5	22.008	15	24.310	25	26.854	35	29.663
6	22.228	16	24.553	26	27.122	36	29.960
7	22.450	17	24.799	27	27.393	37	30.259
8	22.675	18	25.047	28	27.667	38	30.562
9	22.901	19	25.297	29	27.944	39	30.868
10	23.130	20	25.550	30	28.223	40	31.176

<b>I75012</b>		<b>Staff Care Tech II</b>					
1	21.625	11	23.887	21	26.387	31	29.147
2	21.841	12	24.126	22	26.650	32	29.439
3	22.060	13	24.368	23	26.917	33	29.733
4	22.280	14	24.611	24	27.186	34	30.030
5	22.503	15	24.857	25	27.458	35	30.331
6	22.728	16	25.106	26	27.733	36	30.634
7	22.955	17	25.357	27	28.010	37	30.940
8	23.185	18	25.611	28	28.290	38	31.250
9	23.417	19	25.867	29	28.573	39	31.562
10	23.651	20	26.125	30	28.859	40	31.878

<b>I75013 Licensed Practical Nurse</b>							
1	26.314	11	29.067	21	32.108	31	35.467
2	26.577	12	29.358	22	32.429	32	35.822
3	26.843	13	29.651	23	32.753	33	36.180
4	27.111	14	29.948	24	33.081	34	36.542
5	27.382	15	30.247	25	33.412	35	36.907
6	27.656	16	30.550	26	33.746	36	37.276
7	27.933	17	30.855	27	34.083	37	37.649
8	28.212	18	31.164	28	34.424	38	38.026
9	28.494	19	31.475	29	34.768	39	38.406
10	28.779	20	31.790	30	35.116	40	38.790

<b>I75013 Licensed Practical Nurse</b>							
1	26.906	11	29.721	21	32.830	31	36.265
2	27.175	12	30.018	22	33.159	32	36.628
3	27.447	13	30.318	23	33.490	33	36.994
4	27.721	14	30.622	24	33.825	34	37.364
5	27.998	15	30.928	25	34.163	35	37.738
6	28.278	16	31.237	26	34.505	36	38.115
7	28.561	17	31.549	27	34.850	37	38.496
8	28.847	18	31.865	28	35.199	38	38.881
9	29.135	19	32.184	29	35.551	39	39.270
10	29.427	20	32.505	30	35.906	40	39.663

<b>I76211 Developmental Tech I</b>							
1	15.769	11	17.419	21	19.241	31	21.254
2	15.927	12	17.593	22	19.434	32	21.467
3	16.086	13	17.769	23	19.628	33	21.681
4	16.247	14	17.947	24	19.824	34	21.898
5	16.409	15	18.126	25	20.022	35	22.117
6	16.573	16	18.307	26	20.223	36	22.338
7	16.739	17	18.490	27	20.425	37	22.562
8	16.907	18	18.675	28	20.629	38	22.787
9	17.076	19	18.862	29	20.835	39	23.015
10	17.246	20	19.051	30	21.044	40	23.245

<b>I76211 Developmental Tech I</b>							
1	16.124	11	17.811	21	19.674	31	21.733
2	16.285	12	17.989	22	19.871	32	21.950
3	16.448	13	18.169	23	20.070	33	22.170
4	16.613	14	18.351	24	20.270	34	22.391
5	16.779	15	18.534	25	20.473	35	22.615
6	16.946	16	18.719	26	20.678	36	22.841
7	17.116	17	18.907	27	20.885	37	23.070
8	17.287	18	19.096	28	21.094	38	23.300
9	17.460	19	19.287	29	21.304	39	23.533
10	17.635	20	19.480	30	21.518	40	23.769

<b>I76212 Developmental Tech II</b>							
1	19.208	11	21.218	21	23.437	31	25.889
2	19.400	12	21.430	22	23.672	32	26.148
3	19.594	13	21.644	23	23.909	33	26.410
4	19.790	14	21.860	24	24.148	34	26.674
5	19.988	15	22.079	25	24.389	35	26.941
6	20.188	16	22.300	26	24.633	36	27.210
7	20.390	17	22.523	27	24.879	37	27.482
8	20.594	18	22.748	28	25.128	38	27.757
9	20.800	19	22.976	29	25.379	39	28.035
10	21.008	20	23.205	30	25.633	40	28.315

<b>I76212 Developmental Tech II</b>							
1	19.640	11	21.695	21	23.965	31	26.472
2	19.836	12	21.912	22	24.204	32	26.736
3	20.035	13	22.131	23	24.446	33	27.004
4	20.235	14	22.352	24	24.691	34	27.274
5	20.437	15	22.576	25	24.938	35	27.547
6	20.642	16	22.801	26	25.187	36	27.822
7	20.848	17	23.029	27	25.439	37	28.100
8	21.057	18	23.260	28	25.693	38	28.381
9	21.267	19	23.492	29	25.950	39	28.665
10	21.480	20	23.727	30	26.210	40	28.952

<b>I76461 Active Treatment Prog Aide</b>							
1	16.799	11	18.557	21	20.498	31	22.643
2	16.967	12	18.742	22	20.703	32	22.869
3	17.137	13	18.930	23	20.910	33	23.098
4	17.308	14	19.119	24	21.119	34	23.329
5	17.481	15	19.310	25	21.330	35	23.562
6	17.656	16	19.503	26	21.544	36	23.798
7	17.832	17	19.698	27	21.759	37	24.035
8	18.011	18	19.895	28	21.977	38	24.276
9	18.191	19	20.094	29	22.196	39	24.519
10	18.373	20	20.295	30	22.418	40	24.764

<b>I76461 Active Treatment Prog Aide</b>							
1	17.177	11	18.974	21	20.959	31	23.152
2	17.349	12	19.164	22	21.169	32	23.384
3	17.522	13	19.355	23	21.380	33	23.617
4	17.697	14	19.549	24	21.594	34	23.854
5	17.874	15	19.745	25	21.810	35	24.092
6	18.053	16	19.942	26	22.028	36	24.333
7	18.234	17	20.141	27	22.249	37	24.576
8	18.416	18	20.343	28	22.471	38	24.822
9	18.600	19	20.546	29	22.696	39	25.070
10	18.786	20	20.752	30	22.923	40	25.321

<b>I76462 Active Treatment Prog Assistant</b>							
1	19.415	11	21.446	21	23.690	31	26.168
2	19.609	12	21.661	22	23.927	32	26.430
3	19.805	13	21.877	23	24.166	33	26.694
4	20.003	14	22.096	24	24.408	34	26.961
5	20.203	15	22.317	25	24.652	35	27.231
6	20.405	16	22.540	26	24.898	36	27.503
7	20.609	17	22.766	27	25.147	37	27.778
8	20.816	18	22.993	28	25.399	38	28.056
9	21.024	19	23.223	29	25.653	39	28.337
10	21.234	20	23.455	30	25.909	40	28.620

<b>I76462 Active Treatment Prog Assistant</b>							
1	19.852	11	21.929	21	24.223	31	26.757
2	20.051	12	22.148	22	24.465	32	27.025
3	20.251	13	22.370	23	24.710	33	27.295
4	20.454	14	22.593	24	24.957	34	27.568
5	20.658	15	22.819	25	25.207	35	27.844
6	20.865	16	23.048	26	25.459	36	28.122
7	21.073	17	23.278	27	25.713	37	28.404
8	21.284	18	23.511	28	25.971	38	28.688
9	21.497	19	23.746	29	26.230	39	28.975
10	21.712	20	23.983	30	26.493	40	29.264

<b>I77011 Activity Aide</b>							
1	16.339	11	18.048	21	19.937	31	22.023
2	16.502	12	18.229	22	20.136	32	22.243
3	16.667	13	18.411	23	20.337	33	22.465
4	16.834	14	18.595	24	20.541	34	22.690
5	17.002	15	18.781	25	20.746	35	22.917
6	17.172	16	18.969	26	20.954	36	23.146
7	17.344	17	19.159	27	21.163	37	23.377
8	17.518	18	19.350	28	21.375	38	23.611
9	17.693	19	19.544	29	21.589	39	23.847
10	17.870	20	19.739	30	21.804	40	24.086

<b>I77011 Activity Aide</b>							
1	16.707	11	18.455	21	20.386	31	22.519
2	16.874	12	18.639	22	20.590	32	22.744
3	17.043	13	18.826	23	20.795	33	22.971
4	17.213	14	19.014	24	21.003	34	23.201
5	17.385	15	19.204	25	21.213	35	23.433
6	17.559	16	19.396	26	21.426	36	23.667
7	17.735	17	19.590	27	21.640	37	23.904
8	17.912	18	19.786	28	21.856	38	24.143
9	18.091	19	19.984	29	22.075	39	24.384
10	18.272	20	20.184	30	22.296	40	24.628

<b>I77012 Activity Assistant</b>							
1	18.883	11	20.859	21	23.041	31	25.451
2	19.072	12	21.067	22	23.271	32	25.706
3	19.263	13	21.278	23	23.504	33	25.963
4	19.455	14	21.491	24	23.739	34	26.223
5	19.650	15	21.706	25	23.976	35	26.485
6	19.846	16	21.923	26	24.216	36	26.750
7	20.045	17	22.142	27	24.458	37	27.017
8	20.245	18	22.363	28	24.703	38	27.287
9	20.448	19	22.587	29	24.950	39	27.560
10	20.652	20	22.813	30	25.199	40	27.836

<b>I77012 Activity Assistant</b>							
1	19.308	11	21.328	21	23.559	31	26.024
2	19.501	12	21.541	22	23.795	32	26.285
3	19.696	13	21.757	23	24.033	33	26.547
4	19.893	14	21.974	24	24.273	34	26.813
5	20.092	15	22.194	25	24.516	35	27.081
6	20.293	16	22.416	26	24.761	36	27.352
7	20.496	17	22.640	27	25.009	37	27.625
8	20.701	18	22.867	28	25.259	38	27.902
9	20.908	19	23.095	29	25.511	39	28.181
10	21.117	20	23.326	30	25.767	40	28.462

<b>I77041 Recreation Aide</b>							
1	15.008	11	16.578	21	18.313	31	20.229
2	15.158	12	16.744	22	18.496	32	20.431
3	15.310	13	16.911	23	18.681	33	20.635
4	15.463	14	17.081	24	18.868	34	20.841
5	15.617	15	17.251	25	19.056	35	21.050
6	15.774	16	17.424	26	19.247	36	21.260
7	15.931	17	17.598	27	19.439	37	21.473
8	16.091	18	17.774	28	19.634	38	21.688
9	16.252	19	17.952	29	19.830	39	21.905
10	16.414	20	18.131	30	20.028	40	22.124

<b>I77041 Recreation Aide</b>							
1	15.346	11	16.952	21	18.725	31	20.684
2	15.499	12	17.121	22	18.912	32	20.891
3	15.654	13	17.292	23	19.101	33	21.100
4	15.811	14	17.465	24	19.292	34	21.311
5	15.969	15	17.640	25	19.485	35	21.524
6	16.129	16	17.816	26	19.680	36	21.739
7	16.290	17	17.994	27	19.877	37	21.957
8	16.453	18	18.174	28	20.076	38	22.176
9	16.618	19	18.356	29	20.277	39	22.398
10	16.784	20	18.540	30	20.479	40	22.622

<b>I77042 Recreation Assistant</b>							
1	20.403	11	22.538	21	24.896	31	27.500
2	20.607	12	22.763	22	25.144	32	27.775
3	20.813	13	22.991	23	25.396	33	28.053
4	21.021	14	23.221	24	25.650	34	28.333
5	21.231	15	23.453	25	25.906	35	28.617
6	21.444	16	23.687	26	26.165	36	28.903
7	21.658	17	23.924	27	26.427	37	29.192
8	21.875	18	24.163	28	26.691	38	29.484
9	22.094	19	24.405	29	26.958	39	29.779
10	22.314	20	24.649	30	27.228	40	30.077

<b>I77042 Recreation Assistant</b>							
1	20.862	11	23.045	21	25.456	31	28.119
2	21.071	12	23.275	22	25.710	32	28.400
3	21.281	13	23.508	23	25.967	33	28.684
4	21.494	14	23.743	24	26.227	34	28.971
5	21.709	15	23.980	25	26.489	35	29.261
6	21.926	16	24.220	26	26.754	36	29.553
7	22.145	17	24.462	27	27.022	37	29.849
8	22.367	18	24.707	28	27.292	38	30.147
9	22.591	19	24.954	29	27.565	39	30.449
10	22.816	20	25.204	30	27.840	40	30.753

<b>I77111 Physical Therapy Aide</b>							
1	18.198	11	20.102	21	22.205	31	24.528
2	18.380	12	20.303	22	22.427	32	24.773
3	18.564	13	20.506	23	22.651	33	25.021
4	18.749	14	20.711	24	22.878	34	25.271
5	18.937	15	20.918	25	23.107	35	25.524
6	19.126	16	21.127	26	23.338	36	25.779
7	19.318	17	21.339	27	23.571	37	26.037
8	19.511	18	21.552	28	23.807	38	26.298
9	19.706	19	21.767	29	24.045	39	26.560
10	19.903	20	21.985	30	24.285	40	26.826

<b>I77111 Physical Therapy Aide</b>							
1	18.607	11	20.554	21	22.704	31	25.079
2	18.793	12	20.759	22	22.931	32	25.330
3	18.981	13	20.967	23	23.160	33	25.584
4	19.171	14	21.177	24	23.392	34	25.839
5	19.363	15	21.388	25	23.626	35	26.098
6	19.556	16	21.602	26	23.862	36	26.359
7	19.752	17	21.818	27	24.101	37	26.622
8	19.949	18	22.036	28	24.342	38	26.889
9	20.149	19	22.257	29	24.585	39	27.157
10	20.350	20	22.479	30	24.831	40	27.429

<b>I79510 Barber/Beautician</b>							
1	15.000	11	16.569	21	18.303	31	20.218
2	15.150	12	16.735	22	18.486	32	20.420
3	15.302	13	16.902	23	18.671	33	20.624
4	15.455	14	17.071	24	18.857	34	20.830
5	15.609	15	17.242	25	19.046	35	21.039
6	15.765	16	17.415	26	19.236	36	21.249
7	15.923	17	17.589	27	19.429	37	21.462
8	16.082	18	17.765	28	19.623	38	21.676
9	16.243	19	17.942	29	19.819	39	21.893
10	16.405	20	18.122	30	20.018	40	22.112

<b>I79510 Barber/Beautician</b>							
1	15.338	11	16.943	21	18.715	31	20.673
2	15.491	12	17.112	22	18.902	32	20.880
3	15.646	13	17.283	23	19.091	33	21.089
4	15.803	14	17.456	24	19.282	34	21.300
5	15.961	15	17.631	25	19.475	35	21.513
6	16.120	16	17.807	26	19.670	36	21.728
7	16.282	17	17.985	27	19.867	37	21.945
8	16.444	18	18.165	28	20.065	38	22.165
9	16.609	19	18.347	29	20.266	39	22.386
10	16.775	20	18.530	30	20.469	40	22.610

<b>M03211 Office Services Tech</b>							
1	18.549	11	20.490	21	22.633	31	25.001
2	18.734	12	20.695	22	22.860	32	25.251
3	18.922	13	20.901	23	23.088	33	25.504
4	19.111	14	21.110	24	23.319	34	25.759
5	19.302	15	21.322	25	23.552	35	26.016
6	19.495	16	21.535	26	23.788	36	26.277
7	19.690	17	21.750	27	24.026	37	26.539
8	19.887	18	21.968	28	24.266	38	26.805
9	20.086	19	22.187	29	24.509	39	27.073
10	20.287	20	22.409	30	24.754	40	27.343

<b>M03211 Office Services Tech</b>							
1	18.966	11	20.950	21	23.142	31	25.563
2	19.156	12	21.160	22	23.374	32	25.819
3	19.347	13	21.371	23	23.607	33	26.077
4	19.541	14	21.585	24	23.843	34	26.338
5	19.736	15	21.801	25	24.082	35	26.601
6	19.933	16	22.019	26	24.323	36	26.867
7	20.133	17	22.239	27	24.566	37	27.136
8	20.334	18	22.462	28	24.811	38	27.407
9	20.537	19	22.686	29	25.060	39	27.681
10	20.743	20	22.913	30	25.310	40	27.958

<b>M08801 Electronics Technician</b>							
1	17.893	11	19.765	21	21.833	31	24.117
2	18.072	12	19.963	22	22.051	32	24.358
3	18.253	13	20.162	23	22.272	33	24.602
4	18.435	14	20.364	24	22.494	34	24.848
5	18.620	15	20.568	25	22.719	35	25.096
6	18.806	16	20.773	26	22.947	36	25.347
7	18.994	17	20.981	27	23.176	37	25.601
8	19.184	18	21.191	28	23.408	38	25.857
9	19.376	19	21.403	29	23.642	39	26.115
10	19.569	20	21.617	30	23.878	40	26.376

<b>M08801 Electronics Technician</b>							
1	18.296	11	20.210	21	22.325	31	24.660
2	18.479	12	20.412	22	22.548	32	24.907
3	18.664	13	20.616	23	22.773	33	25.156
4	18.850	14	20.823	24	23.001	34	25.407
5	19.039	15	21.031	25	23.231	35	25.662
6	19.229	16	21.241	26	23.463	36	25.918
7	19.422	17	21.453	27	23.698	37	26.177
8	19.616	18	21.668	28	23.935	38	26.439
9	19.812	19	21.885	29	24.174	39	26.704
10	20.010	20	22.104	30	24.416	40	26.971

<b>M08802 Electronics Technician/Sr</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>M08802 Electronics Technician/Sr</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>M08803 Electronics Tech Leader</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>M08803 Electronics Tech Leader</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>M08814 Electronics Design Spec</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>M08814 Electronics Design Spec</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>M08851 Electronics Spec/Aviation Aids</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>M08851 Electronics Spec/Aviation Aids</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>M08852 Electronics Spec Sr/Aviation Aids</b>							
1	25.433	11	28.094	21	31.033	31	34.280
2	25.687	12	28.375	22	31.343	32	34.623
3	25.944	13	28.659	23	31.657	33	34.969
4	26.204	14	28.945	24	31.973	34	35.319
5	26.466	15	29.235	25	32.293	35	35.672
6	26.730	16	29.527	26	32.616	36	36.028
7	26.998	17	29.822	27	32.942	37	36.389
8	27.268	18	30.120	28	33.272	38	36.753
9	27.540	19	30.422	29	33.604	39	37.120
10	27.816	20	30.726	30	33.940	40	37.491

<b>M08852 Electronics Spec Sr/Aviation Aids</b>							
1	26.005	11	28.726	21	31.731	31	35.051
2	26.265	12	29.013	22	32.048	32	35.401
3	26.528	13	29.303	23	32.369	33	35.755
4	26.793	14	29.596	24	32.693	34	36.113
5	27.061	15	29.892	25	33.019	35	36.474
6	27.332	16	30.191	26	33.350	36	36.839
7	27.605	17	30.493	27	33.683	37	37.207
8	27.881	18	30.798	28	34.020	38	37.579
9	28.160	19	31.106	29	34.360	39	37.955
10	28.441	20	31.417	30	34.704	40	38.335

<b>M08890 Electronics Spec/Radiological Syst</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>M08890 Electronics Spec/Radiological Syst</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>M27432 Hwy ROW Associate II</b>							
1	19.045	11	21.038	21	23.239	31	25.670
2	19.235	12	21.248	22	23.471	32	25.926
3	19.428	13	21.460	23	23.706	33	26.186
4	19.622	14	21.675	24	23.943	34	26.448
5	19.818	15	21.892	25	24.182	35	26.712
6	20.016	16	22.111	26	24.424	36	26.979
7	20.217	17	22.332	27	24.668	37	27.249
8	20.419	18	22.555	28	24.915	38	27.521
9	20.623	19	22.781	29	25.164	39	27.797
10	20.829	20	23.008	30	25.416	40	28.075

<b>M27432 Hwy ROW Associate II</b>							
1	19.474	11	21.511	21	23.762	31	26.248
2	19.669	12	21.727	22	24.000	32	26.510
3	19.865	13	21.944	23	24.240	33	26.776
4	20.064	14	22.163	24	24.482	34	27.043
5	20.265	15	22.385	25	24.727	35	27.314
6	20.467	16	22.609	26	24.974	36	27.587
7	20.672	17	22.835	27	25.224	37	27.863
8	20.879	18	23.063	28	25.476	38	28.141
9	21.088	19	23.294	29	25.731	39	28.423
10	21.298	20	23.527	30	25.988	40	28.707

<b>M33830 Radio Announcer</b>							
1	15.135	11	16.718	21	18.468	31	20.400
2	15.286	12	16.886	22	18.652	32	20.604
3	15.439	13	17.054	23	18.839	33	20.810
4	15.594	14	17.225	24	19.027	34	21.018
5	15.750	15	17.397	25	19.217	35	21.228
6	15.907	16	17.571	26	19.410	36	21.440
7	16.066	17	17.747	27	19.604	37	21.655
8	16.227	18	17.924	28	19.800	38	21.871
9	16.389	19	18.104	29	19.998	39	22.090
10	16.553	20	18.285	30	20.198	40	22.311

<b>M33830 Radio Announcer</b>							
1	15.476	11	17.095	21	18.884	31	20.859
2	15.631	12	17.266	22	19.072	32	21.068
3	15.787	13	17.439	23	19.263	33	21.279
4	15.945	14	17.613	24	19.456	34	21.491
5	16.104	15	17.789	25	19.650	35	21.706
6	16.265	16	17.967	26	19.847	36	21.923
7	16.428	17	18.147	27	20.045	37	22.143
8	16.592	18	18.328	28	20.246	38	22.364
9	16.758	19	18.512	29	20.448	39	22.588
10	16.926	20	18.697	30	20.653	40	22.814

<b>M33840 Radio Traffic and Cont Coord</b>							
1	17.491	11	19.321	21	21.342	31	23.575
2	17.666	12	19.514	22	21.556	32	23.811
3	17.843	13	19.709	23	21.771	33	24.049
4	18.021	14	19.906	24	21.989	34	24.290
5	18.201	15	20.105	25	22.209	35	24.532
6	18.383	16	20.307	26	22.431	36	24.778
7	18.567	17	20.510	27	22.655	37	25.026
8	18.753	18	20.715	28	22.882	38	25.276
9	18.940	19	20.922	29	23.111	39	25.529
10	19.130	20	21.131	30	23.342	40	25.784

<b>M33840 Radio Traffic and Cont Coord</b>							
1	17.885	11	19.756	21	21.823	31	24.106
2	18.064	12	19.954	22	22.041	32	24.347
3	18.244	13	20.153	23	22.262	33	24.591
4	18.427	14	20.355	24	22.484	34	24.837
5	18.611	15	20.558	25	22.709	35	25.085
6	18.797	16	20.764	26	22.936	36	25.336
7	18.985	17	20.972	27	23.166	37	25.589
8	19.175	18	21.181	28	23.397	38	25.845
9	19.367	19	21.393	29	23.631	39	26.104
10	19.561	20	21.607	30	23.868	40	26.365

<b>M35102 ETC Comm Technician Sr</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>M35102 ETC Comm Technician Sr</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>M35113 Edu Telecomm Engineer II</b>							
1	20.863	11	23.046	21	25.457	31	28.120
2	21.072	12	23.276	22	25.711	32	28.401
3	21.282	13	23.509	23	25.969	33	28.685
4	21.495	14	23.744	24	26.228	34	28.972
5	21.710	15	23.981	25	26.490	35	29.262
6	21.927	16	24.221	26	26.755	36	29.555
7	22.146	17	24.464	27	27.023	37	29.850
8	22.368	18	24.708	28	27.293	38	30.149
9	22.592	19	24.955	29	27.566	39	30.450
10	22.818	20	25.205	30	27.842	40	30.755

<b>M35113 Edu Telecomm Engineer II</b>							
1	21.332	11	23.564	21	26.029	31	28.752
2	21.545	12	23.799	22	26.289	32	29.040
3	21.761	13	24.037	23	26.552	33	29.330
4	21.978	14	24.278	24	26.818	34	29.624
5	22.198	15	24.521	25	27.086	35	29.920
6	22.420	16	24.766	26	27.357	36	30.219
7	22.644	17	25.013	27	27.630	37	30.521
8	22.871	18	25.264	28	27.907	38	30.826
9	23.099	19	25.516	29	28.186	39	31.135
10	23.330	20	25.771	30	28.468	40	31.446



<b>M35120 Edu Telecomm Field Engineer</b>							
1	24.107	11	26.629	21	29.415	31	32.493
2	24.348	12	26.895	22	29.709	32	32.818
3	24.592	13	27.164	23	30.006	33	33.146
4	24.837	14	27.436	24	30.306	34	33.477
5	25.086	15	27.710	25	30.609	35	33.812
6	25.337	16	27.987	26	30.916	36	34.150
7	25.590	17	28.267	27	31.225	37	34.492
8	25.846	18	28.550	28	31.537	38	34.836
9	26.104	19	28.836	29	31.852	39	35.185
10	26.365	20	29.124	30	32.171	40	35.537

<b>M35120 Edu Telecomm Field Engineer</b>							
1	24.649	11	27.228	21	30.076	31	33.223
2	24.895	12	27.500	22	30.377	32	33.555
3	25.144	13	27.775	23	30.681	33	33.891
4	25.396	14	28.053	24	30.988	34	34.230
5	25.650	15	28.333	25	31.298	35	34.572
6	25.906	16	28.617	26	31.611	36	34.918
7	26.165	17	28.903	27	31.927	37	35.267
8	26.427	18	29.192	28	32.246	38	35.620
9	26.691	19	29.484	29	32.569	39	35.976
10	26.958	20	29.779	30	32.894	40	36.336

<b>M35150 Edu Telecomm Maint Engineer</b>							
1	25.916	11	28.627	21	31.622	31	34.931
2	26.175	12	28.914	22	31.939	32	35.280
3	26.437	13	29.203	23	32.258	33	35.633
4	26.701	14	29.495	24	32.581	34	35.989
5	26.968	15	29.790	25	32.906	35	36.349
6	27.238	16	30.088	26	33.236	36	36.713
7	27.510	17	30.389	27	33.568	37	37.080
8	27.785	18	30.692	28	33.904	38	37.451
9	28.063	19	30.999	29	34.243	39	37.825
10	28.344	20	31.309	30	34.585	40	38.203

<b>M35150 Edu Telecomm Maint Engineer</b>							
1	26.499	11	29.271	21	32.334	31	35.717
2	26.764	12	29.564	22	32.657	32	36.074
3	27.032	13	29.860	23	32.984	33	36.435
4	27.302	14	30.158	24	33.314	34	36.799
5	27.575	15	30.460	25	33.647	35	37.167
6	27.851	16	30.765	26	33.983	36	37.539
7	28.129	17	31.072	27	34.323	37	37.914
8	28.411	18	31.383	28	34.666	38	38.293
9	28.695	19	31.697	29	35.013	39	38.676
10	28.982	20	32.014	30	35.363	40	39.063

<b>M35160 Edu Tele Satellite Maint Engineer</b>							
1	25.916	11	28.627	21	31.622	31	34.931
2	26.175	12	28.914	22	31.939	32	35.280
3	26.437	13	29.203	23	32.258	33	35.633
4	26.701	14	29.495	24	32.581	34	35.989
5	26.968	15	29.790	25	32.906	35	36.349
6	27.238	16	30.088	26	33.236	36	36.713
7	27.510	17	30.389	27	33.568	37	37.080
8	27.785	18	30.692	28	33.904	38	37.451
9	28.063	19	30.999	29	34.243	39	37.825
10	28.344	20	31.309	30	34.585	40	38.203

<b>M35160 Edu Tele Satellite Maint Engineer</b>							
1	26.499	11	29.271	21	32.334	31	35.717
2	26.764	12	29.564	22	32.657	32	36.074
3	27.032	13	29.860	23	32.984	33	36.435
4	27.302	14	30.158	24	33.314	34	36.799
5	27.575	15	30.460	25	33.647	35	37.167
6	27.851	16	30.765	26	33.983	36	37.539
7	28.129	17	31.072	27	34.323	37	37.914
8	28.411	18	31.383	28	34.666	38	38.293
9	28.695	19	31.697	29	35.013	39	38.676
10	28.982	20	32.014	30	35.363	40	39.063

<b>M37100 Audio Tape Duplication Coord</b>							
1	19.232	11	21.244	21	23.467	31	25.922
2	19.424	12	21.457	22	23.701	32	26.181
3	19.619	13	21.671	23	23.938	33	26.443
4	19.815	14	21.888	24	24.178	34	26.707
5	20.013	15	22.107	25	24.420	35	26.974
6	20.213	16	22.328	26	24.664	36	27.244
7	20.415	17	22.551	27	24.910	37	27.517
8	20.619	18	22.777	28	25.159	38	27.792
9	20.826	19	23.004	29	25.411	39	28.070
10	21.034	20	23.234	30	25.665	40	28.350

