

178 Sept. 11

# STATE REGISTER



## STATE OF MINNESOTA

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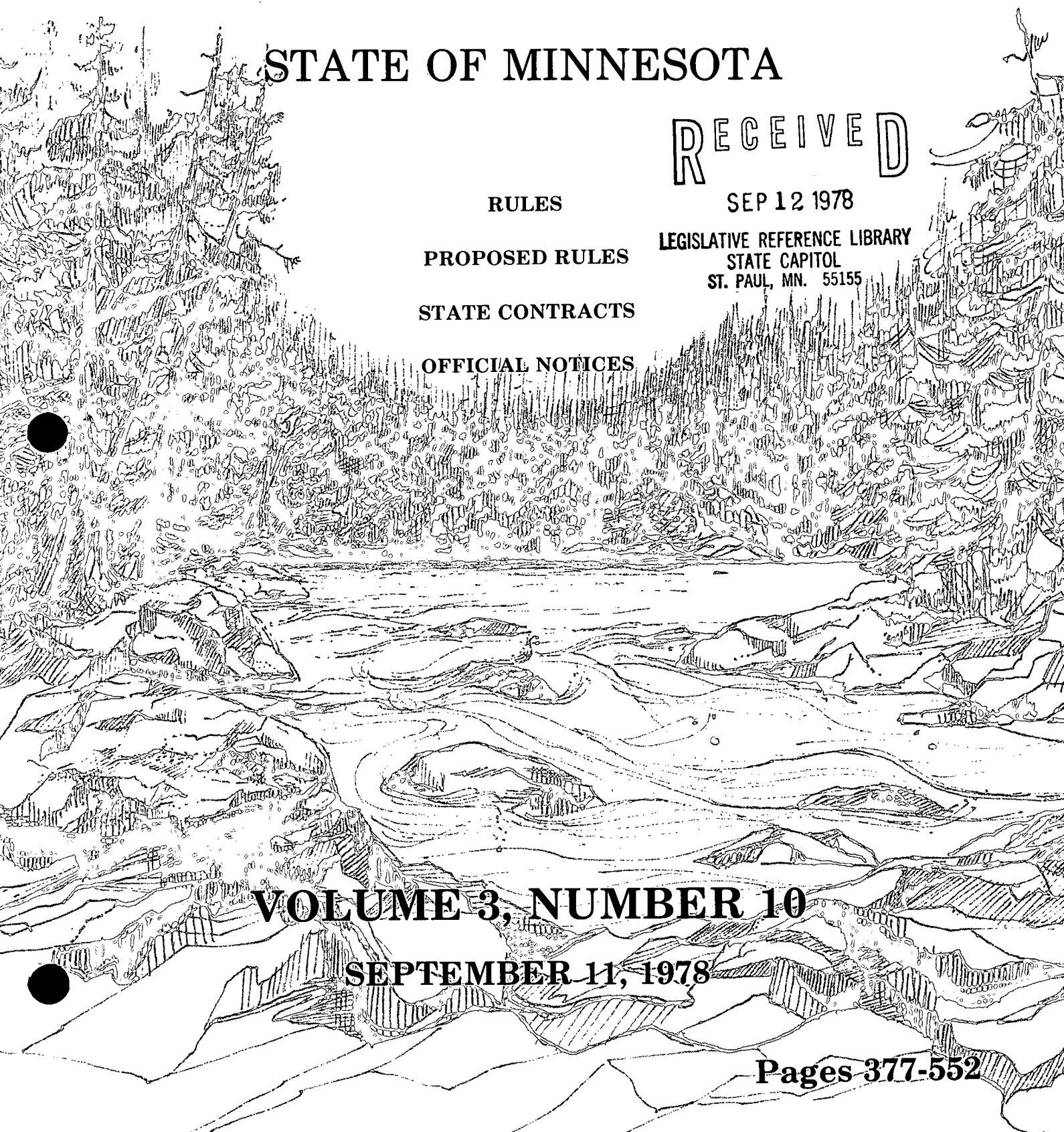
STATE CONTRACTS

OFFICIAL NOTICES

### VOLUME 3, NUMBER 10

### SEPTEMBER 11, 1978

Pages 377-552



# STATE REGISTER

## Printing Schedule for Agencies

Issue Number	*Submission deadline for Executive Orders, Adopted Rules and Proposed Rules	*Submission deadline for State Contract Notices and other **Official Notices.	Issue Date
<b>SCHEDULE FOR VOLUME 3</b>			
11	Friday Sept 1	Monday Sept 11	Monday Sept 18
12	Monday Sept 11	Monday Sept 18	Monday Sept 25
13	Monday Sept 18	Monday Sept 25	Monday Oct 2
14	Monday Sept 25	Monday Oct 2	Monday Oct 9
15	Monday Oct 2	Monday Oct 9	Monday Oct 16

\*Deadline extensions may be possible at the editor's discretion; however, none will be made beyond the second Wednesday (12 calendar days) preceding the issue date for rules, proposed rules and executive orders, or beyond the Wednesday (5 calendar days) preceding the issue date for official notices. Requests for deadline extensions should be made only in valid emergency situations.

\*\*Notices of Public Hearings on proposed rules are published in the Proposed Rules section and must be submitted two weeks prior to the issue date.

Instructions for submission of documents may be obtained from the Office of the State Register, Suite 415, Hamm Building, 408 St. Peter Street, St. Paul, Minnesota 55102.

The *State Register* is published weekly, on Monday, by the State of Minnesota, Office of the State Register, Suite 415, Hamm Building, 408 St. Peter Street, St. Paul, Minnesota 55102, pursuant to Minn. Stat. § 15.0411. In accordance with expressed legislative intent that the *State Register* be self-supporting, the subscription rate has been established at \$110 per year, and \$85 per year for additional subscriptions, postpaid to points in the United States. Second class postage paid at St. Paul, Minnesota, Publication Number 326630. No refunds will be made in the event of subscription cancellation. Single issues may be obtained at \$2.25 per copy.

The *State Register* is the official publication of the State of Minnesota, containing executive orders of the governor, proposed and adopted rules of state agencies, and official notices to the public. Judicial notice shall be taken of material published in the *State Register*.

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Acknowledgements: Graphics for this issue were provided courtesy of the Department of Natural Resources, Engineering Division; and the following artists: Ann Rauvola, Kelly Thompson, and Brian Conway.

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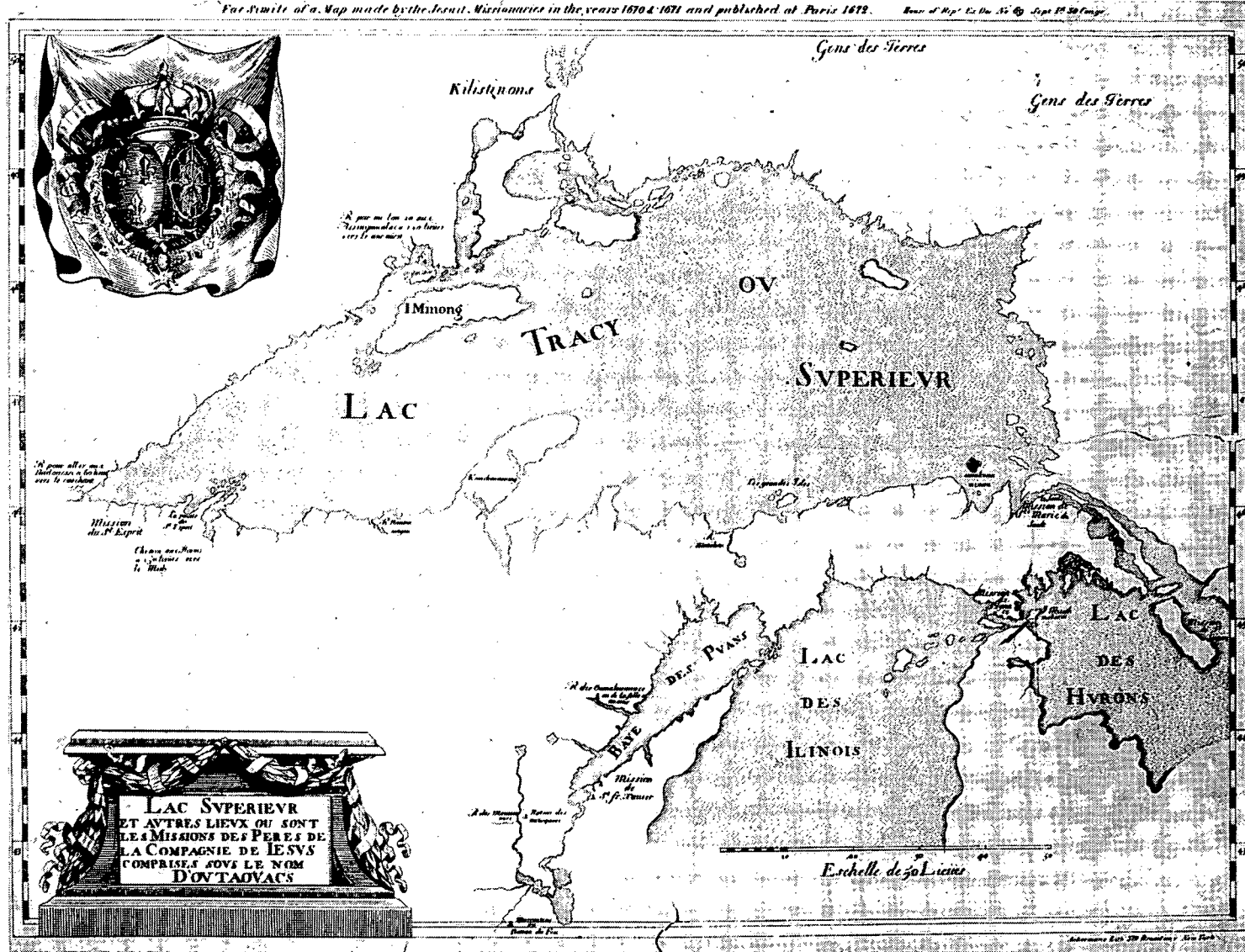
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Fac Simile of a Map made by the Jesuit Missionaries in the years 1670 & 1671 and published at Paris 1672. *Scale of Map: 1 in. = 50 Miles*



A Jesuit missionary drew this fairly accurate map of Lake Superior (or Lake Tracy, as early French explorers called it) in 1670-71, and it was published in Paris in 1672. (Minnesota Historical Society)

# MCAR AMENDMENTS AND ADDITIONS

The following is a listing of all proposed and adopted rules published in this issue of the *State Register*. The listing is arranged in the same order as the table of contents of the *Minnesota Code of Agency Rules* (MCAR). All adopted rules published in the *State Register* and listed below amend the rules contained in the MCAR set. Both proposed temporary and adopted temporary rules are listed here although they are not printed in the MCAR due to the short term nature of their legal effectiveness. During the term of their legal effectiveness, however, adopted temporary rules do amend the MCAR. A cumulative listing of all proposed and adopted rules in Volume 3 of the *State Register* will be published on a quarterly basis and at the end of the volume year.

## TITLE 2 ADMINISTRATION

### Part 1 Administration Department

#### Building Code Division

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UBC 101, 104, 204, 303, 420, 501, 605, 802, 805,  
809, 901, 905, 909, 1005, 1105, 1109, 1205, 1301,  
1305, 1314-1315, 1401, 1405, 1711, 2305, 3304,  
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2.553, 2.590-2.591, 2.629-2.631, 2.650-2.653, 2.694,  
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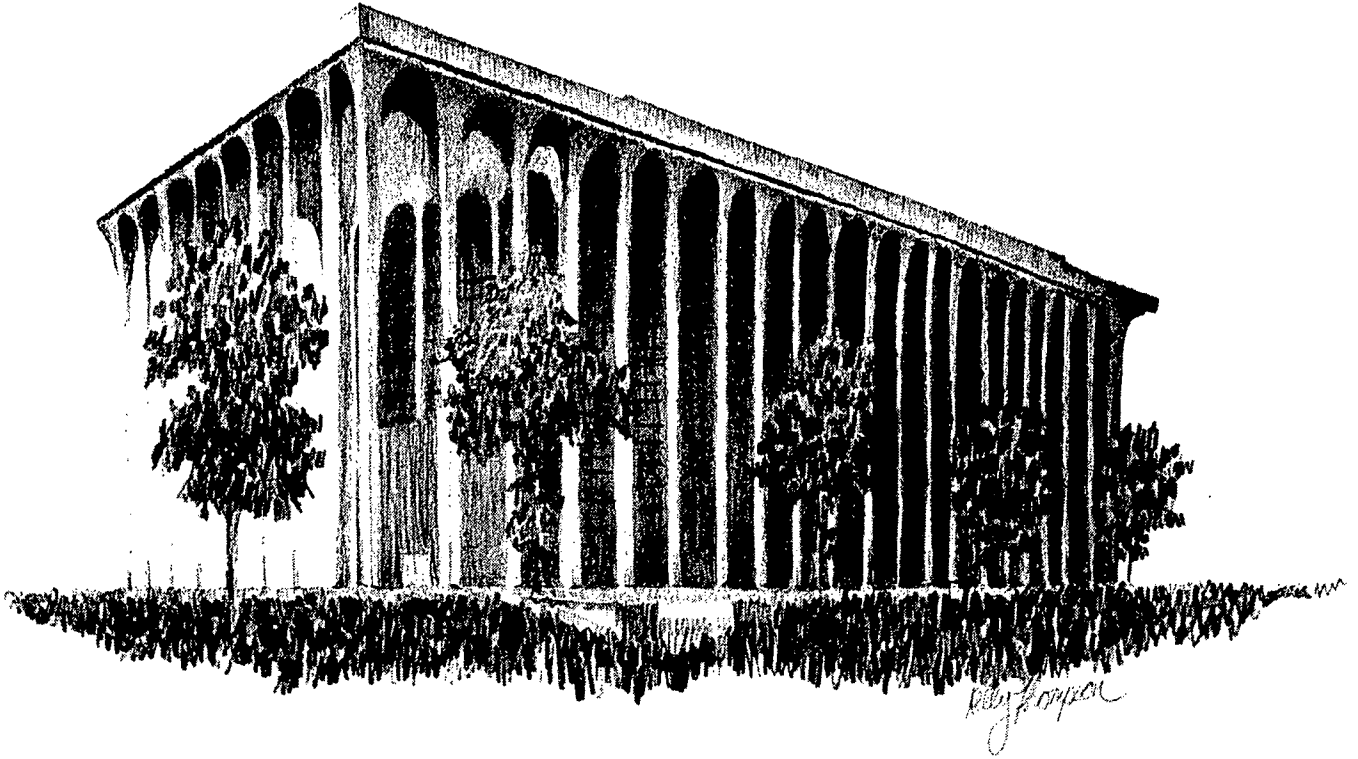
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### Part 1 Transportation Department

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Designed by Minoru Yamasaki, the Northwestern Life Insurance Company headquarters in Minneapolis dominates the "Top of the Mall." Because of the company's continued growth, the present \$6 million building will be complemented by a new 20-story tower to be constructed directly across the street during the next two years. The tower, also designed by Yamasaki, will cost an estimated \$35 million. (Drawing by Kelly Thompson)

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The adoption of a rule becomes effective after the requirements of Minn. Stat. § 15.0412, subd. 4, have been met and five working days after the rule is published in the *State Register*, unless a later date is required by statutes or specified in the rule.

If an adopted rule is identical to its proposed form as previously published, a notice of adoption as proposed and a citation to its previous *State Register* publication will be printed.

If an adopted rule differs from its proposed form, language which has been deleted will be printed with strike outs and new language will be underlined, and the rule's previous *State Register* publication will be cited.

A temporary rule becomes effective upon the approval of the Attorney General as specified in Minn. Stat. § 15.0412, subd. 5. Notice of his decision will be published as soon as practicable, and the adopted temporary rule will be published in the manner provided for adopted rules under subd. 4.

## Department of Administration Building Code Division

### Adopted Rules to the State Building Code

The rules published at *State Register*, Volume 2, Number 16, pp. 837-890, October 24, 1977 (2 S.R. 837) are adopted and are identical to their proposed form, with the following amendments:

#### Rules as Adopted

The Composition and Use of the State Building Code:

5. State of Minnesota Mobile Home Installation Standards 1977, identified as 2 MCAR § 1.90450 and related definitions in 2 MCAR § 1.90103.

# RULES

## SBC 103

1. "City" means a home rule charter or statutory city.
2. "Code" means the State Building Code or any amendments thereof.
3. "Municipality" means any city, county or town.
4. "Town" shall be defined as a town meeting the requirements of Minnesota Statutes 368.01.

