

Labor Contract Between

THE STATE OF NEBRASKA

and

The Health & Human Care Non-Professional Bargaining Unit

The Examining, Inspection and Licensing Bargaining Unit

The Health & Human Care Professional Bargaining Unit

The Engineering, Science & Resources Bargaining Unit

The Maintenance, Trades & Technical Bargaining Unit

The Social Services & Counseling Bargaining Unit

The Administrative Professional Bargaining Unit

The Administrative Support Bargaining Unit

represented by

THE NEBRASKA ASSOCIATION OF PUBLIC EMPLOYEES

LOCAL 61

OF THE

AMERICAN FEDERATION OF

STATE, COUNTY AND MUNICIPAL EMPLOYEES

(NAPE/AFSCME)

July 1, 2023 through June 30, 2025

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ARTICLE 1 - PREAMBLE

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

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

- 1.2 This Contract supersedes and cancels all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and together with any letters of understanding executed concurrently (or after) with this Contract constitutes the complete and entire agreement between the parties, and concludes collective bargaining over the issues contained herein.
- 1.3 The parties acknowledge that during the negotiations which resulted in this Contract, each had the right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Contract. Therefore, the Employer and the Union, for the duration of this Contract, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Contract. This Contract may only be amended during its term by the parties' mutual agreement in writing.
- 1.4 The Employer agrees that prior to making any change in terms and conditions of employment which are mandatory subjects of bargaining and not otherwise covered by this Contract, to meet and bargain with the Union in an attempt to reach an agreement. If no agreement is reached, the terms and conditions of employment shall not be altered, unless the Employer has a compelling need to change a term or condition of employment. When the Employer has a compelling need to change a term or condition of employment and no agreement has been reached through bargaining, the Employer may implement the change and the unresolved issue may by mutual agreement, at the time of the dispute, of the parties be submitted to final and binding arbitration. The losing party shall bear the cost of arbitration. Notwithstanding the above, the Union and the Employer reserve their rights to enforce this and any provision of the contract through the courts.
- 1.5 Newly established work rules or amendments to existing work rules shall be reduced to writing and furnished to the Union at least seven calendar days prior to the effective date of

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

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

ARTICLE 2 - RECOGNITION AND UNION SECURITY

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

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

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

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

ARTICLE 3 - MANAGEMENT RIGHTS

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

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

ARTICLE 4 - GRIEVANCE PROCEDURE

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

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

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

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

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

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

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

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

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

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

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

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

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

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

4.12.2 At the Step 2 conference, the Administrator of the DAS Employee Relations Division or his/her designee shall discuss resolution of the grievance and shall have the authority to interview witnesses or require documents and other items to be produced prior to the conference. The conference length and the number of witnesses allowed shall be at the discretion of the Administrator of the DAS Employee Relations Division or his/her designee. In cases involving discipline, the agency shall present its case first and in all other cases the grievant shall present his/her case first. However, the intent of the parties is that the matter be considered at this step in an informal manner and be resolved as expeditiously as possible.

4.12.3 After the conference and a review of the grievance and other documents submitted by the parties, the Administrator of the DAS Employee Relations Division or his/her designee shall issue a written decision to the parties. This decision shall be issued within 20 workdays of the conference and shall include a description of the events giving rise to the grievance and the rationale upon which the decision is made. If a written decision is not rendered within 20 workdays, either party may appeal to Step 3. This decision shall not constitute a part of the appeal record if the matter is heard by an arbitrator or a hearing officer.

4.13 **STEP 3.** Within five workdays of receipt of the Step 2 decision, either party may appeal to Step 3 by filing a notice with the Administrator of the DAS Employee Relations Division. The appealing party shall also give notice of such appeal to the other party.

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

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

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

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

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

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

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

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

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

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

ARTICLE 5 - LAYOFFS AND RESIGNATIONS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

- e. Employees who are bumped from their positions shall be able to exercise their rights as outlined in Section 5.6. The seniority of an employee shall be based on service anniversary date as defined in 5.5.b.

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

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

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

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

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

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

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

ARTICLE 6 - UNION REPRESENTATIVES

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

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

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

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

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

ARTICLE 7 - WORK SCHEDULE

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

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

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

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

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

- 7.3 **Flex Time:** Agencies shall, where practicable, establish flex time work schedules for their employees. Such flex time work schedules shall guarantee the Employer's ability to provide services, to meet all workload demands as defined by the Employer, and to the extent practicable, meet employees' personal scheduling preferences. Approval of such requests shall not be unreasonably denied.
- 7.4 **Job Sharing:** Job sharing may be allowed by mutual agreement of the Agency Head and/or his/her Designee and the employees involved.

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

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

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

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

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

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

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

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

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

2nd and 3rd shifts weekdays \$1.00
1st shift weekends (Saturday and Sunday) and holidays \$1.25
2nd shift weekends (Saturday and Sunday) and holidays \$1.50
3rd shift weekends (Friday and Saturday) and holidays \$1.75

Developmental Technician I, II
Food Service Worker
Staff Care Specialist
Food Service Assistant
Staff Care Technician I, II

Licensed Practical Nurse
Maintenance Technician

Food Service Assistants and Food Service Workers who work between 6:00 p.m. and 6:00 a.m. shall receive shift differential at the second shift rates for all hours worked between those hours. Food Service Assistants and Food Service Workers who work at least three (3) consecutive hours and have any hours worked between the 6:00 p.m. and 6:00 a.m. time frame shall be guaranteed a minimum of three (3) hours of 2nd 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 2nd 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:

2nd and 3rd shifts weekdays \$1.50

1st shift weekends (Saturday and Sunday) and holidays \$2.00

2nd shift weekends (Saturday and Sunday) and holidays \$2.50

3rd shift weekends (Friday and Saturday) and holidays \$2.50

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

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

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

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

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

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

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

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

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

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

Beatrice State Developmental Center (BSCD)-Beatrice

Central Nebraska Veterans' Home-Kearney

Community Corrections Center (CCC-L)-Lincoln

Community Corrections Center (CCC-O)-Omaha

Cornhusker State Industries (CSI)-Lincoln

Diagnostic & Evaluation Center (DEC)-Lincoln

Eastern Nebraska Veteran's Home-Bellevue

Grand Island Veterans' Home-Grand Island

Lincoln Correctional Center (LCC)-Lincoln

Lincoln Regional Center-Lincoln

NDCS Pharmacy-Lincoln

Nebraska Correctional Center for Women (NCCW)-York

Nebraska Correctional Youth Facility (NCYF)-Omaha

Nebraska State Penitentiary (NSP)-Lincoln

Norfolk Regional Center-Norfolk

Norfolk Veterans' Home-Norfolk

Omaha Correctional Center (OCC)-Omaha

Tecumseh State Correctional Institution (TSCI)-Tecumseh

Western Nebraska Veterans' Home-Scottsbluff

Whitehall Campus-Lincoln

Work Ethic Camp (WEC)-McCook

Youth Facility-Lincoln

Youth Rehabilitation and Treatment Center-Hastings

Youth Rehabilitation and Treatment Center-Kearney

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

ARTICLE 8 - ORIGINAL PROBATIONARY PERIOD

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

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

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

ARTICLE 9 - TRANSFERS, PROMOTIONS, AND FILLING VACANT POSITIONS

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 10 - DISCIPLINE OR INVESTIGATORY SUSPENSION

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

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

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

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

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

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

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

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

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

ARTICLE 11 – WAGES

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Per Letter of Agreement Signed April 24, 2023)

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

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

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

- 11.4 **Pay Plan.** The minimum rate and maximum rate of pay for each classification in each bargaining unit will be established per the pay range assignments found in Appendix A.
- 11.5 On July 1, 2023, each salary rate of all classifications in each bargaining unit pay plan will remain the same as each classification was on June 30, 2023, except as provided in Section 11.2. (Appendix A 2023-2025)
- 11.6 On July 1, 2024, each salary rate of all classifications in each bargaining unit pay plan will remain the same as each classification was on June 30, 2024, except as provided in Section 11.3. (Appendix A 2023-2025)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 12 - OVERTIME

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

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

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

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

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

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

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

(Per Letter of Agreement signed May 31, 2023)

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

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

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

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

(Per Letter of Agreement signed May 31, 2023)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 13 – INSURANCE

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

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

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

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

Total Benefit Maximum - Unlimited

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

(Per Letter of Agreement Signed April 24, 2023)

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

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

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

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

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

ARTICLE 14 - AUTHORIZED LEAVE

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

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

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

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

- 14.2 **Holiday Leave for Part-time Employees:** Employees working part-time schedules shall receive paid time off for holidays on a pro-rated basis.
- 14.3 **Weekend Holidays:** When a holiday falls on the first day of an employee's weekend, it shall be observed on the preceding day. When a holiday falls on the second day of an employee's weekend, it shall be observed on the following day. A weekend is two consecutive days off, whether they be Saturday/Sunday, Tuesday/Wednesday, Friday/ Saturday, etc.
- 14.4 **Work on a Holiday:** In addition to normal holiday pay, hours worked by an overtime eligible employee on the employee's designated holiday shall be compensated at 1.5 times their normal hourly rate of pay. All hours worked on the employee's designated holiday in excess of an employee's normally scheduled work day shall be compensated at two times the employee's normal hourly rate. (see Section 12.9)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Eligibility of Recipient:

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

Eligibility of Donor Employee:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

14.16 Family and Medical Leave

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

14.16.2 Conditions for Using Family and Medical Leave.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

14.21.2 No leave benefits will accrue during a leave of absence

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

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

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

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

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

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

14.25 In case of extreme weather conditions, Agencies shall be as lenient as possible in the approval of compensatory time or vacation leave time in accordance with the Governor's emergency weather policy.

14.26 Leave requests shall be responded to within two work days from receipt by their supervisor and/or designee.

14.27 **Maternity Leave Donation (MLD) Program.** When an expectant or new mother needs to be away from work due to a birth of a child, she may request MLD. MLD shall be available only to employees who have exhausted their own earned sick leave, in conjunction with an approved Family Medical Leave (FML) under the Family Medical Leave Act and only with approval of the agency head and/or designee. Eligibility may be extended to those without an approved Family Medical Leave at the discretion of the agency head and/or designee.

14.27.1 **Eligibility of Recipient.** Employees shall meet the following criteria before request(s) for donations can be made:

- a. Be the expectant or new mother of a newborn baby
- b. FML request has been approved by the agency or the agency head and/or designee has waived need for this approval
- c. Have exhausted all earned sick leave
- d. Have not offered anything of value in exchange for the donation

14.27.2 **Requesting Maternity Leave Donations.** Employees must submit a written request for MLD to the agency/facility Human Resources office. The request must include substantiating evidence as described in the Family Medical Leave Act. (For your convenience, request forms are available from your agency/facility Human Resources office or the DAS State Personnel website.) The Human Resources staff will be responsible to initiate the process to verify eligibility, seek agency head approval, request donations, apply the conversion formula to donations received, advise the employee of donations received and notify the appropriate payroll personnel of changes to receiving/donating employees' leave balances. Agency heads and/or their designee(s) must approve both the FML and MLD requests before solicitation for donations begin.

14.27.3 **Contributing Maternity Leave Donations.** Employees may contribute accrued vacation leave or earned compensatory time to benefit another State employee in the same agency who requests MLD. Vacation leave and earned compensatory time shall be donated in no less than 4 hour increments. The contributing employee must identify the specific amount of time donated and the name of the recipient of the donated time on the appropriate forms for that purpose. Vacation leave and compensatory time donated and transferred to another State employee pursuant to this provision shall be irrevocably credited to the recipient's MLD account.

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

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

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

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

14.27.6 The provisions of this section are non-grievable.

(Per Letter of Agreement Signed April 24, 2023)

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

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

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

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

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

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

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

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

ARTICLE 15 - ANTI-DISCRIMINATION AND WORKPLACE HARASSMENT

- 15.1 The provisions of this Agreement shall be applied to all employees in the bargaining units without discrimination as to protected age, sex, marital status, race, color, creed, national origin, disability, or political affiliation. Each of the parties hereto recognize their individual responsibilities under this paragraph and agree to fulfill those responsibilities.
- 15.2 Employees have the right to a workplace free from sexual harassment, inappropriate physical conduct, bullying, and threatening behavior.

ARTICLE 16 - SAVINGS CLAUSE

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

ARTICLE 17 - PAY DURING TEMPORARY TRANSFER

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

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

ARTICLE 18 - HEALTH AND SAFETY

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ARTICLE 19 - CLASSIFICATION AND CLASSIFICATION APPEALS

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

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

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

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

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

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

ARTICLE 20 - EMPLOYEE TRAINING AND EDUCATIONAL ACTIVITIES

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

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

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

ARTICLE 21 - LABOR/MANAGEMENT COMMITTEE

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

ARTICLE 22 - PERSONNEL FILE INFORMATION

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

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

ARTICLE 23 - NO STRIKE - NO LOCKOUT

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

ARTICLE 24 - TERM OF CONTRACT

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

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

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

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

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

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

ARTICLE 25 - MISCELLANEOUS

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

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

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

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

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

ARTICLE 26- PERFORMANCE MANAGEMENT

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

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

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

ARTICLE 27 – EMPLOYEE DRUG AND ALCOHOL TESTING

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

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

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

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

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

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

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

B. Methods of Testing:

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

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

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

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

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

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

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

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

Definitions:

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

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

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

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

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

CLASS CODE PREFIXES

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

A07082 IT Business Syst Analyst/Coord			
1	26.862	11 29.672	21 32.777
2	27.131	12 29.969	22 33.105
3	27.402	13 30.269	23 33.436
4	27.676	14 30.571	24 33.770
5	27.953	15 30.877	25 34.108
6	28.232	16 31.186	26 34.449
7	28.515	17 31.498	27 34.793
8	28.800	18 31.813	28 35.141
9	29.088	19 32.131	29 35.493
10	29.379	20 32.452	30 35.847
		31 36.206	32 36.568
		33 36.934	34 37.303
		35 37.676	36 38.053
		37 38.433	38 38.818
		39 39.206	40 39.598

A07082 IT Business Syst Analyst/Coord			
1	27.399	11 30.266	21 33.432
2	27.673	12 30.568	22 33.766
3	27.950	13 30.874	23 34.104
4	28.229	14 31.183	24 34.445
5	28.512	15 31.494	25 34.789
6	28.797	16 31.809	26 35.137
7	29.085	17 32.127	27 35.489
8	29.375	18 32.449	28 35.844
9	29.669	19 32.773	29 36.202
10	29.966	20 33.101	30 36.564
		31 36.930	32 37.299
		33 37.672	34 38.049
		35 38.429	36 38.813
		37 39.202	38 39.594
		39 39.990	40 40.389

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

A13130 State Patrol Crime Analyst			
1	29.800	11	32.918
2	30.098	12	33.247
3	30.399	13	33.579
4	30.703	14	33.915
5	31.010	15	34.254
6	31.320	16	34.597
7	31.633	17	34.943
8	31.950	18	35.292
9	32.269	19	35.645
10	32.592	20	36.002
21	36.362	31	40.166
22	36.725	32	40.568
23	37.093	33	40.973
24	37.463	34	41.383
25	37.838	35	41.797
26	38.216	36	42.215
27	38.599	37	42.637
28	38.985	38	43.063
29	39.374	39	43.494
30	39.768	40	43.929

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

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

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

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

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

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

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

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

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A13910 Economist			
1	26.220	11	28.963
2	26.482	12	29.253
3	26.747	13	29.545
4	27.014	14	29.841
5	27.285	15	30.139
6	27.557	16	30.441
7	27.833	17	30.745
8	28.111	18	31.052
9	28.393	19	31.363
10	28.676	20	31.677

A13910 Economist			
1	26.744	11	29.542
2	27.011	12	29.837
3	27.282	13	30.136
4	27.554	14	30.437
5	27.830	15	30.742
6	28.108	16	31.049
7	28.389	17	31.359
8	28.673	18	31.673
9	28.960	19	31.990
10	29.250	20	32.310

A17802 Retirement Specialist I			
1	16.987	11	18.764
2	17.157	12	18.952
3	17.328	13	19.141
4	17.502	14	19.333
5	17.677	15	19.526
6	17.854	16	19.721
7	18.032	17	19.919
8	18.212	18	20.118
9	18.394	19	20.319
10	18.578	20	20.522

A17802 Retirement Specialist I			
1	17.327	11	19.140
2	17.500	12	19.331
3	17.675	13	19.524
4	17.852	14	19.720
5	18.031	15	19.917
6	18.211	16	20.116
7	18.393	17	20.317
8	18.577	18	20.520
9	18.763	19	20.726
10	18.950	20	20.933

A17803 Retirement Specialist II			
1	19.631	11	21.685
2	19.827	12	21.902
3	20.026	13	22.121
4	20.226	14	22.342
5	20.428	15	22.565
6	20.632	16	22.791
7	20.839	17	23.019
8	21.047	18	23.249
9	21.258	19	23.482
10	21.470	20	23.716

A17803 Retirement Specialist II			
1	20.023	11	22.118
2	20.223	12	22.339
3	20.425	13	22.562
4	20.630	14	22.788
5	20.836	15	23.016
6	21.044	16	23.246
7	21.255	17	23.479
8	21.467	18	23.713
9	21.682	19	23.950
10	21.899	20	24.190

A19011 Accountant I			
1	17.216	11	19.017
2	17.388	12	19.207
3	17.562	13	19.399
4	17.738	14	19.593
5	17.915	15	19.789
6	18.094	16	19.987
7	18.275	17	20.187
8	18.458	18	20.389
9	18.642	19	20.593
10	18.829	20	20.799

A19011 Accountant I			
1	17.561	11	19.398
2	17.737	12	19.592
3	17.914	13	19.788
4	18.093	14	19.986
5	18.274	15	20.186
6	18.457	16	20.388
7	18.641	17	20.592
8	18.828	18	20.798
9	19.016	19	21.006
10	19.206	20	21.216

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A19012		Accountant II			
1	23.821	11	26.313	21	29.066
2	24.059	12	26.576	22	29.357
3	24.300	13	26.842	23	29.650
4	24.543	14	27.111	24	29.947
5	24.788	15	27.382	25	30.246
6	25.036	16	27.655	26	30.549
7	25.286	17	27.932	27	30.854
8	25.539	18	28.211	28	31.163
9	25.795	19	28.493	29	31.474
10	26.053	20	28.778	30	31.789

A19012		Accountant II			
1	24.298	11	26.840	21	29.648
2	24.541	12	27.108	22	29.944
3	24.786	13	27.379	23	30.244
4	25.034	14	27.653	24	30.546
5	25.284	15	27.929	25	30.852
6	25.537	16	28.209	26	31.160
7	25.792	17	28.491	27	31.472
8	26.050	18	28.776	28	31.786
9	26.311	19	29.064	29	32.104
10	26.574	20	29.354	30	32.425

A19013		Accountant III			
1	27.527	11	30.407	21	33.588
2	27.802	12	30.711	22	33.924
3	28.080	13	31.018	23	34.263
4	28.361	14	31.328	24	34.606
5	28.644	15	31.641	25	34.952
6	28.931	16	31.958	26	35.301
7	29.220	17	32.277	27	35.654
8	29.512	18	32.600	28	36.011
9	29.808	19	32.926	29	36.371
10	30.106	20	33.255	30	36.735

A19013		Accountant III			
1	28.077	11	31.015	21	34.260
2	28.358	12	31.325	22	34.602
3	28.642	13	31.638	23	34.948
4	28.928	14	31.955	24	35.298
5	29.217	15	32.274	25	35.651
6	29.510	16	32.597	26	36.007
7	29.805	17	32.923	27	36.367
8	30.103	18	33.252	28	36.731
9	30.404	19	33.585	29	37.098
10	30.708	20	33.920	30	37.469

A19014		Accountant IV			
1	29.592	11	32.688	21	36.108
2	29.888	12	33.015	22	36.469
3	30.187	13	33.345	23	36.834
4	30.489	14	33.678	24	37.202
5	30.794	15	34.015	25	37.574
6	31.101	16	34.355	26	37.950
7	31.413	17	34.699	27	38.329
8	31.727	18	35.046	28	38.713
9	32.044	19	35.396	29	39.100
10	32.364	20	35.750	30	39.491

A19014		Accountant IV			
1	30.184	11	33.342	21	36.830
2	30.486	12	33.675	22	37.198
3	30.791	13	34.012	23	37.570
4	31.098	14	34.352	24	37.946
5	31.409	15	34.696	25	38.325
6	31.724	16	35.043	26	38.709
7	32.041	17	35.393	27	39.096
8	32.361	18	35.747	28	39.487
9	32.685	19	36.104	29	39.882
10	33.012	20	36.465	30	40.280

A19311		Budget Officer I			
1	19.391	11	21.420	21	23.661
2	19.585	12	21.634	22	23.898
3	19.781	13	21.851	23	24.137
4	19.979	14	22.069	24	24.378
5	20.179	15	22.290	25	24.622
6	20.381	16	22.513	26	24.868
7	20.584	17	22.738	27	25.117
8	20.790	18	22.965	28	25.368
9	20.998	19	23.195	29	25.622
10	21.208	20	23.427	30	25.878

A19311		Budget Officer I			
1	19.779	11	21.849	21	24.134
2	19.977	12	22.067	22	24.376
3	20.177	13	22.288	23	24.620
4	20.379	14	22.511	24	24.866
5	20.582	15	22.736	25	25.114
6	20.788	16	22.963	26	25.366
7	20.996	17	23.193	27	25.619
8	21.206	18	23.425	28	25.875
9	21.418	19	23.659	29	26.134
10	21.632	20	23.895	30	26.395

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A19312		Budget Officer II			
1	22.405	11	24.749	21	27.338
2	22.629	12	24.996	22	27.612
3	22.855	13	25.246	23	27.888
4	23.084	14	25.499	24	28.167
5	23.315	15	25.754	25	28.448
6	23.548	16	26.011	26	28.733
7	23.783	17	26.272	27	29.020
8	24.021	18	26.534	28	29.310
9	24.261	19	26.800	29	29.603
10	24.504	20	27.068	30	29.899
				40	33.028

A19312		Budget Officer II			
1	22.853	11	25.244	21	27.885
2	23.082	12	25.496	22	28.164
3	23.312	13	25.751	23	28.445
4	23.545	14	26.009	24	28.730
5	23.781	15	26.269	25	29.017
6	24.019	16	26.532	26	29.307
7	24.259	17	26.797	27	29.600
8	24.502	18	27.065	28	29.896
9	24.747	19	27.336	29	30.195
10	24.994	20	27.609	30	30.497
				40	33.688

A19330		Budget Analyst			
1	25.534	11	28.205	21	31.156
2	25.789	12	28.487	22	31.468
3	26.047	13	28.772	23	31.782
4	26.308	14	29.060	24	32.100
5	26.571	15	29.351	25	32.421
6	26.836	16	29.644	26	32.745
7	27.105	17	29.941	27	33.073
8	27.376	18	30.240	28	33.404
9	27.650	19	30.542	29	33.738
10	27.926	20	30.848	30	34.075
				40	37.640

A19330		Budget Analyst			
1	26.045	11	28.769	21	31.779
2	26.305	12	29.057	22	32.097
3	26.568	13	29.348	23	32.418
4	26.834	14	29.641	24	32.742
5	27.102	15	29.938	25	33.070
6	27.373	16	30.237	26	33.400
7	27.647	17	30.539	27	33.734
8	27.923	18	30.845	28	34.072
9	28.203	19	31.153	29	34.412
10	28.485	20	31.465	30	34.757
				40	38.393

A19420		State Fin Syst and Reports Coord			
1	30.273	11	33.440	21	36.938
2	30.575	12	33.774	22	37.308
3	30.881	13	34.112	23	37.681
4	31.190	14	34.453	24	38.058
5	31.502	15	34.798	25	38.438
6	31.817	16	35.145	26	38.822
7	32.135	17	35.497	27	39.211
8	32.456	18	35.852	28	39.603
9	32.781	19	36.210	29	39.999
10	33.109	20	36.573	30	40.399
				40	44.625

A19420		State Fin Syst and Reports Coord			
1	30.878	11	34.109	21	37.677
2	31.187	12	34.450	22	38.054
3	31.499	13	34.794	23	38.434
4	31.814	14	35.142	24	38.819
5	32.132	15	35.493	25	39.207
6	32.453	16	35.848	26	39.599
7	32.778	17	36.207	27	39.995
8	33.105	18	36.569	28	40.395
9	33.436	19	36.935	29	40.799
10	33.771	20	37.304	30	41.207
				40	45.518

A19611		Federal Aid Admin I			
1	19.391	11	21.420	21	23.661
2	19.585	12	21.634	22	23.898
3	19.781	13	21.851	23	24.137
4	19.979	14	22.069	24	24.378
5	20.179	15	22.290	25	24.622
6	20.381	16	22.513	26	24.868
7	20.584	17	22.738	27	25.117
8	20.790	18	22.965	28	25.368
9	20.998	19	23.195	29	25.622
10	21.208	20	23.427	30	25.878
				40	28.585

A19611		Federal Aid Admin I			
1	19.779	11	21.849	21	24.134
2	19.977	12	22.067	22	24.376
3	20.177	13	22.288	23	24.620
4	20.379	14	22.511	24	24.866
5	20.582	15	22.736	25	25.114
6	20.788	16	22.963	26	25.366
7	20.996	17	23.193	27	25.619
8	21.206	18	23.425	28	25.875
9	21.418	19	23.659	29	26.134
10	21.632	20	23.895	30	26.395
				40	29.157

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A19612 Federal Aid Admin II			
1	22.405	11	24.749
2	22.629	12	24.996
3	22.855	13	25.246
4	23.084	14	25.499
5	23.315	15	25.754
6	23.548	16	26.011
7	23.783	17	26.272
8	24.021	18	26.534
9	24.261	19	26.800
10	24.504	20	27.068
21	27.338	21	27.338
31	30.198	31	30.198
32	30.500	32	30.500
33	30.805	33	30.805
34	31.113	34	31.113
35	31.425	35	31.425
36	31.739	36	31.739
37	32.056	37	32.056
38	32.377	38	32.377
39	32.701	39	32.701
40	33.028	40	33.028

A19613 Federal Aid Admin III			
1	25.893	11	28.602
2	26.152	12	28.888
3	26.413	13	29.177
4	26.678	14	29.469
5	26.944	15	29.763
6	27.214	16	30.061
7	27.486	17	30.362
8	27.761	18	30.665
9	28.038	19	30.972
10	28.319	20	31.282
21	31.594	21	31.594
31	34.900	31	34.900
32	35.249	32	35.249
33	35.601	33	35.601
34	35.957	34	35.957
35	36.317	35	36.317
36	36.680	36	36.680
37	37.047	37	37.047
38	37.417	38	37.417
39	37.792	39	37.792
40	38.169	40	38.169

A21211 Fiscal Compliance Analyst			
1	19.957	11	22.045
2	20.157	12	22.266
3	20.358	13	22.488
4	20.562	14	22.713
5	20.768	15	22.940
6	20.975	16	23.170
7	21.185	17	23.402
8	21.397	18	23.636
9	21.611	19	23.872
10	21.827	20	24.111
21	24.352	21	24.352
31	26.899	31	26.899
32	27.168	32	27.168
33	27.440	33	27.440
34	27.715	34	27.715
35	27.992	35	27.992
36	28.272	36	28.272
37	28.554	37	28.554
38	28.840	38	28.840
39	29.128	39	29.128
40	29.420	40	29.420

A21212 Auditor			
1	21.452	11	23.696
2	21.666	12	23.933
3	21.883	13	24.172
4	22.102	14	24.414
5	22.323	15	24.658
6	22.546	16	24.905
7	22.771	17	25.154
8	22.999	18	25.405
9	23.229	19	25.659
10	23.461	20	25.916
21	26.175	21	26.175
31	28.913	31	28.913
32	29.203	32	29.203
33	29.495	33	29.495
34	29.789	34	29.789
35	30.087	35	30.087
36	30.388	36	30.388
37	30.692	37	30.692
38	30.999	38	30.999
39	31.309	39	31.309
40	31.622	40	31.622

A19612 Federal Aid Admin II			
1	22.853	11	25.244
2	23.082	12	25.496
3	23.312	13	25.751
4	23.545	14	26.009
5	23.781	15	26.269
6	24.019	16	26.532
7	24.259	17	26.797
8	24.502	18	27.065
9	24.747	19	27.336
10	24.994	20	27.609
21	27.885	21	27.885
31	30.802	31	30.802
32	31.110	32	31.110
33	31.422	33	31.422
34	31.736	34	31.736
35	32.053	35	32.053
36	32.374	36	32.374
37	32.697	37	32.697
38	33.024	38	33.024
39	33.355	39	33.355
40	33.688	40	33.688

A19613 Federal Aid Admin III			
1	26.411	11	29.174
2	26.675	12	29.466
3	26.942	13	29.760
4	27.211	14	30.058
5	27.483	15	30.359
6	27.758	16	30.662
7	28.036	17	30.969
8	28.316	18	31.278
9	28.599	19	31.591
10	28.885	20	31.907
21	32.226	21	32.226
31	35.598	31	35.598
32	35.954	32	35.954
33	36.313	33	36.313
34	36.676	34	36.676
35	37.043	35	37.043
36	37.414	36	37.414
37	37.788	37	37.788
38	38.166	38	38.166
39	38.547	39	38.547
40	38.933	40	38.933

A21211 Fiscal Compliance Analyst			
1	20.356	11	22.486
2	20.560	12	22.711
3	20.766	13	22.938
4	20.973	14	23.168
5	21.183	15	23.399
6	21.395	16	23.633
7	21.609	17	23.870
8	21.825	18	24.108
9	22.043	19	24.349
10	22.264	20	24.593
21	24.839	21	24.839
31	27.437	31	27.437
32	27.712	32	27.712
33	27.989	33	27.989
34	28.269	34	28.269
35	28.552	35	28.552
36	28.837	36	28.837
37	29.125	37	29.125
38	29.417	38	29.417
39	29.711	39	29.711
40	30.008	40	30.008

A21212 Auditor			
1	21.881	11	24.170
2	22.099	12	24.411
3	22.320	13	24.656
4	22.544	14	24.902
5	22.769	15	25.151
6	22.997	16	25.403
7	23.227	17	25.657
8	23.459	18	25.913
9	23.693	19	26.172
10	23.930	20	26.434
21	26.698	21	26.698
31	29.492	31	29.492
32	29.787	32	29.787
33	30.084	33	30.084
34	30.385	34	30.385
35	30.689	35	30.689
36	30.996	36	30.996
37	31.306	37	31.306
38	31.619	38	31.619
39	31.935	39	31.935
40	32.255	40	32.255

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A21213		Auditor Senior			
1	24.789	11	27.383	21	30.248
2	25.037	12	27.657	22	30.550
3	25.288	13	27.933	23	30.856
4	25.541	14	28.213	24	31.164
5	25.796	15	28.495	25	31.476
6	26.054	16	28.780	26	31.791
7	26.315	17	29.068	27	32.109
8	26.578	18	29.358	28	32.430
9	26.843	19	29.652	29	32.754
10	27.112	20	29.948	30	33.082

A21213		Auditor Senior			
1	25.285	11	27.931	21	30.853
2	25.538	12	28.210	22	31.161
3	25.793	13	28.492	23	31.473
4	26.051	14	28.777	24	31.788
5	26.312	15	29.065	25	32.106
6	26.575	16	29.355	26	32.427
7	26.841	17	29.649	27	32.751
8	27.109	18	29.945	28	33.078
9	27.380	19	30.245	29	33.409
10	27.654	20	30.547	30	33.743

A21251		Revenue Auditor I			
1	21.452	11	23.696	21	26.175
2	21.666	12	23.933	22	26.437
3	21.883	13	24.172	23	26.701
4	22.102	14	24.414	24	26.968
5	22.323	15	24.658	25	27.238
6	22.546	16	24.905	26	27.510
7	22.771	17	25.154	27	27.785
8	22.999	18	25.405	28	28.063
9	23.229	19	25.659	29	28.344
10	23.461	20	25.916	30	28.627

A21251		Revenue Auditor I			
1	21.881	11	24.170	21	26.698
2	22.099	12	24.411	22	26.965
3	22.320	13	24.656	23	27.235
4	22.544	14	24.902	24	27.507
5	22.769	15	25.151	25	27.782
6	22.997	16	25.403	26	28.060
7	23.227	17	25.657	27	28.341
8	23.459	18	25.913	28	28.624
9	23.693	19	26.172	29	28.911
10	23.930	20	26.434	30	29.200

A21252		Revenue Auditor II			
1	24.789	11	27.383	21	30.248
2	25.037	12	27.657	22	30.550
3	25.288	13	27.933	23	30.856
4	25.541	14	28.213	24	31.164
5	25.796	15	28.495	25	31.476
6	26.054	16	28.780	26	31.791
7	26.315	17	29.068	27	32.109
8	26.578	18	29.358	28	32.430
9	26.843	19	29.652	29	32.754
10	27.112	20	29.948	30	33.082

A21252		Revenue Auditor II			
1	25.285	11	27.931	21	30.853
2	25.538	12	28.210	22	31.161
3	25.793	13	28.492	23	31.473
4	26.051	14	28.777	24	31.788
5	26.312	15	29.065	25	32.106
6	26.575	16	29.355	26	32.427
7	26.841	17	29.649	27	32.751
8	27.109	18	29.945	28	33.078
9	27.380	19	30.245	29	33.409
10	27.654	20	30.547	30	33.743

A21253		Revenue Auditor III			
1	26.650	11	29.438	21	32.518
2	26.917	12	29.733	22	32.843
3	27.186	13	30.030	23	33.172
4	27.458	14	30.330	24	33.503
5	27.732	15	30.634	25	33.838
6	28.009	16	30.940	26	34.177
7	28.290	17	31.249	27	34.519
8	28.572	18	31.562	28	34.864
9	28.858	19	31.877	29	35.212
10	29.147	20	32.196	30	35.565

A21253		Revenue Auditor III			
1	27.183	11	30.027	21	33.168
2	27.455	12	30.327	22	33.500
3	27.729	13	30.631	23	33.835
4	28.007	14	30.937	24	34.174
5	28.287	15	31.246	25	34.515
6	28.570	16	31.559	26	34.860
7	28.855	17	31.874	27	35.209
8	29.144	18	32.193	28	35.561
9	29.435	19	32.515	29	35.917
10	29.730	20	32.840	30	36.276

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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A27334 Rev Prop Assessment Appraiser II			
1	26.215	11	28.958
2	26.478	12	29.248
3	26.742	13	29.540
4	27.010	14	29.836
5	27.280	15	30.134
6	27.553	16	30.435
7	27.828	17	30.740
8	28.106	18	31.047
9	28.387	19	31.357
10	28.671	20	31.671

A27350 Hwy ROW Local Liaison Coord			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408

A29511 Revenue Economist			
1	30.296	11	33.465
2	30.599	12	33.800
3	30.905	13	34.138
4	31.214	14	34.479
5	31.526	15	34.824
6	31.841	16	35.172
7	32.159	17	35.524
8	32.481	18	35.879
9	32.806	19	36.238
10	33.134	20	36.600

A29621 Revenue Tax Specialist			
1	26.220	11	28.963
2	26.482	12	29.252
3	26.747	13	29.545
4	27.014	14	29.840
5	27.284	15	30.139
6	27.557	16	30.440
7	27.833	17	30.744
8	28.111	18	31.052
9	28.392	19	31.362
10	28.676	20	31.676

A27334 Rev Prop Assessment Appraiser II			
1	26.740	11	29.537
2	27.007	12	29.833
3	27.277	13	30.131
4	27.550	14	30.432
5	27.825	15	30.737
6	28.104	16	31.044
7	28.385	17	31.354
8	28.669	18	31.668
9	28.955	19	31.985
10	29.245	20	32.304

A27350 Hwy ROW Local Liaison Coord			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956

A29511 Revenue Economist			
1	30.902	11	34.135
2	31.211	12	34.476
3	31.523	13	34.821
4	31.838	14	35.169
5	32.156	15	35.521
6	32.478	16	35.876
7	32.803	17	36.235
8	33.131	18	36.597
9	33.462	19	36.963
10	33.797	20	37.332

A29621 Revenue Tax Specialist			
1	26.744	11	29.542
2	27.011	12	29.837
3	27.281	13	30.136
4	27.554	14	30.437
5	27.830	15	30.741
6	28.108	16	31.049
7	28.389	17	31.359
8	28.673	18	31.673
9	28.960	19	31.990
10	29.249	20	32.310

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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A57183 Transportation Planner III			
1	26.220	11	28.963
2	26.482	12	29.252
3	26.747	13	29.545
4	27.014	14	29.840
5	27.284	15	30.139
6	27.557	16	30.440
7	27.833	17	30.744
8	28.111	18	31.052
9	28.392	19	31.362
10	28.676	20	31.676

A57300 Hwy Programs Specialist			
1	27.584	11	30.469
2	27.859	12	30.774
3	28.138	13	31.082
4	28.419	14	31.393
5	28.704	15	31.707
6	28.991	16	32.024
7	29.280	17	32.344
8	29.573	18	32.667
9	29.869	19	32.994
10	30.168	20	33.324

A57320 Military Contracts Officer			
1	22.685	11	25.059
2	22.912	12	25.309
3	23.141	13	25.562
4	23.373	14	25.818
5	23.606	15	26.076
6	23.842	16	26.337
7	24.081	17	26.600
8	24.322	18	26.866
9	24.565	19	27.135
10	24.811	20	27.406

A57400 Hwy Local Liaison Coord			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408

A57183 Transportation Planner III			
1	26.744	11	29.542
2	27.011	12	29.837
3	27.281	13	30.136
4	27.554	14	30.437
5	27.830	15	30.741
6	28.108	16	31.049
7	28.389	17	31.359
8	28.673	18	31.673
9	28.960	19	31.990
10	29.249	20	32.310

A57300 Hwy Programs Specialist			
1	28.135	11	31.079
2	28.417	12	31.390
3	28.701	13	31.703
4	28.988	14	32.020
5	29.278	15	32.341
6	29.570	16	32.664
7	29.866	17	32.991
8	30.165	18	33.321
9	30.466	19	33.654
10	30.771	20	33.990

A57320 Military Contracts Officer			
1	23.139	11	25.560
2	23.370	12	25.815
3	23.604	13	26.074
4	23.840	14	26.334
5	24.078	15	26.598
6	24.319	16	26.864
7	24.562	17	27.132
8	24.808	18	27.404
9	25.056	19	27.678
10	25.307	20	27.954

A57400 Hwy Local Liaison Coord			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

C72312 CFS Specialist			
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	26.850	18	29.659
9	27.118	19	29.955
10	27.389	20	30.255
		21	30.557
		22	30.863
		23	31.171
		24	31.483
		25	31.798
		26	32.116
		27	32.437
		28	32.762
		29	33.089
		30	33.420
		31	33.754
		32	34.092
		33	34.433
		34	34.777
		35	35.125
		36	35.476
		37	35.831
		38	36.189
		39	36.551
		40	36.917

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

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

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

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

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

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

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C72332 Social Worker II			
1	22.877	11 25.271	21 27.915
2	23.106	12 25.524	22 28.194
3	23.337	13 25.779	23 28.476
4	23.571	14 26.037	24 28.761
5	23.806	15 26.297	25 29.048
6	24.044	16 26.560	26 29.339
7	24.285	17 26.826	27 29.632
8	24.528	18 27.094	28 29.928
9	24.773	19 27.365	29 30.228
10	25.021	20 27.638	30 30.530

C72332 Social Worker II			
1	23.335	11 25.776	21 28.473
2	23.568	12 26.034	22 28.758
3	23.804	13 26.294	23 29.045
4	24.042	14 26.557	24 29.336
5	24.282	15 26.823	25 29.629
6	24.525	16 27.091	26 29.925
7	24.771	17 27.362	27 30.225
8	25.018	18 27.636	28 30.527
9	25.268	19 27.912	29 30.832
10	25.521	20 28.191	30 31.141

C72341 Master Social Worker			
1	26.440	11 29.206	21 32.262
2	26.704	12 29.498	22 32.585
3	26.971	13 29.793	23 32.910
4	27.241	14 30.091	24 33.239
5	27.514	15 30.392	25 33.572
6	27.789	16 30.696	26 33.908
7	28.067	17 31.003	27 34.247
8	28.347	18 31.313	28 34.589
9	28.631	19 31.626	29 34.935
10	28.917	20 31.942	30 35.284

C72341 Master Social Worker			
1	26.969	11 29.790	21 32.907
2	27.239	12 30.088	22 33.236
3	27.511	13 30.389	23 33.569
4	27.786	14 30.693	24 33.904
5	28.064	15 31.000	25 34.243
6	28.345	16 31.310	26 34.586
7	28.628	17 31.623	27 34.932
8	28.914	18 31.939	28 35.281
9	29.203	19 32.259	29 35.634
10	29.495	20 32.581	30 35.990

C72342 Certified Master Social Worker			
1	28.421	11 31.395	21 34.680
2	28.706	12 31.709	22 35.026
3	28.993	13 32.026	23 35.377
4	29.283	14 32.346	24 35.730
5	29.575	15 32.670	25 36.088
6	29.871	16 32.996	26 36.449
7	30.170	17 33.326	27 36.813
8	30.472	18 33.660	28 37.181
9	30.776	19 33.996	29 37.553
10	31.084	20 34.336	30 37.928

C72342 Certified Master Social Worker			
1	28.990	11 32.023	21 35.373
2	29.280	12 32.343	22 35.727
3	29.573	13 32.666	23 36.084
4	29.868	14 32.993	24 36.445
5	30.167	15 33.323	25 36.809
6	30.469	16 33.656	26 37.177
7	30.773	17 33.993	27 37.549
8	31.081	18 34.333	28 37.925
9	31.392	19 34.676	29 38.304
10	31.706	20 35.023	30 38.687

C72481 Youth Counselor I			
1	21.630	11 23.893	21 26.393
2	21.846	12 24.132	22 26.657
3	22.065	13 24.373	23 26.923
4	22.285	14 24.617	24 27.192
5	22.508	15 24.863	25 27.464
6	22.733	16 25.112	26 27.739
7	22.961	17 25.363	27 28.016
8	23.190	18 25.617	28 28.297
9	23.422	19 25.873	29 28.580
10	23.656	20 26.131	30 28.865

C72481 Youth Counselor I			
1	22.063	11 24.371	21 26.921
2	22.283	12 24.615	22 27.190
3	22.506	13 24.861	23 27.462
4	22.731	14 25.109	24 27.736
5	22.958	15 25.360	25 28.014
6	23.188	16 25.614	26 28.294
7	23.420	17 25.870	27 28.577
8	23.654	18 26.129	28 28.862
9	23.891	19 26.390	29 29.151
10	24.130	20 26.654	30 29.443

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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C73260 DHHS Program Coordinator			
1	25.061	11 27.683	21 30.580
2	25.312	12 27.960	22 30.885
3	25.565	13 28.240	23 31.194
4	25.821	14 28.522	24 31.506
5	26.079	15 28.807	25 31.821
6	26.340	16 29.096	26 32.140
7	26.603	17 29.386	27 32.461
8	26.869	18 29.680	28 32.786
9	27.138	19 29.977	29 33.113
10	27.409	20 30.277	30 33.445

C73260 DHHS Program Coordinator			
1	25.563	11 28.237	21 31.191
2	25.818	12 28.519	22 31.503
3	26.076	13 28.805	23 31.818
4	26.337	14 29.093	24 32.136
5	26.601	15 29.384	25 32.458
6	26.867	16 29.677	26 32.782
7	27.135	17 29.974	27 33.110
8	27.407	18 30.274	28 33.441
9	27.681	19 30.577	29 33.776
10	27.957	20 30.882	30 34.113

C73310 DHHS Quality Control Spec			
1	18.765	11 20.728	21 22.896
2	18.952	12 20.935	22 23.125
3	19.142	13 21.144	23 23.357
4	19.333	14 21.356	24 23.590
5	19.526	15 21.569	25 23.826
6	19.722	16 21.785	26 24.064
7	19.919	17 22.003	27 24.305
8	20.118	18 22.223	28 24.548
9	20.319	19 22.445	29 24.793
10	20.523	20 22.670	30 25.041

C73310 DHHS Quality Control Spec			
1	19.140	11 21.142	21 23.354
2	19.331	12 21.354	22 23.588
3	19.525	13 21.567	23 23.824
4	19.720	14 21.783	24 24.062
5	19.917	15 22.001	25 24.303
6	20.116	16 22.221	26 24.546
7	20.317	17 22.443	27 24.791
8	20.521	18 22.667	28 25.039
9	20.726	19 22.894	29 25.289
10	20.933	20 23.123	30 25.542

C73490 Medical Claims Investigator			
1	20.175	11 22.285	21 24.617
2	20.376	12 22.508	22 24.863
3	20.580	13 22.733	23 25.112
4	20.786	14 22.961	24 25.363
5	20.994	15 23.190	25 25.617
6	21.204	16 23.422	26 25.873
7	21.416	17 23.656	27 26.131
8	21.630	18 23.893	28 26.393
9	21.846	19 24.132	29 26.657
10	22.065	20 24.373	30 26.923

C73490 Medical Claims Investigator			
1	20.578	11 22.731	21 25.109
2	20.784	12 22.958	22 25.360
3	20.992	13 23.188	23 25.614
4	21.202	14 23.420	24 25.870
5	21.414	15 23.654	25 26.129
6	21.628	16 23.891	26 26.390
7	21.844	17 24.130	27 26.654
8	22.063	18 24.371	28 26.921
9	22.283	19 24.615	29 27.190
10	22.506	20 24.861	30 27.462

C73610 DPI Program Specialist			
1	22.686	11 25.060	21 27.682
2	22.913	12 25.310	22 27.958
3	23.142	13 25.563	23 28.238
4	23.374	14 25.819	24 28.520
5	23.607	15 26.077	25 28.806
6	23.844	16 26.338	26 29.094
7	24.082	17 26.601	27 29.385
8	24.323	18 26.867	28 29.678
9	24.566	19 27.136	29 29.975
10	24.812	20 27.408	30 30.275

C73610 DPI Program Specialist			
1	23.140	11 25.561	21 28.235
2	23.371	12 25.817	22 28.518
3	23.605	13 26.075	23 28.803
4	23.841	14 26.336	24 29.091
5	24.080	15 26.599	25 29.382
6	24.320	16 26.865	26 29.676
7	24.564	17 27.134	27 29.972
8	24.809	18 27.405	28 30.272
9	25.057	19 27.679	29 30.575
10	25.308	20 27.956	30 30.880

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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E43430 G and P Program Spec			
1	28.691	11 31.693	21 35.009
2	28.978	12 32.010	22 35.359
3	29.268	13 32.330	23 35.712
4	29.561	14 32.653	24 36.070
5	29.856	15 32.980	25 36.430
6	30.155	16 33.310	26 36.795
7	30.456	17 33.643	27 37.163
8	30.761	18 33.979	28 37.534
9	31.069	19 34.319	29 37.909
10	31.379	20 34.662	30 38.289

E43430 G and P Program Spec			
1	29.265	11 32.327	21 35.709
2	29.558	12 32.650	22 36.066
3	29.853	13 32.977	23 36.427
4	30.152	14 33.306	24 36.791
5	30.453	15 33.639	25 37.159
6	30.758	16 33.976	26 37.530
7	31.065	17 34.316	27 37.906
8	31.376	18 34.659	28 38.285
9	31.690	19 35.005	29 38.668
10	32.007	20 35.355	30 39.054

E43610 G and P Recreation Planner			
1	28.745	11 31.752	21 35.074
2	29.032	12 32.070	22 35.425
3	29.323	13 32.390	23 35.779
4	29.616	14 32.714	24 36.137
5	29.912	15 33.041	25 36.498
6	30.211	16 33.372	26 36.863
7	30.513	17 33.706	27 37.232
8	30.818	18 34.043	28 37.604
9	31.126	19 34.383	29 37.980
10	31.438	20 34.727	30 38.360

E43610 G and P Recreation Planner			
1	29.320	11 32.387	21 35.776
2	29.613	12 32.711	22 36.133
3	29.909	13 33.038	23 36.495
4	30.208	14 33.369	24 36.860
5	30.510	15 33.702	25 37.228
6	30.815	16 34.039	26 37.601
7	31.123	17 34.380	27 37.977
8	31.435	18 34.723	28 38.356
9	31.749	19 35.071	29 38.740
10	32.067	20 35.421	30 39.127

E45011 Environmental Specialist I			
1	22.910	11 25.307	21 27.954
2	23.139	12 25.560	22 28.234
3	23.370	13 25.816	23 28.516
4	23.604	14 26.074	24 28.802
5	23.840	15 26.334	25 29.090
6	24.079	16 26.598	26 29.380
7	24.319	17 26.864	27 29.674
8	24.563	18 27.132	28 29.971
9	24.808	19 27.404	29 30.271
10	25.056	20 27.678	30 30.573

E45011 Environmental Specialist I			
1	23.368	11 25.813	21 28.514
2	23.602	12 26.071	22 28.799
3	23.838	13 26.332	23 29.087
4	24.076	14 26.595	24 29.378
5	24.317	15 26.861	25 29.671
6	24.560	16 27.130	26 29.968
7	24.806	17 27.401	27 30.268
8	25.054	18 27.675	28 30.570
9	25.304	19 27.952	29 30.876
10	25.557	20 28.231	30 31.185

E45012 Environmental Specialist II			
1	24.628	11 27.204	21 30.051
2	24.874	12 27.476	22 30.351
3	25.123	13 27.751	23 30.655
4	25.374	14 28.029	24 30.961
5	25.628	15 28.309	25 31.271
6	25.884	16 28.592	26 31.583
7	26.143	17 28.878	27 31.899
8	26.404	18 29.167	28 32.218
9	26.668	19 29.458	29 32.540
10	26.935	20 29.753	30 32.866

E45012 Environmental Specialist II			
1	25.120	11 27.748	21 30.652
2	25.372	12 28.026	22 30.958
3	25.625	13 28.306	23 31.268
4	25.881	14 28.589	24 31.580
5	26.140	15 28.875	25 31.896
6	26.402	16 29.164	26 32.215
7	26.666	17 29.456	27 32.537
8	26.932	18 29.750	28 32.863
9	27.202	19 30.048	29 33.191
10	27.474	20 30.348	30 33.523

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E45013 Environmental Specialist III			
1	27.703	11	30.602
2	27.980	12	30.908
3	28.260	13	31.217
4	28.543	14	31.529
5	28.828	15	31.844
6	29.116	16	32.163
7	29.408	17	32.484
8	29.702	18	32.809
9	29.999	19	33.137
10	30.299	20	33.468
21	33.803	31	37.340
22	34.141	32	37.713
23	34.483	33	38.090
24	34.827	34	38.471
25	35.176	35	38.856
26	35.527	36	39.244
27	35.883	37	39.637
28	36.242	38	40.033
29	36.604	39	40.434
30	36.970	40	40.838

E45013 Environmental Specialist III			
1	28.257	11	31.214
2	28.540	12	31.526
3	28.825	13	31.841
4	29.113	14	32.159
5	29.405	15	32.481
6	29.699	16	32.806
7	29.996	17	33.134
8	30.296	18	33.465
9	30.599	19	33.800
10	30.905	20	34.138
21	34.479	31	38.087
22	34.824	32	38.467
23	35.172	33	38.852
24	35.524	34	39.241
25	35.879	35	39.633
26	36.238	36	40.029
27	36.600	37	40.430
28	36.966	38	40.834
29	37.336	39	41.242
30	37.709	40	41.655

E51210 Energy Cons Program Coord			
1	19.542	11	21.586
2	19.737	12	21.802
3	19.934	13	22.020
4	20.134	14	22.240
5	20.335	15	22.463
6	20.538	16	22.687
7	20.744	17	22.914
8	20.951	18	23.143
9	21.161	19	23.375
10	21.372	20	23.608
21	23.844	31	26.339
22	24.083	32	26.602
23	24.324	33	26.868
24	24.567	34	27.137
25	24.813	35	27.409
26	25.061	36	27.683
27	25.311	37	27.959
28	25.564	38	28.239
29	25.820	39	28.521
30	26.078	40	28.807

E51210 Energy Cons Program Coord			
1	19.932	11	22.018
2	20.132	12	22.238
3	20.333	13	22.460
4	20.536	14	22.685
5	20.742	15	22.912
6	20.949	16	23.141
7	21.159	17	23.372
8	21.370	18	23.606
9	21.584	19	23.842
10	21.800	20	24.080
21	24.321	31	26.866
22	24.565	32	27.134
23	24.810	33	27.406
24	25.058	34	27.680
25	25.309	35	27.957
26	25.562	36	28.236
27	25.818	37	28.519
28	26.076	38	28.804
29	26.336	39	29.092
30	26.600	40	29.383

E51211 Energy Cons Program Spec			
1	22.582	11	24.945
2	22.808	12	25.194
3	23.036	13	25.446
4	23.267	14	25.701
5	23.499	15	25.958
6	23.734	16	26.217
7	23.972	17	26.480
8	24.211	18	26.744
9	24.453	19	27.012
10	24.698	20	27.282
21	27.555	31	30.438
22	27.830	32	30.742
23	28.109	33	31.049
24	28.390	34	31.360
25	28.674	35	31.673
26	28.960	36	31.990
27	29.250	37	32.310
28	29.542	38	32.633
29	29.838	39	32.960
30	30.136	40	33.289

E51211 Energy Cons Program Spec			
1	23.034	11	25.444
2	23.264	12	25.698
3	23.497	13	25.955
4	23.732	14	26.215
5	23.969	15	26.477
6	24.209	16	26.742
7	24.451	17	27.009
8	24.696	18	27.279
9	24.943	19	27.552
10	25.192	20	27.828
21	28.106	31	31.046
22	28.387	32	31.357
23	28.671	33	31.670
24	28.957	34	31.987
25	29.247	35	32.307
26	29.540	36	32.630
27	29.835	37	32.956
28	30.133	38	33.286
29	30.435	39	33.619
30	30.739	40	33.955

E53011 State Patrol Forensic Scientist I			
1	26.689	11	29.481
2	26.956	12	29.776
3	27.225	13	30.074
4	27.498	14	30.374
5	27.773	15	30.678
6	28.050	16	30.985
7	28.331	17	31.295
8	28.614	18	31.608
9	28.900	19	31.924
10	29.189	20	32.243
21	32.566	31	35.973
22	32.891	32	36.332
23	33.220	33	36.696
24	33.552	34	37.063
25	33.888	35	37.433
26	34.227	36	37.808
27	34.569	37	38.186
28	34.915	38	38.568
29	35.264	39	38.953
30	35.616	40	39.343

E53011 State Patrol Forensic Scientist I			
1	27.223	11	30.071
2	27.495	12	30.371
3	27.770	13	30.675
4	28.048	14	30.982
5	28.328	15	31.292
6	28.611	16	31.605
7	28.897	17	31.921
8	29.186	18	32.240
9	29.478	19	32.562
10	29.773	20	32.888
21	33.217	31	36.692
22	33.549	32	37.059
23	33.884	33	37.430
24	34.223	34	37.804
25	34.566	35	38.182
26	34.911	36	38.564
27	35.260	37	38.949
28	35.613	38	39.339
29	35.969	39	39.732
30	36.329	40	40.130

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E53012 State Patrol Forensic Scientist II			
1	28.691	11	31.693
2	28.978	12	32.010
3	29.268	13	32.330
4	29.561	14	32.653
5	29.856	15	32.980
6	30.155	16	33.310
7	30.456	17	33.643
8	30.761	18	33.979
9	31.069	19	34.319
10	31.379	20	34.662
21	35.009	31	38.671
22	35.359	32	39.058
23	35.712	33	39.449
24	36.070	34	39.843
25	36.430	35	40.242
26	36.795	36	40.644
27	37.163	37	41.051
28	37.534	38	41.461
29	37.909	39	41.876
30	38.289	40	42.294

E53013 State Patrol Forensic Scientist III			
1	30.843	11	34.070
2	31.151	12	34.410
3	31.463	13	34.754
4	31.777	14	35.102
5	32.095	15	35.453
6	32.416	16	35.807
7	32.740	17	36.165
8	33.068	18	36.527
9	33.398	19	36.892
10	33.732	20	37.261
21	37.634	31	41.571
22	38.010	32	41.987
23	38.390	33	42.407
24	38.774	34	42.831
25	39.162	35	43.259
26	39.554	36	43.692
27	39.949	37	44.129
28	40.349	38	44.570
29	40.752	39	45.016
30	41.160	40	45.466

E53022 Scientist I			
1	22.822	11	25.209
2	23.050	12	25.462
3	23.280	13	25.716
4	23.513	14	25.973
5	23.748	15	26.233
6	23.986	16	26.495
7	24.226	17	26.760
8	24.468	18	27.028
9	24.713	19	27.298
10	24.960	20	27.571
21	27.847	31	30.760
22	28.125	32	31.068
23	28.407	33	31.379
24	28.691	34	31.692
25	28.978	35	32.009
26	29.267	36	32.329
27	29.560	37	32.653
28	29.856	38	32.979
29	30.154	39	33.309
30	30.456	40	33.642

E53023 Scientist II			
1	25.729	11	28.421
2	25.986	12	28.705
3	26.246	13	28.992
4	26.509	14	29.282
5	26.774	15	29.575
6	27.042	16	29.871
7	27.312	17	30.170
8	27.585	18	30.471
9	27.861	19	30.776
10	28.140	20	31.084
21	31.395	31	34.679
22	31.708	32	35.026
23	32.026	33	35.376
24	32.346	34	35.730
25	32.669	35	36.087
26	32.996	36	36.448
27	33.326	37	36.813
28	33.659	38	37.181
29	33.996	39	37.552
30	34.336	40	37.928

E53012 State Patrol Forensic Scientist II			
1	29.265	11	32.327
2	29.558	12	32.650
3	29.853	13	32.977
4	30.152	14	33.306
5	30.453	15	33.639
6	30.758	16	33.976
7	31.065	17	34.316
8	31.376	18	34.659
9	31.690	19	35.005
10	32.007	20	35.355
21	35.709	31	39.445
22	36.066	32	39.839
23	36.427	33	40.238
24	36.791	34	40.640
25	37.159	35	41.047
26	37.530	36	41.457
27	37.906	37	41.872
28	38.285	38	42.290
29	38.668	39	42.713
30	39.054	40	43.140

E53013 State Patrol Forensic Scientist III			
1	31.460	11	34.751
2	31.774	12	35.098
3	32.092	13	35.449
4	32.413	14	35.804
5	32.737	15	36.162
6	33.064	16	36.524
7	33.395	17	36.889
8	33.729	18	37.258
9	34.066	19	37.630
10	34.407	20	38.007
21	38.387	31	42.403
22	38.771	32	42.827
23	39.158	33	43.255
24	39.550	34	43.688
25	39.945	35	44.124
26	40.345	36	44.566
27	40.748	37	45.011
28	41.156	38	45.461
29	41.567	39	45.916
30	41.983	40	46.375

E53022 Scientist I			
1	23.278	11	25.714
2	23.511	12	25.971
3	23.746	13	26.230
4	23.984	14	26.493
5	24.223	15	26.758
6	24.466	16	27.025
7	24.710	17	27.296
8	24.957	18	27.568
9	25.207	19	27.844
10	25.459	20	28.123
21	28.404	31	31.375
22	28.688	32	31.689
23	28.975	33	32.006
24	29.264	34	32.326
25	29.557	35	32.649
26	29.853	36	32.976
27	30.151	37	33.306
28	30.453	38	33.639
29	30.757	39	33.975
30	31.065	40	34.315

E53023 Scientist II			
1	26.244	11	28.989
2	26.506	12	29.279
3	26.771	13	29.572
4	27.039	14	29.868
5	27.309	15	30.167
6	27.582	16	30.468
7	27.858	17	30.773
8	28.137	18	31.081
9	28.418	19	31.391
10	28.702	20	31.705
21	32.022	31	35.373
22	32.343	32	35.726
23	32.666	33	36.084
24	32.993	34	36.444
25	33.323	35	36.809
26	33.656	36	37.177
27	33.992	37	37.549
28	34.332	38	37.924
29	34.676	39	38.304
30	35.022	40	38.687

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E55011		Engineer			
1	29.977	11	33.113	21	36.578
2	30.277	12	33.444	22	36.943
3	30.580	13	33.779	23	37.313
4	30.885	14	34.117	24	37.686
5	31.194	15	34.458	25	38.063
6	31.506	16	34.802	26	38.444
7	31.821	17	35.150	27	38.828
8	32.139	18	35.502	28	39.216
9	32.461	19	35.857	29	39.608
10	32.785	20	36.216	30	40.004
				40	44.190

E55011		Engineer			
1	30.577	11	33.776	21	37.309
2	30.882	12	34.113	22	37.682
3	31.191	13	34.454	23	38.059
4	31.503	14	34.799	24	38.440
5	31.818	15	35.147	25	38.824
6	32.136	16	35.498	26	39.212
7	32.458	17	35.853	27	39.605
8	32.782	18	36.212	28	40.001
9	33.110	19	36.574	29	40.401
10	33.441	20	36.940	30	40.805
				40	45.074

E55012		Professional Engineer I			
1	34.173	11	37.749	21	41.698
2	34.515	12	38.126	22	42.115
3	34.860	13	38.507	23	42.536
4	35.209	14	38.893	24	42.962
5	35.561	15	39.281	25	43.391
6	35.917	16	39.674	26	43.825
7	36.276	17	40.071	27	44.263
8	36.639	18	40.472	28	44.706
9	37.005	19	40.876	29	45.153
10	37.375	20	41.285	30	45.605
				40	50.376

E55012		Professional Engineer I			
1	34.857	11	38.504	21	42.532
2	35.205	12	38.889	22	42.957
3	35.557	13	39.278	23	43.387
4	35.913	14	39.670	24	43.821
5	36.272	15	40.067	25	44.259
6	36.635	16	40.468	26	44.702
7	37.001	17	40.872	27	45.149
8	37.371	18	41.281	28	45.600
9	37.745	19	41.694	29	46.056
10	38.122	20	42.111	30	46.517
				40	51.383

E55013		Professional Engineer II			
1	39.302	11	43.414	21	47.956
2	39.695	12	43.848	22	48.436
3	40.092	13	44.287	23	48.920
4	40.493	14	44.730	24	49.410
5	40.898	15	45.177	25	49.904
6	41.307	16	45.629	26	50.403
7	41.720	17	46.085	27	50.907
8	42.137	18	46.546	28	51.416
9	42.559	19	47.011	29	51.930
10	42.984	20	47.482	30	52.449
				40	57.937

E55013		Professional Engineer II			
1	40.088	11	44.283	21	48.916
2	40.489	12	44.725	22	49.405
3	40.894	13	45.173	23	49.899
4	41.303	14	45.624	24	50.398
5	41.716	15	46.081	25	50.902
6	42.133	16	46.541	26	51.411
7	42.555	17	47.007	27	51.925
8	42.980	18	47.477	28	52.444
9	43.410	19	47.952	29	52.969
10	43.844	20	48.431	30	53.498
				40	59.095

E55014		Professional Engineer III			
1	44.426	11	49.074	21	54.208
2	44.870	12	49.564	22	54.750
3	45.319	13	50.060	23	55.297
4	45.772	14	50.561	24	55.850
5	46.230	15	51.066	25	56.409
6	46.692	16	51.577	26	56.973
7	47.159	17	52.093	27	57.543
8	47.630	18	52.613	28	58.118
9	48.107	19	53.140	29	58.699
10	48.588	20	53.671	30	59.286
				40	65.489

E55014		Professional Engineer III			
1	45.314	11	50.055	21	55.292
2	45.767	12	50.556	22	55.845
3	46.225	13	51.061	23	56.403
4	46.687	14	51.572	24	56.967
5	47.154	15	52.087	25	57.537
6	47.626	16	52.608	26	58.112
7	48.102	17	53.134	27	58.693
8	48.583	18	53.666	28	59.280
9	49.069	19	54.202	29	59.873
10	49.559	20	54.744	30	60.472
				40	66.799

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E55610		Architect			
1	29.435	11	32.514	21	35.916
2	29.729	12	32.839	22	36.275
3	30.026	13	33.168	23	36.638
4	30.327	14	33.499	24	37.004
5	30.630	15	33.834	25	37.374
6	30.936	16	34.173	26	37.748
7	31.245	17	34.514	27	38.125
8	31.558	18	34.860	28	38.507
9	31.874	19	35.208	29	38.892
10	32.192	20	35.560	30	39.281

E55610		Architect			
1	30.023	11	33.164	21	36.634
2	30.324	12	33.496	22	37.001
3	30.627	13	33.831	23	37.371
4	30.933	14	34.169	24	37.744
5	31.242	15	34.511	25	38.122
6	31.555	16	34.856	26	38.503
7	31.870	17	35.205	27	38.888
8	32.189	18	35.557	28	39.277
9	32.511	19	35.912	29	39.670
10	32.836	20	36.271	30	40.066

E56631		Interior Space Planner I			
1	16.896	11	18.663	21	20.616
2	17.065	12	18.850	22	20.822
3	17.235	13	19.038	23	21.030
4	17.408	14	19.229	24	21.240
5	17.582	15	19.421	25	21.453
6	17.757	16	19.615	26	21.667
7	17.935	17	19.811	27	21.884
8	18.114	18	20.009	28	22.103
9	18.295	19	20.210	29	22.324
10	18.478	20	20.412	30	22.547