<b>M37100 Audio Tape Duplication Coord</b>							
1	19.665	11	21.722	21	23.995	31	26.505
2	19.862	12	21.940	22	24.235	32	26.771
3	20.060	13	22.159	23	24.477	33	27.038
4	20.261	14	22.381	24	24.722	34	27.309
5	20.463	15	22.604	25	24.969	35	27.582
6	20.668	16	22.830	26	25.219	36	27.857
7	20.875	17	23.059	27	25.471	37	28.136
8	21.084	18	23.289	28	25.726	38	28.417
9	21.294	19	23.522	29	25.983	39	28.702
10	21.507	20	23.757	30	26.243	40	28.989

<b>M53010 State Patrol Forensic Tech</b>							
1	20.085	11	22.186	21	24.508	31	27.072
2	20.286	12	22.408	22	24.753	32	27.342
3	20.489	13	22.632	23	25.000	33	27.616
4	20.694	14	22.859	24	25.250	34	27.892
5	20.901	15	23.087	25	25.503	35	28.171
6	21.110	16	23.318	26	25.758	36	28.452
7	21.321	17	23.551	27	26.015	37	28.737
8	21.534	18	23.787	28	26.275	38	29.024
9	21.749	19	24.025	29	26.538	39	29.315
10	21.967	20	24.265	30	26.804	40	29.608

<b>M53010 State Patrol Forensic Tech</b>							
1	20.537	11	22.686	21	25.059	31	27.681
2	20.742	12	22.912	22	25.310	32	27.958
3	20.950	13	23.142	23	25.563	33	28.237
4	21.159	14	23.373	24	25.818	34	28.520
5	21.371	15	23.607	25	26.077	35	28.805
6	21.585	16	23.843	26	26.337	36	29.093
7	21.800	17	24.081	27	26.601	37	29.384
8	22.018	18	24.322	28	26.867	38	29.678
9	22.239	19	24.565	29	27.135	39	29.974
10	22.461	20	24.811	30	27.407	40	30.274

<b>M53021 Scientific Technician</b>							
1	15.559	11	17.187	21	18.985	31	20.971
2	15.715	12	17.359	22	19.175	32	21.181
3	15.872	13	17.532	23	19.367	33	21.393
4	16.030	14	17.708	24	19.560	34	21.607
5	16.191	15	17.885	25	19.756	35	21.823
6	16.353	16	18.064	26	19.953	36	22.041
7	16.516	17	18.244	27	20.153	37	22.261
8	16.681	18	18.427	28	20.354	38	22.484
9	16.848	19	18.611	29	20.558	39	22.709
10	17.017	20	18.797	30	20.764	40	22.936

<b>M53021 Scientific Technician</b>							
1	15.909	11	17.573	21	19.412	31	21.443
2	16.068	12	17.749	22	19.606	32	21.657
3	16.229	13	17.927	23	19.802	33	21.874
4	16.391	14	18.106	24	20.000	34	22.093
5	16.555	15	18.287	25	20.200	35	22.314
6	16.721	16	18.470	26	20.402	36	22.537
7	16.888	17	18.655	27	20.606	37	22.762
8	17.057	18	18.841	28	20.812	38	22.990
9	17.227	19	19.030	29	21.020	39	23.220
10	17.399	20	19.220	30	21.231	40	23.452

<b>M53631 Hwy Materials and Tests Tech I</b>							
1	16.368	11	18.080	21	19.972	31	22.062
2	16.532	12	18.261	22	20.172	32	22.282
3	16.697	13	18.444	23	20.374	33	22.505
4	16.864	14	18.628	24	20.577	34	22.730
5	17.033	15	18.815	25	20.783	35	22.957
6	17.203	16	19.003	26	20.991	36	23.187
7	17.375	17	19.193	27	21.201	37	23.419
8	17.549	18	19.385	28	21.413	38	23.653
9	17.724	19	19.579	29	21.627	39	23.890
10	17.901	20	19.774	30	21.843	40	24.128

<b>M53631 Hwy Materials and Tests Tech I</b>							
1	16.736	11	18.487	21	20.421	31	22.558
2	16.903	12	18.672	22	20.625	32	22.783
3	17.072	13	18.859	23	20.832	33	23.011
4	17.243	14	19.047	24	21.040	34	23.241
5	17.416	15	19.238	25	21.250	35	23.474
6	17.590	16	19.430	26	21.463	36	23.708
7	17.766	17	19.624	27	21.677	37	23.945
8	17.943	18	19.821	28	21.894	38	24.185
9	18.123	19	20.019	29	22.113	39	24.427
10	18.304	20	20.219	30	22.334	40	24.671

<b>M53632 Hwy Materials and Tests Tech II</b>							
1	18.731	11	20.691	21	22.855	31	25.247
2	18.918	12	20.898	22	23.084	32	25.499
3	19.107	13	21.107	23	23.315	33	25.754
4	19.299	14	21.318	24	23.548	34	26.012
5	19.492	15	21.531	25	23.783	35	26.272
6	19.686	16	21.746	26	24.021	36	26.534
7	19.883	17	21.964	27	24.261	37	26.800
8	20.082	18	22.183	28	24.504	38	27.068
9	20.283	19	22.405	29	24.749	39	27.338
10	20.486	20	22.629	30	24.997	40	27.612

<b>M53632 Hwy Materials and Tests Tech II</b>							
1	19.152	11	21.156	21	23.369	31	25.814
2	19.344	12	21.367	22	23.603	32	26.072
3	19.537	13	21.581	23	23.839	33	26.333
4	19.732	14	21.797	24	24.077	34	26.596
5	19.930	15	22.015	25	24.318	35	26.862
6	20.129	16	22.235	26	24.561	36	27.131
7	20.330	17	22.457	27	24.807	37	27.402
8	20.534	18	22.682	28	25.055	38	27.676
9	20.739	19	22.909	29	25.305	39	27.953
10	20.946	20	23.138	30	25.558	40	28.232

<b>M53633 Hwy Materials and Tests Tech III</b>			
1	21.645	11	23.910
2	21.861	12	24.149
3	22.080	13	24.390
4	22.301	14	24.634
5	22.524	15	24.880
6	22.749	16	25.129
7	22.977	17	25.380
8	23.206	18	25.634
9	23.438	19	25.891
10	23.673	20	26.150
21	26.411	31	29.174
22	26.675	32	29.466
23	26.942	33	29.761
24	27.211	34	30.058
25	27.483	35	30.359
26	27.758	36	30.662
27	28.036	37	30.969
28	28.316	38	31.279
29	28.599	39	31.591
30	28.885	40	31.907

<b>M53633 Hwy Materials and Tests Tech III</b>			
1	22.132	11	24.447
2	22.353	12	24.692
3	22.577	13	24.939
4	22.803	14	25.188
5	23.031	15	25.440
6	23.261	16	25.695
7	23.494	17	25.952
8	23.728	18	26.211
9	23.966	19	26.473
10	24.205	20	26.738
21	27.005	31	29.831
22	27.275	32	30.129
23	27.548	33	30.430
24	27.824	34	30.734
25	28.102	35	31.042
26	28.383	36	31.352
27	28.667	37	31.666
28	28.953	38	31.982
29	29.243	39	32.302
30	29.535	40	32.625

<b>M55782 Hwy Registered Land Surveyor</b>			
1	29.418	11	32.496
2	29.712	12	32.821
3	30.009	13	33.149
4	30.309	14	33.480
5	30.612	15	33.815
6	30.919	16	34.153
7	31.228	17	34.495
8	31.540	18	34.840
9	31.855	19	35.188
10	32.174	20	35.540
21	35.896	31	39.651
22	36.255	32	40.048
23	36.617	33	40.448
24	36.983	34	40.852
25	37.353	35	41.261
26	37.727	36	41.674
27	38.104	37	42.090
28	38.485	38	42.511
29	38.870	39	42.936
30	39.258	40	43.366

<b>M55782 Hwy Registered Land Surveyor</b>			
1	30.080	11	33.227
2	30.381	12	33.559
3	30.685	13	33.895
4	30.991	14	34.234
5	31.301	15	34.576
6	31.614	16	34.922
7	31.931	17	35.271
8	32.250	18	35.624
9	32.572	19	35.980
10	32.898	20	36.340
21	36.703	31	40.543
22	37.070	32	40.949
23	37.441	33	41.358
24	37.815	34	41.772
25	38.194	35	42.190
26	38.576	36	42.611
27	38.961	37	43.038
28	39.351	38	43.468
29	39.744	39	43.903
30	40.142	40	44.342

<b>M56162 Hwy Cartographer</b>			
1	17.893	11	19.765
2	18.072	12	19.963
3	18.253	13	20.162
4	18.435	14	20.364
5	18.620	15	20.568
6	18.806	16	20.773
7	18.994	17	20.981
8	19.184	18	21.191
9	19.376	19	21.403
10	19.569	20	21.617
21	21.833	31	24.117
22	22.051	32	24.358
23	22.272	33	24.602
24	22.494	34	24.848
25	22.719	35	25.096
26	22.947	36	25.347
27	23.176	37	25.601
28	23.408	38	25.857
29	23.642	39	26.115
30	23.878	40	26.376

<b>M56162 Hwy Cartographer</b>			
1	18.296	11	20.210
2	18.479	12	20.412
3	18.664	13	20.616
4	18.850	14	20.823
5	19.039	15	21.031
6	19.229	16	21.241
7	19.422	17	21.453
8	19.616	18	21.668
9	19.812	19	21.885
10	20.010	20	22.104
21	22.325	31	24.660
22	22.548	32	24.907
23	22.773	33	25.156
24	23.001	34	25.407
25	23.231	35	25.662
26	23.463	36	25.918
27	23.698	37	26.177
28	23.935	38	26.439
29	24.174	39	26.704
30	24.416	40	26.971

<b>M56163 Hwy Cartographer Senior</b>			
1	20.474	11	22.616
2	20.679	12	22.842
3	20.886	13	23.071
4	21.094	14	23.301
5	21.305	15	23.534
6	21.518	16	23.770
7	21.734	17	24.007
8	21.951	18	24.247
9	22.170	19	24.490
10	22.392	20	24.735
21	24.982	31	27.596
22	25.232	32	27.872
23	25.484	33	28.151
24	25.739	34	28.432
25	25.997	35	28.716
26	26.257	36	29.004
27	26.519	37	29.294
28	26.784	38	29.586
29	27.052	39	29.882
30	27.323	40	30.181

<b>M56163 Hwy Cartographer Senior</b>			
1	20.935	11	23.125
2	21.144	12	23.357
3	21.356	13	23.590
4	21.569	14	23.826
5	21.785	15	24.064
6	22.003	16	24.305
7	22.223	17	24.548
8	22.445	18	24.793
9	22.670	19	25.041
10	22.896	20	25.292
21	25.545	31	28.217
22	25.800	32	28.499
23	26.058	33	28.784
24	26.319	34	29.072
25	26.582	35	29.363
26	26.848	36	29.657
27	27.116	37	29.953
28	27.387	38	30.253
29	27.661	39	30.555
30	27.938	40	30.861

<b>M56170 Natural Resources Cartographer</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>M56170 Natural Resources Cartographer</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>M56233 Engineering Associate</b>							
1	21.256	11	23.480	21	25.936	31	28.650
2	21.469	12	23.715	22	26.196	32	28.936
3	21.683	13	23.952	23	26.458	33	29.226
4	21.900	14	24.191	24	26.722	34	29.518
5	22.119	15	24.433	25	26.989	35	29.813
6	22.340	16	24.678	26	27.259	36	30.111
7	22.564	17	24.924	27	27.532	37	30.412
8	22.789	18	25.174	28	27.807	38	30.717
9	23.017	19	25.425	29	28.085	39	31.024
10	23.247	20	25.680	30	28.366	40	31.334

<b>M56233 Engineering Associate</b>							
1	21.734	11	24.008	21	26.520	31	29.294
2	21.951	12	24.248	22	26.785	32	29.587
3	22.171	13	24.490	23	27.053	33	29.883
4	22.393	14	24.735	24	27.323	34	30.182
5	22.616	15	24.983	25	27.596	35	30.484
6	22.843	16	25.232	26	27.872	36	30.788
7	23.071	17	25.485	27	28.151	37	31.096
8	23.302	18	25.740	28	28.433	38	31.407
9	23.535	19	25.997	29	28.717	39	31.721
10	23.770	20	26.257	30	29.004	40	32.039

<b>M56300 Hwy Bridge Inspector</b>							
1	22.362	11	24.702	21	27.286	31	30.141
2	22.586	12	24.949	22	27.559	32	30.442
3	22.811	13	25.198	23	27.834	33	30.746
4	23.040	14	25.450	24	28.113	34	31.054
5	23.270	15	25.705	25	28.394	35	31.364
6	23.503	16	25.962	26	28.678	36	31.678
7	23.738	17	26.221	27	28.965	37	31.995
8	23.975	18	26.483	28	29.254	38	32.315
9	24.215	19	26.748	29	29.547	39	32.638
10	24.457	20	27.016	30	29.842	40	32.964

<b>M56300 Hwy Bridge Inspector</b>							
1	22.865	11	25.257	21	27.900	31	30.819
2	23.094	12	25.510	22	28.179	32	31.127
3	23.325	13	25.765	23	28.460	33	31.438
4	23.558	14	26.023	24	28.745	34	31.752
5	23.793	15	26.283	25	29.032	35	32.070
6	24.031	16	26.546	26	29.323	36	32.391
7	24.272	17	26.811	27	29.616	37	32.715
8	24.514	18	27.079	28	29.912	38	33.042
9	24.760	19	27.350	29	30.211	39	33.372
10	25.007	20	27.623	30	30.513	40	33.706

<b>M56400 Hwy Bridge Fabrication Spec</b>							
1	28.026	11	30.958	21	34.197	31	37.775
2	28.306	12	31.268	22	34.539	32	38.153
3	28.589	13	31.580	23	34.884	33	38.534
4	28.875	14	31.896	24	35.233	34	38.919
5	29.164	15	32.215	25	35.586	35	39.309
6	29.456	16	32.537	26	35.941	36	39.702
7	29.750	17	32.863	27	36.301	37	40.099
8	30.048	18	33.191	28	36.664	38	40.500
9	30.348	19	33.523	29	37.031	39	40.905
10	30.652	20	33.858	30	37.401	40	41.314

<b>M56400 Hwy Bridge Fabrication Spec</b>							
1	28.657	11	31.655	21	34.967	31	38.625
2	28.944	12	31.972	22	35.317	32	39.012
3	29.233	13	32.291	23	35.670	33	39.402
4	29.525	14	32.614	24	36.027	34	39.796
5	29.821	15	32.940	25	36.387	35	40.194
6	30.119	16	33.270	26	36.751	36	40.596
7	30.420	17	33.603	27	37.118	37	41.002
8	30.724	18	33.939	28	37.489	38	41.412
9	31.031	19	34.278	29	37.864	39	41.826
10	31.342	20	34.621	30	38.243	40	42.244

July 1, 2025

APPENDIX A

July 1, 2026

<b>M56620</b>		<b>Hwy Lighting Designer</b>					
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>M56620</b>		<b>Hwy Lighting Designer</b>					
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>M56641</b>		<b>Hwy Design Tech I</b>					
1	16.642	11	18.383	21	20.306	31	22.431
2	16.808	12	18.567	22	20.509	32	22.655
3	16.977	13	18.753	23	20.715	33	22.882
4	17.146	14	18.940	24	20.922	34	23.111
5	17.318	15	19.130	25	21.131	35	23.342
6	17.491	16	19.321	26	21.342	36	23.575
7	17.666	17	19.514	27	21.556	37	23.811
8	17.842	18	19.709	28	21.771	38	24.049
9	18.021	19	19.906	29	21.989	39	24.289
10	18.201	20	20.105	30	22.209	40	24.532

<b>M56641</b>		<b>Hwy Design Tech I</b>					
1	17.016	11	18.796	21	20.763	31	22.935
2	17.186	12	18.984	22	20.970	32	23.164
3	17.358	13	19.174	23	21.180	33	23.396
4	17.532	14	19.366	24	21.392	34	23.630
5	17.707	15	19.559	25	21.606	35	23.866
6	17.884	16	19.755	26	21.822	36	24.105
7	18.063	17	19.953	27	22.040	37	24.346
8	18.243	18	20.152	28	22.260	38	24.589
9	18.426	19	20.354	29	22.483	39	24.835
10	18.610	20	20.557	30	22.708	40	25.084

<b>M56642</b>		<b>Hwy Design Tech II</b>					
1	17.893	11	19.765	21	21.833	31	24.117
2	18.072	12	19.963	22	22.051	32	24.358
3	18.253	13	20.162	23	22.272	33	24.602
4	18.435	14	20.364	24	22.494	34	24.848
5	18.620	15	20.568	25	22.719	35	25.096
6	18.806	16	20.773	26	22.947	36	25.347
7	18.994	17	20.981	27	23.176	37	25.601
8	19.184	18	21.191	28	23.408	38	25.857
9	19.376	19	21.403	29	23.642	39	26.115
10	19.569	20	21.617	30	23.878	40	26.376

<b>M56642</b>		<b>Hwy Design Tech II</b>					
1	18.296	11	20.210	21	22.325	31	24.660
2	18.479	12	20.412	22	22.548	32	24.907
3	18.664	13	20.616	23	22.773	33	25.156
4	18.850	14	20.823	24	23.001	34	25.407
5	19.039	15	21.031	25	23.231	35	25.662
6	19.229	16	21.241	26	23.463	36	25.918
7	19.422	17	21.453	27	23.698	37	26.177
8	19.616	18	21.668	28	23.935	38	26.439
9	19.812	19	21.885	29	24.174	39	26.704
10	20.010	20	22.104	30	24.416	40	26.971

<b>M56643</b>		<b>Hwy Design Tech III</b>					
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>M56643</b>		<b>Hwy Design Tech III</b>					
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>M56653 Hwy Bridge Designer I</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>M56653 Hwy Bridge Designer I</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>M56654 Hwy Bridge Designer II</b>							
1	27.346	11	30.207	21	33.367	31	36.858
2	27.619	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	31.122	24	34.378	34	37.975
5	28.456	15	31.434	25	34.722	35	38.355
6	28.741	16	31.748	26	35.069	36	38.738
7	29.028	17	32.065	27	35.420	37	39.126
8	29.319	18	32.386	28	35.774	38	39.517
9	29.612	19	32.710	29	36.132	39	39.912
10	29.908	20	33.037	30	36.493	40	40.311

<b>M56654 Hwy Bridge Designer II</b>							
1	27.961	11	30.886	21	34.118	31	37.687
2	28.241	12	31.195	22	34.459	32	38.064
3	28.523	13	31.507	23	34.804	33	38.445
4	28.808	14	31.822	24	35.152	34	38.829
5	29.096	15	32.140	25	35.503	35	39.217
6	29.387	16	32.462	26	35.858	36	39.610
7	29.681	17	32.786	27	36.217	37	40.006
8	29.978	18	33.114	28	36.579	38	40.406
9	30.278	19	33.445	29	36.945	39	40.810
10	30.581	20	33.780	30	37.314	40	41.218

<b>M56660 Hwy Bridge Data Tech</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>M56660 Hwy Bridge Data Tech</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>M56670 Hwy Bridge Hydraulics Analyst</b>							
1	25.069	11	27.692	21	30.589	31	33.789
2	25.320	12	27.969	22	30.895	32	34.127
3	25.573	13	28.248	23	31.204	33	34.468
4	25.829	14	28.531	24	31.516	34	34.813
5	26.087	15	28.816	25	31.831	35	35.161
6	26.348	16	29.104	26	32.149	36	35.513
7	26.611	17	29.395	27	32.471	37	35.868
8	26.877	18	29.689	28	32.795	38	36.227
9	27.146	19	29.986	29	33.123	39	36.589
10	27.418	20	30.286	30	33.455	40	36.955

<b>M56670 Hwy Bridge Hydraulics Analyst</b>							
1	25.633	11	28.315	21	31.277	31	34.549
2	25.889	12	28.598	22	31.590	32	34.895
3	26.148	13	28.884	23	31.906	33	35.244
4	26.410	14	29.173	24	32.225	34	35.596
5	26.674	15	29.464	25	32.547	35	35.952
6	26.941	16	29.759	26	32.873	36	36.312
7	27.210	17	30.057	27	33.201	37	36.675
8	27.482	18	30.357	28	33.533	38	37.042
9	27.757	19	30.661	29	33.869	39	37.412
10	28.034	20	30.967	30	34.207	40	37.786

July 1, 2025

APPENDIX A

July 1, 2026

<b>M56681 Hwy ROW Designer I</b>							
1	17.893	11	19.765	21	21.833	31	24.117
2	18.072	12	19.963	22	22.051	32	24.358
3	18.253	13	20.162	23	22.272	33	24.602
4	18.435	14	20.364	24	22.494	34	24.848
5	18.620	15	20.568	25	22.719	35	25.096
6	18.806	16	20.773	26	22.947	36	25.347
7	18.994	17	20.981	27	23.176	37	25.601
8	19.184	18	21.191	28	23.408	38	25.857
9	19.376	19	21.403	29	23.642	39	26.115
10	19.569	20	21.617	30	23.878	40	26.376

<b>M56681 Hwy ROW Designer I</b>							
1	18.296	11	20.210	21	22.325	31	24.660
2	18.479	12	20.412	22	22.548	32	24.907
3	18.664	13	20.616	23	22.773	33	25.156
4	18.850	14	20.823	24	23.001	34	25.407
5	19.039	15	21.031	25	23.231	35	25.662
6	19.229	16	21.241	26	23.463	36	25.918
7	19.422	17	21.453	27	23.698	37	26.177
8	19.616	18	21.668	28	23.935	38	26.439
9	19.812	19	21.885	29	24.174	39	26.704
10	20.010	20	22.104	30	24.416	40	26.971

<b>M56682 Hwy ROW Designer II</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>M56682 Hwy ROW Designer II</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>M56683 Hwy ROW Designer III</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>M56683 Hwy ROW Designer III</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>M56700 Geodetic Survey Tech</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>M56700 Geodetic Survey Tech</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>M56710 Hwy Materials Designer</b>							
1	27.346	11	30.207	21	33.367	31	36.858
2	27.619	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	31.122	24	34.378	34	37.975
5	28.456	15	31.434	25	34.722	35	38.355
6	28.741	16	31.748	26	35.069	36	38.738
7	29.028	17	32.065	27	35.420	37	39.126
8	29.319	18	32.386	28	35.774	38	39.517
9	29.612	19	32.710	29	36.132	39	39.912
10	29.908	20	33.037	30	36.493	40	40.311

<b>M56710 Hwy Materials Designer</b>							
1	27.961	11	30.886	21	34.118	31	37.687
2	28.241	12	31.195	22	34.459	32	38.064
3	28.523	13	31.507	23	34.804	33	38.445
4	28.808	14	31.822	24	35.152	34	38.829
5	29.096	15	32.140	25	35.503	35	39.217
6	29.387	16	32.462	26	35.858	36	39.610
7	29.681	17	32.786	27	36.217	37	40.006
8	29.978	18	33.114	28	36.579	38	40.406
9	30.278	19	33.445	29	36.945	39	40.810
10	30.581	20	33.780	30	37.314	40	41.218

<b>M56732 Hwy Photogrammetric Tech II</b>							
1	20.474	11	22.616	21	24.982	31	27.596
2	20.679	12	22.842	22	25.232	32	27.872
3	20.886	13	23.071	23	25.484	33	28.151
4	21.094	14	23.301	24	25.739	34	28.432
5	21.305	15	23.534	25	25.997	35	28.716
6	21.518	16	23.770	26	26.257	36	29.004
7	21.734	17	24.007	27	26.519	37	29.294
8	21.951	18	24.247	28	26.784	38	29.586
9	22.170	19	24.490	29	27.052	39	29.882
10	22.392	20	24.735	30	27.323	40	30.181

<b>M56732 Hwy Photogrammetric Tech II</b>							
1	20.935	11	23.125	21	25.545	31	28.217
2	21.144	12	23.357	22	25.800	32	28.499
3	21.356	13	23.590	23	26.058	33	28.784
4	21.569	14	23.826	24	26.319	34	29.072
5	21.785	15	24.064	25	26.582	35	29.363
6	22.003	16	24.305	26	26.848	36	29.657
7	22.223	17	24.548	27	27.116	37	29.953
8	22.445	18	24.793	28	27.387	38	30.253
9	22.670	19	25.041	29	27.661	39	30.555
10	22.896	20	25.292	30	27.938	40	30.861

<b>M56733 Hwy Photogrammetric Tech III</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>M56733 Hwy Photogrammetric Tech III</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>M56740 Nat Res Photogrammetric Tech</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>M56740 Nat Res Photogrammetric Tech</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663



July 1, 2025

APPENDIX A

July 1, 2026

<b>M56751 Nat Res Survey Assistant</b>			
1	17.893	11	19.765
2	18.072	12	19.963
3	18.253	13	20.162
4	18.435	14	20.364
5	18.620	15	20.568
6	18.806	16	20.773
7	18.994	17	20.981
8	19.184	18	21.191
9	19.376	19	21.403
10	19.569	20	21.617
21	21.833	31	24.117
22	22.051	32	24.358
23	22.272	33	24.602
24	22.494	34	24.848
25	22.719	35	25.096
26	22.947	36	25.347
27	23.176	37	25.601
28	23.408	38	25.857
29	23.642	39	26.115
30	23.878	40	26.376

<b>M56751 Nat Res Survey Assistant</b>			
1	18.296	11	20.210
2	18.479	12	20.412
3	18.664	13	20.616
4	18.850	14	20.823
5	19.039	15	21.031
6	19.229	16	21.241
7	19.422	17	21.453
8	19.616	18	21.668
9	19.812	19	21.885
10	20.010	20	22.104
21	22.325	31	24.660
22	22.548	32	24.907
23	22.773	33	25.156
24	23.001	34	25.407
25	23.231	35	25.662
26	23.463	36	25.918
27	23.698	37	26.177
28	23.935	38	26.439
29	24.174	39	26.704
30	24.416	40	26.971

<b>M56752 Nat Res Geodetic Surv Crew Leader</b>			
1	22.008	11	24.311
2	22.228	12	24.554
3	22.450	13	24.799
4	22.675	14	25.047
5	22.902	15	25.298
6	23.131	16	25.551
7	23.362	17	25.806
8	23.596	18	26.064
9	23.832	19	26.325
10	24.070	20	26.588
21	26.854	31	29.663
22	27.122	32	29.960
23	27.394	33	30.260
24	27.668	34	30.562
25	27.944	35	30.868
26	28.224	36	31.177
27	28.506	37	31.488
28	28.791	38	31.803
29	29.079	39	32.121
30	29.370	40	32.442

<b>M56752 Nat Res Geodetic Surv Crew Leader</b>			
1	22.503	11	24.857
2	22.728	12	25.106
3	22.955	13	25.357
4	23.185	14	25.611
5	23.417	15	25.867
6	23.651	16	26.125
7	23.887	17	26.387
8	24.126	18	26.650
9	24.368	19	26.917
10	24.611	20	27.186
21	27.458	31	30.331
22	27.733	32	30.634
23	28.010	33	30.940
24	28.290	34	31.250
25	28.573	35	31.562
26	28.859	36	31.878
27	29.147	37	32.197
28	29.439	38	32.519
29	29.733	39	32.844
30	30.030	40	33.172

<b>M56760 Hwy Aerial Camera Operator</b>			
1	20.474	11	22.616
2	20.679	12	22.842
3	20.886	13	23.071
4	21.094	14	23.301
5	21.305	15	23.534
6	21.518	16	23.770
7	21.734	17	24.007
8	21.951	18	24.247
9	22.170	19	24.490
10	22.392	20	24.735
21	24.982	31	27.596
22	25.232	32	27.872
23	25.484	33	28.151
24	25.739	34	28.432
25	25.997	35	28.716
26	26.257	36	29.004
27	26.519	37	29.294
28	26.784	38	29.586
29	27.052	39	29.882
30	27.323	40	30.181

<b>M56760 Hwy Aerial Camera Operator</b>			
1	20.935	11	23.125
2	21.144	12	23.357
3	21.356	13	23.590
4	21.569	14	23.826
5	21.785	15	24.064
6	22.003	16	24.305
7	22.223	17	24.548
8	22.445	18	24.793
9	22.670	19	25.041
10	22.896	20	25.292
21	25.545	31	28.217
22	25.800	32	28.499
23	26.058	33	28.784
24	26.319	34	29.072
25	26.582	35	29.363
26	26.848	36	29.657
27	27.116	37	29.953
28	27.387	38	30.253
29	27.661	39	30.555
30	27.938	40	30.861

<b>M56771 Highway Survey Assistant</b>			
1	17.893	11	19.765
2	18.072	12	19.963
3	18.253	13	20.162
4	18.435	14	20.364
5	18.620	15	20.568
6	18.806	16	20.773
7	18.994	17	20.981
8	19.184	18	21.191
9	19.376	19	21.403
10	19.569	20	21.617
21	21.833	31	24.117
22	22.051	32	24.358
23	22.272	33	24.602
24	22.494	34	24.848
25	22.719	35	25.096
26	22.947	36	25.347
27	23.176	37	25.601
28	23.408	38	25.857
29	23.642	39	26.115
30	23.878	40	26.376