**SBC 104 Scope.** The provisions of this Code shall apply to the construction, alteration, moving, demolition, repair and use of any building or structure within the city municipalities except work located primarily in a public way, public utility towers and poles, mechanical equipment not specifically regulated in this Code, and hydraulic flood control structures.

**SBC 105 Fallout shelters.** Whenever it has been determined by the Department of Public Safety, Division of Civil Defense and the State Architectural Engineer that fall-out protection is needed for a particular location the "Technical Requirements for Fall-Out Shelters" as contained in Appendix ~~"B"~~ "A" shall be complied with.

**SBC 107 State plan checking fee.** References to Table III-A should be changed to Table 107-A.

**SBC 108 Disclaimer clause.** The last sentence is changed to read as follows:

The authority for such determination will be found in various licensing statutes or ordinances for each type of installer who performs the work.

## SBC 109 Appendices.

A.1. SBC Appendix "A" Technical Requirements for Fallout Shelters.

A.2. SBC Appendix ~~"A"~~ "B" Variation in Snow Loads.

A.3. 1976 UBC Appendix, Chapters 23, 35.

A.4. Minnesota Plumbing Code Appendix B.

B.1. SBC Appendix ~~"B"~~ "C" Abbreviations and addresses of Technical Organizations.

B.2. 1976 UBC Appendix, Chapters 13, 15, ~~32,~~ 38, 44, 48, 49, 51, 57, and 70.

B.3. Minnesota Plumbing Code Appendices A, C, D, E, and F.

B.4. Flood Proofing Regulations, Sections 201.1 through 208.2.

B.5. SBC Appendix "D" Building Security. SBC 4101-4110.

**SBC 111 Adoption of the Uniform Building Code by Reference.** Chapters ~~4 2~~ through ~~50 60~~ and the appendix of the 1976 Edition of the Uniform Building Code, hereinafter "UBC", as promulgated by the International Conference of Building Officials, is incorporated by reference and is hereby made part of the State Building Code (SBC) except as qualified by SBC 109. Said UBC shall be subject to the following alterations and amendments:

Supervised Living Facilities:

Class A — Add a last sentence to read as follows: See UBC 1301 as amended.

Class B.2 — Add a last sentence to read as follows: See UBC 901 as amended.

**UBC 809** Amend second paragraph to read as follows: The fire alarm system shall be installed in compliance with NFPA Standard ~~72-A-74~~ 72-A-75, "Local Protective Signaling Systems."

**Section 902(b) Special provisions.** Division 3 Occupancies shall be housed in buildings of Type 1 or 11-F.R. construction.

Every story of a Group 1, Division 1 Occupancy accommodating ~~more than five (5)~~ five (5) or more non-ambulatory persons, unless provided with a horizontal exit, shall be divided into not less than two compartments accommodating approximately the same number of non-ambulatory persons in each compartment by smokestop partition meeting the requirements of a one-hour occupancy separation so as to provide an area of refuge within the building.

**UBC 905** Change reference SBC 7720 to The Mechanical Code.

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# RULES

**UBC 909** An approved fire alarm system shall be provided for all Group I Occupancies.

Audible alarm devices shall be used in all non-patient areas. Visible alarm devices may be used in lieu of audible devices in patient occupied areas. An approved alarm system shall comply with UBC 809. Operation of any fire alarm activating device shall automatically, without delay, accomplish general alarm indication and control functions. Zoned, coded systems shall be permitted to be used. Exception: Alarm systems may be installed in accordance with NFPA 101, 1977 Edition, S 10-3.3.3.

**UBC 1005** Change reference "SBC 7701 through SBC 7736" to "The Mechanical Code."

**UBC 1005** All water closet rooms shall be provided with an exterior window at least 3 square feet in area, fully openable; or a vertical duct not less than 100 square inches in area for the first toilet facility with an additional 50 square inches in area for the first toilet facility; ~~with an additional 50 square inches in area for each additional toilet facility~~ or a mechanically operated exhaust system which is connected to the light switch, capable of providing a complete change of air every 15 minutes. Such systems shall be vented to the outside air and at the point of discharge shall be at least 5 feet from any openable window.

**UBC 1105** Change reference "SBC 7701 through 7736" to "The Mechanical Code."

For other requirements on water closets, see UBC 510 and UBC 1711.

For other requirements on water closets, see UBC 1711 ~~UBC 510~~.

For other requirements on water closets, see UBC 510 and UBC 1711.

**UBC 1314** Add the following after the first paragraph:

Exception: Sound transmission requirements will not be required in Class A — Supervised Living Facilities.

**UBC 1315 Deadbolt locks required.** All exit doors leading to ~~public~~ public or shared areas from all dwelling units and hotel units shall be provided with deadbolt locks, at least one of which must be capable of being locked from the exterior of said unit. For the purpose of this section, a "deadbolt lock" is a locking bolt which, when in the locked position, can only be moved positively by turning a knob, key, or sliding bolt.

Deadbolt locks having a bolt moved by turning a key shall be of the five-pin tumbler type or an approved equivalent. Lock throw shall be not less than three-quarters inch ( $\frac{3}{4}$ "). Locks shall meet requirements of UBC 3303(c).

Section 1401 of the Uniform Building Code is amended by adding a new section to read as follows:

**Section 1401(b)** Group R, Division 4 Occupancies: This use group shall include all one and two family dwellings built exclusively by the standards as established in the 1975 One and Two Family Dwelling Code as promulgated by the national model code organizations and 2 MCAR 1.16001 through 2 MCAR 1.16006.

Exception: The plumbing requirements found in Part V, (Chapters 20 through 25) of Part VII (S-26.2001 - S-26.2103) are deleted in their entirety. The plumbing requirements of the Minnesota Health Department for plumbing shall apply to this occupancy group.

Section R-211 of the One and Two Family Dwelling Code is amended to read as follows:

**UBC 1711(b)** For provisions for the physically handicapped see ~~UBC SBC~~ SBC 5501 through 5508.

**UBC 2305(d)** Change Appendix "C" to Appendix "B".

## EXCEPTIONS:

1. The requirements of Appendix "~~A~~" "B" shall not apply to Group R, Division 3, Group R, Division 4 and M occupancies.

Section 2907(a)

Zone II — Add Lyon County

2. Soil under slab on Grade Construction for Buildings for Accessory Buildings

**UBC 3304(h)** EXCEPTIONS:

3. In Group I Occupancies in which an approved complete standard automatic fire extinguishing system is installed, corridor doors serving sleeping rooms need not be maintained self-closing or be automatic closing. In buildings of type I, II fire-resistive, and II one-hour construction, the automatic fire-extinguishing system may be omitted from operating, delivery, cardiac, x-ray and intensive care rooms when each such room is provided with smoke detectors connected to a continuously attended station or location within the building.

**Section 3802(d)** Change reference from (See NFPA No. ~~96A, 1973~~) to (See NFPA No. 96A 1975).



## RULES

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### 3802(d) — Special automatic fire-extinguishing systems.

In all Occupancies having commercial cooking equipment (see NFPA No. 96A, ~~1973~~, 1975), automatic fire extinguishing systems complying with UBC Standard 38-1 or 38-2 shall be installed for protection of duct systems, grease removal devices, hoods, and over commercial cooking equipment which may be a source of ignition (such as fat fryers, ranges, griddles and boilers). Systems installed in accordance with the following standards are also permitted.

2. Standard for dry-chemical extinguishing system NFPA No. 17 ~~1973~~, 1975.

EXCEPTION: These requirements shall not apply to Group R-3 and Group R-4 Occupancies.

**UBC 3803(a) General.** Fire Department Standpipes shall comply with the requirements of this section and NFPA 14, ~~1974~~ 1976 for Class I standpipes.

**UBC 3803(d) 2. Size.** The size of the standpipe shall conform to Chapter 2 of the NFPA No. 14 ~~1974~~ 1976 Edition.

5. Water supply. The standpipe system shall deliver a water supply as required by Chapter 5, Water Supplies, NFPA No. 14 ~~1974~~ 1976.

### Chapter 55 Facilities for the Handicapped.

Change all reference to UBC Sections to SBC Sections.

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# RULES

UBC 5501(b) 1. Group R-3 and Group R, Division 4 and M Occupancies.

~~UBC 5501 (b)7 Supervised living facility. Class A. Group H Occupancies for buildings with six (6) or fewer ambulatory residents.~~

SBC 8601 Electrical scope.

3. SBC<sup>2</sup> Section ~~204~~ 111 amending Chapter 5 of the UBC Section 512 (G.F.I. Roof Access)

4. SBC<sup>2</sup> Section ~~204~~ 111 amending Section 810 of the UBC (fire alarms).

5. SBC Section ~~204~~ 111 amending 909 of UBC (fire alarms).

15. SBC Section ~~204~~ 110 Electrical Requirements within the Flood Plain.

16. SBC Section ~~204~~ Chapter 55 Electrical Requirements for the Physically Handicapped.

17. SBC<sup>3</sup> Section ~~6004~~ through ~~6006~~ 2 MCAR §§ 1.16001-1.16006 Electrical Requirements for Energy Conservation.

Add new footnote: 3. See Composition and Use of the State Building Code.

SBC 330 11. Evidence of compliance with the Energy Conservation Regulations 2 MCAR §§ 1.16001 through 1.16006.

UBC Sec. 3203(d) 3B — Asphalt Shingles.

B. Asphalt shingles. Asphalt shingles shall be fastened applied according to manufacturer's instructions to solidly sheathed roofs but not less than four nails per each strip shingle not more than nominal 36 inches wide and two nails per each individual shingle not more than 18 inches wide shall be used.

UBC Section 3203(d)3B, paragraph 3, delete in its entirety.

~~The building official may use the application and eave flashing recommendations as set out in the publication published by the Asphalt Roofing Manufacturers Association which is entitled "Manufacture, Selection, and Application of Asphalt Roofing and Siding Products", Twelfth Revised Edition, 1974, as the criteria for approved application as re-~~

~~quired by Paragraph B, above, and as an acceptable standard for underlayment as required for shingle, shake, and tile roofs. Adequate ventilation is essential in the unheated space directly below the roof so as to prevent condensation; ventilation and air circulation may be provided by louvres of sufficient size properly placed high in gables and/or by installing eaves and roof vents. The net free ventilating area should be not less than 1/50 of the area of the space ventilated, except that the area may be 1/300 provided at least 50 percent of the required ventilating area is provided by ventilators located in the upper portion of the space to be ventilated at least 3 feet above eave or cornice vents without the balance of the required ventilation provided by eave or cornice vents.~~

UBC 4506(d), Item 3, delete in its entirety.

~~Item 3. Submitted by Aeme Awning, Minneapolis, and Department of Inspections, Minneapolis.~~

Amend UBC 4506(d) as follows:

(d) Clearances: All portions of any awning shall be at least (8) 7 feet above any public walkway.

Exception: Any valance attached to an awning shall not project above the roof of the awning at the point of attachment, (and shall not extend more than 12 inches below the roof of the awning at the point of attachment, but in no case shall any portion of a valance be less than 7 feet in height above a public way.)

MHD 123(d) (3) (ee) Copper tube 3E or 3G with 3N wrought fitting or 3D fitting with provisions that it be installed to allow for expansion or contraction and that all stubs through concrete floors must be sleeved or protected by resilient material.

Item 10 — MHD 123(d) (6) (bb) Concrete 5N and 5M and fittings.

Item 13 — MHD 127(b) (b) Required Minimum Number of Fixtures.

(1) Plumbing fixtures shall be provided for the type of building occupancy and in the minimum number shown in Table 17-B of the Uniform Building Code as amended in SBC 111.

Item 15 — MHD 132(d) (2) Waterproof Flashings ~~and~~

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. PROPOSED RULES SECTION — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# RULES

**Frost Closure.** Each vent terminal shall be made watertight with the roof by proper flashing of copper, lead, galvanized iron, or other approved flashings or flashing materials. Vent pipe ~~which terminals shall~~ pass through the roof and shall be at least 2 inches in diameter (and shall be encased in a frost proof jacket so arranged and installed that there will be an air space of at least 1 inch between the outside of the pipe and the inside surface of the frost jacket. The frost jacket shall extend from a point below the roof boards to the terminal of the vent it serves. The jacket below the roof boards shall be left open to allow warm air to enter, while the joint with the vent, above the roof, shall be made so as to be watertight and to minimize the loss of air. The jacket shall be so constructed that settling of the building or vent pipe will not destroy the joints nor the jacket.) When approved by the Administrative Authority, other materials or methods may be used which provide adequate protection.

**SBC 8806** 1. The eighth edition of American National Safety Code for Elevators, Dumbwaiters, Escalators and Moving Walks — ANSI A17.1-97 1971 including supplements ANSI A17.1a-1972, ANSI A17.1b-1973, as amended herein, ANSI A17.1c 1974, ANSI A17, 1d 1975, ANSI A17.1e-1975 and ANSI A17.1f-1975, and ANSI A17.1c-1976 are hereby incorporated by reference and made a part of this Code. All references in ANSI A17.1-1971 and supplements to the National Electrical Code ANSI C1-1968 and ANSI C1-1971 shall be changed to read: "National Electrical Code" ANSI C2 4974 1975 NFPA 70 4974 1975.

## CHAPTER 32 RE-ROOFING

### General

Section 3209: All re-roofing shall conform to the applicable provisions of Chapter 32 of this Code.

Roofing materials and methods of application shall comply with Uniform Building Code Standards or shall follow the manufacturer's installation requirements when approved by the Building Official.

### Inspections

Section 3210: New roof coverings shall not be applied without first obtaining an inspection and written approval from the building official. A final inspection and approval shall be obtained from the building official when the re-roofing is complete.

### Built-up Roofs

Section 3211: (a) General: Built-up roof covering shall be completely removed before applying the new roof covering.

**EXCEPTION:** The building official may allow existing roof coverings to remain when inspection reveals that:

1. The structural design is sufficient to sustain the weight of an additional roof.
2. There is not more than one existing roof on the structure.
3. The existing roof is securely attached to the deck.
4. The roof deck is not rotted and is structurally sound.
5. Existing insulation is not water soaked.

(b) Preparation of Roof and Application of New Covering: When conditions specified in subsection (a) above have been met. The re-roofing shall be accomplished as follows:

1. Gravel Surfaced: The roof shall be cleaned of all loose gravel and debris. All blisters shall be cut and made smooth. One-half inch insulation board shall be nailed or cemented to the existing roofing with coal tar pitch applied at the rate of 40 pounds per square foot over which a new roof complying with Section 3203 shall be installed; or all existing gravel shall be removed to provide a smooth surface. All blisters shall be cut and cemented or nailed smooth. A base sheet as defined in the Code shall be nailed in place. The base sheet shall not be mopped to the old roofing. New roofing conforming to Section 3203 shall be applied.

2. Smooth or cap sheet surfaced: All blisters and curled edges shall be cut and cemented or nailed smooth. A base sheet shall be nailed or, in the case of nonavailable decks, mopped to the existing roofing. New roofing conforming to Section 3203 shall be applied.

3. Flashing and edgings: Vent flashings, metal edgings, drain outlets, metal counterflashing and collars shall be removed and cleaned. Rusted metal shall be replaced. Metal shall be primed with cutback primer prior to installation. Collars and flanges shall be flashed per the roofing manufacturer's instructions.

4. Intersecting walls: All concrete and masonry walls shall be completely cleaned and primed to receive new flashing. All vertical walls, other than concrete or masonry shall have the surface finish material removed to a height of 6 inches above the deck to receive new roofing and flashing. All rotted wood shall be replaced with new materials. Surface finish material shall be replaced to match original construction.

5. Cant strips: Where space permits, cant strips shall be installed at all angles. All angles shall be flashed with at least two more layers than in the new roof with an exposed finish layer of asbestos felt or mineral surfaced cap sheet.

# RULES

## Shingles and Shakes

Section 3212. Based upon inspection of the existing roofing, the building official may permit a re-cover in accordance with the following provisions:

1. Asphalt shingle application. Not more than two overlays of asphalt shingles shall be applied over an existing asphalt shingle roof.

Not more than two overlays of asphalt shingle roofing shall be applied over wood shingles. Asphalt shingles applied over wood shingles shall have an overlay of not less than Type 30 nonperforated felt.

2. Wood shake application. Not more than one overlay of wood shakes shall be applied over an existing asphalt shingle or wood shingle roof (with one layer of 18 inch, 30 pound felt interlaced between each layer of shakes.)