E56631		Interior Space Planner I			
1	17.233	11	19.036	21	21.028
2	17.406	12	19.227	22	21.238
3	17.580	13	19.419	23	21.451
4	17.756	14	19.613	24	21.665
5	17.933	15	19.809	25	21.882
6	18.113	16	20.008	26	22.101
7	18.294	17	20.208	27	22.322
8	18.477	18	20.410	28	22.545
9	18.661	19	20.614	29	22.770
10	18.848	20	20.820	30	22.998

E56632		Interior Space Planner II			
1	21.957	11	24.254	21	26.791
2	22.176	12	24.496	22	27.059
3	22.398	13	24.741	23	27.330
4	22.622	14	24.989	24	27.603
5	22.848	15	25.238	25	27.879
6	23.077	16	25.491	26	28.158
7	23.307	17	25.746	27	28.439
8	23.540	18	26.003	28	28.724
9	23.776	19	26.263	29	29.011
10	24.014	20	26.526	30	29.301

E56632		Interior Space Planner II			
1	22.396	11	24.739	21	27.327
2	22.620	12	24.986	22	27.600
3	22.846	13	25.236	23	27.876
4	23.074	14	25.488	24	28.155
5	23.305	15	25.743	25	28.437
6	23.538	16	26.001	26	28.721
7	23.773	17	26.261	27	29.008
8	24.011	18	26.523	28	29.298
9	24.251	19	26.789	29	29.591
10	24.494	20	27.056	30	29.887

E56633		Interior Space Planner III			
1	25.242	11	27.883	21	30.800
2	25.494	12	28.162	22	31.108
3	25.749	13	28.443	23	31.419
4	26.007	14	28.728	24	31.733
5	26.267	15	29.015	25	32.051
6	26.530	16	29.305	26	32.371
7	26.795	17	29.598	27	32.695
8	27.063	18	29.894	28	33.022
9	27.333	19	30.193	29	33.352
10	27.607	20	30.495	30	33.686

E56633		Interior Space Planner III			
1	25.747	11	28.441	21	31.416
2	26.004	12	28.725	22	31.730
3	26.264	13	29.012	23	32.048
4	26.527	14	29.302	24	32.368
5	26.792	15	29.595	25	32.692
6	27.060	16	29.891	26	33.019
7	27.331	17	30.190	27	33.349
8	27.604	18	30.492	28	33.682
9	27.880	19	30.797	29	34.019
10	28.159	20	31.105	30	34.359

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E57171 Nat Resources Planner Tech			
1	23.665	11	26.141
2	23.902	12	26.402
3	24.141	13	26.666
4	24.382	14	26.933
5	24.626	15	27.202
6	24.872	16	27.474
7	25.121	17	27.749
8	25.372	18	28.026
9	25.626	19	28.307
10	25.882	20	28.590

E57172 Nat Resources Planner Coord			
1	27.346	11	30.207
2	27.620	12	30.509
3	27.896	13	30.814
4	28.175	14	31.123
5	28.457	15	31.434
6	28.741	16	31.748
7	29.029	17	32.066
8	29.319	18	32.386
9	29.612	19	32.710
10	29.908	20	33.037

E57240 Building Program Specialist			
1	25.517	11	28.187
2	25.772	12	28.469
3	26.030	13	28.753
4	26.290	14	29.041
5	26.553	15	29.331
6	26.819	16	29.625
7	27.087	17	29.921
8	27.358	18	30.220
9	27.631	19	30.522
10	27.908	20	30.827

E57331 Mil Master Planner Assistant			
1	27.382	11	30.247
2	27.656	12	30.549
3	27.932	13	30.855
4	28.212	14	31.163
5	28.494	15	31.475
6	28.779	16	31.790
7	29.066	17	32.107
8	29.357	18	32.429
9	29.651	19	32.753
10	29.947	20	33.080

E57171 Nat Resources Planner Tech			
1	24.138	11	26.664
2	24.380	12	26.930
3	24.623	13	27.200
4	24.870	14	27.472
5	25.118	15	27.746
6	25.369	16	28.024
7	25.623	17	28.304
8	25.879	18	28.587
9	26.138	19	28.873
10	26.400	20	29.162

E57172 Nat Resources Planner Coord			
1	27.893	11	30.811
2	28.172	12	31.119
3	28.454	13	31.431
4	28.738	14	31.745
5	29.026	15	32.062
6	29.316	16	32.383
7	29.609	17	32.707
8	29.905	18	33.034
9	30.204	19	33.364
10	30.506	20	33.698

E57240 Building Program Specialist			
1	26.027	11	28.750
2	26.288	12	29.038
3	26.551	13	29.328
4	26.816	14	29.622
5	27.084	15	29.918
6	27.355	16	30.217
7	27.629	17	30.519
8	27.905	18	30.824
9	28.184	19	31.133
10	28.466	20	31.444

E57331 Mil Master Planner Assistant			
1	27.930	11	30.852
2	28.209	12	31.160
3	28.491	13	31.472
4	28.776	14	31.786
5	29.064	15	32.104
6	29.354	16	32.425
7	29.648	17	32.750
8	29.944	18	33.077
9	30.244	19	33.408
10	30.546	20	33.742

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E57521 Hwy Local Liaison Tech I			
1	21.294	11	23.522
2	21.507	12	23.757
3	21.722	13	23.995
4	21.939	14	24.235
5	22.159	15	24.477
6	22.380	16	24.722
7	22.604	17	24.969
8	22.830	18	25.219
9	23.058	19	25.471
10	23.289	20	25.725
21	25.983	31	28.701
22	26.243	32	28.988
23	26.505	33	29.278
24	26.770	34	29.571
25	27.038	35	29.866
26	27.308	36	30.165
27	27.581	37	30.467
28	27.857	38	30.771
29	28.136	39	31.079
30	28.417	40	31.390

E57522 Hwy Local Liaison Tech II			
1	24.609	11	27.183
2	24.855	12	27.455
3	25.103	13	27.730
4	25.355	14	28.007
5	25.608	15	28.287
6	25.864	16	28.570
7	26.123	17	28.856
8	26.384	18	29.144
9	26.648	19	29.436
10	26.914	20	29.730
21	30.027	31	33.169
22	30.328	32	33.501
23	30.631	33	33.836
24	30.937	34	34.174
25	31.247	35	34.516
26	31.559	36	34.861
27	31.875	37	35.210
28	32.194	38	35.562
29	32.515	39	35.917
30	32.841	40	36.276

E57560 Hwy Local Projects Coord			
1	24.609	11	27.183
2	24.855	12	27.455
3	25.103	13	27.730
4	25.355	14	28.007
5	25.608	15	28.287
6	25.864	16	28.570
7	26.123	17	28.856
8	26.384	18	29.144
9	26.648	19	29.436
10	26.914	20	29.730
21	30.027	31	33.169
22	30.328	32	33.501
23	30.631	33	33.836
24	30.937	34	34.174
25	31.247	35	34.516
26	31.559	36	34.861
27	31.875	37	35.210
28	32.194	38	35.562
29	32.515	39	35.917
30	32.841	40	36.276

E57720 Hwy Construction Projects Coord			
1	31.148	11	34.406
2	31.459	12	34.751
3	31.774	13	35.098
4	32.092	14	35.449
5	32.412	15	35.804
6	32.737	16	36.162
7	33.064	17	36.523
8	33.395	18	36.888
9	33.729	19	37.257
10	34.066	20	37.630
21	38.006	31	41.982
22	38.386	32	42.402
23	38.770	33	42.826
24	39.158	34	43.255
25	39.549	35	43.687
26	39.945	36	44.124
27	40.344	37	44.565
28	40.748	38	45.011
29	41.155	39	45.461
30	41.567	40	45.916

E57521 Hwy Local Liaison Tech I			
1	21.720	11	23.992
2	21.937	12	24.232
3	22.156	13	24.475
4	22.378	14	24.719
5	22.602	15	24.966
6	22.828	16	25.216
7	23.056	17	25.468
8	23.287	18	25.723
9	23.520	19	25.980
10	23.755	20	26.240
21	26.502	31	29.275
22	26.767	32	29.568
23	27.035	33	29.864
24	27.305	34	30.162
25	27.578	35	30.464
26	27.854	36	30.768
27	28.133	37	31.076
28	28.414	38	31.387
29	28.698	39	31.701
30	28.985	40	32.018

E57522 Hwy Local Liaison Tech II			
1	25.101	11	27.727
2	25.352	12	28.004
3	25.606	13	28.284
4	25.862	14	28.567
5	26.120	15	28.853
6	26.381	16	29.142
7	26.645	17	29.433
8	26.912	18	29.727
9	27.181	19	30.025
10	27.453	20	30.325
21	30.628	31	33.832
22	30.934	32	34.171
23	31.244	33	34.512
24	31.556	34	34.858
25	31.872	35	35.206
26	32.190	36	35.558
27	32.512	37	35.914
28	32.837	38	36.273
29	33.166	39	36.636
30	33.497	40	37.002

E57560 Hwy Local Projects Coord			
1	25.101	11	27.727
2	25.352	12	28.004
3	25.606	13	28.284
4	25.862	14	28.567
5	26.120	15	28.853
6	26.381	16	29.142
7	26.645	17	29.433
8	26.912	18	29.727
9	27.181	19	30.025
10	27.453	20	30.325
21	30.628	31	33.832
22	30.934	32	34.171
23	31.244	33	34.512
24	31.556	34	34.858
25	31.872	35	35.206
26	32.190	36	35.558
27	32.512	37	35.914
28	32.837	38	36.273
29	33.166	39	36.636
30	33.497	40	37.002

E57720 Hwy Construction Projects Coord			
1	31.771	11	35.095
2	32.088	12	35.446
3	32.409	13	35.800
4	32.733	14	36.158
5	33.061	15	36.520
6	33.391	16	36.885
7	33.725	17	37.254
8	34.062	18	37.626
9	34.403	19	38.002
10	34.747	20	38.382
21	38.766	31	42.822
22	39.154	32	43.250
23	39.546	33	43.683
24	39.941	34	44.120
25	40.340	35	44.561
26	40.744	36	45.006
27	41.151	37	45.457
28	41.563	38	45.911
29	41.978	39	46.370
30	42.398	40	46.834

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E57740 Hwy Contracts Project Coord			
1	26.953	11	29.772
2	27.222	12	30.070
3	27.494	13	30.371
4	27.769	14	30.675
5	28.047	15	30.981
6	28.327	16	31.291
7	28.611	17	31.604
8	28.897	18	31.920
9	29.186	19	32.239
10	29.478	20	32.562
21	32.887	31	36.328
22	33.216	32	36.691
23	33.548	33	37.058
24	33.884	34	37.429
25	34.223	35	37.803
26	34.565	36	38.181
27	34.910	37	38.563
28	35.260	38	38.948
29	35.612	39	39.338
30	35.968	40	39.731

E57740 Hwy Contracts Project Coord			
1	27.492	11	30.368
2	27.767	12	30.672
3	28.044	13	30.978
4	28.325	14	31.288
5	28.608	15	31.601
6	28.894	16	31.917
7	29.183	17	32.236
8	29.475	18	32.558
9	29.769	19	32.884
10	30.067	20	33.213
21	33.545	31	37.055
22	33.880	32	37.425
23	34.219	33	37.799
24	34.561	34	38.177
25	34.907	35	38.559
26	35.256	36	38.945
27	35.609	37	39.334
28	35.965	38	39.727
29	36.324	39	40.125
30	36.688	40	40.526

E57760 Hwy Cost Estimator			
1	26.953	11	29.772
2	27.222	12	30.070
3	27.494	13	30.371
4	27.769	14	30.675
5	28.047	15	30.981
6	28.327	16	31.291
7	28.611	17	31.604
8	28.897	18	31.920
9	29.186	19	32.239
10	29.478	20	32.562
21	32.887	31	36.328
22	33.216	32	36.691
23	33.548	33	37.058
24	33.884	34	37.429
25	34.223	35	37.803
26	34.565	36	38.181
27	34.910	37	38.563
28	35.260	38	38.948
29	35.612	39	39.338
30	35.968	40	39.731

E57760 Hwy Cost Estimator			
1	27.492	11	30.368
2	27.767	12	30.672
3	28.044	13	30.978
4	28.325	14	31.288
5	28.608	15	31.601
6	28.894	16	31.917
7	29.183	17	32.236
8	29.475	18	32.558
9	29.769	19	32.884
10	30.067	20	33.213
21	33.545	31	37.055
22	33.880	32	37.425
23	34.219	33	37.799
24	34.561	34	38.177
25	34.907	35	38.559
26	35.256	36	38.945
27	35.609	37	39.334
28	35.965	38	39.727
29	36.324	39	40.125
30	36.688	40	40.526

E57771 Hwy Project Sched/Prog Analyst			
1	24.609	11	27.183
2	24.855	12	27.455
3	25.103	13	27.730
4	25.355	14	28.007
5	25.608	15	28.287
6	25.864	16	28.570
7	26.123	17	28.856
8	26.384	18	29.144
9	26.648	19	29.436
10	26.914	20	29.730
21	30.027	31	33.169
22	30.328	32	33.501
23	30.631	33	33.836
24	30.937	34	34.174
25	31.247	35	34.516
26	31.559	36	34.861
27	31.875	37	35.210
28	32.194	38	35.562
29	32.515	39	35.917
30	32.841	40	36.276

E57771 Hwy Project Sched/Prog Analyst			
1	25.101	11	27.727
2	25.352	12	28.004
3	25.606	13	28.284
4	25.862	14	28.567
5	26.120	15	28.853
6	26.381	16	29.142
7	26.645	17	29.433
8	26.912	18	29.727
9	27.181	19	30.025
10	27.453	20	30.325
21	30.628	31	33.832
22	30.934	32	34.171
23	31.244	33	34.512
24	31.556	34	34.858
25	31.872	35	35.206
26	32.190	36	35.558
27	32.512	37	35.914
28	32.837	38	36.273
29	33.166	39	36.636
30	33.497	40	37.002

E57772 Hwy Project Sched/Prog Coord			
1	28.439	11	31.415
2	28.724	12	31.729
3	29.011	13	32.046
4	29.301	14	32.367
5	29.594	15	32.690
6	29.890	16	33.017
7	30.189	17	33.347
8	30.491	18	33.681
9	30.796	19	34.018
10	31.104	20	34.358
21	34.701	31	38.332
22	35.048	32	38.715
23	35.399	33	39.102
24	35.753	34	39.493
25	36.110	35	39.888
26	36.471	36	40.287
27	36.836	37	40.690
28	37.204	38	41.097
29	37.577	39	41.508
30	37.952	40	41.923

E57772 Hwy Project Sched/Prog Coord			
1	29.008	11	32.043
2	29.298	12	32.363
3	29.591	13	32.687
4	29.887	14	33.014
5	30.186	15	33.344
6	30.488	16	33.677
7	30.793	17	34.014
8	31.101	18	34.354
9	31.412	19	34.698
10	31.726	20	35.045
21	35.395	31	39.098
22	35.749	32	39.489
23	36.107	33	39.884
24	36.468	34	40.283
25	36.833	35	40.686
26	37.201	36	41.093
27	37.573	37	41.504
28	37.949	38	41.919
29	38.328	39	42.338
30	38.711	40	42.761

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E57780 Hwy Construction Sched Coord			
1	31.148	11	34.406
2	31.459	12	34.751
3	31.774	13	35.098
4	32.092	14	35.449
5	32.412	15	35.804
6	32.737	16	36.162
7	33.064	17	36.523
8	33.395	18	36.888
9	33.729	19	37.257
10	34.066	20	37.630
21	38.006	22	38.386
23	38.770	24	39.158
25	39.549	26	39.945
27	40.344	28	40.748
29	41.155	30	41.567
31	41.982	32	42.402
33	42.826	34	43.255
35	43.687	36	44.124
37	44.565	38	45.011
39	45.461	40	45.916

E57780 Hwy Construction Sched Coord			
1	31.771	11	35.095
2	32.088	12	35.446
3	32.409	13	35.800
4	32.733	14	36.158
5	33.061	15	36.520
6	33.391	16	36.885
7	33.725	17	37.254
8	34.062	18	37.626
9	34.403	19	38.002
10	34.747	20	38.382
21	38.766	22	39.154
23	39.546	24	39.941
25	40.340	26	40.744
27	41.151	28	41.563
29	41.978	30	42.398
31	42.822	32	43.250
33	43.683	34	44.120
35	44.561	36	45.006
37	45.457	38	45.911
39	46.370	40	46.834

E57821 Facilities Const Coord I			
1	23.693	11	26.172
2	23.930	12	26.434
3	24.169	13	26.698
4	24.411	14	26.965
5	24.655	15	27.235
6	24.902	16	27.507
7	25.151	17	27.782
8	25.402	18	28.060
9	25.656	19	28.341
10	25.913	20	28.624
21	28.910	22	29.199
23	29.491	24	29.786
25	30.084	26	30.385
27	30.689	28	30.996
29	31.306	30	31.619
31	31.935	32	32.254
33	32.577	34	32.903
35	33.232	36	33.564
37	33.900	38	34.239
39	34.581	40	34.927

E57821 Facilities Const Coord I			
1	24.167	11	26.696
2	24.409	12	26.962
3	24.653	13	27.232
4	24.899	14	27.504
5	25.148	15	27.779
6	25.400	16	28.057
7	25.654	17	28.338
8	25.910	18	28.621
9	26.170	19	28.907
10	26.431	20	29.197
21	29.488	22	29.783
23	30.081	24	30.382
25	30.686	26	30.993
27	31.303	28	31.616
29	31.932	30	32.251
31	32.574	32	32.899
33	33.228	34	33.561
35	33.896	36	34.235
37	34.578	38	34.923
39	35.273	40	35.625

E57822 Facilities Const Coord II			
1	27.383	11	30.248
2	27.657	12	30.550
3	27.933	13	30.856
4	28.213	14	31.164
5	28.495	15	31.476
6	28.780	16	31.791
7	29.068	17	32.109
8	29.358	18	32.430
9	29.652	19	32.754
10	29.948	20	33.082
21	33.412	22	33.747
23	34.084	24	34.425
25	34.769	26	35.117
27	35.468	28	35.823
29	36.181	30	36.543
31	36.908	32	37.277
33	37.650	34	38.026
35	38.407	36	38.791
37	39.179	38	39.570
39	39.966	40	40.366

E57822 Facilities Const Coord II			
1	27.931	11	30.853
2	28.210	12	31.161
3	28.492	13	31.473
4	28.777	14	31.788
5	29.065	15	32.106
6	29.355	16	32.427
7	29.649	17	32.751
8	29.945	18	33.078
9	30.245	19	33.409
10	30.547	20	33.743
21	34.081	22	34.421
23	34.766	24	35.113
25	35.464	26	35.819
27	36.177	28	36.539
29	36.904	30	37.274
31	37.646	32	38.023
33	38.403	34	38.787
35	39.175	36	39.567
37	39.962	38	40.362
39	40.765	40	41.173

E59211 Aviation Specialist			
1	23.544	11	26.007
2	23.780	12	26.267
3	24.017	13	26.530
4	24.258	14	26.795
5	24.500	15	27.063
6	24.745	16	27.334
7	24.993	17	27.607
8	25.243	18	27.883
9	25.495	19	28.162
10	25.750	20	28.444
21	28.728	22	29.016
23	29.306	24	29.599
25	29.895	26	30.194
27	30.496	28	30.801
29	31.109	30	31.420
31	31.734	32	32.051
33	32.372	34	32.696
35	33.022	36	33.353
37	33.686	38	34.023
39	34.363	40	34.707

E59211 Aviation Specialist			
1	24.015	11	26.528
2	24.255	12	26.793
3	24.498	13	27.061
4	24.743	14	27.331
5	24.990	15	27.605
6	25.240	16	27.881
7	25.492	17	28.160
8	25.747	18	28.441
9	26.005	19	28.726
10	26.265	20	29.013
21	29.303	22	29.596
23	29.892	24	30.191
25	30.493	26	30.798
27	31.106	28	31.417
29	31.731	30	32.048
31	32.369	32	32.692
33	33.019	34	33.349
35	33.683	36	34.020
37	34.360	38	34.704
39	35.051	40	35.401

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E62560 Environmental Health Analyst			
1	22.582	11	24.945
2	22.808	12	25.194
3	23.036	13	25.446
4	23.267	14	25.701
5	23.499	15	25.958
6	23.734	16	26.217
7	23.972	17	26.480
8	24.211	18	26.744
9	24.453	19	27.012
10	24.698	20	27.282
21	27.555	31	30.438
22	27.830	32	30.742
23	28.109	33	31.049
24	28.390	34	31.360
25	28.674	35	31.673
26	28.960	36	31.990
27	29.250	37	32.310
28	29.542	38	32.633
29	29.838	39	32.960
30	30.136	40	33.289

E62560 Environmental Health Analyst			
1	23.034	11	25.444
2	23.264	12	25.698
3	23.497	13	25.955
4	23.732	14	26.215
5	23.969	15	26.477
6	24.209	16	26.742
7	24.451	17	27.009
8	24.696	18	27.279
9	24.943	19	27.552
10	25.192	20	27.828
21	28.106	31	31.046
22	28.387	32	31.357
23	28.671	33	31.670
24	28.957	34	31.987
25	29.247	35	32.307
26	29.540	36	32.630
27	29.835	37	32.956
28	30.133	38	33.286
29	30.435	39	33.619
30	30.739	40	33.955

E62570 Hum Health and Eco Risk Assessor			
1	26.097	11	28.827
2	26.358	12	29.115
3	26.621	13	29.406
4	26.887	14	29.700
5	27.156	15	29.997
6	27.428	16	30.297
7	27.702	17	30.600
8	27.979	18	30.906
9	28.259	19	31.216
10	28.542	20	31.528
21	31.843	31	35.174
22	32.161	32	35.526
23	32.483	33	35.881
24	32.808	34	36.240
25	33.136	35	36.603
26	33.467	36	36.969
27	33.802	37	37.338
28	34.140	38	37.712
29	34.481	39	38.089
30	34.826	40	38.470

E62570 Hum Health and Eco Risk Assessor			
1	26.619	11	29.404
2	26.885	12	29.698
3	27.154	13	29.995
4	27.425	14	30.294
5	27.699	15	30.597
6	27.976	16	30.903
7	28.256	17	31.212
8	28.539	18	31.525
9	28.824	19	31.840
10	29.112	20	32.158
21	32.480	31	35.878
22	32.805	32	36.237
23	33.133	33	36.599
24	33.464	34	36.965
25	33.799	35	37.335
26	34.137	36	37.708
27	34.478	37	38.085
28	34.823	38	38.466
29	35.171	39	38.851
30	35.523	40	39.239

E82411 G and P Assistant Horticulturist			
1	23.400	11	25.848
2	23.634	12	26.107
3	23.871	13	26.368
4	24.109	14	26.632
5	24.350	15	26.898
6	24.594	16	27.167
7	24.840	17	27.439
8	25.088	18	27.713
9	25.339	19	27.990
10	25.593	20	28.270
21	28.553	31	31.540
22	28.838	32	31.855
23	29.127	33	32.174
24	29.418	34	32.496
25	29.712	35	32.821
26	30.009	36	33.149
27	30.309	37	33.480
28	30.612	38	33.815
29	30.919	39	34.153
30	31.228	40	34.495

E82411 G and P Assistant Horticulturist			
1	23.868	11	26.365
2	24.107	12	26.629
3	24.348	13	26.895
4	24.592	14	27.164
5	24.837	15	27.436
6	25.086	16	27.710
7	25.337	17	27.987
8	25.590	18	28.267
9	25.846	19	28.550
10	26.104	20	28.836
21	29.124	31	32.171
22	29.415	32	32.493
23	29.709	33	32.818
24	30.006	34	33.146
25	30.306	35	33.477
26	30.609	36	33.812
27	30.916	37	34.150
28	31.225	38	34.492
29	31.537	39	34.836
30	31.852	40	35.185

H02150 Health Data Coordinator			
1	26.182	11	28.921
2	26.444	12	29.210
3	26.708	13	29.502
4	26.975	14	29.797
5	27.245	15	30.095
6	27.517	16	30.396
7	27.792	17	30.700
8	28.070	18	31.007
9	28.351	19	31.317
10	28.635	20	31.630
21	31.947	31	35.289
22	32.266	32	35.642
23	32.589	33	35.998
24	32.915	34	36.358
25	33.244	35	36.722
26	33.576	36	37.089
27	33.912	37	37.460
28	34.251	38	37.835
29	34.594	39	38.213
30	34.940	40	38.595

H02150 Health Data Coordinator			
1	26.705	11	29.499
2	26.972	12	29.794
3	27.242	13	30.092
4	27.515	14	30.393
5	27.790	15	30.697
6	28.068	16	31.004
7	28.348	17	31.314
8	28.632	18	31.627
9	28.918	19	31.944
10	29.207	20	32.263
21	32.586	31	35.995
22	32.912	32	36.355
23	33.241	33	36.718
24	33.573	34	37.086
25	33.909	35	37.456
26	34.248	36	37.831
27	34.590	37	38.209
28	34.936	38	38.591
29	35.286	39	38.977
30	35.638	40	39.367

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H11521 Community Health Educator			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408
21	27.682	31	30.578
22	27.958	32	30.883
23	28.238	33	31.192
24	28.520	34	31.504
25	28.806	35	31.819
26	29.094	36	32.137
27	29.385	37	32.459
28	29.678	38	32.783
29	29.975	39	33.111
30	30.275	40	33.442

H11522 Community Health Educator/Sr			
1	26.220	11	28.963
2	26.482	12	29.252
3	26.747	13	29.545
4	27.014	14	29.840
5	27.284	15	30.139
6	27.557	16	30.440
7	27.833	17	30.744
8	28.111	18	31.052
9	28.392	19	31.362
10	28.676	20	31.676
21	31.993	31	35.340
22	32.313	32	35.693
23	32.636	33	36.050
24	32.962	34	36.411
25	33.292	35	36.775
26	33.625	36	37.143
27	33.961	37	37.514
28	34.301	38	37.889
29	34.644	39	38.268
30	34.990	40	38.651

H62514 Radiological Health Physicist			
1	26.216	11	28.959
2	26.479	12	29.249
3	26.743	13	29.541
4	27.011	14	29.837
5	27.281	15	30.135
6	27.554	16	30.436
7	27.829	17	30.741
8	28.108	18	31.048
9	28.389	19	31.359
10	28.672	20	31.672
21	31.989	31	35.336
22	32.309	32	35.689
23	32.632	33	36.046
24	32.958	34	36.406
25	33.288	35	36.771
26	33.621	36	37.138
27	33.957	37	37.510
28	34.297	38	37.885
29	34.639	39	38.264
30	34.986	40	38.646

H72441 Behavior Analyst			
1	22.881	11	25.274
2	23.109	12	25.527
3	23.340	13	25.782
4	23.574	14	26.040
5	23.810	15	26.301
6	24.048	16	26.564
7	24.288	17	26.829
8	24.531	18	27.098
9	24.776	19	27.369
10	25.024	20	27.642
21	27.919	31	30.840
22	28.198	32	31.148
23	28.480	33	31.459
24	28.765	34	31.774
25	29.052	35	32.092
26	29.343	36	32.413
27	29.636	37	32.737
28	29.933	38	33.064
29	30.232	39	33.395
30	30.534	40	33.729

H11521 Community Health Educator			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956
21	28.235	31	31.189
22	28.518	32	31.501
23	28.803	33	31.816
24	29.091	34	32.134
25	29.382	35	32.456
26	29.676	36	32.780
27	29.972	37	33.108
28	30.272	38	33.439
29	30.575	39	33.773
30	30.880	40	34.111

H11522 Community Health Educator/Sr			
1	26.744	11	29.542
2	27.011	12	29.837
3	27.281	13	30.136
4	27.554	14	30.437
5	27.830	15	30.741
6	28.108	16	31.049
7	28.389	17	31.359
8	28.673	18	31.673
9	28.960	19	31.990
10	29.249	20	32.310
21	32.633	31	36.047
22	32.959	32	36.407
23	33.289	33	36.771
24	33.621	34	37.139
25	33.958	35	37.510
26	34.297	36	37.886
27	34.640	37	38.264
28	34.987	38	38.647
29	35.337	39	39.034
30	35.690	40	39.424

H62514 Radiological Health Physicist			
1	26.741	11	29.538
2	27.008	12	29.834
3	27.278	13	30.132
4	27.551	14	30.433
5	27.827	15	30.738
6	28.105	16	31.045
7	28.386	17	31.356
8	28.670	18	31.669
9	28.956	19	31.986
10	29.246	20	32.306
21	32.629	31	36.042
22	32.955	32	36.403
23	33.285	33	36.767
24	33.617	34	37.135
25	33.954	35	37.506
26	34.293	36	37.881
27	34.636	37	38.260
28	34.982	38	38.642
29	35.332	39	39.029
30	35.686	40	39.419

H72441 Behavior Analyst			
1	23.338	11	25.780
2	23.572	12	26.038
3	23.807	13	26.298
4	24.045	14	26.561
5	24.286	15	26.827
6	24.529	16	27.095
7	24.774	17	27.366
8	25.022	18	27.639
9	25.272	19	27.916
10	25.525	20	28.195
21	28.477	31	31.456
22	28.762	32	31.771
23	29.049	33	32.089
24	29.340	34	32.409
25	29.633	35	32.734
26	29.930	36	33.061
27	30.229	37	33.392
28	30.531	38	33.725
29	30.837	39	34.063
30	31.145	40	34.403

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H72442 Board Cert Behavior Analyst			
1	28.937	11	31.964
2	29.226	12	32.284
3	29.519	13	32.607
4	29.814	14	32.933
5	30.112	15	33.262
6	30.413	16	33.595
7	30.717	17	33.931
8	31.024	18	34.270
9	31.335	19	34.613
10	31.648	20	34.959
21	35.309	22	35.662
23	36.018	24	36.378
25	36.742	26	37.110
27	37.481	28	37.856
29	38.234	30	38.616
31	39.003	32	39.393
33	39.787	34	40.184
35	40.586	36	40.992
37	41.402	38	41.816
39	42.234	40	42.657

H72442 Board Cert Behavior Analyst			
1	29.516	11	32.604
2	29.811	12	32.930
3	30.109	13	33.259
4	30.410	14	33.592
5	30.714	15	33.928
6	31.021	16	34.267
7	31.331	17	34.609
8	31.645	18	34.956
9	31.961	19	35.305
10	32.281	20	35.658
21	36.015	22	36.375
23	36.739	24	37.106
25	37.477	26	37.852
27	38.230	28	38.613
29	38.999	30	39.389
31	39.783	32	40.181
33	40.582	34	40.988
35	41.398	36	41.812
37	42.230	38	42.652
39	43.079	40	43.510

H72551 Behavioral Health Pract I			
1	23.661	11	26.136
2	23.897	12	26.397
3	24.136	13	26.661
4	24.378	14	26.928
5	24.621	15	27.197
6	24.868	16	27.469
7	25.116	17	27.744
8	25.367	18	28.021
9	25.621	19	28.302
10	25.877	20	28.585
21	28.871	22	29.159
23	29.451	24	29.745
25	30.043	26	30.343
27	30.647	28	30.953
29	31.263	30	31.575
31	31.891	32	32.210
33	32.532	34	32.857
35	33.186	36	33.518
37	33.853	38	34.192
39	34.533	40	34.879

H72551 Behavioral Health Pract I			
1	24.134	11	26.659
2	24.375	12	26.925
3	24.619	13	27.195
4	24.865	14	27.467
5	25.114	15	27.741
6	25.365	16	28.019
7	25.619	17	28.299
8	25.875	18	28.582
9	26.134	19	28.868
10	26.395	20	29.156
21	29.448	22	29.742
23	30.040	24	30.340
25	30.644	26	30.950
27	31.260	28	31.572
29	31.888	30	32.207
31	32.529	32	32.854
33	33.183	34	33.515
35	33.850	36	34.188
37	34.530	38	34.875
39	35.224	40	35.576

H72552 Behavioral Health Pract II			
1	27.757	11	30.661
2	28.034	12	30.967
3	28.315	13	31.277
4	28.598	14	31.590
5	28.884	15	31.906
6	29.173	16	32.225
7	29.464	17	32.547
8	29.759	18	32.872
9	30.057	19	33.201
10	30.357	20	33.533
21	33.869	22	34.207
23	34.549	24	34.895
25	35.244	26	35.596
27	35.952	28	36.312
29	36.675	30	37.041
31	37.412	32	37.786
33	38.164	34	38.546
35	38.931	36	39.320
37	39.713	38	40.111
39	40.512	40	40.917

H72552 Behavioral Health Pract II			
1	28.312	11	31.274
2	28.595	12	31.587
3	28.881	13	31.903
4	29.170	14	32.222
5	29.461	15	32.544
6	29.756	16	32.869
7	30.054	17	33.198
8	30.354	18	33.530
9	30.658	19	33.865
10	30.964	20	34.204
21	34.546	22	34.891
23	35.240	24	35.593
25	35.949	26	36.308
27	36.671	28	37.038
29	37.408	30	37.782
31	38.160	32	38.542
33	38.927	34	39.316
35	39.710	36	40.107
37	40.508	38	40.913
39	41.322	40	41.735

H72553 Behavioral Health Pract III			
1	29.838	11	32.960
2	30.136	12	33.289
3	30.438	13	33.622
4	30.742	14	33.958
5	31.049	15	34.298
6	31.360	16	34.641
7	31.673	17	34.987
8	31.990	18	35.337
9	32.310	19	35.690
10	32.633	20	36.047
21	36.408	22	36.772
23	37.140	24	37.511
25	37.886	26	38.265
27	38.648	28	39.034
29	39.424	30	39.819
31	40.217	32	40.619
33	41.025	34	41.436
35	41.850	36	42.268
37	42.691	38	43.118
39	43.549	40	43.985

H72553 Behavioral Health Pract III			
1	30.435	11	33.619
2	30.739	12	33.955
3	31.046	13	34.294
4	31.357	14	34.637
5	31.670	15	34.984
6	31.987	16	35.334
7	32.307	17	35.687
8	32.630	18	36.044
9	32.956	19	36.404
10	33.286	20	36.768
21	37.136	22	37.507
23	37.882	24	38.261
25	38.644	26	39.030
27	39.421	28	39.815
29	40.213	30	40.615
31	41.021	32	41.431
33	41.846	34	42.264
35	42.687	36	43.114
37	43.545	38	43.980
39	44.420	40	44.864

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H72554 Behavioral Health Pract IV			
1	32.075	11 35.431	21 39.138
2	32.396	12 35.786	22 39.529
3	32.720	13 36.143	23 39.925
4	33.047	14 36.505	24 40.324
5	33.378	15 36.870	25 40.727
6	33.712	16 37.239	26 41.135
7	34.049	17 37.611	27 41.546
8	34.389	18 37.987	28 41.961
9	34.733	19 38.367	29 42.381
10	35.080	20 38.751	30 42.805
		31 43.233	32 43.665
		33 44.102	34 44.543
		35 44.988	36 45.438
		37 45.892	38 46.351
		39 46.815	40 47.283

H72554 Behavioral Health Pract IV			
1	32.717	11 36.140	21 39.921
2	33.044	12 36.501	22 40.320
3	33.375	13 36.866	23 40.723
4	33.708	14 37.235	24 41.130
5	34.045	15 37.607	25 41.542
6	34.386	16 37.983	26 41.957
7	34.730	17 38.363	27 42.377
8	35.077	18 38.747	28 42.801
9	35.428	19 39.134	29 43.229
10	35.782	20 39.526	30 43.661
		31 44.097	32 44.538
		33 44.984	34 45.434
		35 45.888	36 46.347
		37 46.810	38 47.278
		39 47.751	40 48.229

H73320 DHHS Prog Specialist-RN			
1	35.985	11 39.749	21 43.908
2	36.344	12 40.147	22 44.347
3	36.708	13 40.548	23 44.791
4	37.075	14 40.954	24 45.238
5	37.446	15 41.363	25 45.691
6	37.820	16 41.777	26 46.148
7	38.198	17 42.195	27 46.609
8	38.580	18 42.617	28 47.075
9	38.966	19 43.043	29 47.546
10	39.356	20 43.473	30 48.022
		31 48.502	32 48.987
		33 49.477	34 49.971
		35 50.471	36 50.976
		37 51.486	38 52.000
		39 52.520	40 53.046

H73320 DHHS Prog Specialist-RN			
1	36.704	11 40.544	21 44.786
2	37.071	12 40.950	22 45.234
3	37.442	13 41.359	23 45.686
4	37.816	14 41.773	24 46.143
5	38.195	15 42.191	25 46.605
6	38.577	16 42.612	26 47.071
7	38.962	17 43.039	27 47.541
8	39.352	18 43.469	28 48.017
9	39.745	19 43.904	29 48.497
10	40.143	20 44.343	30 48.982
		31 49.472	32 49.966
		33 50.466	34 50.971
		35 51.481	36 51.995
		37 52.515	38 53.040
		39 53.571	40 54.107

H73580 DHHS Medicaid Nurse Cons			
1	28.233	11 31.187	21 34.450
2	28.516	12 31.499	22 34.795
3	28.801	13 31.814	23 35.143
4	29.089	14 32.132	24 35.494
5	29.380	15 32.454	25 35.849
6	29.674	16 32.778	26 36.207
7	29.970	17 33.106	27 36.570
8	30.270	18 33.437	28 36.935
9	30.573	19 33.771	29 37.305
10	30.879	20 34.109	30 37.678
		31 38.054	32 38.435
		33 38.819	34 39.208
		35 39.600	36 39.996
		37 40.396	38 40.799
		39 41.207	40 41.620

H73580 DHHS Medicaid Nurse Cons			
1	28.798	11 31.811	21 35.139
2	29.086	12 32.129	22 35.491
3	29.377	13 32.450	23 35.845
4	29.671	14 32.775	24 36.204
5	29.967	15 33.103	25 36.566
6	30.267	16 33.434	26 36.932
7	30.570	17 33.768	27 37.301
8	30.875	18 34.106	28 37.674
9	31.184	19 34.447	29 38.051
10	31.496	20 34.791	30 38.431
		31 38.816	32 39.204
		33 39.596	34 39.992
		35 40.392	36 40.795
		37 41.203	38 41.615
		39 42.032	40 42.452

H74230 Health Prog Manager/RN			
1	33.369	11 36.860	21 40.717
2	33.703	12 37.229	22 41.124
3	34.040	13 37.601	23 41.535
4	34.380	14 37.977	24 41.950
5	34.724	15 38.357	25 42.370
6	35.071	16 38.740	26 42.793
7	35.422	17 39.128	27 43.221
8	35.776	18 39.519	28 43.654
9	36.134	19 39.914	29 44.090
10	36.495	20 40.313	30 44.531
		31 44.976	32 45.426
		33 45.880	34 46.339
		35 46.803	36 47.271
		37 47.743	38 48.221
		39 48.703	40 49.190

H74230 Health Prog Manager/RN			
1	34.036	11 37.597	21 41.531
2	34.377	12 37.973	22 41.946
3	34.721	13 38.353	23 42.366
4	35.068	14 38.737	24 42.789
5	35.418	15 39.124	25 43.217
6	35.773	16 39.515	26 43.649
7	36.130	17 39.910	27 44.086
8	36.492	18 40.309	28 44.527
9	36.857	19 40.713	29 44.972
10	37.225	20 41.120	30 45.422
		31 45.876	32 46.335
		33 46.798	34 47.266
		35 47.739	36 48.216
		37 48.698	38 49.185
		39 49.677	40 50.174

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H74241 Health Prog Manager I			
1	26.182	11	28.921
2	26.444	12	29.210
3	26.708	13	29.502
4	26.975	14	29.797
5	27.245	15	30.095
6	27.517	16	30.396
7	27.792	17	30.700
8	28.070	18	31.007
9	28.351	19	31.317
10	28.635	20	31.630
21	31.947	31	35.289
22	32.266	32	35.642
23	32.589	33	35.998
24	32.915	34	36.358
25	33.244	35	36.722
26	33.576	36	37.089
27	33.912	37	37.460
28	34.251	38	37.835
29	34.594	39	38.213
30	34.940	40	38.595

H74420 Medical Radiographer			
1	19.631	11	21.685
2	19.827	12	21.901
3	20.025	13	22.120
4	20.226	14	22.342
5	20.428	15	22.565
6	20.632	16	22.791
7	20.838	17	23.019
8	21.047	18	23.249
9	21.257	19	23.481
10	21.470	20	23.716
21	23.953	31	26.459
22	24.193	32	26.724
23	24.435	33	26.991
24	24.679	34	27.261
25	24.926	35	27.534
26	25.175	36	27.809
27	25.427	37	28.087
28	25.681	38	28.368
29	25.938	39	28.652
30	26.197	40	28.938

H74650 DHHS Nurse Consultant			
1	35.922	11	39.680
2	36.281	12	40.077
3	36.644	13	40.477
4	37.010	14	40.882
5	37.380	15	41.291
6	37.754	16	41.704
7	38.131	17	42.121
8	38.513	18	42.542
9	38.898	19	42.967
10	39.287	20	43.397
21	43.831	31	48.417
22	44.269	32	48.901
23	44.712	33	49.390
24	45.159	34	49.884
25	45.611	35	50.383
26	46.067	36	50.887
27	46.528	37	51.395
28	46.993	38	51.909
29	47.463	39	52.428
30	47.937	40	52.953

H74731 Pharmacist			
1	38.612	11	42.651
2	38.998	12	43.078
3	39.388	13	43.509
4	39.782	14	43.944
5	40.179	15	44.383
6	40.581	16	44.827
7	40.987	17	45.275
8	41.397	18	45.728
9	41.811	19	46.185
10	42.229	20	46.647
21	47.114	31	52.043
22	47.585	32	52.563
23	48.061	33	53.089
24	48.541	34	53.620
25	49.027	35	54.156
26	49.517	36	54.697
27	50.012	37	55.244
28	50.512	38	55.797
29	51.017	39	56.355
30	51.527	40	56.918

H74241 Health Prog Manager I			
1	26.705	11	29.499
2	26.972	12	29.794
3	27.242	13	30.092
4	27.515	14	30.393
5	27.790	15	30.697
6	28.068	16	31.004
7	28.348	17	31.314
8	28.632	18	31.627
9	28.918	19	31.944
10	29.207	20	32.263
21	32.586	31	35.995
22	32.912	32	36.355
23	33.241	33	36.718
24	33.573	34	37.086
25	33.909	35	37.456
26	34.248	36	37.831
27	34.590	37	38.209
28	34.936	38	38.591
29	35.286	39	38.977
30	35.638	40	39.367

H74420 Medical Radiographer			
1	20.023	11	22.118
2	20.224	12	22.339
3	20.426	13	22.563
4	20.630	14	22.789
5	20.836	15	23.016
6	21.045	16	23.247
7	21.255	17	23.479
8	21.468	18	23.714
9	21.682	19	23.951
10	21.899	20	24.190
21	24.432	31	26.989
22	24.677	32	27.258
23	24.923	33	27.531
24	25.173	34	27.806
25	25.424	35	28.084
26	25.679	36	28.365
27	25.935	37	28.649
28	26.195	38	28.935
29	26.457	39	29.225
30	26.721	40	29.517

H74650 DHHS Nurse Consultant			
1	36.640	11	40.473
2	37.006	12	40.878
3	37.376	13	41.287
4	37.750	14	41.700
5	38.128	15	42.117
6	38.509	16	42.538
7	38.894	17	42.963
8	39.283	18	43.393
9	39.676	19	43.827
10	40.073	20	44.265
21	44.708	31	49.385
22	45.155	32	49.879
23	45.606	33	50.378
24	46.062	34	50.882
25	46.523	35	51.390
26	46.988	36	51.904
27	47.458	37	52.423
28	47.933	38	52.948
29	48.412	39	53.477
30	48.896	40	54.012

H74731 Pharmacist			
1	39.384	11	43.504
2	39.778	12	43.939
3	40.175	13	44.379
4	40.577	14	44.823
5	40.983	15	45.271
6	41.393	16	45.723
7	41.807	17	46.181
8	42.225	18	46.643
9	42.647	19	47.109
10	43.074	20	47.580
21	48.056	31	53.084
22	48.536	32	53.614
23	49.022	33	54.151
24	49.512	34	54.692
25	50.007	35	55.239
26	50.507	36	55.791
27	51.012	37	56.349
28	51.522	38	56.913
29	52.038	39	57.482
30	52.558	40	58.057

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H74823 Psychologist/Licensed			
1	32.568	11	35.975
2	32.894	12	36.335
3	33.222	13	36.698
4	33.555	14	37.065
5	33.890	15	37.436
6	34.229	16	37.810
7	34.571	17	38.188
8	34.917	18	38.570
9	35.266	19	38.956
10	35.619	20	39.346
21	39.739	22	40.136
23	40.538	24	40.943
31	43.897	32	44.336
33	44.779	34	45.227
35	45.679	36	46.136
37	46.597	38	47.063
39	47.534	40	48.009

H74851 Emerg Med Services Spec I			
1	19.631	11	21.685
2	19.827	12	21.901
3	20.025	13	22.120
4	20.226	14	22.342
5	20.428	15	22.565
6	20.632	16	22.791
7	20.838	17	23.019
8	21.047	18	23.249
9	21.257	19	23.481
10	21.470	20	23.716
21	23.953	22	24.193
23	24.435	24	24.679
31	26.459	32	26.724
33	26.991	34	27.261
35	27.534	36	27.809
37	28.087	38	28.368
39	28.652	40	28.938

H74852 Emerg Med Services Spec II			
1	21.101	11	23.308
2	21.312	12	23.541
3	21.525	13	23.777
4	21.740	14	24.015
5	21.958	15	24.255
6	22.177	16	24.497
7	22.399	17	24.742
8	22.623	18	24.990
9	22.849	19	25.240
10	23.078	20	25.492
21	25.747	22	26.004
23	26.265	24	26.527
31	28.441	32	28.725
33	29.012	34	29.302
35	29.595	36	29.891
37	30.190	38	30.492
39	30.797	40	31.105

H74931 Health Surveillance Spec			
1	26.182	11	28.921
2	26.444	12	29.210
3	26.708	13	29.502
4	26.975	14	29.797
5	27.245	15	30.095
6	27.517	16	30.396
7	27.792	17	30.700
8	28.070	18	31.007
9	28.351	19	31.317
10	28.635	20	31.630
21	31.947	22	32.266
23	32.589	24	32.915
31	35.289	32	35.642
33	35.998	34	36.358
35	36.722	36	37.089
37	37.460	38	37.835
39	38.213	40	38.595

H74823 Psychologist/Licensed			
1	33.219	11	36.695
2	33.551	12	37.062
3	33.887	13	37.432
4	34.226	14	37.807
5	34.568	15	38.185
6	34.914	16	38.566
7	35.263	17	38.952
8	35.615	18	39.342
9	35.972	19	39.735
10	36.331	20	40.132
21	40.534	22	40.939
23	41.348	24	41.762
31	44.774	32	45.222
33	45.674	34	46.131
35	46.592	36	47.058
37	47.529	38	48.004
39	48.484	40	48.969

H74851 Emerg Med Services Spec I			
1	20.023	11	22.118
2	20.224	12	22.339
3	20.426	13	22.563
4	20.630	14	22.789
5	20.836	15	23.016
6	21.045	16	23.247
7	21.255	17	23.479
8	21.468	18	23.714
9	21.682	19	23.951
10	21.899	20	24.190
21	24.432	22	24.677
23	24.923	24	25.173
31	26.989	32	27.258
33	27.531	34	27.806
35	28.084	36	28.365
37	28.649	38	28.935
39	29.225	40	29.517

H74852 Emerg Med Services Spec II			
1	21.523	11	23.775
2	21.738	12	24.012
3	21.955	13	24.252
4	22.175	14	24.495
5	22.397	15	24.740
6	22.621	16	24.987
7	22.847	17	25.237
8	23.075	18	25.490
9	23.306	19	25.744
10	23.539	20	26.002
21	26.262	22	26.525
23	26.790	24	27.058
31	29.010	32	29.300
33	29.593	34	29.889
35	30.187	36	30.489
37	30.794	38	31.102
39	31.413	40	31.727

H74931 Health Surveillance Spec			
1	26.705	11	29.499
2	26.972	12	29.794
3	27.242	13	30.092
4	27.515	14	30.393
5	27.790	15	30.697
6	28.068	16	31.004
7	28.348	17	31.314
8	28.632	18	31.627
9	28.918	19	31.944
10	29.207	20	32.263
21	32.586	22	32.912
23	33.241	24	33.573
31	35.995	32	36.355
33	36.718	34	37.086
35	37.456	36	37.831
37	38.209	38	38.591
39	38.977	40	39.367

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H74932 Epidemiology Surveillance Coord			
1	30.260	11	33.426
2	30.563	12	33.760
3	30.868	13	34.098
4	31.177	14	34.439
5	31.489	15	34.783
6	31.804	16	35.131
7	32.122	17	35.482
8	32.443	18	35.837
9	32.767	19	36.195
10	33.095	20	36.557
21	36.923	31	40.786
22	37.292	32	41.194
23	37.665	33	41.606
24	38.042	34	42.022
25	38.422	35	42.442
26	38.806	36	42.866
27	39.194	37	43.295
28	39.586	38	43.728
29	39.982	39	44.165
30	40.382	40	44.607

H74932 Epidemiology Surveillance Coord			
1	30.865	11	34.094
2	31.174	12	34.435
3	31.486	13	34.780
4	31.800	14	35.127
5	32.118	15	35.479
6	32.440	16	35.833
7	32.764	17	36.192
8	33.092	18	36.554
9	33.423	19	36.919
10	33.757	20	37.288
21	37.661	31	41.602
22	38.038	32	42.018
23	38.418	33	42.438
24	38.803	34	42.862
25	39.191	35	43.291
26	39.582	36	43.724
27	39.978	37	44.161
28	40.378	38	44.603
29	40.782	39	45.049
30	41.190	40	45.499

H75014 Registered Nurse			
1	34.142	11	37.714
2	34.483	12	38.091
3	34.828	13	38.472
4	35.176	14	38.857
5	35.528	15	39.245
6	35.883	16	39.638
7	36.242	17	40.034
8	36.605	18	40.434
9	36.971	19	40.839
10	37.340	20	41.247
21	41.659	31	46.018
22	42.076	32	46.478
23	42.497	33	46.943
24	42.922	34	47.412
25	43.351	35	47.887
26	43.785	36	48.365
27	44.222	37	48.849
28	44.665	38	49.338
29	45.111	39	49.831
30	45.562	40	50.329

H75014 Registered Nurse			
1	34.825	11	38.468
2	35.173	12	38.853
3	35.525	13	39.241
4	35.880	14	39.634
5	36.239	15	40.030
6	36.601	16	40.430
7	36.967	17	40.835
8	37.337	18	41.243
9	37.710	19	41.655
10	38.087	20	42.072
21	42.493	31	46.938
22	42.918	32	47.408
23	43.347	33	47.882
24	43.780	34	48.361
25	44.218	35	48.844
26	44.660	36	49.333
27	45.107	37	49.826
28	45.558	38	50.324
29	46.013	39	50.828
30	46.474	40	51.336

H75015 Administrative Nurse			
1	36.278	11	40.073
2	36.640	12	40.474
3	37.007	13	40.878
4	37.377	14	41.287
5	37.751	15	41.700
6	38.128	16	42.117
7	38.509	17	42.538
8	38.894	18	42.964
9	39.283	19	43.393
10	39.676	20	43.827
21	44.265	31	48.897
22	44.708	32	49.386
23	45.155	33	49.879
24	45.607	34	50.378
25	46.063	35	50.882
26	46.523	36	51.391
27	46.989	37	51.905
28	47.459	38	52.424
29	47.933	39	52.948
30	48.412	40	53.477

H75015 Administrative Nurse			
1	37.003	11	40.874
2	37.373	12	41.283
3	37.747	13	41.696
4	38.124	14	42.113
5	38.506	15	42.534
6	38.891	16	42.959
7	39.279	17	43.389
8	39.672	18	43.823
9	40.069	19	44.261
10	40.470	20	44.704
21	45.151	31	49.875
22	45.602	32	50.373
23	46.058	33	50.877
24	46.519	34	51.386
25	46.984	35	51.900
26	47.454	36	52.419
27	47.928	37	52.943
28	48.408	38	53.472
29	48.892	39	54.007
30	49.381	40	54.547

H75321 Clinical Nurse Trainer			
1	36.278	11	40.073
2	36.640	12	40.474
3	37.007	13	40.878
4	37.377	14	41.287
5	37.751	15	41.700
6	38.128	16	42.117
7	38.509	17	42.538
8	38.894	18	42.964
9	39.283	19	43.393
10	39.676	20	43.827
21	44.265	31	48.897
22	44.708	32	49.386
23	45.155	33	49.879
24	45.607	34	50.378
25	46.063	35	50.882
26	46.523	36	51.391
27	46.989	37	51.905
28	47.459	38	52.424
29	47.933	39	52.948
30	48.412	40	53.477

H75321 Clinical Nurse Trainer			
1	37.003	11	40.874
2	37.373	12	41.283
3	37.747	13	41.696
4	38.124	14	42.113
5	38.506	15	42.534
6	38.891	16	42.959
7	39.279	17	43.389
8	39.672	18	43.823
9	40.069	19	44.261
10	40.470	20	44.704
21	45.151	31	49.875
22	45.602	32	50.373
23	46.058	33	50.877
24	46.519	34	51.386
25	46.984	35	51.900
26	47.454	36	52.419
27	47.928	37	52.943
28	48.408	38	53.472
29	48.892	39	54.007
30	49.381	40	54.547

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H75513 Comm Health Nurse/Senior			
1	31.180	11	34.442
2	31.492	12	34.786
3	31.806	13	35.134
4	32.125	14	35.485
5	32.446	15	35.840
6	32.770	16	36.199
7	33.098	17	36.561
8	33.429	18	36.926
9	33.763	19	37.296
10	34.101	20	37.669
21	38.045	21	38.045
31	42.026	31	42.026
22	38.426	22	38.426
32	42.446	32	42.446
23	38.810	23	38.810
33	42.870	33	42.870
24	39.198	24	39.198
34	43.299	34	43.299
25	39.590	25	39.590
35	43.732	35	43.732
26	39.986	26	39.986
36	44.169	36	44.169
27	40.386	27	40.386
37	44.611	37	44.611
28	40.790	28	40.790
38	45.057	38	45.057
29	41.198	29	41.198
39	45.508	39	45.508
30	41.609	30	41.609
40	45.963	40	45.963

H75513 Comm Health Nurse/Senior			
1	31.803	11	35.131
2	32.121	12	35.482
3	32.443	13	35.837
4	32.767	14	36.195
5	33.095	15	36.557
6	33.426	16	36.923
7	33.760	17	37.292
8	34.097	18	37.665
9	34.438	19	38.041
10	34.783	20	38.422
21	38.806	21	38.806
31	42.866	31	42.866
22	39.194	22	39.194
32	43.295	32	43.295
23	39.586	23	39.586
33	43.728	33	43.728
24	39.982	24	39.982
34	44.165	34	44.165
25	40.382	25	40.382
35	44.607	35	44.607
26	40.786	26	40.786
36	45.053	36	45.053
27	41.193	27	41.193
37	45.503	37	45.503
28	41.605	28	41.605
38	45.958	38	45.958
29	42.021	29	42.021
39	46.418	39	46.418
30	42.442	30	42.442
40	46.882	40	46.882

H76220 Interdisc Team Leader/QDDP			
1	23.210	11	25.639
2	23.442	12	25.895
3	23.677	13	26.154
4	23.914	14	26.415
5	24.153	15	26.680
6	24.394	16	26.946
7	24.638	17	27.216
8	24.885	18	27.488
9	25.133	19	27.763
10	25.385	20	28.041
21	28.321	21	28.321
31	31.284	31	31.284
22	28.604	22	28.604
32	31.597	32	31.597
23	28.890	23	28.890
33	31.913	33	31.913
24	29.179	24	29.179
34	32.232	34	32.232
25	29.471	25	29.471
35	32.554	35	32.554
26	29.766	26	29.766
36	32.880	36	32.880
27	30.063	27	30.063
37	33.209	37	33.209
28	30.364	28	30.364
38	33.541	38	33.541
29	30.667	29	30.667
39	33.876	39	33.876
30	30.974	30	30.974
40	34.215	40	34.215

H76220 Interdisc Team Leader/QDDP			
1	23.674	11	26.151
2	23.911	12	26.413
3	24.150	13	26.677
4	24.392	14	26.944
5	24.636	15	27.213
6	24.882	16	27.485
7	25.131	17	27.760
8	25.382	18	28.038
9	25.636	19	28.318
10	25.892	20	28.601
21	28.887	21	28.887
31	31.910	31	31.910
22	29.176	22	29.176
32	32.229	32	32.229
23	29.468	23	29.468
33	32.551	33	32.551
24	29.763	24	29.763
34	32.876	34	32.876
25	30.060	25	30.060
35	33.205	35	33.205
26	30.361	26	30.361
36	33.537	36	33.537
27	30.664	27	30.664
37	33.873	37	33.873
28	30.971	28	30.971
38	34.211	38	34.211
29	31.281	29	31.281
39	34.554	39	34.554
30	31.594	30	31.594
40	34.899	40	34.899

H76300 Behavior Support Specialist			
1	18.261	11	20.171
2	18.443	12	20.373
3	18.628	13	20.576
4	18.814	14	20.782
5	19.002	15	20.990
6	19.192	16	21.200
7	19.384	17	21.412
8	19.578	18	21.626
9	19.774	19	21.842
10	19.971	20	22.061
21	22.281	21	22.281
31	24.612	31	24.612
22	22.504	22	22.504
32	24.859	32	24.859
23	22.729	23	22.729
33	25.107	33	25.107
24	22.956	24	22.956
34	25.358	34	25.358
25	23.186	25	23.186
35	25.612	35	25.612
26	23.418	26	23.418
36	25.868	36	25.868
27	23.652	27	23.652
37	26.127	37	26.127
28	23.889	28	23.889
38	26.388	38	26.388
29	24.127	29	24.127
39	26.652	39	26.652
30	24.369	30	24.369
40	26.918	40	26.918

H76300 Behavior Support Specialist			
1	18.626	11	20.574
2	18.812	12	20.780
3	19.000	13	20.988
4	19.190	14	21.198
5	19.382	15	21.410
6	19.576	16	21.624
7	19.772	17	21.840
8	19.969	18	22.059
9	20.169	19	22.279
10	20.371	20	22.502
21	22.727	21	22.727
31	25.105	31	25.105
22	22.954	22	22.954
32	25.356	32	25.356
23	23.184	23	23.184
33	25.609	33	25.609
24	23.416	24	23.416
34	25.865	34	25.865
25	23.650	25	23.650
35	26.124	35	26.124
26	23.886	26	23.886
36	26.385	36	26.385
27	24.125	27	24.125
37	26.649	37	26.649
28	24.366	28	24.366
38	26.916	38	26.916
29	24.610	29	24.610
39	27.185	39	27.185
30	24.856	30	24.856
40	27.457	40	27.457

H76311 Hum Serv Treatment Spec I			
1	16.987	11	18.764
2	17.157	12	18.952
3	17.328	13	19.141
4	17.502	14	19.333
5	17.677	15	19.526
6	17.853	16	19.721
7	18.032	17	19.918
8	18.212	18	20.118
9	18.394	19	20.319
10	18.578	20	20.522
21	20.727	21	20.727
31	22.896	31	22.896
22	20.935	22	20.935
32	23.125	32	23.125
23	21.144	23	21.144
33	23.356	33	23.356
24	21.355	24	21.355
34	23.590	34	23.590
25	21.569	25	21.569
35	23.825	35	23.825
26	21.785	26	21.785
36	24.064	36	24.064
27	22.002	27	22.002
37	24.304	37	24.304
28	22.222	28	22.222
38	24.547	38	24.547
29	22.445	29	22.445
39	24.793	39	24.793
30	22.669	30	22.669
40	25.041	40	25.041

H76311 Hum Serv Treatment Spec I			
1	17.327	11	19.139
2	17.500	12	19.331
3	17.675	13	19.524
4	17.852	14	19.719
5	18.030	15	19.917
6	18.210	16	20.116
7	18.393	17	20.317
8	18.577	18	20.520
9	18.762	19	20.725
10	18.950	20	20.932
21	21.142	21	21.142
31	23.354	31	23.354
22	21.353	22	21.353
32	23.587	32	23.587
23	21.567	23	21.567
33	23.823	33	23.823
24	21.782	24	21.782
34	24.061	34	24.061
25	22.000	25	22.000
35	24.302	35	24.302
26	22.220	26	22.220
36	24.545	36	24.545
27	22.442	27	22.442
37	24.790	37	24.790
28	22.667	28	22.667
38	25.038	38	25.038
29	22.894	29	22.894
39	25.289	39	25.289
30	23.122	30	23.122
40	25.542	40	25.542

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H76312 Hum Serv Treatment Spec II			
1	19.631	11	21.685
2	19.827	12	21.901
3	20.025	13	22.120
4	20.226	14	22.342
5	20.428	15	22.565
6	20.632	16	22.791
7	20.838	17	23.019
8	21.047	18	23.249
9	21.257	19	23.481
10	21.470	20	23.716
21	23.953	31	26.459
22	24.193	32	26.724
23	24.435	33	26.991
24	24.679	34	27.261
25	24.926	35	27.534
26	25.175	36	27.809
27	25.427	37	28.087
28	25.681	38	28.368
29	25.938	39	28.652
30	26.197	40	28.938

H76463 Active Treatment Prog Spec			
1	21.479	11	23.726
2	21.694	12	23.963
3	21.911	13	24.203
4	22.130	14	24.445
5	22.351	15	24.689
6	22.574	16	24.936
7	22.800	17	25.186
8	23.028	18	25.437
9	23.258	19	25.692
10	23.491	20	25.949
21	26.208	31	28.950
22	26.470	32	29.240
23	26.735	33	29.532
24	27.002	34	29.827
25	27.272	35	30.126
26	27.545	36	30.427
27	27.821	37	30.731
28	28.099	38	31.039
29	28.380	39	31.349
30	28.664	40	31.662

H77023 Activity Specialist			
1	18.257	11	20.168
2	18.440	12	20.369
3	18.624	13	20.573
4	18.811	14	20.779
5	18.999	15	20.986
6	19.189	16	21.196
7	19.381	17	21.408
8	19.574	18	21.622
9	19.770	19	21.839
10	19.968	20	22.057
21	22.277	31	24.608
22	22.500	32	24.854
23	22.725	33	25.103
24	22.953	34	25.354
25	23.182	35	25.607
26	23.414	36	25.863
27	23.648	37	26.122
28	23.884	38	26.383
29	24.123	39	26.647
30	24.365	40	26.914

H77043 Recreation Specialist			
1	21.479	11	23.726
2	21.694	12	23.963
3	21.911	13	24.203
4	22.130	14	24.445
5	22.351	15	24.689
6	22.574	16	24.936
7	22.800	17	25.186
8	23.028	18	25.437
9	23.258	19	25.692
10	23.491	20	25.949
21	26.208	31	28.950
22	26.470	32	29.240
23	26.735	33	29.532
24	27.002	34	29.827
25	27.272	35	30.126
26	27.545	36	30.427
27	27.821	37	30.731
28	28.099	38	31.039
29	28.380	39	31.349
30	28.664	40	31.662

H76312 Hum Serv Treatment Spec II			
1	20.023	11	22.118
2	20.224	12	22.339
3	20.426	13	22.563
4	20.630	14	22.789
5	20.836	15	23.016
6	21.045	16	23.247
7	21.255	17	23.479
8	21.468	18	23.714
9	21.682	19	23.951
10	21.899	20	24.190
21	24.432	31	26.989
22	24.677	32	27.258
23	24.923	33	27.531
24	25.173	34	27.806
25	25.424	35	28.084
26	25.679	36	28.365
27	25.935	37	28.649
28	26.195	38	28.935
29	26.457	39	29.225
30	26.721	40	29.517

H76463 Active Treatment Prog Spec			
1	21.908	11	24.200
2	22.127	12	24.442
3	22.349	13	24.687
4	22.572	14	24.934
5	22.798	15	25.183
6	23.026	16	25.435
7	23.256	17	25.689
8	23.489	18	25.946
9	23.724	19	26.206
10	23.961	20	26.468
21	26.732	31	29.529
22	27.000	32	29.824
23	27.270	33	30.123
24	27.542	34	30.424
25	27.818	35	30.728
26	28.096	36	31.035
27	28.377	37	31.346
28	28.661	38	31.659
29	28.947	39	31.976
30	29.237	40	32.296

H77023 Activity Specialist			
1	18.623	11	20.571
2	18.809	12	20.777
3	18.997	13	20.984
4	19.187	14	21.194
5	19.379	15	21.406
6	19.572	16	21.620
7	19.768	17	21.836
8	19.966	18	22.055
9	20.166	19	22.275
10	20.367	20	22.498
21	22.723	31	25.100
22	22.950	32	25.351
23	23.180	33	25.605
24	23.412	34	25.861
25	23.646	35	26.120
26	23.882	36	26.381
27	24.121	37	26.645
28	24.362	38	26.911
29	24.606	39	27.180
30	24.852	40	27.452