<b>M56771 Highway Survey Assistant</b>			
1	18.296	11	20.210
2	18.479	12	20.412
3	18.664	13	20.616
4	18.850	14	20.823
5	19.039	15	21.031
6	19.229	16	21.241
7	19.422	17	21.453
8	19.616	18	21.668
9	19.812	19	21.885
10	20.010	20	22.104
21	22.325	31	24.660
22	22.548	32	24.907
23	22.773	33	25.156
24	23.001	34	25.407
25	23.231	35	25.662
26	23.463	36	25.918
27	23.698	37	26.177
28	23.935	38	26.439
29	24.174	39	26.704
30	24.416	40	26.971

<b>M56781 Highway Land Surveyor</b>			
1	23.676	11	26.153
2	23.913	12	26.415
3	24.152	13	26.679
4	24.393	14	26.945
5	24.637	15	27.215
6	24.884	16	27.487
7	25.133	17	27.762
8	25.384	18	28.040
9	25.638	19	28.320
10	25.894	20	28.603
21	28.889	31	31.912
22	29.178	32	32.231
23	29.470	33	32.553
24	29.765	34	32.879
25	30.062	35	33.207
26	30.363	36	33.539
27	30.666	37	33.875
28	30.973	38	34.214
29	31.283	39	34.556
30	31.596	40	34.901

<b>M56781 Highway Land Surveyor</b>			
1	24.209	11	26.742
2	24.451	12	27.009
3	24.696	13	27.279
4	24.943	14	27.552
5	25.192	15	27.828
6	25.444	16	28.106
7	25.698	17	28.387
8	25.955	18	28.671
9	26.215	19	28.958
10	26.477	20	29.247
21	29.540	31	32.630
22	29.835	32	32.956
23	30.133	33	33.286
24	30.435	34	33.619
25	30.739	35	33.955
26	31.046	36	34.295
27	31.357	37	34.637
28	31.670	38	34.984
29	31.987	39	35.334
30	32.307	40	35.687

<b>M56811 Highway Designer I</b>			
1	20.474	11	22.616
2	20.679	12	22.842
3	20.886	13	23.071
4	21.094	14	23.301
5	21.305	15	23.534
6	21.518	16	23.770
7	21.734	17	24.007
8	21.951	18	24.247
9	22.170	19	24.490
10	22.392	20	24.735
21	24.982	31	27.596
22	25.232	32	27.872
23	25.484	33	28.151
24	25.739	34	28.432
25	25.997	35	28.716
26	26.257	36	29.004
27	26.519	37	29.294
28	26.784	38	29.586
29	27.052	39	29.882
30	27.323	40	30.181

<b>M56811 Highway Designer I</b>			
1	20.935	11	23.125
2	21.144	12	23.357
3	21.356	13	23.590
4	21.569	14	23.826
5	21.785	15	24.064
6	22.003	16	24.305
7	22.223	17	24.548
8	22.445	18	24.793
9	22.670	19	25.041
10	22.896	20	25.292
21	25.545	31	28.217
22	25.800	32	28.499
23	26.058	33	28.784
24	26.319	34	29.072
25	26.582	35	29.363
26	26.848	36	29.657
27	27.116	37	29.953
28	27.387	38	30.253
29	27.661	39	30.555
30	27.938	40	30.861

<b>M56812 Highway Designer II</b>			
1	23.661	11	26.136
2	23.898	12	26.398
3	24.137	13	26.662
4	24.378	14	26.928
5	24.622	15	27.198
6	24.868	16	27.470
7	25.117	17	27.744
8	25.368	18	28.022
9	25.621	19	28.302
10	25.878	20	28.585
21	28.871	31	31.891
22	29.160	32	32.210
23	29.451	33	32.532
24	29.746	34	32.858
25	30.043	35	33.186
26	30.344	36	33.518
27	30.647	37	33.853
28	30.954	38	34.192
29	31.263	39	34.534
30	31.576	40	34.879

<b>M56812 Highway Designer II</b>			
1	24.193	11	26.724
2	24.435	12	26.991
3	24.679	13	27.261
4	24.926	14	27.534
5	25.175	15	27.809
6	25.427	16	28.087
7	25.681	17	28.368
8	25.938	18	28.652
9	26.198	19	28.938
10	26.460	20	29.228
21	29.520	31	32.609
22	29.815	32	32.935
23	30.113	33	33.264
24	30.415	34	33.597
25	30.719	35	33.933
26	31.026	36	34.272
27	31.336	37	34.615
28	31.649	38	34.961
29	31.966	39	35.310
30	32.286	40	35.663

<b>M56813 Highway Designer III</b>			
1	27.346	11	30.207
2	27.619	12	30.509
3	27.896	13	30.814
4	28.175	14	31.122
5	28.456	15	31.434
6	28.741	16	31.748
7	29.028	17	32.065
8	29.319	18	32.386
9	29.612	19	32.710
10	29.908	20	33.037
21	33.367	31	36.858
22	33.701	32	37.227
23	34.038	33	37.599
24	34.378	34	37.975
25	34.722	35	38.355
26	35.069	36	38.738
27	35.420	37	39.126
28	35.774	38	39.517
29	36.132	39	39.912
30	36.493	40	40.311

<b>M56813 Highway Designer III</b>			
1	27.961	11	30.886
2	28.241	12	31.195
3	28.523	13	31.507
4	28.808	14	31.822
5	29.096	15	32.140
6	29.387	16	32.462
7	29.681	17	32.786
8	29.978	18	33.114
9	30.278	19	33.445
10	30.581	20	33.780
21	34.118	31	37.687
22	34.459	32	38.064
23	34.804	33	38.445
24	35.152	34	38.829
25	35.503	35	39.217
26	35.858	36	39.610
27	36.217	37	40.006
28	36.579	38	40.406
29	36.945	39	40.810
30	37.314	40	41.218

<b>M57281 Hwy Construction Tech I</b>							
1	19.941	11	22.027	21	24.332	31	26.877
2	20.140	12	22.248	22	24.575	32	27.146
3	20.342	13	22.470	23	24.821	33	27.418
4	20.545	14	22.695	24	25.069	34	27.692
5	20.751	15	22.922	25	25.320	35	27.969
6	20.958	16	23.151	26	25.573	36	28.248
7	21.168	17	23.382	27	25.829	37	28.531
8	21.379	18	23.616	28	26.087	38	28.816
9	21.593	19	23.852	29	26.348	39	29.104
10	21.809	20	24.091	30	26.611	40	29.395

<b>M57281 Hwy Construction Tech I</b>							
1	20.390	11	22.523	21	24.880	31	27.483
2	20.594	12	22.748	22	25.128	32	27.757
3	20.800	13	22.976	23	25.380	33	28.035
4	21.008	14	23.206	24	25.634	34	28.315
5	21.218	15	23.438	25	25.890	35	28.599
6	21.430	16	23.672	26	26.149	36	28.885
7	21.644	17	23.909	27	26.410	37	29.173
8	21.861	18	24.148	28	26.674	38	29.465
9	22.079	19	24.389	29	26.941	39	29.760
10	22.300	20	24.633	30	27.211	40	30.057

<b>M57282 Hwy Construction Tech II</b>							
1	22.939	11	25.339	21	27.990	31	30.918
2	23.168	12	25.592	22	28.270	32	31.227
3	23.400	13	25.848	23	28.553	33	31.540
4	23.634	14	26.107	24	28.838	34	31.855
5	23.870	15	26.368	25	29.126	35	32.174
6	24.109	16	26.631	26	29.418	36	32.495
7	24.350	17	26.898	27	29.712	37	32.820
8	24.594	18	27.167	28	30.009	38	33.149
9	24.840	19	27.438	29	30.309	39	33.480
10	25.088	20	27.713	30	30.612	40	33.815

<b>M57282 Hwy Construction Tech II</b>							
1	23.455	11	25.909	21	28.620	31	31.614
2	23.690	12	26.168	22	28.906	32	31.930
3	23.926	13	26.430	23	29.195	33	32.249
4	24.166	14	26.694	24	29.487	34	32.572
5	24.407	15	26.961	25	29.782	35	32.897
6	24.651	16	27.231	26	30.079	36	33.226
7	24.898	17	27.503	27	30.380	37	33.559
8	25.147	18	27.778	28	30.684	38	33.894
9	25.398	19	28.056	29	30.991	39	34.233
10	25.652	20	28.336	30	31.301	40	34.576

<b>M57283 Hwy Construction Tech III</b>							
1	27.831	11	30.743	21	33.959	31	37.512
2	28.109	12	31.050	22	34.299	32	37.887
3	28.390	13	31.361	23	34.642	33	38.266
4	28.674	14	31.674	24	34.988	34	38.649
5	28.961	15	31.991	25	35.338	35	39.035
6	29.251	16	32.311	26	35.691	36	39.425
7	29.543	17	32.634	27	36.048	37	39.820
8	29.839	18	32.960	28	36.409	38	40.218
9	30.137	19	33.290	29	36.773	39	40.620
10	30.438	20	33.623	30	37.141	40	41.026

<b>M57283 Hwy Construction Tech III</b>							
1	28.457	11	31.434	21	34.723	31	38.356
2	28.742	12	31.749	22	35.070	32	38.739
3	29.029	13	32.066	23	35.421	33	39.127
4	29.319	14	32.387	24	35.775	34	39.518
5	29.612	15	32.711	25	36.133	35	39.913
6	29.909	16	33.038	26	36.494	36	40.312
7	30.208	17	33.368	27	36.859	37	40.715
8	30.510	18	33.702	28	37.228	38	41.123
9	30.815	19	34.039	29	37.600	39	41.534
10	31.123	20	34.379	30	37.976	40	41.949

<b>M57284 Hwy Construction Tech IV</b>							
1	32.419	11	35.811	21	39.557	31	43.696
2	32.743	12	36.169	22	39.953	32	44.133
3	33.071	13	36.531	23	40.352	33	44.574
4	33.401	14	36.896	24	40.756	34	45.020
5	33.735	15	37.265	25	41.164	35	45.470
6	34.073	16	37.637	26	41.575	36	45.925
7	34.413	17	38.014	27	41.991	37	46.384
8	34.758	18	38.394	28	42.411	38	46.848
9	35.105	19	38.778	29	42.835	39	47.316
10	35.456	20	39.166	30	43.263	40	47.790

<b>M57284 Hwy Construction Tech IV</b>							
1	33.148	11	36.616	21	40.447	31	44.678
2	33.479	12	36.982	22	40.851	32	45.125
3	33.814	13	37.352	23	41.260	33	45.577
4	34.152	14	37.726	24	41.672	34	46.032
5	34.494	15	38.103	25	42.089	35	46.493
6	34.839	16	38.484	26	42.510	36	46.958
7	35.187	17	38.869	27	42.935	37	47.427
8	35.539	18	39.257	28	43.365	38	47.901
9	35.895	19	39.650	29	43.798	39	48.380
10	36.253	20	40.046	30	44.236	40	48.864

<b>M57540 Nat Res Floodplain Mgmt Spec</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>M57540 Nat Res Floodplain Mgmt Spec</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>M57830 Hwy District ROW Perm Officer</b>							
1	22.781	11	25.164	21	27.797	31	30.705
2	23.009	12	25.416	22	28.075	32	31.012
3	23.239	13	25.670	23	28.356	33	31.323
4	23.471	14	25.927	24	28.639	34	31.636
5	23.706	15	26.186	25	28.926	35	31.952
6	23.943	16	26.448	26	29.215	36	32.272
7	24.182	17	26.713	27	29.507	37	32.594
8	24.424	18	26.980	28	29.802	38	32.920
9	24.669	19	27.249	29	30.100	39	33.249
10	24.915	20	27.522	30	30.401	40	33.582

<b>M57830 Hwy District ROW Perm Officer</b>							
1	23.294	11	25.731	21	28.423	31	31.397
2	23.527	12	25.988	22	28.707	32	31.711
3	23.762	13	26.248	23	28.994	33	32.028
4	24.000	14	26.511	24	29.284	34	32.348
5	24.240	15	26.776	25	29.577	35	32.672
6	24.482	16	27.044	26	29.873	36	32.998
7	24.727	17	27.314	27	30.172	37	33.328
8	24.974	18	27.587	28	30.473	38	33.662
9	25.224	19	27.863	29	30.778	39	33.998
10	25.476	20	28.142	30	31.086	40	34.338

<b>M61121 Hwy Traffic Op Center Operator</b>							
1	19.050	11	21.043	21	23.245	31	25.677
2	19.241	12	21.253	22	23.477	32	25.933
3	19.433	13	21.466	23	23.712	33	26.193
4	19.627	14	21.681	24	23.949	34	26.455
5	19.824	15	21.897	25	24.188	35	26.719
6	20.022	16	22.116	26	24.430	36	26.986
7	20.222	17	22.338	27	24.675	37	27.256
8	20.424	18	22.561	28	24.921	38	27.529
9	20.628	19	22.787	29	25.171	39	27.804
10	20.835	20	23.014	30	25.422	40	28.082

<b>M61121 Hwy Traffic Op Center Operator</b>							
1	19.479	11	21.517	21	23.768	31	26.255
2	19.674	12	21.732	22	24.006	32	26.517
3	19.871	13	21.949	23	24.246	33	26.782
4	20.069	14	22.169	24	24.488	34	27.050
5	20.270	15	22.391	25	24.733	35	27.321
6	20.473	16	22.615	26	24.980	36	27.594
7	20.677	17	22.841	27	25.230	37	27.870
8	20.884	18	23.069	28	25.483	38	28.149
9	21.093	19	23.300	29	25.737	39	28.430
10	21.304	20	23.533	30	25.995	40	28.714

<b>M61122 Hwy Traffic Op Center Op/Lead</b>							
1	20.480	11	22.623	21	24.989	31	27.604
2	20.685	12	22.849	22	25.239	32	27.880
3	20.892	13	23.077	23	25.492	33	28.159
4	21.101	14	23.308	24	25.747	34	28.440
5	21.312	15	23.541	25	26.004	35	28.725
6	21.525	16	23.777	26	26.264	36	29.012
7	21.740	17	24.014	27	26.527	37	29.302
8	21.957	18	24.255	28	26.792	38	29.595
9	22.177	19	24.497	29	27.060	39	29.891
10	22.399	20	24.742	30	27.331	40	30.190

<b>M61122 Hwy Traffic Op Center Op/Lead</b>							
1	20.941	11	23.132	21	25.552	31	28.225
2	21.150	12	23.363	22	25.808	32	28.508
3	21.362	13	23.597	23	26.066	33	28.793
4	21.576	14	23.833	24	26.326	34	29.081
5	21.791	15	24.071	25	26.590	35	29.371
6	22.009	16	24.312	26	26.855	36	29.665
7	22.229	17	24.555	27	27.124	37	29.962
8	22.452	18	24.801	28	27.395	38	30.261
9	22.676	19	25.049	29	27.669	39	30.564
10	22.903	20	25.299	30	27.946	40	30.870

July 1, 2025

APPENDIX A

July 1, 2026

<b>M61811 State Patrol Comm Spec</b>							
1	22.412	11	24.757	21	27.347	31	30.208
2	22.636	12	25.004	22	27.620	32	30.510
3	22.862	13	25.254	23	27.897	33	30.815
4	23.091	14	25.507	24	28.176	34	31.123
5	23.322	15	25.762	25	28.457	35	31.435
6	23.555	16	26.020	26	28.742	36	31.749
7	23.791	17	26.280	27	29.029	37	32.066
8	24.029	18	26.543	28	29.320	38	32.387
9	24.269	19	26.808	29	29.613	39	32.711
10	24.512	20	27.076	30	29.909	40	33.038

<b>M61811 State Patrol Comm Spec</b>							
1	22.916	11	25.314	21	27.962	31	30.887
2	23.145	12	25.567	22	28.241	32	31.196
3	23.377	13	25.822	23	28.524	33	31.508
4	23.610	14	26.081	24	28.809	34	31.823
5	23.846	15	26.341	25	29.097	35	32.141
6	24.085	16	26.605	26	29.388	36	32.463
7	24.326	17	26.871	27	29.682	37	32.787
8	24.569	18	27.140	28	29.979	38	33.115
9	24.815	19	27.411	29	30.279	39	33.447
10	25.063	20	27.685	30	30.581	40	33.781

<b>M65131 Airport Fire Fighter Trainee</b>							
1	20.894	11	23.080	21	25.495	31	28.162
2	21.103	12	23.311	22	25.750	32	28.444
3	21.314	13	23.544	23	26.007	33	28.728
4	21.527	14	23.779	24	26.267	34	29.015
5	21.742	15	24.017	25	26.530	35	29.305
6	21.960	16	24.257	26	26.795	36	29.598
7	22.179	17	24.500	27	27.063	37	29.894
8	22.401	18	24.745	28	27.334	38	30.193
9	22.625	19	24.992	29	27.607	39	30.495
10	22.851	20	25.242	30	27.883	40	30.800

<b>M65131 Airport Fire Fighter Trainee</b>							
1	21.364	11	23.599	21	26.068	31	28.795
2	21.578	12	23.835	22	26.329	32	29.083
3	21.793	13	24.073	23	26.592	33	29.374
4	22.011	14	24.314	24	26.858	34	29.668
5	22.231	15	24.557	25	27.127	35	29.965
6	22.454	16	24.803	26	27.398	36	30.264
7	22.678	17	25.051	27	27.672	37	30.567
8	22.905	18	25.301	28	27.949	38	30.873
9	23.134	19	25.554	29	28.228	39	31.181
10	23.365	20	25.810	30	28.510	40	31.493

<b>M65132 Airport Fire Fighter</b>							
1	23.407	11	25.856	21	28.561	31	31.549
2	23.641	12	26.114	22	28.847	32	31.865
3	23.877	13	26.376	23	29.135	33	32.183
4	24.116	14	26.639	24	29.426	34	32.505
5	24.357	15	26.906	25	29.721	35	32.830
6	24.601	16	27.175	26	30.018	36	33.158
7	24.847	17	27.447	27	30.318	37	33.490
8	25.095	18	27.721	28	30.621	38	33.825
9	25.346	19	27.998	29	30.927	39	34.163
10	25.600	20	28.278	30	31.237	40	34.505

<b>M65132 Airport Fire Fighter</b>							
1	23.934	11	26.438	21	29.204	31	32.259
2	24.173	12	26.702	22	29.496	32	32.582
3	24.415	13	26.969	23	29.791	33	32.908
4	24.659	14	27.239	24	30.089	34	33.237
5	24.906	15	27.512	25	30.390	35	33.569
6	25.155	16	27.787	26	30.694	36	33.905
7	25.406	17	28.064	27	31.001	37	34.244
8	25.660	18	28.345	28	31.311	38	34.586
9	25.917	19	28.629	29	31.624	39	34.932
10	26.176	20	28.915	30	31.940	40	35.282

<b>M65133 Airport FF Crew Chief</b>							
1	25.162	11	27.795	21	30.702	31	33.915
2	25.414	12	28.072	22	31.009	32	34.254
3	25.668	13	28.353	23	31.320	33	34.596
4	25.924	14	28.637	24	31.633	34	34.942
5	26.184	15	28.923	25	31.949	35	35.292
6	26.446	16	29.212	26	32.269	36	35.645
7	26.710	17	29.504	27	32.591	37	36.001
8	26.977	18	29.799	28	32.917	38	36.361
9	27.247	19	30.097	29	33.246	39	36.725
10	27.519	20	30.398	30	33.579	40	37.092

<b>M65133 Airport FF Crew Chief</b>							
1	25.728	11	28.420	21	31.393	31	34.677
2	25.985	12	28.704	22	31.707	32	35.024
3	26.245	13	28.991	23	32.024	33	35.374
4	26.508	14	29.281	24	32.344	34	35.728
5	26.773	15	29.574	25	32.668	35	36.086
6	27.040	16	29.869	26	32.994	36	36.446
7	27.311	17	30.168	27	33.324	37	36.811
8	27.584	18	30.470	28	33.658	38	37.179
9	27.860	19	30.774	29	33.994	39	37.551
10	28.138	20	31.082	30	34.334	40	37.926

<b>M74410 Medical Diagnostic Tech</b>			
1	16.642	11	18.383
2	16.808	12	18.567
3	16.977	13	18.753
4	17.146	14	18.940
5	17.318	15	19.130
6	17.491	16	19.321
7	17.666	17	19.514
8	17.842	18	19.709
9	18.021	19	19.906
10	18.201	20	20.105
21	20.306	31	22.431
22	20.509	32	22.655
23	20.715	33	22.882
24	20.922	34	23.111
25	21.131	35	23.342
26	21.342	36	23.575
27	21.556	37	23.811
28	21.771	38	24.049
29	21.989	39	24.289
30	22.209	40	24.532

<b>M74410 Medical Diagnostic Tech</b>			
1	17.016	11	18.796
2	17.186	12	18.984
3	17.358	13	19.174
4	17.532	14	19.366
5	17.707	15	19.559
6	17.884	16	19.755
7	18.063	17	19.953
8	18.243	18	20.152
9	18.426	19	20.354
10	18.610	20	20.557
21	20.763	31	22.935
22	20.970	32	23.164
23	21.180	33	23.396
24	21.392	34	23.630
25	21.606	35	23.866
26	21.822	36	24.105
27	22.040	37	24.346
28	22.260	38	24.589
29	22.483	39	24.835
30	22.708	40	25.084

<b>M79112 Laundry Worker</b>			
1	15.010	11	16.580
2	15.160	12	16.746
3	15.312	13	16.914
4	15.465	14	17.083
5	15.619	15	17.254
6	15.776	16	17.426
7	15.933	17	17.600
8	16.093	18	17.776
9	16.254	19	17.954
10	16.416	20	18.134
21	18.315	31	20.231
22	18.498	32	20.434
23	18.683	33	20.638
24	18.870	34	20.844
25	19.059	35	21.053
26	19.249	36	21.263
27	19.442	37	21.476
28	19.636	38	21.691
29	19.833	39	21.908
30	20.031	40	22.127

<b>M79112 Laundry Worker</b>			
1	15.348	11	16.954
2	15.501	12	17.123
3	15.656	13	17.295
4	15.813	14	17.467
5	15.971	15	17.642
6	16.131	16	17.819
7	16.292	17	17.997
8	16.455	18	18.177
9	16.620	19	18.358
10	16.786	20	18.542
21	18.727	31	20.687
22	18.915	32	20.894
23	19.104	33	21.103
24	19.295	34	21.314
25	19.488	35	21.527
26	19.683	36	21.742
27	19.880	37	21.959
28	20.078	38	22.179
29	20.279	39	22.401
30	20.482	40	22.625

<b>M79113 Laundry Supervisor</b>			
1	15.436	11	17.051
2	15.590	12	17.221
3	15.746	13	17.394
4	15.904	14	17.568
5	16.063	15	17.743
6	16.223	16	17.921
7	16.386	17	18.100
8	16.549	18	18.281
9	16.715	19	18.464
10	16.882	20	18.648
21	18.835	31	20.805
22	19.023	32	21.013
23	19.213	33	21.224
24	19.406	34	21.436
25	19.600	35	21.650
26	19.796	36	21.867
27	19.994	37	22.085
28	20.194	38	22.306
29	20.395	39	22.529
30	20.599	40	22.755

<b>M79113 Laundry Supervisor</b>			
1	15.783	11	17.434
2	15.941	12	17.609
3	16.100	13	17.785
4	16.261	14	17.963
5	16.424	15	18.142
6	16.588	16	18.324
7	16.754	17	18.507
8	16.922	18	18.692
9	17.091	19	18.879
10	17.262	20	19.068
21	19.258	31	21.273
22	19.451	32	21.486
23	19.645	33	21.701
24	19.842	34	21.918
25	20.040	35	22.137
26	20.241	36	22.358
27	20.443	37	22.582
28	20.647	38	22.808
29	20.854	39	23.036
30	21.062	40	23.266

<b>M79121 Corr Laundry Operator</b>			
1	19.598	11	21.648
2	19.794	12	21.865
3	19.992	13	22.084
4	20.192	14	22.304
5	20.394	15	22.527
6	20.598	16	22.753
7	20.804	17	22.980
8	21.012	18	23.210
9	21.222	19	23.442
10	21.434	20	23.677
21	23.913	31	26.415
22	24.152	32	26.679
23	24.394	33	26.946
24	24.638	34	27.216
25	24.884	35	27.488
26	25.133	36	27.763
27	25.384	37	28.040
28	25.638	38	28.321
29	25.895	39	28.604
30	26.154	40	28.890

<b>M79121 Corr Laundry Operator</b>			
1	20.039	11	22.136
2	20.239	12	22.357
3	20.442	13	22.580
4	20.646	14	22.806
5	20.853	15	23.034
6	21.061	16	23.265
7	21.272	17	23.497
8	21.485	18	23.732
9	21.699	19	23.970
10	21.916	20	24.209
21	24.451	31	27.010
22	24.696	32	27.280
23	24.943	33	27.552
24	25.192	34	27.828
25	25.444	35	28.106
26	25.699	36	28.387
27	25.956	37	28.671
28	26.215	38	28.958
29	26.477	39	29.247
30	26.742	40	29.540

<b>M79311 Vehicle Operator I</b>			
1	13.404	11 14.806	21 16.355
2	13.538	12 14.954	22 16.519
3	13.673	13 15.104	23 16.684
4	13.810	14 15.255	24 16.851
5	13.948	15 15.408	25 17.020
6	14.088	16 15.562	26 17.190
7	14.229	17 15.717	27 17.362
8	14.371	18 15.874	28 17.535
9	14.515	19 16.033	29 17.711
10	14.660	20 16.193	30 17.888
		31 18.067	40 19.759

<b>M79311 Vehicle Operator I</b>			
1	13.706	11 15.140	21 16.724
2	13.843	12 15.291	22 16.891
3	13.981	13 15.444	23 17.060
4	14.121	14 15.599	24 17.231
5	14.263	15 15.755	25 17.403
6	14.405	16 15.912	26 17.577
7	14.549	17 16.071	27 17.753
8	14.695	18 16.232	28 17.930
9	14.842	19 16.394	29 18.110
10	14.990	20 16.558	30 18.291
		31 18.474	40 20.204

<b>M79312 Vehicle Operator II</b>			
1	15.006	11 16.576	21 18.310
2	15.156	12 16.742	22 18.493
3	15.308	13 16.909	23 18.678
4	15.461	14 17.078	24 18.865
5	15.615	15 17.249	25 19.054
6	15.771	16 17.422	26 19.244
7	15.929	17 17.596	27 19.437
8	16.088	18 17.772	28 19.631
9	16.249	19 17.949	29 19.827
10	16.412	20 18.129	30 20.026
		31 20.226	40 22.121

<b>M79312 Vehicle Operator II</b>			
1	15.344	11 16.949	21 18.723
2	15.497	12 17.119	22 18.910
3	15.652	13 17.290	23 19.099
4	15.809	14 17.463	24 19.290
5	15.967	15 17.638	25 19.483
6	16.127	16 17.814	26 19.678
7	16.288	17 17.992	27 19.874
8	16.451	18 18.172	28 20.073
9	16.615	19 18.354	29 20.274
10	16.782	20 18.537	30 20.477
		31 20.681	40 22.619

<b>M80011 Food Service Assistant</b>			
1	16.810	11 18.569	21 20.511
2	16.978	12 18.754	22 20.717
3	17.148	13 18.942	23 20.924
4	17.319	14 19.131	24 21.133
5	17.493	15 19.323	25 21.344
6	17.667	16 19.516	26 21.558
7	17.844	17 19.711	27 21.773
8	18.023	18 19.908	28 21.991
9	18.203	19 20.107	29 22.211
10	18.385	20 20.308	30 22.433
		31 22.657	40 24.780

<b>M80011 Food Service Assistant</b>			
1	17.188	11 18.986	21 20.973
2	17.360	12 19.176	22 21.182
3	17.533	13 19.368	23 21.394
4	17.709	14 19.562	24 21.608
5	17.886	15 19.757	25 21.824
6	18.065	16 19.955	26 22.042
7	18.245	17 20.154	27 22.263
8	18.428	18 20.356	28 22.485
9	18.612	19 20.559	29 22.710
10	18.798	20 20.765	30 22.937
		31 23.167	40 25.337

<b>M80012 Food Service Worker</b>			
1	18.071	11 19.962	21 22.050
2	18.252	12 20.161	22 22.271
3	18.434	13 20.363	23 22.493
4	18.619	14 20.566	24 22.718
5	18.805	15 20.772	25 22.945
6	18.993	16 20.980	26 23.175
7	19.183	17 21.190	27 23.407
8	19.375	18 21.402	28 23.641
9	19.568	19 21.616	29 23.877
10	19.764	20 21.832	30 24.116
		31 24.357	40 26.639

<b>M80012 Food Service Worker</b>			
1	18.478	11 20.411	21 22.547
2	18.663	12 20.615	22 22.772
3	18.849	13 20.821	23 23.000
4	19.038	14 21.030	24 23.230
5	19.228	15 21.240	25 23.462
6	19.421	16 21.452	26 23.697
7	19.615	17 21.667	27 23.934
8	19.811	18 21.884	28 24.173
9	20.009	19 22.102	29 24.415
10	20.209	20 22.323	30 24.659
		31 24.906	40 27.239