3. Wood shingle application. Not more than one overlay of wood shingles shall be applied over existing wood shingles.

4. Application over shakes. New roof covering shall not be applied over an existing shake roof.

5. Flashing and edgings. Rusted or damaged flashing, vent caps and metal edgings shall be replaced with new materials as necessary.

### Action:

Add a new appendix chapter to the Minnesota State Building Code (SBC) to be listed in SBC 110(a),2 and have the effect of being adopted without change at the discretion of any municipality.

## Adopted Amendments to ASHRAE Standard 90-75 Adopted by Reference in Rules Relating to Design and Evaluation Criteria for Energy Conservation in New Buildings, Additions, Remodeled Elements of Buildings and Standards for Certain Existing Public Buildings

The rules published at *State Register*, Volume 2, Number 22, p. 1095, December 5, 1977 (2 S.R. 1095) are adopted and are identical to their proposed form, with the following amendments:

Page 28.

Table 6.2  
HVAC SYSTEM Equipment  
Minimum EER (COP) — (Cooling)

Effective Date	Standard Rating Capacities	
	Under 65,000 Btu/h (19kW)	65,000 Btu/h (19kW) and Over
	EER(COP)	EER(COP)
Beginning January 1, 1977	6.1(1.8)	6.8(2.0)
Beginning January 1, 1978	7.0(2.1)	
Beginning January 1, 1980	7.0(2.1)	7.5(2.2)

Page 9, Definitions.

Commercial Parking Facility. Shall not include a parking facility which is appurtenant to or a part of a residential building whether the individual dwelling units are rented or owned by the occupants, and which is used primarily by the occupants and their guests.

## Peace Officer Standards and Training Board

### Adopted Temporary Rules Governing the Selection, Training and Licensing of Peace Officers and Constables

The rules published at *State Register*, Volume 3, Number 2, pp. 52-58, July 17, 1978 (3 S.R. 52) as proposed temporary rules were approved by the Attorney General and adopted as of August 17, 1978 and are identical to the proposed form, with the following amendment:

4 MCAR § 13.006 K. Peace officer licensing examinations shall be offered at least twice a year. The board shall establish the examination schedules. Any student or peace officer seeking to take either portion of the licensing exam-

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# RULES

ination shall submit a written application on a form provided by the board at least 30 days prior to the date of the examination. Each application shall be accompanied by the appropriate nonrefundable fee as set forth in § 13.007. Students or peace officers who fail the examination ~~may~~ shall be allowed to retake the examination two times upon furnishing to the board a renewed written application and appropriate fee.

## Department of Public Welfare Social Services Bureau

### Adopted Rule Governing Reimbursement for Cost of Care of Mentally Retarded or Epileptic or Emotionally Handicapped Children

The proposed rule published at the *State Register*, Volume 2, Number 35, pages 1634-1639, March 6, 1978 (2 S.R. 1634), is adopted and is identical to its proposed form, with the following amendments:

#### DPW 30 Reimbursement for cost of care of mentally retarded or epileptic or emotionally handicapped children.

B.2. "Emotionally Handicapped Child" shall mean any child having a psychiatric or other emotional disorder which substantially impairs his mental health and who requires treatment ~~and~~ or supervision.

B.9. "Cost of Care" includes all costs of the necessary care, treatment and training of the child that are appropriately provided in the boarding care facility. These shall include care, board and room, training and treatment, supervision, medical, ~~clothing and personal needs~~ and miscellaneous expenses which are an integral part of the child's individual program plan and which are nonreimbursable pursuant to Subd. F.5. of this rule.

C.1. Parents shall be responsible for reimbursing the county making payments for boarding cost of care. The amount of reimbursement shall be based on the annual gross income of the parents as adjusted by household size. The monthly amount to be paid by the parent shall be fixed by the following fee schedule:

#### C.3. Exceptions:

(a) If the child has income or resources of his own, an amount not to exceed \$30 per month from the child's income shall be used to meet the child's clothing and personal needs, and parents are relieved of this responsibility.

(b) If the parents' sole source of income is from receipt of Public Assistance and the child has no income or resources of his own to meet his clothing and personal needs, \$30 per month for clothing and personal needs may be charged to miscellaneous expenses under cost of care expenditure.

F.9. The costs of boarding care for mentally retarded, epileptic, or emotionally handicapped children shall be paid by the county of financial responsibility as herein defined. The rate to be paid for boarding care shall be negotiated between the county agency and the licensed facility where the child is placed, except where the state agency sets rates under the provisions of DPW Rule 52. This agreed upon rate shall be reduced to writing in the form of a placement agreement signed by both parties. This placement agreement shall be filed in the child's case record and may be renewed or negotiated on an annual basis.

G.1.e. Period of boarding out-of-home care covered.

G.1.f. ~~Charges~~ Expenditures for boarding care cost of care.

G.1.g. Parent fee charged if ~~any~~.

G.1.h. Child fee charged if ~~any~~.

G.1.j. Amount of ~~reimbursable~~ claim which shall be shown as the ~~gross~~ reimbursable costs expenditures minus fees charged to parent and child.

G.1.k. Net ~~reimbursable~~ claim which shall be shown as the reimbursable amount of the claim less any applicable recoveries. Applicable recoveries shall include ~~receipts of parent and child fees~~, parent and child contributions in excess of the fees due, insurance payments, prior overpayments, canceled checks, and other receipts as specified by the county agency and approved by the state agency.

G.2.a. ~~Current~~ Parent and child fees due.

B.2.b. Reimbursable costs of boarding care.

G.2.c. Nonreimbursable costs of boarding care.

G.2.d. ~~Past due parent and child fees~~.

## RULES

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G.3. The county agency shall submit this quarterly report to the state agency within 15 days of the end of each quarter, specifically no later than October 15, January 15, April 15, and July 15. ~~No claims will be considered for reimbursement if received by the State Agency 60 days after the close of the fiscal year for services provided during the fiscal year just ended.~~ Quarterly claims shall include only expenditures for services provided during the current fiscal year. Retroactive rate increases shall be considered current expenditures in the fiscal year in which they are granted by the state agency. By August 31, the county agency shall submit any claims for expenditures for services provided during the prior fiscal year not previously reported.

G.4.b. Estimate total net ~~reimbursable~~ claims for the year by multiplying the amount determined in "a" above by five;

G.4.c. For each account, established pursuant to G.6., divide the total appropriation by the estimate in "b" above;

G.4.d. Reimburse the first, second, and third quarter net ~~reimbursable~~ claims at the percentage determined in "d" "c" within 45 days of the end of each quarter.

G.4.e. Calculate total net ~~reimbursable~~ claims for the year, the total allowed reimbursement, and make final settlement payments within 120 days of the close of the state fiscal year.

G.7. For purposes of the boarding care of emotionally handicapped children, facilities licensed under Rule DPW 8 shall be reimbursed only after ~~boarding cost of care costs~~ expenditures of children in Minn. Rule DPW 5 licensed facilities have been reimbursed.

## Department of Public Welfare Medical Assistance Division

### Adopted Rule DPW 47 Governing the Medical Assistance Program

The rule published at *State Register*, Volume 2, Number 43, pp. 1955-1957, May 1, 1978 (2 S.R. 1955-1957), is now adopted and is identical to its proposed form.

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# PROPOSED RULES

Pursuant to Minn. Stat. § 15.0412, subd. 4, agencies must hold public hearings on proposed new rules and/or proposed amendment of existing rules. Notice of intent to hold a hearing must be published in the *State Register* at least 30 days prior to the date set for the hearing, along with the full text of the proposed new or amended rule. The agency shall make at least one free copy of a proposed rule available to any person requesting it.

Pursuant to Minn. Stat. § 15.0412, subd. 5, when a statute, federal law or court order to adopt, suspend or repeal a rule does not allow time for the usual rulemaking process, temporary rules may be proposed. Proposed temporary rules are published in the *State Register*, and for at least 20 days thereafter, interested persons may submit data and views in writing to the proposing agency.



Gertrude Brown was first director of the Phyllis Wheatley Community Center, known as Phyllis Wheatley House when founded by the Women's Christian Association in 1924. Today the center provides recreational, referral and counseling services, and community organization and advocacy, for citizens of North Minneapolis. It also operates a day care center and a youth summer camping program. (Drawing by Ann Rauvola.)

## Department of Public Welfare, Department of Health, and Department of Public Safety Minnesota Merit System

### Proposed Rules Governing the Compensation Plan; Salary Adjustments and Increases; Salary Conversion Tables; Salary Computation Provisions; the Classification Plan; Certification of Eligibles; Separation, Tenure and Reinstatement; and Leaves of Absence

#### Department of Public Welfare Merit System Remuneration

Previously, all Merit System Rules have been referred to as "Minn. Rules DPW\_\_\_\_." Effective with this publication in the *State Register*, these rules are being changed to the MCAR numbering system. With this change, the class specifications which were previously grouped together under 11 rule numbers are each being assigned a separate MCAR rule number. A complete list of Merit System Rules, converted to their MCAR numbers, follows:

DPW 90 Definitions. is now 12 MCAR § 2.490 Definitions.

DPW 91 Statement of policy and means of effecting policy. is now 12 MCAR § 2.491 Statement of policy and means of effecting policy.

DPW 92 Organization. is now 12 MCAR § 2.492 Organization.

DPW 93 Classification plan. is now 12 MCAR § 2.493 Classification plan.

DPW 94 Compensation Plan. is now 12 MCAR § 2.494 Compensation plan.

DPW 95 Recruitment. is now 12 MCAR § 2.495 Recruitment.



## PROPOSED RULES

DPW 96 Examinations. is now 12 MCAR § 2.496 Examinations.

DPW 97 Registers. is now 12 MCAR § 2.497 Registers.

DPW 98 Certification of eligibles. is now 12 MCAR § 2.498 Certification of eligibles.

DPW 99 Appointments. is now 12 MCAR § 2.499 Appointments.

DPW 100 Probationary period. is now 12 MCAR § 2.500 Probationary period.

DPW 101 Promotions. is now 12 MCAR § 2.501 Promotions.

DPW 102 Transfers and demotions. is now 12 MCAR § 2.502 Transfers and demotions.

DPW 103 Separation, tenure, and reinstatement. is now 12 MCAR § 2.503 Separation, tenure, and reinstatement.

DPW 104 Leave of absence. is now 12 MCAR § 2.504 Leave of absence.

DPW 105 Service rating. is now 12 MCAR § 2.505 Service rating.

DPW 106 Employee training. is now 12 MCAR § 2.506 Employee training.

DPW 107 Other employment. is now 12 MCAR § 2.507 Other employment.

DPW 108 Appeals. is now 12 MCAR § 2.508 Appeals.

DPW 109 Inter-agency operations. is now 12 MCAR § 2.509 Inter-agency operations.

DPW 110 Miscellaneous. is now 12 MCAR § 2.510 Miscellaneous.

DPW 116 Salary adjustments and increases. is now 12 MCAR § 2.516 Salary adjustments and increases.

DPW 117 Salary computation provisions for full and part-time employment, terminal vacation and sick leave pay, partial pay periods, overtime and part payment from another source. is now 12 MCAR § 2.517 Salary computation provisions for full and part-time employ-

ment, terminal vacation and sick leave pay, partial pay periods, overtime and part payment from another source.

DPW 118 Appointments, promotions, demotions, transfers, and reinstatements. is now 12 MCAR § 2.518 Appointments, promotions, demotions, transfers, and reinstatement.

DPW 119 County regulations. is now 12 MCAR § 2.519 County regulations.

DPW 125 Welfare administrative group.

A. Welfare Director I. is now 12 MCAR § 2.530 Welfare Director I.

B. Welfare Director II. is now 12 MCAR § 2.531 Welfare Director II.

C. Welfare Director III. is now 12 MCAR § 2.532 Welfare Director III.

D. Welfare Director IV. is now 12 MCAR § 2.534 Welfare Director IV.

E. Welfare Director V. is now 12 MCAR § 2.534 Welfare Director V.

F. Assistant Welfare Director. is now 12 MCAR § 2.535 Assistant Welfare Director.

G. Director of Planning. is now 12 MCAR § 2.536 Director of Planning.

H. Director of Social Services. is now 12 MCAR § 2.537 Director of Social Services.

I. Director of Financial Assistance. is now 12 MCAR § 2.538 Director of Financial Assistance.

J. Director of Support Services. is now 12 MCAR § 2.539 Director of Support Services.

K. Administrative-Services Director. is now 12 MCAR § 2.540 Administrative-Services Director.

L. Administrative Assistant I. is now 12 MCAR § 2.541 Administrative Assistant I.

M. Administrative Assistant II. is now 12 MCAR § 2.542 Administrative Assistant II.

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## PROPOSED RULES

N. Administrative Assistant III. is now 12 MCAR § 2.543 Administrative Assistant III.

O. Director of Assessment Systems. is now 12 MCAR § 2.544 Director of Assessment Systems.

P. Medical Services Administrator. is now 12 MCAR § 2.545 Medical Services Administrator.

Q. Personnel Officer I. is now 12 MCAR § 2.546 Personnel Officer I.

R. Personnel Director. is now 12 MCAR § 2.547 Personnel Director.

S. Human Services Director I. is now 12 MCAR § 2.548 Human Services Director I.

T. Human Services Director II. is now 12 MCAR § 2.549 Human Services Director II.

U. Human Services Director III. is now 12 MCAR § 2.550 Human Services Director III.

V. Assistant Human Services Director. is now 12 MCAR § 2.551 Assistant Human Services Director.

W. Policy/Program Analyst. is now 12 MCAR § 2.552 Policy/Program Analyst.

### DPW 126 Welfare supervisory group.

A. Social Welfare Supervisor Trainee. is now 12 MCAR § 2.570 Social Welfare Supervisor Trainee.

B. Social Service Supervisor I. is now 12 MCAR § 2.571 Social Service Supervisor I.

C. Social Service Supervisor II. is now 12 MCAR § 2.572 Social Service Supervisor II.

D. Social Welfare Supervisor III. is now 12 MCAR § 2.573 Social Welfare Supervisor III.

E. Community Health Services Supervisor (Human Services). is now 12 MCAR § 2.574 Community Health Services Supervisor (Human Services).