H77043 Recreation Specialist			
1	21.908	11	24.200
2	22.127	12	24.442
3	22.349	13	24.687
4	22.572	14	24.934
5	22.798	15	25.183
6	23.026	16	25.435
7	23.256	17	25.689
8	23.489	18	25.946
9	23.724	19	26.206
10	23.961	20	26.468
21	26.732	31	29.529
22	27.000	32	29.824
23	27.270	33	30.123
24	27.542	34	30.424
25	27.818	35	30.728
26	28.096	36	31.035
27	28.377	37	31.346
28	28.661	38	31.659
29	28.947	39	31.976
30	29.237	40	32.296

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H77044 Recreation Coordinator			
1	23.091	11 25.506	21 28.175
2	23.321	12 25.761	22 28.457
3	23.555	13 26.019	23 28.741
4	23.790	14 26.279	24 29.029
5	24.028	15 26.542	25 29.319
6	24.268	16 26.807	26 29.612
7	24.511	17 27.075	27 29.908
8	24.756	18 27.346	28 30.207
9	25.004	19 27.620	29 30.509
10	25.254	20 27.896	30 30.814

H77044 Recreation Coordinator			
1	23.552	11 26.016	21 28.738
2	23.788	12 26.277	22 29.026
3	24.026	13 26.539	23 29.316
4	24.266	14 26.805	24 29.609
5	24.509	15 27.073	25 29.905
6	24.754	16 27.344	26 30.204
7	25.001	17 27.617	27 30.506
8	25.251	18 27.893	28 30.811
9	25.504	19 28.172	29 31.120
10	25.759	20 28.454	30 31.431

H77112 Physical Therapy Assistant			
1	17.131	11 18.923	21 20.903
2	17.302	12 19.112	22 21.112
3	17.475	13 19.303	23 21.323
4	17.650	14 19.496	24 21.536
5	17.826	15 19.691	25 21.752
6	18.005	16 19.888	26 21.969
7	18.185	17 20.087	27 22.189
8	18.366	18 20.288	28 22.411
9	18.550	19 20.491	29 22.635
10	18.736	20 20.696	30 22.861

H77112 Physical Therapy Assistant			
1	17.473	11 19.301	21 21.321
2	17.648	12 19.494	22 21.534
3	17.825	13 19.689	23 21.749
4	18.003	14 19.886	24 21.967
5	18.183	15 20.085	25 22.187
6	18.365	16 20.286	26 22.408
7	18.548	17 20.489	27 22.632
8	18.734	18 20.694	28 22.859
9	18.921	19 20.901	29 23.087
10	19.110	20 21.110	30 23.318

H77113 Physical Therapist I			
1	21.281	11 23.508	21 25.967
2	21.494	12 23.743	22 26.227
3	21.709	13 23.980	23 26.489
4	21.926	14 24.220	24 26.754
5	22.146	15 24.462	25 27.022
6	22.367	16 24.707	26 27.292
7	22.591	17 24.954	27 27.565
8	22.817	18 25.204	28 27.841
9	23.045	19 25.456	29 28.119
10	23.275	20 25.710	30 28.400

H77113 Physical Therapist I			
1	21.707	11 23.978	21 26.487
2	21.924	12 24.218	22 26.752
3	22.143	13 24.460	23 27.019
4	22.365	14 24.705	24 27.289
5	22.588	15 24.952	25 27.562
6	22.814	16 25.201	26 27.838
7	23.042	17 25.453	27 28.116
8	23.273	18 25.708	28 28.397
9	23.506	19 25.965	29 28.681
10	23.741	20 26.224	30 28.968

H77114 Physical Therapist II			
1	34.708	11 38.339	21 42.350
2	35.055	12 38.722	22 42.774
3	35.405	13 39.110	23 43.201
4	35.759	14 39.501	24 43.633
5	36.117	15 39.896	25 44.070
6	36.478	16 40.295	26 44.510
7	36.843	17 40.698	27 44.955
8	37.211	18 41.105	28 45.405
9	37.584	19 41.516	29 45.859
10	37.959	20 41.931	30 46.318

H77114 Physical Therapist II			
1	35.402	11 39.106	21 43.197
2	35.756	12 39.497	22 43.629
3	36.113	13 39.892	23 44.065
4	36.475	14 40.291	24 44.506
5	36.839	15 40.694	25 44.951
6	37.208	16 41.101	26 45.401
7	37.580	17 41.512	27 45.855
8	37.956	18 41.927	28 46.313
9	38.335	19 42.346	29 46.776
10	38.719	20 42.769	30 47.244

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H77312 Occupational Therapist			
1	31.344	11	34.623
2	31.657	12	34.969
3	31.974	13	35.319
4	32.293	14	35.672
5	32.616	15	36.029
6	32.942	16	36.389
7	33.272	17	36.753
8	33.605	18	37.120
9	33.941	19	37.492
10	34.280	20	37.866
21	38.245	21	38.245
31	42.246	31	42.246
22	38.628	22	38.628
32	42.669	32	42.669
23	39.014	23	39.014
33	43.096	33	43.096
24	39.404	24	39.404
34	43.526	34	43.526
25	39.798	25	39.798
35	43.962	35	43.962
26	40.196	26	40.196
36	44.401	36	44.401
27	40.598	27	40.598
37	44.845	37	44.845
28	41.004	28	41.004
38	45.294	38	45.294
29	41.414	29	41.414
39	45.747	39	45.747
30	41.828	30	41.828
40	46.204	40	46.204

H77420 Respiratory Therapist			
1	25.690	11	28.378
2	25.947	12	28.662
3	26.207	13	28.949
4	26.469	14	29.238
5	26.733	15	29.530
6	27.001	16	29.826
7	27.271	17	30.124
8	27.544	18	30.425
9	27.819	19	30.729
10	28.097	20	31.037
21	31.347	21	31.347
31	34.627	31	34.627
22	31.661	22	31.661
32	34.973	32	34.973
23	31.977	23	31.977
33	35.323	33	35.323
24	32.297	24	32.297
34	35.676	34	35.676
25	32.620	25	32.620
35	36.033	35	36.033
26	32.946	26	32.946
36	36.393	36	36.393
27	33.276	27	33.276
37	36.757	37	36.757
28	33.608	28	33.608
38	37.125	38	37.125
29	33.944	29	33.944
39	37.496	39	37.496
30	34.284	30	34.284
40	37.871	40	37.871

H77650 Speech Pathologist			
1	31.080	11	34.332
2	31.391	12	34.675
3	31.705	13	35.022
4	32.022	14	35.372
5	32.342	15	35.726
6	32.665	16	36.083
7	32.992	17	36.444
8	33.322	18	36.808
9	33.655	19	37.176
10	33.992	20	37.548
21	37.924	21	37.924
31	41.891	31	41.891
22	38.303	22	38.303
32	42.310	32	42.310
23	38.686	23	38.686
33	42.733	33	42.733
24	39.073	24	39.073
34	43.160	34	43.160
25	39.463	25	39.463
35	43.592	35	43.592
26	39.858	26	39.858
36	44.028	36	44.028
27	40.257	27	40.257
37	44.468	37	44.468
28	40.659	28	40.659
38	44.913	38	44.913
29	41.066	29	41.066
39	45.362	39	45.362
30	41.476	30	41.476
40	45.816	40	45.816

H80410 Dietitian			
1	26.922	11	29.739
2	27.191	12	30.036
3	27.463	13	30.336
4	27.738	14	30.640
5	28.015	15	30.946
6	28.295	16	31.256
7	28.578	17	31.568
8	28.864	18	31.884
9	29.153	19	32.203
10	29.444	20	32.525
21	32.850	21	32.850
31	36.287	31	36.287
22	33.178	22	33.178
32	36.650	32	36.650
23	33.510	23	33.510
33	37.016	33	37.016
24	33.845	24	33.845
34	37.386	34	37.386
25	34.184	25	34.184
35	37.760	35	37.760
26	34.526	26	34.526
36	38.138	36	38.138
27	34.871	27	34.871
37	38.519	37	38.519
28	35.220	28	35.220
38	38.904	38	38.904
29	35.572	29	35.572
39	39.293	39	39.293
30	35.928	30	35.928
40	39.686	40	39.686

H77312 Occupational Therapist			
1	31.970	11	35.315
2	32.290	12	35.668
3	32.613	13	36.025
4	32.939	14	36.385
5	33.269	15	36.749
6	33.601	16	37.117
7	33.937	17	37.488
8	34.277	18	37.863
9	34.619	19	38.241
10	34.966	20	38.624
21	39.010	21	39.010
31	43.091	31	43.091
22	39.400	22	39.400
32	43.522	32	43.522
23	39.794	23	39.794
33	43.957	33	43.957
24	40.192	24	40.192
34	44.397	34	44.397
25	40.594	25	40.594
35	44.841	35	44.841
26	41.000	26	41.000
36	45.289	36	45.289
27	41.410	27	41.410
37	45.742	37	45.742
28	41.824	28	41.824
38	46.200	38	46.200
29	42.242	29	42.242
39	46.662	39	46.662
30	42.665	30	42.665
40	47.128	40	47.128

H77420 Respiratory Therapist			
1	26.204	11	28.946
2	26.466	12	29.235
3	26.731	13	29.528
4	26.998	14	29.823
5	27.268	15	30.121
6	27.541	16	30.422
7	27.816	17	30.726
8	28.094	18	31.034
9	28.375	19	31.344
10	28.659	20	31.657
21	31.974	21	31.974
31	35.319	31	35.319
22	32.294	22	32.294
32	35.672	32	35.672
23	32.617	23	32.617
33	36.029	33	36.029
24	32.943	24	32.943
34	36.389	34	36.389
25	33.272	25	33.272
35	36.753	35	36.753
26	33.605	26	33.605
36	37.121	36	37.121
27	33.941	27	33.941
37	37.492	37	37.492
28	34.281	28	34.281
38	37.867	38	37.867
29	34.623	29	34.623
39	38.246	39	38.246
30	34.970	30	34.970
40	38.628	40	38.628

H77650 Speech Pathologist			
1	31.702	11	35.018
2	32.019	12	35.368
3	32.339	13	35.722
4	32.662	14	36.079
5	32.989	15	36.440
6	33.319	16	36.805
7	33.652	17	37.173
8	33.988	18	37.544
9	34.328	19	37.920
10	34.672	20	38.299
21	38.682	21	38.682
31	42.729	31	42.729
22	39.069	22	39.069
32	43.156	32	43.156
23	39.459	23	39.459
33	43.588	33	43.588
24	39.854	24	39.854
34	44.024	34	44.024
25	40.253	25	40.253
35	44.464	35	44.464
26	40.655	26	40.655
36	44.909	36	44.909
27	41.062	27	41.062
37	45.358	37	45.358
28	41.472	28	41.472
38	45.811	38	45.811
29	41.887	29	41.887
39	46.269	39	46.269
30	42.306	30	42.306
40	46.732	40	46.732

H80410 Dietitian			
1	27.460	11	30.333
2	27.735	12	30.637
3	28.012	13	30.943
4	28.293	14	31.253
5	28.575	15	31.565
6	28.861	16	31.881
7	29.150	17	32.200
8	29.441	18	32.522
9	29.736	19	32.847
10	30.033	20	33.175
21	33.507	21	33.507
31	37.013	31	37.013
22	33.842	22	33.842
32	37.383	32	37.383
23	34.180	23	34.180
33	37.756	33	37.756
24	34.522	24	34.522
34	38.134	34	38.134
25	34.867	25	34.867
35	38.515	35	38.515
26	35.216	26	35.216
36	38.901	36	38.901
27	35.568	27	35.568
37	39.290	37	39.290
28	35.924	28	35.924
38	39.682	38	39.682
29	36.283	29	36.283
39	40.079	39	40.079
30	36.646	30	36.646
40	40.480	40	40.480

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H80452 Public Health Nutritionist, Sr			
1	31.113	11	34.368
2	31.424	12	34.711
3	31.738	13	35.058
4	32.055	14	35.409
5	32.376	15	35.763
6	32.700	16	36.121
7	33.027	17	36.482
8	33.357	18	36.847
9	33.690	19	37.215
10	34.027	20	37.587
21	37.963	22	38.343
23	38.726	24	39.114
25	39.505	26	39.900
27	40.299	28	40.702
29	41.109	30	41.520
31	41.935	32	42.354
33	42.778	34	43.206
35	43.638	36	44.074
37	44.515	38	44.960
39	45.410	40	45.864

H80452 Public Health Nutritionist, Sr			
1	31.735	11	35.055
2	32.052	12	35.406
3	32.373	13	35.760
4	32.696	14	36.117
5	33.023	15	36.478
6	33.354	16	36.843
7	33.687	17	37.212
8	34.024	18	37.584
9	34.364	19	37.960
10	34.708	20	38.339
21	38.722	22	39.110
23	39.501	24	39.896
25	40.295	26	40.698
27	41.105	28	41.516
29	41.931	30	42.350
31	42.774	32	43.201
33	43.633	34	44.070
35	44.511	36	44.956
37	45.405	38	45.859
39	46.318	40	46.781

I72670 Vocational Rehab Technician			
1	16.629	11	18.369
2	16.795	12	18.552
3	16.963	13	18.738
4	17.133	14	18.925
5	17.304	15	19.114
6	17.477	16	19.306
7	17.652	17	19.499
8	17.828	18	19.694
9	18.007	19	19.891
10	18.187	20	20.089
21	20.290	22	20.493
23	20.698	24	20.905
25	21.114	26	21.325
27	21.539	28	21.754
29	21.972	30	22.191
31	22.413	32	22.637
33	22.864	34	23.092
35	23.323	36	23.556
37	23.792	38	24.030
39	24.270	40	24.513

I72670 Vocational Rehab Technician			
1	16.961	11	18.736
2	17.131	12	18.923
3	17.302	13	19.113
4	17.475	14	19.304
5	17.650	15	19.497
6	17.827	16	19.692
7	18.005	17	19.889
8	18.185	18	20.087
9	18.367	19	20.288
10	18.550	20	20.491
21	20.696	22	20.903
23	21.112	24	21.323
25	21.537	26	21.752
27	21.969	28	22.189
29	22.411	30	22.635
31	22.861	32	23.090
33	23.321	34	23.554
35	23.790	36	24.028
37	24.268	38	24.511
39	24.756	40	25.003

I74110 Dental Assistant			
1	17.299	11	19.109
2	17.472	12	19.300
3	17.646	13	19.493
4	17.823	14	19.688
5	18.001	15	19.884
6	18.181	16	20.083
7	18.363	17	20.284
8	18.547	18	20.487
9	18.732	19	20.692
10	18.919	20	20.899
21	21.108	22	21.319
23	21.532	24	21.747
25	21.965	26	22.184
27	22.406	28	22.630
29	22.857	30	23.085
31	23.316	32	23.549
33	23.785	34	24.023
35	24.263	36	24.505
37	24.751	38	24.998
39	25.248	40	25.500

I74110 Dental Assistant			
1	17.645	11	19.491
2	17.821	12	19.686
3	17.999	13	19.883
4	18.179	14	20.081
5	18.361	15	20.282
6	18.545	16	20.485
7	18.730	17	20.690
8	18.918	18	20.897
9	19.107	19	21.106
10	19.298	20	21.317
21	21.530	22	21.745
23	21.963	24	22.182
25	22.404	26	22.628
27	22.854	28	23.083
29	23.314	30	23.547
31	23.782	32	24.020
33	24.260	34	24.503
35	24.748	36	24.996
37	25.246	38	25.498
39	25.753	40	26.010

I74250 Optometric Aide			
1	16.380	11	18.094
2	16.544	12	18.275
3	16.709	13	18.457
4	16.876	14	18.642
5	17.045	15	18.828
6	17.216	16	19.017
7	17.388	17	19.207
8	17.562	18	19.399
9	17.737	19	19.593
10	17.915	20	19.789
21	19.987	22	20.187
23	20.388	24	20.592
25	20.798	26	21.006
27	21.216	28	21.428
29	21.643	30	21.859
31	22.078	32	22.299
33	22.522	34	22.747
35	22.974	36	23.204
37	23.436	38	23.670
39	23.907	40	24.146

I74250 Optometric Aide			
1	16.708	11	18.456
2	16.875	12	18.640
3	17.043	13	18.827
4	17.214	14	19.015
5	17.386	15	19.205
6	17.560	16	19.397
7	17.735	17	19.591
8	17.913	18	19.787
9	18.092	19	19.985
10	18.273	20	20.185
21	20.386	22	20.590
23	20.796	24	21.004
25	21.214	26	21.426
27	21.641	28	21.857
29	22.076	30	22.296
31	22.519	32	22.745
33	22.972	34	23.202
35	23.434	36	23.668
37	23.905	38	24.144
39	24.385	40	24.629

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I74430 Medical Technologist			
1	23.566	11	26.032
2	23.802	12	26.292
3	24.040	13	26.555
4	24.280	14	26.821
5	24.523	15	27.089
6	24.768	16	27.360
7	25.016	17	27.633
8	25.266	18	27.910
9	25.519	19	28.189
10	25.774	20	28.471
21	28.755	22	29.043
23	29.333	24	29.627
25	29.923	26	30.222
31	31.764	32	32.081
33	32.402	34	32.726
35	33.053	36	33.384
37	33.718	38	34.055
39	34.396	40	34.739

I74440 Medication Aide			
1	12.852	11	14.197
2	12.981	12	14.339
3	13.110	13	14.482
4	13.241	14	14.627
5	13.374	15	14.773
6	13.508	16	14.921
7	13.643	17	15.070
8	13.779	18	15.221
9	13.917	19	15.373
10	14.056	20	15.527
21	15.682	22	15.839
23	15.997	24	16.157
25	16.319	26	16.482
31	17.323	32	17.496
33	17.671	34	17.847
35	18.026	36	18.206
37	18.388	38	18.572
39	18.758	40	18.945

I74711 Pharmacy Technician			
1	16.974	11	18.750
2	17.144	12	18.938
3	17.315	13	19.127
4	17.489	14	19.318
5	17.664	15	19.512
6	17.840	16	19.707
7	18.019	17	19.904
8	18.199	18	20.103
9	18.381	19	20.304
10	18.565	20	20.507
21	20.712	22	20.919
23	21.128	24	21.339
25	21.553	26	21.768
31	22.879	32	23.108
33	23.339	34	23.572
35	23.808	36	24.046
37	24.286	38	24.529
39	24.774	40	25.022

I74712 Pharmacy Inventory Tech			
1	19.616	11	21.668
2	19.812	12	21.885
3	20.010	13	22.104
4	20.210	14	22.325
5	20.413	15	22.548
6	20.617	16	22.774
7	20.823	17	23.001
8	21.031	18	23.231
9	21.241	19	23.464
10	21.454	20	23.698
21	23.935	22	24.175
23	24.416	24	24.661
25	24.907	26	25.156
31	26.440	32	26.704
33	26.971	34	27.241
35	27.513	36	27.788
37	28.066	38	28.347
39	28.630	40	28.917

I74430 Medical Technologist			
1	24.038	11	26.552
2	24.278	12	26.818
3	24.521	13	27.086
4	24.766	14	27.357
5	25.014	15	27.631
6	25.264	16	27.907
7	25.516	17	28.186
8	25.771	18	28.468
9	26.029	19	28.752
10	26.289	20	29.040
21	29.330	22	29.624
23	29.920	24	30.219
25	30.521	26	30.826
31	32.399	32	32.723
33	33.050	34	33.381
35	33.714	36	34.052
37	34.392	38	34.736
39	35.083	40	35.434

I74440 Medication Aide			
1	13.109	11	14.481
2	13.240	12	14.625
3	13.373	13	14.772
4	13.506	14	14.919
5	13.641	15	15.069
6	13.778	16	15.219
7	13.916	17	15.371
8	14.055	18	15.525
9	14.195	19	15.680
10	14.337	20	15.837
21	15.996	22	16.155
23	16.317	24	16.480
25	16.645	26	16.811
31	17.669	32	17.846
33	18.024	34	18.204
35	18.386	36	18.570
37	18.756	38	18.944
39	19.133	40	19.324

I74711 Pharmacy Technician			
1	17.314	11	19.125
2	17.487	12	19.316
3	17.662	13	19.510
4	17.838	14	19.705
5	18.017	15	19.902
6	18.197	16	20.101
7	18.379	17	20.302
8	18.563	18	20.505
9	18.748	19	20.710
10	18.936	20	20.917
21	21.126	22	21.337
23	21.551	24	21.766
25	21.984	26	22.204
31	23.336	32	23.570
33	23.805	34	24.043
35	24.284	36	24.527
37	24.772	38	25.020
39	25.270	40	25.523

I74712 Pharmacy Inventory Tech			
1	20.008	11	22.102
2	20.209	12	22.323
3	20.411	13	22.546
4	20.615	14	22.771
5	20.821	15	22.999
6	21.029	16	23.229
7	21.239	17	23.461
8	21.452	18	23.696
9	21.666	19	23.933
10	21.883	20	24.172
21	24.414	22	24.658
23	24.905	24	25.154
25	25.405	26	25.659
31	26.968	32	27.238
33	27.510	34	27.785
35	28.063	36	28.344
37	28.627	38	28.914
39	29.203	40	29.495

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I75011 Staff Care Tech I			
1	16.380	11	18.094
2	16.544	12	18.275
3	16.709	13	18.457
4	16.876	14	18.642
5	17.045	15	18.828
6	17.216	16	19.017
7	17.388	17	19.207
8	17.562	18	19.399
9	17.737	19	19.593
10	17.915	20	19.789
21	19.987	21	21.859
22	20.187	22	21.859
23	20.388	23	21.859
24	20.592	24	21.859
25	20.798	25	21.859
26	21.006	26	21.859
27	21.216	27	21.859
28	21.428	28	21.859
29	21.643	29	21.859
30	21.859	30	21.859
31	22.078	31	21.859
32	22.299	32	21.859
33	22.522	33	21.859
34	22.747	34	21.859
35	22.974	35	21.859
36	23.204	36	21.859
37	23.436	37	21.859
38	23.670	38	21.859
39	23.907	39	21.859
40	24.146	40	21.859

I75012 Staff Care Tech II			
1	19.747	11	21.813
2	19.945	12	22.031
3	20.144	13	22.252
4	20.346	14	22.474
5	20.549	15	22.699
6	20.755	16	22.926
7	20.962	17	23.155
8	21.172	18	23.387
9	21.384	19	23.621
10	21.597	20	23.857
21	24.096	21	26.353
22	24.336	22	26.353
23	24.580	23	26.353
24	24.826	24	26.353
25	25.074	25	26.353
26	25.325	26	26.353
27	25.578	27	26.353
28	25.834	28	26.353
29	26.092	29	26.353
30	26.353	30	26.353
31	26.616	31	26.353
32	26.883	32	26.353
33	27.151	33	26.353
34	27.423	34	26.353
35	27.697	35	26.353
36	27.974	36	26.353
37	28.254	37	26.353
38	28.536	38	26.353
39	28.822	39	26.353
40	29.110	40	26.353

I75013 Licensed Practical Nurse			
1	24.570	11	27.141
2	24.816	12	27.412
3	25.064	13	27.686
4	25.314	14	27.963
5	25.568	15	28.243
6	25.823	16	28.525
7	26.082	17	28.810
8	26.342	18	29.098
9	26.606	19	29.389
10	26.872	20	29.683
21	29.980	21	32.789
22	30.280	22	32.789
23	30.583	23	32.789
24	30.888	24	32.789
25	31.197	25	32.789
26	31.509	26	32.789
27	31.824	27	32.789
28	32.143	28	32.789
29	32.464	29	32.789
30	32.789	30	32.789
31	33.117	31	32.789
32	33.448	32	32.789
33	33.782	33	32.789
34	34.120	34	32.789
35	34.461	35	32.789
36	34.806	36	32.789
37	35.154	37	32.789
38	35.506	38	32.789
39	35.861	39	32.789
40	36.219	40	32.789

I76211 Developmental Tech I			
1	15.120	11	16.702
2	15.271	12	16.869
3	15.424	13	17.038
4	15.578	14	17.208
5	15.734	15	17.380
6	15.891	16	17.554
7	16.050	17	17.729
8	16.211	18	17.907
9	16.373	19	18.086
10	16.537	20	18.267
21	18.449	21	20.178
22	18.634	22	20.178
23	18.820	23	20.178
24	19.008	24	20.178
25	19.198	25	20.178
26	19.390	26	20.178
27	19.584	27	20.178
28	19.780	28	20.178
29	19.978	29	20.178
30	20.178	30	20.178
31	20.379	31	20.178
32	20.583	32	20.178
33	20.789	33	20.178
34	20.997	34	20.178
35	21.207	35	20.178
36	21.419	36	20.178
37	21.633	37	20.178
38	21.850	38	20.178
39	22.068	39	20.178
40	22.289	40	20.178

I75011 Staff Care Tech I			
1	16.708	11	18.456
2	16.875	12	18.640
3	17.043	13	18.827
4	17.214	14	19.015
5	17.386	15	19.205
6	17.560	16	19.397
7	17.735	17	19.591
8	17.913	18	19.787
9	18.092	19	19.985
10	18.273	20	20.185
21	20.386	21	22.296
22	20.590	22	22.296
23	20.796	23	22.296
24	21.004	24	22.296
25	21.214	25	22.296
26	21.426	26	22.296
27	21.641	27	22.296
28	21.857	28	22.296
29	22.076	29	22.296
30	22.296	30	22.296
31	22.519	31	22.296
32	22.745	32	22.296
33	22.972	33	22.296
34	23.202	34	22.296
35	23.434	35	22.296
36	23.668	36	22.296
37	23.905	37	22.296
38	24.144	38	22.296
39	24.385	39	22.296
40	24.629	40	22.296

I75012 Staff Care Tech II			
1	20.142	11	22.250
2	20.344	12	22.472
3	20.547	13	22.697
4	20.753	14	22.924
5	20.960	15	23.153
6	21.170	16	23.385
7	21.381	17	23.618
8	21.595	18	23.855
9	21.811	19	24.093
10	22.029	20	24.334
21	24.577	21	26.880
22	24.823	22	26.880
23	25.071	23	26.880
24	25.322	24	26.880
25	25.575	25	26.880
26	25.831	26	26.880
27	26.089	27	26.880
28	26.350	28	26.880
29	26.614	29	26.880
30	26.880	30	26.880
31	27.149	31	26.880
32	27.420	32	26.880
33	27.694	33	26.880
34	27.971	34	26.880
35	28.251	35	26.880
36	28.534	36	26.880
37	28.819	37	26.880
38	29.107	38	26.880
39	29.398	39	26.880
40	29.692	40	26.880

I75013 Licensed Practical Nurse			
1	25.061	11	27.683
2	25.312	12	27.960
3	25.565	13	28.240
4	25.821	14	28.522
5	26.079	15	28.807
6	26.340	16	29.096
7	26.603	17	29.386
8	26.869	18	29.680
9	27.138	19	29.977
10	27.409	20	30.277
21	30.580	21	33.445
22	30.885	22	33.445
23	31.194	23	33.445
24	31.506	24	33.445
25	31.821	25	33.445
26	32.140	26	33.445
27	32.461	27	33.445
28	32.786	28	33.445
29	33.113	29	33.445
30	33.445	30	33.445
31	33.779	31	33.445
32	34.117	32	33.445
33	34.458	33	33.445
34	34.803	34	33.445
35	35.151	35	33.445
36	35.502	36	33.445
37	35.857	37	33.445
38	36.216	38	33.445
39	36.578	39	33.445
40	36.944	40	33.445

I76211 Developmental Tech I			
1	15.422	11	17.036
2	15.577	12	17.206
3	15.732	13	17.378
4	15.890	14	17.552
5	16.049	15	17.728
6	16.209	16	17.905
7	16.371	17	18.084
8	16.535	18	18.265
9	16.700	19	18.447
10	16.867	20	18.632
21	18.818	21	20.581
22	19.006	22	20.581
23	19.197	23	20.581
24	19.388	24	20.581
25	19.582	25	20.581
26	19.778	26	20.581
27	19.976	27	20.581
28	20.176	28	20.581
29	20.377	29	20.581
30	20.581	30	20.581
31	20.787	31	20.581
32	20.995	32	20.581
33	21.205	33	20.581
34	21.417	34	20.581
35	21.631	35	20.581
36	21.847	36	20.581
37	22.066	37	20.581
38	22.287	38	20.581
39	22.509	39	20.581
40	22.735	40	20.581

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I76212 Developmental Tech II			
1	18.417	11	20.344
2	18.601	12	20.547
3	18.787	13	20.753
4	18.975	14	20.960
5	19.165	15	21.170
6	19.356	16	21.382
7	19.550	17	21.595
8	19.746	18	21.811
9	19.943	19	22.029
10	20.142	20	22.250
21	22.472	22	22.697
23	22.924	24	23.153
25	23.385	26	23.619
27	23.855	28	24.093
29	24.334	30	24.578
31	24.823	32	25.072
33	25.322	34	25.576
35	25.831	36	26.090
37	26.350	38	26.614
39	26.880	40	27.149

I76212 Developmental Tech II			
1	18.785	11	20.751
2	18.973	12	20.958
3	19.163	13	21.168
4	19.355	14	21.379
5	19.548	15	21.593
6	19.744	16	21.809
7	19.941	17	22.027
8	20.140	18	22.248
9	20.342	19	22.470
10	20.545	20	22.695
21	22.922	22	23.151
23	23.382	24	23.616
25	23.852	26	24.091
27	24.332	28	24.575
29	24.821	30	25.069
31	25.320	32	25.573
33	25.829	34	26.087
35	26.348	36	26.611
37	26.877	38	27.146
39	27.418	40	27.692

I76461 Active Treatment Prog Aide			
1	16.107	11	17.792
2	16.268	12	17.970
3	16.431	13	18.150
4	16.595	14	18.331
5	16.761	15	18.515
6	16.929	16	18.700
7	17.098	17	18.887
8	17.269	18	19.076
9	17.442	19	19.266
10	17.616	20	19.459
21	19.654	22	19.850
23	20.049	24	20.249
25	20.452	26	20.656
27	20.863	28	21.071
29	21.282	30	21.495
31	21.710	32	21.927
33	22.146	34	22.368
35	22.591	36	22.817
37	23.045	38	23.276
39	23.509	40	23.744

I76461 Active Treatment Prog Aide			
1	16.429	11	18.148
2	16.593	12	18.329
3	16.759	13	18.513
4	16.927	14	18.698
5	17.096	15	18.885
6	17.267	16	19.074
7	17.440	17	19.264
8	17.614	18	19.457
9	17.790	19	19.652
10	17.968	20	19.848
21	20.047	22	20.247
23	20.450	24	20.654
25	20.861	26	21.069
27	21.280	28	21.493
29	21.708	30	21.925
31	22.144	32	22.365
33	22.589	34	22.815
35	23.043	36	23.274
37	23.506	38	23.741
39	23.979	40	24.219

I76462 Active Treatment Prog Assistant			
1	18.615	11	20.563
2	18.802	12	20.769
3	18.990	13	20.976
4	19.180	14	21.186
5	19.371	15	21.398
6	19.565	16	21.612
7	19.761	17	21.828
8	19.958	18	22.046
9	20.158	19	22.267
10	20.359	20	22.489
21	22.714	22	22.942
23	23.171	24	23.403
25	23.637	26	23.873
27	24.112	28	24.353
29	24.596	30	24.842
31	25.091	32	25.342
33	25.595	34	25.851
35	26.110	36	26.371
37	26.634	38	26.901
39	27.170	40	27.441

I76462 Active Treatment Prog Assistant			
1	18.988	11	20.974
2	19.178	12	21.184
3	19.369	13	21.396
4	19.563	14	21.610
5	19.759	15	21.826
6	19.956	16	22.044
7	20.156	17	22.265
8	20.357	18	22.487
9	20.561	19	22.712
10	20.767	20	22.939
21	23.169	22	23.400
23	23.634	24	23.871
25	24.109	26	24.351
27	24.594	28	24.840
29	25.088	30	25.339
31	25.593	32	25.849
33	26.107	34	26.368
35	26.632	36	26.898
37	27.167	38	27.439
39	27.713	40	27.990

I77011 Activity Aide			
1	13.691	11	15.123
2	13.828	12	15.275
3	13.966	13	15.427
4	14.106	14	15.582
5	14.247	15	15.737
6	14.389	16	15.895
7	14.533	17	16.054
8	14.679	18	16.214
9	14.825	19	16.376
10	14.974	20	16.540
21	16.706	22	16.873
23	17.041	24	17.212
25	17.384	26	17.558
27	17.733	28	17.911
29	18.090	30	18.271
31	18.453	32	18.638
33	18.824	34	19.012
35	19.203	36	19.395
37	19.589	38	19.784
39	19.982	40	20.182

I77011 Activity Aide			
1	13.965	11	15.426
2	14.104	12	15.580
3	14.245	13	15.736
4	14.388	14	15.893
5	14.532	15	16.052
6	14.677	16	16.213
7	14.824	17	16.375
8	14.972	18	16.539
9	15.122	19	16.704
10	15.273	20	16.871
21	17.040	22	17.210
23	17.382	24	17.556
25	17.732	26	17.909
27	18.088	28	18.269
29	18.452	30	18.636
31	18.822	32	19.011
33	19.201	34	19.393
35	19.587	36	19.783
37	19.980	38	20.180
39	20.382	40	20.586

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I77012 Activity Assistant			
1 15.822	11 17.478	21 19.306	31 21.326
2 15.981	12 17.653	22 19.499	32 21.540
3 16.140	13 17.829	23 19.694	33 21.755
4 16.302	14 18.007	24 19.891	34 21.972
5 16.465	15 18.187	25 20.090	35 22.192
6 16.630	16 18.369	26 20.291	36 22.414
7 16.796	17 18.553	27 20.494	37 22.638
8 16.964	18 18.739	28 20.699	38 22.865
9 17.133	19 18.926	29 20.906	39 23.093
10 17.305	20 19.115	30 21.115	40 23.324

I77041 Recreation Aide			
1 14.390	11 15.896	21 17.559	31 19.396
2 14.534	12 16.055	22 17.734	32 19.590
3 14.679	13 16.215	23 17.912	33 19.786
4 14.826	14 16.377	24 18.091	34 19.984
5 14.975	15 16.541	25 18.272	35 20.183
6 15.124	16 16.707	26 18.455	36 20.385
7 15.276	17 16.874	27 18.639	37 20.589
8 15.428	18 17.042	28 18.825	38 20.795
9 15.583	19 17.213	29 19.014	39 21.003
10 15.738	20 17.385	30 19.204	40 21.213

I77042 Recreation Assistant			
1 19.563	11 21.609	21 23.870	31 26.367
2 19.758	12 21.825	22 24.109	32 26.631
3 19.956	13 22.044	23 24.350	33 26.897
4 20.155	14 22.264	24 24.593	34 27.166
5 20.357	15 22.487	25 24.839	35 27.438
6 20.560	16 22.712	26 25.088	36 27.712
7 20.766	17 22.939	27 25.339	37 27.989
8 20.974	18 23.168	28 25.592	38 28.269
9 21.183	19 23.400	29 25.848	39 28.552
10 21.395	20 23.634	30 26.106	40 28.838

I77111 Physical Therapy Aide			
1 17.449	11 19.274	21 21.291	31 23.518
2 17.623	12 19.467	22 21.504	32 23.754
3 17.800	13 19.662	23 21.719	33 23.991
4 17.978	14 19.858	24 21.936	34 24.231
5 18.157	15 20.057	25 22.155	35 24.473
6 18.339	16 20.258	26 22.377	36 24.718
7 18.522	17 20.460	27 22.601	37 24.965
8 18.708	18 20.665	28 22.827	38 25.215
9 18.895	19 20.871	29 23.055	39 25.467
10 19.084	20 21.080	30 23.286	40 25.722

I77012 Activity Assistant			
1 16.139	11 17.827	21 19.693	31 21.753
2 16.300	12 18.006	22 19.889	32 21.970
3 16.463	13 18.186	23 20.088	33 22.190
4 16.628	14 18.368	24 20.289	34 22.412
5 16.794	15 18.551	25 20.492	35 22.636
6 16.962	16 18.737	26 20.697	36 22.862
7 17.132	17 18.924	27 20.904	37 23.091
8 17.303	18 19.113	28 21.113	38 23.322
9 17.476	19 19.305	29 21.324	39 23.555
10 17.651	20 19.498	30 21.537	40 23.791

I77041 Recreation Aide			
1 14.678	11 16.214	21 17.910	31 19.784
2 14.825	12 16.376	22 18.089	32 19.982
3 14.973	13 16.540	23 18.270	33 20.181
4 15.123	14 16.705	24 18.453	34 20.383
5 15.274	15 16.872	25 18.637	35 20.587
6 15.427	16 17.041	26 18.824	36 20.793
7 15.581	17 17.211	27 19.012	37 21.001
8 15.737	18 17.383	28 19.202	38 21.211
9 15.894	19 17.557	29 19.394	39 21.423
10 16.053	20 17.733	30 19.588	40 21.637

I77042 Recreation Assistant			
1 19.954	11 22.041	21 24.347	31 26.895
2 20.153	12 22.262	22 24.591	32 27.164
3 20.355	13 22.484	23 24.837	33 27.435
4 20.558	14 22.709	24 25.085	34 27.710
5 20.764	15 22.936	25 25.336	35 27.987
6 20.972	16 23.166	26 25.589	36 28.267
7 21.181	17 23.397	27 25.845	37 28.549
8 21.393	18 23.631	28 26.104	38 28.835
9 21.607	19 23.868	29 26.365	39 29.123
10 21.823	20 24.106	30 26.628	40 29.414

I77111 Physical Therapy Aide			
1 17.798	11 19.660	21 21.717	31 23.989
2 17.976	12 19.857	22 21.934	32 24.229
3 18.156	13 20.055	23 22.153	33 24.471
4 18.337	14 20.256	24 22.375	34 24.716
5 18.521	15 20.458	25 22.599	35 24.963
6 18.706	16 20.663	26 22.825	36 25.213
7 18.893	17 20.869	27 23.053	37 25.465
8 19.082	18 21.078	28 23.283	38 25.719
9 19.273	19 21.289	29 23.516	39 25.976
10 19.465	20 21.502	30 23.751	40 26.236

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I79510		Barber/Beautician			
1	13.356	11	14.753	21	16.297
2	13.490	12	14.901	22	16.460
3	13.624	13	15.050	23	16.624
4	13.761	14	15.200	24	16.791
5	13.898	15	15.352	25	16.959
6	14.037	16	15.506	26	17.128
7	14.178	17	15.661	27	17.299
8	14.319	18	15.818	28	17.472
9	14.463	19	15.976	29	17.647
10	14.607	20	16.136	30	17.824
				40	19.688

I79510		Barber/Beautician			
1	13.623	11	15.048	21	16.623
2	13.759	12	15.199	22	16.789
3	13.897	13	15.351	23	16.957
4	14.036	14	15.504	24	17.126
5	14.176	15	15.659	25	17.298
6	14.318	16	15.816	26	17.471
7	14.461	17	15.974	27	17.645
8	14.606	18	16.134	28	17.822
9	14.752	19	16.295	29	18.000
10	14.899	20	16.458	30	18.180
				40	20.082

M03211		Office Services Tech			
1	17.156	11	18.951	21	20.934
2	17.328	12	19.140	22	21.143
3	17.501	13	19.332	23	21.354
4	17.676	14	19.525	24	21.568
5	17.853	15	19.720	25	21.784
6	18.031	16	19.918	26	22.001
7	18.211	17	20.117	27	22.221
8	18.394	18	20.318	28	22.444
9	18.577	19	20.521	29	22.668
10	18.763	20	20.726	30	22.895
				40	25.290

M03211		Office Services Tech			
1	17.499	11	19.330	21	21.352
2	17.674	12	19.523	22	21.566
3	17.851	13	19.718	23	21.781
4	18.029	14	19.916	24	21.999
5	18.210	15	20.115	25	22.219
6	18.392	16	20.316	26	22.441
7	18.576	17	20.519	27	22.666
8	18.761	18	20.724	28	22.892
9	18.949	19	20.931	29	23.121
10	19.138	20	21.141	30	23.353
				40	25.796

M08801		Electronics Technician			
1	17.156	11	18.951	21	20.934
2	17.328	12	19.140	22	21.143
3	17.501	13	19.332	23	21.354
4	17.676	14	19.525	24	21.568
5	17.853	15	19.720	25	21.784
6	18.031	16	19.918	26	22.001
7	18.211	17	20.117	27	22.221
8	18.394	18	20.318	28	22.444
9	18.577	19	20.521	29	22.668
10	18.763	20	20.726	30	22.895
				40	25.290

M08801		Electronics Technician			
1	17.499	11	19.330	21	21.352
2	17.674	12	19.523	22	21.566
3	17.851	13	19.718	23	21.781
4	18.029	14	19.916	24	21.999
5	18.210	15	20.115	25	22.219
6	18.392	16	20.316	26	22.441
7	18.576	17	20.519	27	22.666
8	18.761	18	20.724	28	22.892
9	18.949	19	20.931	29	23.121
10	19.138	20	21.141	30	23.353
				40	25.796

M08802		Electronics Technician/Sr			
1	19.631	11	21.685	21	23.953
2	19.827	12	21.901	22	24.193
3	20.025	13	22.120	23	24.435
4	20.226	14	22.342	24	24.679
5	20.428	15	22.565	25	24.926
6	20.632	16	22.791	26	25.175
7	20.838	17	23.019	27	25.427
8	21.047	18	23.249	28	25.681
9	21.257	19	23.481	29	25.938
10	21.470	20	23.716	30	26.197
				40	28.938

M08802		Electronics Technician/Sr			
1	20.023	11	22.118	21	24.432
2	20.224	12	22.339	22	24.677
3	20.426	13	22.563	23	24.923
4	20.630	14	22.789	24	25.173
5	20.836	15	23.016	25	25.424
6	21.045	16	23.247	26	25.679
7	21.255	17	23.479	27	25.935
8	21.468	18	23.714	28	26.195
9	21.682	19	23.951	29	26.457
10	21.899	20	24.190	30	26.721
				40	29.517

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M08803 Electronics Tech Leader			
1	21.102	11 23.310	21 25.748
2	21.313	12 23.543	22 26.006
3	21.526	13 23.778	23 26.266
4	21.741	14 24.016	24 26.528
5	21.959	15 24.256	25 26.794
6	22.178	16 24.499	26 27.062
7	22.400	17 24.744	27 27.332
8	22.624	18 24.991	28 27.606
9	22.850	19 25.241	29 27.882
10	23.079	20 25.493	30 28.161
		31 28.442	32 28.727
		33 29.014	34 29.304
		35 29.597	36 29.893
		37 30.192	38 30.494
		39 30.799	40 31.107

M08803 Electronics Tech Leader			
1	21.524	11 23.776	21 26.263
2	21.739	12 24.014	22 26.526
3	21.957	13 24.254	23 26.791
4	22.176	14 24.496	24 27.059
5	22.398	15 24.741	25 27.330
6	22.622	16 24.989	26 27.603
7	22.848	17 25.238	27 27.879
8	23.077	18 25.491	28 28.158
9	23.307	19 25.746	29 28.439
10	23.540	20 26.003	30 28.724
		31 29.011	32 29.301
		33 29.594	34 29.890
		35 30.189	36 30.491
		37 30.796	38 31.104
		39 31.415	40 31.729

M08814 Electronics Design Spec			
1	21.102	11 23.310	21 25.748
2	21.313	12 23.543	22 26.006
3	21.526	13 23.778	23 26.266
4	21.741	14 24.016	24 26.528
5	21.959	15 24.256	25 26.794
6	22.178	16 24.499	26 27.062
7	22.400	17 24.744	27 27.332
8	22.624	18 24.991	28 27.606
9	22.850	19 25.241	29 27.882
10	23.079	20 25.493	30 28.161
		31 28.442	32 28.727
		33 29.014	34 29.304
		35 29.597	36 29.893
		37 30.192	38 30.494
		39 30.799	40 31.107

M08814 Electronics Design Spec			
1	21.524	11 23.776	21 26.263
2	21.739	12 24.014	22 26.526
3	21.957	13 24.254	23 26.791
4	22.176	14 24.496	24 27.059
5	22.398	15 24.741	25 27.330
6	22.622	16 24.989	26 27.603
7	22.848	17 25.238	27 27.879
8	23.077	18 25.491	28 28.158
9	23.307	19 25.746	29 28.439
10	23.540	20 26.003	30 28.724
		31 29.011	32 29.301
		33 29.594	34 29.890
		35 30.189	36 30.491
		37 30.796	38 31.104
		39 31.415	40 31.729

M08851 Electronics Spec/Aviation Aids			
1	21.102	11 23.310	21 25.748
2	21.313	12 23.543	22 26.006
3	21.526	13 23.778	23 26.266
4	21.741	14 24.016	24 26.528
5	21.959	15 24.256	25 26.794
6	22.178	16 24.499	26 27.062
7	22.400	17 24.744	27 27.332
8	22.624	18 24.991	28 27.606
9	22.850	19 25.241	29 27.882
10	23.079	20 25.493	30 28.161
		31 28.442	32 28.727
		33 29.014	34 29.304
		35 29.597	36 29.893
		37 30.192	38 30.494
		39 30.799	40 31.107

M08851 Electronics Spec/Aviation Aids			
1	21.524	11 23.776	21 26.263
2	21.739	12 24.014	22 26.526
3	21.957	13 24.254	23 26.791
4	22.176	14 24.496	24 27.059
5	22.398	15 24.741	25 27.330
6	22.622	16 24.989	26 27.603
7	22.848	17 25.238	27 27.879
8	23.077	18 25.491	28 28.158
9	23.307	19 25.746	29 28.439
10	23.540	20 26.003	30 28.724
		31 29.011	32 29.301
		33 29.594	34 29.890
		35 30.189	36 30.491
		37 30.796	38 31.104
		39 31.415	40 31.729

M08852 Electronics Spec Sr/Aviation Aids			
1	24.385	11 26.936	21 29.755
2	24.629	12 27.206	22 30.052
3	24.875	13 27.478	23 30.353
4	25.124	14 27.753	24 30.656
5	25.375	15 28.030	25 30.963
6	25.629	16 28.310	26 31.272
7	25.885	17 28.594	27 31.585
8	26.144	18 28.880	28 31.901
9	26.406	19 29.168	29 32.220
10	26.670	20 29.460	30 32.542
		31 32.868	32 33.196
		33 33.528	34 33.863
		35 34.202	36 34.544
		37 34.890	38 35.238
		39 35.591	40 35.947

M08852 Electronics Spec Sr/Aviation Aids			
1	24.873	11 27.475	21 30.350
2	25.122	12 27.750	22 30.653
3	25.373	13 28.027	23 30.960
4	25.627	14 28.308	24 31.269
5	25.883	15 28.591	25 31.582
6	26.142	16 28.877	26 31.898
7	26.403	17 29.165	27 32.217
8	26.667	18 29.457	28 32.539
9	26.934	19 29.752	29 32.864
10	27.203	20 30.049	30 33.193
		31 33.525	32 33.860
		33 34.199	34 34.541
		35 34.886	36 35.235
		37 35.587	38 35.943
		39 36.303	40 36.666

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M08890 Electronics Spec/Radiological Syst			
1	21.102	11	23.310
2	21.313	12	23.543
3	21.526	13	23.778
4	21.741	14	24.016
5	21.959	15	24.256
6	22.178	16	24.499
7	22.400	17	24.744
8	22.624	18	24.991
9	22.850	19	25.241
10	23.079	20	25.493
		21	25.748
		22	26.006
		23	26.266
		24	26.528
		25	26.794
		26	27.062
		27	27.332
		28	27.606
		29	27.882
		30	28.161
		31	28.442
		32	28.727
		33	29.014
		34	29.304
		35	29.597
		36	29.893
		37	30.192
		38	30.494
		39	30.799
		40	31.107

M27432 Hwy ROW Associate II			
1	18.261	11	20.171
2	18.443	12	20.373
3	18.628	13	20.576
4	18.814	14	20.782
5	19.002	15	20.990
6	19.192	16	21.200
7	19.384	17	21.412
8	19.578	18	21.626
9	19.774	19	21.842
10	19.971	20	22.061
		21	22.281
		22	22.504
		23	22.729
		24	22.956
		25	23.186
		26	23.418
		27	23.652
		28	23.889
		29	24.127
		30	24.369
		31	24.612
		32	24.859
		33	25.107
		34	25.358
		35	25.612
		36	25.868
		37	26.127
		38	26.388
		39	26.652
		40	26.918

M33830 Radio Announcer			
1	14.512	11	16.030
2	14.657	12	16.191
3	14.804	13	16.353
4	14.952	14	16.516
5	15.101	15	16.681
6	15.252	16	16.848
7	15.405	17	17.017
8	15.559	18	17.187
9	15.714	19	17.359
10	15.872	20	17.532
		21	17.707
		22	17.885
		23	18.063
		24	18.244
		25	18.426
		26	18.611
		27	18.797
		28	18.985
		29	19.175
		30	19.366
		31	19.560
		32	19.756
		33	19.953
		34	20.153
		35	20.354
		36	20.558
		37	20.763
		38	20.971
		39	21.181
		40	21.393

M33840 Radio Traffic and Cont Coord			
1	16.771	11	18.525
2	16.938	12	18.710
3	17.108	13	18.898
4	17.279	14	19.087
5	17.452	15	19.277
6	17.626	16	19.470
7	17.802	17	19.665
8	17.980	18	19.861
9	18.160	19	20.060
10	18.342	20	20.261
		21	20.463
		22	20.668
		23	20.875
		24	21.083
		25	21.294
		26	21.507
		27	21.722
		28	21.939
		29	22.159
		30	22.380
		31	22.604
		32	22.830
		33	23.059
		34	23.289
		35	23.522
		36	23.757
		37	23.995
		38	24.235
		39	24.477
		40	24.722

M08890 Electronics Spec/Radiological Syst			
1	21.524	11	23.776
2	21.739	12	24.014
3	21.957	13	24.254
4	22.176	14	24.496
5	22.398	15	24.741
6	22.622	16	24.989
7	22.848	17	25.238
8	23.077	18	25.491
9	23.307	19	25.746
10	23.540	20	26.003
		21	26.263
		22	26.526
		23	26.791
		24	27.059
		25	27.330
		26	27.603
		27	27.879
		28	28.158
		29	28.439
		30	28.724
		31	29.011
		32	29.301
		33	29.594
		34	29.890
		35	30.189
		36	30.491
		37	30.796
		38	31.104
		39	31.415
		40	31.729

M27432 Hwy ROW Associate II			
1	18.626	11	20.574
2	18.812	12	20.780
3	19.000	13	20.988
4	19.190	14	21.198
5	19.382	15	21.410
6	19.576	16	21.624
7	19.772	17	21.840
8	19.969	18	22.059
9	20.169	19	22.279
10	20.371	20	22.502
		21	22.727
		22	22.954
		23	23.184
		24	23.416
		25	23.650
		26	23.886
		27	24.125
		28	24.366
		29	24.610
		30	24.856
		31	25.105
		32	25.356
		33	25.609
		34	25.865
		35	26.124
		36	26.385
		37	26.649
		38	26.916
		39	27.185
		40	27.457

M33830 Radio Announcer			
1	14.802	11	16.351
2	14.950	12	16.514
3	15.100	13	16.680
4	15.251	14	16.846
5	15.403	15	17.015
6	15.557	16	17.185
7	15.713	17	17.357
8	15.870	18	17.530
9	16.029	19	17.706
10	16.189	20	17.883
		21	18.062
		22	18.242
		23	18.425
		24	18.609
		25	18.795
		26	18.983
		27	19.173
		28	19.364
		29	19.558
		30	19.754
		31	19.951
		32	20.151
		33	20.352
		34	20.556
		35	20.761
		36	20.969
		37	21.179
		38	21.390
		39	21.604
		40	21.820

M33840 Radio Traffic and Cont Coord			
1	17.106	11	18.896
2	17.277	12	19.085
3	17.450	13	19.275
4	17.624	14	19.468
5	17.801	15	19.663
6	17.979	16	19.860
7	18.158	17	20.058
8	18.340	18	20.259
9	18.523	19	20.461
10	18.709	20	20.666
		21	20.873
		22	21.081
		23	21.292
		24	21.505
		25	21.720
		26	21.937
		27	22.157
		28	22.378
		29	22.602
		30	22.828
		31	23.056
		32	23.287
		33	23.520
		34	23.755
		35	23.992
		36	24.232
		37	24.475
		38	24.719
		39	24.967
		40	25.216

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M35102 ETC Comm Technician Sr			
1	21.102	11	23.310
2	21.313	12	23.543
3	21.526	13	23.778
4	21.741	14	24.016
5	21.959	15	24.256
6	22.178	16	24.499
7	22.400	17	24.744
8	22.624	18	24.991
9	22.850	19	25.241
10	23.079	20	25.493
		21	25.748
		22	26.006
		23	26.266
		24	26.528
		25	26.794
		26	27.062
		27	27.332
		28	27.606
		29	27.882
		30	28.161
		31	28.442
		32	28.727
		33	29.014
		34	29.304
		35	29.597
		36	29.893
		37	30.192
		38	30.494
		39	30.799
		40	31.107

M35102 ETC Comm Technician Sr			
1	21.524	11	23.776
2	21.739	12	24.014
3	21.957	13	24.254
4	22.176	14	24.496
5	22.398	15	24.741
6	22.622	16	24.989
7	22.848	17	25.238
8	23.077	18	25.491
9	23.307	19	25.746
10	23.540	20	26.003
		21	26.263
		22	26.526
		23	26.791
		24	27.059
		25	27.330
		26	27.603
		27	27.879
		28	28.158
		29	28.439
		30	28.724
		31	29.011
		32	29.301
		33	29.594
		34	29.890
		35	30.189
		36	30.491
		37	30.796
		38	31.104
		39	31.415
		40	31.729

M35112 Edu Telecomm Engineer I			
1	18.609	11	20.555
2	18.795	12	20.761
3	18.983	13	20.969
4	19.172	14	21.178
5	19.364	15	21.390
6	19.558	16	21.604
7	19.753	17	21.820
8	19.951	18	22.038
9	20.150	19	22.259
10	20.352	20	22.481
		21	22.706
		22	22.933
		23	23.162
		24	23.394
		25	23.628
		26	23.864
		27	24.103
		28	24.344
		29	24.587
		30	24.833
		31	25.082
		32	25.332
		33	25.586
		34	25.842
		35	26.100
		36	26.361
		37	26.625
		38	26.891
		39	27.160
		40	27.431

M35112 Edu Telecomm Engineer I			
1	18.981	11	20.967
2	19.171	12	21.176
3	19.362	13	21.388
4	19.556	14	21.602
5	19.751	15	21.818
6	19.949	16	22.036
7	20.148	17	22.256
8	20.350	18	22.479
9	20.553	19	22.704
10	20.759	20	22.931
		21	23.160
		22	23.392
		23	23.626
		24	23.862
		25	24.101
		26	24.342
		27	24.585
		28	24.831
		29	25.079
		30	25.330
		31	25.583
		32	25.839
		33	26.097
		34	26.358
		35	26.622
		36	26.888
		37	27.157
		38	27.429
		39	27.703
		40	27.980

M35113 Edu Telecomm Engineer II			
1	20.004	11	22.096
2	20.204	12	22.317
3	20.406	13	22.541
4	20.610	14	22.766
5	20.816	15	22.994
6	21.024	16	23.224
7	21.234	17	23.456
8	21.447	18	23.690
9	21.661	19	23.927
10	21.878	20	24.166
		21	24.408
		22	24.652
		23	24.899
		24	25.148
		25	25.399
		26	25.653
		27	25.910
		28	26.169
		29	26.431
		30	26.695
		31	26.962
		32	27.231
		33	27.504
		34	27.779
		35	28.057
		36	28.337
		37	28.620
		38	28.907
		39	29.196
		40	29.488

M35113 Edu Telecomm Engineer II			
1	20.404	11	22.538
2	20.608	12	22.764
3	20.814	13	22.991
4	21.022	14	23.221
5	21.232	15	23.453
6	21.444	16	23.688
7	21.659	17	23.925
8	21.875	18	24.164
9	22.094	19	24.406
10	22.315	20	24.650
		21	24.896
		22	25.145
		23	25.397
		24	25.651
		25	25.907
		26	26.166
		27	26.428
		28	26.692
		29	26.959
		30	27.229
		31	27.501
		32	27.776
		33	28.054
		34	28.334
		35	28.618
		36	28.904
		37	29.193
		38	29.485
		39	29.780
		40	30.077

M35120 Edu Telecomm Field Engineer			
1	23.115	11	25.533
2	23.346	12	25.788
3	23.579	13	26.046
4	23.815	14	26.307
5	24.053	15	26.570
6	24.294	16	26.835
7	24.537	17	27.104
8	24.782	18	27.375
9	25.030	19	27.649
10	25.280	20	27.925
		21	28.204
		22	28.486
		23	28.771
		24	29.059
		25	29.350
		26	29.643
		27	29.939
		28	30.239
		29	30.541
		30	30.847
		31	31.155
		32	31.467
		33	31.781
		34	32.099
		35	32.420
		36	32.744
		37	33.072
		38	33.403
		39	33.737
		40	34.074

M35120 Edu Telecomm Field Engineer			
1	23.577	11	26.044
2	23.813	12	26.304
3	24.051	13	26.567
4	24.291	14	26.833
5	24.534	15	27.101
6	24.780	16	27.372
7	25.027	17	27.646
8	25.278	18	27.922
9	25.531	19	28.202
10	25.786	20	28.484
		21	28.768
		22	29.056
		23	29.347
		24	29.640
		25	29.937
		26	30.236
		27	30.538
		28	30.844
		29	31.152
		30	31.464
		31	31.778
		32	32.096
		33	32.417
		34	32.741
		35	33.069
		36	33.399
		37	33.733
		38	34.071
		39	34.411
		40	34.755

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M35150 Edu Telecomm Maint Engineer			
1	24.849	11	27.449
2	25.098	12	27.724
3	25.349	13	28.001
4	25.602	14	28.281
5	25.858	15	28.564
6	26.117	16	28.849
7	26.378	17	29.138
8	26.642	18	29.429
9	26.908	19	29.723
10	27.177	20	30.021
21	30.321	31	33.493
22	30.624	32	33.828
23	30.930	33	34.166
24	31.240	34	34.508
25	31.552	35	34.853
26	31.868	36	35.202
27	32.186	37	35.554
28	32.508	38	35.909
29	32.833	39	36.268
30	33.161	40	36.631

M35150 Edu Telecomm Maint Engineer			
1	25.346	11	27.998
2	25.600	12	28.278
3	25.856	13	28.561
4	26.114	14	28.846
5	26.375	15	29.135
6	26.639	16	29.426
7	26.906	17	29.721
8	27.175	18	30.018
9	27.446	19	30.318
10	27.721	20	30.621
21	30.927	31	34.163
22	31.237	32	34.505
23	31.549	33	34.850
24	31.864	34	35.198
25	32.183	35	35.550
26	32.505	36	35.906
27	32.830	37	36.265
28	33.158	38	36.627
29	33.490	39	36.994
30	33.825	40	37.364

M35160 Edu Tele Satellite Maint Engineer			
1	24.849	11	27.449
2	25.098	12	27.724
3	25.349	13	28.001
4	25.602	14	28.281
5	25.858	15	28.564
6	26.117	16	28.849
7	26.378	17	29.138
8	26.642	18	29.429
9	26.908	19	29.723
10	27.177	20	30.021
21	30.321	31	33.493
22	30.624	32	33.828
23	30.930	33	34.166
24	31.240	34	34.508
25	31.552	35	34.853
26	31.868	36	35.202
27	32.186	37	35.554
28	32.508	38	35.909
29	32.833	39	36.268
30	33.161	40	36.631

M35160 Edu Tele Satellite Maint Engineer			
1	25.346	11	27.998
2	25.600	12	28.278
3	25.856	13	28.561
4	26.114	14	28.846
5	26.375	15	29.135
6	26.639	16	29.426
7	26.906	17	29.721
8	27.175	18	30.018
9	27.446	19	30.318
10	27.721	20	30.621
21	30.927	31	34.163
22	31.237	32	34.505
23	31.549	33	34.850
24	31.864	34	35.198
25	32.183	35	35.550
26	32.505	36	35.906
27	32.830	37	36.265
28	33.158	38	36.627
29	33.490	39	36.994
30	33.825	40	37.364

M37100 Audio Tape Duplication Coord			
1	18.440	11	20.369
2	18.625	12	20.573
3	18.811	13	20.779
4	18.999	14	20.987
5	19.189	15	21.196
6	19.381	16	21.408
7	19.575	17	21.622
8	19.770	18	21.839
9	19.968	19	22.057
10	20.168	20	22.278
21	22.500	31	24.854
22	22.725	32	25.103
23	22.953	33	25.354
24	23.182	34	25.608
25	23.414	35	25.864
26	23.648	36	26.122
27	23.885	37	26.384
28	24.124	38	26.647
29	24.365	39	26.914
30	24.608	40	27.183

M37100 Audio Tape Duplication Coord			
1	18.809	11	20.777
2	18.997	12	20.984
3	19.187	13	21.194
4	19.379	14	21.406
5	19.573	15	21.620
6	19.768	16	21.837
7	19.966	17	22.055
8	20.166	18	22.275
9	20.367	19	22.498
10	20.571	20	22.723
21	22.950	31	25.352
22	23.180	32	25.605
23	23.412	33	25.861
24	23.646	34	26.120
25	23.882	35	26.381
26	24.121	36	26.645
27	24.362	37	26.911
28	24.606	38	27.180
29	24.852	39	27.452
30	25.101	40	27.727

M43151 Game and Parks Cons Tech I			
1	14.845	11	16.398
2	14.993	12	16.562
3	15.143	13	16.728
4	15.295	14	16.895
5	15.448	15	17.064
6	15.602	16	17.234
7	15.758	17	17.407
8	15.916	18	17.581
9	16.075	19	17.757
10	16.236	20	17.934
21	18.114	31	20.009
22	18.295	32	20.209
23	18.478	33	20.411
24	18.662	34	20.615
25	18.849	35	20.821
26	19.038	36	21.029
27	19.228	37	21.240
28	19.420	38	21.452
29	19.614	39	21.667
30	19.811	40	21.883

M43151 Game and Parks Cons Tech I			
1	15.142	11	16.726
2	15.293	12	16.893
3	15.446	13	17.062
4	15.601	14	17.233
5	15.757	15	17.405
6	15.914	16	17.579
7	16.073	17	17.755
8	16.234	18	17.932
9	16.396	19	18.112
10	16.560	20	18.293
21	18.476	31	20.409
22	18.661	32	20.613
23	18.847	33	20.819
24	19.036	34	21.027
25	19.226	35	21.238
26	19.418	36	21.450
27	19.613	37	21.664
28	19.809	38	21.881
29	20.007	39	22.100
30	20.207	40	22.321

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M43152 Game and Parks Cons Tech II			
1	17.156	11	18.951
2	17.328	12	19.140
3	17.501	13	19.332
4	17.676	14	19.525
5	17.853	15	19.720
6	18.031	16	19.918
7	18.211	17	20.117
8	18.394	18	20.318
9	18.577	19	20.521
10	18.763	20	20.726
21	20.934	22	21.143
23	21.354	24	21.568
25	21.784	26	22.001
27	22.221	28	22.444
29	22.668	30	22.895
31	23.124	32	23.355
33	23.588	34	23.824
35	24.063	36	24.303
37	24.546	38	24.792
39	25.040	40	25.290

M53010 State Patrol Forensic Tech			
1	19.258	11	21.273
2	19.451	12	21.486
3	19.645	13	21.700
4	19.842	14	21.917
5	20.040	15	22.137
6	20.240	16	22.358
7	20.443	17	22.582
8	20.647	18	22.807
9	20.854	19	23.035
10	21.062	20	23.266
21	23.498	22	23.733
23	23.971	24	24.211
25	24.453	26	24.697
27	24.944	28	25.194
29	25.445	30	25.700
31	25.957	32	26.217
33	26.479	34	26.743
35	27.011	36	27.281
37	27.554	38	27.829
39	28.108	40	28.389

M53021 Scientific Technician			
1	14.918	11	16.479
2	15.068	12	16.644
3	15.218	13	16.810
4	15.370	14	16.979
5	15.524	15	17.148
6	15.679	16	17.320
7	15.836	17	17.493
8	15.995	18	17.668
9	16.154	19	17.845
10	16.316	20	18.023
21	18.203	22	18.385
23	18.569	24	18.755
25	18.942	26	19.132
27	19.323	28	19.516
29	19.712	30	19.909
31	20.108	32	20.309
33	20.512	34	20.717
35	20.924	36	21.133
37	21.345	38	21.558
39	21.774	40	21.992

M53631 Hwy Materials and Tests Tech I			
1	15.694	11	17.336
2	15.851	12	17.510
3	16.010	13	17.685
4	16.170	14	17.862
5	16.332	15	18.040
6	16.495	16	18.221
7	16.660	17	18.403
8	16.826	18	18.587
9	16.995	19	18.773
10	17.165	20	18.960
21	19.150	22	19.342
23	19.535	24	19.730
25	19.928	26	20.127
27	20.328	28	20.531
29	20.737	30	20.944
31	21.154	32	21.365
33	21.579	34	21.795
35	22.013	36	22.233
37	22.455	38	22.680
39	22.906	40	23.135