<b>M84011 Maintenance Technician</b>			
1	16.521	11	18.249
2	16.686	12	18.432
3	16.853	13	18.616
4	17.022	14	18.802
5	17.192	15	18.990
6	17.364	16	19.180
7	17.537	17	19.372
8	17.713	18	19.566
9	17.890	19	19.762
10	18.069	20	19.959

<b>M84011 Maintenance Technician</b>			
1	16.893	11	18.660
2	17.062	12	18.847
3	17.233	13	19.035
4	17.405	14	19.226
5	17.579	15	19.418
6	17.755	16	19.612
7	17.932	17	19.808
8	18.112	18	20.006
9	18.293	19	20.207
10	18.476	20	20.409

<b>M84012 Maintenance Specialist I</b>			
1	21.835	11	24.119
2	22.053	12	24.361
3	22.274	13	24.604
4	22.497	14	24.850
5	22.722	15	25.099
6	22.949	16	25.350
7	23.178	17	25.603
8	23.410	18	25.859
9	23.644	19	26.118
10	23.881	20	26.379

<b>M84012 Maintenance Specialist I</b>			
1	22.326	11	24.662
2	22.549	12	24.908
3	22.775	13	25.157
4	23.003	14	25.409
5	23.233	15	25.663
6	23.465	16	25.920
7	23.699	17	26.179
8	23.936	18	26.441
9	24.176	19	26.705
10	24.418	20	26.972

<b>M84013 Maintenance Specialist II</b>			
1	23.473	11	25.929
2	23.708	12	26.188
3	23.945	13	26.450
4	24.184	14	26.714
5	24.426	15	26.982
6	24.670	16	27.251
7	24.917	17	27.524
8	25.166	18	27.799
9	25.418	19	28.077
10	25.672	20	28.358

<b>M84013 Maintenance Specialist II</b>			
1	24.001	11	26.512
2	24.241	12	26.777
3	24.483	13	27.045
4	24.728	14	27.315
5	24.976	15	27.589
6	25.225	16	27.864
7	25.478	17	28.143
8	25.732	18	28.424
9	25.990	19	28.709
10	26.250	20	28.996

<b>M84210 Electrician</b>			
1	23.473	11	25.929
2	23.708	12	26.188
3	23.945	13	26.450
4	24.184	14	26.714
5	24.426	15	26.982
6	24.670	16	27.251
7	24.917	17	27.524
8	25.166	18	27.799
9	25.418	19	28.077
10	25.672	20	28.358

<b>M84210 Electrician</b>			
1	24.001	11	26.512
2	24.241	12	26.777
3	24.483	13	27.045
4	24.728	14	27.315
5	24.976	15	27.589
6	25.225	16	27.864
7	25.478	17	28.143
8	25.732	18	28.424
9	25.990	19	28.709
10	26.250	20	28.996



<b>M84230</b>		<b>Plumber</b>					
1	23.473	11	25.929	21	28.642	31	31.638
2	23.708	12	26.188	22	28.928	32	31.954
3	23.945	13	26.450	23	29.217	33	32.274
4	24.184	14	26.714	24	29.509	34	32.597
5	24.426	15	26.982	25	29.804	35	32.923
6	24.670	16	27.251	26	30.103	36	33.252
7	24.917	17	27.524	27	30.404	37	33.584
8	25.166	18	27.799	28	30.708	38	33.920
9	25.418	19	28.077	29	31.015	39	34.259
10	25.672	20	28.358	30	31.325	40	34.602

<b>M84230</b>		<b>Plumber</b>					
1	24.001	11	26.512	21	29.286	31	32.350
2	24.241	12	26.777	22	29.579	32	32.673
3	24.483	13	27.045	23	29.874	33	33.000
4	24.728	14	27.315	24	30.173	34	33.330
5	24.976	15	27.589	25	30.475	35	33.663
6	25.225	16	27.864	26	30.780	36	34.000
7	25.478	17	28.143	27	31.087	37	34.340
8	25.732	18	28.424	28	31.398	38	34.683
9	25.990	19	28.709	29	31.712	39	35.030
10	26.250	20	28.996	30	32.029	40	35.380

<b>M84330</b>		<b>Machinist</b>					
1	21.835	11	24.119	21	26.643	31	29.430
2	22.053	12	24.361	22	26.909	32	29.725
3	22.274	13	24.604	23	27.178	33	30.022
4	22.497	14	24.850	24	27.450	34	30.322
5	22.722	15	25.099	25	27.725	35	30.625
6	22.949	16	25.350	26	28.002	36	30.932
7	23.178	17	25.603	27	28.282	37	31.241
8	23.410	18	25.859	28	28.565	38	31.553
9	23.644	19	26.118	29	28.850	39	31.869
10	23.881	20	26.379	30	29.139	40	32.187

<b>M84330</b>		<b>Machinist</b>					
1	22.326	11	24.662	21	27.242	31	30.092
2	22.549	12	24.908	22	27.514	32	30.393
3	22.775	13	25.157	23	27.790	33	30.697
4	23.003	14	25.409	24	28.067	34	31.004
5	23.233	15	25.663	25	28.348	35	31.314
6	23.465	16	25.920	26	28.632	36	31.627
7	23.699	17	26.179	27	28.918	37	31.943
8	23.936	18	26.441	28	29.207	38	32.263
9	24.176	19	26.705	29	29.499	39	32.585
10	24.418	20	26.972	30	29.794	40	32.911

<b>M84550</b>		<b>Facilities Management Syst Coord</b>					
1	29.921	11	33.051	21	36.509	31	40.329
2	30.220	12	33.382	22	36.874	32	40.732
3	30.522	13	33.716	23	37.243	33	41.140
4	30.828	14	34.053	24	37.616	34	41.551
5	31.136	15	34.393	25	37.992	35	41.967
6	31.447	16	34.737	26	38.372	36	42.386
7	31.762	17	35.085	27	38.755	37	42.810
8	32.079	18	35.436	28	39.143	38	43.238
9	32.400	19	35.790	29	39.534	39	43.671
10	32.724	20	36.148	30	39.930	40	44.107

<b>M84550</b>		<b>Facilities Management Syst Coord</b>					
1	30.594	11	33.795	21	37.330	31	41.236
2	30.900	12	34.133	22	37.704	32	41.648
3	31.209	13	34.474	23	38.081	33	42.065
4	31.521	14	34.819	24	38.462	34	42.486
5	31.836	15	35.167	25	38.846	35	42.910
6	32.155	16	35.519	26	39.235	36	43.340
7	32.476	17	35.874	27	39.627	37	43.773
8	32.801	18	36.233	28	40.023	38	44.211
9	33.129	19	36.595	29	40.424	39	44.653
10	33.460	20	36.961	30	40.828	40	45.099

<b>M84581</b>		<b>Stationary Engineer</b>					
1	15.483	11	17.103	21	18.892	31	20.869
2	15.638	12	17.274	22	19.081	32	21.077
3	15.794	13	17.447	23	19.272	33	21.288
4	15.952	14	17.621	24	19.465	34	21.501
5	16.112	15	17.797	25	19.659	35	21.716
6	16.273	16	17.975	26	19.856	36	21.933
7	16.436	17	18.155	27	20.054	37	22.153
8	16.600	18	18.337	28	20.255	38	22.374
9	16.766	19	18.520	29	20.458	39	22.598
10	16.934	20	18.705	30	20.662	40	22.824

<b>M84581</b>		<b>Stationary Engineer</b>					
1	15.831	11	17.487	21	19.317	31	21.338
2	15.989	12	17.662	22	19.510	32	21.551
3	16.149	13	17.839	23	19.705	33	21.767
4	16.311	14	18.017	24	19.902	34	21.984
5	16.474	15	18.197	25	20.101	35	22.204
6	16.639	16	18.379	26	20.302	36	22.426
7	16.805	17	18.563	27	20.505	37	22.651
8	16.973	18	18.749	28	20.710	38	22.877
9	17.143	19	18.936	29	20.917	39	23.106
10	17.314	20	19.126	30	21.127	40	23.337

<b>M84582 Stationary Engineer Sr</b>							
1	20.843	11	23.024	21	25.432	31	28.093
2	21.051	12	23.254	22	25.687	32	28.374
3	21.262	13	23.486	23	25.944	33	28.658
4	21.475	14	23.721	24	26.203	34	28.944
5	21.689	15	23.958	25	26.465	35	29.234
6	21.906	16	24.198	26	26.730	36	29.526
7	22.125	17	24.440	27	26.997	37	29.822
8	22.347	18	24.684	28	27.267	38	30.120
9	22.570	19	24.931	29	27.540	39	30.421
10	22.796	20	25.181	30	27.815	40	30.725

<b>M84582 Stationary Engineer Sr</b>							
1	21.312	11	23.542	21	26.005	31	28.725
2	21.525	12	23.777	22	26.265	32	29.013
3	21.740	13	24.015	23	26.527	33	29.303
4	21.958	14	24.255	24	26.793	34	29.596
5	22.177	15	24.498	25	27.061	35	29.892
6	22.399	16	24.743	26	27.331	36	30.191
7	22.623	17	24.990	27	27.605	37	30.493
8	22.849	18	25.240	28	27.881	38	30.797
9	23.078	19	25.492	29	28.159	39	31.105
10	23.309	20	25.747	30	28.441	40	31.416

<b>M84621 Automotive Service Worker</b>							
1	14.681	11	16.217	21	17.914	31	19.788
2	14.828	12	16.379	22	18.093	32	19.986
3	14.976	13	16.543	23	18.274	33	20.186
4	15.126	14	16.708	24	18.456	34	20.387
5	15.277	15	16.875	25	18.641	35	20.591
6	15.430	16	17.044	26	18.827	36	20.797
7	15.584	17	17.215	27	19.016	37	21.005
8	15.740	18	17.387	28	19.206	38	21.215
9	15.897	19	17.561	29	19.398	39	21.427
10	16.056	20	17.736	30	19.592	40	21.642

<b>M84621 Automotive Service Worker</b>							
1	15.011	11	16.581	21	18.316	31	20.233
2	15.161	12	16.747	22	18.499	32	20.435
3	15.313	13	16.915	23	18.684	33	20.639
4	15.466	14	17.084	24	18.871	34	20.846
5	15.621	15	17.255	25	19.060	35	21.054
6	15.777	16	17.427	26	19.251	36	21.265
7	15.934	17	17.602	27	19.443	37	21.477
8	16.094	18	17.778	28	19.638	38	21.692
9	16.255	19	17.955	29	19.834	39	21.909
10	16.417	20	18.135	30	20.032	40	22.128

<b>M84622 Automotive Mechanic I</b>							
1	15.321	11	16.924	21	18.695	31	20.650
2	15.474	12	17.093	22	18.881	32	20.857
3	15.629	13	17.264	23	19.070	33	21.065
4	15.785	14	17.437	24	19.261	34	21.276
5	15.943	15	17.611	25	19.454	35	21.489
6	16.103	16	17.787	26	19.648	36	21.704
7	16.264	17	17.965	27	19.845	37	21.921
8	16.426	18	18.145	28	20.043	38	22.140
9	16.590	19	18.326	29	20.243	39	22.361
10	16.756	20	18.509	30	20.446	40	22.585

<b>M84622 Automotive Mechanic I</b>							
1	15.666	11	17.305	21	19.115	31	21.115
2	15.823	12	17.478	22	19.307	32	21.327
3	15.981	13	17.653	23	19.500	33	21.540
4	16.141	14	17.829	24	19.695	34	21.755
5	16.302	15	18.008	25	19.892	35	21.973
6	16.465	16	18.188	26	20.091	36	22.192
7	16.630	17	18.370	27	20.291	37	22.414
8	16.796	18	18.553	28	20.494	38	22.639
9	16.964	19	18.739	29	20.699	39	22.865
10	17.134	20	18.926	30	20.906	40	23.094

<b>M84623 Automotive Mechanic II</b>							
1	17.618	11	19.461	21	21.497	31	23.746
2	17.794	12	19.656	22	21.712	32	23.984
3	17.972	13	19.852	23	21.929	33	24.224
4	18.152	14	20.051	24	22.149	34	24.466
5	18.333	15	20.251	25	22.370	35	24.711
6	18.517	16	20.454	26	22.594	36	24.958
7	18.702	17	20.658	27	22.820	37	25.207
8	18.889	18	20.865	28	23.048	38	25.459
9	19.078	19	21.074	29	23.279	39	25.714
10	19.269	20	21.284	30	23.511	40	25.971

<b>M84623 Automotive Mechanic II</b>							
1	18.014	11	19.899	21	21.981	31	24.280
2	18.194	12	20.098	22	22.200	32	24.523
3	18.376	13	20.299	23	22.422	33	24.768
4	18.560	14	20.502	24	22.647	34	25.016
5	18.745	15	20.707	25	22.873	35	25.266
6	18.933	16	20.914	26	23.102	36	25.519
7	19.122	17	21.123	27	23.333	37	25.774
8	19.313	18	21.334	28	23.566	38	26.032
9	19.507	19	21.547	29	23.802	39	26.292
10	19.702	20	21.763	30	24.040	40	26.555

<b>M84624</b>		<b>Automotive/Diesel Mech</b>					
1	22.756	11	25.137	21	27.767	31	30.672
2	22.984	12	25.388	22	28.044	32	30.978
3	23.213	13	25.642	23	28.325	33	31.288
4	23.446	14	25.898	24	28.608	34	31.601
5	23.680	15	26.157	25	28.894	35	31.917
6	23.917	16	26.419	26	29.183	36	32.236
7	24.156	17	26.683	27	29.475	37	32.559
8	24.398	18	26.950	28	29.770	38	32.884
9	24.641	19	27.220	29	30.067	39	33.213
10	24.888	20	27.492	30	30.368	40	33.545

<b>M84624</b>		<b>Automotive/Diesel Mech</b>					
1	23.268	11	25.702	21	28.391	31	31.362
2	23.501	12	25.959	22	28.675	32	31.675
3	23.736	13	26.219	23	28.962	33	31.992
4	23.973	14	26.481	24	29.252	34	32.312
5	24.213	15	26.746	25	29.544	35	32.635
6	24.455	16	27.013	26	29.840	36	32.962
7	24.699	17	27.284	27	30.138	37	33.291
8	24.946	18	27.556	28	30.439	38	33.624
9	25.196	19	27.832	29	30.744	39	33.960
10	25.448	20	28.110	30	31.051	40	34.300

<b>M84625</b>		<b>Auto/Diesel Mech Lead</b>					
1	24.464	11	27.023	21	29.851	31	32.974
2	24.709	12	27.294	22	30.149	32	33.304
3	24.956	13	27.567	23	30.451	33	33.637
4	25.205	14	27.842	24	30.755	34	33.973
5	25.457	15	28.121	25	31.063	35	34.313
6	25.712	16	28.402	26	31.373	36	34.656
7	25.969	17	28.686	27	31.687	37	35.002
8	26.229	18	28.973	28	32.004	38	35.352
9	26.491	19	29.263	29	32.324	39	35.706
10	26.756	20	29.555	30	32.647	40	36.063

<b>M84625</b>		<b>Auto/Diesel Mech Lead</b>					
1	25.014	11	27.631	21	30.522	31	33.715
2	25.264	12	27.907	22	30.827	32	34.052
3	25.517	13	28.186	23	31.135	33	34.393
4	25.772	14	28.468	24	31.447	34	34.737
5	26.030	15	28.753	25	31.761	35	35.084
6	26.290	16	29.040	26	32.079	36	35.435
7	26.553	17	29.331	27	32.400	37	35.789
8	26.818	18	29.624	28	32.724	38	36.147
9	27.087	19	29.920	29	33.051	39	36.509
10	27.357	20	30.220	30	33.381	40	36.874

<b>M84631</b>		<b>Corr Ind Shop Operator</b>					
1	22.406	11	24.750	21	27.340	31	30.200
2	22.630	12	24.998	22	27.613	32	30.502
3	22.856	13	25.248	23	27.889	33	30.807
4	23.085	14	25.500	24	28.168	34	31.115
5	23.316	15	25.755	25	28.450	35	31.426
6	23.549	16	26.013	26	28.734	36	31.740
7	23.784	17	26.273	27	29.022	37	32.058
8	24.022	18	26.536	28	29.312	38	32.378
9	24.262	19	26.801	29	29.605	39	32.702
10	24.505	20	27.069	30	29.901	40	33.029

<b>M84631</b>		<b>Corr Ind Shop Operator</b>					
1	22.910	11	25.307	21	27.955	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	29.381	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

<b>M84640</b>		<b>Automotive Technician</b>					
1	20.087	11	22.189	21	24.510	31	27.074
2	20.288	12	22.410	22	24.755	32	27.345
3	20.491	13	22.635	23	25.003	33	27.618
4	20.696	14	22.861	24	25.253	34	27.895
5	20.903	15	23.089	25	25.505	35	28.174
6	21.112	16	23.320	26	25.760	36	28.455
7	21.323	17	23.554	27	26.018	37	28.740
8	21.536	18	23.789	28	26.278	38	29.027
9	21.751	19	24.027	29	26.541	39	29.318
10	21.969	20	24.267	30	26.806	40	29.611

<b>M84640</b>		<b>Automotive Technician</b>					
1	20.539	11	22.688	21	25.061	31	27.683
2	20.744	12	22.915	22	25.312	32	27.960
3	20.952	13	23.144	23	25.565	33	28.240
4	21.161	14	23.375	24	25.821	34	28.522
5	21.373	15	23.609	25	26.079	35	28.808
6	21.587	16	23.845	26	26.340	36	29.096
7	21.803	17	24.084	27	26.603	37	29.387
8	22.021	18	24.324	28	26.869	38	29.680
9	22.241	19	24.568	29	27.138	39	29.977
10	22.463	20	24.813	30	27.409	40	30.277

<b>M84660 Corr Ind Print Shop Operator</b>							
1	25.113	11	27.740	21	30.643	31	33.849
2	25.364	12	28.018	22	30.949	32	34.187
3	25.618	13	28.298	23	31.259	33	34.529
4	25.874	14	28.581	24	31.571	34	34.874
5	26.133	15	28.867	25	31.887	35	35.223
6	26.394	16	29.155	26	32.206	36	35.575
7	26.658	17	29.447	27	32.528	37	35.931
8	26.925	18	29.741	28	32.853	38	36.290
9	27.194	19	30.039	29	33.182	39	36.653
10	27.466	20	30.339	30	33.513	40	37.020

<b>M84660 Corr Ind Print Shop Operator</b>							
1	25.678	11	28.364	21	31.332	31	34.610
2	25.935	12	28.648	22	31.645	32	34.956
3	26.194	13	28.935	23	31.962	33	35.306
4	26.456	14	29.224	24	32.281	34	35.659
5	26.721	15	29.516	25	32.604	35	36.015
6	26.988	16	29.811	26	32.930	36	36.376
7	27.258	17	30.109	27	33.260	37	36.739
8	27.530	18	30.411	28	33.592	38	37.107
9	27.806	19	30.715	29	33.928	39	37.478
10	28.084	20	31.022	30	34.267	40	37.853

<b>M84710 Aircraft Mechanic</b>							
1	24.954	11	27.565	21	30.449	31	33.634
2	25.204	12	27.840	22	30.753	32	33.971
3	25.456	13	28.119	23	31.061	33	34.310
4	25.710	14	28.400	24	31.371	34	34.653
5	25.967	15	28.684	25	31.685	35	35.000
6	26.227	16	28.971	26	32.002	36	35.350
7	26.489	17	29.261	27	32.322	37	35.703
8	26.754	18	29.553	28	32.645	38	36.060
9	27.022	19	29.849	29	32.971	39	36.421
10	27.292	20	30.147	30	33.301	40	36.785

<b>M84710 Aircraft Mechanic</b>							
1	25.515	11	28.184	21	31.133	31	34.390
2	25.770	12	28.466	22	31.444	32	34.734
3	26.028	13	28.751	23	31.759	33	35.082
4	26.288	14	29.038	24	32.077	34	35.432
5	26.551	15	29.329	25	32.397	35	35.787
6	26.817	16	29.622	26	32.721	36	36.145
7	27.085	17	29.918	27	33.048	37	36.506
8	27.356	18	30.218	28	33.379	38	36.871
9	27.629	19	30.520	29	33.713	39	37.240
10	27.905	20	30.825	30	34.050	40	37.612

<b>M85111 Hwy Maint Worker</b>							
1	19.941	11	22.027	21	24.332	31	26.877
2	20.140	12	22.248	22	24.575	32	27.146
3	20.342	13	22.470	23	24.821	33	27.418
4	20.545	14	22.695	24	25.069	34	27.692
5	20.751	15	22.922	25	25.320	35	27.969
6	20.958	16	23.151	26	25.573	36	28.248
7	21.168	17	23.382	27	25.829	37	28.531
8	21.379	18	23.616	28	26.087	38	28.816
9	21.593	19	23.852	29	26.348	39	29.104
10	21.809	20	24.091	30	26.611	40	29.395

<b>M85111 Hwy Maint Worker</b>							
1	20.390	11	22.523	21	24.880	31	27.483
2	20.594	12	22.748	22	25.128	32	27.757
3	20.800	13	22.976	23	25.380	33	28.035
4	21.008	14	23.206	24	25.634	34	28.315
5	21.218	15	23.438	25	25.890	35	28.599
6	21.430	16	23.672	26	26.149	36	28.885
7	21.644	17	23.909	27	26.410	37	29.173
8	21.861	18	24.148	28	26.674	38	29.465
9	22.079	19	24.389	29	26.941	39	29.760
10	22.300	20	24.633	30	27.211	40	30.057

<b>M85112 Hwy Maint Worker/Sr</b>							
1	21.470	11	23.716	21	26.197	31	28.938
2	21.685	12	23.953	22	26.459	32	29.228
3	21.902	13	24.193	23	26.724	33	29.520
4	22.121	14	24.435	24	26.991	34	29.815
5	22.342	15	24.679	25	27.261	35	30.113
6	22.565	16	24.926	26	27.534	36	30.414
7	22.791	17	25.175	27	27.809	37	30.719
8	23.019	18	25.427	28	28.087	38	31.026
9	23.249	19	25.681	29	28.368	39	31.336
10	23.481	20	25.938	30	28.652	40	31.649

<b>M85112 Hwy Maint Worker/Sr</b>							
1	21.953	11	24.250	21	26.787	31	29.589
2	22.173	12	24.492	22	27.055	32	29.885
3	22.394	13	24.737	23	27.325	33	30.184
4	22.618	14	24.985	24	27.598	34	30.486
5	22.844	15	25.234	25	27.874	35	30.791
6	23.073	16	25.487	26	28.153	36	31.099
7	23.304	17	25.742	27	28.435	37	31.410
8	23.537	18	25.999	28	28.719	38	31.724
9	23.772	19	26.259	29	29.006	39	32.041
10	24.010	20	26.522	30	29.296	40	32.361

July 1, 2025

APPENDIX A

July 1, 2026

<b>M85113 Hwy Maint Crew Chief</b>							
1	24.773	11	27.365	21	30.228	31	33.390
2	25.021	12	27.638	22	30.530	32	33.724
3	25.271	13	27.915	23	30.835	33	34.061
4	25.524	14	28.194	24	31.144	34	34.402
5	25.779	15	28.476	25	31.455	35	34.746
6	26.037	16	28.761	26	31.770	36	35.094
7	26.297	17	29.048	27	32.087	37	35.444
8	26.560	18	29.339	28	32.408	38	35.799
9	26.826	19	29.632	29	32.732	39	36.157
10	27.094	20	29.928	30	33.060	40	36.518

<b>M85113 Hwy Maint Crew Chief</b>							
1	25.330	11	27.980	21	30.907	31	34.141
2	25.583	12	28.260	22	31.216	32	34.482
3	25.839	13	28.542	23	31.529	33	34.827
4	26.098	14	28.828	24	31.844	34	35.176
5	26.358	15	29.116	25	32.162	35	35.527
6	26.622	16	29.407	26	32.484	36	35.883
7	26.888	17	29.701	27	32.809	37	36.241
8	27.157	18	29.998	28	33.137	38	36.604
9	27.429	19	30.298	29	33.468	39	36.970
10	27.703	20	30.601	30	33.803	40	37.340

<b>M85250 Heavy Equip Mech/Operator</b>							
1	15.816	11	17.471	21	19.299	31	21.318
2	15.974	12	17.645	22	19.492	32	21.531
3	16.134	13	17.822	23	19.686	33	21.746
4	16.295	14	18.000	24	19.883	34	21.964
5	16.458	15	18.180	25	20.082	35	22.183
6	16.623	16	18.362	26	20.283	36	22.405
7	16.789	17	18.546	27	20.486	37	22.629
8	16.957	18	18.731	28	20.691	38	22.855
9	17.126	19	18.918	29	20.898	39	23.084
10	17.298	20	19.107	30	21.107	40	23.315

<b>M85250 Heavy Equip Mech/Operator</b>							
1	16.172	11	17.864	21	19.733	31	21.797
2	16.334	12	18.043	22	19.930	32	22.015
3	16.497	13	18.223	23	20.130	33	22.236
4	16.662	14	18.405	24	20.331	34	22.458
5	16.829	15	18.589	25	20.534	35	22.682
6	16.997	16	18.775	26	20.739	36	22.909
7	17.167	17	18.963	27	20.947	37	23.138
8	17.339	18	19.153	28	21.156	38	23.370
9	17.512	19	19.344	29	21.368	39	23.603
10	17.687	20	19.538	30	21.582	40	23.840

<b>M85310 Semi Trailer Operator</b>							
1	14.713	11	16.252	21	17.953	31	19.831
2	14.860	12	16.415	22	18.132	32	20.029
3	15.009	13	16.579	23	18.314	33	20.230
4	15.159	14	16.745	24	18.497	34	20.432
5	15.310	15	16.912	25	18.682	35	20.636
6	15.464	16	17.081	26	18.868	36	20.842
7	15.618	17	17.252	27	19.057	37	21.051
8	15.774	18	17.425	28	19.248	38	21.261
9	15.932	19	17.599	29	19.440	39	21.474
10	16.091	20	17.775	30	19.635	40	21.689

<b>M85310 Semi Trailer Operator</b>							
1	15.044	11	16.618	21	18.357	31	20.277
2	15.194	12	16.784	22	18.540	32	20.480
3	15.346	13	16.952	23	18.726	33	20.685
4	15.500	14	17.121	24	18.913	34	20.891
5	15.655	15	17.293	25	19.102	35	21.100
6	15.811	16	17.466	26	19.293	36	21.311
7	15.970	17	17.640	27	19.486	37	21.524
8	16.129	18	17.817	28	19.681	38	21.740
9	16.290	19	17.995	29	19.878	39	21.957
10	16.453	20	18.175	30	20.076	40	22.177

<b>M86231 Printing Services Tech I</b>							
1	15.644	11	17.281	21	19.089	31	21.086
2	15.800	12	17.454	22	19.280	32	21.297
3	15.958	13	17.628	23	19.472	33	21.510
4	16.118	14	17.804	24	19.667	34	21.725
5	16.279	15	17.982	25	19.864	35	21.942
6	16.442	16	18.162	26	20.062	36	22.161
7	16.606	17	18.344	27	20.263	37	22.383
8	16.772	18	18.527	28	20.466	38	22.607
9	16.940	19	18.713	29	20.670	39	22.833
10	17.110	20	18.900	30	20.877	40	23.061

<b>M86231 Printing Services Tech I</b>							
1	15.996	11	17.670	21	19.518	31	21.560
2	16.156	12	17.846	22	19.713	32	21.776
3	16.318	13	18.025	23	19.910	33	21.994
4	16.481	14	18.205	24	20.110	34	22.213
5	16.646	15	18.387	25	20.311	35	22.436
6	16.812	16	18.571	26	20.514	36	22.660
7	16.980	17	18.757	27	20.719	37	22.887
8	17.150	18	18.944	28	20.926	38	23.115
9	17.321	19	19.134	29	21.135	39	23.347
10	17.495	20	19.325	30	21.347	40	23.580

July 1, 2025

APPENDIX A

July 1, 2026

<b>M86232</b>		<b>Printing Services Tech II</b>					
1	17.556	11	19.393	21	21.422	31	23.663
2	17.732	12	19.587	22	21.636	32	23.899
3	17.909	13	19.783	23	21.852	33	24.138
4	18.088	14	19.980	24	22.071	34	24.380
5	18.269	15	20.180	25	22.291	35	24.624
6	18.452	16	20.382	26	22.514	36	24.870
7	18.636	17	20.586	27	22.740	37	25.119
8	18.822	18	20.792	28	22.967	38	25.370
9	19.011	19	21.000	29	23.197	39	25.623
10	19.201	20	21.210	30	23.429	40	25.880

<b>M86232</b>		<b>Printing Services Tech II</b>					
1	17.951	11	19.829	21	21.904	31	24.195
2	18.131	12	20.027	22	22.123	32	24.437
3	18.312	13	20.228	23	22.344	33	24.682
4	18.495	14	20.430	24	22.567	34	24.928
5	18.680	15	20.634	25	22.793	35	25.178
6	18.867	16	20.841	26	23.021	36	25.429
7	19.055	17	21.049	27	23.251	37	25.684
8	19.246	18	21.259	28	23.484	38	25.941
9	19.438	19	21.472	29	23.718	39	26.200
10	19.633	20	21.687	30	23.956	40	26.462