F. Staff-Training Supervisor I. is now 12 MCAR § 2.575 Staff-Training Supervisor I.

G. Staff-Training Supervisor II. is now 12 MCAR § 2.576 Staff-Training Supervisor II.

H. Human Services Supervisor I. is now 12 MCAR § 2.577 Human Services Supervisor I.

I. Financial Assistance Supervisor I. is now 12 MCAR § 2.578 Financial Assistance Supervisor I.

J. Financial Assistance Supervisor II. is now 12 MCAR § 2.579 Financial Assistance Supervisor II.

K. Collection Services Supervisor I. is now 12 MCAR § 2.580 Collection Services Supervisor I.

L. Collection Services Supervisor II. is now 12 MCAR § 2.581 Collection Services Supervisor II.

M. Day-Care Center Supervisor. is now 12 MCAR § 2.582 Day-Care Center Supervisor.

N. Developmental Achievement Center Director. is now 12 MCAR § 2.583 Developmental Achievement Center Director.

P. Education Supervisor. is now 12 MCAR § 2.584 Education Supervisor.

Q. Home-Maker Supervisor. is now 12 MCAR § 2.585 Home-Maker Supervisor.

R. Homemaker Coordinator II. is now 12 MCAR § 2.586 Homemaker Coordinator II.

S. Office Manager. is now 12 MCAR § 2.587 Office Manager.

T. Homemaker Coordinator I. is now 12 MCAR § 2.588 Homemaker Coordinator I.

U. Transportation Coordinator. is now 12 MCAR § 2.589 Transportation Coordinator.

### DPW 127 Welfare social-work group.

A. Student Social Worker. is now 12 MCAR § 2.600 Student Social Worker.

B. Social-Worker Trainee. is now 12 MCAR § 2.601 Social-Worker Trainee.

C. Social Worker I. is now 12 MCAR § 2.602 Social Worker I.

D. Social Worker II. is now 12 MCAR § 2.603 Social Worker II.

E. Social Worker III. is now 12 MCAR § 2.604 Social Worker III.

G. Marriage Counselor. is now 12 MCAR § 2.605 Marriage Counselor.

## PROPOSED RULES

### DPW 128 Auxiliary services group.

A. Community-Service Aide. is now **12 MCAR § 2.620 Community-Service Aide.**

B. Financial Worker I. is now **12 MCAR § 2.621 Financial Worker I.**

C. Financial Worker II. is now **12 MCAR § 2.622 Financial Worker II.**

D. Financial Assistance Specialist. is now **12 MCAR § 2.623 Financial Assistance Specialist.**

E. Home Maker I. is now **12 MCAR § 2.624 Home Maker I.**

F. Home Maker II. is now **12 MCAR § 2.625 Home Maker II.**

G. Coordinator of Aging. is now **12 MCAR § 2.626 Coordinator of Aging.**

H. Chemical Dependency Counselor. is now **12 MCAR § 2.627 Chemical Dependency Counselor.**

I. Residential Facility Operator(s). is now **12 MCAR § 2.628 Residential Facility Operator(s).**

J. Resources Examiner I. is now **12 MCAR § 2.629 Resources Examiner I.**

K. Resources Examiner II. is now **12 MCAR § 2.630 Resources Examiner II.**

L. Resources Examiner III. is now **12 MCAR § 2.631 Resources Examiner III.**

M. Community-Relations Specialist. is now **12 MCAR § 2.632 Community-Relations Specialist.**

N. Volunteer Services Coordinator I. is now **12 MCAR § 2.633 Volunteer Services Coordinator I.**

O. Volunteer Services Coordinator II. is now **12 MCAR § 2.634 Volunteer Services Coordinator II.**

P. Psychologist I. is now **12 MCAR § 2.635 Psychologist I.**

Q. Psychologist II. is now **12 MCAR § 2.636 Psychologist II.**

R. Assistant Residential Facility Operator(s). is now **12 MCAR § 2.637 Assistant Residential Facility Operator(s).**

S. Trainee. is now **12 MCAR § 2.638 Trainee.**

T. Case Aid. is now **12 MCAR § 2.639 Case Aid.**

U. Senior Case Aid. is now **12 MCAR § 2.640 Senior Case Aid.**

V. Housekeeper. is now **12 MCAR § 2.641 Housekeeper.**

W. Psychologist III. is now **12 MCAR § 2.642 Psychologist III.**

X. Psychologist IV. is now **12 MCAR § 2.643 Psychologist IV.**

Y. Senior Citizen's Aide. is now **12 MCAR § 2.644 Senior Citizen's Aid.**

Z. Chemical Dependency Coordinator. is now **12 MCAR § 2.645 Chemical Dependency Coordinator.**

AA. Developmental Achievement Center Teacher. is now **12 MCAR § 2.646 Developmental Achievement Center Teacher.**

BB. Developmental Achievement Center Instructor. is now **12 MCAR § 2.647 Developmental Achievement Center Instructor.**

CC. Developmental Disabilities Coordinator. is now **12 MCAR § 2.648 Developmental Disabilities Coordinator.**

DD. Mental Health Worker. is now **12 MCAR § 2.649 Mental Health Worker.**

### DPW 129 Work-and-training group.

B. Employment-Guidance Counselor I. is now **12 MCAR § 2.670 Employment-Guidance Counselor I.**

C. Employment-Guidance Counselor II. is now **12 MCAR § 2.671 Employment-Guidance Counselor II.**

D. Employment-Guidance Counselor III. is now

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## PROPOSED RULES

### **12 MCAR § 2.672 Employment-Guidance Counselor III.**

E. Occupational Supervisor-Instructor I. is now **12 MCAR § 2.673 Occupational Supervisor-Instructor I.**

F. Occupational Supervisor-Instructor II. is now **12 MCAR § 2.674 Occupational Supervisor-Instructor II.**

G. Work-Experience-and-Training Specialist. is now **12 MCAR § 2.675 Work-Experience-and-training Specialist.**

### **DPW 130 Medical-nursing services group.**

A. Physical Therapist. is now **12 MCAR § 2.690 Physical Therapist.**

B. Nursing-Care Advisor. is now **12 MCAR § 2.691 Nursing-Care Advisor.**

C. Medical-Care Advisor. is now **12 MCAR § 2.692 Medical-Care Advisor.**

D. Homemaker/Home Health Aide. is now **12 MCAR § 2.693 Homemaker/Home Health Aide.**

F. Home Health Aide. is now **12 MCAR § 2.695 Home Health Aide.**

G. Home-Health-Aide-Coordinator. is now **12 MCAR § 2.696 Home-Health-Aide-Coordinator.**

H. Home-Care Coordinator. is now **12 MCAR § 2.697 Home-Care Coordinator.**

J. Licensed Practical Nurse. is now **12 MCAR § 2.698 Licensed Practical Nurse.**

K. Registered Nurse. is now **12 MCAR § 2.699 Registered Nurse.**

L. Public-Health Nurse. is now **12 MCAR § 2.700 Public-Health Nurse.**

M. Public-Health Nurse (Team Leader) (Specialized Assignment). is now **12 MCAR § 2.701 Public-Health Nurse (Team Leader) (Specialized Assignment).**

N. Senior Public-Health Nurse. is now **12 MCAR § 2.702 Senior Public-Health Nurse.**

O. Director of Public-Health Nursing I. is now **12 MCAR § 2.703 Director of Public-Health Nursing I.**

### **DPW 131 Fiscal group.**

A. Accounting Officer I. is now **12 MCAR § 2.720 Accounting Officer I.**

B. Accounting Officer II. is now **12 MCAR § 2.721 Accounting Officer II.**

C. Accounting Officer III. is now **12 MCAR § 2.722 Accounting Officer III.**

D. Accountant I. is now **12 MCAR § 2.723 Accountant I.**

E. Accountant II. is now **12 MCAR § 2.724 Accountant II.**

G. Auditor. is now **12 MCAR § 2.725 Auditor.**

H. Director of Business Management II. is now **12 MCAR § 2.726 Director of Business Management II.**

I. Director of Business Management I. is now **12 MCAR § 2.727 Director of Business Management I.**

J. Account Clerk. is now **12 MCAR § 2.728 Account Clerk.**

### **DPW 132 Clerical group.**

A. Clerk I. is now **12 MCAR § 2.740 Clerk I.**

B. Clerk II. is now **12 MCAR § 2.741 Clerk II.**

C. Clerk III. is now **12 MCAR § 2.742 Clerk III.**

D. Clerk-Typist I. is now **12 MCAR § 2.743 Clerk-Typist I.**

E. Clerk-Typist II. is now **12 MCAR § 2.744 Clerk-Typist II.**

F. Clerk-Typist III. is now **12 MCAR § 2.745 Clerk-Typist III.**

G. Clerk-Stenographer I. is now **12 MCAR § 2.746 Clerk-Stenographer I.**

H. Clerk-Stenographer II. is now **12 MCAR § 2.747 Clerk-Stenographer II.**

I. Clerk-Stenographer III. is now **12 MCAR § 2.748 Clerk-Stenographer III.**

K. Clerk-Supervisor. is now **12 MCAR § 2.749 Clerk-Supervisor.**

## PROPOSED RULES

M. Clerk-Specialist. is now **12 MCAR § 2.750 Clerk-Specialist.**

N. Information System Specialist. is now **12 MCAR § 2.751 Information System Specialist.**

**DPW 133 Electronic-data-processing-and-analyst group.**

A. Associate Methods-and-Procedures Analyst. is now **12 MCAR § 2.761 Associate Methods-and-Procedures Analyst.**

B. Methods-and-Procedures Analyst. is now **12 MCAR § 2.762 Methods-and-Procedures Analyst.**

C. Methods-and-Procedures Supervisor. is now **12 MCAR § 2.763 Methods-and-Procedures Supervisor.**

D. Computer Programmer. is now **12 MCAR § 2.764 Computer Programmer.**

E. Programmer Analyst. is now **12 MCAR § 2.765 Programmer Analyst.**

F. Systems Programmer-Analyst. is now **12 MCAR § 2.766 Systems Programmer-Analyst.**

**DPW 134 Mechanical-machine group.**

A. Key-Punch Operator. is now **12 MCAR § 2.780 Key-Punch Operator.**

K. Book-keeping Machine Operator. is now **12 MCAR § 2.781 Book-keeping Machine Operator.**

N. Switchboard Operator I. is now **12 MCAR § 2.782 Switchboard Operator I.**

O. Switchboard Operator II. is now **12 MCAR § 2.783 Switchboard Operator II.**

**DPW 135 Maintenance and trades group.**

A. Laborer. is now **12 MCAR § 2.800 Laborer.**

B. Janitor. is now **12 MCAR § 2.801 Janitor.**

D. Maintenance Worker. is now **12 MCAR § 2.802 Maintenance Worker.**

F. Automobile Driver. is now **12 MCAR § 2.803 Automobile Driver.**

G. Bus Driver. is now **12 MCAR § 2.804 Bus Driver.**

**DPW 140 Compensation plan.** is now **12 MCAR § 2.840 Compensation plan.**

**DPW 141 Standard table.** is now **12 MCAR § 2.841 Standard table.**

August 23, 1978

Edward J. Dirkswager, Jr.  
Commissioner

### Department of Public Welfare Notice of Hearing

Notice is hereby given that a public hearing in the above-entitled matter will be held in the Auditorium, State Office Building, Wabasha Street (between Aurora and Fuller), St. Paul, Minnesota, on October 16, 1978 commencing at 9:30 a.m. and continuing until all persons have had an opportunity to be heard.

All interested or affected persons will have an opportunity to participate. At the hearing, statements may be made orally and written materials may be submitted. In addition, written materials may be submitted by mail to Mr. Steve Mihalchick, Hearing Examiner, Room 300, 1745 University Avenue, St. Paul, Minnesota 55104, (612) 296-8112, either before the hearing or within 5 working days after the public hearing ends, or for a longer period not to exceed 20 calendar days if ordered by the Hearing Examiner. Written material submitted within the above time limits will be recorded in the hearing record.

It is expected that about 100 people will attend the hearing. The agency presentation at the hearing will take approximately 3 hours.

A summary of proposed rules that affect the Compensation Plan and Salary Schedule follows:

Proposed revisions to 12 MCAR § 2.840 amend the Merit System Compensation Plan for positions in county welfare and human service agencies which are under the Minnesota Merit System. (Those agencies with a negotiated

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## PROPOSED RULES

contract with a bargaining unit's exclusive representative which provides for different salaries are not covered by 12 MCAR § 2.840.) Proposed revisions to the 1978 Compensation Plan establish salaries for the new classifications and retitled classifications listed elsewhere in this notice. As a result of the 1978 Minnesota Merit System Salary Survey, conducted in accord with 12 MCAR § 2.494 D., a new Compensation Plan is proposed for 1979. It is recommended that: Professional Compensation Plans A, B, and C be adjusted 5% at minimum, maximum, and intervening steps, with some exceptions; Support Compensation Plans A, B, and C be adjusted 5% at minimum, maximum, and intervening steps, with some exceptions; Clerical Compensation Plans A, B, C, D, and E be adjusted \$40 at minimum, maximum, and intervening steps; Clerical Compensation Plan F be adjusted \$40 at minimum and intervening steps, and an eighth step be added to the maximum for all classes; and, Maintenance and Trades Compensation Plans A and B be adjusted 5% at minimum, maximum, and intervening steps. The effective date of the adjustments as a result of the 1978 Salary Survey is January 1, 1979. (See proposed 12 MCAR § 2.494 D.)

Proposed revisions to 12 MCAR § 2.516 B. 2. recommend a general adjustment of 5% for incumbents on the Professional, Support, and Maintenance and Trades Compensation Plans, and a general adjustment of \$40 for incumbents on the Clerical Compensation Plans. The effective date of these recommended adjustments is January 1, 1979. (See proposed 12 MCAR § 2.494 D.)

Proposed revisions to 12 MCAR § 2.494 D. 5. allow the effective date of an amended compensation plan to be delayed to the beginning date of the first payroll period following January 1, for those agencies on a bi-weekly or four-week payroll period.

Proposed revisions to 12 MCAR § 2.841 include the deletion of the entire existing rule. This rule was based on the monthly salaries established in 12 MCAR § 2.840, and is in table form for computing hourly, daily, and payroll period salary rates. The proposed new rule gives the Merit System Supervisor the authority to prepare and publish a Salary Conversion Table in accordance with the formula provided in the new rule. Additionally, agencies using salary rates other than those established by the Merit System are required to submit a Salary Conversion Table similar in format and computation to the one prepared by the Merit System Supervisor to the Supervisor.

Proposed revisions to 12 MCAR §§ 2.516 B. 1. c. and 2.517 B., C., and E. 1. reflect corresponding changes in 12 MCAR § 2.841. These changes delete reference to the schedule in 12 MCAR § 2.841, and instead refer to the tables prepared in accordance with the proposed new rule.

A summary of other proposed rules follows:

Proposed revisions to 12 MCAR § 2.493 D. 1. allow an incumbent of a reallocated position under certain circumstances to take an examination for the reallocated position and require that any transfer, promotion, demotion or layoff necessary because of a position reallocation must be completed within 60 days of the notice of reallocation.

Proposed revisions to 12 MCAR § 2.498 C. 1., 2., 3., 5. increase the number of eligibles certified from an open-competitive register from 3 to 7 names and provide for the certification of all eligibles with the same examination score as the seventh name on a competitive certification or the third name on a promotional certification.

Proposed revisions to 12 MCAR § 2.503 H. change the age at which the appointing authority has the option of retiring employees from 65 to 70. The effective date of this proposed revision is January 1, 1979.

Proposed revisions to 12 MCAR § 2.504 A. 3. give the appointing authority the option of requiring or not requiring an employee to turn over to the agency any per diem payment received as a result of serving on a jury or as a witness in certain court actions.

Proposed rules creating new classifications are 12 MCAR § 2.553 for Planner (Human Services); 12 MCAR §§ 2.590 and 2.591 for Financial Assistance Supervisor III and IV; 12 MCAR §§ 2.650 and 2.651 for Sanitarian I and II; 12 MCAR § 2.652 for Child Support Worker II; 12 MCAR § 2.653 for Dietitian; 12 MCAR § 2.694 for Public Health Aide and 12 MCAR §§ 2.704 and 2.705 for Public Health Educator I and II. These new classifications are being proposed in response to an expressed need for each such class from one or more county welfare or human service agencies.

Proposed revisions to current rules which alter and in some cases retitle existing position classification specifications are 12 MCAR § 2.629 for Child Support Worker I, (presently Resources Examiner I); 12 MCAR § 2.630 for Welfare Fraud Investigator (presently Resources Examiner II); 12 MCAR § 2.631 for Welfare Fraud Unit Supervisor (presently Resources Examiner III); and 12 MCAR §§ 2.720, 2.721 and 2.722 for Accounting Officer I, II and III. Such amendments are proposed to reflect more descriptive class titles and to update current classification specifications including minimum qualifications for such classifications.

Due to the requirements of 12 MCAR § 2.516 B. 1. a., proposed changes to 12 MCAR § 2.840 will result in a reasonably estimated increase of \$58,182 in county expenditures for a 1 year period. No other rule changes will result in increased county expenditures.

## PROPOSED RULES

Copies of the proposed rules are now available and one free copy may be obtained by writing to the Merit System Supervisor, Minnesota Merit System, Fourth Floor, Centennial Office Building, St. Paul, Minnesota 55155. Additional copies will be available at the door on the date of the hearing. The agency's authority to promulgate the proposed rules is contained in Minn. Stat. § 393.07, subd. 5. This hearing will be held in conjunction with the Minnesota Department of Health and the Minnesota Department of Public Safety. Some similar amendments to administrative rules of these agencies will be considered. A copy of the Notice of Hearing for the Minnesota Departments of Health and Public Safety are attached for your information.

Notice is hereby given that 25 days prior to the hearing a statement of need and reasonableness will be available for review at the agency and at the Office of Hearing Examiners. This statement of need and reasonableness will include a summary of all of the evidence which will be presented by the agency at the hearing justifying both the need for and the reasonableness of the proposed rules. Copies of the statement of need and reasonableness may be obtained from the Office of Hearing Examiners at a minimal charge.

Any person may request notification of the date on which the Hearing Examiner's Report will be available, after which date the agency may not take any final action on the rules for a period of five working days. Any person may request notification of the date on which the hearing record has been submitted (or resubmitted) to the Attorney General by the agency. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the Hearing Examiner (in the case of the Hearing Examiner's Report), or to the agency (in the case of the agency's submission or resubmission to the Attorney General).

Please be advised that Minn. Stat. ch. 10A requires each lobbyist to register with the Ethical Practices Board within five days after he commences lobbying. Lobbying includes attempting to influence rulemaking by communicating or urging others to communicate with public officials. A lobbyist is generally any individual who spends more than \$250 per year for lobbying or any individual who is engaged for pay or authorized to spend money by another individual or association and who spends more than \$250 per year or five hours per month at lobbying. The statute provides certain exceptions. Questions should be directed to the Ethical Practices Board, 41 State Office Building, St. Paul, Minnesota, 55155, phone (612) 296-5615.