M43152 Game and Parks Cons Tech II			
1	17.499	11	19.330
2	17.674	12	19.523
3	17.851	13	19.718
4	18.029	14	19.916
5	18.210	15	20.115
6	18.392	16	20.316
7	18.576	17	20.519
8	18.761	18	20.724
9	18.949	19	20.931
10	19.138	20	21.141
21	21.352	22	21.566
23	21.781	24	21.999
25	22.219	26	22.441
27	22.666	28	22.892
29	23.121	30	23.353
31	23.586	32	23.822
33	24.060	34	24.301
35	24.544	36	24.789
37	25.037	38	25.287
39	25.540	40	25.796

M53010 State Patrol Forensic Tech			
1	19.643	11	21.698
2	19.840	12	21.915
3	20.038	13	22.134
4	20.238	14	22.356
5	20.441	15	22.579
6	20.645	16	22.805
7	20.852	17	23.033
8	21.060	18	23.264
9	21.271	19	23.496
10	21.483	20	23.731
21	23.968	22	24.208
23	24.450	24	24.695
25	24.942	26	25.191
27	25.443	28	25.697
29	25.954	30	26.214
31	26.476	32	26.741
33	27.008	34	27.278
35	27.551	36	27.827
37	28.105	38	28.386
39	28.670	40	28.956

M53021 Scientific Technician			
1	15.217	11	16.809
2	15.369	12	16.977
3	15.523	13	17.147
4	15.678	14	17.318
5	15.835	15	17.491
6	15.993	16	17.666
7	16.153	17	17.843
8	16.314	18	18.021
9	16.478	19	18.201
10	16.642	20	18.384
21	18.567	22	18.753
23	18.941	24	19.130
25	19.321	26	19.514
27	19.710	28	19.907
29	20.106	30	20.307
31	20.510	32	20.715
33	20.922	34	21.131
35	21.343	36	21.556
37	21.772	38	21.989
39	22.209	40	22.431

M53631 Hwy Materials and Tests Tech I			
1	16.008	11	17.683
2	16.168	12	17.860
3	16.330	13	18.038
4	16.493	14	18.219
5	16.658	15	18.401
6	16.825	16	18.585
7	16.993	17	18.771
8	17.163	18	18.959
9	17.335	19	19.148
10	17.508	20	19.340
21	19.533	22	19.728
23	19.926	24	20.125
25	20.326	26	20.529
27	20.735	28	20.942
29	21.152	30	21.363
31	21.577	32	21.792
33	22.010	34	22.230
35	22.453	36	22.677
37	22.904	38	23.133
39	23.364	40	23.598

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M53632 Hwy Materials and Tests Tech II			
1	17.960	11	19.839
2	18.140	12	20.038
3	18.321	13	20.238
4	18.504	14	20.440
5	18.690	15	20.645
6	18.876	16	20.851
7	19.065	17	21.060
8	19.256	18	21.270
9	19.448	19	21.483
10	19.643	20	21.698
21	21.915	22	22.134
23	22.355	24	22.579
25	22.805	26	23.033
27	23.263	28	23.496
29	23.731	30	23.968
31	24.208	32	24.450
33	24.694	34	24.941
35	25.191	36	25.443
37	25.697	38	25.954
39	26.213	40	26.476

M53633 Hwy Materials and Tests Tech III			
1	20.754	11	22.926
2	20.962	12	23.155
3	21.171	13	23.386
4	21.383	14	23.620
5	21.597	15	23.857
6	21.813	16	24.095
7	22.031	17	24.336
8	22.251	18	24.579
9	22.474	19	24.825
10	22.699	20	25.073
21	25.324	22	25.577
23	25.833	24	26.092
25	26.352	26	26.616
27	26.882	28	27.151
29	27.422	30	27.697
31	27.974	32	28.253
33	28.536	34	28.821
35	29.110	36	29.401
37	29.695	38	29.992
39	30.291	40	30.594

M55782 Hwy Registered Land Surveyor			
1	26.220	11	28.963
2	26.482	12	29.252
3	26.747	13	29.545
4	27.014	14	29.840
5	27.284	15	30.139
6	27.557	16	30.440
7	27.833	17	30.744
8	28.111	18	31.052
9	28.392	19	31.362
10	28.676	20	31.676
21	31.993	22	32.313
23	32.636	24	32.962
25	33.292	26	33.625
27	33.961	28	34.301
29	34.644	30	34.990
31	35.340	32	35.693
33	36.050	34	36.411
35	36.775	36	37.143
37	37.514	38	37.889
39	38.268	40	38.651

M56162 Hwy Cartographer			
1	17.156	11	18.951
2	17.328	12	19.140
3	17.501	13	19.332
4	17.676	14	19.525
5	17.853	15	19.720
6	18.031	16	19.918
7	18.211	17	20.117
8	18.394	18	20.318
9	18.577	19	20.521
10	18.763	20	20.726
21	20.934	22	21.143
23	21.354	24	21.568
25	21.784	26	22.001
27	22.221	28	22.444
29	22.668	30	22.895
31	23.124	32	23.355
33	23.588	34	23.824
35	24.063	36	24.303
37	24.546	38	24.792
39	25.040	40	25.290

M53632 Hwy Materials and Tests Tech II			
1	18.319	11	20.236
2	18.503	12	20.438
3	18.688	13	20.643
4	18.875	14	20.849
5	19.063	15	21.058
6	19.254	16	21.268
7	19.446	17	21.481
8	19.641	18	21.696
9	19.837	19	21.913
10	20.036	20	22.132
21	22.353	22	22.577
23	22.803	24	23.031
25	23.261	26	23.493
27	23.728	28	23.966
29	24.205	30	24.447
31	24.692	32	24.939
33	25.188	34	25.440
35	25.694	36	25.951
37	26.211	38	26.473
39	26.738	40	27.005

M53633 Hwy Materials and Tests Tech III			
1	21.169	11	23.384
2	21.381	12	23.618
3	21.595	13	23.854
4	21.811	14	24.093
5	22.029	15	24.334
6	22.249	16	24.577
7	22.472	17	24.823
8	22.696	18	25.071
9	22.923	19	25.322
10	23.153	20	25.575
21	25.831	22	26.089
23	26.350	24	26.613
25	26.880	26	27.148
27	27.420	28	27.694
29	27.971	30	28.251
31	28.533	32	28.818
33	29.107	34	29.398
35	29.692	36	29.989
37	30.288	38	30.591
39	30.897	40	31.206

M55782 Hwy Registered Land Surveyor			
1	26.744	11	29.542
2	27.011	12	29.837
3	27.281	13	30.136
4	27.554	14	30.437
5	27.830	15	30.741
6	28.108	16	31.049
7	28.389	17	31.359
8	28.673	18	31.673
9	28.960	19	31.990
10	29.249	20	32.310
21	32.633	22	32.959
23	33.289	24	33.621
25	33.958	26	34.297
27	34.640	28	34.987
29	35.337	30	35.690
31	36.047	32	36.407
33	36.771	34	37.139
35	37.510	36	37.886
37	38.264	38	38.647
39	39.034	40	39.424

M56162 Hwy Cartographer			
1	17.499	11	19.330
2	17.674	12	19.523
3	17.851	13	19.718
4	18.029	14	19.916
5	18.210	15	20.115
6	18.392	16	20.316
7	18.576	17	20.519
8	18.761	18	20.724
9	18.949	19	20.931
10	19.138	20	21.141
21	21.352	22	21.566
23	21.781	24	21.999
25	22.219	26	22.441
27	22.666	28	22.892
29	23.121	30	23.353
31	23.586	32	23.822
33	24.060	34	24.301
35	24.544	36	24.789
37	25.037	38	25.287
39	25.540	40	25.796

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M56163 Hwy Cartographer Senior			
1	19.631	11	21.685
2	19.827	12	21.901
3	20.025	13	22.120
4	20.226	14	22.342
5	20.428	15	22.565
6	20.632	16	22.791
7	20.838	17	23.019
8	21.047	18	23.249
9	21.257	19	23.481
10	21.470	20	23.716
21	23.953	22	24.193
23	24.435	24	24.679
25	24.926	26	25.175
27	25.427	28	25.681
29	25.938	30	26.197
31	26.459	32	26.724
33	26.991	34	27.261
35	27.534	36	27.809
37	28.087	38	28.368
39	28.652	40	28.938

M56163 Hwy Cartographer Senior			
1	20.023	11	22.118
2	20.224	12	22.339
3	20.426	13	22.563
4	20.630	14	22.789
5	20.836	15	23.016
6	21.045	16	23.247
7	21.255	17	23.479
8	21.468	18	23.714
9	21.682	19	23.951
10	21.899	20	24.190
21	24.432	22	24.677
23	24.923	24	25.173
25	25.424	26	25.679
27	25.935	28	26.195
29	26.457	30	26.721
31	26.989	32	27.258
33	27.531	34	27.806
35	28.084	36	28.365
37	28.649	38	28.935
39	29.225	40	29.517

M56170 Natural Resources Cartographer			
1	19.631	11	21.685
2	19.827	12	21.901
3	20.025	13	22.120
4	20.226	14	22.342
5	20.428	15	22.565
6	20.632	16	22.791
7	20.838	17	23.019
8	21.047	18	23.249
9	21.257	19	23.481
10	21.470	20	23.716
21	23.953	22	24.193
23	24.435	24	24.679
25	24.926	26	25.175
27	25.427	28	25.681
29	25.938	30	26.197
31	26.459	32	26.724
33	26.991	34	27.261
35	27.534	36	27.809
37	28.087	38	28.368
39	28.652	40	28.938

M56170 Natural Resources Cartographer			
1	20.023	11	22.118
2	20.224	12	22.339
3	20.426	13	22.563
4	20.630	14	22.789
5	20.836	15	23.016
6	21.045	16	23.247
7	21.255	17	23.479
8	21.468	18	23.714
9	21.682	19	23.951
10	21.899	20	24.190
21	24.432	22	24.677
23	24.923	24	25.173
25	25.424	26	25.679
27	25.935	28	26.195
29	26.457	30	26.721
31	26.989	32	27.258
33	27.531	34	27.806
35	28.084	36	28.365
37	28.649	38	28.935
39	29.225	40	29.517

M56233 Engineering Associate			
1	20.381	11	22.513
2	20.585	12	22.738
3	20.791	13	22.966
4	20.998	14	23.195
5	21.208	15	23.427
6	21.421	16	23.662
7	21.635	17	23.898
8	21.851	18	24.137
9	22.070	19	24.379
10	22.290	20	24.622
21	24.869	22	25.117
23	25.368	24	25.622
25	25.878	26	26.137
27	26.398	28	26.662
29	26.929	30	27.198
31	27.470	32	27.745
33	28.022	34	28.303
35	28.586	36	28.872
37	29.160	38	29.452
39	29.746	40	30.044

M56233 Engineering Associate			
1	20.788	11	22.963
2	20.996	12	23.193
3	21.206	13	23.425
4	21.418	14	23.659
5	21.633	15	23.896
6	21.849	16	24.135
7	22.067	17	24.376
8	22.288	18	24.620
9	22.511	19	24.866
10	22.736	20	25.115
21	25.366	22	25.620
23	25.876	24	26.135
25	26.396	26	26.660
27	26.926	28	27.196
29	27.468	30	27.742
31	28.020	32	28.300
33	28.583	34	28.869
35	29.157	36	29.449
37	29.744	38	30.041
39	30.341	40	30.645

M56300 Hwy Bridge Inspector			
1	21.441	11	23.684
2	21.655	12	23.921
3	21.872	13	24.160
4	22.091	14	24.402
5	22.312	15	24.646
6	22.535	16	24.892
7	22.760	17	25.141
8	22.988	18	25.393
9	23.218	19	25.647
10	23.450	20	25.903
21	26.162	22	26.424
23	26.688	24	26.955
25	27.224	26	27.497
27	27.772	28	28.049
29	28.330	30	28.613
31	28.899	32	29.188
33	29.480	34	29.775
35	30.073	36	30.373
37	30.677	38	30.984
39	31.294	40	31.607

M56300 Hwy Bridge Inspector			
1	21.870	11	24.158
2	22.089	12	24.399
3	22.309	13	24.643
4	22.532	14	24.890
5	22.758	15	25.139
6	22.985	16	25.390
7	23.215	17	25.644
8	23.447	18	25.901
9	23.682	19	26.160
10	23.919	20	26.421
21	26.685	22	26.952
23	27.222	24	27.494
25	27.769	26	28.047
27	28.327	28	28.610
29	28.896	30	29.185
31	29.477	32	29.772
33	30.070	34	30.370
35	30.674	36	30.981
37	31.291	38	31.604
39	31.920	40	32.239

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M56400 Hwy Bridge Fabrication Spec			
1	26.872	11	29.683
2	27.140	12	29.980
3	27.412	13	30.280
4	27.686	14	30.582
5	27.963	15	30.888
6	28.242	16	31.197
7	28.525	17	31.509
8	28.810	18	31.824
9	29.098	19	32.142
10	29.389	20	32.464

M56620 Hwy Lighting Designer			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408

M56641 Hwy Design Tech I			
1	15.957	11	17.626
2	16.116	12	17.803
3	16.278	13	17.981
4	16.440	14	18.160
5	16.605	15	18.342
6	16.771	16	18.525
7	16.939	17	18.711
8	17.108	18	18.898
9	17.279	19	19.087
10	17.452	20	19.278

M56642 Hwy Design Tech II			
1	17.156	11	18.951
2	17.328	12	19.140
3	17.501	13	19.332
4	17.676	14	19.525
5	17.853	15	19.720
6	18.031	16	19.918
7	18.211	17	20.117
8	18.394	18	20.318
9	18.577	19	20.521
10	18.763	20	20.726

M56400 Hwy Bridge Fabrication Spec			
1	27.409	11	30.277
2	27.683	12	30.579
3	27.960	13	30.885
4	28.240	14	31.194
5	28.522	15	31.506
6	28.807	16	31.821
7	29.095	17	32.139
8	29.386	18	32.461
9	29.680	19	32.785
10	29.977	20	33.113

M56620 Hwy Lighting Designer			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956

M56641 Hwy Design Tech I			
1	16.276	11	17.979
2	16.439	12	18.159
3	16.603	13	18.340
4	16.769	14	18.524
5	16.937	15	18.709
6	17.106	16	18.896
7	17.277	17	19.085
8	17.450	18	19.276
9	17.625	19	19.468
10	17.801	20	19.663

M56642 Hwy Design Tech II			
1	17.499	11	19.330
2	17.674	12	19.523
3	17.851	13	19.718
4	18.029	14	19.916
5	18.210	15	20.115
6	18.392	16	20.316
7	18.576	17	20.519
8	18.761	18	20.724
9	18.949	19	20.931
10	19.138	20	21.141

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M56643 Hwy Design Tech III			
1	19.631	11	21.685
2	19.827	12	21.901
3	20.025	13	22.120
4	20.226	14	22.342
5	20.428	15	22.565
6	20.632	16	22.791
7	20.838	17	23.019
8	21.047	18	23.249
9	21.257	19	23.481
10	21.470	20	23.716
21	23.953	31	26.459
22	24.193	32	26.724
23	24.435	33	26.991
24	24.679	34	27.261
25	24.926	35	27.534
26	25.175	36	27.809
27	25.427	37	28.087
28	25.681	38	28.368
29	25.938	39	28.652
30	26.197	40	28.938

M56643 Hwy Design Tech III			
1	20.023	11	22.118
2	20.224	12	22.339
3	20.426	13	22.563
4	20.630	14	22.789
5	20.836	15	23.016
6	21.045	16	23.247
7	21.255	17	23.479
8	21.468	18	23.714
9	21.682	19	23.951
10	21.899	20	24.190
21	24.432	31	26.989
22	24.677	32	27.258
23	24.923	33	27.531
24	25.173	34	27.806
25	25.424	35	28.084
26	25.679	36	28.365
27	25.935	37	28.649
28	26.195	38	28.935
29	26.457	39	29.225
30	26.721	40	29.517

M56653 Hwy Bridge Designer I			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408
21	27.682	31	30.578
22	27.958	32	30.883
23	28.238	33	31.192
24	28.520	34	31.504
25	28.806	35	31.819
26	29.094	36	32.137
27	29.385	37	32.459
28	29.678	38	32.783
29	29.975	39	33.111
30	30.275	40	33.442

M56653 Hwy Bridge Designer I			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956
21	28.235	31	31.189
22	28.518	32	31.501
23	28.803	33	31.816
24	29.091	34	32.134
25	29.382	35	32.456
26	29.676	36	32.780
27	29.972	37	33.108
28	30.272	38	33.439
29	30.575	39	33.773
30	30.880	40	34.111

M56654 Hwy Bridge Designer II			
1	26.220	11	28.963
2	26.482	12	29.252
3	26.747	13	29.545
4	27.014	14	29.840
5	27.284	15	30.139
6	27.557	16	30.440
7	27.833	17	30.744
8	28.111	18	31.052
9	28.392	19	31.362
10	28.676	20	31.676
21	31.993	31	35.340
22	32.313	32	35.693
23	32.636	33	36.050
24	32.962	34	36.411
25	33.292	35	36.775
26	33.625	36	37.143
27	33.961	37	37.514
28	34.301	38	37.889
29	34.644	39	38.268
30	34.990	40	38.651

M56654 Hwy Bridge Designer II			
1	26.744	11	29.542
2	27.011	12	29.837
3	27.281	13	30.136
4	27.554	14	30.437
5	27.830	15	30.741
6	28.108	16	31.049
7	28.389	17	31.359
8	28.673	18	31.673
9	28.960	19	31.990
10	29.249	20	32.310
21	32.633	31	36.047
22	32.959	32	36.407
23	33.289	33	36.771
24	33.621	34	37.139
25	33.958	35	37.510
26	34.297	36	37.886
27	34.640	37	38.264
28	34.987	38	38.647
29	35.337	39	39.034
30	35.690	40	39.424

M56660 Hwy Bridge Data Tech			
1	21.102	11	23.310
2	21.313	12	23.543
3	21.526	13	23.778
4	21.741	14	24.016
5	21.959	15	24.256
6	22.178	16	24.499
7	22.400	17	24.744
8	22.624	18	24.991
9	22.850	19	25.241
10	23.079	20	25.493
21	25.748	31	28.442
22	26.006	32	28.727
23	26.266	33	29.014
24	26.528	34	29.304
25	26.794	35	29.597
26	27.062	36	29.893
27	27.332	37	30.192
28	27.606	38	30.494
29	27.882	39	30.799
30	28.161	40	31.107

M56660 Hwy Bridge Data Tech			
1	21.524	11	23.776
2	21.739	12	24.014
3	21.957	13	24.254
4	22.176	14	24.496
5	22.398	15	24.741
6	22.622	16	24.989
7	22.848	17	25.238
8	23.077	18	25.491
9	23.307	19	25.746
10	23.540	20	26.003
21	26.263	31	29.011
22	26.526	32	29.301
23	26.791	33	29.594
24	27.059	34	29.890
25	27.330	35	30.189
26	27.603	36	30.491
27	27.879	37	30.796
28	28.158	38	31.104
29	28.439	39	31.415
30	28.724	40	31.729

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M56670 Hwy Bridge Hydraulics Analyst				
1	24.037	11	26.551	21 29.329
2	24.277	12	26.817	22 29.623
3	24.520	13	27.085	23 29.919
4	24.765	14	27.356	24 30.218
5	25.013	15	27.629	25 30.520
6	25.263	16	27.906	26 30.825
7	25.515	17	28.185	27 31.134
8	25.770	18	28.467	28 31.445
9	26.028	19	28.751	29 31.759
10	26.288	20	29.039	30 32.077
				40 35.433

M56670 Hwy Bridge Hydraulics Analyst				
1	24.517	11	27.082	21 29.916
2	24.763	12	27.353	22 30.215
3	25.010	13	27.627	23 30.517
4	25.260	14	27.903	24 30.822
5	25.513	15	28.182	25 31.131
6	25.768	16	28.464	26 31.442
7	26.026	17	28.748	27 31.756
8	26.286	18	29.036	28 32.074
9	26.549	19	29.326	29 32.395
10	26.814	20	29.620	30 32.718
				40 36.142

M56681 Hwy ROW Designer I				
1	17.156	11	18.951	21 20.934
2	17.328	12	19.140	22 21.143
3	17.501	13	19.332	23 21.354
4	17.676	14	19.525	24 21.568
5	17.853	15	19.720	25 21.784
6	18.031	16	19.918	26 22.001
7	18.211	17	20.117	27 22.221
8	18.394	18	20.318	28 22.444
9	18.577	19	20.521	29 22.668
10	18.763	20	20.726	30 22.895
				40 25.290

M56681 Hwy ROW Designer I				
1	17.499	11	19.330	21 21.352
2	17.674	12	19.523	22 21.566
3	17.851	13	19.718	23 21.781
4	18.029	14	19.916	24 21.999
5	18.210	15	20.115	25 22.219
6	18.392	16	20.316	26 22.441
7	18.576	17	20.519	27 22.666
8	18.761	18	20.724	28 22.892
9	18.949	19	20.931	29 23.121
10	19.138	20	21.141	30 23.353
				40 25.796

M56682 Hwy ROW Designer II				
1	19.631	11	21.685	21 23.953
2	19.827	12	21.901	22 24.193
3	20.025	13	22.120	23 24.435
4	20.226	14	22.342	24 24.679
5	20.428	15	22.565	25 24.926
6	20.632	16	22.791	26 25.175
7	20.838	17	23.019	27 25.427
8	21.047	18	23.249	28 25.681
9	21.257	19	23.481	29 25.938
10	21.470	20	23.716	30 26.197
				40 28.938

M56682 Hwy ROW Designer II				
1	20.023	11	22.118	21 24.432
2	20.224	12	22.339	22 24.677
3	20.426	13	22.563	23 24.923
4	20.630	14	22.789	24 25.173
5	20.836	15	23.016	25 25.424
6	21.045	16	23.247	26 25.679
7	21.255	17	23.479	27 25.935
8	21.468	18	23.714	28 26.195
9	21.682	19	23.951	29 26.457
10	21.899	20	24.190	30 26.721
				40 29.517

M56683 Hwy ROW Designer III				
1	22.686	11	25.060	21 27.682
2	22.913	12	25.310	22 27.958
3	23.142	13	25.563	23 28.238
4	23.374	14	25.819	24 28.520
5	23.607	15	26.077	25 28.806
6	23.844	16	26.338	26 29.094
7	24.082	17	26.601	27 29.385
8	24.323	18	26.867	28 29.678
9	24.566	19	27.136	29 29.975
10	24.812	20	27.408	30 30.275
				40 33.442

M56683 Hwy ROW Designer III				
1	23.140	11	25.561	21 28.235
2	23.371	12	25.817	22 28.518
3	23.605	13	26.075	23 28.803
4	23.841	14	26.336	24 29.091
5	24.080	15	26.599	25 29.382
6	24.320	16	26.865	26 29.676
7	24.564	17	27.134	27 29.972
8	24.809	18	27.405	28 30.272
9	25.057	19	27.679	29 30.575
10	25.308	20	27.956	30 30.880
				40 34.111

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M56700 Geodetic Survey Tech			
1	19.631	11 21.685	21 23.953
2	19.827	12 21.901	22 24.193
3	20.025	13 22.120	23 24.435
4	20.226	14 22.342	24 24.679
5	20.428	15 22.565	25 24.926
6	20.632	16 22.791	26 25.175
7	20.838	17 23.019	27 25.427
8	21.047	18 23.249	28 25.681
9	21.257	19 23.481	29 25.938
10	21.470	20 23.716	30 26.197
31	26.459	32 26.724	33 26.991
34	27.261	35 27.534	36 27.809
37	28.087	38 28.368	39 28.652
40	28.938		

M56700 Geodetic Survey Tech			
1	20.023	11 22.118	21 24.432
2	20.224	12 22.339	22 24.677
3	20.426	13 22.563	23 24.923
4	20.630	14 22.789	24 25.173
5	20.836	15 23.016	25 25.424
6	21.045	16 23.247	26 25.679
7	21.255	17 23.479	27 25.935
8	21.468	18 23.714	28 26.195
9	21.682	19 23.951	29 26.457
10	21.899	20 24.190	30 26.721
31	26.989	32 27.258	33 27.531
34	27.806	35 28.084	36 28.365
37	28.649	38 28.935	39 29.225
40	29.517		

M56710 Hwy Materials Designer			
1	26.220	11 28.963	21 31.993
2	26.482	12 29.252	22 32.313
3	26.747	13 29.545	23 32.636
4	27.014	14 29.840	24 32.962
5	27.284	15 30.139	25 33.292
6	27.557	16 30.440	26 33.625
7	27.833	17 30.744	27 33.961
8	28.111	18 31.052	28 34.301
9	28.392	19 31.362	29 34.644
10	28.676	20 31.676	30 34.990
31	35.340	32 35.693	33 36.050
34	36.411	35 36.775	36 37.143
37	37.514	38 37.889	39 38.268
40	38.651		

M56710 Hwy Materials Designer			
1	26.744	11 29.542	21 32.633
2	27.011	12 29.837	22 32.959
3	27.281	13 30.136	23 33.289
4	27.554	14 30.437	24 33.621
5	27.830	15 30.741	25 33.958
6	28.108	16 31.049	26 34.297
7	28.389	17 31.359	27 34.640
8	28.673	18 31.673	28 34.987
9	28.960	19 31.990	29 35.337
10	29.249	20 32.310	30 35.690
31	36.047	32 36.407	33 36.771
34	37.139	35 37.510	36 37.886
37	38.264	38 38.647	39 39.034
40	39.424		

M56732 Hwy Photogrammetric Tech II			
1	19.631	11 21.685	21 23.953
2	19.827	12 21.901	22 24.193
3	20.025	13 22.120	23 24.435
4	20.226	14 22.342	24 24.679
5	20.428	15 22.565	25 24.926
6	20.632	16 22.791	26 25.175
7	20.838	17 23.019	27 25.427
8	21.047	18 23.249	28 25.681
9	21.257	19 23.481	29 25.938
10	21.470	20 23.716	30 26.197
31	26.459	32 26.724	33 26.991
34	27.261	35 27.534	36 27.809
37	28.087	38 28.368	39 28.652
40	28.938		

M56732 Hwy Photogrammetric Tech II			
1	20.023	11 22.118	21 24.432
2	20.224	12 22.339	22 24.677
3	20.426	13 22.563	23 24.923
4	20.630	14 22.789	24 25.173
5	20.836	15 23.016	25 25.424
6	21.045	16 23.247	26 25.679
7	21.255	17 23.479	27 25.935
8	21.468	18 23.714	28 26.195
9	21.682	19 23.951	29 26.457
10	21.899	20 24.190	30 26.721
31	26.989	32 27.258	33 27.531
34	27.806	35 28.084	36 28.365
37	28.649	38 28.935	39 29.225
40	29.517		

M56733 Hwy Photogrammetric Tech III			
1	22.686	11 25.060	21 27.682
2	22.913	12 25.310	22 27.958
3	23.142	13 25.563	23 28.238
4	23.374	14 25.819	24 28.520
5	23.607	15 26.077	25 28.806
6	23.844	16 26.338	26 29.094
7	24.082	17 26.601	27 29.385
8	24.323	18 26.867	28 29.678
9	24.566	19 27.136	29 29.975
10	24.812	20 27.408	30 30.275
31	30.578	32 30.883	33 31.192
34	31.504	35 31.819	36 32.137
37	32.459	38 32.783	39 33.111
40	33.442		

M56733 Hwy Photogrammetric Tech III			
1	23.140	11 25.561	21 28.235
2	23.371	12 25.817	22 28.518
3	23.605	13 26.075	23 28.803
4	23.841	14 26.336	24 29.091
5	24.080	15 26.599	25 29.382
6	24.320	16 26.865	26 29.676
7	24.564	17 27.134	27 29.972
8	24.809	18 27.405	28 30.272
9	25.057	19 27.679	29 30.575
10	25.308	20 27.956	30 30.880
31	31.189	32 31.501	33 31.816
34	32.134	35 32.456	36 32.780
37	33.108	38 33.439	39 33.773
40	34.111		

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M56740 Nat Res Photogrammetric Tech			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408
		21	27.682
		22	27.958
		23	28.238
		24	28.520
		25	28.806
		26	29.094
		27	29.385
		28	29.678
		29	29.975
		30	30.275
		31	30.578
		32	30.883
		33	31.192
		34	31.504
		35	31.819
		36	32.137
		37	32.459
		38	32.783
		39	33.111
		40	33.442

M56740 Nat Res Photogrammetric Tech			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956
		21	28.235
		22	28.518
		23	28.803
		24	29.091
		25	29.382
		26	29.676
		27	29.972
		28	30.272
		29	30.575
		30	30.880
		31	31.189
		32	31.501
		33	31.816
		34	32.134
		35	32.456
		36	32.780
		37	33.108
		38	33.439
		39	33.773
		40	34.111

M56751 Nat Res Survey Assistant			
1	17.156	11	18.951
2	17.328	12	19.140
3	17.501	13	19.332
4	17.676	14	19.525
5	17.853	15	19.720
6	18.031	16	19.918
7	18.211	17	20.117
8	18.394	18	20.318
9	18.577	19	20.521
10	18.763	20	20.726
		21	20.934
		22	21.143
		23	21.354
		24	21.568
		25	21.784
		26	22.001
		27	22.221
		28	22.444
		29	22.668
		30	22.895
		31	23.124
		32	23.355
		33	23.588
		34	23.824
		35	24.063
		36	24.303
		37	24.546
		38	24.792
		39	25.040
		40	25.290

M56751 Nat Res Survey Assistant			
1	17.499	11	19.330
2	17.674	12	19.523
3	17.851	13	19.718
4	18.029	14	19.916
5	18.210	15	20.115
6	18.392	16	20.316
7	18.576	17	20.519
8	18.761	18	20.724
9	18.949	19	20.931
10	19.138	20	21.141
		21	21.352
		22	21.566
		23	21.781
		24	21.999
		25	22.219
		26	22.441
		27	22.666
		28	22.892
		29	23.121
		30	23.353
		31	23.586
		32	23.822
		33	24.060
		34	24.301
		35	24.544
		36	24.789
		37	25.037
		38	25.287
		39	25.540
		40	25.796

M56752 Nat Res Geodetic Surv Crew Leader			
1	21.102	11	23.310
2	21.313	12	23.543
3	21.526	13	23.778
4	21.741	14	24.016
5	21.959	15	24.256
6	22.178	16	24.499
7	22.400	17	24.744
8	22.624	18	24.991
9	22.850	19	25.241
10	23.079	20	25.493
		21	25.748
		22	26.006
		23	26.266
		24	26.528
		25	26.794
		26	27.062
		27	27.332
		28	27.606
		29	27.882
		30	28.161
		31	28.442
		32	28.727
		33	29.014
		34	29.304
		35	29.597
		36	29.893
		37	30.192
		38	30.494
		39	30.799
		40	31.107

M56752 Nat Res Geodetic Surv Crew Leader			
1	21.524	11	23.776
2	21.739	12	24.014
3	21.957	13	24.254
4	22.176	14	24.496
5	22.398	15	24.741
6	22.622	16	24.989
7	22.848	17	25.238
8	23.077	18	25.491
9	23.307	19	25.746
10	23.540	20	26.003
		21	26.263
		22	26.526
		23	26.791
		24	27.059
		25	27.330
		26	27.603
		27	27.879
		28	28.158
		29	28.439
		30	28.724
		31	29.011
		32	29.301
		33	29.594
		34	29.890
		35	30.189
		36	30.491
		37	30.796
		38	31.104
		39	31.415
		40	31.729

M56760 Hwy Aerial Camera Operator			
1	19.631	11	21.685
2	19.827	12	21.901
3	20.025	13	22.120
4	20.226	14	22.342
5	20.428	15	22.565
6	20.632	16	22.791
7	20.838	17	23.019
8	21.047	18	23.249
9	21.257	19	23.481
10	21.470	20	23.716
		21	23.953
		22	24.193
		23	24.435
		24	24.679
		25	24.926
		26	25.175
		27	25.427
		28	25.681
		29	25.938
		30	26.197
		31	26.459
		32	26.724
		33	26.991
		34	27.261
		35	27.534
		36	27.809
		37	28.087
		38	28.368
		39	28.652
		40	28.938

M56760 Hwy Aerial Camera Operator			
1	20.023	11	22.118
2	20.224	12	22.339
3	20.426	13	22.563
4	20.630	14	22.789
5	20.836	15	23.016
6	21.045	16	23.247
7	21.255	17	23.479
8	21.468	18	23.714
9	21.682	19	23.951
10	21.899	20	24.190
		21	24.432
		22	24.677
		23	24.923
		24	25.173
		25	25.424
		26	25.679
		27	25.935
		28	26.195
		29	26.457
		30	26.721
		31	26.989
		32	27.258
		33	27.531
		34	27.806
		35	28.084
		36	28.365
		37	28.649
		38	28.935
		39	29.225
		40	29.517

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M56771 Highway Survey Assistant			
1	17.156	11	18.951
2	17.328	12	19.140
3	17.501	13	19.332
4	17.676	14	19.525
5	17.853	15	19.720
6	18.031	16	19.918
7	18.211	17	20.117
8	18.394	18	20.318
9	18.577	19	20.521
10	18.763	20	20.726
21	20.934	22	21.143
23	21.354	24	21.568
25	21.784	26	22.001
27	22.221	28	22.444
29	22.668	30	22.895
31	23.124	32	23.355
33	23.588	34	23.824
35	24.063	36	24.303
37	24.546	38	24.792
39	25.040	40	25.290

M56781 Highway Land Surveyor			
1	21.102	11	23.310
2	21.313	12	23.543
3	21.526	13	23.778
4	21.741	14	24.016
5	21.959	15	24.256
6	22.178	16	24.499
7	22.400	17	24.744
8	22.624	18	24.991
9	22.850	19	25.241
10	23.079	20	25.493
21	25.748	22	26.006
23	26.266	24	26.528
25	26.794	26	27.062
27	27.332	28	27.606
29	27.882	30	28.161
31	28.442	32	28.727
33	29.014	34	29.304
35	29.597	36	29.893
37	30.192	38	30.494
39	30.799	40	31.107

M56811 Highway Designer I			
1	19.631	11	21.685
2	19.827	12	21.901
3	20.025	13	22.120
4	20.226	14	22.342
5	20.428	15	22.565
6	20.632	16	22.791
7	20.838	17	23.019
8	21.047	18	23.249
9	21.257	19	23.481
10	21.470	20	23.716
21	23.953	22	24.193
23	24.435	24	24.679
25	24.926	26	25.175
27	25.427	28	25.681
29	25.938	30	26.197
31	26.459	32	26.724
33	26.991	34	27.261
35	27.534	36	27.809
37	28.087	38	28.368
39	28.652	40	28.938

M56812 Highway Designer II			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408
21	27.682	22	27.958
23	28.238	24	28.520
25	28.806	26	29.094
27	29.385	28	29.678
29	29.975	30	30.275
31	30.578	32	30.883
33	31.192	34	31.504
35	31.819	36	32.137
37	32.459	38	32.783
39	33.111	40	33.442

M56771 Highway Survey Assistant			
1	17.499	11	19.330
2	17.674	12	19.523
3	17.851	13	19.718
4	18.029	14	19.916
5	18.210	15	20.115
6	18.392	16	20.316
7	18.576	17	20.519
8	18.761	18	20.724
9	18.949	19	20.931
10	19.138	20	21.141
21	21.352	22	21.566
23	21.781	24	21.999
25	22.219	26	22.441
27	22.666	28	22.892
29	23.121	30	23.353
31	23.586	32	23.822
33	24.060	34	24.301
35	24.544	36	24.789
37	25.037	38	25.287
39	25.540	40	25.796

M56781 Highway Land Surveyor			
1	21.524	11	23.776
2	21.739	12	24.014
3	21.957	13	24.254
4	22.176	14	24.496
5	22.398	15	24.741
6	22.622	16	24.989
7	22.848	17	25.238
8	23.077	18	25.491
9	23.307	19	25.746
10	23.540	20	26.003
21	26.263	22	26.526
23	26.791	24	27.059
25	27.330	26	27.603
27	27.879	28	28.158
29	28.439	30	28.724
31	29.011	32	29.301
33	29.594	34	29.890
35	30.189	36	30.491
37	30.796	38	31.104
39	31.415	40	31.729

M56811 Highway Designer I			
1	20.023	11	22.118
2	20.224	12	22.339
3	20.426	13	22.563
4	20.630	14	22.789
5	20.836	15	23.016
6	21.045	16	23.247
7	21.255	17	23.479
8	21.468	18	23.714
9	21.682	19	23.951
10	21.899	20	24.190
21	24.432	22	24.677
23	24.923	24	25.173
25	25.424	26	25.679
27	25.935	28	26.195
29	26.457	30	26.721
31	26.989	32	27.258
33	27.531	34	27.806
35	28.084	36	28.365
37	28.649	38	28.935
39	29.225	40	29.517

M56812 Highway Designer II			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956
21	28.235	22	28.518
23	28.803	24	29.091
25	29.382	26	29.676
27	29.972	28	30.272
29	30.575	30	30.880
31	31.189	32	31.501
33	31.816	34	32.134
35	32.456	36	32.780
37	33.108	38	33.439
39	33.773	40	34.111

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M56813 Highway Designer III			
1	26.220	11	28.963
2	26.482	12	29.252
3	26.747	13	29.545
4	27.014	14	29.840
5	27.284	15	30.139
6	27.557	16	30.440
7	27.833	17	30.744
8	28.111	18	31.052
9	28.392	19	31.362
10	28.676	20	31.676
21	31.993	31	35.340
22	32.313	32	35.693
23	32.636	33	36.050
24	32.962	34	36.411
25	33.292	35	36.775
26	33.625	36	37.143
27	33.961	37	37.514
28	34.301	38	37.889
29	34.644	39	38.268
30	34.990	40	38.651

M56813 Highway Designer III			
1	26.744	11	29.542
2	27.011	12	29.837
3	27.281	13	30.136
4	27.554	14	30.437
5	27.830	15	30.741
6	28.108	16	31.049
7	28.389	17	31.359
8	28.673	18	31.673
9	28.960	19	31.990
10	29.249	20	32.310
21	32.633	31	36.047
22	32.959	32	36.407
23	33.289	33	36.771
24	33.621	34	37.139
25	33.958	35	37.510
26	34.297	36	37.886
27	34.640	37	38.264
28	34.987	38	38.647
29	35.337	39	39.034
30	35.690	40	39.424

M57281 Hwy Construction Tech I			
1	19.120	11	21.120
2	19.311	12	21.331
3	19.504	13	21.545
4	19.699	14	21.760
5	19.896	15	21.978
6	20.095	16	22.198
7	20.296	17	22.420
8	20.499	18	22.644
9	20.704	19	22.870
10	20.911	20	23.099
21	23.330	31	25.771
22	23.563	32	26.028
23	23.799	33	26.289
24	24.037	34	26.552
25	24.277	35	26.817
26	24.520	36	27.085
27	24.765	37	27.356
28	25.013	38	27.630
29	25.263	39	27.906
30	25.516	40	28.185

M57281 Hwy Construction Tech I			
1	19.502	11	21.543
2	19.697	12	21.758
3	19.894	13	21.976
4	20.093	14	22.195
5	20.294	15	22.417
6	20.497	16	22.642
7	20.702	17	22.868
8	20.909	18	23.097
9	21.118	19	23.328
10	21.329	20	23.561
21	23.797	31	26.286
22	24.034	32	26.549
23	24.275	33	26.815
24	24.518	34	27.083
25	24.763	35	27.353
26	25.010	36	27.627
27	25.260	37	27.903
28	25.513	38	28.182
29	25.768	39	28.464
30	26.026	40	28.749

M57282 Hwy Construction Tech II			
1	21.994	11	24.295
2	22.214	12	24.538
3	22.436	13	24.783
4	22.660	14	25.031
5	22.887	15	25.281
6	23.116	16	25.534
7	23.347	17	25.789
8	23.580	18	26.047
9	23.816	19	26.308
10	24.054	20	26.571
21	26.837	31	29.644
22	27.105	32	29.941
23	27.376	33	30.240
24	27.650	34	30.543
25	27.926	35	30.848
26	28.205	36	31.156
27	28.488	37	31.468
28	28.772	38	31.783
29	29.060	39	32.100
30	29.351	40	32.421

M57282 Hwy Construction Tech II			
1	22.434	11	24.781
2	22.658	12	25.028
3	22.885	13	25.279
4	23.113	14	25.532
5	23.345	15	25.787
6	23.578	16	26.045
7	23.814	17	26.305
8	24.052	18	26.568
9	24.292	19	26.834
10	24.535	20	27.102
21	27.373	31	30.237
22	27.647	32	30.540
23	27.923	33	30.845
24	28.203	34	31.153
25	28.485	35	31.465
26	28.770	36	31.780
27	29.057	37	32.097
28	29.348	38	32.418
29	29.641	39	32.742
30	29.938	40	33.070

M57283 Hwy Construction Tech III			
1	26.686	11	29.478
2	26.953	12	29.772
3	27.222	13	30.070
4	27.494	14	30.371
5	27.769	15	30.675
6	28.047	16	30.981
7	28.327	17	31.291
8	28.611	18	31.604
9	28.897	19	31.920
10	29.186	20	32.239
21	32.562	31	35.968
22	32.887	32	36.328
23	33.216	33	36.691
24	33.548	34	37.058
25	33.884	35	37.429
26	34.223	36	37.803
27	34.565	37	38.181
28	34.911	38	38.563
29	35.260	39	38.949
30	35.612	40	39.338

M57283 Hwy Construction Tech III			
1	27.219	11	30.067
2	27.492	12	30.368
3	27.767	13	30.672
4	28.044	14	30.978
5	28.325	15	31.288
6	28.608	16	31.601
7	28.894	17	31.917
8	29.183	18	32.236
9	29.475	19	32.558
10	29.770	20	32.884
21	33.213	31	36.688
22	33.545	32	37.055
23	33.880	33	37.425
24	34.219	34	37.799
25	34.561	35	38.177
26	34.907	36	38.559
27	35.256	37	38.945
28	35.609	38	39.334
29	35.965	39	39.728
30	36.324	40	40.125

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M57284 Hwy Construction Tech IV			
1	31.085	11	34.337
2	31.395	12	34.680
3	31.709	13	35.027
4	32.026	14	35.377
5	32.347	15	35.731
6	32.670	16	36.088
7	32.997	17	36.449
8	33.327	18	36.814
9	33.660	19	37.182
10	33.997	20	37.553
21	37.929	21	37.929
31	41.897	31	41.897
22	38.308	22	38.308
32	42.316	32	42.316
23	38.691	23	38.691
33	42.739	33	42.739
24	39.078	24	39.078
34	43.167	34	43.167
25	39.469	25	39.469
35	43.598	35	43.598
26	39.864	26	39.864
36	44.034	36	44.034
27	40.262	27	40.262
37	44.475	37	44.475
28	40.665	28	40.665
38	44.919	38	44.919
29	41.072	29	41.072
39	45.369	39	45.369
30	41.482	30	41.482
40	45.822	40	45.822

M57284 Hwy Construction Tech IV			
1	31.706	11	35.023
2	32.023	12	35.374
3	32.343	13	35.727
4	32.667	14	36.085
5	32.994	15	36.445
6	33.324	16	36.810
7	33.657	17	37.178
8	33.993	18	37.550
9	34.333	19	37.925
10	34.677	20	38.305
21	38.688	21	38.688
31	42.735	31	42.735
22	39.074	22	39.074
32	43.163	32	43.163
23	39.465	23	39.465
33	43.594	33	43.594
24	39.860	24	39.860
34	44.030	34	44.030
25	40.258	25	40.258
35	44.470	35	44.470
26	40.661	26	40.661
36	44.915	36	44.915
27	41.068	27	41.068
37	45.364	37	45.364
28	41.478	28	41.478
38	45.818	38	45.818
29	41.893	29	41.893
39	46.276	39	46.276
30	42.312	30	42.312
40	46.739	40	46.739

M57540 Nat Res Floodplain Mgmt Spec			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408
21	27.682	21	27.682
31	30.578	31	30.578
22	27.958	22	27.958
32	30.883	32	30.883
23	28.238	23	28.238
33	31.192	33	31.192
24	28.520	24	28.520
34	31.504	34	31.504
25	28.806	25	28.806
35	31.819	35	31.819
26	29.094	26	29.094
36	32.137	36	32.137
27	29.385	27	29.385
37	32.459	37	32.459
28	29.678	28	29.678
38	32.783	38	32.783
29	29.975	29	29.975
39	33.111	39	33.111
30	30.275	30	30.275
40	33.442	40	33.442

M57540 Nat Res Floodplain Mgmt Spec			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956
21	28.235	21	28.235
31	31.189	31	31.189
22	28.518	22	28.518
32	31.501	32	31.501
23	28.803	23	28.803
33	31.816	33	31.816
24	29.091	24	29.091
34	32.134	34	32.134
25	29.382	25	29.382
35	32.456	35	32.456
26	29.676	26	29.676
36	32.780	36	32.780
27	29.972	27	29.972
37	33.108	37	33.108
28	30.272	28	30.272
38	33.439	38	33.439
29	30.575	29	30.575
39	33.773	39	33.773
30	30.880	30	30.880
40	34.111	40	34.111

M57830 Hwy District ROW Perm Officer			
1	21.843	11	24.128
2	22.062	12	24.370
3	22.282	13	24.613
4	22.505	14	24.859
5	22.730	15	25.108
6	22.957	16	25.359
7	23.187	17	25.613
8	23.419	18	25.869
9	23.653	19	26.128
10	23.889	20	26.389
21	26.653	21	26.653
31	29.441	31	29.441
22	26.919	22	26.919
32	29.736	32	29.736
23	27.188	23	27.188
33	30.033	33	30.033
24	27.460	24	27.460
34	30.333	34	30.333
25	27.735	25	27.735
35	30.637	35	30.637
26	28.012	26	28.012
36	30.943	36	30.943
27	28.292	27	28.292
37	31.252	37	31.252
28	28.575	28	28.575
38	31.565	38	31.565
29	28.861	29	28.861
39	31.881	39	31.881
30	29.150	30	29.150
40	32.199	40	32.199

M57830 Hwy District ROW Perm Officer			
1	22.280	11	24.611
2	22.503	12	24.857
3	22.728	13	25.106
4	22.955	14	25.357
5	23.185	15	25.610
6	23.416	16	25.866
7	23.651	17	26.125
8	23.887	18	26.386
9	24.126	19	26.650
10	24.367	20	26.917
21	27.186	21	27.186
31	30.030	31	30.030
22	27.458	22	27.458
32	30.330	32	30.330
23	27.732	23	27.732
33	30.634	33	30.634
24	28.010	24	28.010
34	30.940	34	30.940
25	28.290	25	28.290
35	31.249	35	31.249
26	28.573	26	28.573
36	31.562	36	31.562
27	28.858	27	28.858
37	31.877	37	31.877
28	29.147	28	29.147
38	32.196	38	32.196
29	29.438	29	29.438
39	32.518	39	32.518
30	29.733	30	29.733
40	32.843	40	32.843

M61121 Hwy Traffic Op Center Operator			
1	18.266	11	20.177
2	18.448	12	20.379
3	18.633	13	20.582
4	18.819	14	20.788
5	19.007	15	20.996
6	19.198	16	21.206
7	19.390	17	21.418
8	19.583	18	21.632
9	19.779	19	21.849
10	19.977	20	22.067
21	22.288	21	22.288
31	24.620	31	24.620
22	22.511	22	22.511
32	24.866	32	24.866
23	22.736	23	22.736
33	25.114	33	25.114
24	22.963	24	22.963
34	25.366	34	25.366
25	23.193	25	23.193
35	25.619	35	25.619
26	23.425	26	23.425
36	25.875	36	25.875
27	23.659	27	23.659
37	26.134	37	26.134
28	23.895	28	23.895
38	26.395	38	26.395
29	24.134	29	24.134
39	26.659	39	26.659
30	24.376	30	24.376
40	26.926	40	26.926

M61121 Hwy Traffic Op Center Operator			
1	18.631	11	20.580
2	18.817	12	20.786
3	19.006	13	20.994
4	19.196	14	21.204
5	19.388	15	21.416
6	19.581	16	21.630
7	19.777	17	21.846
8	19.975	18	22.065
9	20.175	19	22.286
10	20.377	20	22.508
21	22.734	21	22.734
31	25.112	31	25.112
22	22.961	22	22.961
32	25.363	32	25.363
23	23.190	23	23.190
33	25.617	33	25.617
24	23.422	24	23.422
34	25.873	34	25.873
25	23.657	25	23.657
35	26.132	35	26.132
26	23.893	26	23.893
36	26.393	36	26.393
27	24.132	27	24.132
37	26.657	37	26.657
28	24.373	28	24.373
38	26.923	38	26.923
29	24.617	29	24.617
39	27.193	39	27.193
30	24.863	30	24.863
40	27.465	40	27.465

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M61122		Hwy Traffic Op Center Op/Lead	
1	19.636	11	21.690
2	19.832	12	21.907
3	20.031	13	22.126
4	20.231	14	22.348
5	20.433	15	22.571
6	20.638	16	22.797
7	20.844	17	23.025
8	21.053	18	23.255
9	21.263	19	23.488
10	21.476	20	23.722

M61811		State Patrol Comm Spec	
1	21.489	11	23.738
2	21.704	12	23.975
3	21.921	13	24.215
4	22.140	14	24.457
5	22.362	15	24.701
6	22.585	16	24.948
7	22.811	17	25.198
8	23.039	18	25.450
9	23.270	19	25.704
10	23.503	20	25.961

M65131		Airport Fire Fighter Trainee	
1	18.793	11	20.759
2	18.981	12	20.967
3	19.171	13	21.176
4	19.362	14	21.388
5	19.556	15	21.602
6	19.752	16	21.818
7	19.949	17	22.036
8	20.149	18	22.257
9	20.350	19	22.479
10	20.554	20	22.704

M65132		Airport Fire Fighter	
1	21.053	11	23.255
2	21.263	12	23.488
3	21.476	13	23.722
4	21.690	14	23.960
5	21.907	15	24.199
6	22.126	16	24.441
7	22.348	17	24.686
8	22.571	18	24.933
9	22.797	19	25.182
10	23.025	20	25.434

M61122		Hwy Traffic Op Center Op/Lead	
1	20.029	11	22.124
2	20.229	12	22.345
3	20.431	13	22.569
4	20.636	14	22.795
5	20.842	15	23.023
6	21.050	16	23.253
7	21.261	17	23.485
8	21.474	18	23.720
9	21.688	19	23.957
10	21.905	20	24.197

M61811		State Patrol Comm Spec	
1	21.919	11	24.212
2	22.138	12	24.454
3	22.360	13	24.699
4	22.583	14	24.946
5	22.809	15	25.195
6	23.037	16	25.447
7	23.268	17	25.702
8	23.500	18	25.959
9	23.735	19	26.218
10	23.973	20	26.481

M65131		Airport Fire Fighter Trainee	
1	19.169	11	21.174
2	19.360	12	21.386
3	19.554	13	21.600
4	19.750	14	21.816
5	19.947	15	22.034
6	20.147	16	22.254
7	20.348	17	22.477
8	20.552	18	22.702
9	20.757	19	22.929
10	20.965	20	23.158

M65132		Airport Fire Fighter	
1	21.474	11	23.720
2	21.688	12	23.957
3	21.905	13	24.197
4	22.124	14	24.439
5	22.345	15	24.683
6	22.569	16	24.930
7	22.795	17	25.179
8	23.023	18	25.431
9	23.253	19	25.686
10	23.485	20	25.942

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M65133 Airport FF Crew Chief			
1	22.395	11	24.739
2	22.619	12	24.986
3	22.846	13	25.236
4	23.074	14	25.488
5	23.305	15	25.743
6	23.538	16	26.000
7	23.773	17	26.260
8	24.011	18	26.523
9	24.251	19	26.788
10	24.494	20	27.056
21	27.327	21	27.327
31	30.186	31	30.186
32	30.488	32	30.488
33	30.792	33	30.792
34	31.100	34	31.100
35	31.411	35	31.411
36	31.725	36	31.725
37	32.043	37	32.043
38	32.363	38	32.363
39	32.687	39	32.687
40	33.014	40	33.014

M74410 Medical Diagnostic Tech			
1	15.957	11	17.626
2	16.116	12	17.803
3	16.278	13	17.981
4	16.440	14	18.160
5	16.605	15	18.342
6	16.771	16	18.525
7	16.939	17	18.711
8	17.108	18	18.898
9	17.279	19	19.087
10	17.452	20	19.278
21	19.470	21	19.470
31	21.507	31	21.507
32	21.722	32	21.722
33	21.940	33	21.940
34	22.159	34	22.159
35	22.381	35	22.381
36	22.605	36	22.605
37	22.831	37	22.831
38	23.059	38	23.059
39	23.289	39	23.289
40	23.522	40	23.522

M79112 Laundry Worker			
1	12.852	11	14.197
2	12.981	12	14.339
3	13.110	13	14.482
4	13.241	14	14.627
5	13.374	15	14.773
6	13.508	16	14.921
7	13.643	17	15.070
8	13.779	18	15.221
9	13.917	19	15.373
10	14.056	20	15.527
21	15.682	21	15.682
31	17.323	31	17.323
32	17.496	32	17.496
33	17.671	33	17.671
34	17.847	34	17.847
35	18.026	35	18.026
36	18.206	36	18.206
37	18.388	37	18.388
38	18.572	38	18.572
39	18.758	39	18.758
40	18.945	40	18.945

M79113 Laundry Supervisor			
1	13.216	11	14.599
2	13.349	12	14.745
3	13.482	13	14.893
4	13.617	14	15.041
5	13.753	15	15.192
6	13.891	16	15.344
7	14.029	17	15.497
8	14.170	18	15.652
9	14.311	19	15.809
10	14.455	20	15.967
21	16.126	21	16.126
31	17.814	31	17.814
32	17.992	32	17.992
33	18.172	33	18.172
34	18.353	34	18.353
35	18.537	35	18.537
36	18.722	36	18.722
37	18.910	37	18.910
38	19.099	38	19.099
39	19.290	39	19.290
40	19.483	40	19.483

M65133 Airport FF Crew Chief			
1	22.843	11	25.233
2	23.072	12	25.486
3	23.303	13	25.740
4	23.536	14	25.998
5	23.771	15	26.258
6	24.009	16	26.520
7	24.249	17	26.786
8	24.491	18	27.053
9	24.736	19	27.324
10	24.983	20	27.597
21	27.873	21	27.873
31	30.789	31	30.789
32	31.097	32	31.097
33	31.408	33	31.408
34	31.722	34	31.722
35	32.040	35	32.040
36	32.360	36	32.360
37	32.684	37	32.684
38	33.010	38	33.010
39	33.341	39	33.341
40	33.674	40	33.674

M74410 Medical Diagnostic Tech			
1	16.276	11	17.979
2	16.439	12	18.159
3	16.603	13	18.340
4	16.769	14	18.524
5	16.937	15	18.709
6	17.106	16	18.896
7	17.277	17	19.085
8	17.450	18	19.276
9	17.625	19	19.468
10	17.801	20	19.663
21	19.860	21	19.860
31	21.938	31	21.938
32	22.157	32	22.157
33	22.379	33	22.379
34	22.602	34	22.602
35	22.828	35	22.828
36	23.057	36	23.057
37	23.287	37	23.287
38	23.520	38	23.520
39	23.755	39	23.755
40	23.993	40	23.993

M79112 Laundry Worker			
1	13.109	11	14.481
2	13.240	12	14.625
3	13.373	13	14.772
4	13.506	14	14.919
5	13.641	15	15.069
6	13.778	16	15.219
7	13.916	17	15.371
8	14.055	18	15.525
9	14.195	19	15.680
10	14.337	20	15.837
21	15.996	21	15.996
31	17.669	31	17.669
32	17.846	32	17.846
33	18.024	33	18.024
34	18.204	34	18.204
35	18.386	35	18.386
36	18.570	36	18.570
37	18.756	37	18.756
38	18.944	38	18.944
39	19.133	39	19.133
40	19.324	40	19.324

M79113 Laundry Supervisor			
1	13.481	11	14.891
2	13.615	12	15.040
3	13.752	13	15.190
4	13.889	14	15.342
5	14.028	15	15.496
6	14.168	16	15.651
7	14.310	17	15.807
8	14.453	18	15.965
9	14.598	19	16.125
10	14.744	20	16.286
21	16.449	21	16.449
31	18.170	31	18.170
32	18.352	32	18.352
33	18.535	33	18.535
34	18.720	34	18.720
35	18.908	35	18.908
36	19.097	36	19.097
37	19.288	37	19.288
38	19.481	38	19.481
39	19.675	39	19.675
40	19.872	40	19.872

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M79121 Corr Laundry Operator			
1	18.791	11	20.757
2	18.979	12	20.964
3	19.168	13	21.174
4	19.360	14	21.386
5	19.554	15	21.600
6	19.749	16	21.816
7	19.947	17	22.034
8	20.146	18	22.254
9	20.348	19	22.477
10	20.551	20	22.701
21	22.928	22	23.158
23	23.389	24	23.623
25	23.859	26	24.098
27	24.339	28	24.582
29	24.828	30	25.076
31	25.327	32	25.580
33	25.836	34	26.095
35	26.356	36	26.619
37	26.885	38	27.154
39	27.426	40	27.700

M79311 Vehicle Operator I			
1	12.852	11	14.197
2	12.981	12	14.339
3	13.110	13	14.482
4	13.241	14	14.627
5	13.374	15	14.773
6	13.508	16	14.921
7	13.643	17	15.070
8	13.779	18	15.221
9	13.917	19	15.373
10	14.056	20	15.527
21	15.682	22	15.839
23	15.997	24	16.157
25	16.319	26	16.482
27	16.647	28	16.813
29	16.981	30	17.151
31	17.323	32	17.496
33	17.671	34	17.847
35	18.026	36	18.206
37	18.388	38	18.572
39	18.758	40	18.945

M79312 Vehicle Operator II			
1	13.423	11	14.828
2	13.557	12	14.976
3	13.693	13	15.126
4	13.830	14	15.277
5	13.968	15	15.430
6	14.108	16	15.584
7	14.249	17	15.740
8	14.391	18	15.897
9	14.535	19	16.056
10	14.681	20	16.217
21	16.379	22	16.543
23	16.708	24	16.875
25	17.044	26	17.214
27	17.386	28	17.560
29	17.736	30	17.913
31	18.092	32	18.273
33	18.456	34	18.641
35	18.827	36	19.015
37	19.205	38	19.398
39	19.592	40	19.787

M80011 Food Service Assistant			
1	15.120	11	16.702
2	15.271	12	16.869
3	15.424	13	17.038
4	15.578	14	17.208
5	15.734	15	17.380
6	15.891	16	17.554
7	16.050	17	17.729
8	16.211	18	17.907
9	16.373	19	18.086
10	16.537	20	18.267
21	18.449	22	18.634
23	18.820	24	19.008
25	19.198	26	19.390
27	19.584	28	19.780
29	19.978	30	20.178
31	20.379	32	20.583
33	20.789	34	20.997
35	21.207	36	21.419
37	21.633	38	21.850
39	22.068	40	22.289

M79121 Corr Laundry Operator			
1	19.167	11	21.172
2	19.358	12	21.384
3	19.552	13	21.597
4	19.747	14	21.813
5	19.945	15	22.032
6	20.144	16	22.252
7	20.346	17	22.474
8	20.549	18	22.699
9	20.755	19	22.926
10	20.962	20	23.155
21	23.387	22	23.621
23	23.857	24	24.096
25	24.337	26	24.580
27	24.826	28	25.074
29	25.325	30	25.578
31	25.834	32	26.092
33	26.353	34	26.616
35	26.883	36	27.151
37	27.423	38	27.697
39	27.974	40	28.254

M79311 Vehicle Operator I			
1	13.109	11	14.481
2	13.240	12	14.625
3	13.373	13	14.772
4	13.506	14	14.919
5	13.641	15	15.069
6	13.778	16	15.219
7	13.916	17	15.371
8	14.055	18	15.525
9	14.195	19	15.680
10	14.337	20	15.837
21	15.996	22	16.155
23	16.317	24	16.480
25	16.645	26	16.811
27	16.980	28	17.149
29	17.321	30	17.494
31	17.669	32	17.846
33	18.024	34	18.204
35	18.386	36	18.570
37	18.756	38	18.944
39	19.133	40	19.324

M79312 Vehicle Operator II			
1	13.692	11	15.124
2	13.829	12	15.275
3	13.967	13	15.428
4	14.107	14	15.582
5	14.248	15	15.738
6	14.390	16	15.896
7	14.534	17	16.055
8	14.679	18	16.215
9	14.826	19	16.377
10	14.974	20	16.541
21	16.706	22	16.873
23	17.042	24	17.213
25	17.385	26	17.559
27	17.734	28	17.912
29	18.091	30	18.272
31	18.454	32	18.639
33	18.825	34	19.013
35	19.204	36	19.396
37	19.590	38	19.786
39	19.983	40	20.183

M80011 Food Service Assistant			
1	15.422	11	17.036
2	15.577	12	17.206
3	15.732	13	17.378
4	15.890	14	17.552
5	16.049	15	17.728
6	16.209	16	17.905
7	16.371	17	18.084
8	16.535	18	18.265
9	16.700	19	18.447
10	16.867	20	18.632
21	18.818	22	19.006
23	19.197	24	19.388
25	19.582	26	19.778
27	19.976	28	20.176
29	20.377	30	20.581
31	20.787	32	20.995
33	21.205	34	21.417
35	21.631	36	21.847
37	22.066	38	22.287
39	22.509	40	22.735

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M80012 Food Service Worker			
1	16.254	11	17.955
2	16.417	12	18.134
3	16.581	13	18.315
4	16.747	14	18.499
5	16.914	15	18.684
6	17.083	16	18.870
7	17.254	17	19.059
8	17.426	18	19.250
9	17.601	19	19.442
10	17.777	20	19.637
21	19.833	21	19.833
31	21.908	31	21.908
22	20.031	22	20.031
32	22.127	32	22.127
23	20.232	23	20.232
33	22.348	33	22.348
24	20.434	24	20.434
34	22.572	34	22.572
25	20.638	25	20.638
35	22.797	35	22.797
26	20.845	26	20.845
36	23.025	36	23.025
27	21.053	27	21.053
37	23.256	37	23.256
28	21.264	28	21.264
38	23.488	38	23.488
29	21.476	29	21.476
39	23.723	39	23.723
30	21.691	30	21.691
40	23.960	40	23.960

M84011 Maintenance Technician			
1	15.840	11	17.497
2	15.998	12	17.672
3	16.158	13	17.849
4	16.320	14	18.027
5	16.483	15	18.208
6	16.648	16	18.390
7	16.814	17	18.574
8	16.983	18	18.759
9	17.152	19	18.947
10	17.324	20	19.136
21	19.328	21	19.328
31	21.350	31	21.350
22	19.521	22	19.521
32	21.563	32	21.563
23	19.716	23	19.716
33	21.779	33	21.779
24	19.913	24	19.913
34	21.997	34	21.997
25	20.113	25	20.113
35	22.217	35	22.217
26	20.314	26	20.314
36	22.439	36	22.439
27	20.517	27	20.517
37	22.663	37	22.663
28	20.722	28	20.722
38	22.890	38	22.890
29	20.929	29	20.929
39	23.119	39	23.119
30	21.139	30	21.139
40	23.350	40	23.350

M84012 Maintenance Specialist I			
1	20.936	11	23.127
2	21.146	12	23.358
3	21.357	13	23.592
4	21.571	14	23.827
5	21.786	15	24.066
6	22.004	16	24.306
7	22.224	17	24.549
8	22.447	18	24.795
9	22.671	19	25.043
10	22.898	20	25.293
21	25.546	21	25.546
31	28.219	31	28.219
22	25.802	22	25.802
32	28.501	32	28.501
23	26.060	23	26.060
33	28.786	33	28.786
24	26.320	24	26.320
34	29.074	34	29.074
25	26.584	25	26.584
35	29.365	35	29.365
26	26.849	26	26.849
36	29.658	36	29.658
27	27.118	27	27.118
37	29.955	37	29.955
28	27.389	28	27.389
38	30.255	38	30.255
29	27.663	29	27.663
39	30.557	39	30.557
30	27.940	30	27.940
40	30.863	40	30.863

M84013 Maintenance Specialist II			
1	22.506	11	24.861
2	22.731	12	25.109
3	22.958	13	25.360
4	23.188	14	25.614
5	23.420	15	25.870
6	23.654	16	26.129
7	23.891	17	26.390
8	24.129	18	26.654
9	24.371	19	26.920
10	24.614	20	27.190
21	27.462	21	27.462
31	30.335	31	30.335
22	27.736	22	27.736
32	30.638	32	30.638
23	28.014	23	28.014
33	30.944	33	30.944
24	28.294	24	28.294
34	31.254	34	31.254
25	28.577	25	28.577
35	31.566	35	31.566
26	28.862	26	28.862
36	31.882	36	31.882
27	29.151	27	29.151
37	32.201	37	32.201
28	29.443	28	29.443
38	32.523	38	32.523
29	29.737	29	29.737
39	32.848	39	32.848
30	30.034	30	30.034
40	33.177	40	33.177