<b>M86312</b>		<b>Bindery Worker II</b>					
1	14.403	11	15.910	21	17.574	31	19.413
2	14.547	12	16.069	22	17.750	32	19.607
3	14.693	13	16.230	23	17.928	33	19.803
4	14.839	14	16.392	24	18.107	34	20.001
5	14.988	15	16.556	25	18.288	35	20.201
6	15.138	16	16.721	26	18.471	36	20.403
7	15.289	17	16.889	27	18.656	37	20.607
8	15.442	18	17.058	28	18.842	38	20.813
9	15.596	19	17.228	29	19.031	39	21.022
10	15.752	20	17.400	30	19.221	40	21.232

<b>M86312</b>		<b>Bindery Worker II</b>					
1	14.727	11	16.268	21	17.970	31	19.850
2	14.874	12	16.430	22	18.149	32	20.048
3	15.023	13	16.595	23	18.331	33	20.249
4	15.173	14	16.761	24	18.514	34	20.451
5	15.325	15	16.928	25	18.699	35	20.656
6	15.478	16	17.098	26	18.886	36	20.862
7	15.633	17	17.269	27	19.075	37	21.071
8	15.789	18	17.441	28	19.266	38	21.282
9	15.947	19	17.616	29	19.459	39	21.494
10	16.107	20	17.792	30	19.653	40	21.709

<b>S01011</b>		<b>Office Technician</b>					
1	15.000	11	16.569	21	18.303	31	20.218
2	15.150	12	16.735	22	18.486	32	20.420
3	15.302	13	16.902	23	18.671	33	20.624
4	15.455	14	17.071	24	18.857	34	20.830
5	15.609	15	17.242	25	19.046	35	21.039
6	15.765	16	17.415	26	19.236	36	21.249
7	15.923	17	17.589	27	19.429	37	21.462
8	16.082	18	17.765	28	19.623	38	21.676
9	16.243	19	17.942	29	19.819	39	21.893
10	16.405	20	18.122	30	20.018	40	22.112

<b>S01011</b>		<b>Office Technician</b>					
1	15.338	11	16.943	21	18.715	31	20.673
2	15.491	12	17.112	22	18.902	32	20.880
3	15.646	13	17.283	23	19.091	33	21.089
4	15.803	14	17.456	24	19.282	34	21.300
5	15.961	15	17.631	25	19.475	35	21.513
6	16.120	16	17.807	26	19.670	36	21.728
7	16.282	17	17.985	27	19.867	37	21.945
8	16.444	18	18.165	28	20.065	38	22.165
9	16.609	19	18.347	29	20.266	39	22.386
10	16.775	20	18.530	30	20.469	40	22.610

<b>S01012</b>		<b>Office Specialist</b>					
1	17.254	11	19.059	21	21.053	31	23.256
2	17.427	12	19.250	22	21.264	32	23.488
3	17.601	13	19.442	23	21.476	33	23.723
4	17.777	14	19.637	24	21.691	34	23.960
5	17.955	15	19.833	25	21.908	35	24.200
6	18.134	16	20.031	26	22.127	36	24.442
7	18.315	17	20.232	27	22.348	37	24.686
8	18.499	18	20.434	28	22.572	38	24.933
9	18.684	19	20.638	29	22.798	39	25.183
10	18.870	20	20.845	30	23.026	40	25.435

<b>S01012</b>		<b>Office Specialist</b>					
1	17.642	11	19.488	21	21.527	31	23.779
2	17.818	12	19.683	22	21.742	32	24.017
3	17.997	13	19.879	23	21.959	33	24.257
4	18.177	14	20.078	24	22.179	34	24.499
5	18.358	15	20.279	25	22.401	35	24.744
6	18.542	16	20.482	26	22.625	36	24.992
7	18.727	17	20.687	27	22.851	37	25.242
8	18.915	18	20.893	28	23.079	38	25.494
9	19.104	19	21.102	29	23.310	39	25.749
10	19.295	20	21.313	30	23.543	40	26.006

<b>S01013 Administrative Tech</b>							
1	18.548	11	20.489	21	22.632	31	25.000
2	18.733	12	20.693	22	22.858	32	25.250
3	18.921	13	20.900	23	23.087	33	25.502
4	19.110	14	21.109	24	23.318	34	25.757
5	19.301	15	21.320	25	23.551	35	26.015
6	19.494	16	21.534	26	23.787	36	26.275
7	19.689	17	21.749	27	24.024	37	26.538
8	19.886	18	21.966	28	24.265	38	26.803
9	20.085	19	22.186	29	24.507	39	27.071
10	20.286	20	22.408	30	24.752	40	27.342

<b>S01013 Administrative Tech</b>							
1	18.965	11	20.949	21	23.141	31	25.562
2	19.155	12	21.159	22	23.372	32	25.818
3	19.346	13	21.370	23	23.606	33	26.076
4	19.540	14	21.584	24	23.842	34	26.337
5	19.735	15	21.800	25	24.081	35	26.600
6	19.932	16	22.018	26	24.321	36	26.866
7	20.132	17	22.238	27	24.565	37	27.135
8	20.333	18	22.460	28	24.810	38	27.406
9	20.536	19	22.685	29	25.058	39	27.680
10	20.742	20	22.912	30	25.309	40	27.957

<b>S01130 DHHS Data Proc Team Leader</b>							
1	15.000	11	16.569	21	18.303	31	20.218
2	15.150	12	16.735	22	18.486	32	20.420
3	15.302	13	16.902	23	18.671	33	20.624
4	15.455	14	17.071	24	18.857	34	20.830
5	15.609	15	17.242	25	19.046	35	21.039
6	15.765	16	17.415	26	19.236	36	21.249
7	15.923	17	17.589	27	19.429	37	21.462
8	16.082	18	17.765	28	19.623	38	21.676
9	16.243	19	17.942	29	19.819	39	21.893
10	16.405	20	18.122	30	20.018	40	22.112

<b>S01130 DHHS Data Proc Team Leader</b>							
1	15.338	11	16.943	21	18.715	31	20.673
2	15.491	12	17.112	22	18.902	32	20.880
3	15.646	13	17.283	23	19.091	33	21.089
4	15.803	14	17.456	24	19.282	34	21.300
5	15.961	15	17.631	25	19.475	35	21.513
6	16.120	16	17.807	26	19.670	36	21.728
7	16.282	17	17.985	27	19.867	37	21.945
8	16.444	18	18.165	28	20.065	38	22.165
9	16.609	19	18.347	29	20.266	39	22.386
10	16.775	20	18.530	30	20.469	40	22.610

<b>S02861 Corr Records Officer</b>							
1	16.642	11	18.383	21	20.306	31	22.431
2	16.808	12	18.567	22	20.509	32	22.655
3	16.977	13	18.753	23	20.715	33	22.882
4	17.146	14	18.940	24	20.922	34	23.111
5	17.318	15	19.130	25	21.131	35	23.342
6	17.491	16	19.321	26	21.342	36	23.575
7	17.666	17	19.514	27	21.556	37	23.811
8	17.842	18	19.709	28	21.771	38	24.049
9	18.021	19	19.906	29	21.989	39	24.289
10	18.201	20	20.105	30	22.209	40	24.532

<b>S02861 Corr Records Officer</b>							
1	17.016	11	18.796	21	20.763	31	22.935
2	17.186	12	18.984	22	20.970	32	23.164
3	17.358	13	19.174	23	21.180	33	23.396
4	17.532	14	19.366	24	21.392	34	23.630
5	17.707	15	19.559	25	21.606	35	23.866
6	17.884	16	19.755	26	21.822	36	24.105
7	18.063	17	19.953	27	22.040	37	24.346
8	18.243	18	20.152	28	22.260	38	24.589
9	18.426	19	20.354	29	22.483	39	24.835
10	18.610	20	20.557	30	22.708	40	25.084

<b>S03331 Mail/Material Courier</b>							
1	13.404	11	14.806	21	16.355	31	18.067
2	13.538	12	14.954	22	16.519	32	18.247
3	13.673	13	15.104	23	16.684	33	18.430
4	13.810	14	15.255	24	16.851	34	18.614
5	13.948	15	15.408	25	17.020	35	18.800
6	14.088	16	15.562	26	17.190	36	18.988
7	14.229	17	15.717	27	17.362	37	19.178
8	14.371	18	15.874	28	17.535	38	19.370
9	14.515	19	16.033	29	17.711	39	19.564
10	14.660	20	16.193	30	17.888	40	19.759

<b>S03331 Mail/Material Courier</b>							
1	13.706	11	15.140	21	16.724	31	18.474
2	13.843	12	15.291	22	16.891	32	18.658
3	13.981	13	15.444	23	17.060	33	18.845
4	14.121	14	15.599	24	17.231	34	19.033
5	14.263	15	15.755	25	17.403	35	19.224
6	14.405	16	15.912	26	17.577	36	19.416
7	14.549	17	16.071	27	17.753	37	19.610
8	14.695	18	16.232	28	17.930	38	19.806
9	14.842	19	16.394	29	18.110	39	20.004
10	14.990	20	16.558	30	18.291	40	20.204

July 1, 2025

APPENDIX A

July 1, 2026

<b>S03333</b>		<b>Mail/Material Spec</b>					
1	15.008	11	16.578	21	18.313	31	20.229
2	15.158	12	16.744	22	18.496	32	20.431
3	15.310	13	16.911	23	18.681	33	20.635
4	15.463	14	17.081	24	18.868	34	20.841
5	15.617	15	17.251	25	19.056	35	21.050
6	15.774	16	17.424	26	19.247	36	21.260
7	15.931	17	17.598	27	19.439	37	21.473
8	16.091	18	17.774	28	19.634	38	21.688
9	16.252	19	17.952	29	19.830	39	21.905
10	16.414	20	18.131	30	20.028	40	22.124

<b>S03333</b>		<b>Mail/Material Spec</b>					
1	15.346	11	16.952	21	18.725	31	20.684
2	15.499	12	17.121	22	18.912	32	20.891
3	15.654	13	17.292	23	19.101	33	21.100
4	15.811	14	17.465	24	19.292	34	21.311
5	15.969	15	17.640	25	19.485	35	21.524
6	16.129	16	17.816	26	19.680	36	21.739
7	16.290	17	17.994	27	19.877	37	21.957
8	16.453	18	18.174	28	20.076	38	22.176
9	16.618	19	18.356	29	20.277	39	22.398
10	16.784	20	18.540	30	20.479	40	22.622

<b>S05011</b>		<b>Supply Tech I</b>					
1	13.958	11	15.418	21	17.031	31	18.813
2	14.098	12	15.572	22	17.202	32	19.001
3	14.239	13	15.728	23	17.374	33	19.191
4	14.381	14	15.886	24	17.547	34	19.383
5	14.525	15	16.044	25	17.723	35	19.577
6	14.670	16	16.205	26	17.900	36	19.773
7	14.817	17	16.367	27	18.079	37	19.971
8	14.965	18	16.531	28	18.260	38	20.170
9	15.115	19	16.696	29	18.443	39	20.372
10	15.266	20	16.863	30	18.627	40	20.576

<b>S05011</b>		<b>Supply Tech I</b>					
1	14.272	11	15.765	21	17.415	31	19.236
2	14.415	12	15.923	22	17.589	32	19.429
3	14.559	13	16.082	23	17.765	33	19.623
4	14.704	14	16.243	24	17.942	34	19.819
5	14.852	15	16.405	25	18.122	35	20.018
6	15.000	16	16.569	26	18.303	36	20.218
7	15.150	17	16.735	27	18.486	37	20.420
8	15.302	18	16.902	28	18.671	38	20.624
9	15.455	19	17.071	29	18.857	39	20.830
10	15.609	20	17.242	30	19.046	40	21.039

<b>S05012</b>		<b>Supply Tech II</b>					
1	15.005	11	16.575	21	18.309	31	20.224
2	15.155	12	16.741	22	18.492	32	20.427
3	15.307	13	16.908	23	18.677	33	20.631
4	15.460	14	17.077	24	18.864	34	20.837
5	15.614	15	17.248	25	19.052	35	21.046
6	15.770	16	17.420	26	19.243	36	21.256
7	15.928	17	17.595	27	19.435	37	21.469
8	16.087	18	17.770	28	19.630	38	21.683
9	16.248	19	17.948	29	19.826	39	21.900
10	16.411	20	18.128	30	20.024	40	22.119

<b>S05012</b>		<b>Supply Tech II</b>					
1	15.343	11	16.948	21	18.721	31	20.680
2	15.496	12	17.118	22	18.909	32	20.887
3	15.651	13	17.289	23	19.098	33	21.096
4	15.808	14	17.462	24	19.289	34	21.307
5	15.966	15	17.636	25	19.482	35	21.520
6	16.126	16	17.813	26	19.676	36	21.735
7	16.287	17	17.991	27	19.873	37	21.952
8	16.450	18	18.171	28	20.072	38	22.172
9	16.614	19	18.352	29	20.273	39	22.394
10	16.780	20	18.536	30	20.475	40	22.617

<b>S05712</b>		<b>Corr Canteen Operator</b>					
1	16.131	11	17.819	21	19.683	31	21.742
2	16.292	12	17.997	22	19.880	32	21.960
3	16.455	13	18.177	23	20.079	33	22.179
4	16.620	14	18.359	24	20.279	34	22.401
5	16.786	15	18.542	25	20.482	35	22.625
6	16.954	16	18.728	26	20.687	36	22.851
7	17.123	17	18.915	27	20.894	37	23.080
8	17.295	18	19.104	28	21.103	38	23.311
9	17.468	19	19.295	29	21.314	39	23.544
10	17.642	20	19.488	30	21.527	40	23.779

<b>S05712</b>		<b>Corr Canteen Operator</b>					
1	16.494	11	18.220	21	20.126	31	22.231
2	16.659	12	18.402	22	20.327	32	22.454
3	16.826	13	18.586	23	20.530	33	22.678
4	16.994	14	18.772	24	20.736	34	22.905
5	17.164	15	18.959	25	20.943	35	23.134
6	17.335	16	19.149	26	21.152	36	23.365
7	17.509	17	19.341	27	21.364	37	23.599
8	17.684	18	19.534	28	21.578	38	23.835
9	17.861	19	19.729	29	21.793	39	24.073
10	18.039	20	19.927	30	22.011	40	24.314



<b>S07033 Network Op Center Tech</b>			
1	17.852	11	19.720
2	18.031	12	19.917
3	18.211	13	20.116
4	18.393	14	20.317
5	18.577	15	20.520
6	18.763	16	20.726
7	18.950	17	20.933
8	19.140	18	21.142
9	19.331	19	21.354
10	19.524	20	21.567
21	21.783	31	24.062
22	22.001	32	24.302
23	22.221	33	24.545
24	22.443	34	24.791
25	22.667	35	25.039
26	22.894	36	25.289
27	23.123	37	25.542
28	23.354	38	25.798
29	23.588	39	26.055
30	23.824	40	26.316

<b>S07033 Network Op Center Tech</b>			
1	18.254	11	20.164
2	18.437	12	20.365
3	18.621	13	20.569
4	18.807	14	20.775
5	18.995	15	20.983
6	19.185	16	21.192
7	19.377	17	21.404
8	19.571	18	21.618
9	19.766	19	21.834
10	19.964	20	22.053
21	22.273	31	24.604
22	22.496	32	24.850
23	22.721	33	25.098
24	22.948	34	25.349
25	23.178	35	25.603
26	23.410	36	25.859
27	23.644	37	26.117
28	23.880	38	26.378
29	24.119	39	26.642
30	24.360	40	26.909

<b>S13211 Statistical Clerk I</b>			
1	13.404	11	14.806
2	13.538	12	14.954
3	13.673	13	15.104
4	13.810	14	15.255
5	13.948	15	15.408
6	14.088	16	15.562
7	14.229	17	15.717
8	14.371	18	15.874
9	14.515	19	16.033
10	14.660	20	16.193
21	16.355	31	18.067
22	16.519	32	18.247
23	16.684	33	18.430
24	16.851	34	18.614
25	17.020	35	18.800
26	17.190	36	18.988
27	17.362	37	19.178
28	17.535	38	19.370
29	17.711	39	19.564
30	17.888	40	19.759

<b>S13211 Statistical Clerk I</b>			
1	13.706	11	15.140
2	13.843	12	15.291
3	13.981	13	15.444
4	14.121	14	15.599
5	14.263	15	15.755
6	14.405	16	15.912
7	14.549	17	16.071
8	14.695	18	16.232
9	14.842	19	16.394
10	14.990	20	16.558
21	16.724	31	18.474
22	16.891	32	18.658
23	17.060	33	18.845
24	17.231	34	19.033
25	17.403	35	19.224
26	17.577	36	19.416
27	17.753	37	19.610
28	17.930	38	19.806
29	18.110	39	20.004
30	18.291	40	20.204

<b>S13212 Statistical Clerk II</b>			
1	15.483	11	17.103
2	15.638	12	17.274
3	15.794	13	17.447
4	15.952	14	17.621
5	16.112	15	17.797
6	16.273	16	17.975
7	16.436	17	18.155
8	16.600	18	18.337
9	16.766	19	18.520
10	16.934	20	18.705
21	18.892	31	20.869
22	19.081	32	21.077
23	19.272	33	21.288
24	19.465	34	21.501
25	19.659	35	21.716
26	19.856	36	21.933
27	20.054	37	22.153
28	20.255	38	22.374
29	20.458	39	22.598
30	20.662	40	22.824

<b>S13212 Statistical Clerk II</b>			
1	15.831	11	17.487
2	15.989	12	17.662
3	16.149	13	17.839
4	16.311	14	18.017
5	16.474	15	18.197
6	16.639	16	18.379
7	16.805	17	18.563
8	16.973	18	18.749
9	17.143	19	18.936
10	17.314	20	19.126
21	19.317	31	21.338
22	19.510	32	21.551
23	19.705	33	21.767
24	19.902	34	21.984
25	20.101	35	22.204
26	20.302	36	22.426
27	20.505	37	22.651
28	20.710	38	22.877
29	20.917	39	23.106
30	21.127	40	23.337

<b>S29111 Revenue Op Clerk I</b>			
1	14.405	11	15.912
2	14.549	12	16.071
3	14.695	13	16.232
4	14.841	14	16.394
5	14.990	15	16.558
6	15.140	16	16.724
7	15.291	17	16.891
8	15.444	18	17.060
9	15.599	19	17.231
10	15.755	20	17.403
21	17.577	31	19.416
22	17.753	32	19.610
23	17.930	33	19.806
24	18.109	34	20.004
25	18.291	35	20.204
26	18.473	36	20.406
27	18.658	37	20.610
28	18.845	38	20.816
29	19.033	39	21.024
30	19.224	40	21.235

<b>S29111 Revenue Op Clerk I</b>			
1	14.729	11	16.270
2	14.876	12	16.433
3	15.025	13	16.597
4	15.175	14	16.763
5	15.327	15	16.931
6	15.480	16	17.100
7	15.635	17	17.271
8	15.791	18	17.444
9	15.949	19	17.618
10	16.109	20	17.794
21	17.972	31	19.852
22	18.152	32	20.051
23	18.333	33	20.252
24	18.517	34	20.454
25	18.702	35	20.659
26	18.889	36	20.865
27	19.078	37	21.074
28	19.269	38	21.285
29	19.461	39	21.497
30	19.656	40	21.712

<b>S29112</b>		<b>Revenue Op Clerk II</b>					
1	16.642	11	18.383	21	20.306	31	22.431
2	16.808	12	18.567	22	20.509	32	22.655
3	16.977	13	18.753	23	20.715	33	22.882
4	17.146	14	18.940	24	20.922	34	23.111
5	17.318	15	19.130	25	21.131	35	23.342
6	17.491	16	19.321	26	21.342	36	23.575
7	17.666	17	19.514	27	21.556	37	23.811
8	17.842	18	19.709	28	21.771	38	24.049
9	18.021	19	19.906	29	21.989	39	24.289
10	18.201	20	20.105	30	22.209	40	24.532

<b>S29112</b>		<b>Revenue Op Clerk II</b>					
1	17.016	11	18.796	21	20.763	31	22.935
2	17.186	12	18.984	22	20.970	32	23.164
3	17.358	13	19.174	23	21.180	33	23.396
4	17.532	14	19.366	24	21.392	34	23.630
5	17.707	15	19.559	25	21.606	35	23.866
6	17.884	16	19.755	26	21.822	36	24.105
7	18.063	17	19.953	27	22.040	37	24.346
8	18.243	18	20.152	28	22.260	38	24.589
9	18.426	19	20.354	29	22.483	39	24.835
10	18.610	20	20.557	30	22.708	40	25.084

<b>S37112</b>		<b>Library Technician</b>					
1	15.321	11	16.924	21	18.695	31	20.650
2	15.474	12	17.093	22	18.881	32	20.857
3	15.629	13	17.264	23	19.070	33	21.065
4	15.785	14	17.437	24	19.261	34	21.276
5	15.943	15	17.611	25	19.454	35	21.489
6	16.103	16	17.787	26	19.648	36	21.704
7	16.264	17	17.965	27	19.845	37	21.921
8	16.426	18	18.145	28	20.043	38	22.140
9	16.590	19	18.326	29	20.243	39	22.361
10	16.756	20	18.509	30	20.446	40	22.585

<b>S37112</b>		<b>Library Technician</b>					
1	15.666	11	17.305	21	19.115	31	21.115
2	15.823	12	17.478	22	19.307	32	21.327
3	15.981	13	17.653	23	19.500	33	21.540
4	16.141	14	17.829	24	19.695	34	21.755
5	16.302	15	18.008	25	19.892	35	21.973
6	16.465	16	18.188	26	20.091	36	22.192
7	16.630	17	18.370	27	20.291	37	22.414
8	16.796	18	18.553	28	20.494	38	22.639
9	16.964	19	18.739	29	20.699	39	22.865
10	17.134	20	18.926	30	20.906	40	23.094

<b>S37131</b>		<b>Library Reader's Advisor</b>					
1	17.703	11	19.555	21	21.601	31	23.861
2	17.880	12	19.751	22	21.817	32	24.100
3	18.059	13	19.948	23	22.035	33	24.341
4	18.239	14	20.148	24	22.256	34	24.584
5	18.422	15	20.349	25	22.478	35	24.830
6	18.606	16	20.553	26	22.703	36	25.078
7	18.792	17	20.758	27	22.930	37	25.329
8	18.980	18	20.966	28	23.159	38	25.582
9	19.170	19	21.175	29	23.391	39	25.838
10	19.362	20	21.387	30	23.625	40	26.096

<b>S37131</b>		<b>Library Reader's Advisor</b>					
1	18.101	11	19.995	21	22.087	31	24.397
2	18.282	12	20.195	22	22.308	32	24.641
3	18.465	13	20.397	23	22.531	33	24.888
4	18.649	14	20.601	24	22.756	34	25.137
5	18.836	15	20.807	25	22.983	35	25.388
6	19.024	16	21.015	26	23.213	36	25.642
7	19.215	17	21.225	27	23.445	37	25.898
8	19.407	18	21.437	28	23.680	38	26.157
9	19.601	19	21.651	29	23.917	39	26.419
10	19.797	20	21.868	30	24.156	40	26.683

<b>S39090</b>		<b>Museum Registrar</b>					
1	19.234	11	21.246	21	23.469	31	25.925
2	19.426	12	21.459	22	23.704	32	26.184
3	19.621	13	21.673	23	23.941	33	26.446
4	19.817	14	21.890	24	24.180	34	26.710
5	20.015	15	22.109	25	24.422	35	26.977
6	20.215	16	22.330	26	24.666	36	27.247
7	20.417	17	22.553	27	24.913	37	27.519
8	20.621	18	22.779	28	25.162	38	27.795
9	20.828	19	23.007	29	25.414	39	28.073
10	21.036	20	23.237	30	25.668	40	28.353

<b>S39090</b>		<b>Museum Registrar</b>					
1	19.667	11	21.725	21	23.997	31	26.508
2	19.864	12	21.942	22	24.237	32	26.773
3	20.062	13	22.161	23	24.480	33	27.041
4	20.263	14	22.383	24	24.725	34	27.311
5	20.466	15	22.607	25	24.972	35	27.584
6	20.670	16	22.833	26	25.222	36	27.860
7	20.877	17	23.061	27	25.474	37	28.139
8	21.086	18	23.292	28	25.729	38	28.420
9	21.297	19	23.525	29	25.986	39	28.705
10	21.510	20	23.760	30	26.246	40	28.992

<b>S39131 Curator Asst/Library/Arch</b>							
1	17.703	11	19.555	21	21.601	31	23.861
2	17.880	12	19.751	22	21.817	32	24.100
3	18.059	13	19.948	23	22.035	33	24.341
4	18.239	14	20.148	24	22.256	34	24.584
5	18.422	15	20.349	25	22.478	35	24.830
6	18.606	16	20.553	26	22.703	36	25.078
7	18.792	17	20.758	27	22.930	37	25.329
8	18.980	18	20.966	28	23.159	38	25.582
9	19.170	19	21.175	29	23.391	39	25.838
10	19.362	20	21.387	30	23.625	40	26.096

<b>S39131 Curator Asst/Library/Arch</b>							
1	18.101	11	19.995	21	22.087	31	24.397
2	18.282	12	20.195	22	22.308	32	24.641
3	18.465	13	20.397	23	22.531	33	24.888
4	18.649	14	20.601	24	22.756	34	25.137
5	18.836	15	20.807	25	22.983	35	25.388
6	19.024	16	21.015	26	23.213	36	25.642
7	19.215	17	21.225	27	23.445	37	25.898
8	19.407	18	21.437	28	23.680	38	26.157
9	19.601	19	21.651	29	23.917	39	26.419
10	19.797	20	21.868	30	24.156	40	26.683

<b>S39920 Archeological Tech</b>							
1	16.643	11	18.384	21	20.308	31	22.432
2	16.809	12	18.568	22	20.511	32	22.657
3	16.978	13	18.754	23	20.716	33	22.883
4	17.147	14	18.941	24	20.923	34	23.112
5	17.319	15	19.131	25	21.132	35	23.343
6	17.492	16	19.322	26	21.344	36	23.577
7	17.667	17	19.515	27	21.557	37	23.812
8	17.844	18	19.710	28	21.773	38	24.050
9	18.022	19	19.907	29	21.990	39	24.291
10	18.202	20	20.107	30	22.210	40	24.534

<b>S39920 Archeological Tech</b>							
1	17.017	11	18.797	21	20.764	31	22.936
2	17.187	12	18.985	22	20.972	32	23.166
3	17.359	13	19.175	23	21.181	33	23.397
4	17.533	14	19.367	24	21.393	34	23.631
5	17.708	15	19.561	25	21.607	35	23.868
6	17.885	16	19.756	26	21.823	36	24.106
7	18.064	17	19.954	27	22.041	37	24.347
8	18.245	18	20.153	28	22.262	38	24.591
9	18.427	19	20.355	29	22.484	39	24.837
10	18.611	20	20.558	30	22.709	40	25.085

<b>S41220 Tourism Aide/Guide</b>							
1	15.010	11	16.580	21	18.315	31	20.231
2	15.160	12	16.746	22	18.498	32	20.434
3	15.312	13	16.914	23	18.683	33	20.638
4	15.465	14	17.083	24	18.870	34	20.844
5	15.619	15	17.254	25	19.059	35	21.053
6	15.776	16	17.426	26	19.249	36	21.263
7	15.933	17	17.600	27	19.442	37	21.476
8	16.093	18	17.776	28	19.636	38	21.691
9	16.254	19	17.954	29	19.833	39	21.908
10	16.416	20	18.134	30	20.031	40	22.127

<b>S41220 Tourism Aide/Guide</b>							
1	15.348	11	16.954	21	18.727	31	20.687
2	15.501	12	17.123	22	18.915	32	20.894
3	15.656	13	17.295	23	19.104	33	21.103
4	15.813	14	17.467	24	19.295	34	21.314
5	15.971	15	17.642	25	19.488	35	21.527
6	16.131	16	17.819	26	19.683	36	21.742
7	16.292	17	17.997	27	19.880	37	21.959
8	16.455	18	18.177	28	20.078	38	22.179
9	16.620	19	18.358	29	20.279	39	22.401
10	16.786	20	18.542	30	20.482	40	22.625

<b>S41350 Tourism Facility Op</b>							
1	18.637	11	20.587	21	22.741	31	25.120
2	18.823	12	20.793	22	22.968	32	25.371
3	19.012	13	21.001	23	23.198	33	25.625
4	19.202	14	21.211	24	23.430	34	25.881
5	19.394	15	21.423	25	23.664	35	26.140
6	19.588	16	21.637	26	23.901	36	26.401
7	19.784	17	21.853	27	24.140	37	26.665
8	19.981	18	22.072	28	24.381	38	26.932
9	20.181	19	22.293	29	24.625	39	27.201
10	20.383	20	22.516	30	24.871	40	27.473