August 23, 1978

Edward J. Dirkswager, Jr.  
Commissioner

### Rules as Proposed

#### 12 MCAR § 2.493 Classification plan.

##### A. Preparation and adoption.

1. The Commissioner of Public Welfare shall formally adopt and make effective a comprehensive classification plan for all positions: ~~under the County Welfare Merit System program~~. The plan shall be based on investigation and analysis of the duties and responsibilities of each position, and each position shall be allocated to its proper class in the classification plan. The plan shall be developed after consultation with supervisory officials, classification specialists, and persons technically familiar with the character of the work. When complete, the classification plan shall include for each class of positions an appropriate class title, a description of the duties and responsibilities, and the minimum requirements of training, experience, and other qualifications.

2. The proposed classification plan, and any changes therein, shall be submitted to the Merit System Council for review and recommendations. Upon such review and recommendation and upon formal adoption by the Commissioner of Public Welfare, the classification plan shall be the official plan for all positions: ~~in the County Welfare Merit System program~~. Class titles established by the adoption of the classification plan shall be used in all personnel and financial records of the Department of Public Welfare and the County Welfare or Human Service Boards, as well as in all examination procedures.

##### B. Allocation of positions.

1. Every position under the County Welfare or Human Service Boards shall be allocated by the supervisor to one of the appropriate classes established by the classification plan. No person shall be appointed or promoted to any position until it has been properly classified as herein provided. As additional classes are established or existing classes are abolished or changed, such necessary allocation or reallocation shall be made by the supervisor to new or existing classes as is necessitated thereby.

##### C. Revision of plan.

1. Existing classes may be abolished or changed, or new classes added, in the same manner as the classification plan is originally adopted.

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2. In the event of an emergency, the Merit System Council may approve a new or revised class specification for a period not to exceed six months, without the official public hearing. In no case will an emergency class specification last more than six months after the date of approval by the Merit System Council.

### D. Incumbents of reallocated positions.

1. When a position in one class is reallocated to a different class, the incumbent shall not be deemed eligible to continue in this position except as provided in 12 MCAR § 2.493 D.2. or unless he would have been eligible for original appointment, promotion, transfer, or demotion to the new class of positions. If he is ineligible to continue in such a position, he may be transferred, promoted, or demoted by appropriate action of the appointing authority in accordance with such provisions of these rules as may be deemed to be applicable. If ineligibility of a permanent or probationary incumbent of a reallocated position arises from the existence of an eligible register established from an examination that the incumbent did not take, he may be permitted to take the same or equivalent examination from which the existing register was established, providing that his name is not on the existing register; he did not take and fail the examination from which the existing register was established; and he was eligible to take the examination at the time it was given. The names of successful candidates examined under this rule shall be placed on the existing register in accordance with the score attained. In any case in which the incumbent is ineligible to continue in the position and he is not transferred, promoted, or demoted, the provisions of these rules about separations layoff shall apply. Any transfer, promotion, demotion or layoff in accordance with such provisions of these rules must occur within sixty days of the notification of reallocation of the position.

2. If a position is reallocated as a direct result of the change in size of the employing agency without change in duties and functions, an incumbent with permanent or probationary status in the lower class shall be permitted to take a noncompetitive qualifying examination without regard to the qualifications for the class. An incumbent whose name is on a competitive promotional register for the higher class may be certified to the position regardless of the relative ranks of other candidates on the eligible register.

### 12 MCAR § 2. 494 Compensation plan.

#### A. Preparation and adoption.

1. The Commissioner shall formally adopt and make

effective a comprehensive compensation plan (12 MCAR § 2.840) for all classes of positions which shall apply to all agencies covered by the Merit System except as otherwise negotiated for employees in a bargaining unit in agencies where there is an exclusive representative or in those limited instances where the requirements of 12 MCAR § 2.516 C. have been satisfied. The plan shall include salary schedules for the various classes, with the salary of each class consistent with the functions outlined in the class specifications. Initial, intervening, and maximum rates of pay for each class shall be established to provide for steps in salary advancement without change in duty, in the recognition of meritorious service. The advice and suggestions of appointing authorities, prevailing rates in other county departments, and other relevant factors shall be taken into consideration in arriving at such salary schedules.

2. The proposed compensation plan, and any changes therein, shall be submitted to the Merit System Council for review and recommendation. Upon such review and recommendation and upon formal adoption by the Commissioner, the compensation plan shall be the official salary schedule of the Minnesota Merit System, effective the date specified.

3. Salary ranges for all classes of positions on the official salary schedule of the Minnesota Merit System shall be amended in the same manner as originally adopted.

#### B. Selection of salary ranges by appointing authority.

1. The appointing authority shall select a salary plan for all employees 1) except those in a bargaining unit where a salary schedule has been negotiated by the board and the exclusive representative, and 2) except as provided in 12 MCAR § 2.494 B.6. Such plan shall be selected from each of the following salary schedules provided under 12 MCAR § 2.840:

Professional — A, B, and C;

Support Personnel — A, B, and C;

Clerical — A, B, C, D, E, and F;

Maintenance and Trades — A and B.

2. Such rates shall be identified by alphabetical designation, and adjustment of the plan as provided in 12 MCAR § 2.494 D. shall not serve to amend the alphabetically designed rates selected as the appointing authority's plan.

3. The designation of the rates selected from the plan in each case shall be by resolution of the appointing authority. Supervisor shall be promptly notified of the rates selected by each jurisdiction.



## PROPOSED RULES

4. The alphabetically designated rates selected by the appointing authority shall become the official plan for the county until amended by the appointing authority as provided in 12 MCAR § 2.494 C.

5. Salary rates for incumbents of positions shall be established in accordance with the provisions of 12 MCAR § 2.516 B.1. and 12 MCAR § 2.516 B.2. on the basis of the plan adopted by the appointing authority as provided above.

6. In agencies with an exclusive representative, the appointing authority has the discretion of paying confidential, supervisory and other personnel not covered by an exclusive representative, who are in the same class as employees who have an exclusive representative, the same rate of pay and salary ranges as negotiated for the class under 12 MCAR § 2.494 E.1. In no case would this rule allow the appointing authority to reduce the rate of pay of confidential, supervisory or other excluded employees.

### C. Amendment of salary ranges selected by County Welfare Boards appointing authority.

1. The county welfare board appointing authority may amend the official plan for the county agency by selection of a different salary schedule as provided in 12 MCAR § 2.494 B.

2. Supervisor shall be notified of the official action of the county welfare board appointing authority to amend the plan for the county at least 30 days in advance of the date on which such amended county plan becomes effective unless such change results from the signing of a contract by the board and the exclusive representative.

### D. Adjustment of the official salary schedule of the Minnesota Merit System.

1. The compensation plan provided in 12 MCAR § 2.840 shall be adjusted for changes in the level of salary rates in business and government and similar and competing types of employment.

2. The supervisor shall conduct each year a review of the changes in the level of salary rates in the labor market since the time of the survey preceding the most recent adjustment of the compensation plan. This review shall utilize the data and findings of other labor market surveys and shall, to the extent possible, be based upon similar surveys and data each succeeding year. The Supervisor shall complete this study and report the findings to the Commissioner of Public Welfare on or before July 31 each year.

3. If the report of the Supervisor reveals an increase or decrease in salary rates in the labor market for similar and/or competing employment (particularly with the teaching profession, for professional rates) of four percent or more, the Commissioner of Public Welfare shall announce a public hearing for a general adjustment of the compensation plan. If the changes in the labor market are of less than four percent or differ significantly for various types of employment, the Commissioner may announce a public hearing to adjust the compensation plan in whole or in part.

4. The announcement of the public hearing to the county agencies and employee organizations shall include the proposed compensation plan, an explanation of the adjustments proposed and a summary of the findings of the survey upon which the proposed adjustment is based.

5. The public hearing shall provide opportunity for all interested individuals and groups to present evidence, testimony, and views on the proposed compensation plan. Following the public hearing and after consideration of all the evidence, the Commissioner shall make his decision. An amended compensation plan shall not be effective until the next succeeding January 1- or for those agencies on a bi-weekly or four-week payroll period on the beginning date of the first payroll period following January 1.

6. The County Welfare Board may implement an adjusted compensation plan by adjusting the salaries of the employees to the same alphabetically designated salary rate on the adjusted plan that such employees were paid under the former plan.

### E. Negotiation of a salary schedule.

1. In those agencies where employees have elected an exclusive representative the appointing authority and the exclusive representative may negotiate their own salary schedules for employees in the bargaining unit by class, with the salary for each class consistent with the functions outlined in the class specifications. Initial, intervening, and maximum rates of pay for each class shall be established to provide for steps in salary advancement without change of duty, in the recognition of meritorious service. When a new classification not previously used in the agency is established in the middle of the contract period and such class falls within the bargaining unit and no provision exists in the contract for establishing such salaries, the Supervisor shall establish the salary level for the class until such time as the contract is again negotiated. In so doing the Supervisor shall consider the salaries for the other classes in the agency as

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negotiated and the minimum qualifications for the new class.

2. A complete copy of the adopted salary schedule must be filed with the Supervisor within ten days after the signing of the contract or agreement. If the contract or agreement calls for succeeding increases in the salary schedule which change the original minimum and maximum salaries or intervening steps a new adjusted salary schedule must be filed with the Supervisor within ten days after the effective date of any such succeeding adjustment.

### F. Administration of the plan.

1. On either the official salary schedule of the Minnesota Merit System or the negotiated salary schedules the entrance salary for any new employee shall be at the minimum salary for the class of positions to which the employee is appointed, except that the entrance salary may be above the minimum rate, provided that:

a. such appointment at a higher rate is justified by the exceptional qualifications of the individual and that others having similar qualifications are offered the same rate, or

b. such appointment at a higher rate has first been offered to all individuals standing higher on the register who have been offered the appointment, and

c. such appointment under a. or b. above shall be made at one of the regularly established steps in the salary range.

d. When such appointment, except appointments under a. above, is made by the appointing authority at other than the minimum of the range, all employees having probationary or permanent status in the same class in the local unit shall be at or above the point in the range at which the appointment is made, or they shall be raised to that point.

e. Such appointments under a. or b. above shall be subject to the prior approval of the Merit System Supervisor upon submittal by the appointing authority of a written statement of the reasons for the higher rate.

### 12 MCAR § 2.498 Certification of eligibles.

#### A. Vacancies.

1. Vacancies in the classified service shall be filled by reemployment, original appointment, promotion, transfer, demotion, or reinstatement.

#### B. Requisition for certification.

1. If a vacancy in any position under a country welfare or human service board is to be filled other than by reinstatement, noncompetitive examination, promotion, transfer, or demotion, and a new employee is needed, requisition shall be submitted by the appointing authority to the Supervisor. This requisition shall state the number of positions to be filled in each class, together with the class title and other appropriate information. In addition, desirable special qualifications for the particular position under consideration may be indicated. In requesting the certification of individuals with special qualifications, the appointing authority shall state in the request the reasons for the special qualification requested. Eligibles shall be certified in strict order of standing on the register, except in a case in which the Supervisor, with the approval of the Merit System Council, has determined that there is reason for a certification of an eligible with special qualifications.

#### C. Certification methods.

1. Upon receipt of a requisition, the Supervisor shall certify the names of available eligibles. If one position is involved, he shall certify the ~~three~~ seven highest available names together with any additional names of persons having an examination rating within three points of the person on the certification with the highest examination rating, and any additional names of persons having the same examination score as that of the seventh person certified, from the open-competitive entrance register established for the class of positions.

2. The Supervisor may also certify ~~in like manner~~ the three highest available names together with any additional names of persons having an examination rating within three points of the person on the certification with the highest examination rating, and any additional names of persons having the same examination scores as that of the third name certified, from the appropriate promotional register and re-employment register if such registers exist and are requested.

3. If more than one vacancy exists, ~~he~~ the Supervisor shall certify at least as many names from the register as there are vacancies to be filled, together with any additional names of persons having an examination rating within three points of the person on the certification with the highest examination rating, and any additional names of persons having the same examination score as that of the seventh person certified on a competitive certification or as that of the third person certified on a promotional certification. Supplementary certifications will be issued only in instances in which it is found that there are less than ~~three~~ seven available candidates ~~on the original certification on the competitive certification or three available candidates on the promotional certification~~.

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4. The appointing authority may select for appointment anyone among the certified candidates.

5. When the number of names available for filling any vacancy by original appointment, promotion, or reinstatement is fewer than ~~three~~ seven on a competitive certification or three on a promotional certification, or and there are fewer than three different names on all registers combined, the appointing authority may decline certification for that vacancy and may request certification from a register, or registers, that the Supervisor deems appropriate.

6. If there is no register that the Supervisor deems appropriate, then the vacancy may be filled provisionally as provided for in 12 MCAR § 2.499 B.

### D. County-option certification.

1. The appointing authority may request from the Supervisor names of eligibles from either the state-wide original entrance register or from a sub-register for the county, a restricted area, or a district of the state, as set forth in 12 MCAR § 2.497 A.5. The Supervisor, upon receipt of such requisition, shall refer names of eligibles from the register as requested.

2. If an appointing authority requests a certification of eligibles from a sub-register established for a specific locality but there are insufficient eligibles thereon, certification shall be made on a state-wide basis.

## 12 MCAR § 2.503 Separation, tenure, and reinstatement.

### A. Resignations.

1. An employee who resigns shall present the reasons therefor in writing to the appointing authority. A copy of the resignation shall be forwarded to and recorded by the Supervisor.

2. Any absence of an employee from duty that is not authorized by specific grant of leave of absence under the provisions of these rules shall be deemed an absence without leave. Any such absence shall be without pay and may be made grounds for disciplinary action. In the absence of such disciplinary action, any employee who absents himself for three days without leave may be deemed to have resigned, but such absence may be covered by a subsequent grant of leave if the conditions warrant.

### B. Dismissals.

1. Employees who do not have permanent status may be dismissed at any time at the discretion of the appointing authority except those serving the first 30 calendar days of a probationary period following a transfer. Employees serving the first 30 calendar days of a probationary period following a transfer can only be dismissed for just cause.

2. No employee who has permanent status shall be dismissed from his position except for just cause. Before the action is taken, a permanent employee shall be furnished with a statement, in writing, setting forth reasons for the dismissal. He shall be permitted five days time to reply thereto, in writing, or, upon request, to appear personally and reply to the appointing authority. A copy of the statement and the employee's reply, if any, shall be filed with the Supervisor prior to the effective date of the dismissal. Any such employee who is dismissed may demand a hearing before the Merit System Council in the manner prescribed by 12 MCAR § 2.508 E.2. (See 12 MCAR § 2.508 E.4. for dismissal procedure for veterans.)

3. Any employee who willfully practices, or attempts to practice, any deception or fraud in his application, in his certificate, in his examination, or in obtaining his eligibility or appointment, shall upon discovery and proof thereof, be removed and discharged. Charges alleging such deception or fraud may be initiated by the appointing authority or by the Supervisor, in conformity with the provisions of this section relating to notice of discharge and hearing before the Merit System Council.

### C. Suspension.

1. After written notice, the appointing authority may suspend any employee without pay for delinquency or misconduct for a period not to exceed 30 calendar days in any one calendar year.

### D. Reduction of force.

1. The appointing authority may separate any employee without prejudice because of lack of funds or curtailment of work. No permanent employee, however, shall be separated ~~from a county welfare staff~~ while there are emergency, provisional, limited-term, or probationary employees serving in the same class of positions ~~on the county welfare staff~~. The order of separations due to reduction of force shall be based upon seniority, except in an instance in which seniority is less than one month (30 calen-

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dar days), in which case, order of separation shall be based upon service ratings and seniority, under a formula established by the Merit System Supervisor.

2. The names of permanent employees who have been laid off shall be entered on a re-employment register for their class of positions in the inverse order of their separation.

3. The name of any permanent employee whose position has been abolished while on leave shall be entered on a reemployment register for his class of positions upon request of the employee, provided that such request is made within 45 days after the expiration of his leave. Entry on the reemployment register shall be in the order of the receipt of the request.

4. The name of any probationary employee who has been separated from the service without prejudice shall be entered upon a reemployment register for his class of positions for a period of one year, in accordance with accrued probationary service, provided, however, that upon appointment from the reemployment register, such an employee shall be required to serve a full six-months probationary period as when appointed from an original entrance register.

