

are subject to any such limitation, to be reduced in any amount whatsoever.

Sec. 4. This act shall become effective upon its approval by a majority of the members of the school board of said district, and upon compliance with the provisions of Minnesota Statutes, Section 645.021.

Approved April 18, 1967.

CHAPTER 193—S. F. No. 266

[Coded in Part]

An act relating to persons in the classified service of the state civil service; providing for their salary rates, pay, and retirement from employment; amending Minnesota Statutes 1965, Sections 43.12, Subdivision 2; 43.121, Subdivision 1; 43.121, Subdivision 3; and 43.122; amending Minnesota Statutes 1965, Chapter 43, by adding a new section; repealing Minnesota Statutes 1965, Sections 43.123, 43.125, and 43.22, Subdivision 7.

Be it enacted by the Legislature of the State of Minnesota:

Section 1. **[43.111] State civil service; salary range; policy.** *It is the public policy of the state of Minnesota that an efficient and well trained work force be maintained to carry out the work ordained by the legislature. It is further directed that modern methods of selection, training and salary administration be established and maintained. The standards of selection shall be of such a nature as to provide the proper level of preparation and experience. Recognizing the cost of excessive employee turnover, it is directed that priority be given to the maintenance of a steady work force. To this end, training, by way of in-service programs and stipend allowances shall be encouraged. It is also established as the policy of the state of Minnesota that employees be paid on the same level as their counterparts in other private and public employment. Continuing analysis of pay rates and supplementary pay practices shall be carried on, as well as analyses of jobs to determine comparability of job content.*

Sec. 2. Minnesota Statutes 1965, Section 43.12, Subdivision 2, is amended to read:

Subd. 2. **Salary ranges.** ~~(1)~~ *The following salary ranges are established as the basic rates of pay for state employees in the classified service under the state civil service act:*

Changes or additions indicated by italics, deletions by strikeout.

	Minimum				Maximum		
Range No. 1	\$150	\$156	\$162	\$168	\$175	\$182	
Range No. 2	\$156	\$162	\$168	\$175	\$182	\$189	
Range No. 3	\$162	\$168	\$175	\$182	\$189	\$197	
Range No. 4	\$168	\$175	\$182	\$189	\$197	\$205	
Range No. 5	\$175	\$182	\$189	\$197	\$205	\$213	
Range No. 6	\$182	\$189	\$197	\$205	\$213	\$222	
Range No. 7	\$189	\$197	\$205	\$213	\$222	\$231	
Range No. 8	\$197	\$205	\$213	\$222	\$231	\$240	
Range No. 9	\$205	\$213	\$222	\$231	\$240	\$250	
Range No. 10	\$213	\$222	\$231	\$240	\$250	\$260	
Range No. 11	\$222	\$231	\$240	\$250	\$260	\$270	
Range No. 12	\$231	\$240	\$250	\$260	\$270	\$281	
Range No. 13	\$240	\$250	\$260	\$270	\$281	\$292	
Range No. 14	\$250	\$260	\$270	\$281	\$292	\$304	
Range No. 15	\$260	\$270	\$281	\$292	\$304	\$316	
Range No. 16	\$270	\$281	\$292	\$304	\$316	\$329	
Range No. 17	\$281	\$292	\$304	\$316	\$329	\$342	
Range No. 18	\$292	\$304	\$316	\$329	\$342	\$356	
Range No. 19	\$304	\$316	\$329	\$342	\$356	\$370	
Range No. 20	\$316	\$329	\$342	\$356	\$370	\$385	
Range No. 21	\$329	\$342	\$356	\$370	\$385	\$400	
Range No. 22	\$342	\$356	\$370	\$385	\$400	\$416	
Range No. 23	\$356	\$370	\$385	\$400	\$416	\$433	
Range No. 24	\$370	\$385	\$400	\$416	\$433	\$450	
Range No. 25	\$385	\$400	\$416	\$433	\$450	\$468	
Range No. 26	\$400	\$416	\$433	\$450	\$468	\$487	
Range No. 27	\$416	\$433	\$450	\$468	\$487	\$506	
Range No. 28	\$433	\$450	\$468	\$487	\$506	\$526	
Range No. 29	\$450	\$468	\$487	\$506	\$526	\$547	
Range No. 30	\$468	\$487	\$506	\$526	\$547	\$569	
Range No. 31	\$487	\$506	\$526	\$547	\$569	\$592	
Range No. 32	\$506	\$526	\$547	\$569	\$592	\$616	
Range No. 33	\$526	\$547	\$569	\$592	\$616	\$641	
Range No. 34	\$547	\$569	\$592	\$616	\$641	\$667	
Range No. 35	\$569	\$592	\$616	\$641	\$667	\$694	
Range No. 36	\$592	\$616	\$641	\$667	\$694	\$722	
Range No. 37	\$616	\$641	\$667	\$694	\$722	\$751	
Range No. 38	\$641	\$667	\$694	\$722	\$751	\$781	
Range No. 39	\$667	\$694	\$722	\$751	\$781	\$812	
Range No. 40	\$694	\$722	\$751	\$781	\$812	\$844	
Range No. 41	\$722	\$751	\$781	\$812	\$844	\$878	
Range No. 42	\$751	\$781	\$812	\$844	\$878	\$913	
Range No. 43	\$781	\$812	\$844	\$878	\$913	\$950	
Range No. 44	\$812	\$844	\$878	\$913	\$950	\$988	
Range No. 45	\$844	\$878	\$913	\$950	\$988	\$1028	