<b>S41350 Tourism Facility Op</b>							
1	19.056	11	21.050	21	23.252	31	25.685
2	19.247	12	21.260	22	23.484	32	25.941
3	19.439	13	21.473	23	23.719	33	26.201
4	19.633	14	21.688	24	23.956	34	26.463
5	19.830	15	21.904	25	24.196	35	26.728
6	20.028	16	22.123	26	24.438	36	26.995
7	20.228	17	22.345	27	24.682	37	27.265
8	20.431	18	22.568	28	24.929	38	27.537
9	20.635	19	22.794	29	25.179	39	27.813
10	20.841	20	23.022	30	25.430	40	28.091

<b>S56112 Hwy Traff Data Collector II</b>							
1	16.643	11	18.384	21	20.308	31	22.432
2	16.809	12	18.568	22	20.511	32	22.657
3	16.978	13	18.754	23	20.716	33	22.883
4	17.147	14	18.941	24	20.923	34	23.112
5	17.319	15	19.131	25	21.132	35	23.343
6	17.492	16	19.322	26	21.344	36	23.577
7	17.667	17	19.515	27	21.557	37	23.812
8	17.844	18	19.710	28	21.773	38	24.050
9	18.022	19	19.907	29	21.990	39	24.291
10	18.202	20	20.107	30	22.210	40	24.534

<b>S56112 Hwy Traff Data Collector II</b>							
1	17.017	11	18.797	21	20.764	31	22.936
2	17.187	12	18.985	22	20.972	32	23.166
3	17.359	13	19.175	23	21.181	33	23.397
4	17.533	14	19.367	24	21.393	34	23.631
5	17.708	15	19.561	25	21.607	35	23.868
6	17.885	16	19.756	26	21.823	36	24.106
7	18.064	17	19.954	27	22.041	37	24.347
8	18.245	18	20.153	28	22.262	38	24.591
9	18.427	19	20.355	29	22.484	39	24.837
10	18.611	20	20.558	30	22.709	40	25.085

<b>S56113 Hwy Traff Data Collector III</b>							
1	19.233	11	21.245	21	23.468	31	25.923
2	19.425	12	21.458	22	23.703	32	26.182
3	19.620	13	21.672	23	23.940	33	26.444
4	19.816	14	21.889	24	24.179	34	26.709
5	20.014	15	22.108	25	24.421	35	26.976
6	20.214	16	22.329	26	24.665	36	27.246
7	20.416	17	22.552	27	24.912	37	27.518
8	20.620	18	22.778	28	25.161	38	27.793
9	20.827	19	23.006	29	25.412	39	28.071
10	21.035	20	23.236	30	25.667	40	28.352

<b>S56113 Hwy Traff Data Collector III</b>							
1	19.666	11	21.723	21	23.996	31	26.507
2	19.863	12	21.941	22	24.236	32	26.772
3	20.061	13	22.160	23	24.479	33	27.040
4	20.262	14	22.382	24	24.723	34	27.310
5	20.465	15	22.606	25	24.971	35	27.583
6	20.669	16	22.832	26	25.220	36	27.859
7	20.876	17	23.060	27	25.473	37	28.137
8	21.085	18	23.291	28	25.727	38	28.419
9	21.295	19	23.523	29	25.985	39	28.703
10	21.508	20	23.759	30	26.244	40	28.990

<b>S57223 Hwy Contracts Tech II</b>							
1	23.052	11	25.464	21	28.128	31	31.071
2	23.283	12	25.718	22	28.409	32	31.381
3	23.515	13	25.976	23	28.693	33	31.695
4	23.750	14	26.235	24	28.980	34	32.012
5	23.988	15	26.498	25	29.270	35	32.332
6	24.228	16	26.763	26	29.563	36	32.656
7	24.470	17	27.030	27	29.858	37	32.982
8	24.715	18	27.301	28	30.157	38	33.312
9	24.962	19	27.574	29	30.458	39	33.645
10	25.212	20	27.849	30	30.763	40	33.981

<b>S57223 Hwy Contracts Tech II</b>							
1	23.571	11	26.037	21	28.761	31	31.770
2	23.807	12	26.297	22	29.049	32	32.088
3	24.045	13	26.560	23	29.339	33	32.409
4	24.285	14	26.826	24	29.633	34	32.733
5	24.528	15	27.094	25	29.929	35	33.060
6	24.773	16	27.365	26	30.228	36	33.391
7	25.021	17	27.639	27	30.530	37	33.725
8	25.271	18	27.915	28	30.836	38	34.062
9	25.524	19	28.194	29	31.144	39	34.403
10	25.779	20	28.476	30	31.456	40	34.747

<b>S57260 Hwy Const Management Tech</b>							
1	20.145	11	22.253	21	24.581	31	27.152
2	20.346	12	22.475	22	24.827	32	27.424
3	20.550	13	22.700	23	25.075	33	27.698
4	20.755	14	22.927	24	25.326	34	27.975
5	20.963	15	23.156	25	25.579	35	28.255
6	21.173	16	23.388	26	25.835	36	28.537
7	21.384	17	23.622	27	26.093	37	28.823
8	21.598	18	23.858	28	26.354	38	29.111
9	21.814	19	24.096	29	26.617	39	29.402
10	22.032	20	24.337	30	26.884	40	29.696

<b>S57260 Hwy Const Management Tech</b>							
1	20.598	11	22.753	21	25.133	31	27.763
2	20.804	12	22.981	22	25.385	32	28.041
3	21.012	13	23.210	23	25.639	33	28.321
4	21.222	14	23.442	24	25.895	34	28.604
5	21.434	15	23.677	25	26.154	35	28.890
6	21.649	16	23.914	26	26.416	36	29.179
7	21.865	17	24.153	27	26.680	37	29.471
8	22.084	18	24.394	28	26.946	38	29.766
9	22.305	19	24.638	29	27.216	39	30.063
10	22.528	20	24.885	30	27.488	40	30.364

<b>S72320</b>				<b>DPI Social Work Tech</b>			
1	15.010	11	16.580	21	18.315	31	20.231
2	15.160	12	16.746	22	18.498	32	20.434
3	15.312	13	16.914	23	18.683	33	20.638
4	15.465	14	17.083	24	18.870	34	20.844
5	15.619	15	17.254	25	19.059	35	21.053
6	15.776	16	17.426	26	19.249	36	21.263
7	15.933	17	17.600	27	19.442	37	21.476
8	16.093	18	17.776	28	19.636	38	21.691
9	16.254	19	17.954	29	19.833	39	21.908
10	16.416	20	18.134	30	20.031	40	22.127

<b>S72320</b>				<b>DPI Social Work Tech</b>			
1	15.348	11	16.954	21	18.727	31	20.687
2	15.501	12	17.123	22	18.915	32	20.894
3	15.656	13	17.295	23	19.104	33	21.103
4	15.813	14	17.467	24	19.295	34	21.314
5	15.971	15	17.642	25	19.488	35	21.527
6	16.131	16	17.819	26	19.683	36	21.742
7	16.292	17	17.997	27	19.880	37	21.959
8	16.455	18	18.177	28	20.078	38	22.179
9	16.620	19	18.358	29	20.279	39	22.401
10	16.786	20	18.542	30	20.482	40	22.625

<b>S79610</b>				<b>Volunteer Services Coord</b>			
1	16.145	11	17.834	21	19.700	31	21.761
2	16.306	12	18.012	22	19.897	32	21.979
3	16.470	13	18.193	23	20.096	33	22.198
4	16.634	14	18.375	24	20.297	34	22.420
5	16.801	15	18.558	25	20.500	35	22.645
6	16.969	16	18.744	26	20.705	36	22.871
7	17.138	17	18.931	27	20.912	37	23.100
8	17.310	18	19.121	28	21.121	38	23.331
9	17.483	19	19.312	29	21.332	39	23.564
10	17.658	20	19.505	30	21.546	40	23.800

<b>S79610</b>				<b>Volunteer Services Coord</b>			
1	16.508	11	18.235	21	20.143	31	22.250
2	16.673	12	18.417	22	20.344	32	22.473
3	16.840	13	18.602	23	20.548	33	22.698
4	17.008	14	18.788	24	20.753	34	22.924
5	17.178	15	18.976	25	20.961	35	23.154
6	17.350	16	19.165	26	21.170	36	23.385
7	17.524	17	19.357	27	21.382	37	23.619
8	17.699	18	19.550	28	21.596	38	23.855
9	17.876	19	19.746	29	21.812	39	24.094
10	18.055	20	19.943	30	22.030	40	24.335

<b>X01740</b>				<b>Health Licensing Coord</b>			
1	21.069	11	23.273	21	25.708	31	28.398
2	21.280	12	23.506	22	25.965	32	28.682
3	21.492	13	23.741	23	26.225	33	28.969
4	21.707	14	23.978	24	26.487	34	29.258
5	21.924	15	24.218	25	26.752	35	29.551
6	22.144	16	24.460	26	27.020	36	29.846
7	22.365	17	24.705	27	27.290	37	30.145
8	22.589	18	24.952	28	27.563	38	30.446
9	22.815	19	25.202	29	27.838	39	30.751
10	23.043	20	25.454	30	28.117	40	31.058

<b>X01740</b>				<b>Health Licensing Coord</b>			
1	21.543	11	23.797	21	26.287	31	29.037
2	21.758	12	24.035	22	26.549	32	29.327
3	21.976	13	24.275	23	26.815	33	29.620
4	22.196	14	24.518	24	27.083	34	29.917
5	22.418	15	24.763	25	27.354	35	30.216
6	22.642	16	25.011	26	27.627	36	30.518
7	22.868	17	25.261	27	27.904	37	30.823
8	23.097	18	25.513	28	28.183	38	31.131
9	23.328	19	25.769	29	28.465	39	31.443
10	23.561	20	26.026	30	28.749	40	31.757

<b>X21320</b>				<b>Reimbursement Analyst</b>			
1	26.919	11	29.735	21	32.846	31	36.283
2	27.188	12	30.033	22	33.175	32	36.646
3	27.460	13	30.333	23	33.507	33	37.012
4	27.735	14	30.636	24	33.842	34	37.382
5	28.012	15	30.943	25	34.180	35	37.756
6	28.292	16	31.252	26	34.522	36	38.134
7	28.575	17	31.565	27	34.867	37	38.515
8	28.861	18	31.880	28	35.216	38	38.900
9	29.149	19	32.199	29	35.568	39	39.289
10	29.441	20	32.521	30	35.924	40	39.682

<b>X21320</b>				<b>Reimbursement Analyst</b>			
1	27.525	11	30.405	21	33.586	31	37.100
2	27.800	12	30.709	22	33.922	32	37.471
3	28.078	13	31.016	23	34.261	33	37.845
4	28.359	14	31.326	24	34.603	34	38.224
5	28.643	15	31.639	25	34.949	35	38.606
6	28.929	16	31.956	26	35.299	36	38.992
7	29.218	17	32.275	27	35.652	37	39.382
8	29.511	18	32.598	28	36.008	38	39.776
9	29.806	19	32.924	29	36.369	39	40.173
10	30.104	20	33.253	30	36.732	40	40.575

<b>X21512 Securities Examiner</b>							
1	23.802	11	26.292	21	29.043	31	32.081
2	24.040	12	26.555	22	29.333	32	32.402
3	24.280	13	26.821	23	29.627	33	32.726
4	24.523	14	27.089	24	29.923	34	33.054
5	24.768	15	27.360	25	30.222	35	33.384
6	25.016	16	27.633	26	30.524	36	33.718
7	25.266	17	27.910	27	30.830	37	34.055
8	25.519	18	28.189	28	31.138	38	34.396
9	25.774	19	28.471	29	31.449	39	34.740
10	26.032	20	28.755	30	31.764	40	35.087

<b>X21512 Securities Examiner</b>							
1	24.338	11	26.884	21	29.697	31	32.804
2	24.581	12	27.153	22	29.994	32	33.132
3	24.827	13	27.425	23	30.294	33	33.463
4	25.075	14	27.699	24	30.597	34	33.798
5	25.326	15	27.976	25	30.903	35	34.136
6	25.579	16	28.256	26	31.212	36	34.477
7	25.835	17	28.538	27	31.524	37	34.822
8	26.094	18	28.824	28	31.839	38	35.170
9	26.355	19	29.112	29	32.158	39	35.522
10	26.618	20	29.403	30	32.479	40	35.877

<b>X21513 Securities Examiner Senior</b>							
1	29.571	11	32.665	21	36.082	31	39.857
2	29.867	12	32.991	22	36.443	32	40.256
3	30.165	13	33.321	23	36.807	33	40.658
4	30.467	14	33.655	24	37.176	34	41.065
5	30.772	15	33.991	25	37.547	35	41.476
6	31.079	16	34.331	26	37.923	36	41.890
7	31.390	17	34.674	27	38.302	37	42.309
8	31.704	18	35.021	28	38.685	38	42.732
9	32.021	19	35.371	29	39.072	39	43.160
10	32.341	20	35.725	30	39.463	40	43.591

<b>X21513 Securities Examiner Senior</b>							
1	30.236	11	33.399	21	36.894	31	40.754
2	30.538	12	33.733	22	37.263	32	41.161
3	30.844	13	34.071	23	37.635	33	41.573
4	31.152	14	34.411	24	38.012	34	41.988
5	31.464	15	34.756	25	38.392	35	42.408
6	31.778	16	35.103	26	38.776	36	42.832
7	32.096	17	35.454	27	39.163	37	43.261
8	32.417	18	35.809	28	39.555	38	43.693
9	32.741	19	36.167	29	39.951	39	44.130
10	33.069	20	36.528	30	40.350	40	44.572

<b>X21611 Securities Analyst I</b>							
1	20.600	11	22.755	21	25.136	31	27.766
2	20.806	12	22.983	22	25.387	32	28.043
3	21.014	13	23.213	23	25.641	33	28.324
4	21.224	14	23.445	24	25.898	34	28.607
5	21.436	15	23.679	25	26.157	35	28.893
6	21.651	16	23.916	26	26.418	36	29.182
7	21.867	17	24.155	27	26.682	37	29.474
8	22.086	18	24.397	28	26.949	38	29.769
9	22.307	19	24.641	29	27.219	39	30.066
10	22.530	20	24.887	30	27.491	40	30.367

<b>X21611 Securities Analyst I</b>							
1	21.064	11	23.268	21	25.702	31	28.391
2	21.275	12	23.500	22	25.959	32	28.675
3	21.487	13	23.735	23	26.219	33	28.962
4	21.702	14	23.973	24	26.481	34	29.251
5	21.919	15	24.213	25	26.746	35	29.544
6	22.138	16	24.455	26	27.013	36	29.839
7	22.360	17	24.699	27	27.283	37	30.138
8	22.583	18	24.946	28	27.556	38	30.439
9	22.809	19	25.196	29	27.832	39	30.743
10	23.037	20	25.448	30	28.110	40	31.051

<b>X21612 Securities Analyst II</b>							
1	25.587	11	28.264	21	31.221	31	34.487
2	25.843	12	28.547	22	31.533	32	34.832
3	26.101	13	28.832	23	31.849	33	35.181
4	26.362	14	29.120	24	32.167	34	35.532
5	26.626	15	29.412	25	32.489	35	35.888
6	26.892	16	29.706	26	32.814	36	36.247
7	27.161	17	30.003	27	33.142	37	36.609
8	27.433	18	30.303	28	33.473	38	36.975
9	27.707	19	30.606	29	33.808	39	37.345
10	27.984	20	30.912	30	34.146	40	37.718

<b>X21612 Securities Analyst II</b>							
1	26.163	11	28.900	21	31.924	31	35.264
2	26.425	12	29.189	22	32.243	32	35.616
3	26.689	13	29.481	23	32.566	33	35.973
4	26.956	14	29.776	24	32.891	34	36.332
5	27.225	15	30.074	25	33.220	35	36.696
6	27.498	16	30.374	26	33.552	36	37.063
7	27.773	17	30.678	27	33.888	37	37.433
8	28.050	18	30.985	28	34.227	38	37.808
9	28.331	19	31.295	29	34.569	39	38.186
10	28.614	20	31.608	30	34.915	40	38.567

<b>X21711</b>		<b>Ins Market Conduct Exam I</b>					
1	20.600	11	22.755	21	25.136	31	27.766
2	20.806	12	22.983	22	25.387	32	28.043
3	21.014	13	23.213	23	25.641	33	28.324
4	21.224	14	23.445	24	25.898	34	28.607
5	21.436	15	23.679	25	26.157	35	28.893
6	21.651	16	23.916	26	26.418	36	29.182
7	21.867	17	24.155	27	26.682	37	29.474
8	22.086	18	24.397	28	26.949	38	29.769
9	22.307	19	24.641	29	27.219	39	30.066
10	22.530	20	24.887	30	27.491	40	30.367

<b>X21711</b>		<b>Ins Market Conduct Exam I</b>					
1	21.064	11	23.268	21	25.702	31	28.391
2	21.275	12	23.500	22	25.959	32	28.675
3	21.487	13	23.735	23	26.219	33	28.962
4	21.702	14	23.973	24	26.481	34	29.251
5	21.919	15	24.213	25	26.746	35	29.544
6	22.138	16	24.455	26	27.013	36	29.839
7	22.360	17	24.699	27	27.283	37	30.138
8	22.583	18	24.946	28	27.556	38	30.439
9	22.809	19	25.196	29	27.832	39	30.743
10	23.037	20	25.448	30	28.110	40	31.051

<b>X21712</b>		<b>Ins Market Conduct Exam II</b>					
1	23.802	11	26.292	21	29.043	31	32.081
2	24.040	12	26.555	22	29.333	32	32.402
3	24.280	13	26.821	23	29.627	33	32.726
4	24.523	14	27.089	24	29.923	34	33.054
5	24.768	15	27.360	25	30.222	35	33.384
6	25.016	16	27.633	26	30.524	36	33.718
7	25.266	17	27.910	27	30.830	37	34.055
8	25.519	18	28.189	28	31.138	38	34.396
9	25.774	19	28.471	29	31.449	39	34.740
10	26.032	20	28.755	30	31.764	40	35.087

<b>X21712</b>		<b>Ins Market Conduct Exam II</b>					
1	24.338	11	26.884	21	29.697	31	32.804
2	24.581	12	27.153	22	29.994	32	33.132
3	24.827	13	27.425	23	30.294	33	33.463
4	25.075	14	27.699	24	30.597	34	33.798
5	25.326	15	27.976	25	30.903	35	34.136
6	25.579	16	28.256	26	31.212	36	34.477
7	25.835	17	28.538	27	31.524	37	34.822
8	26.094	18	28.824	28	31.839	38	35.170
9	26.355	19	29.112	29	32.158	39	35.522
10	26.618	20	29.403	30	32.479	40	35.877

<b>X21721</b>		<b>Insurance Fraud Invest</b>					
1	25.587	11	28.264	21	31.221	31	34.487
2	25.843	12	28.547	22	31.533	32	34.832
3	26.101	13	28.832	23	31.849	33	35.181
4	26.362	14	29.120	24	32.167	34	35.532
5	26.626	15	29.412	25	32.489	35	35.888
6	26.892	16	29.706	26	32.814	36	36.247
7	27.161	17	30.003	27	33.142	37	36.609
8	27.433	18	30.303	28	33.473	38	36.975
9	27.707	19	30.606	29	33.808	39	37.345
10	27.984	20	30.912	30	34.146	40	37.718

<b>X21721</b>		<b>Insurance Fraud Invest</b>					
1	26.163	11	28.900	21	31.924	31	35.264
2	26.425	12	29.189	22	32.243	32	35.616
3	26.689	13	29.481	23	32.566	33	35.973
4	26.956	14	29.776	24	32.891	34	36.332
5	27.225	15	30.074	25	33.220	35	36.696
6	27.498	16	30.374	26	33.552	36	37.063
7	27.773	17	30.678	27	33.888	37	37.433
8	28.050	18	30.985	28	34.227	38	37.808
9	28.331	19	31.295	29	34.569	39	38.186
10	28.614	20	31.608	30	34.915	40	38.567

<b>X21751</b>		<b>Insurance Claims Invest I</b>					
1	20.600	11	22.755	21	25.136	31	27.766
2	20.806	12	22.983	22	25.387	32	28.043
3	21.014	13	23.213	23	25.641	33	28.324
4	21.224	14	23.445	24	25.898	34	28.607
5	21.436	15	23.679	25	26.157	35	28.893
6	21.651	16	23.916	26	26.418	36	29.182
7	21.867	17	24.155	27	26.682	37	29.474
8	22.086	18	24.397	28	26.949	38	29.769
9	22.307	19	24.641	29	27.219	39	30.066
10	22.530	20	24.887	30	27.491	40	30.367

<b>X21751</b>		<b>Insurance Claims Invest I</b>					
1	21.064	11	23.268	21	25.702	31	28.391
2	21.275	12	23.500	22	25.959	32	28.675
3	21.487	13	23.735	23	26.219	33	28.962
4	21.702	14	23.973	24	26.481	34	29.251
5	21.919	15	24.213	25	26.746	35	29.544
6	22.138	16	24.455	26	27.013	36	29.839
7	22.360	17	24.699	27	27.283	37	30.138
8	22.583	18	24.946	28	27.556	38	30.439
9	22.809	19	25.196	29	27.832	39	30.743
10	23.037	20	25.448	30	28.110	40	31.051

<b>X21752 Insurance Claims Invest II</b>							
1	23.802	11	26.292	21	29.043	31	32.081
2	24.040	12	26.555	22	29.333	32	32.402
3	24.280	13	26.821	23	29.627	33	32.726
4	24.523	14	27.089	24	29.923	34	33.054
5	24.768	15	27.360	25	30.222	35	33.384
6	25.016	16	27.633	26	30.524	36	33.718
7	25.266	17	27.910	27	30.830	37	34.055
8	25.519	18	28.189	28	31.138	38	34.396
9	25.774	19	28.471	29	31.449	39	34.740
10	26.032	20	28.755	30	31.764	40	35.087

<b>X21752 Insurance Claims Invest II</b>							
1	24.338	11	26.884	21	29.697	31	32.804
2	24.581	12	27.153	22	29.994	32	33.132
3	24.827	13	27.425	23	30.294	33	33.463
4	25.075	14	27.699	24	30.597	34	33.798
5	25.326	15	27.976	25	30.903	35	34.136
6	25.579	16	28.256	26	31.212	36	34.477
7	25.835	17	28.538	27	31.524	37	34.822
8	26.094	18	28.824	28	31.839	38	35.170
9	26.355	19	29.112	29	32.158	39	35.522
10	26.618	20	29.403	30	32.479	40	35.877

<b>X25111 Insurance Analyst I</b>							
1	19.255	11	21.269	21	23.495	31	25.953
2	19.448	12	21.482	22	23.730	32	26.212
3	19.642	13	21.697	23	23.967	33	26.474
4	19.838	14	21.914	24	24.207	34	26.739
5	20.037	15	22.133	25	24.449	35	27.007
6	20.237	16	22.354	26	24.693	36	27.277
7	20.440	17	22.578	27	24.940	37	27.549
8	20.644	18	22.804	28	25.190	38	27.825
9	20.850	19	23.032	29	25.441	39	28.103
10	21.059	20	23.262	30	25.696	40	28.384

<b>X25111 Insurance Analyst I</b>							
1	19.688	11	21.748	21	24.023	31	26.536
2	19.885	12	21.965	22	24.263	32	26.802
3	20.084	13	22.185	23	24.506	33	27.070
4	20.285	14	22.407	24	24.751	34	27.341
5	20.487	15	22.631	25	24.999	35	27.614
6	20.692	16	22.857	26	25.249	36	27.890
7	20.899	17	23.086	27	25.501	37	28.169
8	21.108	18	23.317	28	25.756	38	28.451
9	21.319	19	23.550	29	26.014	39	28.735
10	21.532	20	23.785	30	26.274	40	29.023

<b>X25112 Insurance Analyst II</b>							
1	22.251	11	24.579	21	27.150	31	29.991
2	22.474	12	24.825	22	27.422	32	30.291
3	22.698	13	25.073	23	27.696	33	30.594
4	22.925	14	25.324	24	27.973	34	30.900
5	23.154	15	25.577	25	28.253	35	31.209
6	23.386	16	25.833	26	28.535	36	31.521
7	23.620	17	26.091	27	28.821	37	31.836
8	23.856	18	26.352	28	29.109	38	32.154
9	24.095	19	26.615	29	29.400	39	32.476
10	24.336	20	26.882	30	29.694	40	32.801

<b>X25112 Insurance Analyst II</b>							
1	22.752	11	25.132	21	27.762	31	30.666
2	22.980	12	25.384	22	28.039	32	30.973
3	23.209	13	25.638	23	28.320	33	31.283
4	23.441	14	25.894	24	28.603	34	31.595
5	23.676	15	26.153	25	28.889	35	31.911
6	23.913	16	26.414	26	29.178	36	32.231
7	24.152	17	26.679	27	29.470	37	32.553
8	24.393	18	26.945	28	29.764	38	32.878
9	24.637	19	27.215	29	30.062	39	33.207
10	24.884	20	27.487	30	30.363	40	33.539

<b>X25511 Actuarial Assistant</b>							
1	28.167	11	31.114	21	34.369	31	37.965
2	28.449	12	31.425	22	34.713	32	38.345
3	28.733	13	31.739	23	35.060	33	38.728
4	29.020	14	32.057	24	35.411	34	39.115
5	29.311	15	32.377	25	35.765	35	39.506
6	29.604	16	32.701	26	36.122	36	39.901
7	29.900	17	33.028	27	36.483	37	40.300
8	30.199	18	33.358	28	36.848	38	40.703
9	30.501	19	33.692	29	37.217	39	41.111
10	30.806	20	34.029	30	37.589	40	41.522

<b>X25511 Actuarial Assistant</b>							
1	28.801	11	31.814	21	35.143	31	38.819
2	29.089	12	32.132	22	35.494	32	39.208
3	29.380	13	32.454	23	35.849	33	39.600
4	29.674	14	32.778	24	36.208	34	39.996
5	29.970	15	33.106	25	36.570	35	40.396
6	30.270	16	33.437	26	36.935	36	40.800
7	30.573	17	33.771	27	37.305	37	41.208
8	30.879	18	34.109	28	37.678	38	41.620
9	31.187	19	34.450	29	38.055	39	42.036
10	31.499	20	34.795	30	38.435	40	42.456



<b>X27710 Real Estate Dep Dir/Enforcement</b>							
1	23.802	11	26.292	21	29.043	31	32.081
2	24.040	12	26.555	22	29.333	32	32.402
3	24.280	13	26.821	23	29.627	33	32.726
4	24.523	14	27.089	24	29.923	34	33.054
5	24.768	15	27.360	25	30.222	35	33.384
6	25.016	16	27.633	26	30.524	36	33.718
7	25.266	17	27.910	27	30.830	37	34.055
8	25.519	18	28.189	28	31.138	38	34.396
9	25.774	19	28.471	29	31.449	39	34.740
10	26.032	20	28.755	30	31.764	40	35.087

<b>X27710 Real Estate Dep Dir/Enforcement</b>							
1	24.338	11	26.884	21	29.697	31	32.804
2	24.581	12	27.153	22	29.994	32	33.132
3	24.827	13	27.425	23	30.294	33	33.463
4	25.075	14	27.699	24	30.597	34	33.798
5	25.326	15	27.976	25	30.903	35	34.136
6	25.579	16	28.256	26	31.212	36	34.477
7	25.835	17	28.538	27	31.524	37	34.822
8	26.094	18	28.824	28	31.839	38	35.170
9	26.355	19	29.112	29	32.158	39	35.522
10	26.618	20	29.403	30	32.479	40	35.877

<b>X29222 Revenue Agent</b>							
1	19.046	11	21.039	21	23.240	31	25.671
2	19.236	12	21.249	22	23.472	32	25.928
3	19.429	13	21.462	23	23.707	33	26.187
4	19.623	14	21.676	24	23.944	34	26.449
5	19.819	15	21.893	25	24.183	35	26.713
6	20.018	16	22.112	26	24.425	36	26.981
7	20.218	17	22.333	27	24.669	37	27.250
8	20.420	18	22.556	28	24.916	38	27.523
9	20.624	19	22.782	29	25.165	39	27.798
10	20.830	20	23.010	30	25.417	40	28.076

<b>X29222 Revenue Agent</b>							
1	19.475	11	21.513	21	23.763	31	26.249
2	19.670	12	21.728	22	24.001	32	26.512
3	19.866	13	21.945	23	24.241	33	26.777
4	20.065	14	22.164	24	24.483	34	27.045
5	20.266	15	22.386	25	24.728	35	27.315
6	20.468	16	22.610	26	24.975	36	27.588
7	20.673	17	22.836	27	25.225	37	27.864
8	20.880	18	23.064	28	25.477	38	28.143
9	21.089	19	23.295	29	25.732	39	28.424
10	21.300	20	23.528	30	25.989	40	28.709