M80012 Food Service Worker			
1	16.579	11	18.314
2	16.745	12	18.497
3	16.912	13	18.682
4	17.081	14	18.869
5	17.252	15	19.057
6	17.425	16	19.248
7	17.599	17	19.440
8	17.775	18	19.635
9	17.953	19	19.831
10	18.132	20	20.029
21	20.230	21	20.230
31	22.346	31	22.346
22	20.432	22	20.432
32	22.570	32	22.570
23	20.636	23	20.636
33	22.795	33	22.795
24	20.843	24	20.843
34	23.023	34	23.023
25	21.051	25	21.051
35	23.253	35	23.253
26	21.262	26	21.262
36	23.486	36	23.486
27	21.474	27	21.474
37	23.721	37	23.721
28	21.689	28	21.689
38	23.958	38	23.958
29	21.906	29	21.906
39	24.198	39	24.198
30	22.125	30	22.125
40	24.440	40	24.440

M84011 Maintenance Technician			
1	16.157	11	17.847
2	16.318	12	18.026
3	16.482	13	18.206
4	16.646	14	18.388
5	16.813	15	18.572
6	16.981	16	18.758
7	17.151	17	18.945
8	17.322	18	19.135
9	17.495	19	19.326
10	17.670	20	19.519
21	19.714	21	19.714
31	21.777	31	21.777
22	19.912	22	19.912
32	21.995	32	21.995
23	20.111	23	20.111
33	22.215	33	22.215
24	20.312	24	20.312
34	22.437	34	22.437
25	20.515	25	20.515
35	22.661	35	22.661
26	20.720	26	20.720
36	22.888	36	22.888
27	20.927	27	20.927
37	23.117	37	23.117
28	21.136	28	21.136
38	23.348	38	23.348
29	21.348	29	21.348
39	23.581	39	23.581
30	21.561	30	21.561
40	23.817	40	23.817

M84012 Maintenance Specialist I			
1	21.355	11	23.589
2	21.569	12	23.825
3	21.784	13	24.063
4	22.002	14	24.304
5	22.222	15	24.547
6	22.444	16	24.793
7	22.669	17	25.040
8	22.895	18	25.291
9	23.124	19	25.544
10	23.356	20	25.799
21	26.057	21	26.057
31	28.783	31	28.783
22	26.318	22	26.318
32	29.071	32	29.071
23	26.581	23	26.581
33	29.362	33	29.362
24	26.847	24	26.847
34	29.656	34	29.656
25	27.115	25	27.115
35	29.952	35	29.952
26	27.386	26	27.386
36	30.252	36	30.252
27	27.660	27	27.660
37	30.554	37	30.554
28	27.937	28	27.937
38	30.860	38	30.860
29	28.216	29	28.216
39	31.168	39	31.168
30	28.498	30	28.498
40	31.480	40	31.480

M84013 Maintenance Specialist II			
1	22.956	11	25.358
2	23.186	12	25.611
3	23.418	13	25.868
4	23.652	14	26.126
5	23.888	15	26.387
6	24.127	16	26.651
7	24.368	17	26.918
8	24.612	18	27.187
9	24.858	19	27.459
10	25.107	20	27.733
21	28.011	21	28.011
31	30.941	31	30.941
22	28.291	22	28.291
32	31.251	32	31.251
23	28.574	23	28.574
33	31.563	33	31.563
24	28.860	24	28.860
34	31.879	34	31.879
25	29.148	25	29.148
35	32.198	35	32.198
26	29.440	26	29.440
36	32.520	36	32.520
27	29.734	27	29.734
37	32.845	37	32.845
28	30.031	28	30.031
38	33.173	38	33.173
29	30.332	29	30.332
39	33.505	39	33.505
30	30.635	30	30.635
40	33.840	40	33.840

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M84210		Electrician			
1	22.506	11	24.861	21	27.462
2	22.731	12	25.109	22	27.736
3	22.958	13	25.360	23	28.014
4	23.188	14	25.614	24	28.294
5	23.420	15	25.870	25	28.577
6	23.654	16	26.129	26	28.862
7	23.891	17	26.390	27	29.151
8	24.129	18	26.654	28	29.443
9	24.371	19	26.920	29	29.737
10	24.614	20	27.190	30	30.034
				31	30.335
				32	30.638
				33	30.944
				34	31.254
				35	31.566
				36	31.882
				37	32.201
				38	32.523
				39	32.848
				40	33.177

M84210		Electrician			
1	22.956	11	25.358	21	28.011
2	23.186	12	25.611	22	28.291
3	23.418	13	25.868	23	28.574
4	23.652	14	26.126	24	28.860
5	23.888	15	26.387	25	29.148
6	24.127	16	26.651	26	29.440
7	24.368	17	26.918	27	29.734
8	24.612	18	27.187	28	30.031
9	24.858	19	27.459	29	30.332
10	25.107	20	27.733	30	30.635
				31	30.941
				32	31.251
				33	31.563
				34	31.879
				35	32.198
				36	32.520
				37	32.845
				38	33.173
				39	33.505
				40	33.840

M84230		Plumber			
1	22.506	11	24.861	21	27.462
2	22.731	12	25.109	22	27.736
3	22.958	13	25.360	23	28.014
4	23.188	14	25.614	24	28.294
5	23.420	15	25.870	25	28.577
6	23.654	16	26.129	26	28.862
7	23.891	17	26.390	27	29.151
8	24.129	18	26.654	28	29.443
9	24.371	19	26.920	29	29.737
10	24.614	20	27.190	30	30.034
				31	30.335
				32	30.638
				33	30.944
				34	31.254
				35	31.566
				36	31.882
				37	32.201
				38	32.523
				39	32.848
				40	33.177

M84230		Plumber			
1	22.956	11	25.358	21	28.011
2	23.186	12	25.611	22	28.291
3	23.418	13	25.868	23	28.574
4	23.652	14	26.126	24	28.860
5	23.888	15	26.387	25	29.148
6	24.127	16	26.651	26	29.440
7	24.368	17	26.918	27	29.734
8	24.612	18	27.187	28	30.031
9	24.858	19	27.459	29	30.332
10	25.107	20	27.733	30	30.635
				31	30.941
				32	31.251
				33	31.563
				34	31.879
				35	32.198
				36	32.520
				37	32.845
				38	33.173
				39	33.505
				40	33.840

M84330		Machinist			
1	20.936	11	23.127	21	25.546
2	21.146	12	23.358	22	25.802
3	21.357	13	23.592	23	26.060
4	21.571	14	23.827	24	26.320
5	21.786	15	24.066	25	26.584
6	22.004	16	24.306	26	26.849
7	22.224	17	24.549	27	27.118
8	22.447	18	24.795	28	27.389
9	22.671	19	25.043	29	27.663
10	22.898	20	25.293	30	27.940
				31	28.219
				32	28.501
				33	28.786
				34	29.074
				35	29.365
				36	29.658
				37	29.955
				38	30.255
				39	30.557
				40	30.863

M84330		Machinist			
1	21.355	11	23.589	21	26.057
2	21.569	12	23.825	22	26.318
3	21.784	13	24.063	23	26.581
4	22.002	14	24.304	24	26.847
5	22.222	15	24.547	25	27.115
6	22.444	16	24.793	26	27.386
7	22.669	17	25.040	27	27.660
8	22.895	18	25.291	28	27.937
9	23.124	19	25.544	29	28.216
10	23.356	20	25.799	30	28.498
				31	28.783
				32	29.071
				33	29.362
				34	29.656
				35	29.952
				36	30.252
				37	30.554
				38	30.860
				39	31.168
				40	31.480

M84550		Facilities Management Syst Coord			
1	28.689	11	31.691	21	35.006
2	28.976	12	32.008	22	35.356
3	29.266	13	32.328	23	35.710
4	29.558	14	32.651	24	36.067
5	29.854	15	32.977	25	36.428
6	30.153	16	33.307	26	36.792
7	30.454	17	33.640	27	37.160
8	30.759	18	33.977	28	37.531
9	31.066	19	34.316	29	37.907
10	31.377	20	34.660	30	38.286
				31	38.669
				32	39.055
				33	39.446
				34	39.840
				35	40.239
				36	40.641
				37	41.048
				38	41.458
				39	41.873
				40	42.291

M84550		Facilities Management Syst Coord			
1	29.263	11	32.324	21	35.706
2	29.556	12	32.648	22	36.063
3	29.851	13	32.974	23	36.424
4	30.150	14	33.304	24	36.788
5	30.451	15	33.637	25	37.156
6	30.756	16	33.973	26	37.528
7	31.063	17	34.313	27	37.903
8	31.374	18	34.656	28	38.282
9	31.688	19	35.003	29	38.665
10	32.004	20	35.353	30	39.051
				31	39.442
				32	39.836
				33	40.235
				34	40.637
				35	41.044
				36	41.454
				37	41.868
				38	42.287
				39	42.710
				40	43.137

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M84581 Stationary Engineer			
1	14.845	11	16.398
2	14.993	12	16.562
3	15.143	13	16.728
4	15.295	14	16.895
5	15.448	15	17.064
6	15.602	16	17.234
7	15.758	17	17.407
8	15.916	18	17.581
9	16.075	19	17.757
10	16.236	20	17.934
21	18.114	21	18.849
22	18.295	22	19.038
23	18.478	23	19.228
24	18.662	24	19.420
25	18.849	25	19.614
26	19.038	26	19.811
27	19.228	27	20.007
28	19.420	28	20.207
29	19.614	29	20.409
30	19.811	30	20.613
31	20.009	31	20.819
32	20.209	32	21.027
33	20.411	33	21.238
34	20.615	34	21.450
35	20.821	35	21.664
36	21.029	36	21.881
37	21.240	37	22.100
38	21.452	38	22.321
39	21.667	39	
40	21.883	40	

M84581 Stationary Engineer			
1	15.142	11	16.726
2	15.293	12	16.893
3	15.446	13	17.062
4	15.601	14	17.233
5	15.757	15	17.405
6	15.914	16	17.579
7	16.073	17	17.755
8	16.234	18	17.932
9	16.396	19	18.112
10	16.560	20	18.293
21	18.476	21	19.036
22	18.661	22	19.226
23	18.847	23	19.418
24	19.036	24	19.613
25	19.226	25	19.809
26	19.418	26	20.007
27	19.613	27	20.207
28	19.809	28	20.409
29	20.007	29	20.613
30	20.207	30	20.819
31	20.409	31	21.027
32	20.613	32	21.238
33	20.819	33	21.450
34	21.027	34	21.664
35	21.238	35	21.881
36	21.450	36	22.100
37	21.664	37	22.321
38	21.881	38	
39	22.100	39	
40	22.321	40	

M84582 Stationary Engineer Sr			
1	19.985	11	22.075
2	20.184	12	22.296
3	20.386	13	22.519
4	20.590	14	22.744
5	20.796	15	22.972
6	21.004	16	23.202
7	21.214	17	23.434
8	21.426	18	23.668
9	21.641	19	23.905
10	21.857	20	24.144
21	24.385	21	25.375
22	24.629	22	25.629
23	24.875	23	25.885
24	25.124	24	26.144
25	25.375	25	26.406
26	25.629	26	26.670
27	25.885	27	26.934
28	26.144	28	27.203
29	26.406	29	27.475
30	26.670	30	27.750
31	26.934	31	28.027
32	27.206	32	28.308
33	27.478	33	28.591
34	27.752	34	28.877
35	28.030	35	29.165
36	28.310	36	29.457
37	28.593	37	29.752
38	28.879	38	30.049
39	29.168	39	
40	29.460	40	

M84582 Stationary Engineer Sr			
1	20.384	11	22.517
2	20.588	12	22.742
3	20.794	13	22.970
4	21.002	14	23.199
5	21.212	15	23.431
6	21.424	16	23.666
7	21.638	17	23.902
8	21.855	18	24.141
9	22.073	19	24.383
10	22.294	20	24.627
21	24.873	21	25.626
22	25.122	22	25.883
23	25.373	23	26.142
24	25.626	24	26.403
25	25.883	25	26.667
26	26.142	26	26.934
27	26.403	27	27.203
28	26.667	28	27.475
29	26.934	29	27.750
30	27.203	30	28.027
31	27.475	31	28.308
32	27.750	32	28.591
33	28.027	33	28.877
34	28.308	34	29.165
35	28.591	35	29.457
36	28.877	36	29.752
37	29.165	37	30.049
38	29.457	38	
39	29.752	39	
40	30.049	40	

M84621 Automotive Service Worker			
1	14.076	11	15.549
2	14.217	12	15.704
3	14.359	13	15.861
4	14.503	14	16.020
5	14.648	15	16.180
6	14.794	16	16.342
7	14.942	17	16.505
8	15.091	18	16.670
9	15.242	19	16.837
10	15.395	20	17.005
21	17.175	21	18.052
22	17.347	22	18.232
23	17.521	23	18.414
24	17.696	24	18.598
25	17.873	25	18.784
26	18.052	26	19.000
27	18.232	27	19.216
28	18.414	28	19.432
29	18.598	29	19.648
30	18.784	30	19.864
31	18.972	31	20.080
32	19.162	32	20.296
33	19.354	33	20.512
34	19.547	34	20.728
35	19.743	35	20.944
36	19.940	36	21.160
37	20.140	37	21.376
38	20.341	38	21.592
39	20.544	39	21.808
40	20.750	40	22.024

M84621 Automotive Service Worker			
1	14.358	11	15.860
2	14.501	12	16.018
3	14.646	13	16.178
4	14.793	14	16.340
5	14.940	15	16.504
6	15.090	16	16.669
7	15.241	17	16.835
8	15.393	18	17.004
9	15.547	19	17.174
10	15.703	20	17.345
21	17.519	21	18.230
22	17.694	22	18.413
23	17.871	23	18.597
24	18.050	24	18.783
25	18.230	25	18.970
26	18.413	26	19.160
27	18.597	27	19.352
28	18.783	28	19.545
29	18.970	29	19.741
30	19.160	30	19.938
31	19.352	31	20.138
32	19.545	32	20.339
33	19.741	33	20.542
34	19.938	34	20.748
35	20.138	35	20.955
36	20.339	36	21.165
37	20.542	37	
38	20.748	38	
39	20.955	39	
40	21.165	40	

M84622 Automotive Mechanic I			
1	14.690	11	16.227
2	14.837	12	16.389
3	14.985	13	16.553
4	15.135	14	16.719
5	15.287	15	16.886
6	15.439	16	17.055
7	15.594	17	17.225
8	15.750	18	17.398
9	15.907	19	17.572
10	16.066	20	17.747
21	17.925	21	18.839
22	18.104	22	19.027
23	18.285	23	19.218
24	18.468	24	19.410
25	18.653	25	19.604
26	18.839	26	19.800
27	19.027	27	20.000
28	19.218	28	20.200
29	19.410	29	20.400
30	19.604	30	20.600
31	19.800	31	20.800
32	19.998	32	21.000
33	20.198	33	21.200
34	20.400	34	21.400
35	20.604	35	21.600
36	20.810	36	21.800
37	21.018	37	22.000
38	21.228	38	
39	21.441	39	
40	21.655	40	

M84622 Automotive Mechanic I			
1	14.984	11	16.552
2	15.134	12	16.717
3	15.285	13	16.884
4	15.438	14	17.053
5	15.592	15	17.224
6	15.748	16	17.396
7	15.906	17	17.570
8	16.065	18	17.746
9	16.225	19	17.923
10	16.388	20	18.102
21	18.283	21	19.026
22	18.466	22	19.216
23	18.651	23	19.408
24	18.837	24	19.602
25	19.026	25	19.798
26	19.216	26	19.996
27	19.408	27	20.196
28	19.602	28	20.398
29	19.798	29	20.602
30	19.996	30	20.808
31	20.196	31	21.016
32	20.398	32	21.226
33	20.602	33	21.438
34	20.808	34	21.653
35	21.016	35	21.869
36	21.226	36	22.088
37	21.438	37	
38	21.653	38	
39	21.869	39	
40	22.088	40	

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M84623 Automotive Mechanic II			
1	16.892	11	18.660
2	17.061	12	18.846
3	17.232	13	19.035
4	17.404	14	19.225
5	17.578	15	19.417
6	17.754	16	19.611
7	17.932	17	19.808
8	18.111	18	20.006
9	18.292	19	20.206
10	18.475	20	20.408
21	20.612	31	22.768
22	20.818	32	22.996
23	21.026	33	23.226
24	21.236	34	23.458
25	21.449	35	23.693
26	21.663	36	23.930
27	21.880	37	24.169
28	22.099	38	24.411
29	22.320	39	24.655
30	22.543	40	24.901

M84624 Automotive/Diesel Mech			
1	21.819	11	24.102
2	22.037	12	24.343
3	22.258	13	24.586
4	22.480	14	24.832
5	22.705	15	25.080
6	22.932	16	25.331
7	23.161	17	25.584
8	23.393	18	25.840
9	23.627	19	26.099
10	23.863	20	26.360
21	26.623	31	29.409
22	26.889	32	29.703
23	27.158	33	30.000
24	27.430	34	30.300
25	27.704	35	30.603
26	27.981	36	30.909
27	28.261	37	31.218
28	28.544	38	31.530
29	28.829	39	31.845
30	29.117	40	32.164

M84625 Auto/Diesel Mech Lead			
1	23.457	11	25.911
2	23.691	12	26.170
3	23.928	13	26.431
4	24.167	14	26.696
5	24.409	15	26.963
6	24.653	16	27.232
7	24.900	17	27.505
8	25.149	18	27.780
9	25.400	19	28.057
10	25.654	20	28.338
21	28.621	31	31.616
22	28.908	32	31.932
23	29.197	33	32.251
24	29.489	34	32.574
25	29.784	35	32.900
26	30.081	36	33.229
27	30.382	37	33.561
28	30.686	38	33.897
29	30.993	39	34.235
30	31.303	40	34.578

M84631 Corr Ind Shop Operator			
1	21.483	11	23.731
2	21.698	12	23.968
3	21.915	13	24.208
4	22.134	14	24.450
5	22.355	15	24.694
6	22.579	16	24.941
7	22.805	17	25.191
8	23.033	18	25.442
9	23.263	19	25.697
10	23.496	20	25.954
21	26.213	31	28.956
22	26.475	32	29.245
23	26.740	33	29.538
24	27.008	34	29.833
25	27.278	35	30.132
26	27.550	36	30.433
27	27.826	37	30.737
28	28.104	38	31.045
29	28.385	39	31.355
30	28.669	40	31.669

M84623 Automotive Mechanic II			
1	17.230	11	19.033
2	17.402	12	19.223
3	17.577	13	19.415
4	17.752	14	19.610
5	17.930	15	19.806
6	18.109	16	20.004
7	18.290	17	20.204
8	18.473	18	20.406
9	18.658	19	20.610
10	18.844	20	20.816
21	21.024	31	23.224
22	21.234	32	23.456
23	21.447	33	23.690
24	21.661	34	23.927
25	21.878	35	24.167
26	22.097	36	24.408
27	22.318	37	24.652
28	22.541	38	24.899
29	22.766	39	25.148
30	22.994	40	25.399

M84624 Automotive/Diesel Mech			
1	22.255	11	24.584
2	22.478	12	24.830
3	22.703	13	25.078
4	22.930	14	25.329
5	23.159	15	25.582
6	23.391	16	25.838
7	23.624	17	26.096
8	23.861	18	26.357
9	24.099	19	26.621
10	24.340	20	26.887
21	27.156	31	29.997
22	27.427	32	30.297
23	27.702	33	30.600
24	27.979	34	30.906
25	28.258	35	31.215
26	28.541	36	31.527
27	28.826	37	31.842
28	29.115	38	32.161
29	29.406	39	32.482
30	29.700	40	32.807

M84625 Auto/Diesel Mech Lead			
1	23.926	11	26.429
2	24.165	12	26.693
3	24.407	13	26.960
4	24.651	14	27.230
5	24.897	15	27.502
6	25.146	16	27.777
7	25.398	17	28.055
8	25.652	18	28.335
9	25.908	19	28.619
10	26.167	20	28.905
21	29.194	31	32.248
22	29.486	32	32.571
23	29.781	33	32.896
24	30.078	34	33.225
25	30.379	35	33.558
26	30.683	36	33.893
27	30.990	37	34.232
28	31.300	38	34.574
29	31.613	39	34.920
30	31.929	40	35.269

M84631 Corr Ind Shop Operator			
1	21.913	11	24.205
2	22.132	12	24.447
3	22.353	13	24.692
4	22.577	14	24.939
5	22.802	15	25.188
6	23.030	16	25.440
7	23.261	17	25.694
8	23.493	18	25.951
9	23.728	19	26.211
10	23.966	20	26.473
21	26.738	31	29.535
22	27.005	32	29.830
23	27.275	33	30.129
24	27.548	34	30.430
25	27.823	35	30.734
26	28.101	36	31.042
27	28.383	37	31.352
28	28.666	38	31.665
29	28.953	39	31.982
30	29.243	40	32.302

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M84640 Automotive Technician			
1	19.260	11	21.275
2	19.453	12	21.488
3	19.647	13	21.703
4	19.844	14	21.920
5	20.042	15	22.139
6	20.243	16	22.360
7	20.445	17	22.584
8	20.650	18	22.810
9	20.856	19	23.038
10	21.065	20	23.268
21	23.501	31	25.960
22	23.736	32	26.219
23	23.973	33	26.482
24	24.213	34	26.746
25	24.455	35	27.014
26	24.700	36	27.284
27	24.947	37	27.557
28	25.196	38	27.832
29	25.448	39	28.111
30	25.703	40	28.392

M84660 Corr Ind Print Shop Operator			
1	24.079	11	26.598
2	24.319	12	26.864
3	24.563	13	27.132
4	24.808	14	27.404
5	25.056	15	27.678
6	25.307	16	27.955
7	25.560	17	28.234
8	25.816	18	28.516
9	26.074	19	28.802
10	26.334	20	29.090
21	29.380	31	32.454
22	29.674	32	32.779
23	29.971	33	33.107
24	30.271	34	33.438
25	30.573	35	33.772
26	30.879	36	34.110
27	31.188	37	34.451
28	31.500	38	34.795
29	31.815	39	35.143
30	32.133	40	35.495

M84710 Aircraft Mechanic			
1	23.927	11	26.430
2	24.166	12	26.694
3	24.408	13	26.961
4	24.652	14	27.231
5	24.898	15	27.503
6	25.147	16	27.778
7	25.399	17	28.056
8	25.653	18	28.337
9	25.909	19	28.620
10	26.168	20	28.906
21	29.195	31	32.250
22	29.487	32	32.572
23	29.782	33	32.898
24	30.080	34	33.227
25	30.381	35	33.559
26	30.685	36	33.895
27	30.991	37	34.234
28	31.301	38	34.576
29	31.614	39	34.922
30	31.931	40	35.271

M85111 Hwy Maint Worker			
1	19.120	11	21.120
2	19.311	12	21.331
3	19.504	13	21.545
4	19.699	14	21.760
5	19.896	15	21.978
6	20.095	16	22.198
7	20.296	17	22.420
8	20.499	18	22.644
9	20.704	19	22.870
10	20.911	20	23.099
21	23.330	31	25.771
22	23.563	32	26.028
23	23.799	33	26.289
24	24.037	34	26.552
25	24.277	35	26.817
26	24.520	36	27.085
27	24.765	37	27.356
28	25.013	38	27.630
29	25.263	39	27.906
30	25.516	40	28.185

M84640 Automotive Technician			
1	19.645	11	21.701
2	19.842	12	21.918
3	20.040	13	22.137
4	20.241	14	22.358
5	20.443	15	22.582
6	20.648	16	22.808
7	20.854	17	23.036
8	21.063	18	23.266
9	21.273	19	23.499
10	21.486	20	23.734
21	23.971	31	26.479
22	24.211	32	26.744
23	24.453	33	27.011
24	24.697	34	27.281
25	24.944	35	27.554
26	25.194	36	27.830
27	25.446	37	28.108
28	25.700	38	28.389
29	25.957	39	28.673
30	26.217	40	28.960

M84660 Corr Ind Print Shop Operator			
1	24.560	11	27.130
2	24.806	12	27.401
3	25.054	13	27.675
4	25.304	14	27.952
5	25.557	15	28.231
6	25.813	16	28.514
7	26.071	17	28.799
8	26.332	18	29.087
9	26.595	19	29.378
10	26.861	20	29.671
21	29.968	31	33.103
22	30.268	32	33.434
23	30.570	33	33.769
24	30.876	34	34.106
25	31.185	35	34.448
26	31.497	36	34.792
27	31.812	37	35.140
28	32.130	38	35.491
29	32.451	39	35.846
30	32.776	40	36.205

M84710 Aircraft Mechanic			
1	24.405	11	26.959
2	24.649	12	27.228
3	24.896	13	27.501
4	25.145	14	27.776
5	25.396	15	28.053
6	25.650	16	28.334
7	25.907	17	28.617
8	26.166	18	28.903
9	26.428	19	29.193
10	26.692	20	29.484
21	29.779	31	32.895
22	30.077	32	33.224
23	30.378	33	33.556
24	30.682	34	33.892
25	30.988	35	34.231
26	31.298	36	34.573
27	31.611	37	34.919
28	31.927	38	35.268
29	32.247	39	35.620
30	32.569	40	35.977

M85111 Hwy Maint Worker			
1	19.502	11	21.543
2	19.697	12	21.758
3	19.894	13	21.976
4	20.093	14	22.195
5	20.294	15	22.417
6	20.497	16	22.642
7	20.702	17	22.868
8	20.909	18	23.097
9	21.118	19	23.328
10	21.329	20	23.561
21	23.797	31	26.286
22	24.034	32	26.549
23	24.275	33	26.815
24	24.518	34	27.083
25	24.763	35	27.353
26	25.010	36	27.627
27	25.260	37	27.903
28	25.513	38	28.182
29	25.768	39	28.464
30	26.026	40	28.749

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M85112 Hwy Maint Worker/Sr			
1	20.586	11	22.740
2	20.792	12	22.967
3	21.000	13	23.197
4	21.210	14	23.429
5	21.422	15	23.663
6	21.636	16	23.900
7	21.853	17	24.139
8	22.071	18	24.380
9	22.292	19	24.624
10	22.515	20	24.870
21	25.119	31	27.747
22	25.370	32	28.024
23	25.624	33	28.305
24	25.880	34	28.588
25	26.139	35	28.874
26	26.400	36	29.162
27	26.664	37	29.454
28	26.931	38	29.749
29	27.200	39	30.046
30	27.472	40	30.347

M85113 Hwy Maint Crew Chief			
1	23.753	11	26.238
2	23.991	12	26.501
3	24.231	13	26.766
4	24.473	14	27.033
5	24.718	15	27.304
6	24.965	16	27.577
7	25.215	17	27.853
8	25.467	18	28.131
9	25.721	19	28.412
10	25.979	20	28.697
21	28.983	31	32.016
22	29.273	32	32.336
23	29.566	33	32.659
24	29.862	34	32.986
25	30.160	35	33.316
26	30.462	36	33.649
27	30.767	37	33.985
28	31.074	38	34.325
29	31.385	39	34.669
30	31.699	40	35.015

M85250 Heavy Equip Mech/Operator			
1	15.165	11	16.752
2	15.317	12	16.919
3	15.470	13	17.088
4	15.625	14	17.259
5	15.781	15	17.432
6	15.939	16	17.606
7	16.098	17	17.782
8	16.259	18	17.960
9	16.422	19	18.140
10	16.586	20	18.321
21	18.504	31	20.440
22	18.689	32	20.645
23	18.876	33	20.851
24	19.065	34	21.060
25	19.256	35	21.270
26	19.448	36	21.483
27	19.643	37	21.698
28	19.839	38	21.915
29	20.038	39	22.134
30	20.238	40	22.355

M85310 Semi Trailer Operator			
1	14.107	11	15.583
2	14.248	12	15.738
3	14.390	13	15.896
4	14.534	14	16.055
5	14.680	15	16.215
6	14.826	16	16.377
7	14.975	17	16.541
8	15.124	18	16.707
9	15.276	19	16.874
10	15.428	20	17.042
21	17.213	31	19.014
22	17.385	32	19.204
23	17.559	33	19.396
24	17.734	34	19.590
25	17.912	35	19.786
26	18.091	36	19.984
27	18.272	37	20.183
28	18.455	38	20.385
29	18.639	39	20.589
30	18.826	40	20.795

M85112 Hwy Maint Worker/Sr			
1	20.998	11	23.195
2	21.208	12	23.427
3	21.420	13	23.661
4	21.634	14	23.898
5	21.850	15	24.137
6	22.069	16	24.378
7	22.290	17	24.622
8	22.513	18	24.868
9	22.738	19	25.117
10	22.965	20	25.368
21	25.621	31	28.302
22	25.878	32	28.585
23	26.136	33	28.871
24	26.398	34	29.160
25	26.662	35	29.451
26	26.928	36	29.746
27	27.198	37	30.043
28	27.470	38	30.344
29	27.744	39	30.647
30	28.022	40	30.953

M85113 Hwy Maint Crew Chief			
1	24.228	11	26.763
2	24.471	12	27.031
3	24.715	13	27.301
4	24.962	14	27.574
5	25.212	15	27.850
6	25.464	16	28.128
7	25.719	17	28.410
8	25.976	18	28.694
9	26.236	19	28.981
10	26.498	20	29.270
21	29.563	31	32.656
22	29.859	32	32.983
23	30.157	33	33.312
24	30.459	34	33.646
25	30.764	35	33.982
26	31.071	36	34.322
27	31.382	37	34.665
28	31.696	38	35.012
29	32.013	39	35.362
30	32.333	40	35.716

M85250 Heavy Equip Mech/Operator			
1	15.468	11	17.087
2	15.623	12	17.258
3	15.779	13	17.430
4	15.937	14	17.605
5	16.097	15	17.781
6	16.257	16	17.958
7	16.420	17	18.138
8	16.584	18	18.319
9	16.750	19	18.503
10	16.918	20	18.688
21	18.874	31	20.849
22	19.063	32	21.058
23	19.254	33	21.268
24	19.446	34	21.481
25	19.641	35	21.696
26	19.837	36	21.913
27	20.036	37	22.132
28	20.236	38	22.353
29	20.438	39	22.577
30	20.643	40	22.802

M85310 Semi Trailer Operator			
1	14.389	11	15.894
2	14.533	12	16.053
3	14.678	13	16.214
4	14.825	14	16.376
5	14.973	15	16.540
6	15.123	16	16.705
7	15.274	17	16.872
8	15.427	18	17.041
9	15.581	19	17.211
10	15.737	20	17.383
21	17.557	31	19.394
22	17.733	32	19.588
23	17.910	33	19.784
24	18.089	34	19.982
25	18.270	35	20.182
26	18.453	36	20.383
27	18.637	37	20.587
28	18.824	38	20.793
29	19.012	39	21.001
30	19.202	40	21.211

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M86231 Printing Services Tech I			
1	15.000	11	16.570
2	15.150	12	16.735
3	15.302	13	16.903
4	15.455	14	17.072
5	15.609	15	17.242
6	15.765	16	17.415
7	15.923	17	17.589
8	16.082	18	17.765
9	16.243	19	17.943
10	16.406	20	18.122
21	18.303	31	20.218
22	18.486	32	20.420
23	18.671	33	20.625
24	18.858	34	20.831
25	19.046	35	21.039
26	19.237	36	21.249
27	19.429	37	21.462
28	19.624	38	21.677
29	19.820	39	21.893
30	20.018	40	22.112

M86232 Printing Services Tech II			
1	16.834	11	18.595
2	17.002	12	18.781
3	17.172	13	18.969
4	17.344	14	19.158
5	17.517	15	19.350
6	17.692	16	19.543
7	17.869	17	19.739
8	18.048	18	19.936
9	18.228	19	20.135
10	18.411	20	20.337
21	20.540	31	22.689
22	20.746	32	22.916
23	20.953	33	23.145
24	21.163	34	23.377
25	21.374	35	23.610
26	21.588	36	23.847
27	21.804	37	24.085
28	22.022	38	24.326
29	22.242	39	24.569
30	22.465	40	24.815

M86312 Bindery Worker II			
1	13.810	11	15.254
2	13.948	12	15.407
3	14.087	13	15.561
4	14.228	14	15.717
5	14.370	15	15.874
6	14.514	16	16.033
7	14.659	17	16.193
8	14.806	18	16.355
9	14.954	19	16.518
10	15.103	20	16.684
21	16.850	31	18.613
22	17.019	32	18.799
23	17.189	33	18.987
24	17.361	34	19.177
25	17.535	35	19.369
26	17.710	36	19.563
27	17.887	37	19.758
28	18.066	38	19.956
29	18.246	39	20.155
30	18.429	40	20.357

S01011 Office Technician			
1	12.852	11	14.197
2	12.981	12	14.339
3	13.110	13	14.482
4	13.241	14	14.627
5	13.374	15	14.773
6	13.508	16	14.921
7	13.643	17	15.070
8	13.779	18	15.221
9	13.917	19	15.373
10	14.056	20	15.527
21	15.682	31	17.323
22	15.839	32	17.496
23	15.997	33	17.671
24	16.157	34	17.847
25	16.319	35	18.026
26	16.482	36	18.206
27	16.647	37	18.388
28	16.813	38	18.572
29	16.981	39	18.758
30	17.151	40	18.945

M86231 Printing Services Tech I			
1	15.300	11	16.901
2	15.453	12	17.070
3	15.608	13	17.241
4	15.764	14	17.413
5	15.922	15	17.587
6	16.081	16	17.763
7	16.242	17	17.941
8	16.404	18	18.120
9	16.568	19	18.301
10	16.734	20	18.484
21	18.669	31	20.623
22	18.856	32	20.829
23	19.045	33	21.037
24	19.235	34	21.247
25	19.427	35	21.460
26	19.622	36	21.674
27	19.818	37	21.891
28	20.016	38	22.110
29	20.216	39	22.331
30	20.418	40	22.555

M86232 Printing Services Tech II			
1	17.170	11	18.967
2	17.342	12	19.156
3	17.515	13	19.348
4	17.691	14	19.541
5	17.867	15	19.737
6	18.046	16	19.934
7	18.227	17	20.133
8	18.409	18	20.335
9	18.593	19	20.538
10	18.779	20	20.744
21	20.951	31	23.143
22	21.161	32	23.374
23	21.372	33	23.608
24	21.586	34	23.844
25	21.802	35	24.083
26	22.020	36	24.323
27	22.240	37	24.567
28	22.462	38	24.812
29	22.687	39	25.060
30	22.914	40	25.311

M86312 Bindery Worker II			
1	14.086	11	15.559
2	14.227	12	15.715
3	14.369	13	15.872
4	14.513	14	16.031
5	14.658	15	16.191
6	14.804	16	16.353
7	14.952	17	16.517
8	15.102	18	16.682
9	15.253	19	16.849
10	15.405	20	17.017
21	17.187	31	18.986
22	17.359	32	19.175
23	17.533	33	19.367
24	17.708	34	19.561
25	17.885	35	19.756
26	18.064	36	19.954
27	18.245	37	20.154
28	18.427	38	20.355
29	18.611	39	20.559
30	18.798	40	20.764

S01011 Office Technician			
1	13.109	11	14.481
2	13.240	12	14.625
3	13.373	13	14.772
4	13.506	14	14.919
5	13.641	15	15.069
6	13.778	16	15.219
7	13.916	17	15.371
8	14.055	18	15.525
9	14.195	19	15.680
10	14.337	20	15.837
21	15.996	31	17.669
22	16.155	32	17.846
23	16.317	33	18.024
24	16.480	34	18.204
25	16.645	35	18.386
26	16.811	36	18.570
27	16.980	37	18.756
28	17.149	38	18.944
29	17.321	39	19.133
30	17.494	40	19.324

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S01012 Office Specialist			
1 15.958	11 17.627	21 19.472	31 21.509
2 16.117	12 17.804	22 19.666	32 21.724
3 16.279	13 17.982	23 19.863	33 21.941
4 16.441	14 18.162	24 20.062	34 22.161
5 16.606	15 18.343	25 20.262	35 22.382
6 16.772	16 18.527	26 20.465	36 22.606
7 16.940	17 18.712	27 20.670	37 22.832
8 17.109	18 18.899	28 20.876	38 23.060
9 17.280	19 19.088	29 21.085	39 23.291
10 17.453	20 19.279	30 21.296	40 23.524

S01013 Administrative Tech			
1 17.155	11 18.950	21 20.932	31 23.122
2 17.326	12 19.139	22 21.142	32 23.353
3 17.500	13 19.331	23 21.353	33 23.587
4 17.675	14 19.524	24 21.567	34 23.823
5 17.851	15 19.719	25 21.782	35 24.061
6 18.030	16 19.916	26 22.000	36 24.302
7 18.210	17 20.115	27 22.220	37 24.545
8 18.392	18 20.317	28 22.442	38 24.790
9 18.576	19 20.520	29 22.667	39 25.038
10 18.762	20 20.725	30 22.893	40 25.288

S01130 DHHS Data Proc Team Leader			
1 12.879	11 14.227	21 15.715	31 17.359
2 13.008	12 14.369	22 15.872	32 17.533
3 13.138	13 14.513	23 16.031	33 17.708
4 13.270	14 14.658	24 16.191	34 17.885
5 13.402	15 14.804	25 16.353	35 18.064
6 13.536	16 14.952	26 16.517	36 18.245
7 13.672	17 15.102	27 16.682	37 18.427
8 13.808	18 15.253	28 16.849	38 18.612
9 13.946	19 15.406	29 17.017	39 18.798
10 14.086	20 15.560	30 17.187	40 18.986

S02861 Corr Records Officer			
1 15.957	11 17.626	21 19.470	31 21.507
2 16.116	12 17.803	22 19.665	32 21.722
3 16.278	13 17.981	23 19.862	33 21.940
4 16.440	14 18.160	24 20.060	34 22.159
5 16.605	15 18.342	25 20.261	35 22.381
6 16.771	16 18.525	26 20.464	36 22.605
7 16.939	17 18.711	27 20.668	37 22.831
8 17.108	18 18.898	28 20.875	38 23.059
9 17.279	19 19.087	29 21.084	39 23.289
10 17.452	20 19.278	30 21.294	40 23.522

S01012 Office Specialist			
1 16.277	11 17.980	21 19.861	31 21.939
2 16.440	12 18.160	22 20.060	32 22.158
3 16.604	13 18.341	23 20.260	33 22.380
4 16.770	14 18.525	24 20.463	34 22.604
5 16.938	15 18.710	25 20.668	35 22.830
6 17.107	16 18.897	26 20.874	36 23.058
7 17.278	17 19.086	27 21.083	37 23.289
8 17.451	18 19.277	28 21.294	38 23.522
9 17.626	19 19.470	29 21.507	39 23.757
10 17.802	20 19.664	30 21.722	40 23.994

S01013 Administrative Tech			
1 17.498	11 19.329	21 21.351	31 23.585
2 17.673	12 19.522	22 21.564	32 23.821
3 17.850	13 19.717	23 21.780	33 24.059
4 18.028	14 19.914	24 21.998	34 24.299
5 18.208	15 20.113	25 22.218	35 24.542
6 18.391	16 20.315	26 22.440	36 24.788
7 18.574	17 20.518	27 22.664	37 25.036
8 18.760	18 20.723	28 22.891	38 25.286
9 18.948	19 20.930	29 23.120	39 25.539
10 19.137	20 21.139	30 23.351	40 25.794

S01130 DHHS Data Proc Team Leader			
1 13.137	11 14.511	21 16.029	31 17.707
2 13.268	12 14.656	22 16.190	32 17.884
3 13.401	13 14.803	23 16.352	33 18.062
4 13.535	14 14.951	24 16.515	34 18.243
5 13.670	15 15.101	25 16.680	35 18.425
6 13.807	16 15.252	26 16.847	36 18.610
7 13.945	17 15.404	27 17.016	37 18.796
8 14.085	18 15.558	28 17.186	38 18.984
9 14.225	19 15.714	29 17.358	39 19.174
10 14.368	20 15.871	30 17.531	40 19.365

S02861 Corr Records Officer			
1 16.276	11 17.979	21 19.860	31 21.938
2 16.439	12 18.159	22 20.058	32 22.157
3 16.603	13 18.340	23 20.259	33 22.379
4 16.769	14 18.524	24 20.462	34 22.602
5 16.937	15 18.709	25 20.666	35 22.828
6 17.106	16 18.896	26 20.873	36 23.057
7 17.277	17 19.085	27 21.082	37 23.287
8 17.450	18 19.276	28 21.292	38 23.520
9 17.625	19 19.468	29 21.505	39 23.755
10 17.801	20 19.663	30 21.720	40 23.993

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S03331 Mail/Material Courier			
1	12.852	11	14.197
2	12.981	12	14.339
3	13.110	13	14.482
4	13.241	14	14.627
5	13.374	15	14.773
6	13.508	16	14.921
7	13.643	17	15.070
8	13.779	18	15.221
9	13.917	19	15.373
10	14.056	20	15.527
21	15.682	31	17.323
22	15.839	32	17.496
23	15.997	33	17.671
24	16.157	34	17.847
25	16.319	35	18.026
26	16.482	36	18.206
27	16.647	37	18.388
28	16.813	38	18.572
29	16.981	39	18.758
30	17.151	40	18.945

S03333 Mail/Material Spec			
1	13.279	11	14.669
2	13.412	12	14.815
3	13.546	13	14.964
4	13.682	14	15.113
5	13.819	15	15.264
6	13.957	16	15.417
7	14.096	17	15.571
8	14.237	18	15.727
9	14.380	19	15.884
10	14.523	20	16.043
21	16.203	31	17.899
22	16.365	32	18.078
23	16.529	33	18.258
24	16.694	34	18.441
25	16.861	35	18.625
26	17.030	36	18.812
27	17.200	37	19.000
28	17.372	38	19.190
29	17.546	39	19.382
30	17.721	40	19.575

S05011 Supply Tech I			
1	13.383	11	14.783
2	13.517	12	14.931
3	13.652	13	15.081
4	13.789	14	15.231
5	13.927	15	15.384
6	14.066	16	15.538
7	14.207	17	15.693
8	14.349	18	15.850
9	14.492	19	16.008
10	14.637	20	16.168
21	16.330	31	18.039
22	16.493	32	18.219
23	16.658	33	18.401
24	16.825	34	18.585
25	16.993	35	18.771
26	17.163	36	18.959
27	17.335	37	19.148
28	17.508	38	19.340
29	17.683	39	19.533
30	17.860	40	19.729

S05012 Supply Tech II			
1	14.387	11	15.892
2	14.531	12	16.051
3	14.676	13	16.212
4	14.823	14	16.374
5	14.971	15	16.538
6	15.121	16	16.703
7	15.272	17	16.870
8	15.425	18	17.039
9	15.579	19	17.209
10	15.735	20	17.381
21	17.555	31	19.392
22	17.731	32	19.586
23	17.908	33	19.781
24	18.087	34	19.979
25	18.268	35	20.179
26	18.450	36	20.381
27	18.635	37	20.585
28	18.821	38	20.790
29	19.010	39	20.998
30	19.200	40	21.208

S03331 Mail/Material Courier			
1	13.109	11	14.481
2	13.240	12	14.625
3	13.373	13	14.772
4	13.506	14	14.919
5	13.641	15	15.069
6	13.778	16	15.219
7	13.916	17	15.371
8	14.055	18	15.525
9	14.195	19	15.680
10	14.337	20	15.837
21	15.996	31	17.669
22	16.155	32	17.846
23	16.317	33	18.024
24	16.480	34	18.204
25	16.645	35	18.386
26	16.811	36	18.570
27	16.980	37	18.756
28	17.149	38	18.944
29	17.321	39	19.133
30	17.494	40	19.324

S03333 Mail/Material Spec			
1	13.545	11	14.962
2	13.680	12	15.112
3	13.817	13	15.263
4	13.955	14	15.415
5	14.095	15	15.570
6	14.236	16	15.725
7	14.378	17	15.883
8	14.522	18	16.041
9	14.667	19	16.202
10	14.814	20	16.364
21	16.527	31	18.257
22	16.693	32	18.439
23	16.860	33	18.623
24	17.028	34	18.810
25	17.198	35	18.998
26	17.370	36	19.188
27	17.544	37	19.380
28	17.720	38	19.573
29	17.897	39	19.769
30	18.076	40	19.967

S05011 Supply Tech I			
1	13.651	11	15.079
2	13.787	12	15.230
3	13.925	13	15.382
4	14.065	14	15.536
5	14.205	15	15.691
6	14.347	16	15.848
7	14.491	17	16.007
8	14.636	18	16.167
9	14.782	19	16.329
10	14.930	20	16.492
21	16.657	31	18.399
22	16.823	32	18.583
23	16.992	33	18.769
24	17.161	34	18.957
25	17.333	35	19.147
26	17.506	36	19.338
27	17.681	37	19.531
28	17.858	38	19.727
29	18.037	39	19.924
30	18.217	40	20.123

S05012 Supply Tech II			
1	14.675	11	16.210
2	14.822	12	16.372
3	14.970	13	16.536
4	15.120	14	16.701
5	15.271	15	16.868
6	15.423	16	17.037
7	15.578	17	17.207
8	15.733	18	17.379
9	15.891	19	17.553
10	16.050	20	17.729
21	17.906	31	19.779
22	18.085	32	19.977
23	18.266	33	20.177
24	18.449	34	20.379
25	18.633	35	20.583
26	18.819	36	20.788
27	19.008	37	20.996
28	19.198	38	21.206
29	19.390	39	21.418
30	19.584	40	21.633

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S05712 Corr Canteen Operator			
1	15.467	11	17.085
2	15.621	12	17.255
3	15.777	13	17.428
4	15.935	14	17.602
5	16.095	15	17.778
6	16.255	16	17.956
7	16.418	17	18.136
8	16.582	18	18.317
9	16.748	19	18.500
10	16.915	20	18.685
21	18.872	22	19.061
23	19.251	24	19.444
25	19.638	26	19.835
27	20.033	28	20.233
29	20.436	30	20.640
31	20.847	32	21.055
33	21.266	34	21.478
35	21.693	36	21.910
37	22.129	38	22.350
39	22.574	40	22.800

S05712 Corr Canteen Operator			
1	15.776	11	17.426
2	15.934	12	17.601
3	16.093	13	17.777
4	16.254	14	17.954
5	16.416	15	18.134
6	16.581	16	18.315
7	16.746	17	18.498
8	16.914	18	18.683
9	17.083	19	18.870
10	17.254	20	19.059
21	19.250	22	19.442
23	19.636	24	19.833
25	20.031	26	20.231
27	20.434	28	20.638
29	20.844	30	21.053
31	21.263	32	21.476
33	21.691	34	21.908
35	22.127	36	22.348
37	22.572	38	22.797
39	23.025	40	23.256

S07033 Network Op Center Tech			
1	17.117	11	18.908
2	17.288	12	19.097
3	17.461	13	19.288
4	17.636	14	19.481
5	17.812	15	19.676
6	17.990	16	19.872
7	18.170	17	20.071
8	18.352	18	20.272
9	18.535	19	20.475
10	18.721	20	20.679
21	20.886	22	21.095
23	21.306	24	21.519
25	21.734	26	21.952
27	22.171	28	22.393
29	22.617	30	22.843
31	23.071	32	23.302
33	23.535	34	23.770
35	24.008	36	24.248
37	24.491	38	24.736
39	24.983	40	25.233

S07033 Network Op Center Tech			
1	17.459	11	19.286
2	17.634	12	19.479
3	17.810	13	19.674
4	17.988	14	19.870
5	18.168	15	20.069
6	18.350	16	20.270
7	18.534	17	20.473
8	18.719	18	20.677
9	18.906	19	20.884
10	19.095	20	21.093
21	21.304	22	21.517
23	21.732	24	21.949
25	22.169	26	22.391
27	22.614	28	22.841
29	23.069	30	23.300
31	23.533	32	23.768
33	24.006	34	24.246
35	24.488	36	24.733
37	24.980	38	25.230
39	25.483	40	25.737

S13211 Statistical Clerk I			
1	12.852	11	14.197
2	12.981	12	14.339
3	13.110	13	14.482
4	13.241	14	14.627
5	13.374	15	14.773
6	13.508	16	14.921
7	13.643	17	15.070
8	13.779	18	15.221
9	13.917	19	15.373
10	14.056	20	15.527
21	15.682	22	15.839
23	15.997	24	16.157
25	16.319	26	16.482
27	16.647	28	16.813
29	16.981	30	17.151
31	17.323	32	17.496
33	17.671	34	17.847
35	18.026	36	18.206
37	18.388	38	18.572
39	18.758	40	18.945

S13211 Statistical Clerk I			
1	13.109	11	14.481
2	13.240	12	14.625
3	13.373	13	14.772
4	13.506	14	14.919
5	13.641	15	15.069
6	13.778	16	15.219
7	13.916	17	15.371
8	14.055	18	15.525
9	14.195	19	15.680
10	14.337	20	15.837
21	15.996	22	16.155
23	16.317	24	16.480
25	16.645	26	16.811
27	16.980	28	17.149
29	17.321	30	17.494
31	17.669	32	17.846
33	18.024	34	18.204
35	18.386	36	18.570
37	18.756	38	18.944
39	19.133	40	19.324

S13212 Statistical Clerk II			
1	14.845	11	16.398
2	14.993	12	16.562
3	15.143	13	16.728
4	15.295	14	16.895
5	15.448	15	17.064
6	15.602	16	17.234
7	15.758	17	17.407
8	15.916	18	17.581
9	16.075	19	17.757
10	16.236	20	17.934
21	18.114	22	18.295
23	18.478	24	18.662
25	18.849	26	19.038
27	19.228	28	19.420
29	19.614	30	19.811
31	20.009	32	20.209
33	20.411	34	20.615
35	20.821	36	21.029
37	21.240	38	21.452
39	21.667	40	21.883

S13212 Statistical Clerk II			
1	15.142	11	16.726
2	15.293	12	16.893
3	15.446	13	17.062
4	15.601	14	17.233
5	15.757	15	17.405
6	15.914	16	17.579
7	16.073	17	17.755
8	16.234	18	17.932
9	16.396	19	18.112
10	16.560	20	18.293
21	18.476	22	18.661
23	18.847	24	19.036
25	19.226	26	19.418
27	19.613	28	19.809
29	20.007	30	20.207
31	20.409	32	20.613
33	20.819	34	21.027
35	21.238	36	21.450
37	21.664	38	21.881
39	22.100	40	22.321

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S29111 Revenue Op Clerk I			
1	13.812	11	15.257
2	13.950	12	15.409
3	14.089	13	15.563
4	14.230	14	15.719
5	14.373	15	15.876
6	14.516	16	16.035
7	14.661	17	16.195
8	14.808	18	16.357
9	14.956	19	16.521
10	15.106	20	16.686
21	16.853	31	18.616
22	17.021	32	18.802
23	17.192	33	18.990
24	17.364	34	19.180
25	17.537	35	19.372
26	17.713	36	19.566
27	17.890	37	19.761
28	18.069	38	19.959
29	18.249	39	20.159
30	18.432	40	20.360

S29112 Revenue Op Clerk II			
1	15.957	11	17.626
2	16.116	12	17.803
3	16.278	13	17.981
4	16.440	14	18.160
5	16.605	15	18.342
6	16.771	16	18.525
7	16.939	17	18.711
8	17.108	18	18.898
9	17.279	19	19.087
10	17.452	20	19.278
21	19.470	31	21.507
22	19.665	32	21.722
23	19.862	33	21.940
24	20.060	34	22.159
25	20.261	35	22.381
26	20.464	36	22.605
27	20.668	37	22.831
28	20.875	38	23.059
29	21.084	39	23.289
30	21.294	40	23.522

S37112 Library Technician			
1	14.691	11	16.228
2	14.837	12	16.390
3	14.986	13	16.554
4	15.136	14	16.719
5	15.287	15	16.886
6	15.440	16	17.055
7	15.594	17	17.226
8	15.750	18	17.398
9	15.908	19	17.572
10	16.067	20	17.748
21	17.925	31	19.801
22	18.105	32	19.999
23	18.286	33	20.199
24	18.468	34	20.401
25	18.653	35	20.605
26	18.840	36	20.811
27	19.028	37	21.019
28	19.218	38	21.229
29	19.410	39	21.441
30	19.605	40	21.656

S37131 Library Reader's Advisor			
1	16.973	11	18.749
2	17.143	12	18.937
3	17.314	13	19.126
4	17.488	14	19.317
5	17.662	15	19.510
6	17.839	16	19.705
7	18.017	17	19.902
8	18.198	18	20.101
9	18.380	19	20.303
10	18.563	20	20.506
21	20.711	31	22.877
22	20.918	32	23.106
23	21.127	33	23.337
24	21.338	34	23.571
25	21.552	35	23.806
26	21.767	36	24.044
27	21.985	37	24.285
28	22.205	38	24.528
29	22.427	39	24.773
30	22.651	40	25.021

S29111 Revenue Op Clerk I			
1	14.088	11	15.562
2	14.229	12	15.717
3	14.371	13	15.875
4	14.515	14	16.033
5	14.660	15	16.194
6	14.807	16	16.356
7	14.955	17	16.519
8	15.104	18	16.684
9	15.255	19	16.851
10	15.408	20	17.020
21	17.190	31	18.988
22	17.362	32	19.178
23	17.535	33	19.370
24	17.711	34	19.564
25	17.888	35	19.759
26	18.067	36	19.957
27	18.247	37	20.157
28	18.430	38	20.358
29	18.614	39	20.562
30	18.800	40	20.767

S29112 Revenue Op Clerk II			
1	16.276	11	17.979
2	16.439	12	18.159
3	16.603	13	18.340
4	16.769	14	18.524
5	16.937	15	18.709
6	17.106	16	18.896
7	17.277	17	19.085
8	17.450	18	19.276
9	17.625	19	19.468
10	17.801	20	19.663
21	19.860	31	21.938
22	20.058	32	22.157
23	20.259	33	22.379
24	20.462	34	22.602
25	20.666	35	22.828
26	20.873	36	23.057
27	21.082	37	23.287
28	21.292	38	23.520
29	21.505	39	23.755
30	21.720	40	23.993

S37112 Library Technician			
1	14.984	11	16.552
2	15.134	12	16.718
3	15.286	13	16.885
4	15.438	14	17.054
5	15.593	15	17.224
6	15.749	16	17.396
7	15.906	17	17.570
8	16.065	18	17.746
9	16.226	19	17.924
10	16.388	20	18.103
21	18.284	31	20.197
22	18.467	32	20.399
23	18.651	33	20.603
24	18.838	34	20.809
25	19.026	35	21.017
26	19.216	36	21.227
27	19.409	37	21.439
28	19.603	38	21.654
29	19.799	39	21.870
30	19.997	40	22.089

S37131 Library Reader's Advisor			
1	17.313	11	19.124
2	17.486	12	19.315
3	17.661	13	19.508
4	17.837	14	19.703
5	18.016	15	19.901
6	18.196	16	20.100
7	18.378	17	20.301
8	18.562	18	20.504
9	18.747	19	20.709
10	18.935	20	20.916
21	21.125	31	23.335
22	21.336	32	23.568
23	21.549	33	23.804
24	21.765	34	24.042
25	21.983	35	24.282
26	22.202	36	24.525
27	22.424	37	24.770
28	22.649	38	25.018
29	22.875	39	25.268
30	23.104	40	25.521

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S39090 Museum Registrar			
1 18.442	11 20.372	21 22.503	31 24.857
2 18.627	12 20.575	22 22.728	32 25.106
3 18.813	13 20.781	23 22.955	33 25.357
4 19.001	14 20.989	24 23.185	34 25.611
5 19.191	15 21.199	25 23.417	35 25.867
6 19.383	16 21.411	26 23.651	36 26.125
7 19.577	17 21.625	27 23.887	37 26.387
8 19.773	18 21.841	28 24.126	38 26.650
9 19.970	19 22.060	29 24.368	39 26.917
10 20.170	20 22.280	30 24.611	40 27.186

S39131 Curator Asst/Library/Arch			
1 16.973	11 18.749	21 20.711	31 22.877
2 17.143	12 18.937	22 20.918	32 23.106
3 17.314	13 19.126	23 21.127	33 23.337
4 17.488	14 19.317	24 21.338	34 23.571
5 17.662	15 19.510	25 21.552	35 23.806
6 17.839	16 19.705	26 21.767	36 24.044
7 18.017	17 19.902	27 21.985	37 24.285
8 18.198	18 20.101	28 22.205	38 24.528
9 18.380	19 20.303	29 22.427	39 24.773
10 18.563	20 20.506	30 22.651	40 25.021

S39920 Archeological Tech			
1 15.958	11 17.627	21 19.472	31 21.509
2 16.117	12 17.804	22 19.666	32 21.724
3 16.279	13 17.982	23 19.863	33 21.941
4 16.441	14 18.162	24 20.062	34 22.161
5 16.606	15 18.343	25 20.262	35 22.382
6 16.772	16 18.527	26 20.465	36 22.606
7 16.940	17 18.712	27 20.670	37 22.832
8 17.109	18 18.899	28 20.876	38 23.060
9 17.280	19 19.088	29 21.085	39 23.291
10 17.453	20 19.279	30 21.296	40 23.524

S41220 Tourism Aide/Guide			
1 12.852	11 14.197	21 15.682	31 17.323
2 12.981	12 14.339	22 15.839	32 17.496
3 13.110	13 14.482	23 15.997	33 17.671
4 13.241	14 14.627	24 16.157	34 17.847
5 13.374	15 14.773	25 16.319	35 18.026
6 13.508	16 14.921	26 16.482	36 18.206
7 13.643	17 15.070	27 16.647	37 18.388
8 13.779	18 15.221	28 16.813	38 18.572
9 13.917	19 15.373	29 16.981	39 18.758
10 14.056	20 15.527	30 17.151	40 18.945

S39090 Museum Registrar			
1 18.811	11 20.779	21 22.953	31 25.354
2 18.999	12 20.987	22 23.183	32 25.608
3 19.189	13 21.197	23 23.414	33 25.864
4 19.381	14 21.409	24 23.649	34 26.123
5 19.575	15 21.623	25 23.885	35 26.384
6 19.771	16 21.839	26 24.124	36 26.648
7 19.968	17 22.057	27 24.365	37 26.914
8 20.168	18 22.278	28 24.609	38 27.183
9 20.370	19 22.501	29 24.855	39 27.455
10 20.573	20 22.726	30 25.103	40 27.730

S39131 Curator Asst/Library/Arch			
1 17.313	11 19.124	21 21.125	31 23.335
2 17.486	12 19.315	22 21.336	32 23.568
3 17.661	13 19.508	23 21.549	33 23.804
4 17.837	14 19.703	24 21.765	34 24.042
5 18.016	15 19.901	25 21.983	35 24.282
6 18.196	16 20.100	26 22.202	36 24.525
7 18.378	17 20.301	27 22.424	37 24.770
8 18.562	18 20.504	28 22.649	38 25.018
9 18.747	19 20.709	29 22.875	39 25.268
10 18.935	20 20.916	30 23.104	40 25.521

S39920 Archeological Tech			
1 16.277	11 17.980	21 19.861	31 21.939
2 16.440	12 18.160	22 20.060	32 22.158
3 16.604	13 18.341	23 20.260	33 22.380
4 16.770	14 18.525	24 20.463	34 22.604
5 16.938	15 18.710	25 20.668	35 22.830
6 17.107	16 18.897	26 20.874	36 23.058
7 17.278	17 19.086	27 21.083	37 23.289
8 17.451	18 19.277	28 21.294	38 23.522
9 17.626	19 19.470	29 21.507	39 23.757
10 17.802	20 19.664	30 21.722	40 23.994

S41220 Tourism Aide/Guide			
1 13.109	11 14.481	21 15.996	31 17.669
2 13.240	12 14.625	22 16.155	32 17.846
3 13.373	13 14.772	23 16.317	33 18.024
4 13.506	14 14.919	24 16.480	34 18.204
5 13.641	15 15.069	25 16.645	35 18.386
6 13.778	16 15.219	26 16.811	36 18.570
7 13.916	17 15.371	27 16.980	37 18.756
8 14.055	18 15.525	28 17.149	38 18.944
9 14.195	19 15.680	29 17.321	39 19.133
10 14.337	20 15.837	30 17.494	40 19.324

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S41350 Tourism Facility Op			
1	15.958	11	17.627
2	16.117	12	17.804
3	16.279	13	17.982
4	16.441	14	18.162
5	16.606	15	18.343
6	16.772	16	18.527
7	16.940	17	18.712
8	17.109	18	18.899
9	17.280	19	19.088
10	17.453	20	19.279
		21	19.472
		22	19.666
		23	19.863
		24	20.062
		25	20.262
		26	20.465
		27	20.670
		28	20.876
		29	21.085
		30	21.296
		31	21.509
		32	21.724
		33	21.941
		34	22.161
		35	22.382
		36	22.606
		37	22.832
		38	23.060
		39	23.291
		40	23.524

S41350 Tourism Facility Op			
1	16.277	11	17.980
2	16.440	12	18.160
3	16.604	13	18.341
4	16.770	14	18.525
5	16.938	15	18.710
6	17.107	16	18.897
7	17.278	17	19.086
8	17.451	18	19.277
9	17.626	19	19.470
10	17.802	20	19.664
		21	19.861
		22	20.060
		23	20.260
		24	20.463
		25	20.668
		26	20.874
		27	21.083
		28	21.294
		29	21.507
		30	21.722
		31	21.939
		32	22.158
		33	22.380
		34	22.604
		35	22.830
		36	23.058
		37	23.289
		38	23.522
		39	23.757
		40	23.994

S56111 Hwy Traff Data Collector I			
1	13.809	11	15.253
2	13.947	12	15.406
3	14.086	13	15.560
4	14.227	14	15.715
5	14.369	15	15.873
6	14.513	16	16.031
7	14.658	17	16.192
8	14.805	18	16.354
9	14.953	19	16.517
10	15.102	20	16.682
		21	16.849
		22	17.018
		23	17.188
		24	17.360
		25	17.533
		26	17.709
		27	17.886
		28	18.064
		29	18.245
		30	18.428
		31	18.612
		32	18.798
		33	18.986
		34	19.176
		35	19.368
		36	19.561
		37	19.757
		38	19.954
		39	20.154
		40	20.355

S56111 Hwy Traff Data Collector I			
1	14.085	11	15.558
2	14.226	12	15.714
3	14.368	13	15.871
4	14.512	14	16.030
5	14.657	15	16.190
6	14.803	16	16.352
7	14.951	17	16.515
8	15.101	18	16.681
9	15.252	19	16.847
10	15.404	20	17.016
		21	17.186
		22	17.358
		23	17.531
		24	17.707
		25	17.884
		26	18.063
		27	18.243
		28	18.426
		29	18.610
		30	18.796
		31	18.984
		32	19.174
		33	19.366
		34	19.559
		35	19.755
		36	19.952
		37	20.152
		38	20.353
		39	20.557
		40	20.763

S56112 Hwy Traff Data Collector II			
1	15.958	11	17.627
2	16.117	12	17.804
3	16.279	13	17.982
4	16.441	14	18.162
5	16.606	15	18.343
6	16.772	16	18.527
7	16.940	17	18.712
8	17.109	18	18.899
9	17.280	19	19.088
10	17.453	20	19.279
		21	19.472
		22	19.666
		23	19.863
		24	20.062
		25	20.262
		26	20.465
		27	20.670
		28	20.876
		29	21.085
		30	21.296
		31	21.509
		32	21.724
		33	21.941
		34	22.161
		35	22.382
		36	22.606
		37	22.832
		38	23.060
		39	23.291
		40	23.524

S56112 Hwy Traff Data Collector II			
1	16.277	11	17.980
2	16.440	12	18.160
3	16.604	13	18.341
4	16.770	14	18.525
5	16.938	15	18.710
6	17.107	16	18.897
7	17.278	17	19.086
8	17.451	18	19.277
9	17.626	19	19.470
10	17.802	20	19.664
		21	19.861
		22	20.060
		23	20.260
		24	20.463
		25	20.668
		26	20.874
		27	21.083
		28	21.294
		29	21.507
		30	21.722
		31	21.939
		32	22.158
		33	22.380
		34	22.604
		35	22.830
		36	23.058
		37	23.289
		38	23.522
		39	23.757
		40	23.994

S56113 Hwy Traff Data Collector III			
1	18.441	11	20.371
2	18.626	12	20.574
3	18.812	13	20.780
4	19.000	14	20.988
5	19.190	15	21.198
6	19.382	16	21.410
7	19.576	17	21.624
8	19.771	18	21.840
9	19.969	19	22.058
10	20.169	20	22.279
		21	22.502
		22	22.727
		23	22.954
		24	23.184
		25	23.415
		26	23.650
		27	23.886
		28	24.125
		29	24.366
		30	24.610
		31	24.856
		32	25.104
		33	25.355
		34	25.609
		35	25.865
		36	26.124
		37	26.385
		38	26.649
		39	26.915
		40	27.185

S56113 Hwy Traff Data Collector III			
1	18.810	11	20.778
2	18.998	12	20.986
3	19.188	13	21.196
4	19.380	14	21.408
5	19.574	15	21.622
6	19.769	16	21.838
7	19.967	17	22.056
8	20.167	18	22.277
9	20.369	19	22.500
10	20.572	20	22.724
		21	22.952
		22	23.181
		23	23.413
		24	23.647
		25	23.884
		26	24.123
		27	24.364
		28	24.607
		29	24.853
		30	25.102
		31	25.353
		32	25.607
		33	25.863
		34	26.121
		35	26.382
		36	26.646
		37	26.913
		38	27.182
		39	27.454
		40	27.728