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(2) ~~Each salary range set forth in clause (1) shall include a minimum salary plus five salary increases, from the minimum to the maximum of the range; each such increase, for the purpose of sections 43-12, subdivision 2 to 43-123, to be termed a step. Each step shall be equal to four percent of the last previous salary rate, subsequently converted to the nearest dollar.~~

(3) ~~When additional steps shall be required as provided in section 43-123, each additional step shall be computed by adding four percent to the last previous salary rate and subsequently converting to the nearest dollar.~~

(1) *The following schedule of rates is established as the basic rates of pay for all employees in the state classified service except as provided in clauses (2) and (3).*

Range	1	2	3	4	5	6	7	8	9	10
1a	260	270	281	292	304	316	329	342	356	370
2a	281	292	304	316	329	342	356	370	385	400
3a	304	316	329	342	356	370	385	400	416	433
4a	329	342	356	370	385	400	416	433	450	468
5a	356	370	385	400	416	433	450	468	487	506
6a	400	416	433	450	468	487	506	526	547	569
7a	450	468	487	506	526	547	569	592	616	641
8a	506	526	547	569	592	616	641	667	694	722
9a	569	592	616	641	667	694	722	751	781	812
10a	641	667	694	722	751	781	812	844	878	913
11a	722	751	781	812	844	878	913	950	988	1028
12a	812	844	878	913	950	988	1028	1069	1112	1156
13a	950	988	1028	1069	1112	1156	1202	1250	1300	1352
14a	1112	1156	1202	1250	1300	1352	1406	1462	1520	1581
15a	1300	1352	1406	1462	1520	1581	1644	1710	1778	1849

In assigning classes of work to this schedule the board shall give consideration to the reduction of supervisory levels and separate classifications.

(2) *The following schedule of rates is established as the basic rates for state employees in the classified service employed in skilled, semi-skilled, unskilled, maintenance classes and those classes of work for which a shorter pay range is recognized as determined by the board. In assigning classes of work to this schedule the board shall give consideration to the most commonly paid rate for each class of work. Supplementary pay practices shall be evaluated and costs considered in comparing the rates to be assigned in this schedule to those rates established in public and private employment. The board is authorized to establish a percentage differential based upon full*

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annual employment and tenure where such advantages are not common in employment outside of the state service.

<i>Range</i>	<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>
<i>1b</i>	260	281	304	329
<i>2b</i>	270	292	316	342
<i>3b</i>	281	304	329	356
<i>4b</i>	304	329	356	385
<i>5b</i>	329	356	385	416
<i>6b</i>	370	400	433	468
<i>7b</i>	400	433	468	506
<i>8b</i>	433	468	506	547
<i>9b</i>	487	526	569	616
<i>10b</i>	526	569	616	667
<i>11b</i>	569	616	667	722
<i>12b</i>	616	667	722	781
<i>13b</i>	694	751	812	878

(3) *Overtime worked shall be compensated for either by cash payment or compensatory time off as provided for in overtime schedules approved under the provisions of the civil service rules.*

(4) None of the provisions of sections 43.12, subdivision 2, to ~~43.123~~ 43.122, shall apply to employees in the classified service under the state civil service act who are paid on a fee basis, or to such employees who are department heads.