<b>X29223 Revenue Agent Sr</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>X29223 Revenue Agent Sr</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>X47360 Agriculture Program Spec</b>							
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>X47360 Agriculture Program Spec</b>							
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>X60112 Motor Vehicle Examiner</b>							
1	19.287	11	21.305	21	23.534	31	25.996
2	19.480	12	21.518	22	23.769	32	26.256
3	19.675	13	21.733	23	24.007	33	26.518
4	19.871	14	21.950	24	24.247	34	26.784
5	20.070	15	22.170	25	24.489	35	27.052
6	20.271	16	22.392	26	24.734	36	27.322
7	20.474	17	22.616	27	24.982	37	27.595
8	20.678	18	22.842	28	25.231	38	27.871
9	20.885	19	23.070	29	25.484	39	28.150
10	21.094	20	23.301	30	25.739	40	28.431

<b>X60112 Motor Vehicle Examiner</b>							
1	19.721	11	21.784	21	24.063	31	26.581
2	19.918	12	22.002	22	24.304	32	26.847
3	20.117	13	22.222	23	24.547	33	27.115
4	20.319	14	22.444	24	24.793	34	27.386
5	20.522	15	22.669	25	25.040	35	27.660
6	20.727	16	22.895	26	25.291	36	27.937
7	20.934	17	23.124	27	25.544	37	28.216
8	21.144	18	23.356	28	25.799	38	28.498
9	21.355	19	23.589	29	26.057	39	28.783
10	21.569	20	23.825	30	26.318	40	29.071

<b>X62120 FM Plans Examiner</b>							
1	22.099	11	24.411	21	26.965	31	29.786
2	22.320	12	24.655	22	27.235	32	30.084
3	22.543	13	24.902	23	27.507	33	30.385
4	22.769	14	25.151	24	27.782	34	30.689
5	22.996	15	25.402	25	28.060	35	30.996
6	23.226	16	25.656	26	28.340	36	31.306
7	23.459	17	25.913	27	28.624	37	31.619
8	23.693	18	26.172	28	28.910	38	31.935
9	23.930	19	26.434	29	29.199	39	32.254
10	24.169	20	26.698	30	29.491	40	32.577

<b>X62120 FM Plans Examiner</b>							
1	22.596	11	24.960	21	27.571	31	30.456
2	22.822	12	25.210	22	27.847	32	30.761
3	23.050	13	25.462	23	28.126	33	31.068
4	23.281	14	25.716	24	28.407	34	31.379
5	23.513	15	25.974	25	28.691	35	31.693
6	23.749	16	26.233	26	28.978	36	32.010
7	23.986	17	26.496	27	29.268	37	32.330
8	24.226	18	26.761	28	29.560	38	32.653
9	24.468	19	27.028	29	29.856	39	32.979
10	24.713	20	27.298	30	30.154	40	33.309

<b>X62130 FM Dep/Flammable Liquids</b>							
1	20.680	11	22.844	21	25.234	31	27.874
2	20.887	12	23.072	22	25.486	32	28.152
3	21.096	13	23.303	23	25.741	33	28.434
4	21.307	14	23.536	24	25.998	34	28.718
5	21.520	15	23.771	25	26.258	35	29.005
6	21.735	16	24.009	26	26.521	36	29.295
7	21.952	17	24.249	27	26.786	37	29.588
8	22.172	18	24.491	28	27.054	38	29.884
9	22.393	19	24.736	29	27.324	39	30.183
10	22.617	20	24.984	30	27.598	40	30.485

<b>X62130 FM Dep/Flammable Liquids</b>							
1	21.145	11	23.357	21	25.801	31	28.500
2	21.356	12	23.591	22	26.059	32	28.785
3	21.570	13	23.827	23	26.320	33	29.073
4	21.786	14	24.065	24	26.583	34	29.364
5	22.004	15	24.306	25	26.849	35	29.657
6	22.224	16	24.549	26	27.117	36	29.954
7	22.446	17	24.794	27	27.388	37	30.254
8	22.670	18	25.042	28	27.662	38	30.556
9	22.897	19	25.293	29	27.939	39	30.862
10	23.126	20	25.545	30	28.218	40	31.170

<b>X62211 Electrical Inspector</b>							
1	24.574	11	27.145	21	29.985	31	33.122
2	24.820	12	27.416	22	30.285	32	33.453
3	25.068	13	27.691	23	30.588	33	33.788
4	25.319	14	27.968	24	30.894	34	34.126
5	25.572	15	28.247	25	31.202	35	34.467
6	25.828	16	28.530	26	31.514	36	34.812
7	26.086	17	28.815	27	31.830	37	35.160
8	26.347	18	29.103	28	32.148	38	35.511
9	26.610	19	29.394	29	32.469	39	35.866
10	26.876	20	29.688	30	32.794	40	36.225

<b>X62211 Electrical Inspector</b>							
1	25.127	11	27.756	21	30.660	31	33.867
2	25.378	12	28.033	22	30.966	32	34.206
3	25.632	13	28.314	23	31.276	33	34.548
4	25.888	14	28.597	24	31.589	34	34.894
5	26.147	15	28.883	25	31.905	35	35.243
6	26.409	16	29.172	26	32.224	36	35.595
7	26.673	17	29.463	27	32.546	37	35.951
8	26.940	18	29.758	28	32.871	38	36.310
9	27.209	19	30.056	29	33.200	39	36.674
10	27.481	20	30.356	30	33.532	40	37.040

<b>X62311</b>		<b>Ag Inspection Spec I</b>					
1	17.717	11	19.571	21	21.618	31	23.880
2	17.894	12	19.766	22	21.834	32	24.119
3	18.073	13	19.964	23	22.053	33	24.360
4	18.254	14	20.164	24	22.273	34	24.603
5	18.436	15	20.365	25	22.496	35	24.849
6	18.621	16	20.569	26	22.721	36	25.098
7	18.807	17	20.775	27	22.948	37	25.349
8	18.995	18	20.982	28	23.178	38	25.602
9	19.185	19	21.192	29	23.409	39	25.858
10	19.377	20	21.404	30	23.643	40	26.117

<b>X62311</b>		<b>Ag Inspection Spec I</b>					
1	18.116	11	20.011	21	22.105	31	24.418
2	18.297	12	20.211	22	22.326	32	24.662
3	18.480	13	20.414	23	22.549	33	24.908
4	18.665	14	20.618	24	22.775	34	25.158
5	18.852	15	20.824	25	23.003	35	25.409
6	19.040	16	21.032	26	23.233	36	25.663
7	19.230	17	21.242	27	23.465	37	25.920
8	19.423	18	21.455	28	23.700	38	26.179
9	19.617	19	21.669	29	23.937	39	26.441
10	19.813	20	21.886	30	24.176	40	26.705

<b>X62312</b>		<b>Ag Inspection Spec II</b>					
1	20.475	11	22.617	21	24.983	31	27.597
2	20.680	12	22.843	22	25.233	32	27.873
3	20.887	13	23.072	23	25.486	33	28.152
4	21.095	14	23.302	24	25.740	34	28.433
5	21.306	15	23.535	25	25.998	35	28.718
6	21.519	16	23.771	26	26.258	36	29.005
7	21.735	17	24.009	27	26.520	37	29.295
8	21.952	18	24.249	28	26.786	38	29.588
9	22.171	19	24.491	29	27.053	39	29.884
10	22.393	20	24.736	30	27.324	40	30.183

<b>X62312</b>		<b>Ag Inspection Spec II</b>					
1	20.936	11	23.126	21	25.546	31	28.219
2	21.145	12	23.358	22	25.801	32	28.501
3	21.357	13	23.591	23	26.059	33	28.786
4	21.570	14	23.827	24	26.320	34	29.074
5	21.786	15	24.065	25	26.583	35	29.364
6	22.004	16	24.306	26	26.849	36	29.658
7	22.224	17	24.549	27	27.117	37	29.955
8	22.446	18	24.795	28	27.389	38	30.254
9	22.671	19	25.043	29	27.663	39	30.557
10	22.897	20	25.293	30	27.939	40	30.862

<b>X62320</b>		<b>Ag Case Review Officer</b>					
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>X62320</b>		<b>Ag Case Review Officer</b>					
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>X62330</b>		<b>Ag Investigation Officer</b>					
1	23.661	11	26.136	21	28.871	31	31.891
2	23.898	12	26.398	22	29.160	32	32.210
3	24.137	13	26.662	23	29.451	33	32.532
4	24.378	14	26.928	24	29.746	34	32.858
5	24.622	15	27.198	25	30.043	35	33.186
6	24.868	16	27.470	26	30.344	36	33.518
7	25.117	17	27.744	27	30.647	37	33.853
8	25.368	18	28.022	28	30.954	38	34.192
9	25.621	19	28.302	29	31.263	39	34.534
10	25.878	20	28.585	30	31.576	40	34.879

<b>X62330</b>		<b>Ag Investigation Officer</b>					
1	24.193	11	26.724	21	29.520	31	32.609
2	24.435	12	26.991	22	29.815	32	32.935
3	24.679	13	27.261	23	30.113	33	33.264
4	24.926	14	27.534	24	30.415	34	33.597
5	25.175	15	27.809	25	30.719	35	33.933
6	25.427	16	28.087	26	31.026	36	34.272
7	25.681	17	28.368	27	31.336	37	34.615
8	25.938	18	28.652	28	31.649	38	34.961
9	26.198	19	28.938	29	31.966	39	35.310
10	26.460	20	29.228	30	32.286	40	35.663

<b>X62341 Ag Food Sanitarian I</b>							
1	20.475	11	22.617	21	24.983	31	27.597
2	20.680	12	22.843	22	25.233	32	27.873
3	20.887	13	23.072	23	25.486	33	28.152
4	21.095	14	23.302	24	25.740	34	28.433
5	21.306	15	23.535	25	25.998	35	28.718
6	21.519	16	23.771	26	26.258	36	29.005
7	21.735	17	24.009	27	26.520	37	29.295
8	21.952	18	24.249	28	26.786	38	29.588
9	22.171	19	24.491	29	27.053	39	29.884
10	22.393	20	24.736	30	27.324	40	30.183

<b>X62341 Ag Food Sanitarian I</b>							
1	20.936	11	23.126	21	25.546	31	28.219
2	21.145	12	23.358	22	25.801	32	28.501
3	21.357	13	23.591	23	26.059	33	28.786
4	21.570	14	23.827	24	26.320	34	29.074
5	21.786	15	24.065	25	26.583	35	29.364
6	22.004	16	24.306	26	26.849	36	29.658
7	22.224	17	24.549	27	27.117	37	29.955
8	22.446	18	24.795	28	27.389	38	30.254
9	22.671	19	25.043	29	27.663	39	30.557
10	22.897	20	25.293	30	27.939	40	30.862

<b>X62342 Ag Food Sanitarian II</b>							
1	22.008	11	24.311	21	26.854	31	29.663
2	22.228	12	24.554	22	27.122	32	29.960
3	22.450	13	24.799	23	27.394	33	30.260
4	22.675	14	25.047	24	27.668	34	30.562
5	22.902	15	25.298	25	27.944	35	30.868
6	23.131	16	25.551	26	28.224	36	31.177
7	23.362	17	25.806	27	28.506	37	31.488
8	23.596	18	26.064	28	28.791	38	31.803
9	23.832	19	26.325	29	29.079	39	32.121
10	24.070	20	26.588	30	29.370	40	32.442

<b>X62342 Ag Food Sanitarian II</b>							
1	22.503	11	24.857	21	27.458	31	30.331
2	22.728	12	25.106	22	27.733	32	30.634
3	22.955	13	25.357	23	28.010	33	30.940
4	23.185	14	25.611	24	28.290	34	31.250
5	23.417	15	25.867	25	28.573	35	31.562
6	23.651	16	26.125	26	28.859	36	31.878
7	23.887	17	26.387	27	29.147	37	32.197
8	24.126	18	26.650	28	29.439	38	32.519
9	24.368	19	26.917	29	29.733	39	32.844
10	24.611	20	27.186	30	30.030	40	33.172

<b>X62351 Environ Health Scientist I</b>							
1	20.575	11	22.728	21	25.105	31	27.732
2	20.781	12	22.955	22	25.356	32	28.009
3	20.989	13	23.184	23	25.610	33	28.289
4	21.198	14	23.416	24	25.866	34	28.572
5	21.410	15	23.650	25	26.125	35	28.858
6	21.625	16	23.887	26	26.386	36	29.147
7	21.841	17	24.126	27	26.650	37	29.438
8	22.059	18	24.367	28	26.916	38	29.732
9	22.280	19	24.611	29	27.186	39	30.030
10	22.503	20	24.857	30	27.457	40	30.330

<b>X62351 Environ Health Scientist I</b>							
1	21.038	11	23.239	21	25.670	31	28.356
2	21.248	12	23.471	22	25.927	32	28.640
3	21.461	13	23.706	23	26.186	33	28.926
4	21.675	14	23.943	24	26.448	34	29.215
5	21.892	15	24.183	25	26.713	35	29.507
6	22.111	16	24.424	26	26.980	36	29.802
7	22.332	17	24.669	27	27.250	37	30.101
8	22.556	18	24.915	28	27.522	38	30.402
9	22.781	19	25.165	29	27.797	39	30.706
10	23.009	20	25.416	30	28.075	40	31.013

<b>X62352 Environ Health Scientist II</b>							
1	22.117	11	24.431	21	26.987	31	29.810
2	22.338	12	24.675	22	27.257	32	30.108
3	22.562	13	24.922	23	27.529	33	30.410
4	22.787	14	25.171	24	27.805	34	30.714
5	23.015	15	25.423	25	28.083	35	31.021
6	23.245	16	25.677	26	28.364	36	31.331
7	23.478	17	25.934	27	28.647	37	31.644
8	23.712	18	26.193	28	28.934	38	31.961
9	23.950	19	26.455	29	29.223	39	32.280
10	24.189	20	26.720	30	29.515	40	32.603

<b>X62352 Environ Health Scientist II</b>							
1	22.615	11	24.981	21	27.595	31	30.482
2	22.841	12	25.231	22	27.871	32	30.786
3	23.070	13	25.483	23	28.149	33	31.094
4	23.300	14	25.738	24	28.431	34	31.405
5	23.533	15	25.995	25	28.715	35	31.719
6	23.769	16	26.255	26	29.002	36	32.036
7	24.006	17	26.518	27	29.292	37	32.357
8	24.246	18	26.783	28	29.585	38	32.680
9	24.489	19	27.051	29	29.881	39	33.007
10	24.734	20	27.321	30	30.180	40	33.337

<b>X62353 Environ Health Scientist III</b>							
1	23.777	11	26.265	21	29.012	31	32.048
2	24.015	12	26.527	22	29.303	32	32.368
3	24.255	13	26.793	23	29.596	33	32.692
4	24.497	14	27.060	24	29.892	34	33.019
5	24.742	15	27.331	25	30.190	35	33.349
6	24.990	16	27.604	26	30.492	36	33.683
7	25.240	17	27.880	27	30.797	37	34.019
8	25.492	18	28.159	28	31.105	38	34.360
9	25.747	19	28.441	29	31.416	39	34.703
10	26.005	20	28.725	30	31.730	40	35.050

<b>X62353 Environ Health Scientist III</b>							
1	24.312	11	26.856	21	29.665	31	32.769
2	24.555	12	27.124	22	29.962	32	33.097
3	24.801	13	27.395	23	30.262	33	33.428
4	25.049	14	27.669	24	30.564	34	33.762
5	25.299	15	27.946	25	30.870	35	34.099
6	25.552	16	28.225	26	31.178	36	34.440
7	25.808	17	28.508	27	31.490	37	34.785
8	26.066	18	28.793	28	31.805	38	35.133
9	26.326	19	29.081	29	32.123	39	35.484
10	26.590	20	29.372	30	32.444	40	35.839

<b>X62360 Health Food Serv Eval Officer</b>							
1	25.558	11	28.232	21	31.186	31	34.448
2	25.814	12	28.514	22	31.497	32	34.793
3	26.072	13	28.799	23	31.812	33	35.141
4	26.332	14	29.087	24	32.131	34	35.492
5	26.596	15	29.378	25	32.452	35	35.847
6	26.862	16	29.672	26	32.776	36	36.206
7	27.130	17	29.969	27	33.104	37	36.568
8	27.402	18	30.268	28	33.435	38	36.933
9	27.676	19	30.571	29	33.770	39	37.303
10	27.952	20	30.877	30	34.107	40	37.676

<b>X62360 Health Food Serv Eval Officer</b>							
1	26.133	11	28.867	21	31.887	31	35.223
2	26.394	12	29.156	22	32.206	32	35.576
3	26.658	13	29.447	23	32.528	33	35.931
4	26.925	14	29.742	24	32.853	34	36.291
5	27.194	15	30.039	25	33.182	35	36.654
6	27.466	16	30.340	26	33.514	36	37.020
7	27.741	17	30.643	27	33.849	37	37.390
8	28.018	18	30.949	28	34.187	38	37.764
9	28.298	19	31.259	29	34.529	39	38.142
10	28.581	20	31.572	30	34.875	40	38.523

<b>X62380 Ag Milk San Rating Officer</b>							
1	25.558	11	28.232	21	31.186	31	34.448
2	25.814	12	28.514	22	31.497	32	34.793
3	26.072	13	28.799	23	31.812	33	35.141
4	26.332	14	29.087	24	32.131	34	35.492
5	26.596	15	29.378	25	32.452	35	35.847
6	26.862	16	29.672	26	32.776	36	36.206
7	27.130	17	29.969	27	33.104	37	36.568
8	27.402	18	30.268	28	33.435	38	36.933
9	27.676	19	30.571	29	33.770	39	37.303
10	27.952	20	30.877	30	34.107	40	37.676

<b>X62380 Ag Milk San Rating Officer</b>							
1	26.133	11	28.867	21	31.887	31	35.223
2	26.394	12	29.156	22	32.206	32	35.576
3	26.658	13	29.447	23	32.528	33	35.931
4	26.925	14	29.742	24	32.853	34	36.291
5	27.194	15	30.039	25	33.182	35	36.654
6	27.466	16	30.340	26	33.514	36	37.020
7	27.741	17	30.643	27	33.849	37	37.390
8	28.018	18	30.949	28	34.187	38	37.764
9	28.298	19	31.259	29	34.529	39	38.142
10	28.581	20	31.572	30	34.875	40	38.523

<b>X62421 DHHS Fraud Investigator</b>							
1	21.672	11	23.939	21	26.444	31	29.211
2	21.889	12	24.179	22	26.708	32	29.503
3	22.108	13	24.421	23	26.975	33	29.798
4	22.329	14	24.665	24	27.245	34	30.096
5	22.552	15	24.911	25	27.518	35	30.397
6	22.777	16	25.161	26	27.793	36	30.701
7	23.005	17	25.412	27	28.071	37	31.008
8	23.235	18	25.666	28	28.352	38	31.318
9	23.468	19	25.923	29	28.635	39	31.631
10	23.702	20	26.182	30	28.921	40	31.947

<b>X62421 DHHS Fraud Investigator</b>							
1	22.160	11	24.478	21	27.039	31	29.868
2	22.382	12	24.723	22	27.310	32	30.167
3	22.605	13	24.970	23	27.583	33	30.469
4	22.831	14	25.220	24	27.859	34	30.773
5	23.060	15	25.472	25	28.137	35	31.081
6	23.290	16	25.727	26	28.419	36	31.392
7	23.523	17	25.984	27	28.703	37	31.706
8	23.759	18	26.244	28	28.990	38	32.023
9	23.996	19	26.507	29	29.280	39	32.343
10	24.236	20	26.772	30	29.573	40	32.667

<b>X62440 Medicaid Prov Fraud and Abuse Inv</b>			
1	25.043	11	27.663
2	25.293	12	27.940
3	25.546	13	28.219
4	25.802	14	28.501
5	26.060	15	28.786
6	26.320	16	29.074
7	26.584	17	29.365
8	26.849	18	29.659
9	27.118	19	29.955
10	27.389	20	30.255

<b>X62440 Medicaid Prov Fraud and Abuse Inv</b>			
1	25.606	11	28.285
2	25.862	12	28.568
3	26.121	13	28.853
4	26.382	14	29.142
5	26.646	15	29.433
6	26.912	16	29.728
7	27.181	17	30.025
8	27.453	18	30.325
9	27.728	19	30.629
10	28.005	20	30.935

<b>X62450 Facilities Surveyor/Consultant</b>			
1	30.678	11	33.888
2	30.985	12	34.226
3	31.295	13	34.569
4	31.608	14	34.914
5	31.924	15	35.264
6	32.243	16	35.616
7	32.565	17	35.972
8	32.891	18	36.332
9	33.220	19	36.695
10	33.552	20	37.062

<b>X62450 Facilities Surveyor/Consultant</b>			
1	31.368	11	34.650
2	31.682	12	34.996
3	31.998	13	35.346
4	32.318	14	35.700
5	32.642	15	36.057
6	32.968	16	36.417
7	33.298	17	36.781
8	33.631	18	37.149
9	33.967	19	37.521
10	34.307	20	37.896

<b>X62461 Prof &amp; Occupational Licensing Inv</b>			
1	26.275	11	29.024
2	26.538	12	29.314
3	26.803	13	29.607
4	27.071	14	29.903
5	27.342	15	30.202
6	27.615	16	30.504
7	27.891	17	30.810
8	28.170	18	31.118
9	28.452	19	31.429
10	28.737	20	31.743

<b>X62461 Prof &amp; Occupational Licensing Inv</b>			
1	26.866	11	29.677
2	27.135	12	29.974
3	27.406	13	30.273
4	27.680	14	30.576
5	27.957	15	30.882
6	28.236	16	31.191
7	28.519	17	31.502
8	28.804	18	31.818
9	29.092	19	32.136
10	29.383	20	32.457

<b>X62462 Prof &amp; Occupational Lic Inv/RN</b>			
1	36.064	11	39.837
2	36.425	12	40.235
3	36.789	13	40.638
4	37.157	14	41.044
5	37.528	15	41.455
6	37.904	16	41.869
7	38.283	17	42.288
8	38.665	18	42.711
9	39.052	19	43.138
10	39.443	20	43.569

<b>X62462 Prof &amp; Occupational Lic Inv/RN</b>			
1	36.875	11	40.733
2	37.244	12	41.140
3	37.616	13	41.552
4	37.992	14	41.967
5	38.372	15	42.387
6	38.756	16	42.811
7	39.144	17	43.239
8	39.535	18	43.671
9	39.930	19	44.108
10	40.330	20	44.549

<b>X62490 Health Ind Hygiene Specialist</b>							
1	25.435	11	28.096	21	31.036	31	34.283
2	25.689	12	28.377	22	31.346	32	34.625
3	25.946	13	28.661	23	31.659	33	34.972
4	26.206	14	28.947	24	31.976	34	35.321
5	26.468	15	29.237	25	32.296	35	35.675
6	26.732	16	29.529	26	32.619	36	36.031
7	27.000	17	29.825	27	32.945	37	36.392
8	27.270	18	30.123	28	33.274	38	36.756
9	27.542	19	30.424	29	33.607	39	37.123
10	27.818	20	30.728	30	33.943	40	37.494

<b>X62490 Health Ind Hygiene Specialist</b>							
1	26.007	11	28.728	21	31.733	31	35.054
2	26.267	12	29.015	22	32.051	32	35.404
3	26.530	13	29.305	23	32.371	33	35.758
4	26.795	14	29.598	24	32.695	34	36.116
5	27.063	15	29.894	25	33.022	35	36.477
6	27.334	16	30.193	26	33.352	36	36.842
7	27.607	17	30.495	27	33.686	37	37.210
8	27.883	18	30.800	28	34.023	38	37.582
9	28.162	19	31.108	29	34.363	39	37.958
10	28.443	20	31.419	30	34.706	40	38.338

<b>X62520 Health Licensing Inspector</b>							
1	14.459	11	15.972	21	17.643	31	19.489
2	14.604	12	16.131	22	17.819	32	19.683
3	14.750	13	16.293	23	17.997	33	19.880
4	14.897	14	16.456	24	18.177	34	20.079
5	15.046	15	16.620	25	18.359	35	20.280
6	15.197	16	16.786	26	18.543	36	20.483
7	15.349	17	16.954	27	18.728	37	20.687
8	15.502	18	17.124	28	18.915	38	20.894
9	15.657	19	17.295	29	19.105	39	21.103
10	15.814	20	17.468	30	19.296	40	21.314

<b>X62520 Health Licensing Inspector</b>							
1	14.784	11	16.331	21	18.039	31	19.927
2	14.932	12	16.494	22	18.220	32	20.126
3	15.081	13	16.659	23	18.402	33	20.327
4	15.232	14	16.826	24	18.586	34	20.530
5	15.384	15	16.994	25	18.772	35	20.736
6	15.538	16	17.164	26	18.959	36	20.943
7	15.694	17	17.335	27	19.149	37	21.152
8	15.850	18	17.509	28	19.341	38	21.364
9	16.009	19	17.684	29	19.534	39	21.578
10	16.169	20	17.861	30	19.729	40	21.793

<b>X62530 Engineer/Architect Inv</b>							
1	28.026	11	30.958	21	34.197	31	37.775
2	28.306	12	31.268	22	34.539	32	38.153
3	28.589	13	31.580	23	34.884	33	38.534
4	28.875	14	31.896	24	35.233	34	38.919
5	29.164	15	32.215	25	35.586	35	39.309
6	29.456	16	32.537	26	35.941	36	39.702
7	29.750	17	32.863	27	36.301	37	40.099
8	30.048	18	33.191	28	36.664	38	40.500
9	30.348	19	33.523	29	37.031	39	40.905
10	30.652	20	33.858	30	37.401	40	41.314

<b>X62530 Engineer/Architect Inv</b>							
1	28.657	11	31.655	21	34.967	31	38.625
2	28.944	12	31.972	22	35.317	32	39.012
3	29.233	13	32.291	23	35.670	33	39.402
4	29.525	14	32.614	24	36.027	34	39.796
5	29.821	15	32.940	25	36.387	35	40.194
6	30.119	16	33.270	26	36.751	36	40.596
7	30.420	17	33.603	27	37.118	37	41.002
8	30.724	18	33.939	28	37.489	38	41.412
9	31.031	19	34.278	29	37.864	39	41.826
10	31.342	20	34.621	30	38.243	40	42.244

<b>X62550 DD Survey/Consultant</b>							
1	28.318	11	31.281	21	34.553	31	38.168
2	28.601	12	31.593	22	34.899	32	38.550
3	28.887	13	31.909	23	35.248	33	38.936
4	29.176	14	32.229	24	35.600	34	39.325
5	29.468	15	32.551	25	35.956	35	39.718
6	29.763	16	32.876	26	36.316	36	40.115
7	30.060	17	33.205	27	36.679	37	40.517
8	30.361	18	33.537	28	37.046	38	40.922
9	30.664	19	33.873	29	37.416	39	41.331
10	30.971	20	34.211	30	37.790	40	41.744

<b>X62550 DD Survey/Consultant</b>							
1	28.955	11	31.984	21	35.331	31	39.027
2	29.245	12	32.304	22	35.684	32	39.417
3	29.537	13	32.627	23	36.041	33	39.811
4	29.832	14	32.953	24	36.401	34	40.210
5	30.131	15	33.283	25	36.765	35	40.612
6	30.432	16	33.616	26	37.133	36	41.018
7	30.736	17	33.952	27	37.504	37	41.428
8	31.044	18	34.292	28	37.879	38	41.842
9	31.354	19	34.634	29	38.258	39	42.261
10	31.668	20	34.981	30	38.641	40	42.683

<b>X62580 Nursing Services Surveyor Cons</b>							
1	33.033	11	36.489	21	40.307	31	44.523
2	33.363	12	36.854	22	40.710	32	44.969
3	33.697	13	37.222	23	41.117	33	45.418
4	34.034	14	37.595	24	41.528	34	45.873
5	34.374	15	37.971	25	41.943	35	46.331
6	34.718	16	38.350	26	42.363	36	46.795
7	35.065	17	38.734	27	42.786	37	47.263
8	35.416	18	39.121	28	43.214	38	47.735
9	35.770	19	39.512	29	43.646	39	48.213
10	36.128	20	39.907	30	44.083	40	48.695

<b>X62580 Nursing Services Surveyor Cons</b>							
1	33.776	11	37.310	21	41.213	31	45.525
2	34.114	12	37.683	22	41.625	32	45.980
3	34.455	13	38.060	23	42.042	33	46.440
4	34.799	14	38.440	24	42.462	34	46.904
5	35.147	15	38.825	25	42.887	35	47.373
6	35.499	16	39.213	26	43.315	36	47.847
7	35.854	17	39.605	27	43.749	37	48.326
8	36.212	18	40.001	28	44.186	38	48.809
9	36.575	19	40.401	29	44.628	39	49.297
10	36.940	20	40.805	30	45.074	40	49.790

<b>X62611 Boiler Inspector</b>							
1	22.099	11	24.411	21	26.965	31	29.786
2	22.320	12	24.655	22	27.235	32	30.084
3	22.543	13	24.902	23	27.507	33	30.385
4	22.769	14	25.151	24	27.782	34	30.689
5	22.996	15	25.402	25	28.060	35	30.996
6	23.226	16	25.656	26	28.340	36	31.306
7	23.459	17	25.913	27	28.624	37	31.619
8	23.693	18	26.172	28	28.910	38	31.935
9	23.930	19	26.434	29	29.199	39	32.254
10	24.169	20	26.698	30	29.491	40	32.577