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S57223 Hwy Contracts Tech II			
1	22.103	11	24.415
2	22.324	12	24.660
3	22.547	13	24.906
4	22.773	14	25.155
5	23.000	15	25.407
6	23.230	16	25.661
7	23.463	17	25.918
8	23.697	18	26.177
9	23.934	19	26.438
10	24.174	20	26.703
21	26.970	31	29.792
22	27.240	32	30.089
23	27.512	33	30.390
24	27.787	34	30.694
25	28.065	35	31.001
26	28.346	36	31.311
27	28.629	37	31.624
28	28.915	38	31.941
29	29.204	39	32.260
30	29.497	40	32.583

S57260 Hwy Const Management Tech			
1	19.315	11	21.336
2	19.509	12	21.550
3	19.704	13	21.765
4	19.901	14	21.983
5	20.100	15	22.203
6	20.301	16	22.425
7	20.504	17	22.649
8	20.709	18	22.875
9	20.916	19	23.104
10	21.125	20	23.335
21	23.568	31	26.034
22	23.804	32	26.295
23	24.042	33	26.558
24	24.283	34	26.823
25	24.525	35	27.091
26	24.771	36	27.362
27	25.018	37	27.636
28	25.269	38	27.912
29	25.521	39	28.191
30	25.776	40	28.473

S72320 DPI Social Work Tech			
1	12.852	11	14.197
2	12.981	12	14.339
3	13.110	13	14.482
4	13.241	14	14.627
5	13.374	15	14.773
6	13.508	16	14.921
7	13.643	17	15.070
8	13.779	18	15.221
9	13.917	19	15.373
10	14.056	20	15.527
21	15.682	31	17.323
22	15.839	32	17.496
23	15.997	33	17.671
24	16.157	34	17.847
25	16.319	35	18.026
26	16.482	36	18.206
27	16.647	37	18.388
28	16.813	38	18.572
29	16.981	39	18.758
30	17.151	40	18.945

S79610 Volunteer Services Coord			
1	15.480	11	17.100
2	15.635	12	17.271
3	15.791	13	17.443
4	15.949	14	17.618
5	16.109	15	17.794
6	16.270	16	17.972
7	16.432	17	18.152
8	16.597	18	18.333
9	16.763	19	18.517
10	16.930	20	18.702
21	18.889	31	20.865
22	19.078	32	21.074
23	19.268	33	21.284
24	19.461	34	21.497
25	19.656	35	21.712
26	19.852	36	21.929
27	20.051	37	22.149
28	20.251	38	22.370
29	20.454	39	22.594
30	20.658	40	22.820

S57223 Hwy Contracts Tech II			
1	22.545	11	24.904
2	22.771	12	25.153
3	22.998	13	25.404
4	23.228	14	25.658
5	23.460	15	25.915
6	23.695	16	26.174
7	23.932	17	26.436
8	24.171	18	26.700
9	24.413	19	26.967
10	24.657	20	27.237
21	27.509	31	30.387
22	27.784	32	30.691
23	28.062	33	30.998
24	28.343	34	31.308
25	28.626	35	31.621
26	28.913	36	31.937
27	29.202	37	32.257
28	29.494	38	32.579
29	29.789	39	32.905
30	30.086	40	33.234

S57260 Hwy Const Management Tech			
1	19.702	11	21.763
2	19.899	12	21.981
3	20.098	13	22.200
4	20.299	14	22.422
5	20.502	15	22.647
6	20.707	16	22.873
7	20.914	17	23.102
8	21.123	18	23.333
9	21.334	19	23.566
10	21.547	20	23.802
21	24.040	31	26.555
22	24.280	32	26.820
23	24.523	33	27.089
24	24.768	34	27.360
25	25.016	35	27.633
26	25.266	36	27.909
27	25.519	37	28.189
28	25.774	38	28.470
29	26.032	39	28.755
30	26.292	40	29.043

S72320 DPI Social Work Tech			
1	13.109	11	14.481
2	13.240	12	14.625
3	13.373	13	14.772
4	13.506	14	14.919
5	13.641	15	15.069
6	13.778	16	15.219
7	13.916	17	15.371
8	14.055	18	15.525
9	14.195	19	15.680
10	14.337	20	15.837
21	15.996	31	17.669
22	16.155	32	17.846
23	16.317	33	18.024
24	16.480	34	18.204
25	16.645	35	18.386
26	16.811	36	18.570
27	16.980	37	18.756
28	17.149	38	18.944
29	17.321	39	19.133
30	17.494	40	19.324

S79610 Volunteer Services Coord			
1	15.790	11	17.442
2	15.948	12	17.616
3	16.107	13	17.792
4	16.268	14	17.970
5	16.431	15	18.150
6	16.595	16	18.331
7	16.761	17	18.515
8	16.929	18	18.700
9	17.098	19	18.887
10	17.269	20	19.076
21	19.266	31	21.282
22	19.459	32	21.495
23	19.654	33	21.710
24	19.850	34	21.927
25	20.049	35	22.146
26	20.249	36	22.368
27	20.452	37	22.591
28	20.656	38	22.817
29	20.863	39	23.046
30	21.071	40	23.276

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X01740 Health Licensing Coord			
1	20.201	11 22.314	21 24.649
2	20.403	12 22.538	22 24.895
3	20.607	13 22.763	23 25.144
4	20.813	14 22.991	24 25.396
5	21.021	15 23.220	25 25.650
6	21.231	16 23.453	26 25.906
7	21.444	17 23.687	27 26.165
8	21.658	18 23.924	28 26.427
9	21.875	19 24.163	29 26.691
10	22.093	20 24.405	30 26.958
		31 27.228	32 27.500
		33 27.775	34 28.053
		35 28.333	36 28.617
		37 28.903	38 29.192
		39 29.484	40 29.779

X01740 Health Licensing Coord			
1	20.605	11 22.761	21 25.142
2	20.811	12 22.988	22 25.393
3	21.019	13 23.218	23 25.647
4	21.229	14 23.450	24 25.904
5	21.442	15 23.685	25 26.163
6	21.656	16 23.922	26 26.424
7	21.873	17 24.161	27 26.689
8	22.091	18 24.403	28 26.956
9	22.312	19 24.647	29 27.225
10	22.535	20 24.893	30 27.497
		31 27.772	32 28.050
		33 28.331	34 28.614
		35 28.900	36 29.189
		37 29.481	38 29.776
		39 30.074	40 30.374

X21320 Reimbursement Analyst			
1	25.811	11 28.512	21 31.494
2	26.069	12 28.797	22 31.809
3	26.330	13 29.085	23 32.127
4	26.593	14 29.375	24 32.449
5	26.859	15 29.669	25 32.773
6	27.128	16 29.966	26 33.101
7	27.399	17 30.266	27 33.432
8	27.673	18 30.568	28 33.766
9	27.950	19 30.874	29 34.104
10	28.229	20 31.183	30 34.445
		31 34.789	32 35.137
		33 35.489	34 35.844
		35 36.202	36 36.564
		37 36.930	38 37.299
		39 37.672	40 38.049

X21320 Reimbursement Analyst			
1	26.327	11 29.082	21 32.124
2	26.591	12 29.373	22 32.446
3	26.857	13 29.666	23 32.770
4	27.125	14 29.963	24 33.098
5	27.396	15 30.263	25 33.429
6	27.670	16 30.565	26 33.763
7	27.947	17 30.871	27 34.101
8	28.226	18 31.180	28 34.442
9	28.509	19 31.491	29 34.786
10	28.794	20 31.806	30 35.134
		31 35.485	32 35.840
		33 36.199	34 36.560
		35 36.926	36 37.295
		37 37.668	38 38.045
		39 38.425	40 38.810

X21512 Securities Examiner			
1	22.822	11 25.209	21 27.847
2	23.050	12 25.462	22 28.125
3	23.280	13 25.716	23 28.407
4	23.513	14 25.973	24 28.691
5	23.748	15 26.233	25 28.978
6	23.986	16 26.495	26 29.267
7	24.226	17 26.760	27 29.560
8	24.468	18 27.028	28 29.856
9	24.713	19 27.298	29 30.154
10	24.960	20 27.571	30 30.456
		31 30.760	32 31.068
		33 31.379	34 31.692
		35 32.009	36 32.329
		37 32.653	38 32.979
		39 33.309	40 33.642

X21512 Securities Examiner			
1	23.278	11 25.714	21 28.404
2	23.511	12 25.971	22 28.688
3	23.746	13 26.230	23 28.975
4	23.984	14 26.493	24 29.264
5	24.223	15 26.758	25 29.557
6	24.466	16 27.025	26 29.853
7	24.710	17 27.296	27 30.151
8	24.957	18 27.568	28 30.453
9	25.207	19 27.844	29 30.757
10	25.459	20 28.123	30 31.065
		31 31.375	32 31.689
		33 32.006	34 32.326
		35 32.649	36 32.976
		37 33.306	38 33.639
		39 33.975	40 34.315

X21513 Securities Examiner Senior			
1	28.353	11 31.320	21 34.596
2	28.637	12 31.633	22 34.942
3	28.923	13 31.949	23 35.292
4	29.212	14 32.269	24 35.645
5	29.504	15 32.591	25 36.001
6	29.799	16 32.917	26 36.361
7	30.097	17 33.246	27 36.725
8	30.398	18 33.579	28 37.092
9	30.702	19 33.915	29 37.463
10	31.009	20 34.254	30 37.837
		31 38.216	32 38.598
		33 38.984	34 39.374
		35 39.767	36 40.165
		37 40.567	38 40.972
		39 41.382	40 41.796

X21513 Securities Examiner Senior			
1	28.920	11 31.946	21 35.288
2	29.209	12 32.265	22 35.641
3	29.502	13 32.588	23 35.997
4	29.797	14 32.914	24 36.357
5	30.094	15 33.243	25 36.721
6	30.395	16 33.575	26 37.088
7	30.699	17 33.911	27 37.459
8	31.006	18 34.250	28 37.834
9	31.316	19 34.593	29 38.212
10	31.630	20 34.939	30 38.594
		31 38.980	32 39.370
		33 39.764	34 40.161
		35 40.563	36 40.968
		37 41.378	38 41.792
		39 42.210	40 42.632

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X21611 Securities Analyst I			
1	19.752	11	21.818
2	19.949	12	22.036
3	20.149	13	22.257
4	20.350	14	22.479
5	20.554	15	22.704
6	20.759	16	22.931
7	20.967	17	23.160
8	21.176	18	23.392
9	21.388	19	23.626
10	21.602	20	23.862
21	24.101	21	24.101
31	26.622	31	26.622
22	24.342	22	24.342
32	26.888	32	26.888
23	24.585	23	24.585
33	27.157	33	27.157
24	24.831	24	24.831
34	27.429	34	27.429
25	25.079	25	25.079
35	27.703	35	27.703
26	25.330	26	25.330
36	27.980	36	27.980
27	25.583	27	25.583
37	28.260	37	28.260
28	25.839	28	25.839
38	28.543	38	28.543
29	26.098	29	26.098
39	28.828	39	28.828
30	26.359	30	26.359
40	29.116	40	29.116

X21612 Securities Analyst II			
1	24.533	11	27.100
2	24.779	12	27.371
3	25.026	13	27.645
4	25.277	14	27.921
5	25.529	15	28.200
6	25.785	16	28.482
7	26.043	17	28.767
8	26.303	18	29.055
9	26.566	19	29.345
10	26.832	20	29.639
21	29.935	21	29.935
31	33.067	31	33.067
22	30.235	22	30.235
32	33.398	32	33.398
23	30.537	23	30.537
33	33.732	33	33.732
24	30.842	24	30.842
34	34.069	34	34.069
25	31.151	25	31.151
35	34.410	35	34.410
26	31.462	26	31.462
36	34.754	36	34.754
27	31.777	27	31.777
37	35.101	37	35.101
28	32.095	28	32.095
38	35.452	38	35.452
29	32.416	29	32.416
39	35.807	39	35.807
30	32.740	30	32.740
40	36.165	40	36.165

X21711 Ins Market Conduct Exam I			
1	19.752	11	21.818
2	19.949	12	22.036
3	20.149	13	22.257
4	20.350	14	22.479
5	20.554	15	22.704
6	20.759	16	22.931
7	20.967	17	23.160
8	21.176	18	23.392
9	21.388	19	23.626
10	21.602	20	23.862
21	24.101	21	24.101
31	26.622	31	26.622
22	24.342	22	24.342
32	26.888	32	26.888
23	24.585	23	24.585
33	27.157	33	27.157
24	24.831	24	24.831
34	27.429	34	27.429
25	25.079	25	25.079
35	27.703	35	27.703
26	25.330	26	25.330
36	27.980	36	27.980
27	25.583	27	25.583
37	28.260	37	28.260
28	25.839	28	25.839
38	28.543	38	28.543
29	26.098	29	26.098
39	28.828	39	28.828
30	26.359	30	26.359
40	29.116	40	29.116

X21712 Ins Market Conduct Exam II			
1	22.822	11	25.209
2	23.050	12	25.462
3	23.280	13	25.716
4	23.513	14	25.973
5	23.748	15	26.233
6	23.986	16	26.495
7	24.226	17	26.760
8	24.468	18	27.028
9	24.713	19	27.298
10	24.960	20	27.571
21	27.847	21	27.847
31	30.760	31	30.760
22	28.125	22	28.125
32	31.068	32	31.068
23	28.407	23	28.407
33	31.379	33	31.379
24	28.691	24	28.691
34	31.692	34	31.692
25	28.978	25	28.978
35	32.009	35	32.009
26	29.267	26	29.267
36	32.329	36	32.329
27	29.560	27	29.560
37	32.653	37	32.653
28	29.856	28	29.856
38	32.979	38	32.979
29	30.154	29	30.154
39	33.309	39	33.309
30	30.456	30	30.456
40	33.642	40	33.642

X21611 Securities Analyst I			
1	20.147	11	22.254
2	20.348	12	22.477
3	20.552	13	22.702
4	20.757	14	22.929
5	20.965	15	23.158
6	21.174	16	23.390
7	21.386	17	23.623
8	21.600	18	23.860
9	21.816	19	24.098
10	22.034	20	24.339
21	24.583	21	24.583
31	27.155	31	27.155
22	24.828	22	24.828
32	27.426	32	27.426
23	25.077	23	25.077
33	27.700	33	27.700
24	25.328	24	25.328
34	27.977	34	27.977
25	25.581	25	25.581
35	28.257	35	28.257
26	25.837	26	25.837
36	28.540	36	28.540
27	26.095	27	26.095
37	28.825	37	28.825
28	26.356	28	26.356
38	29.113	38	29.113
29	26.619	29	26.619
39	29.404	39	29.404
30	26.886	30	26.886
40	29.699	40	29.699

X21612 Securities Analyst II			
1	25.024	11	27.642
2	25.274	12	27.918
3	25.527	13	28.198
4	25.782	14	28.480
5	26.040	15	28.764
6	26.300	16	29.052
7	26.563	17	29.343
8	26.829	18	29.636
9	27.097	19	29.932
10	27.368	20	30.232
21	30.534	21	30.534
31	33.728	31	33.728
22	30.839	22	30.839
32	34.066	32	34.066
23	31.148	23	31.148
33	34.406	33	34.406
24	31.459	24	31.459
34	34.750	34	34.750
25	31.774	25	31.774
35	35.098	35	35.098
26	32.091	26	32.091
36	35.449	36	35.449
27	32.412	27	32.412
37	35.803	37	35.803
28	32.737	28	32.737
38	36.161	38	36.161
29	33.064	29	33.064
39	36.523	39	36.523
30	33.395	30	33.395
40	36.888	40	36.888

X21711 Ins Market Conduct Exam I			
1	20.147	11	22.254
2	20.348	12	22.477
3	20.552	13	22.702
4	20.757	14	22.929
5	20.965	15	23.158
6	21.174	16	23.390
7	21.386	17	23.623
8	21.600	18	23.860
9	21.816	19	24.098
10	22.034	20	24.339
21	24.583	21	24.583
31	27.155	31	27.155
22	24.828	22	24.828
32	27.426	32	27.426
23	25.077	23	25.077
33	27.700	33	27.700
24	25.328	24	25.328
34	27.977	34	27.977
25	25.581	25	25.581
35	28.257	35	28.257
26	25.837	26	25.837
36	28.540	36	28.540
27	26.095	27	26.095
37	28.825	37	28.825
28	26.356	28	26.356
38	29.113	38	29.113
29	26.619	29	26.619
39	29.404	39	29.404
30	26.886	30	26.886
40	29.699	40	29.699

X21712 Ins Market Conduct Exam II			
1	23.278	11	25.714
2	23.511	12	25.971
3	23.746	13	26.230
4	23.984	14	26.493
5	24.223	15	26.758
6	24.466	16	27.025
7	24.710	17	27.296
8	24.957	18	27.568
9	25.207	19	27.844
10	25.459	20	28.123
21	28.404	21	28.404
31	31.375	31	31.375
22	28.688	22	28.688
32	31.689	32	31.689
23	28.975	23	28.975
33	32.006	33	32.006
24	29.264	24	29.264
34	32.326	34	32.326
25	29.557	25	29.557
35	32.649	35	32.649
26	29.853	26	29.853
36	32.976	36	32.976
27	30.151	27	30.151
37	33.306	37	33.306
28	30.453	28	30.453
38	33.639	38	33.639
29	30.757	29	30.757
39	33.975	39	33.975
30	31.065	30	31.065
40	34.315	40	34.315

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X21721 Insurance Fraud Invest			
1	24.533	11	27.100
2	24.779	12	27.371
3	25.026	13	27.645
4	25.277	14	27.921
5	25.529	15	28.200
6	25.785	16	28.482
7	26.043	17	28.767
8	26.303	18	29.055
9	26.566	19	29.345
10	26.832	20	29.639
21	29.935	31	33.067
22	30.235	32	33.398
23	30.537	33	33.732
24	30.842	34	34.069
25	31.151	35	34.410
26	31.462	36	34.754
27	31.777	37	35.101
28	32.095	38	35.452
29	32.416	39	35.807
30	32.740	40	36.165

X21721 Insurance Fraud Invest			
1	25.024	11	27.642
2	25.274	12	27.918
3	25.527	13	28.198
4	25.782	14	28.480
5	26.040	15	28.764
6	26.300	16	29.052
7	26.563	17	29.343
8	26.829	18	29.636
9	27.097	19	29.932
10	27.368	20	30.232
21	30.534	31	33.728
22	30.839	32	34.066
23	31.148	33	34.406
24	31.459	34	34.750
25	31.774	35	35.098
26	32.091	36	35.449
27	32.412	37	35.803
28	32.737	38	36.161
29	33.064	39	36.523
30	33.395	40	36.888

X21751 Insurance Claims Invest I			
1	19.752	11	21.818
2	19.949	12	22.036
3	20.149	13	22.257
4	20.350	14	22.479
5	20.554	15	22.704
6	20.759	16	22.931
7	20.967	17	23.160
8	21.176	18	23.392
9	21.388	19	23.626
10	21.602	20	23.862
21	24.101	31	26.622
22	24.342	32	26.888
23	24.585	33	27.157
24	24.831	34	27.429
25	25.079	35	27.703
26	25.330	36	27.980
27	25.583	37	28.260
28	25.839	38	28.543
29	26.098	39	28.828
30	26.359	40	29.116

X21751 Insurance Claims Invest I			
1	20.147	11	22.254
2	20.348	12	22.477
3	20.552	13	22.702
4	20.757	14	22.929
5	20.965	15	23.158
6	21.174	16	23.390
7	21.386	17	23.623
8	21.600	18	23.860
9	21.816	19	24.098
10	22.034	20	24.339
21	24.583	31	27.155
22	24.828	32	27.426
23	25.077	33	27.700
24	25.328	34	27.977
25	25.581	35	28.257
26	25.837	36	28.540
27	26.095	37	28.825
28	26.356	38	29.113
29	26.619	39	29.404
30	26.886	40	29.699

X21752 Insurance Claims Invest II			
1	22.822	11	25.209
2	23.050	12	25.462
3	23.280	13	25.716
4	23.513	14	25.973
5	23.748	15	26.233
6	23.986	16	26.495
7	24.226	17	26.760
8	24.468	18	27.028
9	24.713	19	27.298
10	24.960	20	27.571
21	27.847	31	30.760
22	28.125	32	31.068
23	28.407	33	31.379
24	28.691	34	31.692
25	28.978	35	32.009
26	29.267	36	32.329
27	29.560	37	32.653
28	29.856	38	32.979
29	30.154	39	33.309
30	30.456	40	33.642

X21752 Insurance Claims Invest II			
1	23.278	11	25.714
2	23.511	12	25.971
3	23.746	13	26.230
4	23.984	14	26.493
5	24.223	15	26.758
6	24.466	16	27.025
7	24.710	17	27.296
8	24.957	18	27.568
9	25.207	19	27.844
10	25.459	20	28.123
21	28.404	31	31.375
22	28.688	32	31.689
23	28.975	33	32.006
24	29.264	34	32.326
25	29.557	35	32.649
26	29.853	36	32.976
27	30.151	37	33.306
28	30.453	38	33.639
29	30.757	39	33.975
30	31.065	40	34.315

X25111 Insurance Analyst I			
1	18.462	11	20.394
2	18.647	12	20.598
3	18.833	13	20.804
4	19.022	14	21.012
5	19.212	15	21.222
6	19.404	16	21.434
7	19.598	17	21.648
8	19.794	18	21.865
9	19.992	19	22.083
10	20.192	20	22.304
21	22.527	31	24.884
22	22.753	32	25.133
23	22.980	33	25.384
24	23.210	34	25.638
25	23.442	35	25.895
26	23.676	36	26.154
27	23.913	37	26.415
28	24.152	38	26.679
29	24.394	39	26.946
30	24.638	40	27.215

X25111 Insurance Analyst I			
1	18.831	11	20.802
2	19.020	12	21.010
3	19.210	13	21.220
4	19.402	14	21.432
5	19.596	15	21.646
6	19.792	16	21.863
7	19.990	17	22.081
8	20.190	18	22.302
9	20.392	19	22.525
10	20.596	20	22.750
21	22.978	31	25.382
22	23.208	32	25.636
23	23.440	33	25.892
24	23.674	34	26.151
25	23.911	35	26.412
26	24.150	36	26.677
27	24.391	37	26.943
28	24.635	38	27.213
29	24.882	39	27.485
30	25.131	40	27.760

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X25112 Insurance Analyst II			
1	21.334	11 23.566	21 26.031
2	21.547	12 23.802	22 26.292
3	21.763	13 24.040	23 26.555
4	21.980	14 24.280	24 26.820
5	22.200	15 24.523	25 27.088
6	22.422	16 24.768	26 27.359
7	22.646	17 25.016	27 27.633
8	22.873	18 25.266	28 27.909
9	23.102	19 25.518	29 28.188
10	23.333	20 25.774	30 28.470

X25112 Insurance Analyst II			
1	21.761	11 24.037	21 26.552
2	21.978	12 24.278	22 26.818
3	22.198	13 24.520	23 27.086
4	22.420	14 24.766	24 27.357
5	22.644	15 25.013	25 27.630
6	22.871	16 25.263	26 27.906
7	23.099	17 25.516	27 28.186
8	23.330	18 25.771	28 28.467
9	23.564	19 26.029	29 28.752
10	23.799	20 26.289	30 29.040

X25511 Actuarial Assistant			
1	27.007	11 29.833	21 32.954
2	27.277	12 30.131	22 33.283
3	27.550	13 30.432	23 33.616
4	27.825	14 30.737	24 33.952
5	28.104	15 31.044	25 34.292
6	28.385	16 31.354	26 34.635
7	28.669	17 31.668	27 34.981
8	28.955	18 31.985	28 35.331
9	29.245	19 32.304	29 35.684
10	29.537	20 32.627	30 36.041

X25511 Actuarial Assistant			
1	27.547	11 30.429	21 33.613
2	27.823	12 30.734	22 33.949
3	28.101	13 31.041	23 34.288
4	28.382	14 31.351	24 34.631
5	28.666	15 31.665	25 34.978
6	28.952	16 31.981	26 35.327
7	29.242	17 32.301	27 35.681
8	29.534	18 32.624	28 36.037
9	29.830	19 32.951	29 36.398
10	30.128	20 33.280	30 36.762

X27710 Real Estate Dep Dir/Enforcement			
1	22.822	11 25.209	21 27.847
2	23.050	12 25.462	22 28.125
3	23.280	13 25.716	23 28.407
4	23.513	14 25.973	24 28.691
5	23.748	15 26.233	25 28.978
6	23.986	16 26.495	26 29.267
7	24.226	17 26.760	27 29.560
8	24.468	18 27.028	28 29.856
9	24.713	19 27.298	29 30.154
10	24.960	20 27.571	30 30.456

X27710 Real Estate Dep Dir/Enforcement			
1	23.278	11 25.714	21 28.404
2	23.511	12 25.971	22 28.688
3	23.746	13 26.230	23 28.975
4	23.984	14 26.493	24 29.264
5	24.223	15 26.758	25 29.557
6	24.466	16 27.025	26 29.853
7	24.710	17 27.296	27 30.151
8	24.957	18 27.568	28 30.453
9	25.207	19 27.844	29 30.757
10	25.459	20 28.123	30 31.065

X29222 Revenue Agent			
1	18.262	11 20.172	21 22.283
2	18.444	12 20.374	22 22.505
3	18.629	13 20.578	23 22.731
4	18.815	14 20.783	24 22.958
5	19.003	15 20.991	25 23.187
6	19.193	16 21.201	26 23.419
7	19.385	17 21.413	27 23.653
8	19.579	18 21.627	28 23.890
9	19.775	19 21.844	29 24.129
10	19.972	20 22.062	30 24.370

X29222 Revenue Agent			
1	18.627	11 20.576	21 22.728
2	18.813	12 20.781	22 22.956
3	19.001	13 20.989	23 23.185
4	19.191	14 21.199	24 23.417
5	19.383	15 21.411	25 23.651
6	19.577	16 21.625	26 23.888
7	19.773	17 21.841	27 24.127
8	19.970	18 22.060	28 24.368
9	20.170	19 22.280	29 24.611
10	20.372	20 22.503	30 24.858

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X29223 Revenue Agent Sr			
1	21.102	11	23.310
2	21.313	12	23.543
3	21.526	13	23.778
4	21.741	14	24.016
5	21.959	15	24.256
6	22.178	16	24.499
7	22.400	17	24.744
8	22.624	18	24.991
9	22.850	19	25.241
10	23.079	20	25.493
21	25.748	21	25.748
31	28.442	31	28.442
22	26.006	22	26.006
32	28.727	32	28.727
23	26.266	23	26.266
33	29.014	33	29.014
24	26.528	24	26.528
34	29.304	34	29.304
25	26.794	25	26.794
35	29.597	35	29.597
26	27.062	26	27.062
36	29.893	36	29.893
27	27.332	27	27.332
37	30.192	37	30.192
28	27.606	28	27.606
38	30.494	38	30.494
29	27.882	29	27.882
39	30.799	39	30.799
30	28.161	30	28.161
40	31.107	40	31.107

X29223 Revenue Agent Sr			
1	21.524	11	23.776
2	21.739	12	24.014
3	21.957	13	24.254
4	22.176	14	24.496
5	22.398	15	24.741
6	22.622	16	24.989
7	22.848	17	25.238
8	23.077	18	25.491
9	23.307	19	25.746
10	23.540	20	26.003
21	26.263	21	26.263
31	29.011	31	29.011
22	26.526	22	26.526
32	29.301	32	29.301
23	26.791	23	26.791
33	29.594	33	29.594
24	27.059	24	27.059
34	29.890	34	29.890
25	27.330	25	27.330
35	30.189	35	30.189
26	27.603	26	27.603
36	30.491	36	30.491
27	27.879	27	27.879
37	30.796	37	30.796
28	28.158	28	28.158
38	31.104	38	31.104
29	28.439	29	28.439
39	31.415	39	31.415
30	28.724	30	28.724
40	31.729	40	31.729

X47360 Agriculture Program Spec			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408
21	27.682	21	27.682
31	30.578	31	30.578
22	27.958	22	27.958
32	30.883	32	30.883
23	28.238	23	28.238
33	31.192	33	31.192
24	28.520	24	28.520
34	31.504	34	31.504
25	28.806	25	28.806
35	31.819	35	31.819
26	29.094	26	29.094
36	32.137	36	32.137
27	29.385	27	29.385
37	32.459	37	32.459
28	29.678	28	29.678
38	32.783	38	32.783
29	29.975	29	29.975
39	33.111	39	33.111
30	30.275	30	30.275
40	33.442	40	33.442

X47360 Agriculture Program Spec			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956
21	28.235	21	28.235
31	31.189	31	31.189
22	28.518	22	28.518
32	31.501	32	31.501
23	28.803	23	28.803
33	31.816	33	31.816
24	29.091	24	29.091
34	32.134	34	32.134
25	29.382	25	29.382
35	32.456	35	32.456
26	29.676	26	29.676
36	32.780	36	32.780
27	29.972	27	29.972
37	33.108	37	33.108
28	30.272	28	30.272
38	33.439	38	33.439
29	30.575	29	30.575
39	33.773	39	33.773
30	30.880	30	30.880
40	34.111	40	34.111

X60112 Motor Vehicle Examiner			
1	18.493	11	20.428
2	18.678	12	20.632
3	18.865	13	20.839
4	19.054	14	21.047
5	19.244	15	21.257
6	19.437	16	21.470
7	19.631	17	21.685
8	19.827	18	21.902
9	20.025	19	22.121
10	20.226	20	22.342
21	22.565	21	22.565
31	24.926	31	24.926
22	22.791	22	22.791
32	25.175	32	25.175
23	23.019	23	23.019
33	25.427	33	25.427
24	23.249	24	23.249
34	25.681	34	25.681
25	23.481	25	23.481
35	25.938	35	25.938
26	23.716	26	23.716
36	26.198	36	26.198
27	23.953	27	23.953
37	26.459	37	26.459
28	24.193	28	24.193
38	26.724	38	26.724
29	24.435	29	24.435
39	26.991	39	26.991
30	24.679	30	24.679
40	27.261	40	27.261

X60112 Motor Vehicle Examiner			
1	18.863	11	20.837
2	19.052	12	21.045
3	19.242	13	21.255
4	19.435	14	21.468
5	19.629	15	21.683
6	19.825	16	21.899
7	20.024	17	22.118
8	20.224	18	22.340
9	20.426	19	22.563
10	20.630	20	22.789
21	23.017	21	23.017
31	25.425	31	25.425
22	23.247	22	23.247
32	25.679	32	25.679
23	23.479	23	23.479
33	25.936	33	25.936
24	23.714	24	23.714
34	26.195	34	26.195
25	23.951	25	23.951
35	26.457	35	26.457
26	24.191	26	24.191
36	26.721	36	26.721
27	24.433	27	24.433
37	26.989	37	26.989
28	24.677	28	24.677
38	27.259	38	27.259
29	24.924	29	24.924
39	27.531	39	27.531
30	25.173	30	25.173
40	27.806	40	27.806

X62120 FM Plans Examiner			
1	21.189	11	23.406
2	21.401	12	23.640
3	21.615	13	23.876
4	21.831	14	24.115
5	22.049	15	24.356
6	22.270	16	24.600
7	22.493	17	24.846
8	22.717	18	25.094
9	22.945	19	25.345
10	23.174	20	25.599
21	25.855	21	25.855
31	28.560	31	28.560
22	26.113	22	26.113
32	28.845	32	28.845
23	26.374	23	26.374
33	29.134	33	29.134
24	26.638	24	26.638
34	29.425	34	29.425
25	26.904	25	26.904
35	29.719	35	29.719
26	27.173	26	27.173
36	30.016	36	30.016
27	27.445	27	27.445
37	30.317	37	30.317
28	27.720	28	27.720
38	30.620	38	30.620
29	27.997	29	27.997
39	30.926	39	30.926
30	28.277	30	28.277
40	31.235	40	31.235

X62120 FM Plans Examiner			
1	21.613	11	23.874
2	21.829	12	24.113
3	22.047	13	24.354
4	22.268	14	24.597
5	22.490	15	24.843
6	22.715	16	25.092
7	22.942	17	25.343
8	23.172	18	25.596
9	23.404	19	25.852
10	23.638	20	26.111
21	26.372	21	26.372
31	29.131	31	29.131
22	26.635	22	26.635
32	29.422	32	29.422
23	26.902	23	26.902
33	29.716	33	29.716
24	27.171	24	27.171
34	30.013	34	30.013
25	27.442	25	27.442
35	30.314	35	30.314
26	27.717	26	27.717
36	30.617	36	30.617
27	27.994	27	27.994
37	30.923	37	30.923
28	28.274	28	28.274
38	31.232	38	31.232
29	28.557	29	28.557
39	31.544	39	31.544
30	28.842	30	28.842
40	31.860	40	31.860

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X62130 FM Dep/Flammable Liquids			
1	19.828	11	21.903
2	20.026	12	22.122
3	20.227	13	22.343
4	20.429	14	22.566
5	20.633	15	22.792
6	20.840	16	23.020
7	21.048	17	23.250
8	21.259	18	23.483
9	21.471	19	23.717
10	21.686	20	23.955
21	24.194	21	24.194
22	24.436	22	24.436
23	24.680	23	24.680
24	24.927	24	24.927
25	25.177	25	25.177
26	25.428	26	25.428
27	25.683	27	25.683
28	25.939	28	25.939
29	26.199	29	26.199
30	26.461	30	26.461
31	26.725	31	26.725
32	26.993	32	26.993
33	27.263	33	27.263
34	27.535	34	27.535
35	27.811	35	27.811
36	28.089	36	28.089
37	28.370	37	28.370
38	28.653	38	28.653
39	28.940	39	28.940
40	29.229	40	29.229

X62211 Electrical Inspector			
1	23.562	11	26.027
2	23.798	12	26.287
3	24.036	13	26.550
4	24.276	14	26.816
5	24.519	15	27.084
6	24.764	16	27.355
7	25.012	17	27.628
8	25.262	18	27.905
9	25.514	19	28.184
10	25.769	20	28.465
21	28.750	21	28.750
22	29.038	22	29.038
23	29.328	23	29.328
24	29.621	24	29.621
25	29.917	25	29.917
26	30.217	26	30.217
27	30.519	27	30.519
28	30.824	28	30.824
29	31.132	29	31.132
30	31.444	30	31.444
31	31.758	31	31.758
32	32.076	32	32.076
33	32.396	33	32.396
34	32.720	34	32.720
35	33.048	35	33.048
36	33.378	36	33.378
37	33.712	37	33.712
38	34.049	38	34.049
39	34.389	39	34.389
40	34.733	40	34.733

X62311 Agr Inspection Spec I			
1	16.987	11	18.764
2	17.157	12	18.952
3	17.328	13	19.141
4	17.502	14	19.333
5	17.677	15	19.526
6	17.853	16	19.721
7	18.032	17	19.918
8	18.212	18	20.118
9	18.394	19	20.319
10	18.578	20	20.522
21	20.727	21	20.727
22	20.935	22	20.935
23	21.144	23	21.144
24	21.355	24	21.355
25	21.569	25	21.569
26	21.785	26	21.785
27	22.002	27	22.002
28	22.222	28	22.222
29	22.445	29	22.445
30	22.669	30	22.669
31	22.896	31	22.896
32	23.125	32	23.125
33	23.356	33	23.356
34	23.590	34	23.590
35	23.825	35	23.825
36	24.064	36	24.064
37	24.304	37	24.304
38	24.547	38	24.547
39	24.793	39	24.793
40	25.041	40	25.041

X62312 Ag Inspection Spec II			
1	19.632	11	21.686
2	19.828	12	21.903
3	20.026	13	22.122
4	20.227	14	22.343
5	20.429	15	22.566
6	20.633	16	22.792
7	20.840	17	23.020
8	21.048	18	23.250
9	21.258	19	23.483
10	21.471	20	23.717
21	23.955	21	23.955
22	24.194	22	24.194
23	24.436	23	24.436
24	24.680	24	24.680
25	24.927	25	24.927
26	25.177	26	25.177
27	25.428	27	25.428
28	25.683	28	25.683
29	25.939	29	25.939
30	26.199	30	26.199
31	26.461	31	26.461
32	26.725	32	26.725
33	26.993	33	26.993
34	27.263	34	27.263
35	27.535	35	27.535
36	27.811	36	27.811
37	28.089	37	28.089
38	28.370	38	28.370
39	28.653	39	28.653
40	28.940	40	28.940

X62130 FM Dep/Flammable Liquids			
1	20.225	11	22.341
2	20.427	12	22.564
3	20.631	13	22.790
4	20.838	14	23.018
5	21.046	15	23.248
6	21.256	16	23.480
7	21.469	17	23.715
8	21.684	18	23.952
9	21.901	19	24.192
10	22.120	20	24.434
21	24.678	21	24.678
22	24.925	22	24.925
23	25.174	23	25.174
24	25.426	24	25.426
25	25.680	25	25.680
26	25.937	26	25.937
27	26.196	27	26.196
28	26.458	28	26.458
29	26.723	29	26.723
30	26.990	30	26.990
31	27.260	31	27.260
32	27.533	32	27.533
33	27.808	33	27.808
34	28.086	34	28.086
35	28.367	35	28.367
36	28.650	36	28.650
37	28.937	37	28.937
38	29.226	38	29.226
39	29.519	39	29.519
40	29.814	40	29.814

X62211 Electrical Inspector			
1	24.033	11	26.548
2	24.274	12	26.813
3	24.516	13	27.081
4	24.761	14	27.352
5	25.009	15	27.626
6	25.259	16	27.902
7	25.512	17	28.181
8	25.767	18	28.463
9	26.025	19	28.747
10	26.285	20	29.035
21	29.325	21	29.325
22	29.618	22	29.618
23	29.915	23	29.915
24	30.214	24	30.214
25	30.516	25	30.516
26	30.821	26	30.821
27	31.129	27	31.129
28	31.440	28	31.440
29	31.755	29	31.755
30	32.072	30	32.072
31	32.393	31	32.393
32	32.717	32	32.717
33	33.044	33	33.044
34	33.375	34	33.375
35	33.708	35	33.708
36	34.046	36	34.046
37	34.386	37	34.386
38	34.730	38	34.730
39	35.077	39	35.077
40	35.428	40	35.428

X62311 Ag Inspection Spec I			
1	17.327	11	19.139
2	17.500	12	19.331
3	17.675	13	19.524
4	17.852	14	19.719
5	18.030	15	19.917
6	18.210	16	20.116
7	18.393	17	20.317
8	18.577	18	20.520
9	18.762	19	20.725
10	18.950	20	20.932
21	21.142	21	21.142
22	21.353	22	21.353
23	21.567	23	21.567
24	21.782	24	21.782
25	22.000	25	22.000
26	22.220	26	22.220
27	22.442	27	22.442
28	22.667	28	22.667
29	22.894	29	22.894
30	23.122	30	23.122
31	23.354	31	23.354
32	23.587	32	23.587
33	23.823	33	23.823
34	24.061	34	24.061
35	24.302	35	24.302
36	24.545	36	24.545
37	24.790	37	24.790
38	25.038	38	25.038
39	25.289	39	25.289
40	25.542	40	25.542

X62312 Ag Inspection Spec II			
1	20.024	11	22.119
2	20.225	12	22.341
3	20.427	13	22.564
4	20.631	14	22.790
5	20.838	15	23.018
6	21.046	16	23.248
7	21.256	17	23.480
8	21.469	18	23.715
9	21.684	19	23.952
10	21.900	20	24.192
21	24.434	21	24.434
22	24.678	22	24.678
23	24.925	23	24.925
24	25.174	24	25.174
25	25.426	25	25.426
26	25.680	26	25.680
27	25.937	27	25.937
28	26.196	28	26.196
29	26.458	29	26.458
30	26.723	30	26.723
31	26.990	31	26.990
32	27.260	32	27.260
33	27.532	33	27.532
34	27.808	34	27.808
35	28.086	35	28.086
36	28.367	36	28.367
37	28.650	37	28.650
38	28.937	38	28.937
39	29.226	39	29.226
40	29.519	40	29.519

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X62320 Ag Case Review Officer			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408
21	27.682	31	30.578
22	27.958	32	30.883
23	28.238	33	31.192
24	28.520	34	31.504
25	28.806	35	31.819
26	29.094	36	32.137
27	29.385	37	32.459
28	29.678	38	32.783
29	29.975	39	33.111
30	30.275	40	33.442

X62320 Ag Case Review Officer			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956
21	28.235	31	31.189
22	28.518	32	31.501
23	28.803	33	31.816
24	29.091	34	32.134
25	29.382	35	32.456
26	29.676	36	32.780
27	29.972	37	33.108
28	30.272	38	33.439
29	30.575	39	33.773
30	30.880	40	34.111

X62330 Ag Investigation Officer			
1	22.686	11	25.060
2	22.913	12	25.310
3	23.142	13	25.563
4	23.374	14	25.819
5	23.607	15	26.077
6	23.844	16	26.338
7	24.082	17	26.601
8	24.323	18	26.867
9	24.566	19	27.136
10	24.812	20	27.408
21	27.682	31	30.578
22	27.958	32	30.883
23	28.238	33	31.192
24	28.520	34	31.504
25	28.806	35	31.819
26	29.094	36	32.137
27	29.385	37	32.459
28	29.678	38	32.783
29	29.975	39	33.111
30	30.275	40	33.442

X62330 Ag Investigation Officer			
1	23.140	11	25.561
2	23.371	12	25.817
3	23.605	13	26.075
4	23.841	14	26.336
5	24.080	15	26.599
6	24.320	16	26.865
7	24.564	17	27.134
8	24.809	18	27.405
9	25.057	19	27.679
10	25.308	20	27.956
21	28.235	31	31.189
22	28.518	32	31.501
23	28.803	33	31.816
24	29.091	34	32.134
25	29.382	35	32.456
26	29.676	36	32.780
27	29.972	37	33.108
28	30.272	38	33.439
29	30.575	39	33.773
30	30.880	40	34.111

X62341 Ag Food Sanitarian I			
1	19.632	11	21.686
2	19.828	12	21.903
3	20.026	13	22.122
4	20.227	14	22.343
5	20.429	15	22.566
6	20.633	16	22.792
7	20.840	17	23.020
8	21.048	18	23.250
9	21.258	19	23.483
10	21.471	20	23.717
21	23.955	31	26.461
22	24.194	32	26.725
23	24.436	33	26.993
24	24.680	34	27.263
25	24.927	35	27.535
26	25.177	36	27.811
27	25.428	37	28.089
28	25.683	38	28.370
29	25.939	39	28.653
30	26.199	40	28.940

X62341 Ag Food Sanitarian I			
1	20.024	11	22.119
2	20.225	12	22.341
3	20.427	13	22.564
4	20.631	14	22.790
5	20.838	15	23.018
6	21.046	16	23.248
7	21.256	17	23.480
8	21.469	18	23.715
9	21.684	19	23.952
10	21.900	20	24.192
21	24.434	31	26.990
22	24.678	32	27.260
23	24.925	33	27.532
24	25.174	34	27.808
25	25.426	35	28.086
26	25.680	36	28.367
27	25.937	37	28.650
28	26.196	38	28.937
29	26.458	39	29.226
30	26.723	40	29.519

X62342 Ag Food Sanitarian II			
1	21.102	11	23.310
2	21.313	12	23.543
3	21.526	13	23.778
4	21.741	14	24.016
5	21.959	15	24.256
6	22.178	16	24.499
7	22.400	17	24.744
8	22.624	18	24.991
9	22.850	19	25.241
10	23.079	20	25.493
21	25.748	31	28.442
22	26.006	32	28.727
23	26.266	33	29.014
24	26.528	34	29.304
25	26.794	35	29.597
26	27.062	36	29.893
27	27.332	37	30.192
28	27.606	38	30.494
29	27.882	39	30.799
30	28.161	40	31.107

X62342 Ag Food Sanitarian II			
1	21.524	11	23.776
2	21.739	12	24.014
3	21.957	13	24.254
4	22.176	14	24.496
5	22.398	15	24.741
6	22.622	16	24.989
7	22.848	17	25.238
8	23.077	18	25.491
9	23.307	19	25.746
10	23.540	20	26.003
21	26.263	31	29.011
22	26.526	32	29.301
23	26.791	33	29.594
24	27.059	34	29.890
25	27.330	35	30.189
26	27.603	36	30.491
27	27.879	37	30.796
28	28.158	38	31.104
29	28.439	39	31.415
30	28.724	40	31.729

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X62351 Environ Health Scientist I			
1	19.727	11	21.791
2	19.925	12	22.009
3	20.124	13	22.229
4	20.325	14	22.452
5	20.528	15	22.676
6	20.734	16	22.903
7	20.941	17	23.132
8	21.150	18	23.363
9	21.362	19	23.597
10	21.576	20	23.833
		21	24.071
		22	24.312
		23	24.555
		24	24.801
		25	25.049
		26	25.299
		27	25.552
		28	25.808
		29	26.066
		30	26.326
		31	26.590
		32	26.855
		33	27.124
		34	27.395
		35	27.669
		36	27.946
		37	28.225
		38	28.508
		39	28.793
		40	29.081

X62351 Environ Health Scientist I			
1	20.122	11	22.227
2	20.323	12	22.449
3	20.526	13	22.674
4	20.732	14	22.901
5	20.939	15	23.130
6	21.148	16	23.361
7	21.360	17	23.595
8	21.573	18	23.831
9	21.789	19	24.069
10	22.007	20	24.310
		21	24.553
		22	24.798
		23	25.046
		24	25.297
		25	25.550
		26	25.805
		27	26.063
		28	26.324
		29	26.587
		30	26.853
		31	27.121
		32	27.393
		33	27.666
		34	27.943
		35	28.223
		36	28.505
		37	28.790
		38	29.078
		39	29.369
		40	29.662

X62352 Environ Health Scientist II			
1	21.206	11	23.424
2	21.418	12	23.659
3	21.632	13	23.895
4	21.848	14	24.134
5	22.067	15	24.376
6	22.288	16	24.619
7	22.510	17	24.865
8	22.735	18	25.114
9	22.963	19	25.365
10	23.192	20	25.619
		21	25.875
		22	26.134
		23	26.395
		24	26.659
		25	26.926
		26	27.195
		27	27.467
		28	27.742
		29	28.019
		30	28.299
		31	28.582
		32	28.868
		33	29.157
		34	29.448
		35	29.743
		36	30.040
		37	30.341
		38	30.644
		39	30.950
		40	31.260

X62352 Environ Health Scientist II			
1	21.630	11	23.893
2	21.846	12	24.132
3	22.065	13	24.373
4	22.285	14	24.617
5	22.508	15	24.863
6	22.733	16	25.112
7	22.961	17	25.363
8	23.190	18	25.616
9	23.422	19	25.873
10	23.656	20	26.131
		21	26.393
		22	26.657
		23	26.923
		24	27.192
		25	27.464
		26	27.739
		27	28.016
		28	28.296
		29	28.579
		30	28.865
		31	29.154
		32	29.445
		33	29.740
		34	30.037
		35	30.338
		36	30.641
		37	30.947
		38	31.257
		39	31.569
		40	31.885

X62353 Environ Health Scientist III			
1	22.798	11	25.183
2	23.026	12	25.435
3	23.256	13	25.689
4	23.488	14	25.946
5	23.723	15	26.205
6	23.961	16	26.467
7	24.200	17	26.732
8	24.442	18	26.999
9	24.687	19	27.269
10	24.933	20	27.542
		21	27.817
		22	28.096
		23	28.377
		24	28.660
		25	28.947
		26	29.236
		27	29.529
		28	29.824
		29	30.122
		30	30.423
		31	30.728
		32	31.035
		33	31.345
		34	31.659
		35	31.975
		36	32.295
		37	32.618
		38	32.944
		39	33.274
		40	33.606

X62353 Environ Health Scientist III			
1	23.254	11	25.686
2	23.486	12	25.943
3	23.721	13	26.203
4	23.958	14	26.465
5	24.198	15	26.729
6	24.440	16	26.997
7	24.684	17	27.267
8	24.931	18	27.539
9	25.180	19	27.815
10	25.432	20	28.093
		21	28.374
		22	28.657
		23	28.944
		24	29.234
		25	29.526
		26	29.821
		27	30.119
		28	30.421
		29	30.725
		30	31.032
		31	31.342
		32	31.656
		33	31.972
		34	32.292
		35	32.615
		36	32.941
		37	33.270
		38	33.603
		39	33.939
		40	34.279

X62360 Health Food Serv Eval Officer			
1	24.506	11	27.070
2	24.751	12	27.341
3	24.999	13	27.614
4	25.249	14	27.890
5	25.501	15	28.169
6	25.756	16	28.451
7	26.014	17	28.735
8	26.274	18	29.023
9	26.536	19	29.313
10	26.802	20	29.606
		21	29.902
		22	30.201
		23	30.503
		24	30.808
		25	31.116
		26	31.427
		27	31.741
		28	32.059
		29	32.379
		30	32.703
		31	33.030
		32	33.361
		33	33.694
		34	34.031
		35	34.371
		36	34.715
		37	35.062
		38	35.413
		39	35.767
		40	36.125

X62360 Health Food Serv Eval Officer			
1	24.996	11	27.611
2	25.246	12	27.887
3	25.498	13	28.166
4	25.753	14	28.448
5	26.011	15	28.732
6	26.271	16	29.020
7	26.534	17	29.310
8	26.799	18	29.603
9	27.067	19	29.899
10	27.338	20	30.198
		21	30.500
		22	30.805
		23	31.113
		24	31.424
		25	31.738
		26	32.056
		27	32.376
		28	32.700
		29	33.027
		30	33.357
		31	33.691
		32	34.028
		33	34.368
		34	34.712
		35	35.059
		36	35.410
		37	35.764
		38	36.121
		39	36.482
		40	36.847

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X62380 Ag Milk San Rating Officer			
1	24.506	11	27.070
2	24.751	12	27.341
3	24.999	13	27.614
4	25.249	14	27.890
5	25.501	15	28.169
6	25.756	16	28.451
7	26.014	17	28.735
8	26.274	18	29.023
9	26.536	19	29.313
10	26.802	20	29.606
21	29.902	31	33.030
22	30.201	32	33.361
23	30.503	33	33.694
24	30.808	34	34.031
25	31.116	35	34.371
26	31.427	36	34.715
27	31.741	37	35.062
28	32.059	38	35.413
29	32.379	39	35.767
30	32.703	40	36.125

X62421 DHHS Fraud Investigator			
1	20.780	11	22.953
2	20.987	12	23.183
3	21.197	13	23.415
4	21.409	14	23.649
5	21.623	15	23.885
6	21.839	16	24.124
7	22.058	17	24.366
8	22.278	18	24.609
9	22.501	19	24.855
10	22.726	20	25.104
21	25.355	31	28.008
22	25.608	32	28.288
23	25.865	33	28.571
24	26.123	34	28.856
25	26.384	35	29.145
26	26.648	36	29.436
27	26.915	37	29.731
28	27.184	38	30.028
29	27.456	39	30.328
30	27.730	40	30.632

X62440 Medicaid Prov Fraud and Abuse Inv			
1	24.011	11	26.524
2	24.252	12	26.789
3	24.494	13	27.057
4	24.739	14	27.327
5	24.986	15	27.600
6	25.236	16	27.876
7	25.489	17	28.155
8	25.743	18	28.437
9	26.001	19	28.721
10	26.261	20	29.008
21	29.298	31	32.364
22	29.591	32	32.687
23	29.887	33	33.014
24	30.186	34	33.344
25	30.488	35	33.678
26	30.793	36	34.015
27	31.101	37	34.355
28	31.412	38	34.698
29	31.726	39	35.045
30	32.043	40	35.396

X62450 Facilities Surveyor/Consultant			
1	29.415	11	32.492
2	29.709	12	32.817
3	30.006	13	33.145
4	30.306	14	33.477
5	30.609	15	33.811
6	30.915	16	34.150
7	31.224	17	34.491
8	31.537	18	34.836
9	31.852	19	35.184
10	32.170	20	35.536
21	35.892	31	39.647
22	36.250	32	40.043
23	36.613	33	40.443
24	36.979	34	40.848
25	37.349	35	41.256
26	37.722	36	41.669
27	38.100	37	42.086
28	38.481	38	42.506
29	38.865	39	42.932
30	39.254	40	43.361

X62380 Ag Milk San Rating Officer			
1	24.996	11	27.611
2	25.246	12	27.887
3	25.498	13	28.166
4	25.753	14	28.448
5	26.011	15	28.732
6	26.271	16	29.020
7	26.534	17	29.310
8	26.799	18	29.603
9	27.067	19	29.899
10	27.338	20	30.198
21	30.500	31	33.691
22	30.805	32	34.028
23	31.113	33	34.368
24	31.424	34	34.712
25	31.738	35	35.059
26	32.056	36	35.410
27	32.376	37	35.764
28	32.700	38	36.121
29	33.027	39	36.482
30	33.357	40	36.847

X62421 DHHS Fraud Investigator			
1	21.195	11	23.413
2	21.407	12	23.647
3	21.621	13	23.883
4	21.837	14	24.122
5	22.056	15	24.363
6	22.276	16	24.607
7	22.499	17	24.853
8	22.724	18	25.101
9	22.951	19	25.352
10	23.181	20	25.606
21	25.862	31	28.568
22	26.121	32	28.853
23	26.382	33	29.142
24	26.646	34	29.433
25	26.912	35	29.728
26	27.181	36	30.025
27	27.453	37	30.325
28	27.728	38	30.629
29	28.005	39	30.935
30	28.285	40	31.244

X62440 Medicaid Prov Fraud and Abuse Inv			
1	24.492	11	27.054
2	24.737	12	27.325
3	24.984	13	27.598
4	25.234	14	27.874
5	25.486	15	28.152
6	25.741	16	28.434
7	25.998	17	28.718
8	26.258	18	29.006
9	26.521	19	29.296
10	26.786	20	29.589
21	29.884	31	33.011
22	30.183	32	33.341
23	30.485	33	33.675
24	30.790	34	34.011
25	31.098	35	34.351
26	31.409	36	34.695
27	31.723	37	35.042
28	32.040	38	35.392
29	32.361	39	35.746
30	32.684	40	36.104

X62450 Facilities Surveyor/Consultant			
1	30.003	11	33.142
2	30.303	12	33.473
3	30.606	13	33.808
4	30.912	14	34.146
5	31.221	15	34.488
6	31.533	16	34.833
7	31.849	17	35.181
8	32.167	18	35.533
9	32.489	19	35.888
10	32.814	20	36.247
21	36.609	31	40.440
22	36.975	32	40.844
23	37.345	33	41.252
24	37.719	34	41.665
25	38.096	35	42.082
26	38.477	36	42.502
27	38.862	37	42.927
28	39.250	38	43.357
29	39.643	39	43.790
30	40.039	40	44.228

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X62461 Prof & Occupational Licensing Inv			
1	24.533	11	27.100
2	24.779	12	27.371
3	25.026	13	27.645
4	25.277	14	27.921
5	25.529	15	28.200
6	25.785	16	28.482
7	26.043	17	28.767
8	26.303	18	29.055
9	26.566	19	29.345
10	26.832	20	29.639
21	29.935	31	33.067
22	30.235	32	33.398
23	30.537	33	33.732
24	30.842	34	34.069
25	31.151	35	34.410
26	31.462	36	34.754
27	31.777	37	35.101
28	32.095	38	35.452
29	32.416	39	35.807
30	32.740	40	36.165

X62461 Prof & Occupational Licensing Inv			
1	25.024	11	27.642
2	25.274	12	27.918
3	25.527	13	28.198
4	25.782	14	28.480
5	26.040	15	28.764
6	26.300	16	29.052
7	26.563	17	29.343
8	26.829	18	29.636
9	27.097	19	29.932
10	27.368	20	30.232
21	30.534	31	33.728
22	30.839	32	34.066
23	31.148	33	34.406
24	31.459	34	34.750
25	31.774	35	35.098
26	32.091	36	35.449
27	32.412	37	35.803
28	32.737	38	36.161
29	33.064	39	36.523
30	33.395	40	36.888

X62462 Prof & Occupational Lic Inv/RN			
1	33.674	11	37.196
2	34.010	12	37.568
3	34.350	13	37.944
4	34.694	14	38.324
5	35.041	15	38.707
6	35.391	16	39.094
7	35.745	17	39.485
8	36.103	18	39.880
9	36.464	19	40.278
10	36.828	20	40.681
21	41.088	31	45.387
22	41.499	32	45.841
23	41.914	33	46.299
24	42.333	34	46.762
25	42.756	35	47.230
26	43.184	36	47.702
27	43.616	37	48.179
28	44.052	38	48.661
29	44.492	39	49.147
30	44.937	40	49.639

X62462 Prof & Occupational Lic Inv/RN			
1	34.347	11	37.940
2	34.690	12	38.320
3	35.037	13	38.703
4	35.388	14	39.090
5	35.742	15	39.481
6	36.099	16	39.876
7	36.460	17	40.275
8	36.825	18	40.677
9	37.193	19	41.084
10	37.565	20	41.495
21	41.910	31	46.295
22	42.329	32	46.757
23	42.752	33	47.225
24	43.180	34	47.697
25	43.612	35	48.174
26	44.048	36	48.656
27	44.488	37	49.143
28	44.933	38	49.634
29	45.382	39	50.130
30	45.836	40	50.632

X62490 Health Ind Hygiene Specialist			
1	24.387	11	26.939
2	24.631	12	27.208
3	24.877	13	27.480
4	25.126	14	27.755
5	25.378	15	28.033
6	25.631	16	28.313
7	25.888	17	28.596
8	26.146	18	28.882
9	26.408	19	29.171
10	26.672	20	29.463
21	29.757	31	32.870
22	30.055	32	33.199
23	30.355	33	33.531
24	30.659	34	33.866
25	30.965	35	34.205
26	31.275	36	34.547
27	31.588	37	34.893
28	31.904	38	35.242
29	32.223	39	35.594
30	32.545	40	35.950

X62490 Health Ind Hygiene Specialist			
1	24.875	11	27.478
2	25.124	12	27.752
3	25.375	13	28.030
4	25.629	14	28.310
5	25.885	15	28.593
6	26.144	16	28.879
7	26.405	17	29.168
8	26.669	18	29.460
9	26.936	19	29.754
10	27.205	20	30.052
21	30.352	31	33.528
22	30.656	32	33.863
23	30.962	33	34.202
24	31.272	34	34.544
25	31.585	35	34.889
26	31.901	36	35.238
27	32.220	37	35.590
28	32.542	38	35.946
29	32.867	39	36.306
30	33.196	40	36.669

X62520 Health Licensing Inspector			
1	13.864	11	15.315
2	14.003	12	15.468
3	14.143	13	15.623
4	14.284	14	15.779
5	14.427	15	15.937
6	14.571	16	16.096
7	14.717	17	16.257
8	14.864	18	16.419
9	15.013	19	16.584
10	15.163	20	16.749
21	16.917	31	18.687
22	17.086	32	18.874
23	17.257	33	19.062
24	17.430	34	19.253
25	17.604	35	19.446
26	17.780	36	19.640
27	17.958	37	19.836
28	18.137	38	20.035
29	18.319	39	20.235
30	18.502	40	20.438

X62520 Health Licensing Inspector			
1	14.141	11	15.621
2	14.283	12	15.777
3	14.426	13	15.935
4	14.570	14	16.094
5	14.716	15	16.255
6	14.863	16	16.418
7	15.011	17	16.582
8	15.162	18	16.748
9	15.313	19	16.915
10	15.466	20	17.084
21	17.255	31	19.061
22	17.428	32	19.251
23	17.602	33	19.444
24	17.778	34	19.638
25	17.956	35	19.835
26	18.135	36	20.033
27	18.317	37	20.233
28	18.500	38	20.436
29	18.685	39	20.640
30	18.872	40	20.846

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X62530		Engineer/Architect Inv			
1	26.872	11	29.683	21	32.789
2	27.141	12	29.980	22	33.117
3	27.412	13	30.280	23	33.448
4	27.686	14	30.583	24	33.783
5	27.963	15	30.889	25	34.120
6	28.243	16	31.198	26	34.462
7	28.525	17	31.510	27	34.806
8	28.810	18	31.825	28	35.154
9	29.099	19	32.143	29	35.506
10	29.390	20	32.464	30	35.861
				31	36.219
				32	36.582
				33	36.947
				34	37.317
				35	37.690
				36	38.067
				37	38.448
				38	38.832
				39	39.220
				40	39.613

X62550		DD Survey/Consultant			
1	27.152	11	29.993	21	33.131
2	27.423	12	30.293	22	33.462
3	27.698	13	30.595	23	33.796
4	27.975	14	30.901	24	34.134
5	28.254	15	31.210	25	34.476
6	28.537	16	31.523	26	34.821
7	28.822	17	31.838	27	35.169
8	29.111	18	32.156	28	35.520
9	29.402	19	32.478	29	35.876
10	29.696	20	32.803	30	36.234
				31	36.597
				32	36.963
				33	37.332
				34	37.706
				35	38.083
				36	38.464
				37	38.848
				38	39.237
				39	39.629
				40	40.025

X62580		Nursing Services Surveyor Cons			
1	31.672	11	34.986	21	38.646
2	31.989	12	35.336	22	39.033
3	32.309	13	35.689	23	39.423
4	32.632	14	36.046	24	39.817
5	32.958	15	36.406	25	40.215
6	33.288	16	36.770	26	40.617
7	33.621	17	37.138	27	41.024
8	33.957	18	37.510	28	41.434
9	34.296	19	37.885	29	41.848
10	34.639	20	38.263	30	42.267
				31	42.689
				32	43.116
				33	43.547
				34	43.983
				35	44.423
				36	44.867
				37	45.316
				38	45.769
				39	46.226
				40	46.689

X62611		Boiler Inspector			
1	21.189	11	23.406	21	25.855
2	21.401	12	23.640	22	26.113
3	21.615	13	23.876	23	26.374
4	21.831	14	24.115	24	26.638
5	22.049	15	24.356	25	26.904
6	22.270	16	24.600	26	27.173
7	22.493	17	24.846	27	27.445
8	22.717	18	25.094	28	27.720
9	22.945	19	25.345	29	27.997
10	23.174	20	25.599	30	28.277
				31	28.560
				32	28.845
				33	29.134
				34	29.425
				35	29.719
				36	30.016
				37	30.317
				38	30.620
				39	30.926
				40	31.235

X62530		Engineer/Architect Inv			
1	27.409	11	30.277	21	33.445
2	27.684	12	30.580	22	33.779
3	27.960	13	30.886	23	34.117
4	28.240	14	31.195	24	34.458
5	28.522	15	31.507	25	34.803
6	28.808	16	31.822	26	35.151
7	29.096	17	32.140	27	35.502
8	29.387	18	32.461	28	35.857
9	29.681	19	32.786	29	36.216
10	29.977	20	33.114	30	36.578
				31	36.944
				32	37.313
				33	37.686
				34	38.063
				35	38.444
				36	38.828
				37	39.217
				38	39.609
				39	40.005
				40	40.405

X62550		DD Survey/Consultant			
1	27.695	11	30.592	21	33.793
2	27.972	12	30.898	22	34.131
3	28.252	13	31.207	23	34.472
4	28.534	14	31.519	24	34.817
5	28.820	15	31.835	25	35.165
6	29.108	16	32.153	26	35.517
7	29.399	17	32.475	27	35.872
8	29.693	18	32.799	28	36.231
9	29.990	19	33.127	29	36.593
10	30.290	20	33.459	30	36.959
				31	37.329
				32	37.702
				33	38.079
				34	38.460
				35	38.844
				36	39.233
				37	39.625
				38	40.021
				39	40.422
				40	40.826

X62580		Nursing Services Surveyor Cons			
1	32.306	11	35.686	21	39.419
2	32.629	12	36.042	22	39.813
3	32.955	13	36.403	23	40.211
4	33.285	14	36.767	24	40.613
5	33.617	15	37.135	25	41.020
6	33.954	16	37.506	26	41.430
7	34.293	17	37.881	27	41.844
8	34.636	18	38.260	28	42.263
9	34.982	19	38.642	29	42.685
10	35.332	20	39.029	30	43.112
				31	43.543
				32	43.979
				33	44.418
				34	44.863
				35	45.311
				36	45.764
				37	46.222
				38	46.684
				39	47.151
				40	47.622

X62611		Boiler Inspector			
1	21.613	11	23.874	21	26.372
2	21.829	12	24.113	22	26.635
3	22.047	13	24.354	23	26.902
4	22.268	14	24.597	24	27.171
5	22.490	15	24.843	25	27.442
6	22.715	16	25.092	26	27.717
7	22.942	17	25.343	27	27.994
8	23.172	18	25.596	28	28.274
9	23.404	19	25.852	29	28.557
10	23.638	20	26.111	30	28.842
				31	29.131
				32	29.422
				33	29.716
				34	30.013
				35	30.314
				36	30.617
				37	30.923
				38	31.232
				39	31.544
				40	31.860

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X62621 Elevator/Amusement Ride Insp			
1	21.189	11	23.406
2	21.401	12	23.640
3	21.615	13	23.876
4	21.831	14	24.115
5	22.049	15	24.356
6	22.270	16	24.600
7	22.493	17	24.846
8	22.717	18	25.094
9	22.945	19	25.345
10	23.174	20	25.599
21	25.855	21	25.855
31	28.560	31	28.560
22	26.113	22	26.113
32	28.845	32	28.845
23	26.374	23	26.374
33	29.134	33	29.134
24	26.638	24	26.638
34	29.425	34	29.425
25	26.904	25	26.904
35	29.719	35	29.719
26	27.173	26	27.173
36	30.016	36	30.016
27	27.445	27	27.445
37	30.317	37	30.317
28	27.720	28	27.720
38	30.620	38	30.620
29	27.997	29	27.997
39	30.926	39	30.926
30	28.277	30	28.277
40	31.235	40	31.235