(5) For the purposes of this subdivision, as applied to an employee the words "his former salary" means his adjusted salary within the range of salaries theretofore established for the class of his position; *and* the words "his new range" mean the adjusted salary range established by this subdivision by which the class of his position shall be paid ~~as provided in section 43.123, subdivision 4 and in section 43.121, subdivision 2;~~ *and* "Minimum" and "maximum," used alone, mean respectively, the minimum and maximum salary rates of ~~an adjusted a~~ range.

(6) Whenever a class is reassigned to a higher salary range as provided in section 43.121, subdivision 2, the salaries of state employees in the classified service shall be adjusted as follows:

(a) — An employee whose class is reassigned to a salary range which is not more than two ranges higher than his former range, shall receive an adjusted salary bearing the same relation to the minimum and maximum salaries of his new range as his former salary immediately preceding the reassignment bore to the minimum and maximum of his former range.

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(b)—An employee whose class is reassigned to a salary range which is three or more ranges higher than his former range, shall receive either an adjusted salary which is two steps above his former salary or the minimum of his new range, whichever is greater.

(a) *An employee whose class is reassigned to a salary range in subdivision 2, clause (1) shall receive an adjusted salary bearing the same relation to the minimum of his new range as his former salary bore to the minimum of his former range. In the event that this adjustment results in an amount less than eight percent of his former salary as defined in clause (5), his former salary shall be increased by eight percent and if such adjusted salary exceeds the new maximum, a rate above the maximum for his assigned range shall be authorized until his salary is within his new range. No additional increases in salary shall be authorized until his salary is again within his new range. The provisions in the two preceding sentences shall apply only at the time of adjustment on July 1, 1967.*

(b) *An employee whose class is reassigned to a salary range in subdivision 2, clause (2) shall receive an adjusted salary determined in the following manner. An employee whose former salary was at the minimum or step 2 of the former range shall be adjusted to the minimum of the new range. An employee whose former salary was at step 3 or step 4 of the former range shall be adjusted to step 2 of the new range. An employee whose former salary was at step 5 or 6 in the former range shall be adjusted to step 3 of the new range. An employee whose former salary was at the first or second longevity step shall be adjusted to step 4 of the new range. Where an adjustment as prescribed above results in an increase of less than eight percent, the salary shall be adjusted to the next higher step in the new range. If this rate exceeds the maximum for the range such payment shall be authorized until his salary is within the new range. The provisions in the two preceding sentences shall apply only at the time of adjustment on July 1, 1967.*

(c) *Former salary for the purpose of adjustments specified in clause (6) (a) and (b) is defined as an employee's salary on July 1, 1966, or for those employees who have received a merit increase subsequent to the above date and prior to the passage of this act, the July 1, 1966 salary augmented by a four percent, or one step, merit increase, or that salary attained in instances where the civil service director has approved an in-range hiring level, as implemented by the appointing authority, and adjustments were authorized to equate the salary of employees in the same class to the new hiring rate. For an employee appointed in the classified service subsequent to June 30, 1966, former salary is defined as the minimum rate for his class, or the approved in-range hiring rate if one exists.*

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Former salary, for an employee promoted subsequent to June 30, 1966, is his salary on the effective date of promotion provided that such salary does not exceed his salary prior to promotion by more than 4% except to equate it with an approved in-range hiring rate or the minimum for the higher class. No salary adjustment provided for herein shall result in a reduction from the employee's salary on the effective date of this act.

Sec. 3. Minnesota Statutes 1965, Section 43.121, Subdivision 1, is amended to read:

43.121 **Salary range assignment.** Subdivision 1. The director shall, as soon as practicable after the final enactment of Laws 1955, Chapter 659, assign each class of employment in the classified service, established pursuant to Minnesota Statutes, Section 43.12, Subdivision 1, to one of the salary ranges established by section 43.12, subdivision 2. These assignments shall be referred to the board for its consideration, after public hearing, as provided in section 43.12, subdivision 1. The salary of any employee which is in excess of the maximum of the range to which his class is assigned shall not be changed by reason of this schedule, but such employee shall not be eligible for any salary increases until his salary is within his new range. After the board has acted upon the assignments, the director shall submit them to the commissioner of administration, who shall determine whether sufficient funds are available. The commissioner of administration may approve or reject such assignments. ~~Subsequent to the commissioner's action, the procedures prescribed in section 43.123 shall be followed. On July 1, 1955, the resulting schedules shall be placed in effect and shall remain in effect until changed as provided by subdivision 2 or by section 43.123.~~