<b>X62611 Boiler Inspector</b>							
1	22.596	11	24.960	21	27.571	31	30.456
2	22.822	12	25.210	22	27.847	32	30.761
3	23.050	13	25.462	23	28.126	33	31.068
4	23.281	14	25.716	24	28.407	34	31.379
5	23.513	15	25.974	25	28.691	35	31.693
6	23.749	16	26.233	26	28.978	36	32.010
7	23.986	17	26.496	27	29.268	37	32.330
8	24.226	18	26.761	28	29.560	38	32.653
9	24.468	19	27.028	29	29.856	39	32.979
10	24.713	20	27.298	30	30.154	40	33.309

<b>X62621 Elevator/Amusement Ride Insp</b>							
1	22.099	11	24.411	21	26.965	31	29.786
2	22.320	12	24.655	22	27.235	32	30.084
3	22.543	13	24.902	23	27.507	33	30.385
4	22.769	14	25.151	24	27.782	34	30.689
5	22.996	15	25.402	25	28.060	35	30.996
6	23.226	16	25.656	26	28.340	36	31.306
7	23.459	17	25.913	27	28.624	37	31.619
8	23.693	18	26.172	28	28.910	38	31.935
9	23.930	19	26.434	29	29.199	39	32.254
10	24.169	20	26.698	30	29.491	40	32.577

<b>X62621 Elevator/Amusement Ride Insp</b>							
1	22.596	11	24.960	21	27.571	31	30.456
2	22.822	12	25.210	22	27.847	32	30.761
3	23.050	13	25.462	23	28.126	33	31.068
4	23.281	14	25.716	24	28.407	34	31.379
5	23.513	15	25.974	25	28.691	35	31.693
6	23.749	16	26.233	26	28.978	36	32.010
7	23.986	17	26.496	27	29.268	37	32.330
8	24.226	18	26.761	28	29.560	38	32.653
9	24.468	19	27.028	29	29.856	39	32.979
10	24.713	20	27.298	30	30.154	40	33.309

<b>X62640 Labor Law Specialist</b>							
1	21.705	11	23.976	21	26.484	31	29.255
2	21.922	12	24.216	22	26.749	32	29.548
3	22.141	13	24.458	23	27.017	33	29.843
4	22.363	14	24.702	24	27.287	34	30.142
5	22.586	15	24.949	25	27.560	35	30.443
6	22.812	16	25.199	26	27.835	36	30.747
7	23.040	17	25.451	27	28.114	37	31.055
8	23.271	18	25.705	28	28.395	38	31.365
9	23.503	19	25.962	29	28.679	39	31.679
10	23.738	20	26.222	30	28.965	40	31.996

<b>X62640 Labor Law Specialist</b>							
1	22.193	11	24.515	21	27.080	31	29.913
2	22.415	12	24.760	22	27.350	32	30.212
3	22.639	13	25.008	23	27.624	33	30.514
4	22.865	14	25.258	24	27.900	34	30.819
5	23.094	15	25.510	25	28.179	35	31.127
6	23.325	16	25.765	26	28.461	36	31.439
7	23.558	17	26.023	27	28.746	37	31.753
8	23.794	18	26.283	28	29.033	38	32.071
9	24.032	19	26.546	29	29.323	39	32.391
10	24.272	20	26.812	30	29.617	40	32.715



<b>X62660 Safety Consultant</b>							
1	22.010	11	24.313	21	26.856	31	29.666
2	22.230	12	24.556	22	27.125	32	29.963
3	22.452	13	24.801	23	27.396	33	30.262
4	22.677	14	25.049	24	27.670	34	30.565
5	22.904	15	25.300	25	27.947	35	30.871
6	23.133	16	25.553	26	28.226	36	31.179
7	23.364	17	25.808	27	28.509	37	31.491
8	23.598	18	26.067	28	28.794	38	31.806
9	23.834	19	26.327	29	29.082	39	32.124
10	24.072	20	26.590	30	29.372	40	32.445

<b>X62660 Safety Consultant</b>							
1	22.505	11	24.860	21	27.460	31	30.333
2	22.730	12	25.108	22	27.735	32	30.637
3	22.957	13	25.359	23	28.012	33	30.943
4	23.187	14	25.613	24	28.292	34	31.252
5	23.419	15	25.869	25	28.575	35	31.565
6	23.653	16	26.128	26	28.861	36	31.881
7	23.890	17	26.389	27	29.150	37	32.199
8	24.128	18	26.653	28	29.441	38	32.521
9	24.370	19	26.919	29	29.736	39	32.847
10	24.613	20	27.188	30	30.033	40	33.175

<b>X62670 Safety Industrial Hygienist</b>							
1	25.435	11	28.096	21	31.036	31	34.283
2	25.689	12	28.377	22	31.346	32	34.625
3	25.946	13	28.661	23	31.659	33	34.972
4	26.206	14	28.947	24	31.976	34	35.321
5	26.468	15	29.237	25	32.296	35	35.675
6	26.732	16	29.529	26	32.619	36	36.031
7	27.000	17	29.825	27	32.945	37	36.392
8	27.270	18	30.123	28	33.274	38	36.756
9	27.542	19	30.424	29	33.607	39	37.123
10	27.818	20	30.728	30	33.943	40	37.494

<b>X62670 Safety Industrial Hygienist</b>							
1	26.007	11	28.728	21	31.733	31	35.054
2	26.267	12	29.015	22	32.051	32	35.404
3	26.530	13	29.305	23	32.371	33	35.758
4	26.795	14	29.598	24	32.695	34	36.116
5	27.063	15	29.894	25	33.022	35	36.477
6	27.334	16	30.193	26	33.352	36	36.842
7	27.607	17	30.495	27	33.686	37	37.210
8	27.883	18	30.800	28	34.023	38	37.582
9	28.162	19	31.108	29	34.363	39	37.958
10	28.443	20	31.419	30	34.706	40	38.338

<b>X62710 Child Care/Services Insp Spec</b>							
1	20.863	11	23.046	21	25.457	31	28.120
2	21.072	12	23.276	22	25.711	32	28.401
3	21.282	13	23.509	23	25.969	33	28.685
4	21.495	14	23.744	24	26.228	34	28.972
5	21.710	15	23.981	25	26.490	35	29.262
6	21.927	16	24.221	26	26.755	36	29.555
7	22.146	17	24.464	27	27.023	37	29.850
8	22.368	18	24.708	28	27.293	38	30.149
9	22.592	19	24.955	29	27.566	39	30.450
10	22.818	20	25.205	30	27.842	40	30.755

<b>X62710 Child Care/Services Insp Spec</b>							
1	21.332	11	23.564	21	26.029	31	28.752
2	21.545	12	23.799	22	26.289	32	29.040
3	21.761	13	24.037	23	26.552	33	29.330
4	21.978	14	24.278	24	26.818	34	29.624
5	22.198	15	24.521	25	27.086	35	29.920
6	22.420	16	24.766	26	27.357	36	30.219
7	22.644	17	25.013	27	27.630	37	30.521
8	22.871	18	25.264	28	27.907	38	30.826
9	23.099	19	25.516	29	28.186	39	31.135
10	23.330	20	25.771	30	28.468	40	31.446

<b>X62730 Revenue Investigator</b>							
1	25.587	11	28.264	21	31.221	31	34.487
2	25.843	12	28.547	22	31.533	32	34.832
3	26.101	13	28.832	23	31.849	33	35.181
4	26.362	14	29.120	24	32.167	34	35.532
5	26.626	15	29.412	25	32.489	35	35.888
6	26.892	16	29.706	26	32.814	36	36.247
7	27.161	17	30.003	27	33.142	37	36.609
8	27.433	18	30.303	28	33.473	38	36.975
9	27.707	19	30.606	29	33.808	39	37.345
10	27.984	20	30.912	30	34.146	40	37.718

<b>X62730 Revenue Investigator</b>							
1	26.163	11	28.900	21	31.924	31	35.264
2	26.425	12	29.189	22	32.243	32	35.616
3	26.689	13	29.481	23	32.566	33	35.973
4	26.956	14	29.776	24	32.891	34	36.332
5	27.225	15	30.074	25	33.220	35	36.696
6	27.498	16	30.374	26	33.552	36	37.063
7	27.773	17	30.678	27	33.888	37	37.433
8	28.050	18	30.985	28	34.227	38	37.808
9	28.331	19	31.295	29	34.569	39	38.186
10	28.614	20	31.608	30	34.915	40	38.567

<b>X62770 Oil and Gas Inspector</b>							
1	23.897	11	26.397	21	29.159	31	32.210
2	24.136	12	26.661	22	29.450	32	32.532
3	24.377	13	26.928	23	29.745	33	32.857
4	24.621	14	27.197	24	30.042	34	33.186
5	24.867	15	27.469	25	30.343	35	33.517
6	25.116	16	27.744	26	30.646	36	33.853
7	25.367	17	28.021	27	30.953	37	34.191
8	25.621	18	28.301	28	31.262	38	34.533
9	25.877	19	28.584	29	31.575	39	34.878
10	26.136	20	28.870	30	31.891	40	35.227

<b>X62770 Oil and Gas Inspector</b>							
1	24.435	11	26.991	21	29.815	31	32.935
2	24.679	12	27.261	22	30.113	32	33.264
3	24.926	13	27.534	23	30.415	33	33.597
4	25.175	14	27.809	24	30.719	34	33.933
5	25.427	15	28.087	25	31.026	35	34.272
6	25.681	16	28.368	26	31.336	36	34.615
7	25.938	17	28.652	27	31.650	37	34.961
8	26.198	18	28.938	28	31.966	38	35.310
9	26.460	19	29.228	29	32.286	39	35.664
10	26.724	20	29.520	30	32.609	40	36.020

<b>X62900 Detention Facility &amp; Plans Insp/Cons</b>							
1	32.936	11	36.382	21	40.188	31	44.393
2	33.265	12	36.746	22	40.590	32	44.837
3	33.598	13	37.113	23	40.996	33	45.285
4	33.934	14	37.484	24	41.406	34	45.738
5	34.273	15	37.859	25	41.820	35	46.195
6	34.616	16	38.238	26	42.238	36	46.657
7	34.962	17	38.620	27	42.661	37	47.124
8	35.312	18	39.006	28	43.087	38	47.595
9	35.665	19	39.396	29	43.518	39	48.071
10	36.022	20	39.790	30	43.953	40	48.552

<b>X62900 Detention Facility &amp; Plans Insp/Cons</b>							
1	33.677	11	37.200	21	41.092	31	45.392
2	34.014	12	37.572	22	41.503	32	45.845
3	34.354	13	37.948	23	41.918	33	46.304
4	34.697	14	38.328	24	42.337	34	46.767
5	35.044	15	38.711	25	42.761	35	47.235
6	35.395	16	39.098	26	43.188	36	47.707
7	35.749	17	39.489	27	43.620	37	48.184
8	36.106	18	39.884	28	44.057	38	48.666
9	36.467	19	40.283	29	44.497	39	49.152
10	36.832	20	40.685	30	44.942	40	49.644

<b>X62910 MV Investigator</b>							
1	23.802	11	26.292	21	29.043	31	32.081
2	24.040	12	26.555	22	29.333	32	32.402
3	24.280	13	26.821	23	29.627	33	32.726
4	24.523	14	27.089	24	29.923	34	33.054
5	24.768	15	27.360	25	30.222	35	33.384
6	25.016	16	27.633	26	30.524	36	33.718
7	25.266	17	27.910	27	30.830	37	34.055
8	25.519	18	28.189	28	31.138	38	34.396
9	25.774	19	28.471	29	31.449	39	34.740
10	26.032	20	28.755	30	31.764	40	35.087

<b>X62910 MV Investigator</b>							
1	24.338	11	26.884	21	29.697	31	32.804
2	24.581	12	27.153	22	29.994	32	33.132
3	24.827	13	27.425	23	30.294	33	33.463
4	25.075	14	27.699	24	30.597	34	33.798
5	25.326	15	27.976	25	30.903	35	34.136
6	25.579	16	28.256	26	31.212	36	34.477
7	25.835	17	28.538	27	31.524	37	34.822
8	26.094	18	28.824	28	31.839	38	35.170
9	26.355	19	29.112	29	32.158	39	35.522
10	26.618	20	29.403	30	32.479	40	35.877

<b>X62931 MV Fraud Investigator</b>							
1	25.587	11	28.264	21	31.221	31	34.487
2	25.843	12	28.547	22	31.533	32	34.832
3	26.101	13	28.832	23	31.849	33	35.181
4	26.362	14	29.120	24	32.167	34	35.532
5	26.626	15	29.412	25	32.489	35	35.888
6	26.892	16	29.706	26	32.814	36	36.247
7	27.161	17	30.003	27	33.142	37	36.609
8	27.433	18	30.303	28	33.473	38	36.975
9	27.707	19	30.606	29	33.808	39	37.345
10	27.984	20	30.912	30	34.146	40	37.718

<b>X62931 MV Fraud Investigator</b>							
1	26.163	11	28.900	21	31.924	31	35.264
2	26.425	12	29.189	22	32.243	32	35.616
3	26.689	13	29.481	23	32.566	33	35.973
4	26.956	14	29.776	24	32.891	34	36.332
5	27.225	15	30.074	25	33.220	35	36.696
6	27.498	16	30.374	26	33.552	36	37.063
7	27.773	17	30.678	27	33.888	37	37.433
8	28.050	18	30.985	28	34.227	38	37.808
9	28.331	19	31.295	29	34.569	39	38.186
10	28.614	20	31.608	30	34.915	40	38.567

July 1, 2025

APPENDIX A

July 1, 2026

<b>X64611</b>		<b>Racing and Gaming Inv</b>					
1	26.099	11	28.830	21	31.846	31	35.178
2	26.360	12	29.118	22	32.164	32	35.529
3	26.624	13	29.409	23	32.486	33	35.885
4	26.890	14	29.703	24	32.811	34	36.243
5	27.159	15	30.000	25	33.139	35	36.606
6	27.430	16	30.300	26	33.470	36	36.972
7	27.705	17	30.603	27	33.805	37	37.342
8	27.982	18	30.909	28	34.143	38	37.715
9	28.261	19	31.218	29	34.484	39	38.092
10	28.544	20	31.530	30	34.829	40	38.473

<b>X64611</b>		<b>Racing and Gaming Inv</b>					
1	26.686	11	29.478	21	32.562	31	35.969
2	26.953	12	29.773	22	32.888	32	36.328
3	27.222	13	30.070	23	33.216	33	36.692
4	27.495	14	30.371	24	33.549	34	37.059
5	27.770	15	30.675	25	33.884	35	37.429
6	28.047	16	30.982	26	34.223	36	37.803
7	28.328	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	32.240	30	35.613	40	39.338

## **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 basis, 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.11.14.1 An employee shall not be mandated to work overtime after the employee’s last scheduled shift if they will be absent due to the use of approved vacation leave or compensatory time off for their full shift the following day, or where they are scheduled to use paid leave immediately following their days off unless the facility experiences an unplanned event on the day causing staff to client ratios to go below minimums.
- C.11.14.2 No employee shall be mandated to work overtime on the last day of their work week prior to their regular days off unless the facility experiences an unplanned event on the day causing staff to client ratios to go below minimums.
- 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.

## 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.
  - 4. NDOT Good Life Great Journey Scholarship Program recipients shall receive preference when the agency is filling vacant positions. An additional five percent (5%) shall be added to the NDOT Good Life Great Journey Scholarship Program recipient's score on all pre-employment numerical-based scoring systems. If no such system is used, the preference shall be given to the NDOT Good Life Great Journey Scholarship Program recipient if two or more equally qualified candidates are being considered for the position.
- 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.

Any employee in the job classifications listed below who holds a Commercial Driver's license (CDL) and is being utilized by the Agency to perform CDL functions on a regular basis shall receive a pay differential of:

\$1.00 per hour after the employee has completed one year of continuous service with the agency and has maintained their CDL after one year of continuous service with the agency.

An additional \$1.00 per hour (\$2.00 total) after the employee has completed three years of continuous service with the agency and has maintained their CDL after three years of continuous service with the agency.

An additional \$1.00 per hour (\$3.00 total) after the employee has completed five years of continuous service with the agency and has maintained their CDL after five years of continuous service with the agency.

Automotive/Diesel Mechanic  
Automotive/Diesel Mechanic Lead  
Highway Maintenance Worker Senior  
Highway Maintenance Crew Chief  
Highway Construction Technician I, II, III

At the Agency Director's discretion, individual employees and/or additional classifications/employees may be designated to receive the CDL pay differential if they possess a Commercial Driver's license (CDL) and are being utilized by the Agency to perform CDL functions on a regular basis. Examples of job classifications that may be eligible include, but are not limited to:

Highway Construction Technician IV  
Electronics Technician  
Electronics Technician Senior  
Electronics Technician Leader  
Maintenance Specialist I, II  
Highway Material and Tests Technician I, II, III  
Engineer

- D.7 **CDL Trainer Stipend:** Certified CDL Trainers and Testers shall receive a \$3.00 per hour stipend for hours worked performing official Certified CDL Training or Testing Duties.

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 **Shift Differential:** Employees working between the hours of 6:00 p.m. and 6:00 a.m., shall receive \$2.00 per hour shift differential for all hours worked between 6:00 p.m. and 6:00 a.m. Shift differential will be paid to the below classifications. At the Agency Director's discretion, additional positions/classifications may be designated to receive the shift differential.

Automotive/Diesel Mechanic  
Automotive/Diesel Mechanic Lead  
Highway Maintenance Worker  
Highway Maintenance Worker Senior  
Highway Maintenance Crew Chief  
Highway Construction Technician I, II, III, IV  
Electronics Technician  
Electronics Technician Senior  
Electronics Technician Leader  
Electronics Specialist/Aviation Aids  
Electronics Specialist Senior/Aviation Aids  
Highway Traffic Operations Center Operator  
Highway Traffic Operations Center Lead  
Maintenance Specialist I, II  
Office Technician, Office Specialist, Administrative Technician, Administrative Specialist  
(assigned to a district)

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.2.1 Shift differential for State Patrol Communications Specialists:

2nd and 3rd shift weekdays \$1.25

1st shift weekends (Saturday and Sunday) and holidays \$1.50

2nd shift weekends (Saturday and Sunday) and holidays \$1.75

3rd shift weekends (Friday and Saturday) and holidays \$2.00

- F.3 The Patrol supports the concept of physical fitness and encourages all employees to maintain healthy lifestyles. 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 ENVIRONMENT 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. The 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 for 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 **Reserved.**
- 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.
- Q.13 **Holiday Leave:** Employees who normally work or are normally scheduled to work one-hundred-fifty-nine hours or more in three consecutive weeks and are scheduled to work twenty-four hours shifts shall receive one-fifth of their normal scheduled work week for each paid holiday listed in Article 14 of the NAPE/AFSCME Labor Contract.

## 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 IAEEI 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

- W.4.1 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 NDVA, 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.

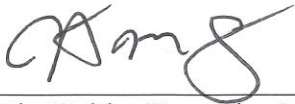
#### W.11 CALL IN FOR ABSENCES

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.

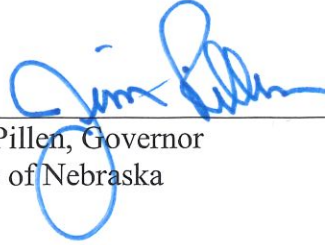
In witness whereof, the parties hereto have set their hands this 5<sup>th</sup> day of March, 2025.

FOR THE UNION:

FOR THE STATE:



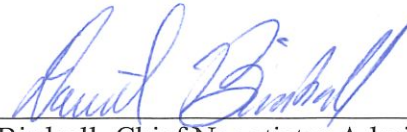
Justin Hubly, Executive Director  
Chief Spokesperson  
NAPE/AFSCME



Jim Pillen, Governor  
State of Nebraska



Melissa Haynes, President  
NAPE/AFSCME



Dan Birdsall, Chief Negotiator Administrator  
Employee Relations  
State of Nebraska



Sean Davis, State Personnel Director  
State of Nebraska

## INDEX

<u>SUBJECT</u>	<u>PAGE</u>	<u>SECTION</u>
Abstract, Disciplinary	11	4.11.2
Adoption Leave	54	14.22
Agency Specific Appendices		
Bargaining timelines	65	24.3.1
Dept. of Health and Human Services	196	Appendix C
Dept. of Transportation	205	Appendix D
Game & Parks Commission	209	Appendix E
State Patrol	210	Appendix F
Comm. on Law Enforcement & Criminal Justice	214	Appendix G
Dept. of Agriculture	215	Appendix I
Dept. of Environment and Energy	215	Appendix J
Dept. of Labor	215	Appendix L
Dept. of Correctional Services	216	Appendix M
Educational Telecommunications Commission	223	Appendix N
Equal Opportunity Commission	224	Appendix O
Dept. of Administrative Services	224	Appendix P
Nebraska Military Department	226	Appendix Q
Dept. of Revenue	228	Appendix R
Dept. of Motor Vehicles	228	Appendix S
Nebraska State Fire Marshal	228	Appendix U
Nebraska State Electrical Division	229	Appendix V
Dept. of Veterans' Affairs	230	Appendix W
Anti-Discrimination	57	15.1
Arbitration		
Changing terms and conditions of employment	3	1.4
Grievances	8	4.7
Arbitrator		
Penalty for late decision	13	4.13.4
Decision is public record	13	4.13.4
Bargaining Unit Classes & Pay Rates		
Administrative Professional (A)	73	Appendix A
Social Services and Counseling (C)	106	Appendix A
Engineering, Science and Resources (E)	119	Appendix A
Health & Human Care Professional (H)	131	Appendix A
Health & Human Care Non-Professional (I)	140	Appendix A
Maintenance, Trades and Technical (M)	147	Appendix A
Administrative Support (S)	172	Appendix A
Examining, Inspection and Licensing (X)	180	Appendix A



<u>SUBJECT</u>	<u>PAGE</u>	<u>SECTION</u>
Bereavement Leave	52	14.17
Bulletin Boards	5	2.11 – 2.12
Catastrophic Illness Donation	47	14.9
Civil Leave	53	14.20
Jury Duty	53	14.20.a
Election Board Duty	53	14.20.b
Voting Time	53	14.20.c
Court Appearances	53	14.20.d
Disaster Relief	53	14.20.e
Classification		
Newly Created Classes	4	2.4
Title Changes	4	2.4
Classification Appeals		
Classification Appeal Panel	62	19.8
Classification/Reclassification	60	19.1
Request for review/appeal	61	19.2
Committees, Governor Appointed	25	7.13
Compensatory Time (Comp Time)	42	12.10
Contract, Term of	65	24.1
Demotion	27, 38	9.3, 11.9
Discipline	30	10.1
Reasons for Discipline	30	10.2
Drug and Alcohol Testing Implementation	68	27.1
Drugs in the Workplace	60	18.14
Dues Deductions	5	2.5
Employee Assistance Program	59	18.8
Firearms in the Workplace	60	18.13
Flexible Spending Account	66	25.1
Flex Time	22	7.3
Funeral Leave (See Bereavement Leave)	52	14.17
Furloughs	19	5.15 – 5.17

<u>SUBJECT</u>	<u>PAGE</u>	<u>SECTION</u>
Governor Appointed Committees	25	7.13
Grievances		
Arbitration	10	4.10
Discovery	9	4.9
Dismissed by Employee Relations Adm.	8	4.5
Forms	7	4.2
Hearings	8, 13	4.7, 4.13.2
Health and Safety	58	18.1
Holiday Leave	45	14.1
Part-time Employees	45	14.2
Weekend Holidays	45	14.3
Work on a Holiday	45	14.4
ID (Identification) cards/badges	66	25.5
In-grade Hiring Requests and Adjustments	38	11.11
Injury Leave	52	14.18
Insurance		
Dental	44	13.4
Health	42	13.1
Life	44	13.3
Long Term Disability	44	13.5
Optional Life	44	13.3.1
Retirees	44	13.2
TRICARE	44	13.1.1
Vision	44	13.6
Investigatory Suspension	31	10.3
Job Vacancy	28	9.2
Labor/Management Committee	64	21.1
Layoffs		
Bumping	15, 17	5.4, 5.7
Notice	15	5.3 – 5.4
Re-employment program	20	5.20 - 5.21
Reinstatement	18, 19	5.8, 5.15
Rights	16	5.6
Rules	15	5.5
Leaves		
Adoption	54	14.22

<u>SUBJECT</u>	<u>PAGE</u>	<u>SECTION</u>
Leaves (continued)		
Bereavement	52	14.17
Catastrophic Illness Donation	47	14.9
Civil	53	14.20
Family Leave	50	14.16
Holiday	45	14.1
Injury	52	14.18
Maternity Leave Donation	55	14.27
<b>Maternity Leave</b>	<b>57</b>	<b>14.29</b>
Military	53	14.19
Sick	48	14.10
Vacation	46	14.5
Job Abandonment	19	5.18.1
Leave of Absence	54	14.21
Management Rights	6-7	3.1 - 3.14
Meal and Lodging Reimbursement	25	7.12
Mileage Reimbursement	25	7.11
Mentorship Leave	56	14.28
Military Leave	53	14.19
Mini-hearings-Step 2 Conference	11	4.12.1
Moving Allowance	29-30	9.6 – 9.6.2
Multilingual Pay	39	11.13
Nurse Compensation	39	11.12
On Call/Standby Pay	24	7.9
Overtime		
Authorization	41	12.7 – 12.8
Eligibility	41	12.6
Holidays	41	12.9
Payment of	42	12.10
Scheduling of	40	12.2
Pay During Temporary Transfer	57	17.1
Pay Periods	37	11.7

<u>SUBJECT</u>	<u>PAGE</u>	<u>SECTION</u>
Pay Range Assignments	66	25.2
Pay Rates	73, 195	Appendix A
Personnel File	64	22.1 – 22.7
Preamble	3 – 4	1.1 – 1.7
Probationary Period		
Extension of	27	8.3-8.4
Original	27	8.1
Promotion	27, 29	8.2, 9.4
Separation	27	8.5
Transfer	27	8.1-8.2
Promotions		
Moving Allowance	29	9.6
Probationary Period	29	9.4
Salary Change	37	11.8
Seniority Date	29	9.3.1
Re-employment Program	20	5.20 – 5.21
Reinstatement		
After Discipline	32	10.4
After Layoff	18 – 19	5.8 – 5.15
Service Date	19	5.14
Resignation	19	5.18
Return to Work/Rehire	38	11.10
Savings Clause	57	16.1
Selection Process	27	9.1
Seniority, State	29	9.3.1
Service Anniversary Date	16, 49	5.5.b, 14.15
Shift Differential	23 – 24	7.7 – 7.7.2
Sick Leave		
Advancement	54	14.24
Earning Schedule	48	14.10
Payment Upon Retirement	49	14.14 – 14.15
Reasons for Use	48	14.11
Reinstatement	19, 49	5.14, 14.15
Request for Use	49	14.12

<u>SUBJECT</u>	<u>PAGE</u>	<u>SECTION</u>
Stewards		
Definition	20	6.1
Leave	21 – 22	6.6 – 6.10
Orientation	22	6.9
Paid Work Time Allowed	21	6.4
Union Conventions	21	6.8
Strike (No Strike - No Lockout)	65	23.1 – 23.6
Subpoenas	10	4.10
Tax Sheltered Parking	66	25.4
Training	63	20.1
Transfer		
Involuntary	29 – 30	9.6 – 9.6.2
Permanent	29	9.5
Probation	27	8.1 – 8.2
Promotion	27	8.2
Seniority Date	29	9.3.1
Travel Time	25	7.10
Meal and Lodging Reimbursement	25	7.12
Tuition Assistance	63 – 64	20.3 – 20.7
Uniforms	58	18.5
Protective Clothing	58	18.5
Union		
Recognition	4	2.1
Staff Activity	21	6.3
Vacant Positions		
Job Vacancy	28	9.2
Posting	27	9.1
Selection	27	9.1
Vacation Leave		
Advancement	54	14.24
Balancing	46	14.7
Earning Schedule	46	14.5
Payment of	47	14.8
Scheduling	46	14.6

<u>SUBJECT</u>	<u>PAGE</u>	<u>SECTION</u>
Wages		
Demotions	38	11.9
Pay Increases	33 – 37	11.2 – 11.8
Pay Periods	37	11.8
Promotions	37	11.8
Special Adjustments	33 – 37	11.2.1 – 11.3.1
Weather	54	14.25
Work Rules	3	1.5
Work Schedule		
Call Back Time	24	7.8
Definition	22	7.1
Flex Time	23	7.3
Job Sharing	23	7.4
Meal Periods	23	7.5
Notice of Change	22	7.2
On-Call/Standby Pay	24	7.9
Rest Periods	23	7.6
Shift Differential	23 – 24	7.7 – 7.7.2
Travel Time	25	7.10
Worker's Compensation	52	14.18
Workplace Harassment	57	15.2

**\*\*Please see Letter of Agreement at the end of this Contract.\*\***