X62640 Labor Law Specialist			
1	20.811	11	22.988
2	21.019	12	23.218
3	21.229	13	23.450
4	21.442	14	23.685
5	21.656	15	23.922
6	21.873	16	24.161
7	22.091	17	24.403
8	22.312	18	24.647
9	22.535	19	24.893
10	22.761	20	25.142
21	25.393	21	25.393
31	28.050	31	28.050
22	25.647	22	25.647
32	28.331	32	28.331
23	25.904	23	25.904
33	28.614	33	28.614
24	26.163	24	26.163
34	28.900	34	28.900
25	26.424	25	26.424
35	29.189	35	29.189
26	26.689	26	26.689
36	29.481	36	29.481
27	26.956	27	26.956
37	29.776	37	29.776
28	27.225	28	27.225
38	30.073	38	30.073
29	27.497	29	27.497
39	30.374	39	30.374
30	27.772	30	27.772
40	30.678	40	30.678

X62660 Safety Consultant			
1	21.104	11	23.312
2	21.315	12	23.545
3	21.528	13	23.780
4	21.743	14	24.018
5	21.961	15	24.258
6	22.180	16	24.501
7	22.402	17	24.746
8	22.626	18	24.994
9	22.853	19	25.243
10	23.081	20	25.496
21	25.751	21	25.751
31	28.445	31	28.445
22	26.008	22	26.008
32	28.729	32	28.729
23	26.268	23	26.268
33	29.017	33	29.017
24	26.531	24	26.531
34	29.307	34	29.307
25	26.796	25	26.796
35	29.600	35	29.600
26	27.064	26	27.064
36	29.896	36	29.896
27	27.335	27	27.335
37	30.195	37	30.195
28	27.608	28	27.608
38	30.497	38	30.497
29	27.884	29	27.884
39	30.802	39	30.802
30	28.163	30	28.163
40	31.110	40	31.110

X62670 Safety Industrial Hygienist			
1	24.387	11	26.939
2	24.631	12	27.208
3	24.877	13	27.480
4	25.126	14	27.755
5	25.378	15	28.033
6	25.631	16	28.313
7	25.888	17	28.596
8	26.146	18	28.882
9	26.408	19	29.171
10	26.672	20	29.463
21	29.757	21	29.757
31	32.870	31	32.870
22	30.055	22	30.055
32	33.199	32	33.199
23	30.355	23	30.355
33	33.531	33	33.531
24	30.659	24	30.659
34	33.866	34	33.866
25	30.965	25	30.965
35	34.205	35	34.205
26	31.275	26	31.275
36	34.547	36	34.547
27	31.588	27	31.588
37	34.893	37	34.893
28	31.904	28	31.904
38	35.242	38	35.242
29	32.223	29	32.223
39	35.594	39	35.594
30	32.545	30	32.545
40	35.950	40	35.950

X62621 Elevator/Amusement Ride Insp			
1	21.613	11	23.874
2	21.829	12	24.113
3	22.047	13	24.354
4	22.268	14	24.597
5	22.490	15	24.843
6	22.715	16	25.092
7	22.942	17	25.343
8	23.172	18	25.596
9	23.404	19	25.852
10	23.638	20	26.111
21	26.372	21	26.372
31	29.131	31	29.131
22	26.635	22	26.635
32	29.422	32	29.422
23	26.902	23	26.902
33	29.716	33	29.716
24	27.171	24	27.171
34	30.013	34	30.013
25	27.442	25	27.442
35	30.314	35	30.314
26	27.717	26	27.717
36	30.617	36	30.617
27	27.994	27	27.994
37	30.923	37	30.923
28	28.274	28	28.274
38	31.232	38	31.232
29	28.557	29	28.557
39	31.544	39	31.544
30	28.842	30	28.842
40	31.860	40	31.860

X62640 Labor Law Specialist			
1	21.227	11	23.448
2	21.439	12	23.683
3	21.654	13	23.919
4	21.870	14	24.159
5	22.089	15	24.400
6	22.310	16	24.644
7	22.533	17	24.891
8	22.758	18	25.139
9	22.986	19	25.391
10	23.216	20	25.645
21	25.901	21	25.901
31	28.611	31	28.611
22	26.160	22	26.160
32	28.897	32	28.897
23	26.422	23	26.422
33	29.186	33	29.186
24	26.686	24	26.686
34	29.478	34	29.478
25	26.953	25	26.953
35	29.773	35	29.773
26	27.222	26	27.222
36	30.071	36	30.071
27	27.495	27	27.495
37	30.371	37	30.371
28	27.770	28	27.770
38	30.675	38	30.675
29	28.047	29	28.047
39	30.982	39	30.982
30	28.328	30	28.328
40	31.292	40	31.292

X62660 Safety Consultant			
1	21.526	11	23.778
2	21.741	12	24.016
3	21.959	13	24.256
4	22.178	14	24.499
5	22.400	15	24.744
6	22.624	16	24.991
7	22.850	17	25.241
8	23.079	18	25.493
9	23.310	19	25.748
10	23.543	20	26.006
21	26.266	21	26.266
31	29.014	31	29.014
22	26.529	22	26.529
32	29.304	32	29.304
23	26.794	23	26.794
33	29.597	33	29.597
24	27.062	24	27.062
34	29.893	34	29.893
25	27.332	25	27.332
35	30.192	35	30.192
26	27.606	26	27.606
36	30.494	36	30.494
27	27.882	27	27.882
37	30.799	37	30.799
28	28.161	28	28.161
38	31.107	38	31.107
29	28.442	29	28.442
39	31.418	39	31.418
30	28.727	30	28.727
40	31.732	40	31.732

X62670 Safety Industrial Hygienist			
1	24.875	11	27.478
2	25.124	12	27.752
3	25.375	13	28.030
4	25.629	14	28.310
5	25.885	15	28.593
6	26.144	16	28.879
7	26.405	17	29.168
8	26.669	18	29.460
9	26.936	19	29.754
10	27.205	20	30.052
21	30.352	21	30.352
31	33.528	31	33.528
22	30.656	22	30.656
32	33.863	32	33.863
23	30.962	23	30.962
33	34.202	33	34.202
24	31.272	24	31.272
34	34.544	34	34.544
25	31.585	25	31.585
35	34.889	35	34.889
26	31.901	26	31.901
36	35.238	36	35.238
27	32.220	27	32.220
37	35.590	37	35.590
28	32.542	28	32.542
38	35.946	38	35.946
29	32.867	29	32.867
39	36.306	39	36.306
30	33.196	30	33.196
40	36.669	40	36.669

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X62710 Child Care/Services Insp Spec			
1	20.004	11	22.096
2	20.204	12	22.317
3	20.406	13	22.541
4	20.610	14	22.766
5	20.816	15	22.994
6	21.024	16	23.224
7	21.234	17	23.456
8	21.447	18	23.690
9	21.661	19	23.927
10	21.878	20	24.166

X62730 Revenue Investigator			
1	24.533	11	27.100
2	24.779	12	27.371
3	25.026	13	27.645
4	25.277	14	27.921
5	25.529	15	28.200
6	25.785	16	28.482
7	26.043	17	28.767
8	26.303	18	29.055
9	26.566	19	29.345
10	26.832	20	29.639

X62770 Oil and Gas Inspector			
1	22.913	11	25.310
2	23.142	12	25.563
3	23.374	13	25.819
4	23.607	14	26.077
5	23.843	15	26.338
6	24.082	16	26.601
7	24.323	17	26.867
8	24.566	18	27.136
9	24.812	19	27.407
10	25.060	20	27.682

X62901 Jail Stand Exam/Cons I			
1	19.971	11	22.060
2	20.171	12	22.281
3	20.372	13	22.504
4	20.576	14	22.729
5	20.782	15	22.956
6	20.990	16	23.186
7	21.200	17	23.418
8	21.412	18	23.652
9	21.626	19	23.888
10	21.842	20	24.127

X62710 Child Care/Services Insp Spec			
1	20.404	11	22.538
2	20.608	12	22.764
3	20.814	13	22.991
4	21.022	14	23.221
5	21.232	15	23.453
6	21.444	16	23.688
7	21.659	17	23.925
8	21.875	18	24.164
9	22.094	19	24.406
10	22.315	20	24.650

X62730 Revenue Investigator			
1	25.024	11	27.642
2	25.274	12	27.918
3	25.527	13	28.198
4	25.782	14	28.480
5	26.040	15	28.764
6	26.300	16	29.052
7	26.563	17	29.343
8	26.829	18	29.636
9	27.097	19	29.932
10	27.368	20	30.232

X62770 Oil and Gas Inspector			
1	23.371	11	25.817
2	23.605	12	26.075
3	23.841	13	26.335
4	24.080	14	26.599
5	24.320	15	26.865
6	24.564	16	27.133
7	24.809	17	27.405
8	25.057	18	27.679
9	25.308	19	27.956
10	25.561	20	28.235

X62901 Jail Stand Exam/Cons I			
1	20.370	11	22.502
2	20.574	12	22.727
3	20.780	13	22.954
4	20.988	14	23.183
5	21.198	15	23.415
6	21.410	16	23.649
7	21.624	17	23.886
8	21.840	18	24.125
9	22.058	19	24.366
10	22.279	20	24.610

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X62902 Jail Stand Exam/Cons II			
1	21.468	11	23.714
2	21.683	12	23.952
3	21.900	13	24.191
4	22.119	14	24.433
5	22.340	15	24.677
6	22.563	16	24.924
7	22.789	17	25.173
8	23.017	18	25.425
9	23.247	19	25.679
10	23.480	20	25.936
		21	26.195
		22	26.457
		23	26.722
		24	26.989
		25	27.259
		26	27.532
		27	27.807
		28	28.085
		29	28.366
		30	28.650
		31	28.936
		32	29.225
		33	29.518
		34	29.813
		35	30.111
		36	30.412
		37	30.716
		38	31.023
		39	31.334
		40	31.647

X62910 MV Investigator			
1	22.822	11	25.209
2	23.050	12	25.462
3	23.280	13	25.716
4	23.513	14	25.973
5	23.748	15	26.233
6	23.986	16	26.495
7	24.226	17	26.760
8	24.468	18	27.028
9	24.713	19	27.298
10	24.960	20	27.571
		21	27.847
		22	28.125
		23	28.407
		24	28.691
		25	28.978
		26	29.267
		27	29.560
		28	29.856
		29	30.154
		30	30.456
		31	30.760
		32	31.068
		33	31.379
		34	31.692
		35	32.009
		36	32.329
		37	32.653
		38	32.979
		39	33.309
		40	33.642

X62931 MV Fraud Investigator			
1	24.533	11	27.100
2	24.779	12	27.371
3	25.026	13	27.645
4	25.277	14	27.921
5	25.529	15	28.200
6	25.785	16	28.482
7	26.043	17	28.767
8	26.303	18	29.055
9	26.566	19	29.345
10	26.832	20	29.639
		21	29.935
		22	30.235
		23	30.537
		24	30.842
		25	31.151
		26	31.462
		27	31.777
		28	32.095
		29	32.416
		30	32.740
		31	33.067
		32	33.398
		33	33.732
		34	34.069
		35	34.410
		36	34.754
		37	35.101
		38	35.452
		39	35.807
		40	36.165

X64611 Racing and Gaming Inv			
1	25.025	11	27.643
2	25.275	12	27.919
3	25.528	13	28.198
4	25.783	14	28.480
5	26.041	15	28.765
6	26.301	16	29.053
7	26.564	17	29.343
8	26.830	18	29.637
9	27.098	19	29.933
10	27.369	20	30.233
		21	30.535
		22	30.840
		23	31.149
		24	31.460
		25	31.775
		26	32.092
		27	32.413
		28	32.737
		29	33.065
		30	33.395
		31	33.729
		32	34.067
		33	34.407
		34	34.751
		35	35.099
		36	35.450
		37	35.804
		38	36.163
		39	36.524
		40	36.889

X62902 Jail Stand Exam/Cons II			
1	21.898	11	24.189
2	22.117	12	24.431
3	22.338	13	24.675
4	22.561	14	24.922
5	22.787	15	25.171
6	23.015	16	25.423
7	23.245	17	25.677
8	23.477	18	25.934
9	23.712	19	26.193
10	23.949	20	26.455
		21	26.719
		22	26.987
		23	27.256
		24	27.529
		25	27.804
		26	28.082
		27	28.363
		28	28.647
		29	28.933
		30	29.223
		31	29.515
		32	29.810
		33	30.108
		34	30.409
		35	30.713
		36	31.020
		37	31.330
		38	31.644
		39	31.960
		40	32.280

X62910 MV Investigator			
1	23.278	11	25.714
2	23.511	12	25.971
3	23.746	13	26.230
4	23.984	14	26.493
5	24.223	15	26.758
6	24.466	16	27.025
7	24.710	17	27.296
8	24.957	18	27.568
9	25.207	19	27.844
10	25.459	20	28.123
		21	28.404
		22	28.688
		23	28.975
		24	29.264
		25	29.557
		26	29.853
		27	30.151
		28	30.453
		29	30.757
		30	31.065
		31	31.375
		32	31.689
		33	32.006
		34	32.326
		35	32.649
		36	32.976
		37	33.306
		38	33.639
		39	33.975
		40	34.315

X62931 MV Fraud Investigator			
1	25.024	11	27.642
2	25.274	12	27.918
3	25.527	13	28.198
4	25.782	14	28.480
5	26.040	15	28.764
6	26.300	16	29.052
7	26.563	17	29.343
8	26.829	18	29.636
9	27.097	19	29.932
10	27.368	20	30.232
		21	30.534
		22	30.839
		23	31.148
		24	31.459
		25	31.774
		26	32.091
		27	32.412
		28	32.737
		29	33.064
		30	33.395
		31	33.728
		32	34.066
		33	34.406
		34	34.750
		35	35.098
		36	35.449
		37	35.803
		38	36.161
		39	36.523
		40	36.888

X64611 Racing and Gaming Inv			
1	25.525	11	28.196
2	25.780	12	28.478
3	26.038	13	28.762
4	26.299	14	29.050
5	26.562	15	29.340
6	26.827	16	29.634
7	27.095	17	29.930
8	27.366	18	30.230
9	27.640	19	30.532
10	27.916	20	30.837
		21	31.146
		22	31.457
		23	31.772
		24	32.089
		25	32.410
		26	32.734
		27	33.062
		28	33.392
		29	33.726
		30	34.063
		31	34.404
		32	34.748
		33	35.096
		34	35.447
		35	35.801
		36	36.159
		37	36.521
		38	36.886
		39	37.255
		40	37.627

EFFECTIVE MARCH 26, 2024

E45431 Highway Environmental Biologist I			
1	27.703	11	30.601
2	27.980	12	30.907
3	28.260	13	31.216
4	28.542	14	31.529
5	28.828	15	31.844
6	29.116	16	32.162
7	29.407	17	32.484
8	29.701	18	32.809
9	29.998	19	33.137
10	30.298	20	33.468
21	33.803	31	37.339
22	34.141	32	37.713
23	34.482	33	38.090
24	34.827	34	38.471
25	35.175	35	38.856
26	35.527	36	39.244
27	35.882	37	39.637
28	36.241	38	40.033
29	36.604	39	40.433
30	36.970	40	40.838

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E45431 Highway Environmental Biologist I			
1	28.257	11	31.213
2	28.540	12	31.525
3	28.825	13	31.841
4	29.113	14	32.159
5	29.404	15	32.481
6	29.698	16	32.805
7	29.995	17	33.134
8	30.295	18	33.465
9	30.598	19	33.800
10	30.904	20	34.138
21	34.479	31	38.086
22	34.824	32	38.467
23	35.172	33	38.852
24	35.524	34	39.240
25	35.879	35	39.633
26	36.238	36	40.029
27	36.600	37	40.429
28	36.966	38	40.834
29	37.336	39	41.242
30	37.709	40	41.654

E45432 Highway Environmental Biologist II			
1	31.858	11	35.191
2	32.177	12	35.543
3	32.498	13	35.898
4	32.823	14	36.257
5	33.152	15	36.620
6	33.483	16	36.986
7	33.818	17	37.356
8	34.156	18	37.730
9	34.498	19	38.107
10	34.843	20	38.488
21	38.873	31	42.940
22	39.262	32	43.369
23	39.654	33	43.803
24	40.051	34	44.241
25	40.451	35	44.683
26	40.856	36	45.130
27	41.264	37	45.581
28	41.677	38	46.037
29	42.094	39	46.498
30	42.515	40	46.963

E45432 Highway Environmental Biologist II			
1	32.495	11	35.895
2	32.820	12	36.254
3	33.148	13	36.616
4	33.480	14	36.982
5	33.814	15	37.352
6	34.153	16	37.726
7	34.494	17	38.103
8	34.839	18	38.484
9	35.187	19	38.869
10	35.539	20	39.258
21	39.650	31	43.798
22	40.047	32	44.236
23	40.447	33	44.679
24	40.852	34	45.125
25	41.260	35	45.577
26	41.673	36	46.033
27	42.089	37	46.493
28	42.510	38	46.958
29	42.935	39	47.427
30	43.365	40	47.902

E45433 Highway Environmental Biologist III			
1	36.637	11	40.470
2	37.003	12	40.875
3	37.373	13	41.283
4	37.747	14	41.696
5	38.125	15	42.113
6	38.506	16	42.534
7	38.891	17	42.960
8	39.280	18	43.389
9	39.673	19	43.823
10	40.069	20	44.261
21	44.704	31	49.381
22	45.151	32	49.875
23	45.603	33	50.374
24	46.059	34	50.877
25	46.519	35	51.386
26	46.984	36	51.900
27	47.454	37	52.419
28	47.929	38	52.943
29	48.408	39	53.473
30	48.892	40	54.007

E45433 Highway Environmental Biologist III			
1	37.370	11	41.280
2	37.744	12	41.693
3	38.121	13	42.109
4	38.502	14	42.531
5	38.887	15	42.956
6	39.276	16	43.385
7	39.669	17	43.819
8	40.066	18	44.257
9	40.466	19	44.700
10	40.871	20	45.147
21	45.599	31	50.369
22	46.054	32	50.873
23	46.515	33	51.382
24	46.980	34	51.895
25	47.450	35	52.414
26	47.924	36	52.938
27	48.404	37	53.468
28	48.888	38	54.003
29	49.377	39	54.543
30	49.870	40	55.088

*Per Letter of Agreement Signed October 23, 2024;
Appendix A: October 23, 2024-June 30, 2025*

H74941 Epidemiologist I						
1	30.865	11	34.094	21	37.661	31 41.601
2	31.174	12	34.435	22	38.038	32 42.017
3	31.485	13	34.779	23	38.418	33 42.438
4	31.800	14	35.127	24	38.802	34 42.862
5	32.118	15	35.479	25	39.190	35 43.291
6	32.439	16	35.833	26	39.582	36 43.723
7	32.764	17	36.192	27	39.978	37 44.161
8	33.091	18	36.554	28	40.378	38 44.602
9	33.422	19	36.919	29	40.782	39 45.048
10	33.757	20	37.288	30	41.189	40 45.499

H74942 Epidemiologist II						
1	33.181	11	36.652	21	40.487	31 44.723
2	33.513	12	37.019	22	40.892	32 45.170
3	33.848	13	37.389	23	41.301	33 45.622
4	34.186	14	37.763	24	41.714	34 46.078
5	34.528	15	38.141	25	42.131	35 46.539
6	34.874	16	38.522	26	42.552	36 47.004
7	35.222	17	38.907	27	42.978	37 47.474
8	35.575	18	39.296	28	43.408	38 47.949
9	35.930	19	39.689	29	43.842	39 48.429
10	36.290	20	40.086	30	44.280	40 48.913

H02251 Informatician I						
1	30.865	11	34.094	21	37.661	31 41.601
2	31.174	12	34.435	22	38.038	32 42.017
3	31.485	13	34.779	23	38.418	33 42.438
4	31.800	14	35.127	24	38.802	34 42.862
5	32.118	15	35.479	25	39.190	35 43.291
6	32.439	16	35.833	26	39.582	36 43.723
7	32.764	17	36.192	27	39.978	37 44.161
8	33.091	18	36.554	28	40.378	38 44.602
9	33.422	19	36.919	29	40.782	39 45.048
10	33.757	20	37.288	30	41.189	40 45.499

H02252 Informatician II						
1	33.181	11	36.652	21	40.487	31 44.723
2	33.513	12	37.019	22	40.892	32 45.170
3	33.848	13	37.389	23	41.301	33 45.622
4	34.186	14	37.763	24	41.714	34 46.078
5	34.528	15	38.141	25	42.131	35 46.539
6	34.874	16	38.522	26	42.552	36 47.004
7	35.222	17	38.907	27	42.978	37 47.474
8	35.575	18	39.296	28	43.408	38 47.949
9	35.930	19	39.689	29	43.842	39 48.429
10	36.290	20	40.086	30	44.280	40 48.913

Per Letter of Agreement Signed April 3, 2025
Appendix A: April 3, 2025 to June 30, 2025

A13130		State Patrol Crime Analyst					
1	29.800	11	32.918	21	36.362	31	40.166
2	30.098	12	33.247	22	36.725	32	40.568
3	30.399	13	33.579	23	37.093	33	40.973
4	30.703	14	33.915	24	37.463	34	41.383
5	31.010	15	34.254	25	37.838	35	41.797
6	31.320	16	34.597	26	38.216	36	42.215
7	31.633	17	34.943	27	38.599	37	42.637
8	31.950	18	35.292	28	38.985	38	43.063
9	32.269	19	35.645	29	39.374	39	43.494
10	32.592	20	36.002	30	39.768	40	43.929

APPENDIX C – DEPARTMENT OF HEALTH AND HUMAN SERVICES

C.1 CASELOAD/WORKLOAD

- C.1.1 Employees participating in any projects or on committees approved, required, or allowed by the collective bargaining agreement or DHHS/Governor appointed committees, shall, if determined necessary by management, be allowed overtime and/or have their caseloads adjusted. Overtime must be authorized in advance.
- C.1.2 The Employer shall make reasonable efforts to distribute workloads in a fair and responsible manner. The employer recognizes that additional coverage assignments may affect an employee's ability to adequately cover his/her own caseload/workload. Overtime may be authorized.
- C.1.3 Employees classified as Children and Family Services Specialist and Developmental Disabilities Service Coordinator may choose to work up to 4 more hours in the work week if they have an assigned caseload, to include coverage cases, of greater than or equal to 120% of the recommended caseload. The Employer maintains the ability to determine when in the work week the additional hours will be worked.

C. 2 MISCELLANEOUS PROVISIONS

- C.2.1 Management will make a good faith effort to communicate proposed changes to current practices and/or job duties in order to allow employees an opportunity to offer feedback prior to implementation. (This provision shall be non-grievable).
- C.2.2 Management will be encouraged to utilize a process for employees to provide feedback annually on supervisory performance and work issues.
- C.2.3 The Agency reaffirms its commitment to give thoughtful and appropriate consideration to the suggestions and views of employees on any subject of mutual or individual concern.
- C.2.4 Employees shall have the option to attend open enrollment meetings regarding any State approved benefits on paid work time and shall receive mileage compensation. Employees shall attend the meeting closest to their permanent work site unless prior authorization is given by the supervisor to attend at an alternate site. Office coverage must be maintained during the orientation meetings.
- C.2.5 Any entity that contracts with the Health and Human Services and which uses state employees in the conduct and completion of their business will be notified that said state employees are covered by a collective bargaining agreement. The agency agrees to remain neutral in any union organizing campaign of individuals not employed by the State.
- C.2.6 The Agency shall not consider Management developed ranking tools, such as but not limited to Work Improvement Plans/Performance Accountability Plans or Reports, etc., as discipline.

- C.2.7 In all 24-hour operations, clear, accessible and current work schedules shall be made available to all employees to the extent possible. The parties mutually agree to explore options such as software, web-based schedule access and other technological and process improvements to further the goal of clear, accessible and current schedules.
- C.2.8 No employee shall be disciplined, evaluated, or placed on a Performance Improvement Plan for reasons arising from the unsubstantiated statement or testimony of a client or patient.
- C.2.9 If management chooses to “bid” schedule changes, bidding will be done on a seniority bases, beginning with the most senior employee using the total state adjusted seniority date.
- C.2.10 The Employer will provide feedback to staff to ensure staff have the ongoing support regarding changes to processes, rules, regulations or similar changes to their work.
- C.2.11 Employees will not have performance evaluations impacted by the use of approved sick or vacation leave considered “unplanned,” unless a pattern of “unplanned” sick or vacation leave, or abuse of sick or vacation leave, is suspected.
- C.2.12 Productivity goals or standards will be adjusted for time that the employee is not at work on approved leave and is therefore unable to accomplish tasks related to the goal or standard. This section shall not serve the purpose of altering or modifying annual performance goals or standards.

C.3 INTERNAL EMPLOYEE TRANSFER OPTION

- C.3.1 The following option is available to employees in addition to other recruiting techniques to expedite and facilitate the filling of vacancies, without diminishing an employee’s rights and protections afforded under the provisions of Article 9 of this labor contract. Twenty-four-hour facilities will continue to use the provisions in C.4 in this Appendix for internal transfers.
- C.3.2 Any contract covered classification may be considered when utilizing this internal employee transfer option, as deemed appropriate by the Agency.
- C.3.3 Under this process, vacant positions will first be made available to qualified current DHHS employees for five (5) calendar days. Qualified employees must hold the same classification title as the vacant position and must be located within the same Division as the vacancy. Once available, interested employees may express their interest in the position via an application in the on-line applicant tracking system. System generated responses will keep applicants informed of their progress in the process.
- C.3.4 All internal qualified employees who express interest will be considered. The successful candidate will be selected based on factors such as seniority, knowledge, experience and ability. Where two or more qualified employees rate essentially the same in all categories, classification seniority date will be used to make the final decision.

C.3.5 If no internal employee is deemed qualified, the vacant position will be posted through the open competitive process in accordance with Article 9.1 of this labor contract. Employees who were evaluated through this process and not selected may apply for the same position through the competitive process.

C.3.6 **EMPLOYEE ACCESS TO FEDERAL TAXPAYER INFORMATION.** In accordance with the Internal Revenue Service (IRS) Publication 1075, prior to the Nebraska Department of Health and Human Services (Department) granting any employee access to federal taxpayer information (FTI), the Department must initiate a suitability background investigation. The investigation must be favorably adjudicated by the Department as a condition of hire or continued employment. A reinvestigation will be initiated within 10 years of the previous background investigation. The investigation must include:

- Federal Bureau of Investigation fingerprint check
- Local law enforcement agency check
- Eligibility to work in the United States

**THE FOLLOWING PROVISIONS APPLY TO SHIFT WORKERS WITHIN
THE TWENTY-FOUR-HOUR FACILITIES:**

C.4 INTERNAL TRANSFER

To reduce the time positions are vacant, the following procedure will be implemented to expedite the internal transfer process for specified classes mutually agreed to by each DHHS facility and the union. New employees may not use this process while on original probation.

Vacant positions will be posted for no more than five (5) calendar days. Posting will be limited to only the 24 hour facility where the vacancy exists.

Employees who received any formal disciplinary action will be considered ineligible for this type of transfer opportunity. Period of ineligibility shall be six (6) months from the date the employee received the disciplinary action.

Once an employee successfully uses this internal transfer process, they may not use the internal transfer process again for the next 6 months. If more than one person volunteers to transfer through the process, the person selected will be the employee with the most continuous (no breaks in service) time in that classification as an employee of the agency.

In situations where the agency can demonstrate that certain qualifications and/or experience is necessary to perform the job (those specific qualifications/experience shall be listed on the posting), then the transfer opportunity shall be offered to applying employees in descending order based upon time in the class until an employee is found who meets these criteria or until all employees applying have been considered, whichever occurs first. If the position is filled through the process, unsuccessful applicants will be notified that the position was filled through this process. If no applicant qualifies through this process, the vacant position shall be advertised as provided in Section 9.1.

C.5 SENIORITY

- C.5.1 Within two (2) months after the execution of this Agreement and every six (6) months thereafter, a list by bargaining unit in each facility showing the seniority of each employee shall be posted electronically and/or on specified bulletin boards pursuant to Article 2.11.

C.6 TEMPORARY SHIFT/WORK AREA REASSIGNMENTS

- C.6.1 In the event emergency situations and/or (to prevent an adverse impact on delivery of services to clients) care requirements necessitating temporary reassignment of employees from their regular assignment or shift, the 24 hour facility will take into consideration the employee's length of service, qualifications, and other job related factors. Temporary assignments shall be evaluated on a daily basis unless the employee has been informed of the alternate anticipated time.
- C.6.2 Temporary reassignments shall be accomplished by first reassigning qualified employees who have volunteered for the temporary reassignment. If no volunteers are available, the least senior qualified employee shall receive the temporary reassignment. (If appropriate, other job related factors may be considered.) This provision is not applicable to new hires for the first 90 days of employment.

C.7 WORK SCHEDULES

- C.7.1 Change in permanent work schedules may be adopted by action of the employees for designated groups of employees by mutual agreement between a majority of the employees involved and the facility. When a schedule change is proposed by employees, the affected group must be named as well as the proposed schedule. If the proposed schedule change(s) is rejected, the 24 hour facility shall provide a written explanation for the rejection.
- C.7.1.a Determination of the schedule preference of a majority of employees shall be accomplished by a vote of the affected employees conducted under guidelines mutually agreed upon by the Union and the 24 hour facility after approval of the proposed change by the 24 hour facility. Said guidelines will include the provision that a majority vote of employees affected and voting shall be required to indicate a desire for schedule revision by the employees. Should the new schedule require a 40 hour work week, the 8 and 80 hour overtime provisions shall be waived, with new overtime computations to be in the waiver. A copy of the waiver shall be sent to the NAPE/AFSCME office. In addition, changes in work schedules may be adopted in the Dietary, Maintenance, or Housekeeping units not assigned to particular buildings under the same conditions noted above. There shall be a limit of one vote per fiscal year for any group of employees.
- C.7.1.b Schedule assignment will be based on classification, qualifications, and/or client care needs. When qualifications are not significantly different, state seniority shall be the determining factor in schedule preference. However, in such cases, once an employee selects a schedule based on employee's seniority, the employee may not change schedules again for one year unless approved by the 24 hour facility or as a result of changing positions through other provisions of this Labor Contract.

C.7.2 (Permanent) Work schedules will be arranged so that at least in every other work week employees shall have two (2) consecutive days off which will, where practicable, be Saturday and Sunday (if the employee so requests). However, it is not required that such days be Saturday and Sunday. Such two (2) consecutive days off, if practicable, shall be the same two (2) days each alternate week. Further, days off may be split if necessary, in alternate weeks to provide such consecutive days off; however, employees shall not be scheduled to work more than six (6) consecutive days unless mutually agreed.

C. 8 MEAL PERIODS

C.8.1 For those employees whose scheduled workday is ordinarily eight (8) consecutive hours, a meal period shall be considered time worked, as those employees are considered on duty from the beginning of their shift until they finish their shift.

C. 9 VACATION / HOLIDAY SCHEDULING

C. 9.1 Each 24 hour facility will post by December 15 a form on which employees shall designate preferred vacation time. (Holidays occurring in conjunction with vacation time will also be included.) Said form will remain posted until February 15. This will cover the period from April 1 through March 31 of the following year. The facility will post results March 15 in designated areas accessible to employees. Once the schedule has been posted, employee's vacation period will not be changed unless said change is necessary to prevent an adverse impact on delivery of services to clients. In such cases the employee will be permitted to select an alternate vacation period which will likewise not adversely affect the delivery of services to clients.

C.9.1.a Alternate Vacation Posting Process Schedule. Facilities will post by December 15 for the period of April 1 through September 30. (Holidays occurring in conjunction with vacation time will also be included.) Said form will remain posted until February 15. Each facility will post results March 15 in designated areas accessible to employees.

A second posting will occur on June 15 and shall remain posted until August 15. (Holidays occurring in conjunction with vacation time will also be included.) This will cover the vacation period of October 1 through March 31. Each facility will post results September 15 in designated areas accessible to employees.

Once the schedule has been posted, the employee's vacation period will not be changed unless said change is necessary to prevent an adverse impact on delivery of services of clients. In such cases, the employee will be permitted to select an alternate vacation period which will likewise not adversely affect the delivery of services to clients.

C.9.1.b Labor/management meetings may be convened to consider implementation of an alternate posting process, as defined above.

C.9.2 In evaluating and granting requests for vacation leave under the posting process, all employees will be given the option of requesting one continuous week off before the other requests made under the posting process are considered. For the remaining requests,

vacation requests of three (3) work days or more shall take priority over vacation requests of less than three (3) work days, regardless of seniority. When an employee requests vacation leave of two or more consecutive days, the Agency will approve the entire request or deny the request. Some of the requested dates shall not be approved and other dates denied. Classification, seniority, and work unit as defined by the operational needs of the facility will be the criteria used for granting vacation leave.

- C.9.3 Employees must submit a written request to cancel vacation to the immediate supervisor outside the bargaining unit, no later than fourteen (14) calendar days prior to the start of the vacation to be canceled, unless a shorter timeframe is approved by the immediate supervisor. A cancellation request shall cover the entire request as originally posted. This requirement applies to vacation approved by either the Vacation Posting Process or by written request. Such requests for shorter notice shall not be unreasonably denied.

The 24 hour facility will endeavor to permit the employee to reschedule the employee's vacation so long as such rescheduling does not adversely affect the vacation schedule of the other employees, nor adversely affect the delivery of services.

- C.9.4 Employees who wish to schedule vacation, or earned or to be earned holiday(s), outside of the posting process may do so by submitting a written request to their immediate supervisor outside the bargaining unit at least two weeks in advance of the requested vacation or earned or to be earned holiday(s). Such requests shall not be unreasonably denied. Provided operational needs permit, this two week advance notice requirement may be waived, and such requests shall not be unreasonably denied. For scheduling of vacation outside of the posting process, approval of vacation shall be based on the provision of operational needs, and such request shall not be unreasonably denied.
- C.9.5 When two or more requests are received on the same date, requesting vacation or earned or to be earned holiday(s) leave for the same date(s), the employee with the greatest seniority shall be given preference.
- C.9.6 Any employee may take such vacation in increments of not less than one hour as the employee may desire, provided however, the employee shall advise the 24 hour facility at the earliest practicable time. The taking of such vacation in hourly increments will be subject to approval by the 24 hour facility, but such approval will not be unreasonably withheld.
- C.9.7 Holidays shall be deemed to fall on the day on which the actual holiday occurs as defined in Article 14.1 of the Master Contract. Absence on a scheduled holiday, when approved in conjunction with vacation leave approved through the posting process, shall not be denied if an employee with more seniority later requests leave on the same day.
- C.9.8 Each local Labor Management committee shall be convened to discuss alternative vacation/holiday scheduling methods to provide an opportunity for all employees to get a desired holiday off, taking seniority into consideration. Any alternative methods implemented shall supersede any conflicting language of Section C.9.

C.10 UNIFORMS

- C.10.1 When the 24 hour facility deems it necessary for an employee to wear a uniform as a condition of employment, the 24 hour facility shall provide for the full costs of three uniforms as defined by the facility on a set annual basis. In the event uniforms cannot be supplied through the 24 hour facility's usual and customary process, then, at the 24 hour facility's discretion, the employee shall be reimbursed for the purchase of uniforms at a rate not to exceed the usual and customary rate paid by the 24 hour facility for the procurement of uniforms. Such reimbursement is subject to the submission of a clearly dated sales receipt, with payment processing for the reimbursement to be initiated by the 24 hour facility within two work weeks following submission of the receipt.
- C.10.2 The uniforms are considered the 24 hour facility's property and are subject to be returned by the employee upon employment termination in the same condition as initially provided to the employee (normal wear and tear excepted).
- C.10.3 Employees' last names shall not be required to be displayed on their persons. Use of initials for the last name is acceptable.

C.11 OVERTIME

- C.11.1 Employees may be required to work beyond their normal scheduled shifts in accordance with the provisions of this section. Management will avoid requiring overtime whenever possible. No employee shall be required to work in excess of sixteen (16) hours in a twenty-four (24) hour period absent a qualifying emergency. An "Emergency" is an unexpected, unforeseen or unanticipated event, such events may include a natural disaster, severe weather emergency, and a public health emergency. An emergency can also be a similar disaster as declared by the Governor or his/her designee.
- C.11.2 Any scheduled work shift which begins before, and ends after midnight, shall be considered as worked on the day on which it began.
- C.11.3 Each regularly scheduled work shift will have a regular starting and quitting time. Such hours will be consecutive and not split.
- C.11.4 In cases where employees have chosen compensatory time as the method of overtime compensation, the 24 hour facility will consult with and will consider the desires of the employee when compensatory time use is requested. If the compensatory time cannot be used within the succeeding 12 pay periods in which it was earned, the employee shall receive payment for said time.
- C.11.5 When an employee and manager mutually agree to a 40 hour work week, the 8 and 80 hour overtime provisions shall be waived, with new overtime computations to be in the waiver. A copy of the waiver shall be sent to the NAPE/AFSCME Office.
- C.11.6 Seniority lists for overtime assignments will be available in each work unit.

- C.11.7 Employees are not eligible to work overtime during their initial ninety (90) days of employment, unless determined qualified by their direct supervisor. This must be documented in writing to the employee at least seventy-two (72) hours prior to the start of the first overtime worked. Overtime worked for training purposes prior to an employee being deemed qualified under this provision will not make an employee eligible to work overtime for non-training purposes.
- C.11.8 When an employee works at least 4 hours into the next shift, and the employee did not have that time formally scheduled in advance of the start of their shift, the facility will furnish food to the employee at no cost.
- C.11.9 The employer (each facility) will develop and maintain an overtime roster for each separate direct care classification in which overtime is regularly needed. Voluntary and mandatory overtime will be assigned based on the overtime roster. The overtime roster is a list of qualified employees, within the classification and classification series and work unit, that rotates based on the last overtime performed (i.e., once an employee has worked four (4) or more hours of voluntary or mandatory overtime his/her name moves to the bottom of the overtime roster). The initial overtime roster to be developed will be in ascending adjusted state seniority (less senior employee at the top of the list). The names of new employees will be added to the bottom of the overtime roster once their initial ninety (90) day period is completed or when they are determined qualified by their supervisor.
- C.11.10 Available overtime that is posted a day or more in advance will be awarded based on the entire overtime shift being covered (i.e., if the overtime shift is eight (8) hours in duration then first consideration goes to those who indicated an ability to work eight (8) hours) and first to the employee(s) on duty the shift that precedes the overtime shift and whose name is closest to the top of the overtime roster. The overtime will then be awarded to the off duty employee(s) whose name is closest to the top of the overtime roster. The employer will not wait for return responses from off duty employees and will continue to move through the names of those who have signed up. If the off duty employee should later respond and the overtime has not been taken, it will be awarded on a first come first serve basis. At the discretion of the employer, the overtime may then be awarded, not necessarily by seniority, to an employee that occupies another classification, but is qualified to perform the required work. Overtime worked of four (4) or more hours will cause an employee's name to be moved to the bottom of the overtime roster.
- C.11.10.1 The principle and intent of C.11.10 is to provide everyone the opportunity to volunteer for overtime and avoid extended shifts as much as possible. It was discovered through early implementation of this program that paragraph C.11.10 required those working the prior shift to be considered first resulting in a double shift. It is agreed that awarding an overtime shift should not be limited to the preceding shift, but expanded to off-duty employees as well. This does not prevent preceding shift employees from being included for in the process.
- C.11.11 The next available overtime that is posted a day or more in advance will be awarded in the order as outlined in C.11.9.

- C.11.12 The 24 hour facility may "pass over" and not offer overtime to employees who have indicated in writing any scheduling problems, conflicts or personal commitments which make working overtime undesirable.
- C.11.13 When overtime is unplanned and not posted in advance it will be offered first to the employee(s) on duty the shift that precedes the overtime shift and whose name is closest to the top of the overtime roster. If no employees volunteer, the overtime may then be offered to an off duty employee(s).
- C.11.14 If mandatory overtime is necessary, it will be directed to the employee(s) on duty the shift that precedes the mandatory overtime shift and whose name is closest to the top of the overtime roster. Once the employee has worked four (4) or more hours of mandatory overtime, their name will be moved to the bottom of the overtime roster. For multiple employees directed mandatory overtime on the same day and the same shift, the names of the employees will be moved to the bottom of the overtime roster in the order it appeared at the top.
- C.11.15 Every effort will be made to avoid mandatory overtime which may include the assignment of overtime to qualified employees in other work units. If this occurs, it will be directed to the employee(s) on duty the shift that precedes the mandatory overtime shift and whose name is closest to the top of their overtime roster. Once the employee has worked four (4) or more hours of mandatory overtime, their name will be moved to the bottom of their overtime roster. For multiple employees directed mandatory overtime on the same day and the same shift, the names of the employees will be moved to the bottom of their overtime roster in the order it appeared at the top.
- C.11.16 **Mandatory Overtime – Earning Byes.** Each employee shall have 1 bye per quarter to use at his or her discretion during each State fiscal year this Contract is in effect, for a total of 4 byes per State fiscal year. When an employee exercises a bye, they are not required to work a mandatory overtime assignment, and their name will be moved to the bottom of the overtime roster. Unused byes may be carried over (accumulated) from quarter to quarter within the same State fiscal year. No employee shall be required to use/forfeit more than one bye in any twenty-four hour period.
- C.11.16.1 **Earning Additional Byes.** Each employee has the opportunity to “earn” 1 additional bye each quarter during the State fiscal year for working a total of 40 hours or more of voluntary overtime during the quarter. The additional bye will be made available to the employee for use during the following quarter from when it was earned. Employees may carry over up to 2 accumulated, unused byes at the end of a State fiscal year into the next State fiscal year. In the event that all eligible employees on the overtime roster have requested to use a bye for the overtime assignment, the eligible employee whose name is closest to the top of the overtime roster will be held for the mandatory overtime assignment.

(Per Letter of Agreement signed May 31, 2023 language from C.11.17 to C.11.17.2 has been stricken from the Contract)

C.12 CALL IN FOR ABSENCES

- C.12.1 In cases of absence, essential employees as determined by the 24 hour facility shall provide a standard 60-minute advance call-in notice prior to the start of first shift and a standard 2-hour advance call in notice prior to the start of second and third shift. This standard notice may be lessened for a department at the discretion of the 24 hour facility and may be waived in individual emergency situations. Such waiver shall not be unreasonably withheld.

APPENDIX D - DEPARTMENT OF TRANSPORTATION

- D.1 Pursuant to Article 18 the following provisions shall apply:

When an employee has reason to believe that the vehicle, equipment, or tool they are operating is unsafe, the employee shall report said condition to their immediate supervisor on the appropriate form for the particular type of vehicle, equipment or tool (DR116, DR510 for example). If the immediate supervisor determines to take no action regarding repairs for said vehicle, equipment, or tool, the supervisor will indicate the decision in writing.

On the days the temperature is expected to exceed 80 degrees, the supervisor will provide means for appropriate hydration near worksites and encourage employees to hydrate themselves with Agency provided water and ice.

- D.2 The Union and the Agency have entered into this agreement in order to facilitate the filling of vacancies, without in any manner diminishing an individual's rights and protections accorded by Article 9 of the labor agreement.

1. A vacant position will not need to be posted, if a qualified employee of the Agency is placed in the position, when such placement is the result of any of the following:
 - a. The employee so placed is currently assigned to the division/district and by virtue of previous assignment is uniquely suited for such position;
 - b. The employee so placed has had such action taken as a result of disciplinary action;
 - c. When the placement of said employee is for the purpose of protecting or otherwise related to the health of an employee (in such instance, the action must be voluntary);
 - d. In a case of lateral transfers only, when the placement is the result of Agency organizational changes which did not result in the establishment of a new position;
 - e. Nothing herein shall be construed as preventing the Agency, in emergency situations, from filling a position on a temporary basis without posting the position. Such temporary assignment shall not exist for a period longer than sixty days;

- f. When the position is filled by an employee displaced by other personnel actions (i.e., layoff, non-disciplinary demotion).
 - 2. When a vacant position is filled without posting, a notice of such promotion or position selection shall be posted on the appropriate district/division bulletin boards for a period of seven calendar days.
 - 3. The parties hereto recognize that the selection of an individual is subject to all other provisions of Article 9, and that the time periods as provided in Article 4, Section 6 shall be subject to Section 2 above, or in the case of non-access to a posting, when the employee knew or should have known of the promotion or position selection.
- D.3 Where the Agency requires employees to wear safety toe shoes/boots, the Agency will reimburse the employee up to two-hundred and fifty (\$250) dollars per year upon evidence of purchase.
- D.4 The Agency will provide individual uniformly colored rain gear as needed, ball caps, seasonal leather work gloves and the appropriate gloves for welding, working with chemicals or other hazardous materials. As new rain gear, ball caps, seasonal leather work gloves or appropriate gloves for welding, working with chemicals or other hazardous materials are needed; the employee will exchange (turn in) the old item for a replacement. If the item is lost, the employee will turn in a written statement detailing what happened to the item.
- D.5 The parties agree the Department of Transportation Human Resources Policies and Procedures Policy on Alcohol and Drug Testing is intended to comply with the Omnibus Transportation Employee Testing Act of 1991 and relevant Department of Transportation regulations. The parties agree that the workplace should be free from the risks posed by the use of alcohol and controlled substances in order to protect the safety of employees and the public. The unlawful manufacture, distribution, possession, or use of a controlled substance in the workplace is prohibited. An employee assistance program is available to employees with personal problems, including those associated with alcohol or controlled substances use. The Agency and the Union will aid such employees who request assistance with such problems. The Agency and the Union will encourage and/or direct the employee to seek professional assistance where appropriate as it applies to Section D.5 of this appendix.
- D.6 Upon evidence of payment, the Department of Transportation will reimburse the employee for the cost of a required Commercial Driver's License, Commercial Learners Permit, and any DOT required endorsements. Time spent acquiring or renewing a Commercial Learners Permit and a Commercial Driver's License will be considered work time. Work time will be granted for two testing attempts, for both the written and driving tests.
- D.7 Snow Removal - If the State places employees in a paid status in an area because of inclement weather and requires its Department of Transportation employees to work at snow removal, those employees shall receive an equivalent amount of paid time which shall be paid as compensatory time.

- D.8 All hours worked on Sundays (except when Sunday is a regularly scheduled workday), or in excess of twelve hours in any one work day, shall be considered overtime and shall be paid at one and one-half times the regular hourly rate. This includes all bargaining unit employees except those bargaining unit classifications or pay grades identified in the main labor contract as being not eligible for overtime. Work schedule changes shall not be adjusted for the purpose of avoiding overtime.
- D.9 Because employees of the Department of Transportation normally work during the day, they will not normally qualify for shift differential. However, bargaining unit members on duty and working between the hours of 6:00 p.m. and 6:00 a.m. shall receive sixty cents per hour shift differential for all hours worked between 6:00 p.m. and 6:00 a.m.
- D.10 When vacancies occur, the Union and the Agency agree to provide either a labor or management replacement for the Safety Committees or the Employee Suggestion Committee within 15 workdays of written notification from the Transportation Human Resources Division. The Union will provide a list of union contacts to the Human Resources Administrator for notification of committee vacancies. In the event the Union does not select an employee representative for the Safety Committee within 90 days of vacancy, the Agency will select an employee to sit on the Safety Committee.
- D.11 District employees, maintenance employees, construction employees, information technology employees, traffic operations center operators, and electronics technicians may be subject to being called 24 hours per day to respond to emergency situations. Examples considered to be emergency situations include, but are not limited to: accidents, severe weather, natural disasters, State Patrol or other law enforcement calls, or emergency assistance calls. Employees required to respond to emergencies without having been placed on-call will be in a paid status from the time they are notified to report to work.
- D.12 When requested by the employee, uniforms and cleaning will be provided to employees in the following classifications: Automotive Mechanic I, Automotive Mechanic II, Automotive/Diesel Mechanic, Automotive/Diesel Mechanic Lead, Electrician, Plumber, Facility Maintenance Leader, Facility Maintenance Specialist, Facility Maintenance Technician I & II, Machinist, and Welder. The uniform and any components of said uniform remain the property of the State of Nebraska and shall be turned in by the employee to the employee's immediate supervisor either when damaged or in need of replacement or upon termination of employment.
- D.13 When overtime has been worked, an employee shall have the option of selecting all compensatory time, all pay, or a combination thereof. Each pay period an employee may elect to receive payment for any or all unused compensatory time. Compensatory time hours not paid shall be continued in the employee's compensatory time balance.
- D.14 For the purposes of this Article, Winter Operations shall include October 1 - April 30 each year. Should a NDOT District opt to bid Winter Operations schedules, the language in this article shall apply. At least thirty (30) calendar days prior to the beginning of Winter Operations, a schedule of Winter Operations overtime assignments will be provided to

employees who may be subject to overtime during Winter Operations. At least fifteen (15) days prior to Winter Operations, employees shall then bid on an overtime assignment based on total state seniority, beginning with the most senior employee. During Winter Operations, employees are required to work their schedule when assigned. When vacancies become available, the vacant schedule will be offered on a seniority basis. Employees required to report for Winter Operations without having been placed in an on-call status will be in a paid status from the time they are notified to report to work.

APPENDIX E - GAME AND PARKS COMMISSION

- E.1 Pursuant to section 18.5 the following provisions shall apply to Game & Parks employees covered by this Contract:
- E.2 Where the employees are required by the Employer to wear uniforms, the Game and Parks Commission will follow the current adopted department policy for uniform distribution, replacement, and maintenance during the Contract period. No item or part of the prescribed uniform issued will be worn or used during off-duty hours nor shall items be worn or used for any non-duty purpose.
- E.3 Game and Parks Commission employees required to live in Employer provided housing shall continue to have their rent and utilities fully paid by the Employer, and shall not be eligible for shift differential, on-call, or call-back premiums.
- E.4 Labor/Management Committee meetings shall be convened as provided in Article 21 – Labor/Management Committee.
- E.5 The Parties agree to the establishment of a joint Safety Committee to review health and safety concerns. The Safety Committee shall be comprised of up to three representatives appointed by the Game and Parks Commission, and up to three representatives appointed by the Union. The Safety Committee shall meet quarterly or more frequently with mutual agreement of the parties. The Safety Committee members shall be allowed paid work time, not to exceed eight hours per day to attend and travel to and from the Safety Committee meeting. Any employee becoming aware of health or safety concerns shall report such concerns to his/her immediate supervisor.
- E.6 The Nebraska Game and Parks Commission Drug and Alcohol Testing Program is intended to comply with the Omnibus Transportation Testing Act of 1991 and relevant Department of Transportation regulation. The policy applies to those employees and applicants who, as a condition of employment, are required to have a Commercial Driver's License (CDL). Testing shall consist of pre-employment, post-accident, reasonable suspicion, random, and return to duty/follow-up drug and/or alcohol tests. Random testing will be handled through a contractual agreement with a third party. Positive results will be reviewed by a Medical Review Officer that meets the qualifications established in 49 CFR Part 40. Employees failing a drug/alcohol test shall be given the opportunity to seek assistance through the Employee Assistance Program which will refer the employee to a DOT approved Substance Abuse Professional. The cost of the services of the Substance Abuse

Professional is the responsibility of the employee. The cost of the assistance program is the responsibility of the employee.

- E.7 Work Time for Test Administration of Alcohol Drug Testing: Employee shall be considered on work time pertaining to the administration of alcohol/drug testing, including overtime. All time used under this testing process shall be considered time worked for purposes of wages and overtime; and all testing costs shall be borne by the Employer.
- E.8 Employer/Employee Options to Positive Test Results: Employees may be allowed a leave of absence for treatment on an inpatient or outpatient basis. Employees participating in rehabilitation programs shall be entitled to use their accumulated vacation, holiday, comp time, and other accrued leave time. Nothing herein shall be construed to diminish any rights which may apply under the ADA, FMLA, or other relevant laws.

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

APPENDIX F - NEBRASKA STATE PATROL

- F.1 Pursuant to section 18.5 the following provisions shall apply to State Patrol employees covered by this Contract:

Where the Agency requires the wearing of uniform, identifiable clothing, the Agency shall provide such articles of clothing on an as needed basis to include slacks, shirt and belt. Necessary alterations will be made at the expense of the Agency. Maintenance of issued clothing will be at the employee's expense.

Protective clothing which is reasonable and necessary to the job will be provided by the Agency.

- F.2 The Patrol shall request suggestions from Communications Specialists as to the nature of training needed to perform the work in a uniform, efficient, and professional manner.

The Patrol shall establish and maintain a standard training program for all new Communications Specialists.

- F.3 The Patrol supports the concept of physical fitness and encourages all employees to maintain healthy life styles. Wellness Programs are available to all employees on-line through the DAS / Wellness Options Program.

Employee participation in organized Wellness Programs is encouraged by the Patrol. Participation in such programs shall be conducted at the employee's expense and on off-duty time.

- F.4 State Patrol Communications Specialists will be provided the fifteen minute rest period as specified in the labor agreement for the day shift (7:00 a.m. to 3:00 p.m. or similar period) and the evening shift (3:00 p.m. to 11:00 p.m. or similar period).
See Article 7.6 Rest Periods which provides for two, 15 minute rest periods.

There will be no specific rest period taken during the graveyard midnight shift (11:00 p.m. to 7:00 a.m. or similar period), but the Communications Specialists working will be given the latitude to leave the radio console as traffic dictates for an unspecified rest period at their discretion. If there is radio or telephone traffic, it will be handled by the Communications Specialists.

- F.5 Nebraska State Patrol may extend the probationary period of a newly hired employee into safety sensitive positions, not to exceed a total of one calendar year from the date of hire or rehire, if the employee has a pre-existing medical condition at the time of hire/rehire, which prevents the agency from administering a pre-employment polygraph examination. The Nebraska State Patrol may administer a polygraph examination to persons hired or rehired into safety sensitive positions when the employee is medically able to undergo a polygraph examination provided that the employee is on original probation. The provisions in this Section apply to new hires and rehires, including bargaining unit members that transfer to a position in the State Patrol from a position in another State agency.

F.6 Article 3.15 Guidelines

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

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

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

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

1. Pre-employment
2. Work accident
3. Critical incident
4. Commercial Drivers (CD)

5. Return to duty
 6. There shall be no random testing
- A. Rights and Privacy: The rights and privacy of employees shall be safeguarded to the maximum extent possible. All records and/or results generated in compliance with this procedure will be confidential. Under no circumstances shall the employee be required to provide their social security numbers or home address to the drug collection site. All information and reports concerning such incidents are to be maintained in the strictest of confidence ensuring that the alleged substance abuse is not discussed at or outside the workplace. Any breach of confidentiality is subject to severe disciplinary actions.
 - B. Method of Testing: Gas Chromatography/Mass Spectrometry urinalysis testing shall be the only method of testing.
 - C. Chain of Custody: The urine sample shall be documented. If needed, a second test is permissible, but will be done from the original sample. If the test results are positive, and the employee wants to challenge the test results, it will be at the Employer's expense. If the results of the re-test are negative, the test results will be considered negative. At any point in the chain of custody if any of the following occurs, the employee shall not be re-tested and the sample shall be void (any discrepancy, any lapse of unknown time or an illegible signature of an unidentifiable person).
 - D. Controlled Substances Tested; THC, cocaine, opiates, phencyclidine (PCP), amphetamines/methamphetamine, benzodiazepine, barbiturates, LSD, and any derivatives from these controlled substances.
 - E. Alcohol Testing: Alcohol shall only be tested in regard to a work accident, critical incident and commercial drivers will be subject to testing as specified by the Federal Department of Transportation.
 - F. Work Time for Test Administration of Drug Testing: Employee shall be considered on work time pertaining to the administration of alcohol/drug testing, including overtime. All time used under this testing process shall be considered time worked for purposes of wages and overtime; and all testing costs shall be borne by the Employer. Upon request, an employee may have an available employee representative present if being requested to undergo an alcohol/drug test.
 - G. Reports/Documentation: Reports shall list all facts being considered, including circumstances leading up to the test. If disciplinary action is pursued, then reports and/or information supporting reasonable suspicion shall be made available to the employee. Should a false accusation be made that an employee is suspected of substance abuse, the accuser shall be subject to disciplinary action.
 - H. Employee's Opportunity to Discuss Results of a Positive Test: An employee has the opportunity to discuss the positive results.

- I. Employer/Employee Options to Positive Test Results: Employees may be allowed a leave of absence for treatment on an inpatient or outpatient basis. Employees participating in rehabilitation programs shall be entitled to use their accumulated vacation, holiday, comp time, and other accrued leave time. Nothing herein shall be construed to diminish any rights which may apply under the ADA, FMLA, or other relevant laws.

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

Definitions:

1. Commercial Drivers (CD) Testing: Employees required to hold Commercial Driver's License (CDL) are subject to the Federal Department of Transportation Guidelines.
2. Critical Incident Testing occurs when actions of an employee may have caused serious physical injury or death of any person(s); and /or damage to State property or public property.
3. Work Accident Testing occurs when actions of an employee is involved in an accident where the employee, another employee or a person in the public is injured; and/or State property or public property is damaged while the employee is on duty.
4. Return to Duty Alcohol/Drug Testing occurs when an employee has been tested for alcohol or drugs with positive results, that employee will need to submit to testing prior to returning to work.
5. Follow Up Drug Testing – Upon request, an employee, who has a verified positive result for a controlled substance listed in the 'Controlled Substance Tested' section, will need to submit to follow up testing. The Employer shall have the right to follow up testing once within the following six months from the date of employee's last positive test results.
6. Pre-employment Testing: The Employer has the right to test for any drug by any method of the Employer's choosing to any person not employed by the State of Nebraska.

APPENDIX G - COMMISSION ON LAW ENFORCEMENT & CRIMINAL JUSTICE

- G.1 Pursuant to section 12.10 the following provisions shall apply to Commission on Law Enforcement and Criminal Justice employees eligible for overtime covered by this Contract:

- G.2 No employee eligible for overtime is authorized to accumulate more than 16 hours of compensatory time during any pay period unless such additional overtime is approved by the Executive Director. The employee shall use this compensatory time within 140 days (10 pay periods) of the date earned, unless such period is extended by the Executive Director for an additional specific number of workdays. Employees who do not use their earned compensatory time off during the 140 days shall be paid for such time at the hourly rate currently being earned.
- G.3 Pursuant to section 18.5 the following provisions shall apply to Commission on Law Enforcement and Criminal Justice employees covered by this Contract:
- G.4 Employees required to wear uniforms will be issued clean uniforms at the beginning of each shift. The employee will return his/her uniform at the end of each shift. The Agency will provide a clean uniform each day and will be responsible for reasonable upkeep and maintenance. Administrative Professional and Administrative Support Staff shall be responsible for reasonable cleaning and maintenance of clothing provided by the agency.

APPENDIX I - DEPARTMENT OF AGRICULTURE

- I.1 Pursuant to section 18.5 the following provisions shall apply to Department of Agriculture employees covered by this Contract:
- I.2 Where the Department of Agriculture requires the wearing of safety and protective clothing, the Department shall provide and maintain such items. No such items shall be worn or used during non-work hours or for any non-work purpose.

APPENDIX J - DEPARTMENT OF ENVIROMENT AND ENERGY

- Pursuant to section 18.5 the following provisions shall apply to Department of Environment and Energy employees covered by this Contract:
- J.1 Where the Department of Environment and Energy requires the wearing of safety and protective clothing, the Department shall provide such items and shall provide for the maintenance of safety equipment in proper working condition. Employees shall not use such items for personal use.
- J.2 The Department of Environment and Energy shall continue the past practice of making available phones for use by field staff.
- J.3 The Department of Environment and Energy shall make first aid kits available.
- J.4 The Department of Environment and Energy shall provide appropriate training regarding safety and the use of protective equipment.
- J.5 The Department of Environment and Energy agrees to establish an agency Labor-Management Committee to address Health and Safety concerns.

APPENDIX L - DEPARTMENT OF LABOR

- L.1 The State agrees to maintain the current Division of Employment Life Insurance Plan for all participants currently enrolled in the plan. The contribution ratio provided to these employees by the Employer shall remain unchanged.

The Employer agrees to keep the participants in the Division of Employment Group Life Insurance Plan within the actuarial parameters of the total State Employees Group Life Insurance Plan for rating purposes.

The Employer contribution toward the premium for current Department of Labor participants enrolled in the State Employees Group Life Insurance Plan, and new employees who are provided this coverage, shall be the same monthly dollar amount as the Employer contributes for all other State employees covered by the State Employees Group Life Insurance Plan.

- L.2 The Department shall make basic first aid kits, meeting OSHA recommendations, available at each Department work location.

- L.3 In accordance with the Internal Revenue Service (IRS) Publication 1075, prior to the Nebraska Department of Labor (Department) granting any employee access to federal taxpayer information (FTI), the Department must initiate a suitability background investigation. All Department employees may have access for FTI. The investigation must be favorably adjudicated by the Department as a condition of hire or continued employment. A reinvestigation will be initiated within 10 years of the previous background investigation. The investigation must include:

- Federal Bureau of Investigation fingerprint check
- Local law enforcement agency check
- Eligibility to work in the United States

- L.4 Except in the case of emergency, if Unemployment Adjudicators and Claims Specialists, or employees of NDOL assigned to perform Unemployment Adjudicator or Claims Specialist duties on a temporary basis are assigned mandatory overtime, the employees will be given 72 hours' advance notice prior to the mandatory overtime assignment. For purposes of this section, emergency shall mean an unexpected, unforeseen or unanticipated event that adversely affects the processing or adjudication of unemployment claims.

- L.4.1 During the term of this agreement, except in the case of emergency, if mandatory scheduled overtime is required, NDOL will attempt to provide flexible arrangements for working the required number of hours where reasonably possible. Alternatives such as earlier morning or later evenings will be considered on an individual, case-by-case basis. For purposes of this section, emergency shall mean an unexpected, unforeseen or unanticipated event that adversely affects the processing or adjudication of unemployment claims.

- L.5 During the term of this contract, a Labor/Management Committee for the Unemployment Benefits Unit will be convened on a quarterly basis to discuss expectations surrounding workload, reporting, and other goals.

APPENDIX M - DEPARTMENT OF CORRECTIONAL SERVICES

M.1 DEFINITIONS

- M.1.1 Unless the context is shown to intend otherwise, words and phrases in this Appendix are used in the following sense:

- M.1.2 AGENCY SENIORITY – Total months of continuous service with an Agency as identified by Agency records.

M.2 SEARCHES OF EMPLOYEES

- M.2.1 When Management determines that employees should be subject to pat or strip searches, those searches shall be conducted in such a manner as to afford the employee dignity. Strip searches shall only be conducted upon reasonable suspicion and the supervisor will, prior to the search, provide the employee written notice authorizing the search, signed by the CEO, or designee outside the bargaining unit.

M.3 UNIFORMS

- M.3.1 The basic uniform issued to an employee shall be stated in the Regulations of the Agency.
- M.3.2 The Agency shall replace any portion of the uniform which has become worn out or has been damaged in the line of duty.

M.4 HOSTAGE LEAVE

- M.4.1 In the event employees of the Department of Correctional Services have been determined, by the Director or other appropriate official, to have been taken hostage, the employee may be eligible for a paid leave of absence up to ninety (90) days. The Director or Designee of the Director will determine the number of days allowed, after consultation with the Department's Medical Team and/or a consulting Psychologist or Psychiatrist. If the employee is not in agreement with the decision, they may obtain a second opinion, at the employee's expense. If there is a conflict in the Department and the employee's second opinion, a third opinion can be obtained, at Department expense. The third opinion, gained from an independent and mutually agreed upon professional, will be final and non-grievable. Such paid leave shall not be charged against the employee's sick leave account.

M.5 WORK RULES

- M.5.1 This section applies to all Department of Correctional Services employees covered by the Maintenance, Trades and Technical bargaining unit, and the Recreational Specialist positions in the Health and Human Care Professional bargaining unit. An employee shall not be required to staff a post for a period of longer than two (2) hours if the vehicle used

in conjunction with the post is without air conditioning and where the employee does not have access to an approved area with air conditioning when the temperature reaches 88 degrees Fahrenheit or above. When outside temperature is below 25 degrees Fahrenheit (to include wind chill), employees assigned to outside posts will be given access to heated areas.