### E. Tenure of office.

1. The tenure of office of every permanent employee shall be during good behavior and the satisfactory performance of his duties as recorded by his service ratings. This provision, however, shall not be interpreted to prevent the separation of an employee for cause or the separation of an employee because of lack of funds or curtailment of work or by retirement of the employee, when made in accordance with these rules.

### F. Reinstatement to previous class of positions.

1. Upon written request of an appointing authority to and with the approval of the Merit System Supervisor, an employee who has successfully passed a merit examination and has acquired permanent status in a class under these rules may be reinstated to a position in the same class in the Merit System program at any time within two years after the date of his resignation. Under the same conditions, a reinstatement may be made within a period of time, not to exceed five years, equivalent to the continuous period of the employee's service since January 1, 1940, in a county welfare agency. Reinstatement shall be without benefit of previously acquired seniority. Upon approval of the Merit System Supervisor, reinstatement may be made directly by an appointing authority, provided that there is a vacancy on the county welfare staff. The Supervisor may require such employee to pass a qualifying examination.

### G. Reinstatement of probationer.

1. Upon written request of an appointing authority and with the approval of the Merit System Supervisor, a probationary employee who has resigned in good standing may be reinstated as a probationary employee to a position in the same class previously held in the Merit System at any time within a year after the date on which his resignation became effective.

### H. Retirement.

1. Any employee in the Merit System who attains the age of 65 70 may be retired at the option of the appointing authority. For the purpose of these rules, the age of the employee shall be the age attained on his last birthday and shall be subject to verification.

## 12 MCAR § 2.504 Leaves of absence.

### A. In general.

1. Leave policies stated in this rule are minimum standards and shall apply to all county welfare or human service personnel except when raised by adoption of an optional vacation and sick leave policy by the County Welfare or Human Service Board of unless otherwise negotiated by the appointing authority with an exclusive representative. At the discretion of the board, such negotiated benefits may be applied to all employees of the agency. Any such amended policy shall be submitted to the Supervisor.

2. After notice to the appointing authority, any employee under the Merit System shall be granted leave with pay for:

a. Service upon a jury.

b. Appearance before a court, legislative committee, or other judicial or quasi-judicial body as a witness in action involving the Federal Government, State of Minnesota, or a political subdivision thereof, in response to a subpoena or other direction by proper authority.

3. At the option of the appointing authority the employee shall not be required to turn over to the welfare department agency any per diem payment received as a result of serving on a jury or as a witness in the above-listed actions. Monies received as expenses shall be kept by the employee.

4. Any absence, whether voluntary or in a response to a legal order to appear and testify in private litigation, not as an employee of the county but as an individual, shall be taken as annual leave, as leave of absence without pay, or as a deduction from authorized accumulated overtime.

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### B. Leaves of absence without pay.

1. Any person holding a permanent or probationary position in the classified service of the Minnesota Merit System shall be granted a leave of absence without pay on the grounds of sickness or disability and may be granted a leave of absence without pay for other good or sufficient reasons, provided that no such leave shall exceed one year. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job related purposes, temporary disabilities and the women so affected shall be treated the same as other persons who are not so affected, but who are similar in their ability or inability to work. The appointing authority shall establish the proof required of the existence of sickness or disability and the continuance thereof during said one year period. The appointing authority may require that the employee produce medical certification from a registered practicing physician that he/she is fit for work before returning the employee to the job. Any employee who is granted a leave of absence without pay shall be accorded thereby an unqualified right to be reinstated to the same position if such leave is for 60 calendar days or less. An employee who is granted a leave of absence without pay shall be accorded thereby an unqualified right to be reinstated to a position in the same class at the expiration of leave, except that when all the positions in the class previously held by such employee have been abolished, the name of the employee shall be restored to the appropriate reemployment register provided for in 12 MCAR § 2.503 F. If all the positions in the class are filled, the least senior employee in the class shall vacate his/her position subject to any eligibility for layoff, transfer, or demotion that he/she may have acquired under these rules. An employee on leave of absence, with the approval of the appointing authority and the Supervisor, may be reinstated to his/her class before the expiration of the leave in the same manner. Upon certification by the registered practicing physician, the employee who is physically or mentally capable of returning to work must comply within ten working days or face termination. If such an employee within the specified days cannot return to work, he/she must notify the appointing authority and request an approval for a leave of absence.

2. Educational leave without pay may be granted for a period not to exceed two years to any employee but such leave shall otherwise be subject to the same provisions as leave granted under 12 MCAR § 2.504 B. Any employee granted an educational leave may also, at the option of the appointing authority, be deemed to accrue eligibility for incentive increments and may be granted salary increases at the time such increases would have been received if the

employee had continued in regular employment with the agency.

3. In an instance in which an appointing authority grants an educational leave of absence to the agency director in order that the director can pursue a course of academic study and when it does not appear feasible to fill the vacant position through a contract with a neighboring county or by employing a new director on a temporary basis during the period of leave, the appointing authority may elect to name one of its professional staff members as acting director for the period of leave, not to exceed two years. The professional staff members shall remain in his/her present class and serve as director only in an acting capacity; however if the appointing authority so elects, it can increase the salary of the person so named up to, but not to exceed, the maximum salary of his/her present class.

### C. Vacation leave (see also 12 MCAR § 504 A.1.).

1. Each employee in the classified service, except emergency, hourly, or per-diem employees, shall earn vacation with pay at the rate of one working day for each full month of service. The county agency shall determine the time at which vacation leave may be taken. No vacation leave shall be granted during the first six months of service; but upon the satisfactory completion of such period, vacation leave shall accrue to the employee for the time served. Unused vacation leave may be accumulated to a total of 24 working days.

2. Vacation leave shall not accumulate to an employee while in a nonpay status, except to employees on military leave.

3. A permanent employee who is transferred or promoted from one county welfare or human service board to another shall be paid for the number of working days of unused vacation leave accumulated to his credit from the first county.

4. Any employee who is separated from the Merit System by layoff, resignation, death, or otherwise, shall be paid for the number of working days of unused vacation leave accumulated to his credit.

### D. Sick leave (also see 12 MCAR § 2.504 A.1.).

1. Each permanent, probationary, and provisional employee in the classified service shall earn sick leave at the rate of one working day for each completed month of serv-

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ice, and such accrued sick leave may be used at the discretion of the appointing authority under the conditions hereinafter prescribed:

Absence necessitated by employee's inability to perform the duties of his/her position by reason of illness or injury, by necessity for medical or dental care, by reason of pre- and post-natal care, by exposure to contagious disease under circumstances in which the health of the employees with whom associated or members of the public necessarily dealt with would be endangered by attendance on duty, or by illness in the employee's immediate family, for such period as shall be necessary. The term "immediate family" shall be limited to the spouse, minor children, or parent when the parent has no other person to provide the necessary nursing care, living in the household of the employee. Within the discretion of the appointing authority, use of sick leave also may be authorized in cases of death of the spouse, children, and wards of the employee and the brothers, sisters, parents, or grandparents of either the employee or his/her spouse.

2. Unused sick leave shall be accumulated to a maximum of 100 working days.

3. Sick leave with pay shall not be granted to emergency, hourly, or per-diem employees.

4. Sick leave shall not accumulate to an employee while in a nonpay status, except employees on military leave.

5. Sick leave during vacation leave: When sickness occurs within a period of vacation leave, the period of illness may, on presentation of a report from a registered practicing physician, be charged as sick leave and the charge against vacation leave reduced accordingly.

6. The appointing authority may require the employee to produce medical certification from a registered practicing physician attesting to the need for sick leave and/or attesting that the employee is fit to return to work.

7. A former Merit System employee who is reinstated in accordance with Merit System rules, except as a provisional or emergency appointee, may have his/her previously accumulated and unused balance of sick leave revived and placed to his/her credit upon approval of the new appointing authority.

### E. Funeral leave.

1. Each appointing authority allowing funeral leave, exclusive of sick leave or vacation leave, shall prepare written regulations governing such leave. Such regulations gov-

erning funeral leave shall be effective when approved by the Supervisor. No regulation changes will be made retroactive.

2. Funeral leave may be authorized in cases of death of the spouse, children, and wards of the employee and the brothers, sisters, parents, or grandparents of either the employee or his spouse.

### F. Military leave.

1. Employees who are in service in the armed forces of the state or the United States shall be entitled to leave of absence as provided for by Minn. Stat. § 192.261.

### G. Record of leave.

1. Each ~~county welfare board~~ appointing authority shall maintain a record of leaves with pay granted to employees. These records shall be kept on forms prescribed by the Supervisor and shall be subject to his review.

### H. Holidays.

1. Permanent, probationary, provisional, limited-term, and full-time trainee employees whose normally scheduled work day falls on a holiday listed below shall receive time off from work with pay for that day. Compensatory time off shall be allowed for work done on these days except when payment is received. Emergency employees are not eligible for holiday pay. Employees who work less than full time and who are eligible for holiday pay shall receive such pay equivalent to the number of hours they normally would have been scheduled to work on that day if it had not been a holiday.

New Year's Day — January 1

Lincoln's and Washington's Birthday — the third Monday in February

Memorial Day — the last Monday in May

Independence Day — July 4

Labor Day — the first Monday in September

Christopher Columbus Day — the second Monday in October

Veteran's Day — November 11

Thanksgiving Day — the fourth Thursday in November

Christmas Day — December 25

2. When New Year's Day, Independence Day, Veteran's Day, or Christmas Day falls on Sunday, the following

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Monday shall be a nonwork day. When New Year's Day, Independence Day, Veteran's Day, or Christmas Day falls on Saturday, the preceding Friday shall be a holiday.

3. The ~~county welfare board~~ appointing authority may designate additional days as holidays, with or without pay, as may be necessary to conform to the policy and practice followed in other offices in the county government.

### 12 MCAR § 2.516 Salary adjustments and increases.

#### A. Availability of funds.

1. Before salary increases and adjustments are made in accordance with these rules or in accordance with a negotiated contract or agreement, the ~~county welfare board~~ appointing authority shall have in its records and carry in its minutes a definite statement that funds for this purpose are available.

#### B. Adjustments to be made in accordance with Merit System Official Compensation Plan.

1. In agencies where there is not a negotiated salary schedule, adjustments in the rates of pay of incumbents of positions, in order to conform to a newly adopted or currently effective compensation plan, shall be in accordance with the following provisions except as provided in 12 MCAR § 2.494 B.1. and 6.

a. If the rate of pay of employees is below the minimum of the range prescribed for their class of positions on the Merit System compensation plan selected by the ~~county~~ appointing authority, the rate shall be adjusted to that minimum.

b. If the rate of pay of employees is at or above the new minimum salary adopted for their class, the employee may receive the general adjustment adopted, but if their class was adjusted to a greater extent than the general adjustment granted employees they may receive a further adjustment as provided in 12 MCAR § 2.494 D.6. as long as such further adjustment would not place them over the new maximum salary for their class.

c. In those unique situations where the appointing authority has determined that the general adjustment adopted is inappropriate for their employees based on extraordinary circumstances in their geographic areas, they may give a different adjustment, other than the general adjustment adopted; provided, however, they must file with the Supervisor the new salary steps by class and a ~~faesimile~~

~~of Salary Conversion Table as provided for in 12 MCAR § 2.841.~~ Such adjustments shall at least place employees at the minimum salary for their class on the salary schedule adopted by the agency and shall not be over the maximum salary.

d. Employees may be granted salary adjustments over the maximum salary prescribed for their class, only if such an adjustment is adopted, following the annual salary public hearing and then only in the amount adopted for their class.

e. If the rate of pay of an employee is higher than the maximum of the range prescribed for his/her class of positions, the rate may remain the same as long as the employee retains the same position.

f. If the rate of pay of an employee falls between the minimum and maximum of the range prescribed for his/her class but does not correspond with any intervening steps in the range, due to the adoption of a general adjustment, such rate may remain the same. In the case of subsequent merit increases, such employee shall be placed back on a step in the range for his/her class of positions.

2. General adjustment recommended for incumbents is five percent for employees on the Professional, ~~and Support Salary Schedule, and Maintenance and Trades Salary Schedules~~ and forty ~~five~~ dollars for employees on the Clerical Salary Schedules. ~~Employees on the Maintenance and Trades Schedules are recommended to receive a eight percent adjustment.~~

3. Intra-agency salary differentials between employees in the same class of positions, between employees in different classes of positions in the same occupational field, and between occupational fields in the same agency are recognized as important factors in the maintenance of satisfactory morale. If the general adjustments result in the reduction of the differential between employees in the same class of positions or between employees in different classes of positions in the same occupational field, adjustments may be made that will, insofar as practicable, maintain such differentials within the limits of the new plan. In maintaining such differentials, the appointing authority shall take into consideration the length of service and quality of performance of the employee affected.

C. Adjustments to be made in accordance with negotiated salary schedules.

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1. In agencies where there is an exclusive representative and a negotiated salary schedule for employees in the bargaining unit, adjustments in the rates of pay of these employees shall follow the wording of the contract or agreement.

### D. Merit increases.

1. Increases from the minimum on the official Merit System Compensation Plan or on any negotiated salary schedules or on any salary schedules filed with the Supervisor pursuant to 12 MCAR § 2.516 B. 1.c. shall be by successive intervening steps of pay for the class, with due consideration for length of service and quality of performance. When adjustments pursuant to 12 MCAR § 2.516 B.1.f. result in employees no longer being on a salary step as published in 12 MCAR § 2.840 for their class, any subsequent merit increase shall be to an appropriate step on 12 MCAR § 2.840 for their class.

2. Upon the satisfactory completion of the probationary period, an employee may be considered for a merit increase.

3. A merit increase for each employee not at the maximum for his/her class of positions shall be considered at least once each twelve-month period unless otherwise negotiated through a contract or agreement by the appointing authority and the exclusive representative. In the event that an increase is not granted, the reasons for the denial of the increase shall be reported, in writing, to the employee and to the Merit System Supervisor.

4. Except as otherwise negotiated by the appointing authority and the exclusive representative, a merit increase shall not be granted until the employee has served six months at the rate of pay from which an increase is proposed, except that in case of exceptionally meritorious service or abnormal employment conditions that result in staff losses and shortages of available qualified persons, a merit increase of more than one step in the range or at less than a six month interval may be permitted. In each case, however, the facts upon which the merit increase is based shall be recorded in the official minutes of the county welfare or human service board and reported to the Merit System Supervisor.

5. An extraordinary merit increase within the agency's salary range may be granted upon accrual of 15 additional credits in a field or fields pertinent to the employee's class. The proposed increase shall be submitted to the Supervisor for approval before it becomes effective. In each case the employee's transcript of coursework shall accompany the proposed salary increase.

### E. Salary decreases.

1. Except as otherwise negotiated by an agency and the exclusive representative, a salary decrease within the range prescribed for the class may be made only for just cause. A permanent employee shall be notified of the intention to effect a reduction in pay and the reasons for the action at least ten calendar days prior to the date on which the reduction becomes effective. A copy of the notice shall be sent to the Supervisor. A permanent employee whose salary is reduced may request a hearing as provided in 12 MCAR § 2.508 E.

2. Contract or agreement provisions whereby a salary adjustment or salary increase is negotiated for a set period of time do not fall within the provisions of 12 MCAR § 2.516 E. 1. above.

### **12 MCAR § 2.517 Salary computation provisions for full and part-time employment, ~~Terminal~~ vacation and sick leave pay upon termination, partial pay periods, overtime pay and part payment from another source.**

#### A. Pay periods.

1. The length of pay periods is at the discretion of the appointing authority and/or may be negotiated when there is an exclusive representative.

#### B. Full-time and part-time employment.

1. All rates prescribed in 12 MCAR §§ 2.840 and 2.841 shall be standard rates for full-time employees except as otherwise negotiated for employees in a bargaining unit in agencies where there is an exclusive representative or under the provisions of 12 MCAR § 2.516 B.1.c. If employment in a position is on a part-time or intermittent basis, only the proportional part of the rate for the time actually employed shall be paid. Such time may be paid on an hourly, working-day or proportion of a month basis. The agencies using 12 MCAR § 2.840 shall use the schedules shown in table prepared in accordance with 12 MCAR § 2.841 in computing such payment.

2. Those agencies with an exclusive representative who negotiate different salary schedules from those shown in 12 MCAR § 2.840 under the provisions of 12 MCAR § 2.517 B.1. above or those agencies operating under the provisions of 12 MCAR § 2.516 B.1.c. shall file within 10 days after the signing of the contract such schedules with the Supervisor. along with a facsimile of 12 MCAR § 2.841 showing method of payment for full time and part time employment. Attached thereto shall be a table similar in format, computation, and information to the table provided for in 12 MCAR § 2.841. Such facsimile The table shall show monthly rates with appropriate conversion to hourly



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rates and to daily rates based on the number of working days and paid holidays in the month, and payment by payroll period for full-time work if such payment is made on other than a monthly basis.