Sec. 4. Minnesota Statutes 1965, Section 43.121, Subdivision 3, is amended to read:

Subd. 3. Notwithstanding the provisions of this section, the director may assign the classes of employment which require teaching in an established school program in the *department of education and institutions of the state* under the jurisdiction of the department of public welfare and the department of corrections to salary ranges, which he is hereby authorized to establish. ~~The director may establish such salary ranges by combining any three salary ranges set forth in section 43.12, subdivision 2, in a manner which equate the minimum of each successive range with the maximum of the previous range.~~ Whenever the director assigns classes of employment which require teaching in an established school program to any salary range which he is authorized to establish by this subdivision, he shall prepare schedules showing the salary ranges for each class, grade, or group

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of positions in the class of positions assigned by him and he shall also prepare schedules showing entrance salaries and step increases based upon qualifications and merit for each class, grade or group of position in the class of positions assigned by him; and all these schedules shall be subject to approval by the board, public hearing and the commissioner of administration in the same manner as governs salary schedules or the assignment of an additional class to the classification plan as provided in subdivisions 1 and 2 hereof: *educational attainments and length of satisfactory service. All these schedules shall be subject to approval by the board. The salary ranges shall include a minimum rate and not more than nine additional step increases. In assigning ranges of salaries for positions in this category the board shall give consideration to the salary schedules for teachers which are in effect in other units of government of the state.*

Sec. 5. Minnesota Statutes 1965, Section 43.122, is amended to read:

43.122 Salary adjustments. *Subd. 2.—Every appointing authority shall at least once in every 12 months review the salary of each employee to determine whether the rate of pay of that employee shall be advanced to the next step within the range and shall advise the employee of his determination. Subdivision 1. Each employee in the state classified service within the scope of the compensation schedules established under Minnesota Statutes, Section 43.12, who has not attained the fifth rate of compensation for the range to which his class is assigned shall be advanced in compensation successively to the next higher rate within the range at the beginning of the next pay period following completion of his first 26 calendar weeks of service and thereafter at the beginning of the next pay period following completion of each 52 calendar weeks of service provided that his work is of an acceptable level of competence as determined by his appointing authority. Increases for an employee being paid at or above the fifth rate of compensation for the range to which his class is assigned must be proposed and justified on an individual basis with specific incidents demonstrating outstanding abilities.*

Subd. 2. Acceptable level of competence is that standard of work performance established by the appointing authority which can reasonably be expected.

Subd. 3. Within the limits of available appropriations an appointing authority may propose salary increases of more than one step or more frequently than provided in this section upon detailed written statements to the director specifying the employee's exceptional high quality performance above that ordinarily found in the type of position concerned or the unusual employment conditions

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that make such action necessary. The director shall review each such proposal giving due consideration to the salary rates paid other employees in the same class and agency and may deny any request which in his judgment is contrary to the best interest of the service.

Sec. 6. Minnesota Statutes 1965, Chapter 43, is amended by adding a section to read:

[43.051] [Subdivision 1.] Age for retirement. *Notwithstanding the provisions of Minnesota Statutes, Sections 197.45, 197.46, 197.47, 43.30, or any other law to the contrary, an officer or employee of the state of Minnesota in the classified service of the state civil service must retire from his employment by the state upon reaching the age of 70.*

Sec. 7. **Repealer.** *Minnesota Statutes 1965, Sections 43.123, 43.125, and 43.22, Subdivision 7, are repealed.*

Sec. 8. *This act takes effect at the beginning of the first payroll period following July 1, 1967, except section 6 which takes effect January 2, 1968.*

Approved April 19, 1967.

CHAPTER 194—H. F. No. 545

[Not Coded]

An act relating to state aid to the Lake County Agricultural Society.

Be it enacted by the Legislature of the State of Minnesota:

Section 1. **Lake County Agricultural Society; state aid.** Notwithstanding the provisions of Minnesota Statutes, Section 38.02, or any other law to the contrary, the state auditor, from money appropriated to aid county and district agricultural societies, shall pay to the Lake County Agricultural Society such amounts as it may be eligible to receive under Minnesota Statutes, Section 38.02, even though the society did not hold a fair in 1966 when the fair ground was unusable due to a building program.

Sec. 2. This act is effective July 1, 1967.

Approved April 19, 1967.

Changes or additions indicated by italics, deletions by strikeout.