M.6 ANNUAL VACATION SCHEDULING

- M.6.1 Each facility or work unit will post a vacation request schedule once a year beginning November 1st, for a period of thirty (30) days, for vacation preferred between January 1st and December 31st of the following year. Each employee shall have the opportunity to select, based entirely upon their state seniority, the entire amount or any part of vacation time earned in the current year, prior to the schedule being filled in by the next senior person. To receive priority, vacation leave requests must be for three (3) consecutive work days or more. Vacation leave requests for less than three (3) consecutive work days will be considered, but with no priority. Upon completion of current year scheduling, employees may be allowed to schedule any carry over vacation, on a first come, first served basis.
- M.6.2 The facility will prepare and maintain the vacation schedule in a book in the shift supervisor's office, which shall be made available to the employees to view, at any time, upon request. The results of vacation scheduling for the bargaining unit members will be posted no later than thirty (30) days after December 1st of each year.
- M.6.3 Once the schedule has been approved, an employee's vacation period will not be changed by the Agency, except during periods of emergency or by mutual consent of the Agency and employee. Employee initiated actions, such as bidding or promotion, which causes changes in days off and/or shift, may be cause for adjustment in vacation schedule depending upon staffing levels. In such cases, the employee will be permitted to select alternative vacation periods, which will not affect the security of the facility.
- M.6.4 State seniority will be the prime consideration in determining choice of vacation time.
- M.6.5 The purpose of this section is to guarantee that all hours spent away from work during this time period will be charged against accrued vacation, unless the parties mutually agree to substitute compensatory time for any portion of the time period.
- M.6.6 Employees must submit a written request to cancel scheduled vacation, to the immediate supervisor outside the bargaining unit, no later than seven (7) calendar days prior to the start of the vacation to be canceled. To retain any portion of scheduled vacation, the employee must take at least two (2) consecutive work days of scheduled vacation.
- M.6.7 OTHER LEAVE REQUEST - When an employee requests vacation or compensatory leave, approval or denial will be given at least seven (7) calendar days prior to the date the leave is to be taken. Applications for leave will be accepted up to thirty (30) days in advance of the date requested.

M.6.8 With employee and Employer agreement, employees may take reasonable amounts of compensatory time off.

M.7 DISCIPLINARY ACTION

M.7.1 When a Department of Corrections employee has been charged with a criminal offense that is directly related to the workplace which could reasonably be expected to result in a significant disruption of the workplace, the Department of Corrections Director, in consultation with the DCS Human Resources Administrator, may suspend the employee without pay until there is a trial court disposition of the criminal charges. A final disposition of the pending charges is not necessary prior to discipline, but may be considered by an arbitrator or hearing officer if a grievance is filed. The employee reserves the right to file a grievance on the Agency Director's decision to suspend.

M.7.2 When an incident calls for the application of discipline, the discipline may be imposed only once for that incident.

M.7.3 Disciplinary action shall consist of only one form of discipline, subject to progressive disciplinary standards.

M.7.4 In no case will an employee be charged with a disciplinary violation when the employee behavior was known by the immediate supervisor and occurred more than 180 calendar days prior to the initiation of the disciplinary process. In the case of an outside investigation, the 180 calendar days does not commence running until the completion of the outside investigation.

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

M.8 UNIFORMS FOR CORRECTIONAL SERVICES MAINTENANCE, TRADES AND TECHNICAL BARGAINING UNIT EMPLOYEES

M.8.1 The following shall apply only to the classifications of: Facility Maintenance Technician I, Facility Maintenance Technician II, Facility Maintenance Leader, and Facility Maintenance Specialist.

M.8.1.1 The basic uniform issued shall be stated in the Regulations of the Agency.

M.8.1.2 The Agency shall replace any portion of the uniform which has become worn out or has been damaged in the line of duty.

M.8.1.3 The State will reimburse these employees up to forty (\$40) dollars per contract year for uniform cleaning, alteration and repairs. Such payments shall not accumulate one fiscal year to another.

M.8.1.4 For these employees, coveralls and overshoes shall be made available at all facilities. Various sizes will be on hand to accommodate most personnel.

M.9 EMPLOYEE DRUG AND ALCOHOL TESTING

PURPOSE: To preserve Department security and to protect the personal safety of fellow employees, volunteers, offenders, and the general public, employees, contract personnel, and volunteers shall not be permitted to perform their duties or enter upon the premises of departmental facilities or offices while under the influence of alcohol, the illegal use of drugs, and/or controlled substances.

APPLICABILITY: All employees of the Department, however, employees with commercial driver's licenses will be subject to testing as specified by the Federal Department of Transportation.

PROCEDURES FOR DRUG TESTING:

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

Testing for Controlled Substances: The contracted, independent licensed vendor determines information needed to be provided by the employee, which could include any over the counter medication or other therapeutic prescribed medication. Unless the employee challenges the result of the test, the employee shall provide requested information to the contracted vendor only.

Method of Testing: Gas Chromatography/Mass Spectrometry urinalysis testing shall be the only method of testing to be conducted by the contracted, licensed vendor. Chain of Custody of the urine sample is documented. If needed, a second test is permissible, but will be done from the original sample. If the test results are positive, and the employee wants to challenge the test results, it will be at the employee's expense. If the results of the re-test are negative, the test results will be considered negative.

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

Alcohol Testing: There shall be no random testing for alcohol use. Employees may only be tested with reasonable suspicion under the agency's current practice.

Work Time for Test Administration of Drug Testing: Employees shall be considered on work time pertaining to the administration of alcohol/drug testing, including overtime. All time used under this testing process shall be considered time worked for purposes of wages and overtime.

General Testing Guidelines: The Department shall ensure that all employees are informed of the detrimental impact of drugs and alcohol as it affects them at the work place. Substance abuse educational material will be provided to all employees annually by the Human Resources Division.

1. The following situations/conditions may require tests to be conducted of employees. For employees, failure or refusal to submit to such tests could result in disciplinary action being initiated:
 - a. pre-employment
 - b. reasonable suspicion (which can include critical incident, e.g., work accident, physical altercation; possession of alcohol or drugs,)
 - c. random
 - d. if applicable, return to duty
 - e. follow up
2. Department Test Coordinator, designated Human Resources Division contact, is notified of all reasonable suspicion by the work site coordinator, that are requested of an employee and whether the test was done or not. (Work site coordinator, an employee designated by the Facility/Program Administrator with mutual agreement by the Human Resources Administrator. No bargaining unit member shall be designated as a work site coordinator)
3. Reasonable Suspicion Alcohol and Drug Testing: Reports of reasonable suspicion go immediately to the Work Site Coordinator who notifies the Facility/Program Administrator or designee, and will be documented. The affected employee is relieved from duty and shall immediately meet with the Facility/Program Administrator or designee to discuss the matter, assess the situation, and to determine the appropriate course of action, which may not necessarily require a substance abuse test. Appropriate course of action could include:
 - a. supplemental training
 - b. supervisory counseling
 - c. EAP referral, or treatment referral to a licensed substance abuse professional
 - d. Performance Improvement Plan
 - e. Depending on the situation, possible disciplinary action could be ensued.

It is not the intent of the Employer to take disciplinary action as a direct consequence of receiving a confirmed positive result. However, nothing prohibits the employee from being subject to disciplinary action for inappropriate or illegal acts performed while under the influence of the illegal use of a controlled substance.

The agency may take disciplinary action only for just cause, with consideration to mitigating information, as a result of the employee's inability to perform required duties.

The employee retains his/her grievance rights provided for in the NAPE/ AFSCME Labor Agreement.

4. Random Testing: All employees are subject to a random drug test with a computerized generated list identifying the persons to be tested by the independent, licensed testing vendor contracted with the Department.
5. Commercial Drivers (CD) Testing: Employees required to hold Commercial Driver's License (CDL) are subject to the Federal Department of Transportation Guidelines, with the contracted independent, licensed vendor conducting the tests.
6. Critical Incident Testing occurs when actions of an employee cause serious physical injury or death of a person by misuse of a firearm, or other serious incidents.
7. Return to Duty Alcohol/Drug Testing occurs when an employee has been tested for alcohol or drugs with positive results, that employee will need to submit to testing prior to returning to work.
8. Follow Up Drug Testing – Upon request by the Facility/Program Administrator or designee, an employee, who has a verified positive result for a controlled substance listed in the 'Controlled Substance Tested' section, will need to submit to follow up testing. The employer shall have the right to follow up testing once within the following six months from the date of employee's last positive test results.

If the Facility/Program Administrator or designee's decision is to pursue a substance abuse test, then arrangements are made with an independent, licensed vendor contracted with the Department.

The employee who is subject to the alcohol/drug testing will remain readily available. Key documents are to be signed by the employee and the Facility/Program Administrator or designee.

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

Should a false accusation be made that an employee is suspected of substance abuse, then the accuser may be subject to disciplinary action.

Employee's Opportunity to Discuss Results of a Positive Test: An employee has the opportunity to discuss the positive results with the Independent Contracted Vendor. The independent vendor can determine if additional follow up is needed, with the expense borne by the employee. For any employee requested re-test, the re-test shall be from the same original sample, by the same contracted vendor and if the retest is negative, the agency shall reimburse the employee for that particular re-test, by no later than the end of the following pay period.

Reports/Documentation: Each person involved in the reporting, supervising or investigation of allegations of substance abuse shall provide a written report to the Facility/Program Administrator/Department Test Coordinator during the work period in which their involvement took place. Reports shall list all facts being considered, including

circumstances leading up to the test. If disciplinary action is pursued, then reports and/or information supporting reasonable suspicion shall be made available to the employee.

Agency/Employee Options to Positive Test Results: Employees may be allowed a leave of absence for treatment on an in-patient or outpatient basis. Employees participating in rehabilitation programs shall be entitled to use their accumulated vacation, holiday, comp time, and other accrued leave time. Nothing herein shall be construed to diminish any rights which may apply under the ADA, FMLA, or other relevant laws.

The Agency shall make reasonable efforts to reassign employees who are participating in an out-patient rehabilitation program to duties when their job description or temporarily reassign to another position for which he/she is qualified, until the employee is able to return to regularly assigned duties, with such return subject to the employee following the rehabilitation treatment program. If such, then the Department Test Coordinator has a file copy of the employee's diagnosis, prognosis and treatment plan.

Training & Educational Materials: The Agency will provide needed education to all of its employees – supervisors and front line staff – on its Random/Substance Abuse Drug Testing Policy, including but not limited to the following information:

- Conduct that is prohibited
- Situations when employees may be tested for alcohol/controlled substances
- Information on the testing procedures for alcohol/controlled substances
- Information on what constitutes a refusal to submit to a test
- Consequences for policy violations
- Information on effects of alcohol/controlled substances
- Upon request, an employee's right to an available union representative under the policy.

APPENDIX N - EDUCATIONAL TELECOMMUNICATIONS COMMISSION

WORK SCHEDULES – NETWORK OPERATIONS

- N.1 Prior to the implementation of a new Network Operations work schedule, Management will provide notice of the planned revision including reason for the work schedule change, operating parameters for developing a new work schedule and at least two work schedule proposals. This information will be presented to the Network Operations employees at least fourteen days prior to the proposed work schedule change. Network Operations employees will then have seven days to provide input and/or submit their own proposals for review and consideration before the schedule is implemented.
- N.2 Employees may submit, through the NAPE/AFSCME steward, proposed Network Operations work schedules. Management shall respond within fourteen days. Such employee initiated schedules shall be limited to one per fiscal year unless by mutual agreement.

- N.3 The exception to these procedures will occur when required by short notice changes to the television, radio broadcast and/or non-broadcast program schedules or services. When necessary for an exception, Management will utilize the above process within 30 days to allow employee input.
- N.4 Management reserves the right to make temporary changes in work schedules to accommodate vacations, leaves, and vacancies as necessary in order that Network Operations can meet the Network schedules and services.
- N.5 Employees may select schedule shift assignments based on seniority and qualifications. Management will first respect seniority, as long as a fully qualified engineer is available for each shift.

VACATION – NETWORK OPERATIONS

- N.6 Beginning January 15 each year, vacation requests will be accepted on a seniority basis until March 15. After that date all requests will be on a first come basis. Once vacation is confirmed, it will be honored, except the scheduled vacation may be adjusted and/or canceled in cases of extended sick leave and/or vacancies.

HOLIDAYS

- N.7 Educational Telecommunications Commission employees observe the same holiday schedule as is observed by University employees. When a holiday falls on an employee's day off, it shall be observed by that employee on a work day closest to the actual holiday.

APPENDIX O - NEBRASKA EQUAL OPPORTUNITY COMMISSION

- O.1 In conformity with Article 21 of the Master Contract, the Agency and the Union agree to establish a labor/management committee to discuss issues of common concern. Said committee shall be constituted in conformity with Article 21.2 of the Master Contract and comprised of management staff and bargaining unit employees from both major offices of the Agency.
- O.2 The Agency reaffirms its commitment to give thoughtful and appropriate consideration to the suggestions and views of employees on any subject of mutual or individual concern. Any such views or suggestions may be expressed in any reasonable manner at any reasonable time to any official of management, including proposals in writing and/or verbal suggestions at staff meetings.
- O.3 The Agency reaffirms its commitment to conduct all performance evaluations and corrective or disciplinary actions in a manner consistent with applicable provisions of the Master Contract. The Agency further reaffirms its commitment to the principles of sound personnel management and employee confidentiality. The Agency further reaffirms its commitment to prompt and appropriate resolution of employee complaints and concerns.

- O.4 The Agency agrees to provide all employees at least two in-service training programs per year, of at least two hours duration each. Employee suggestions or requests for subject matter will be encouraged. Such suggestions may be made at any reasonable time in writing, to any member of management.

APPENDIX P - DEPARTMENT OF ADMINISTRATIVE SERVICES

UNIFORMS

- P.1 The basic uniform issued to an employee shall be stated in the Standard of Operations of the Agency. Uniforms for all security personnel shall be the same. No item listed under P.2 or purchased under P.3 shall be used for outside employment or any other unofficial business.
- P.2 DAS shall furnish the following items as standard uniforms for all DAS security personnel covered by this labor contract:
- a. Trousers - four (4) pair
 - b. Shirts - six (6) long or short sleeve to be determined at the employee's discretion
 - c. Security Patches - one (1) for each shirt as necessary
 - d. Shoes - 1 pair
 - e. Belt - 1
 - f. Tie - 3
 - g. Badges - 2
 - h. Nameplates - 2 and rank designations
 - i. Jacket - 1 (for each security guard having to perform duties outside)
 - j. Additional uniform accessories, such as radio/belt swivel, belt/key holder, belt keepers, flashlight holder, etc., will be issued in accordance with individual duty requirements
- P.3 DAS shall make arrangements for an employee to purchase, at his/her own expense, additional uniform items as listed in P.2 at a cost comparable to that paid by DAS. DAS shall replace or repair any portion of the uniform which has become worn out or has been damaged in the line of duty.
- P.4 DAS agrees to consult with representatives of the Union prior to changing the existing uniforms of any of the facilities under DAS's responsibility or prior to establishing uniform requirements at any facility not presently having uniforms.
- P.5 All uniform materials issued are washable in standard automatic home-type machines with minimum care. Such routine cleaning of uniforms is the responsibility of each employee. Each employee shall try on each uniform component immediately upon issuance and, within 30 days, notify his/her supervisor if the uniform needs to be altered or returned to the vendor. Alterations after this time period will be the responsibility of the employee.
- P.6 All uniform components issued by the Department of Administrative Services remain the property of the State of Nebraska and shall be turned in by the employee to the employee's immediate supervisor either when damaged or in need of replacement or upon the termination of employment.

- P.7 A copy of the applicable operating procedures manual shall be available for each employee to review. Bargaining unit employees will have an opportunity for input into the development of operating procedures manuals.
- P.8 DAS shall furnish the uniforms, patches, alterations, cleaning, and replacement of all uniforms worn by Transportation Services Bureau (TSB) garage and maintenance employees.
- P.9 IMServices (computer processing unit) will post, in a 24 hour accessible area, a list of employees in the order of being called for overtime, also indicating the next person required to work overtime.

APPENDIX Q - NEBRASKA MILITARY DEPARTMENT

MILITARY FIREFIGHTERS

- Q.1 The initial issue and replacement of basic uniform and equipment, for the Military Department Firefighter personnel, shall be prescribed in agency policies and procured only if appropriate federal funds are available.
- Q.2 In the selection of applicants for vacant Driver/Crew Chief positions, initial consideration will be given to on board Firefighters who are qualified and certified for selection.
- Q.3 In compliance with the Fair Labor Standards Act (FLSA), any fire protection personnel hired on or after July 1, 2015, will be paid overtime after 106 hours are worked in a two-week period. Fire protection personnel who were hired prior to July 1, 2015, will be grandfathered under the past practice of overtime after 100 hours are worked in a two-week pay period. This will remain in effect as long as the designated funding source remains viable or until the pay line receives a special adjustment to account 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 Employees who are members of the National Guard and Reserve and who normally work or are normally scheduled to work one hundred fifty-nine hours or more in three consecutive weeks and scheduled to work twenty-four hour shifts shall be granted a paid military leave of absence of one hundred sixty-eight hours each calendar year with no accumulation of unused leave carried over to the following calendar year.
- Q.8 For Military Firefighters all sick leave shall be forfeited upon separation from employment, except that an employee age 55 or above, or of a younger age if the employee meets all criteria necessary to retire under the primary retirement plan covering his/her State employment, or at death, shall receive a one-time payment of one quarter of his/her accumulated sick leave not to exceed 672 hours. An employee may only receive this payout once no matter how many times the employee is re-employed with the State. A retiree returning to state employment will begin earning vacation and sick leave at the beginning earning rate of a newly hired employee.
- Q.9 NEMA Watch Officer Schedule. The Watch Officer schedule will be posted annually (during the fourth quarter of the year) which identifies available shifts for the next calendar year and the first week of the future calendar year.

Eligible staff members shall be contacted via email and shall be required to notify the Watch Center Supervisor of shifts that they are not available to work. All NEMA employees, with exception of staff within the Administrative Section, shall be required to fulfill the shifts within the Watch Officer schedule. Eligible employees include those who have successfully completed the six-month probationary period with NEMA as well as the required Watch Officer Training. Rare exceptions may be made to the six-month requirement based on staffing shortfalls, direct supervisor approval and relevant experience.

- Q.10 The annual Watch Officer schedule shall be created based on employee availability and eligibility. The number of shifts shall be split as equally as possible among those eligible to work the Watch Officer shifts. Staff must serve as the Back-Up Watch Officer prior to being scheduled as the primary Watch Officer.
- Q.11 Should an on-call shift become vacant after the finalization of the schedule, the on-call shift shall be filled by first soliciting volunteers. If there are multiple volunteers, the shift will be assigned to the most senior employee (using state adjusted seniority date) on a rotational basis. If there are no volunteers, the shift will be assigned to the least senior employee (using state adjusted seniority date) on a rotating basis. 24 hours' notice will be provided to an employee if they are chosen to fill a vacant position, except when an emergency precludes the agency from providing 24 hours' notice. If an employee desires to trade shifts, the employee may work with other employees to identify a replacement. The employee must communicate that replacement's name to the Watch Officer Supervisor if an agreement has been reached. If the employee is unsuccessful, then the replacement would be requested through the normal email process. However, if no one is available, the originally scheduled employee shall be required to work the schedule. If there are extenuating circumstances for the individual originally scheduled, the Watch Center Supervisor will assign a replacement based on seniority on a rotating basis.

Q.12 In the event of an emergency or disaster assignment of staff shall take place as follows:

- a) The Assistant Director or designee shall assign additional staff to fulfill Watch Officer requirements or support the operations of the Watch Center.
- b) The Assistant Director, or designee, shall identify or assign staff to the Watch Officer role, in the event the scheduled staff member must be reassigned to address other responsibilities associated with an emergency or disaster.
- c) Assignments will be made at the discretion of the Assistant Director or designee.

APPENDIX R - DEPARTMENT OF REVENUE

R.1 In accordance with the Internal Revenue Service (IRS) Publication 1075, prior to the Nebraska Department of Revenue (Department) granting any employee access to federal taxpayer information (FTI), the Department must initiate a suitability background investigation. All Department employees may have access for FTI. The investigation must be favorably adjudicated by the Department as a condition of hire or continued employment. A reinvestigation will be initiated within 10 years of the previous background investigation. The investigation must include:

- Federal Bureau of Investigation fingerprint check
- Local law enforcement agency check
- Eligibility to work in the United States

APPENDIX S - DEPARTMENT OF MOTOR VEHICLES

- S.1 Where the employees are required by the Employer to wear uniforms, the Department of Motor Vehicles will follow the current adopted department policy in effect for uniform distribution, replacement, and maintenance during the Contract period.
- S.2 No item or part of the prescribed uniform issued will be worn or used during off-duty hours nor shall items be worn or used for any non-duty purpose.
- S.3 Labor-Management Committee members shall be allowed paid work time, not to exceed the employee's normal workday, to travel to and from Labor-Management Committee Meetings.
- S.4 At the Department of Motor Vehicles employees may be subject to audio monitoring and recording in the workplace to ensure workplace safety and for training purposes. Audio recording shall not be used for performance monitoring or evaluation and shall not be used as a basis for discipline by the Employer. Audio monitoring and recording shall be limited to public facing workspaces and shall not include breakrooms or common areas not accessible to the public.

APPENDIX U - NEBRASKA STATE FIRE MARSHAL

- U.1 At the Nebraska State Fire Marshal's Office, approved overtime earned by Training Specialists while receiving employee requested training shall be compensated as paid time off, or as a cash payment, at the Employer's discretion. If the overtime is compensated as paid time off, the employee shall have up to 60 days to use the paid time off from the date the overtime was worked.
- U.2 The State Fire Marshal will provide a separate land line business telephone or cell phone, for the Underground Fuel Storage inspectors in the State Fire Marshal Fuels Division.

APPENDIX V - NEBRASKA STATE ELECTRICAL DIVISION

UNIFORMS

- V.1 The basic uniform issued to an employee shall be stated in the division policy manual. No item listed under V.1 or purchased under V.1.2 shall be used for outside employment or any other unofficial business. The provided uniform shall be worn at all times that the inspector is representing the Nebraska State Electrical Division. (Staff meetings and IAEI meetings or at the discretion of the director are exempt from this rule.)
- V.1.2 The Electrical Division shall furnish the following items:
- a. 4 Trousers (jeans)
 - b. 4 L/S Shirts
 - c. 4 S/S Shirts
 - d. 1 Lined Jacket Zip out liner
 - e. 1 Bomber Jacket - winter
 - f. 1 Belt
 - g. 1 Fire Resistant Smock
 - h. Official Patches -- 1 for each shirt, jacket, or coat
 - i. 1 Badge
 - j. 2 nameplates
 - k. \$25 allowance for a pair Leather Gloves.
 - l. 1 Pair Safety Toed boots.
\$150.00 will be allowed every two years for boots; inspectors wanting boots of a higher value will have to pay the difference in price themselves.
 - m. Hooded rain jacket/high visibility vest
- V.1.3 The Electrical Division shall attach official patches, replace or repair any portion of the uniform which has become worn out or has been damaged in the line of duty.
- V.1.4 All uniform materials issued are washable in standard automatic home-type machines with minimum care. Such routine cleaning of uniforms is the responsibility of each employee.

TELEPHONE

V.2 The Electrical Division shall provide telephone service as required, for the inspector's home, in areas where they are required to work out of their homes.

V.2.1 The Electrical Division shall provide communication equipment necessary for the inspectors to operate the Report System or any system the Division may employ, for the inspector's home, in the areas where they are required to work out of their homes.

SAFETY EQUIPMENT

V.4 The Electrical Division shall provide the inspectors, and maintain, basic safety equipment as listed.

- a. Certified First Aid Kit.
- b. Certified Fire Extinguisher.
- c. Certified Hard Hat.
- d. Certified Safety Glasses.
- e. Certified hearing protection.

TOOLS AND TEST EQUIPMENT

V.5 The Electrical Division shall provide basic test equipment and tools required by the Division. Basic test equipment would be a voltage and current tester and circuit analyzer(s). Basic tools would be a cordless screwdriver, and a flashlight and a hazardous locations flashlight. Basic testing equipment and tools shall be added as needed to properly perform electrical inspections.

LUNCH HOUR

V.6 Lunch hours are to be taken between the hours of 11:30 a.m. and 2:00 p.m. and must be a minimum of one half hour. The normal lunch period is one hour. Lunch time should not exceed one and one-half hours unless prior approval by the Director is given.

APPENDIX W—NEBRASKA DEPARTMENT OF VETERANS' AFFAIRS (NDVA)

W.1 CASELOAD/WORKLOAD

W.1.1 Employees participating in any projects or on committees approved, required, or allowed by the collective bargaining agreement or NDVA/Governor appointed committees, shall, if determined necessary by the Agency, be allowed overtime and/or have their workload adjusted. Overtime must be authorized in advance.

W.1.2 The Agency shall make reasonable efforts to distribute workloads in a fair and responsible manner. The Agency recognizes that additional coverage assignments may affect an employee's ability to adequately cover his/her own caseload/workload. Overtime may be authorized.

W. 2 MISCELLANEOUS PROVISIONS

- W.2.1 The Agency will make a good faith effort to communicate proposed changes to current practices and/or job duties in order to allow employees an opportunity to offer feedback prior to implementation. (This provision shall be non-grievable).
- W.2.2 The Agency will be encouraged to utilize a process for employees to provide feedback annually on supervisory performance and work issues.
- W.2.3 The Agency reaffirms its commitment to give thoughtful and appropriate consideration to the suggestions and views of employees on any subject of mutual or individual concern.
- W.2.4 Employees shall have the option to attend open enrollment meetings regarding any State approved benefits on paid work time and shall receive mileage compensation. Employees shall attend the meeting closest to their permanent work site unless prior authorization is given by the immediate supervisor to attend at an alternate site. Office coverage must be maintained during the orientation meetings.
- W.2.5 Any entity that contracts with the NDVA and which uses State employees in the conduct and completion of their business will be notified that said State employees are covered by a collective bargaining agreement. The Agency agrees to remain neutral in any union organizing campaign of individuals not employed by the State.
- W.2.6 The Agency shall not consider management-developed ranking tools, such as but not limited to Work Improvement Plans/Performance Accountability Plans or Reports, etc., as discipline.
- W.2.7 In all 24-hour facilities, clear, accessible and current work schedules shall be made available to all employees to the extent possible. The parties mutually agree to explore options such as software, web-based schedule access and other technological and process improvements to further the goal of clear, accessible and current schedules.
- W.2.8 No employee shall be disciplined, evaluated, or placed on a Performance Improvement Plan for reasons arising from the unsubstantiated statement or testimony of a veterans' home member.
- W.2.9 Abuse and/or neglect of veterans' home members will not be tolerated. Any employee that has been determined to have committed abuse and/or neglect of a member(s), or who fails to intervene when abuse or neglect occurs may be disciplined up to, and including, termination.

W.3 INTERNAL EMPLOYEE TRANSFER OPTION

- W.3.1 The following option is available to employees in addition to other recruiting techniques to expedite and facilitate the filling of vacancies, without diminishing an employee's rights and protections afforded under the provisions of Article 9 of this labor contract. Twenty

four hour facilities will continue to use the provisions in W.4 in this Appendix for internal transfers.

- W.3.2 Any contract-covered classification may be considered when utilizing this internal employee transfer option, as deemed appropriate by the Agency.
- W.3.3 Under this process, vacant positions will first be made available to qualified current NDVA employees for five (5) calendar days. Qualified employees must hold the same classification title as the vacant position and must be located within the same Division as the vacancy. Once available, interested employees may express their interest in the position via an application in the on-line applicant tracking system. System-generated responses will keep applicants informed of their progress in the process. Employees will have reasonable computer access during work hours to review work related information from the Agency and job/position postings.
- W.3.4 All internal, qualified employees who express interest via an application in the online applicant tracking system will be considered. The successful candidate will be selected based on factors such as seniority, knowledge, experience and ability. Where two (2) or more qualified employees rate essentially the same in all categories, classification seniority date will be used to make the final decision.
- W.3.5 If no internal employee is deemed qualified, the vacant position will be posted through the open competitive process in accordance with Article 9.1 of this Labor Contract. Employees who were evaluated through this process and not selected may apply for the same position through the competitive process.

W.4 UNIFORMS

- W4.1 When the Agency deems it necessary for an employee to wear a uniform as a condition of employment, the Agency shall provide for the full costs of three uniforms as defined by the facility on a set annual basis. In the event uniforms cannot be supplied through the Agency's usual and customary process, then, at the Agency's discretion, the employee shall be reimbursed for the purchase of uniforms at a rate not to exceed the usual and customary rate paid by the Agency for the procurement of uniforms. Such reimbursement is subject to the submission of a clearly dated sales receipt, with payment processing for the reimbursement to be initiated by the Agency within two (2) work weeks following submission of the receipt. Employees who are veterans of the United States Military will be recognized by way of a uniform insignia selected by the DVA, to be displayed on the Employee's uniform/business attire, in recognition of their service.
- W.4.2 The uniforms are considered the Agency's property and are subject to be returned by the employee upon employment termination in the same condition as initially provided to the employee (normal wear and tear excepted).
- W.4.3 Employees' last names shall not be required to be displayed on their persons. Use of initials for the last name is acceptable.

**THE FOLLOWING PROVISIONS APPLY TO SHIFT WORKERS WITHIN
THE TWENTY-FOUR HOUR FACILITIES:**

W.5 INTERNAL TRANSFER- To reduce the time positions are vacant, the following procedure will be implemented to expedite the internal transfer process for specified classes mutually agreed to by each NDVA facility and the union. New employees may not use this process while on original probation. Vacant positions will be posted for no more than five (5) calendar days. Posting will be limited to only the 24 hour facility where the vacancy exists. Employees who received any formal disciplinary action will be considered ineligible for this type of transfer opportunity. Period of ineligibility shall be six (6) months from the date the employee received the disciplinary action. Once an employee successfully uses this internal transfer process, they may not use the internal transfer process again for the next 6 months. If more than one person volunteers to transfer through the process, the person selected will be the employee with the most continuous (no breaks in service) time in that classification as an employee of the agency. In situations where the agency can demonstrate that certain qualifications and/or experience is necessary to perform the job (those specific qualifications/experience shall be listed on the posting), then the transfer opportunity shall be offered to applying employees in descending order based upon time in the class until an employee is found who meets these criteria or until all employees applying have been considered, whichever occurs first. If the position is filled through the process, unsuccessful applicants will be notified that the position was filled through this process. If no applicant qualifies through this process, the vacant position shall be advertised as provided in Section 9.1.

W. 6 TEMPORARY SHIFT/WORK AREA REASSIGNMENTS

W.6.1 In the event of emergency situations and/or to prevent an adverse impact on delivery of services to veterans' home members, the temporary reassignment of employees may be required. The Agency will take into consideration the employee's length of service, qualifications, and other job-related factors when a temporary reassignment is deemed necessary by the Agency. Temporary reassignments shall be evaluated on a daily basis unless the employee has been informed of the alternate anticipated time.

W.6.2 Temporary reassignments shall be accomplished by first reassigning qualified employees who have volunteered for the temporary reassignment. If no volunteers are available, the least senior qualified employee shall receive the temporary reassignment. (If appropriate, reasonable job factors may be considered). This provision is not applicable to new hires for the first 90 days of employment.

W.7 WORK SCHEDULES

W.7.1 Change in permanent work schedules may be adopted by action of the employees for designated groups of employees by mutual agreement between a majority of the employees involved and the Agency. When a schedule change is proposed by employees, the affected group must be named as well as the proposed schedule. If the proposed schedule change(s) is rejected, the Agency shall provide a written explanation for the rejection.

W.7.1.a Determination of the schedule preference of a majority of employees shall be accomplished by a vote of the affected employees conducted under guidelines mutually agreed upon by the Union and the Agency after approval of the proposed change by the Agency. Said guidelines will include the provision that a majority vote of employees affected and voting shall be required to indicate a desire for schedule revision by the employees. In addition, changes in work schedules may be adopted in the Dietary, Maintenance, or Housekeeping units not assigned to particular buildings under the same conditions noted above. There shall be a limit of one (1) vote per fiscal year for any group of employees.

W.7.1.b Schedule assignment will be based on classification, qualifications, and/or member care needs. When qualifications are not significantly different, State seniority shall be the determining factor in schedule preference. However, in such cases, once an employee selects a schedule based on employee's seniority, the employee may not change schedules again for one (1) year unless approved by the Agency or as a result of changing positions through other provisions of this Labor Contract.

W.7.2 Permanent work schedules will be arranged so that at least in every other work week employees shall have two (2) consecutive days off which will, where practicable, be Saturday and Sunday (if the employee so requests). However, it is not required that such days be Saturday and Sunday. Such two (2) consecutive days off, if practicable, shall be the same two (2) days each alternate week. Further, days off may be split if necessary in alternate weeks to provide such consecutive days off; however, employees shall not be scheduled to work more than six (6) consecutive days unless mutually agreed.

W. 8 MEAL PERIODS

W.8.1 For those employees whose scheduled workday is ordinarily eight (8) consecutive hours, a meal period shall be considered time worked, as those employees are considered on duty from the beginning of their shift until they finish their shift.

W. 9 VACATION / HOLIDAY SCHEDULING

W.9.1 Each 24 hour facility will post by December 15 a form on which employees shall designate preferred vacation time. (Holidays occurring in conjunction with vacation time will also be included.) Said form will remain posted until February 15. This will cover the period from April 1 through March 31 of the following year. The facility will post results March 15 in designated areas accessible to employees. Once the schedule has been posted, employee's vacation period will not be changed unless said change is necessary to prevent an adverse impact on delivery of services to members. In such cases the employee will be permitted to select an alternate vacation period which will likewise not adversely affect the delivery of services to members. Holidays and weekend days shall be included.

W.9.1.b Labor/Management Committee meetings may be convened to consider implementation of an alternate posting process, as defined above. Such plans may be enacted with the vote of the local Labor/Management Committee.

W.9.2 In evaluating and granting requests for vacation leave under the posting process, classification, seniority, and work unit as defined by the operational needs of the facility

will be the criteria used for granting vacation leave. Vacation requests, of three (3) work days or more, shall take priority over vacation requests of less than three (3) work days, regardless of seniority. When an employee requests vacation leave of two or more consecutive days, the Agency will either approve the entire request or deny the request. Some of the requested dates shall not be approved and other dates denied. Holidays and weekend days shall be included.

- W.9.3 Employees must submit a written request to cancel vacation to the immediate supervisor outside the bargaining unit no later than 14 calendar days prior to the start of the vacation to be canceled, unless a shorter timeframe is approved by the immediate supervisor. A cancellation request shall cover the entire request as originally posted. This requirement applies to vacation approved by either the Vacation Posting Process or by written request. Such requests for shorter notice shall not be unreasonably denied. The Agency will endeavor to permit the employee to reschedule the employee's vacation so long as such rescheduling does not adversely affect the vacation schedule of the other employees, nor adversely affect the delivery of services.
- W.9.4 Employees who wish to schedule vacation or earned or to-be-earned holiday(s) outside of the posting process may do so by submitting a written request to their immediate supervisor outside the bargaining unit at least two (2) weeks in advance of the requested vacation or earned or to-be-earned holiday(s). Such requests shall not be unreasonably denied. Provided operational needs permit, this two-week advance notice requirement may be waived, and such requests shall not be unreasonably denied. For scheduling of vacation outside of the posting process, approval of vacation shall be based on the provision of operational needs, and such request shall not be unreasonably denied.
- W.9.5 When two or more requests are received on the same date, requesting vacation or earned or to be earned holiday(s) leave for the same date(s), the employee with the greatest seniority shall be given preference.
- W.9.6 Any employee may take such vacation in increments of not less than one (1) hour as the employee may desire, provided however, the employee shall advise the Agency at the earliest practicable time. The taking of such vacation in hourly increments will be subject to approval by the Agency, but such approval will not be unreasonably withheld.
- W.9.7 Holidays shall be deemed to fall on the day on which the actual holiday occurs as defined in Article 14.1 of the Master Contract. Absence on a scheduled holiday, when approved in conjunction with vacation leave approved through the posting process, shall not be denied if an employee with more seniority later requests leave on the same day.
- W.9.8 Each local Labor/Management Committee shall be convened to discuss alternative vacation/holiday scheduling methods to provide an opportunity for all employees to get a desired holiday off, taking seniority into consideration. Any alternative methods implemented shall supersede any conflicting language of Section W.9.

W.10 OVERTIME

- W.10.1 Employees may be required to work beyond their normal scheduled shifts in accordance with the provisions of this section. Management will avoid requiring overtime whenever possible. No employee shall be required to work in excess of sixteen (16) hours in a twenty-four (24) hour period absent a qualifying emergency. An “Emergency” is an unexpected, unforeseen or unanticipated event, such events may include a natural disaster, severe weather emergency, and a public health emergency. An emergency can also be a similar disaster as declared by the Governor or his/her designee.
- W.10.2 Any scheduled work shift which begins before, and ends after midnight, shall be considered as worked on the day on which it began.
- W.10.3 Each regularly scheduled work shift will have a regular starting and quitting time. Such hours will be consecutive and not split.
- W.10.4 In cases where employees have chosen compensatory time as the method of overtime compensation, the Agency will consult with and will consider the desires of the employee when compensatory time use is requested. If the compensatory time cannot be used within the succeeding six (6) pay periods in which it was earned, the employee shall receive payment for said time.
- W.10.5 Management has the right to determine whether a 40 hour work week, or the 8 and 80 Rule is appropriate and assign it to an employee in accordance with the Fair Labor Standards Act for calculating overtime premium pay.
- W.10.6 Seniority lists for overtime assignments will be available in each work unit.
- W.10.7 Employees are not eligible to work overtime during their initial ninety (90) days of employment, unless determined qualified by their immediate supervisor. This must be documented in writing to the employee at least 72 hours prior to the start of the first overtime worked. Overtime worked for training purposes prior to an employee being deemed qualified under this provision will not make an employee eligible to work overtime for non-training purposes.
- W.10.8 When an employee works at least 4 hours into the next shift, and the employee did not have that time formally scheduled in advance of the start of their shift, the facility will furnish food to the employee at no cost.
- W.10.9 Each 24-hour facility will develop and maintain an overtime roster for each separate direct care classification in which overtime is regularly needed. Voluntary and mandatory overtime will be assigned based on the overtime roster. The overtime roster is a list of qualified employees, within the classification and classification series and work unit, that rotates based on the last overtime performed (i.e., once an employee has worked four (4) or more hours of voluntary or mandatory overtime his/her name moves to the bottom of the overtime roster). The initial overtime roster to be developed will be in ascending adjusted State seniority (less senior employee at the top of the list). The names of new

employees will be added to the bottom of the overtime roster once their initial 90-day period is completed or when they are determined qualified by their immediate supervisor.

- W.10.10 Available overtime that is posted a day or more in advance will be awarded based on the entire overtime shift being covered (i.e., if the overtime shift is eight (8) hours in duration then first consideration goes to those who indicated an ability to work eight (8) hours) and first to the employee(s) on duty the shift that precedes the overtime shift and whose name is closest to the top of the overtime roster. The overtime will then be awarded to the off-duty employee(s) whose name is closest to the top of the overtime roster. The Employer will not wait for return responses from off-duty employees and will continue to move through the names of those who have signed up. If the off-duty employee should later respond and the overtime has not been taken, it will be awarded on a first come, first serve basis. At the discretion of the Employer, the overtime may then be awarded, not necessarily by seniority, to an employee that occupies another classification, but is qualified to perform the required work. Overtime worked of four (4) or more hours will cause an employee's name to be moved to the bottom of the overtime roster.
- W.10.10.1 The principle and intent of W.10.10 is to provide everyone the opportunity to volunteer for overtime and avoid extended shifts as much as possible. It was discovered through early implementation of this program that paragraph W.10.10 required those working the prior shift to be considered first resulting in a double shift. It is agreed that awarding an overtime shift should not be limited to the preceding shift, but expanded to off-duty employees as well. This does not prevent preceding shift employees from being included in the process.
- W.10.11 The next available overtime that is posted a day or more in advance will be awarded in the order as outlined in W.10.9.
- W.10.12 The 24-hour facility may "pass over" and not offer overtime to employees who have indicated in writing any scheduling problems, conflicts or personal commitments which make working overtime undesirable.
- W.10.13 When overtime is unplanned and not posted in advance it will be offered first to the employee(s) on duty the shift that precedes the overtime shift and whose name is closest to the top of the overtime roster. If no employees volunteer, the overtime may then be offered or assigned to other available employees.
- W.10.14 If mandatory overtime is necessary, it will be directed to the employee(s) on duty the shift that precedes the mandatory overtime shift and whose name is closest to the top of the overtime roster. Once the employee has worked four (4) or more hours of mandatory overtime, their name will be moved to the bottom of the overtime roster. For multiple employees directed mandatory overtime on the same day and the same shift, the names of the employees will be moved to the bottom of the overtime roster in the order it appeared at the top.
- W.10.15 Every effort will be made to avoid mandatory overtime, which may include the assignment of overtime to qualified employees in other work units or the assignment of overtime to temporary or on-call employees. If this occurs, it will be directed to the employee(s) on

duty the shift that precedes the mandatory overtime shift and whose name is closest to the top of their overtime roster. Once the employee has worked four (4) or more hours of mandatory overtime, their name will be moved to the bottom of their overtime roster. For multiple employees directed mandatory overtime on the same day and the same shift, the names of the employees will be moved to the bottom of their overtime roster in the order it appeared at the top.

W.10.16 **Mandatory Overtime – Earning Byes.** Each employee shall have one (1) bye per quarter to use at his or her discretion during each State fiscal year this Labor Contract is in effect, for a total of four (4) byes per State fiscal year. Unused byes may be carried over (accumulated) from quarter to quarter within the same State fiscal year.

W.10.16.1 When an employee exercises a bye, their name will be moved to the bottom of the overtime roster. Employees may use multiple byes per assignment. In the event that all eligible employees on the overtime roster have requested to use a bye(s) for the overtime assignment, the eligible employee whose name is closest to the top of the overtime roster after byes have been used will be held for the mandatory overtime assignment.

W.10.16.2 **Earning Additional Byes.** Each employee has the opportunity to “earn” 1 additional bye each quarter during the State fiscal year for working a total of 40 hours or more of voluntary overtime during the quarter. The additional bye will be made available to the employee for use during the quarter following the quarter in which it was earned. Employees may carry over up to two (2) accumulated, unused byes at the end of a State fiscal year into the next State fiscal year.

W.11 CALL IN FOR ABSENCES

W.11.1 In cases of absence, essential employees as determined by the Agency shall provide a standard 60-minute advance call-in notice prior to the start of first shift and a standard two-(2) hour advance call in notice prior to the start of second and third shift. This standard notice may be lessened for a department or facility at the discretion of the Agency and may be waived in individual emergency situations. Such waiver shall not be unreasonably withheld.

In witness whereof, the parties hereto have set their hands this 25 day of February, 2023.

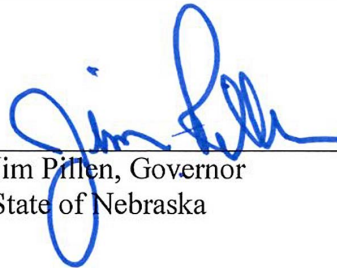
FOR THE UNION:

Nebraska Association of Public Employees
Local 61, of the American Federation of
State, County and Municipal Employees

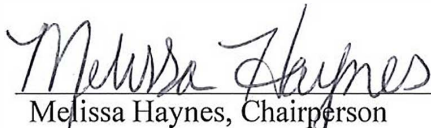


Justin Hubly, Executive Director
Chief Spokesperson
NAPE/AFSCME

FOR THE STATE:



Jim Pillen, Governor
State of Nebraska



Melissa Haynes, Chairperson
NAPE/AFSCME



Sean Davis, Chief Negotiator Administrator
Employee Relations
State of Nebraska



Kevin Workman, State Personnel Director
State of Nebraska



Dan Birdsall, Deputy Administrator
Employee Relations
State of Nebraska

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****Please see Letter of Agreement at the end of this Contract.****

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees (NAPE/AFSCME) and the State of Nebraska (State) to amend the 2023-2025 Labor Contract (Labor Contract) between the parties. The Labor Contract language outlined and agreed to below shall amend the Labor Contract sections as specified. This Agreement is effective July 1, 2023. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

The following sections shall be amended or added to the Labor Contract as follows:

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

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

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

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

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

- 14.28 Mentorship Leave. Up to one hour per week of paid leave may be granted to employees upon request for participation in the State of Nebraska Youth Mentoring Program. All

provisions of Mentorship Leave are to be in accordance with the State of Nebraska Youth Mentoring Program. Mentorship Leave is not considered as work time for the purposes of calculating overtime.

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

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

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

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

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

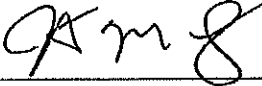
All participation in volunteer mentoring activities is done on the employee's personal time and should not be considered work time. The "Accident Waiver and Release of Liability Form" must be signed prior to participating in volunteer mentoring activities.

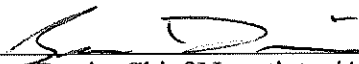
Appendix A

July 1, 2023							
A07082		IT Business Syst Analyst/Coord					
1	30.267	11	33.434	21	36.931	31	40.795
2	30.570	12	33.768	22	37.301	32	41.203
3	30.875	13	34.106	23	37.674	33	41.615
4	31.184	14	34.447	24	38.051	34	42.031
5	31.496	15	34.791	25	38.431	35	42.452
6	31.811	16	35.139	26	38.815	36	42.876
7	32.129	17	35.490	27	39.204	37	43.305
8	32.450	18	35.845	28	39.596	38	43.738
9	32.775	19	36.204	29	39.992	39	44.176
10	33.103	20	36.566	30	40.391	40	44.617

July 1, 2024							
A07082		IT Business Syst Analyst/Coord					
1	30.872	11	34.102	21	37.670	31	41.611
2	31.181	12	34.443	22	38.046	32	42.027
3	31.493	13	34.787	23	38.427	33	42.447
4	31.807	14	35.135	24	38.811	34	42.872
5	32.126	15	35.487	25	39.199	35	43.300
6	32.447	16	35.841	26	39.591	36	43.733
7	32.771	17	36.200	27	39.987	37	44.171
8	33.099	18	36.562	28	40.387	38	44.612
9	33.430	19	36.927	29	40.791	39	45.059
10	33.764	20	37.297	30	41.199	40	45.509

Dated this 24th day of April, 2023.


Justin Hubly, Executive Director
NAPE/AFSCME


Sean Davis, Chief Negotiator/Administrator
DAS – Employee Relations
State of Nebraska

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees (NAPE/AFSCME) and the State of Nebraska (State) to amend the 2023-2025 Labor Contract (Labor Contract) between the parties. The Labor Contract language outlined and agreed to below shall amend the Labor Contract sections as specified. This Agreement is effective July 1, 2023. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

The following sections shall be amended or added to the Labor Contract as follows:

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

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

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

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

a. The employee must indicate his/her choice of overtime compensation on the timesheet or on a required overtime approval form for the pay period during which the overtime was worked; the first overtime designation made during a pay period applies to the entire pay period;

b. The employee may not carry more than 240 hours of compensatory time (160 hours x 1.5) -- amounts over this limit must be taken in pay.

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

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

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

~~C.11.17 From September 1, 2022, until June 20, 2023, employees covered by this Labor Contract and who are in one of the below identified classification, shall be eligible for overtime compensation at two times their regular hourly rate. All other provisions of Article 12.5 are applicable.~~

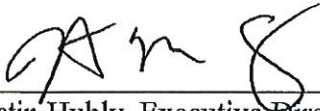
~~C72172 Social Services Worker~~

~~C72173 Social Services Lead Worker~~

~~C.11.17.1 From September 1, 2022, until June 30, 2023, employees covered by this Labor Contract and who are in one of the identified classifications in Section C.11.17, and eligible for overtime, shall receive compensation at two times their hourly rate in the form of pay or compensatory time off, at the employee's discretion, for hours worked in excess of forty hours in any work week, except that the Employer maintains the ability to choose to pay cash at any time for overtime compensation obligations. All other provisions of Article 12.8 are applicable.~~

~~C.11.17.2 From September 1, 2022, until June 30, 2023, in addition to normal holiday pay, hours worked by an overtime eligible employee who is covered by this Labor Contract and who is in one of the identified classifications in Section C.11.17, on the employee's designated holiday, shall be compensated at two times their normal hourly rate of pay. All hours worked on the employee's designated holiday in excess of an employee's normally scheduled work day shall be compensated at two and one half (2.5) times the employee's normal hourly rate. (see Section 12.9)~~

Dated this 31st day of May, 2023.



Justin Hubly, Executive Director
NAPE/AFSCME



Dan Birdsall, Chief Negotiator/Administrator
DAS – Employee Relations
State of Nebraska

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees ("NAPE/AFSCME") and the State of Nebraska ("State") to amend the 2023-2025 Labor Contract ("Labor Contract") between the parties. The Labor Contract language outlined and agreed to below shall amend the Labor Contract sections as specified. This Letter of Agreement is effective March 26, 2024. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

The purpose of this Letter of Agreement is to add three new classifications to the Labor Contract: Highway Environmental Biologist I, Highway Environmental Biologist II, and Highway Environmental Biologist III. It is the intent of the parties that the pay lines established by this Letter of Agreement will be adjusted upwards by two percent (2%) on July 1, 2024, pursuant to Article 11.3 of the Labor Contract.

The following classifications and pay lines shall be added to Appendix A of the Labor Contract as follows:

Effective March 26, 2024

E45431 Highway Environmental Biologist I							
1	27.703	11	30.601	21	33.803	31	37.339
2	27.980	12	30.907	22	34.141	32	37.713
3	28.260	13	31.216	23	34.482	33	38.090
4	28.542	14	31.529	24	34.827	34	38.471
5	28.828	15	31.844	25	35.175	35	38.856
6	29.116	16	32.162	26	35.527	36	39.244
7	29.407	17	32.484	27	35.882	37	39.637
8	29.701	18	32.809	28	36.241	38	40.033
9	29.998	19	33.137	29	36.604	39	40.433
10	30.298	20	33.468	30	36.970	40	40.838

Effective July 1, 2024

E45431 Highway Environmental Biologist I							
1	28.257	11	31.213	21	34.479	31	38.086
2	28.540	12	31.525	22	34.824	32	38.467
3	28.825	13	31.841	23	35.172	33	38.852
4	29.113	14	32.159	24	35.524	34	39.240
5	29.404	15	32.481	25	35.879	35	39.633
6	29.698	16	32.805	26	36.238	36	40.029
7	29.995	17	33.134	27	36.600	37	40.429
8	30.295	18	33.465	28	36.966	38	40.834
9	30.598	19	33.800	29	37.336	39	41.242
10	30.904	20	34.138	30	37.709	40	41.654

E45432 Highway Environmental Biologist II							
1	31.858	11	35.191	21	38.873	31	42.940
2	32.177	12	35.543	22	39.262	32	43.369
3	32.498	13	35.898	23	39.654	33	43.803
4	32.823	14	36.257	24	40.051	34	44.241
5	33.152	15	36.620	25	40.451	35	44.683
6	33.483	16	36.986	26	40.856	36	45.130
7	33.818	17	37.356	27	41.264	37	45.581
8	34.156	18	37.730	28	41.677	38	46.037
9	34.498	19	38.107	29	42.094	39	46.498
10	34.843	20	38.488	30	42.515	40	46.963

E45432 Highway Environmental Biologist II							
1	32.495	11	35.895	21	39.650	31	43.798
2	32.820	12	36.254	22	40.047	32	44.236
3	33.148	13	36.616	23	40.447	33	44.679
4	33.480	14	36.982	24	40.852	34	45.125
5	33.814	15	37.352	25	41.260	35	45.577
6	34.153	16	37.726	26	41.673	36	46.033
7	34.494	17	38.103	27	42.089	37	46.493
8	34.839	18	38.484	28	42.510	38	46.958
9	35.187	19	38.869	29	42.935	39	47.427
10	35.539	20	39.258	30	43.365	40	47.902

E45433 Highway Environmental Biologist III							
1	36.637	11	40.470	21	44.704	31	49.381
2	37.003	12	40.875	22	45.151	32	49.875
3	37.373	13	41.283	23	45.603	33	50.374
4	37.747	14	41.696	24	46.059	34	50.877
5	38.125	15	42.113	25	46.519	35	51.386
6	38.506	16	42.534	26	46.984	36	51.900
7	38.891	17	42.960	27	47.454	37	52.419
8	39.280	18	43.389	28	47.929	38	52.943
9	39.673	19	43.823	29	48.408	39	53.473
10	40.069	20	44.261	30	48.892	40	54.007

E45433 Highway Environmental Biologist III							
1	37.370	11	41.279	21	45.598	31	50.369
2	37.743	12	41.692	22	46.054	32	50.872
3	38.121	13	42.109	23	46.515	33	51.381
4	38.502	14	42.530	24	46.980	34	51.895
5	38.887	15	42.958	25	47.450	35	52.414
6	39.276	16	43.385	26	47.924	36	52.938
7	39.669	17	43.819	27	48.403	37	53.467
8	40.065	18	44.257	28	48.887	38	54.002
9	40.466	19	44.700	29	49.376	39	54.542
10	40.871	20	45.147	30	49.870	40	55.088

Dated this 25th day, of April, 2024



Justin Hubly, Executive Director
NAPE/AFSCME



Dan Birdsall, Chief Negotiator/Administrator
DAS-Employee Relations
State of Nebraska

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees ("NAPE/AFSCME") and the State of Nebraska ("State") to amend the 2023-2025 Labor Contract ("Labor Contract") between the parties. The Labor Contract language outlined and agreed to below shall amend the Labor Contract sections as specified. This Letter of Agreement is effective upon execution. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

The purpose of this Letter of Agreement is to add four new classifications to the Labor Contract: Epidemiologist I, Epidemiologist II, Informatician I, and Informatician II.

The following classifications and pay lines shall be added to Appendix A of the Labor Contract as follows:

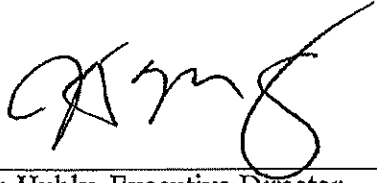
H74941 Epidemiologist I					
1	30.260	11	33.426	21	36.923
2	30.563	12	33.760	22	37.292
3	30.868	13	34.098	23	37.665
4	31.177	14	34.439	24	38.042
5	31.489	15	34.783	25	38.422
6	31.804	16	35.131	26	38.806
7	32.122	17	35.482	27	39.194
8	32.443	18	35.837	28	39.586
9	32.767	19	36.195	29	39.982
10	33.095	20	36.557	30	40.382
				31	40.786
				32	41.194
				33	41.606
				34	42.022
				35	42.442
				36	42.866
				37	43.295
				38	43.728
				39	44.165
				40	44.607

H74942 Epidemiologist II					
1	32.530	11	35.933	21	39.693
2	32.855	12	36.293	22	40.090
3	33.184	13	36.656	23	40.491
4	33.516	14	37.022	24	40.896
5	33.851	15	37.392	25	41.304
6	34.189	16	37.766	26	41.718
7	34.531	17	38.144	27	42.135
8	34.877	18	38.525	28	42.556
9	35.225	19	38.911	29	42.982
10	35.578	20	39.300	30	43.411
				31	43.846
				32	44.284
				33	44.727
				34	45.174
				35	45.626
				36	46.082
				37	46.543
				38	47.008
				39	47.478
				40	47.953

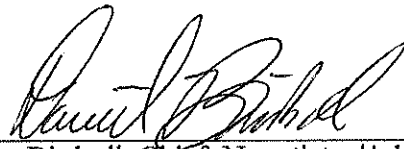
H02251 Informatician I					
1	30.260	11	33.426	21	36.923
2	30.563	12	33.760	22	37.292
3	30.868	13	34.098	23	37.665
4	31.177	14	34.439	24	38.042
5	31.489	15	34.783	25	38.422
6	31.804	16	35.131	26	38.806
7	32.122	17	35.482	27	39.194
8	32.443	18	35.837	28	39.586
9	32.767	19	36.195	29	39.982
10	33.095	20	36.557	30	40.382
				31	40.786
				32	41.194
				33	41.606
				34	42.022
				35	42.442
				36	42.866
				37	43.295
				38	43.728
				39	44.165
				40	44.607

H02252 Informatician II					
1	32.530	11	35.933	21	39.693
2	32.855	12	36.293	22	40.090
3	33.184	13	36.656	23	40.491
4	33.516	14	37.022	24	40.896
5	33.851	15	37.392	25	41.304
6	34.189	16	37.766	26	41.718
7	34.531	17	38.144	27	42.135
8	34.877	18	38.525	28	42.556
9	35.225	19	38.911	29	42.982
10	35.578	20	39.300	30	43.411
				31	43.846
				32	44.284
				33	44.727
				34	45.174
				35	45.626
				36	46.082
				37	46.543
				38	47.008
				39	47.478
				40	47.953

Dated this 10th day, of September, 2024



Justin Hubly, Executive Director
NAPE/AFSCME



Dan Birdsall, Chief Negotiator/Administrator
DAS-Employee Relations
State of Nebraska

LETTER OF AGREEMENT

THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees ("NAPE/AFSCME") and the State of Nebraska ("State") to amend the 2023-2025 Labor Contract ("Labor Contract") between the parties. The Labor Contract language outlined and agreed to below shall amend the Labor Contract sections as specified. This Letter of Agreement is effective upon execution. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

The purpose of this Letter of Agreement is to amend the step plan for the following classifications: Epidemiologist I, Epidemiologist II, Informatician I, and Informatician II.

The following classifications and pay lines shall be amended as follows:

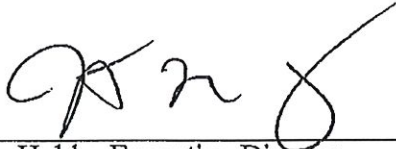
H74941 Epidemiologist I				
1	30.865	11	34.094	21 37.661
2	31.174	12	34.435	31 41.601
3	31.485	13	34.779	22 38.038
4	31.800	14	35.127	32 42.017
5	32.118	15	35.479	23 38.418
6	32.439	16	35.833	33 42.438
7	32.764	17	36.192	24 38.802
8	33.091	18	36.554	34 42.862
9	33.422	19	36.919	25 39.190
10	33.757	20	37.288	35 43.291
				26 39.582
				36 43.723
				27 39.978
				37 44.161
				28 40.378
				38 44.602
				29 40.782
				39 45.048
				30 41.189
				40 45.499

H74942 Epidemiologist II				
1	33.181	11	36.652	21 40.487
2	33.513	12	37.019	31 44.723
3	33.848	13	37.389	22 40.892
4	34.186	14	37.763	32 45.170
5	34.528	15	38.141	23 41.301
6	34.874	16	38.522	33 45.622
7	35.222	17	38.907	24 41.714
8	35.575	18	39.296	34 46.078
9	35.930	19	39.689	25 42.131
10	36.290	20	40.086	35 46.539
				26 42.552
				36 47.004
				27 42.978
				37 47.474
				28 43.408
				38 47.949
				29 43.842
				39 48.429
				30 44.280
				40 48.913

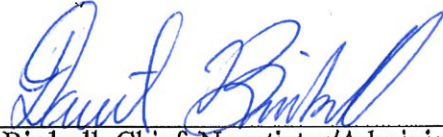
H02251 Informatician I				
1	30.865	11	34.094	21 37.661
2	31.174	12	34.435	31 41.601
3	31.485	13	34.779	22 38.038
4	31.800	14	35.127	32 42.017
5	32.118	15	35.479	23 38.418
6	32.439	16	35.833	33 42.438
7	32.764	17	36.192	24 38.802
8	33.091	18	36.554	34 42.862
9	33.422	19	36.919	25 39.190
10	33.757	20	37.288	35 43.291
				26 39.582
				36 43.723
				27 39.978
				37 44.161
				28 40.378
				38 44.602
				29 40.782
				39 45.048
				30 41.189
				40 45.499

H02252 Informatician II				
1	33.181	11	36.652	21 40.487
2	33.513	12	37.019	31 44.723
3	33.848	13	37.389	22 40.892
4	34.186	14	37.763	32 45.170
5	34.528	15	38.141	23 41.301
6	34.874	16	38.522	33 45.622
7	35.222	17	38.907	24 41.714
8	35.575	18	39.296	34 46.078
9	35.930	19	39.689	25 42.131
10	36.290	20	40.086	35 46.539
				26 42.552
				36 47.004
				27 42.978
				37 47.474
				28 43.408
				38 47.949
				29 43.842
				39 48.429
				30 44.280
				40 48.913

Dated this 23rd day, of October, 2024



Justin Hubly, Executive Director
NAPE/AFSCME



Dan Birdsall, Chief Negotiator/Administrator
DAS-Employee Relations
State of Nebraska

LETTER OF AGREEMENT

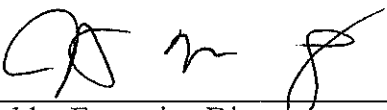
THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees ("NAPE/AFSCME") and the State of Nebraska ("State") to amend the 2023-2025 Labor Contract ("Labor Contract") between the parties. This Letter of Agreement is effective upon execution. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

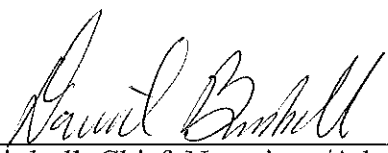
The purpose of this Letter of Agreement is to increase the pay line of the Law Enforcement Instructor classification (A11611) by fifteen percent (15%). The pay line in Appendix A for the classification, beginning on July 1, 2024 will be replaced with the following table:

A11611		Law Enforcement Instructor			
1	33.255	11	36.734	21	40.577
2	33.588	12	37.102	22	40.983
3	33.923	13	37.473	23	41.393
4	34.263	14	37.847	24	41.807
5	34.605	15	38.226	25	42.225
6	34.951	16	38.608	26	42.647
7	35.301	17	38.994	27	43.074
8	35.654	18	39.384	28	43.504
9	36.010	19	39.778	29	43.940
10	36.371	20	40.176	30	44.379
				31	44.823
				32	45.271
				33	45.724
				34	46.181
				35	46.643
				36	47.109
				37	47.580
				38	48.056
				39	48.537
				40	49.022

All current incumbents of the Law Enforcement Instructor classification (A11611) will remain on their current numbered step of the pay line, resulting in a 15% increase to their current rate of pay. If an incumbent is between steps on the pay line, they will be rounded up to the nearest step.

Dated this 30th day, of December, 2024


Justin Hubly, Executive Director
NAPE/AFSCME


Dan Birdsall, Chief Negotiator/Administrator
DAS-Employee Relations
State of Nebraska

LETTER OF AGREEMENT

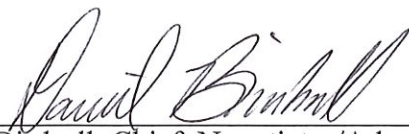
THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees ("NAPE/AFSCME") and the State of Nebraska ("State") to amend the 2023-2025 Labor Contract ("Labor Contract") between the parties. This Letter of Agreement is effective upon execution. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

The purpose of this Letter of Agreement is to add a new pay line to Appendix A for the following classification:

X62900		Detention Facility and Plans Inspector/Consultant					
1	32.211	11	35.581	21	39.304	31	43.416
2	32.533	12	35.937	22	39.697	32	43.850
3	32.858	13	36.296	23	40.094	33	44.288
4	33.187	14	36.659	24	40.494	34	44.731
5	33.519	15	37.026	25	40.899	35	45.178
6	33.854	16	37.396	26	41.308	36	45.630
7	34.193	17	37.770	27	41.722	37	46.086
8	34.535	18	38.148	28	42.139	38	46.547
9	34.880	19	38.529	29	42.560	39	47.013
10	35.229	20	38.914	30	42.986	40	47.483

Dated this 7th day, of February, 2025


Justin Hubly, Executive Director
NAPE/AFSCME


Dan Birdsall, Chief Negotiator/Administrator
DAS-Employee Relations
State of Nebraska

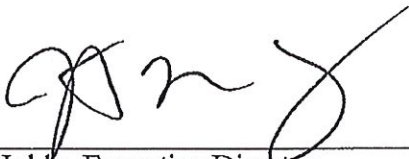
LETTER OF AGREEMENT

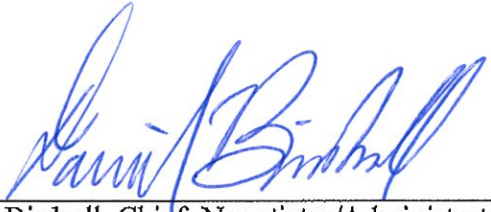
THIS LETTER OF AGREEMENT is made and entered into between the Nebraska Association of Public Employees Local #61 of the American Federation of State, County, and Municipal Employees ("NAPE/AFSCME") and the State of Nebraska ("State") to amend the 2023-2025 Labor Contract ("Labor Contract") between the parties. This Letter of Agreement is effective upon execution. Except as set forth in this Letter of Agreement, the Labor Contract is unaffected and shall continue in full force and effect in accordance with its terms. If there is conflict between this Letter of Agreement and the Labor Contract, the terms of this Letter of Agreement will prevail.

The purpose of this Letter of Agreement is to update the pay line for the following classification:

A13130		State Patrol Crime Analyst					
1	29.800	11	32.918	21	36.362	31	40.166
2	30.098	12	33.247	22	36.725	32	40.568
3	30.399	13	33.579	23	37.093	33	40.973
4	30.703	14	33.915	24	37.463	34	41.383
5	31.010	15	34.254	25	37.838	35	41.797
6	31.320	16	34.597	26	38.216	36	42.215
7	31.633	17	34.943	27	38.599	37	42.637
8	31.950	18	35.292	28	38.985	38	43.063
9	32.269	19	35.645	29	39.374	39	43.494
10	32.592	20	36.002	30	39.768	40	43.929

Dated this 3rd day of April, 2025


Justin Hubly, Executive Director
NAPE/AFSCME


Dan Birdsall, Chief Negotiator/Administrator
DAS-Employee Relations
State of Nebraska