### C. Payment for less than a full payroll period.

1. The amount of salary paid for a period less than a full payroll period to an employee shall be determined on the basis of the number of hours/days the employee worked in the payroll period. Agencies shall use the table provided for in 12 MCAR § 2.841 in computing this salary. Those agencies with an exclusive representative who have negotiated different salary schedules and those agencies operating under the provisions of 12 MCAR § 2.516 B.1.c. shall use their ~~facsimile~~ of table prepared in accordance with 12 MCAR § 2.841 in computing this salary.

### D. Part payment from another source.

1. When part of the compensation of a county welfare or human service employee regularly is paid from another source, such as federal, state, city or county governmental departments, or from a different fund or account outside the control of the ~~county welfare board appointing authority~~, the total salary from all governmental sources combined shall not exceed the amount payable at the maximum rate for the class of position involved on the compensation plan adopted by the agency.

### E. Compensation for vacation and/or sick leave upon separation.

1. An employee, who has permanent status in the county agency in some class who is separated from the agency shall be paid for accumulated, unused vacation leave in accordance with 12 MCAR § 2.504 C.4. on the basis of the appropriate daily or hourly rate as shown on the table prepared in accordance with 12 MCAR § 2.841 ~~or the applicable facsimile of 12 MCAR § 2.841~~. This is illustrated by the following examples:

An employee who earns \$844 a month and is paid \$388 on a biweekly payroll (\$38.80 daily rate) works 8 days in the payroll period and terminates her employment. She has 11 days of vacation accumulated. Daily rate of \$38.80 × 19 days (8 regular working days plus 11 days of vacation) = \$737.20.

An employee who earns \$844 a month and is paid on a monthly basis works 8 days in the month which has 22 working days in it and terminates her employment. She has

11 days of vacation accumulated. Daily rate of \$38.36 (for 22 day month) × 19 days (8 regular working days plus 11 days of vacation) = \$727.70.

2. The amount of vacation pay due shall be added to the salary earned by the employee for time worked in the last pay period of his/her employment and made in the form of a single lump sum payment.

3. Compensation for sick leave payment, in cases where such payment is made on termination, shall be in the same manner as for vacation leave under 12 MCAR § 2.517 E.2.

### F. Overtime compensation.

1. Except for the provisions of the Minnesota Fair Labor Standards Act, no additional compensation shall be paid for overtime, whether in the discharge of duties of the position or for the duties of another position, except in: (1) an emergency in which the ~~county welfare board appointing authority~~ orders such overtime; or (2) when such overtime is otherwise approved in advance by the ~~county welfare board appointing authority~~ or its designee; or (3) as may be otherwise negotiated. Rates of pay for this overtime work shall be decided by the ~~county welfare board appointing authority~~ and it shall be discretionary with the ~~board appointing authority~~, whether the employee shall have compensatory time off or overtime pay, except as provided in the Minnesota Fair Labor Standards Act and/or as modified through contractual agreement in those agencies where employees have an exclusive representative. When payment is made for overtime, the rate and the number of hours worked shall be shown in the "Remarks" column on the payroll report.

## 12 MCAR § 2.553 Planner (Human Services).

### A. Kind of work.

Under general administrative supervision, gathers and analyzes data, designs and evaluates complex planning strategies, develops human service-related plans, and performs related work as assigned.

### B. Examples of work (illustrative only).

Works with community and professional groups in developing specific planning philosophies, strategies and goals. Consults with state, regional, and local officials, staff

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members and organizational leaders to gain information related to specific plans and programs. Confers with local officials and agency staff on specific planning projects, techniques and goals. Assists in implementing and evaluating new programs and services related to planning efforts. Prepares grant applications, where appropriate, and writes instructions concerning state and federal procedures. Assists ongoing community efforts and collects data as required.

### C. Knowledges and abilities required.

Knowledge of local, state and federal regulations pertaining to specific human service-related fields. Knowledge of community planning techniques and procedures. Knowledge of the principles and practices of collecting data and preparing reports. Knowledge of data processing techniques.

Ability to conceptualize broad planning programs and goals. Ability to interpret laws, rules and regulations. Ability to establish and maintain effective working relationships with local public officials and planning groups. Ability to speak and write effectively and clearly. Ability to specify and critically evaluate goals and objectives.

### D. Minimum qualifications of education and experience.

College graduation with a master's degree in planning, social work, public administration or related field, and one year community planning experience; or

bachelor's degree in a human service field and three years of related community planning experience; or

bachelor's degree in a human service field and three years of administrative experience in a human service field.

## **12 MCAR § 2.590 Financial Assistance Supervisor III.**

### A. Kind of work.

Under the direction of the Welfare Director, Division Director, or Financial Assistance Supervisor IV, does professional work in the administration and supervision of financial programs involving the interpretation and assessment of policies and the supervision of income maintenance personnel; assumes responsibility for a designated area of the program; and performs related work as assigned.

### B. Examples of work (illustrative only).

Supervises and assigns work to staff. Holds individual conferences with assigned personnel and interprets agency

policies. Reviews case records to see that agency policies and regulations are adhered to and that proper procedures are being followed. Analyzes, evaluates, and suggests modification procedures involved in the management of income maintenance cases. Develops and directs an orientation program for new staff and carries on a program of staff development. Interviews clients when special problems arise, listens to grievances, and recommends appropriate action. Performs program analysis and need assessment. Directs activities of clerical staff assigned to the division. Evaluates staff performance and recommends appropriate action. Assists in selecting adequate personnel for the division. Provides management information for board and agency administration. Assists in planning, developing and/or coordinating agency programs. Assists in facilitating referrals to social services. Represents the agency at meetings and conferences with other agencies and/or individuals about areas of joint administration or concern. Performs consultative services for other agency staff. Makes special studies and surveys as occasion demands.

### C. Knowledges and abilities required.

Knowledge of financial aid programs, operations, policies, and procedures. Knowledge of the federal program for public assistance as expressed in the Social Security Act. Knowledge of the functions of other social service and financial agencies. Knowledge of community resources. Knowledge of social and economic problems. Knowledge of federal and state laws relevant to public assistance programs, and a broad understanding of the objectives and functions of the state welfare program. Ability to supervise and direct the work of others. Ability to evaluate performance and stimulate growth. Ability to organize effectively and efficiently. Ability to establish and maintain effective relationships with staff, clients, and community in general. Ability to formulate methods and procedures. Ability to understand and effectively carry out complex oral and written directions.

### D. Minimum qualifications of education and experience.

Graduation from an accredited four-year college, with a major in social work, psychology, sociology, business administration, public administration or related fields, and four years of experience as a Financial Assistance Supervisor I or equivalent level of experience; or

graduation from an accredited four-year college, with a major in social work, psychology, sociology, business administration, public administration or related fields, and two years of experience as a Financial Assistance Supervisor II, or equivalent level of experience; or

when taking a promotional examination for this position, an employee may substitute one year of Financial As-

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sistance Supervisor II experience for one year of college for up to two years of the required college education; or

when taking a promotional examination for this position, completion of any four-year degree from an accredited college will substitute for the bachelor's degree requirement.

### **12 MCAR § 2.591 Financial Assistance Supervisor IV.**

#### A. Kind of work.

Under the direction of the Welfare Director or a Division Director, administers designated income maintenance units within a large county welfare or human services agency; establishes procedures for the accomplishment of work and for following the progress of work; and assumes responsibility for the maintenance of standards within the units toward the agency's total objective; and performs related work as assigned.

#### B. Examples of work (illustrative only).

Supervises financial assistance supervisor(s) and other income maintenance staff as designated. Analyzes, evaluates, modifies, and coordinates procedures involved in the administration of the unit. Interprets and develops policies through conferences, staff meetings, and/or division director, as well as representatives of the Department of Public Welfare. Fosters the professional development of the staff through orientation programs, in-service training, and planned use of supervisory and consultative services. Evaluates staff performance through an established system of service ratings and recommends assignment of personnel and additions to staff. Explains the work of the department to the community. Performs program analysis and need assessment. Plans, develops, and/or coordinates agency programs. Assists in the development of the budget and the procurement of funding. Provides management information for board and agency administration. Selects adequate personnel for the division. Represents the agency at meetings and conferences with other agencies and/or individuals about areas of joint administration or concern. Makes special studies and surveys as occasion demands.

#### C. Knowledges and abilities required.

Knowledge of financial aid programs, operations, policies, and procedures. Knowledge of the federal program for public assistance as expressed in the Social Security Act. Knowledge of the functions of other social service and financial agencies. Knowledge of community resources. Knowledge of social and economic problems. Knowledge of federal and state laws relevant to public assistance programs, and a broad understanding of the objectives and functions of the state welfare program. Ability to supervise and direct the work of others. Ability to evaluate performance and stimulate growth. Ability to organize effectively and efficiently. Ability to establish and maintain effective relationships with staff, clients, and community in general. Ability to formulate methods and procedures. Ability to understand and effectively carry out complex oral and written directions.

#### D. Minimum qualifications of education and experience.

Graduation from an accredited four-year college with a major in social work, psychology, sociology, business administration, public administration or related fields, and two years of experience as a Financial Assistance Supervisor III, or equivalent level of experience; or

graduation from an accredited four-year college with a major in social work, psychology, sociology, business administration, public administration or related fields, and four years of experience as a Financial Assistance Supervisor II, or equivalent level of experience.

Master's degree level work in social work, psychology, sociology, human services administration, business administration, public administration or related fields may be substituted for the Financial Assistance Supervisor II level experience on a year-for-year basis, not to exceed two years.

### **12 MCAR § 2.629 Child Support Worker 1. ~~RESOURCES EXAMINER 1.~~**

#### A. Kind of work

Under supervision, encourages the collection of court support orders; explains responsibility to persons who are delinquent in paying support orders; counsels public assistance applicants in the correct procedures to follow in

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obtaining court orders for the support of their children; counsels parents in the management of their financial affairs; and performs related work as assigned.

### B. Examples of work (illustrative only).

Establishes paternity. Communicates with persons who have delinquent in paying support orders obligations. Compiles information on whereabouts, earnings, and assets of persons delinquent with support obligations in paying support orders and makes recommendations as to amount of child support. Works with the county attorney's office in providing information from records or payments and ability to pay. Testifies in court about payments. Checks agency record files to see whether there is need for support orders requiring parents to support children and counsels parents in the correct procedure necessary to obtain support for their children. Counsels parents in handling of their financial affairs and provides assistance to them in budgeting their funds and handling their checking accounts. Communicates with other counties to collect overdue reimbursements on general relief cases. Speaks to church groups, civic groups, etc., for purposes of informing community of IV-D program. Participates in appeals hearings on cases of disputed settlements and produces necessary facts. Cooperates with the employees in the financial and social service unit, accepting referrals from them and keeping them informed of progress made on cases. Communicates with businessess in community in order to obtain information on persons with support obligations.

### C. Knowledges and abilities required

Knowledge of human behavior. Some knowledge of laws as they pertain to collections. Some knowledge of court procedures. Some knowledge of welfare rules and regulations. Some knowledge of investigative techniques and procedures. Ability to compile evidence, to analyze facts, and to make sound recommendations. Ability to obtain information through an interview. Ability to prepare clear, concise, and comprehensive reports. Ability to handle a large volume of work in an efficient manner. Ability to establish and maintain effective working relationships with co-workers. Ability to use good judgment in working with individuals. Ability to express ideas clearly oneself clearly verbally and in writing. Ability to interpret written materials. Ability to be objective. Interviewing skills. Math skills.

### D. Minimum qualifications of education and experience.

High school graduation and two years of experience in work related to the collection of child support; or

high school graduation and three years of experience as a case aide or financial worker or equivalent in a public welfare agency; or

high school graduation and three years of experience in collections work in a loan company, bank, or credit union; as an insurance investigator; as a law enforcement investigator; or in related work in which collections or investigations are involved;

three years of college with an emphasis in sociology, psychology, social work, business administration, criminology, criminal law, or related fields; or

a candidate may combine experience in collections work and college to equal three years.

## **12 MCAR § 2.630 Welfare fraud investigator. RE-SOURCES EXAMINER II**

### A. Kind of work.

Under general supervision, investigates suspected fraud cases in the county welfare or human services agency department; gathers evidence and submits findings to the county attorney for possible prosecution; investigates situations in which eligibility is in question even though no fraud is suspected; and in addition may perform some child support work; and performs related work as assigned.

### B. Examples of work (illustrative only).

Receives and processes complaints from the public about alleged fraud and interviews complainants. Conducts complete investigation of referrals in which there are indications of possible fraud in a public assistance case. Gathers, preserves, and analyzes facts and evidence relating to cases and presents findings to welfare officials and, in the case of suspected fraud, to the county attorney for possible prosecution. Consults prospective witnesses and other sources of information to obtain facts on welfare cases. Consults governmental agencies, the FBI, local police departments, and the sheriff's office to obtain information on cases. Consults with the county attorney and assists in making a determination of possible fraud. Prepares memoranda including all evidence and findings relating to cases for use by the county attorney in court cases. Testifies in court on evidence obtained. Maintains files and records relating to cases under investigation. Conducts training sessions for social workers in the welfare department agency to acquaint them with the purposes and procedures relating to the investigation and prevention of possible fraud.

### C. Knowledges and abilities required.

~~Considerable~~ Knowledge of investigative techniques and procedures. Knowledge of federal, state, and local laws, especially as they relate to fraud and child support. Knowledge of rules and evidence and court procedures. Knowledge of human behavior. ~~Some knowledge of welfare rules and regulation.~~ Ability to compile and analyze facts

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and evidence and to make sound recommendations. Ability to obtain information through interview and interrogation. ~~Ability to prepare clear, concise, and comprehensive reports.~~ Ability to establish and maintain effective working relationships with co-workers, law-enforcement agencies, and public officials. Ability to use good judgment in working with individuals. Ability to express ideas clearly. Ability to be objective.

### D. Minimum qualifications of education and experience.

High school graduation and four years of criminal investigative experience, or experience as a Child Support Worker II, or equivalent level experience in a county welfare or human services agency; or

a candidate may substitute investigative relevant experience with satisfactory college work on a year-for-year basis, in sociology, psychology, criminology, criminal law, or related fields, not to exceed two years.

OR

~~Two years of successful experience as a Resources Examiner I and two years of criminal investigative experience.~~

OR

~~Three years of successful experience as a Resources Examiner I and one year of criminal investigative experience.~~

### **12 MCAR § 2.631 ~~RESOURCES EXAMINER~~ Welfare Fraud Unit Supervisor.**

#### A. Kind of work.

Under general administrative direction, coordinates and supervises the activities of the a fraud Prevention unit in a county welfare department or human service agency; participates in investigation of suspected fraud cases; gathers evidence and submits findings to the county attorney for possible prosecution; and performs related work as assigned.

#### B. Examples of work (illustrative only).

Assigns duties to other investigators attached to the unit and supervises activities. Reviews investigations in process and prior to submittal to the county attorney.

Coordinates submittal of reports on fraud ~~Prevention~~ unit activities to the county attorney or to appropriate welfare ~~department~~ or human services agency personnel. Receives and processes complaints from the public about alleged fraud and interviews complainant. Conducts complete investigation of referrals when there are indications of possible fraud in public assistance cases. Gathers, preserves, and analyzes facts and evidence relating to cases and presents findings to the county attorney for possible prosecution. Contacts prospective witnesses and other sources of information to obtain facts on welfare cases. Consults governmental agencies, the FBI, local police departments, and the sheriff's office to obtain information on cases. Consults with the county attorney and assists in making a determination of possible fraud. Prepares memoranda including all evidence and findings relating to cases for use by the county attorney in court cases. Testifies in court on evidence obtained. Maintains files and records relating to cases under investigation. Conducts training sessions for social workers in the welfare department to acquaint them with the purposes and procedures relating to the investigation and prevention of possible fraud.

#### C. Knowledges and abilities required.

~~Thorough~~ Knowledge of investigative techniques and procedures. ~~Considerable~~ Knowledge of federal, state, and local laws, especially as they relate to fraud. Knowledge of rules of evidence and court procedures. Knowledge of welfare rules and regulations. Knowledge of human behavior. Knowledge of effective supervisory techniques. Ability to compile and analyze facts and evidence and to make sound recommendations. Ability to obtain information through interview and interrogation. Ability to prepare clear, concise, and comprehensive reports. Ability to establish and maintain effective working relationships with co-workers, law-enforcement agencies, and public officials. Ability to use good judgment in working with individuals. Ability to supervise the work of others. Ability to express ideas clearly. Ability to be objective.

#### D. Minimum qualifications of education and experience.

High school graduation and five years of investigative experience as a detective or equivalent in a law-enforcement agency; or

a candidate may substitute investigative experience with satisfactory college work on a year-for-year basis not to exceed two years; or

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one year of experience as an ~~Investigator II~~ welfare fraud investigator, or the equivalent, in a public welfare or human services agency.

### 12 MCAR § 2.650 Sanitarian I.

A. Kind of work. Under supervision performs environmental health inspections, handles complaints, enforces state, county, and local ordinances, rules and regulations; may supervise inspectors; and performs related duties as assigned.

B. Examples of work (illustrative only). Inspects milk and food processing plants for compliance with standards. Inspects restaurants, bakeries, meat shops, grocery stores and other establishments engaged in the sale of food or beverages. Inspects schools, nursing homes, hospitals, and other institutions and public buildings for compliance with minimum sanitary requirements. Advises operators of all establishments, businesses, etc. affected by the various environmental health programs of noncompliance with local, county, and state regulations, advises them as to necessary corrections, and issues orders concerning corrections of violations. Conducts investigations of public and private sewerage facilities. Inspects houses, motels, hotels, and other lodging facilities concerning compliance with environmental health codes. Gathers evidence of violations of any local or state regulations relating to environmental health. Investigates complaints concerning all areas of environmental health and undertakes the necessary steps for resolution of abatement.

C. Knowledges and abilities required. Knowledge of the approved methods used in the various fields of environmental health. Knowledge of the controlling health laws, rules and regulations. Knowledge of the nature and scope of environmental health. Ability to explain regulatory provisions with firmness, tact and courtesy. Ability to understand oral and written instructions. Ability to work effectively with fellow employees and personnel in related agencies. Ability to conduct effective inspection programs with an attitude of impartiality and personal responsibility. Ability to write reports. Ability to direct activities of subordinates.

D. Minimum qualifications of education and experience. Graduation from an accredited four-year college with a major in the physical and/or biological sciences, sanitary science, or other fields closely related to environmental health.

### 12 MCAR § 2.651 Sanitarian II.

A. Kind of work. Under general supervision performs

environmental health inspections, handles complaints, enforces state, county, and local ordinances, rules, and regulations; may supervise subordinate personnel, and performs related duties as assigned.

B. Examples of work (illustrative only). Inspects milk and food processing plants for compliance with standards. Inspects restaurants, bakeries, meat shops, grocery stores and other establishments engaged in the sale of food or beverages. Inspects schools, nursing homes, hospitals, and other institutions and public buildings for compliance with minimum sanitary requirements. Advises operators of all establishments, businesses, etc. affected by the various environmental health programs of noncompliance with local, county, and state regulations, advises them as to necessary corrections, and issues orders concerning corrections of violations. Conducts investigations of public and private sewerage facilities. Inspects houses, motels, hotels, and other lodging facilities regarding compliance with environmental health codes. Gathers evidence of violations of any local or state regulations relating to environmental health. Investigates complaints concerning all areas of environmental health and undertakes the necessary steps for resolution of abatement. Works with local governing bodies and agencies on matters related to environmental health.

C. Knowledges and abilities required. Considerable knowledge of the approved methods and equipment used in the various fields of environmental health. Considerable knowledge of the nature and scope of environmental health. Knowledge of the controlling health laws, rules and regulations. Knowledge of the principles and practices as related to the recognition, elimination and control of environmental health hazards. Ability to communicate effectively both orally and in writing. Ability to understand oral and written instructions. Ability to explain regulatory provisions with firmness, tact and courtesy. Ability to work effectively with fellow employees and personnel in related agencies. Ability to conduct effective inspection programs with an attitude of impartiality and personal responsibility. Ability to analyze potential environmental health hazards. Ability to write reports and develop recommendations. Ability to direct activities of subordinates.

D. Minimum qualifications of education and experience. Three years of full-time paid experience as a Sanitarian I or its equivalent; or

a master's degree in public health or in a health related field from an accredited graduate school and two years of full-time paid experience as a Sanitarian I or its equivalent.

### 12 MCAR § 2.652 Child Support Worker II.

A. Kind of work. Under supervision, encourages the col-

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lection of court support orders; explains responsibility to persons who are delinquent in paying support orders; counsels public assistance applicants in the correct procedures to follow in obtaining court orders for the support of their children; counsels parents in the management of their financial affairs; spends a portion of time in the investigation of suspected fraud cases and gathers and submits findings to the county attorney for possible prosecution; and performs related work as assigned.

B. Examples of work (illustrative only). Establishes paternity. Communicates with persons who have support obligations. Compiles information on whereabouts, earnings, and assets of persons with support obligations, and makes recommendations as to amount of child support. Works with the county attorney's office in providing information from records of payments and ability to pay. Testifies in court about payments. Checks agency record files to see whether there is need for support orders requiring parents to support children and counsels parents in the correct procedure necessary to obtain support of their children. Counsels parents in handling of their financial affairs and provides assistance to them in budgeting their funds and handling their checking accounts. Participates in appeals hearings on cases of disputed settlements and produces necessary facts. Cooperates with the employees in the financial and social services units, accepting referrals from them and keeping them informed of progress made on cases. Communicates with businesses in community in order to obtain information on persons with support obligations. Speaks to church groups and civic groups, etc., for purposes of informing community of IV-D program. Receives and processes complaints from the public about alleged fraud. Interviews complainants in suspected fraud cases. Interviews witnesses in possible fraud cases. Consults with the county attorney and assists in making a determination of possible fraud.

C. Knowledges and abilities required. Knowledge of human behavior. Knowledge of investigative techniques and procedures. Ability to compile evidence, to analyze facts, and to make sound recommendations. Ability to handle a large volume of work in an efficient manner. Ability to establish and maintain effective working relationships with co-workers. Ability to use good judgment in working with individuals. Ability to express oneself clearly verbally and in writing. Ability to interpret written material. Ability to be objective. Interviewing skills. Math skills.

D. Minimum qualifications of education and experience. High school diploma, or the equivalent, and two years of

experience as a Child Support Worker I, or the equivalent; or

high school diploma, or the equivalent, and three years of experience as a financial worker performing work related to the collection of child support, or related experience in collections work in a loan company, bank, or credit union, and one year of insurance or law enforcement investigative experience; or

college coursework with emphasis in sociology, psychology, social work, business administration, criminology, criminal law, or related fields may be substituted for the relevant experience on a year-for-year basis, not to exceed two years.

### 12 MCAR § 2.653 Dietitian.

A. Kind of work. Under supervision, serves as principal advisor in the selection of suitable meal service arrangements, and in the on-going administration and evaluation of a meal service program, assists in the development of an on-going food service and nutrition education plan for training of staff and volunteers, and performs related work as assigned.

B. Examples of work (illustrative only). Plans and improves low cost menus to meet Title VII nutrition requirements, physiological and psychological needs of consumer. Serves as principal advisor in the development of an on-going food service and nutrition education plan for training of staff, and volunteers. Arranges for individual and therapeutic nutrition counseling to meal participants. Supervises the implementation of diet prescriptions and reviews these prescriptions periodically for need and appropriateness with respective physicians. May coordinate a home delivered meal program. Gives consultation on nutrition adequacy of diets for group feeding. Serves on, or assists in recruiting nutrition or food service people for the Nutrition Task Force of the Area Agency on Aging. May serve as nutrition resources person to other agencies. Instructs and directs cooks, kitchen and dining room helpers in the preparation, cooking and serving of food. Conducts reviews of dining facilities and meal service program for adequate sanitation, appropriate menu planning and good management practices. Inspects and issues food supplies and supervises the storage of food. Keeps inventories and production records, and makes requisitions for supplies and

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repairs. Prepares detailed analytical and general reports such as per capita cost and analyses.

C. Knowledges, skills and abilities required. Knowledge of the principles and practices of dietetics and diet therapy, including food values, costs and accounting. Knowledge of modern methods, materials and appliances used in larger scale food preparation and service. Knowledge of health and safety requirements and precautionary measures applicable. Ability to plan menus and to direct quantity cooking, with economy and efficiency. Ability to judge food materials and to determine conformity to requirements. Ability to keep records and make reports. Ability to train and instruct food service workers. Ability to establish and maintain effective working relationships with professional workers and lay groups in the development of the program.

D. Minimum qualifications of education and experience. Graduation from college with a specialization in dietetics or nutrition.

Note: Employee must be a registered dietitian under the American Dietetic Association.

### 12 MCAR § 2.694 Public Health Aide.

A. Kind of work. Under supervision of a licensed nurse, performs a wide variety of basic tasks that meet the needs of families and health problems. Participates in a variety of learning opportunities afforded through pre- and in-service training, employment experience, and formal classroom studies.

B. Examples of work (illustrative only).

Locates and makes contacts with families to identify nursing needs. Makes selected follow-up home visits regarding professional recommendations. Explains nursing services and other available health resources to individuals or groups. Participates in surveys to determine health status of individuals in community, i.e., immunization. Arranges transportation or transports clients to health facilities. Serves as a liaison between individuals and/or groups and the primary service staff. Helps primary service staff gain insight into the values, goals, attitudes and problems of individuals and groups. Assists with housekeeping, purchase and preparation of food during family crisis. Baby-sits to relieve family members to obtain health care. Conducts selected screening measures (vision and hearing). Interprets and demonstrates personal hygiene and good nutrition. Assists in group clinic programs such as serving as receptionist, care of children, physical arrangements, care of equipment, weighing and measuring, taking temperatures.

Provides selected personal care services to maintain aged and disabled persons at home.

C. Knowledges and abilities required. Knowledge of needs of aged and disabled cared for at home in the area being served. Knowledge of services and programs offered by the nursing service. Ability to establish and maintain good working relationships with individuals, groups, and co-workers. Ability to organize work efficiently. Ability to use good judgment in working with individuals and groups. Ability to maintain personal relationships with individuals and groups. Ability to express ideas clearly. Ability to follow instructions. Ability to learn agency procedures and community resources.

D. Minimum qualifications of education and experience. Individuals must be residents of the area and/or indigenous to the group being served.

Note: Some positions in this class may require specific abilities, skills, or qualifications not listed. Absence of these may disqualify candidates from consideration. (See Rule 1321.03.)

Note: No provisional appointments will be made to this position.

### 12 MCAR § 2.704 Public Health Educator I.

A. Kind of work. Under supervision does professional and administrative work related to supervising a comprehensive health education program; establishes and conducts health education programs for patients and consumers; and performs related work as assigned.

B. Examples of work (illustrative only). Promotes establishment of effective health education programs in the community through contacts with school administrators, voluntary health agencies, community groups, professional associations and other health and human service providers. Prepares educational materials for incorporation into school programs. Advises school faculties on new and effective school health education methods. Involves parent-teacher associations and other organizations interested in health education in community health educational activities. Conducts courses and assists in the training of staff and others in health education techniques. Works with voluntary agencies, agricultural extension agents and other health information providers to explain health information to the general public. Participates in the preparation, selection, evaluation and distribution of health education materials. Assists with the organization of conferences and meetings, and other community based activities to accomplish community health education objectives.



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C. Knowledges and abilities required. Knowledge of the principles of public health education. Knowledge of modern educational theory and techniques. Knowledge of the available sources of public health information. Knowledge of the programs and policies of the agency. Knowledge of communication principles. Ability to speak and write effectively. Ability to prepare curricula educational plans and other communiques. Ability to use educational materials and equipment effectively. Ability to work with the public and members of the agency staff.

D. Minimum qualifications of education and experience. Graduation from an accredited college or university with a bachelor's degree in Public health education, community health education or related field.

### 12 MCAR § 2.705 Public Health Educator II.

A. Kind of work. Under general administrative supervision does professional and administrative work of more than ordinary difficulty and complexity directing a comprehensive health education program; and performs related work as assigned.

B. Examples of work (illustrative only). Promotes establishment of effective health education programs in the community through contacts with school administrators, voluntary health agencies, community groups, professional associations and other health and human service providers. Prepares teaching materials for incorporation into school programs. Advises school faculties on methods and procedures in disease prevention and control education. Lectures to parent-teacher associations and other civic organizations interested in health educational work. Plans, develops, and evaluates in cooperation with the Public Health Officer the health education in accordance with needs and policies. Conducts courses and assists in the training of staff and others in health education techniques. Supervises and participates in the preparation, selection, evaluation and distribution of health education materials. Plans and organizes conferences and meetings, to promote health.

C. Knowledges and abilities required. Knowledge of the principles of public health education. Knowledge of modern educational theory and techniques. Knowledge of the available sources of public health information. Knowledge of the programs and policies of the agency. Knowledge of journalistic principles of public health education. Ability to speak effectively before varied groups. Ability to plan and organize public health informational programs and to stimulate and maintain support and cooperation for the program.

Ability to prepare courses of study and professional bulletins. Ability to use effectively teaching materials and equipment. Ability to work with the public and members of the agency staff.

D. Minimum qualifications of education and experience. Graduation from an accredited college or university with a master's degree in public health education and three years of full-time paid experience in health education.

### 12 MCAR § 2.720 Accounting Officer I.

A. Kind of work. Under general supervision, is responsible for the maintenance of financial records and accounts; prepares budget estimates and periodic financial and statistical reports in a small county welfare or human services agency or carries similar responsibility in the maintenance of a major part of a large county welfare or human services agency; and performs related work as assigned.

B. Examples of work (illustrative only). Maintains ledgers. Maintains all bookkeeping records and accounts. Prepares vouchers and abstracts. Processes and/or approves processing of bills, requisitions, and receipts. Issues warrants. Compiles statistical reports. Maintains ledgers. Prepares financial reports. Assists in the preparation of the agency budget. Develops new procedures when changes in state or county policies or programs occur affecting fiscal matters. Prepares Merit System forms and maintains personnel records. May order supplies and maintains an inventory of supplies. Prepares payrolls.

Verifies signatures of warrant checks issued to clients. Assigns and supervises reviews work of clerical assistants account clerks and/or clerical employees assigned to the accounting unit. Gives information on non technical financial matters. Supervises assigned staff. Trains new accounting employees. Evaluates staff performance. Develops and maintains control procedures for handling of cash.

C. Knowledges and abilities required. Considerable Knowledge of bookkeeping accounting practices and procedures. Considerable Knowledge of business arithmetic. Knowledge of the principles of budgeting and accounting. Knowledge of clerical practices and methods. Knowledge of the principles of supervision. Some knowledge of the principles of office management. Some knowledge of administrative procedures in a county welfare program. Some knowledge of office procedures and practices and of uses of standard office equipment. Ability to accept responsibility.

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ty. Ability to organize work effectively and to systematize procedures. Ability to plan, organize, and assign work. Ability to analyze work-flow problems and to design procedures. Ability to perform detailed work with care and accuracy rapidly and accurately. Ability to supervise clerical workers in simple bookkeeping operations. Ability to maintain satisfactory working relationships with the professional and clerical staff and with the public. Ability to maintain confidentiality.

D. Minimum DESIRABLE qualifications of education and experience. Graduation from high school and two years of training, including courses in bookkeeping or accounting, in a business school, college, or university. Persons appointed to positions in this class on a provisional basis must possess the qualifications specified in the statement of desirable qualifications of education and experience.

Some positions in this class may require the ability to type. Absence of this skill may disqualify candidates from consideration for such positions.

High school degree, or the equivalent, and completion of two years of training in bookkeeping or accounting courses in a business school, college or university and one year of experience as an account clerk; or

one year of experience as an account clerk may be substituted for each year of college coursework; or

any combination of the above experience and education.

### 12 MCAR § 2.721 Accounting Officer II.

A. Kind of work. Under general supervision, is responsible for the maintenance of financial records and accounts; prepares budget estimates and periodic financial and statistical reports in a medium-sized county welfare or human services agency or supervises five or more employees in the maintenance of financial records and reports in a large urban county welfare or human services agency department; and performs related work as assigned.

B. Examples of work (illustrative only). Maintains ledgers. Maintains all bookkeeping records and accounts. Prepares vouchers and abstracts. Processes and/or approves processing of bills, requisitions, and receipts. Issues warrants. Compiles statistical reports. Maintains ledgers. Prepares financial reports. Prepares or assists in the preparation of the agency budget. Develops new procedures when changes in state or county policies or programs occur affecting fiscal matters. Prepares Merit System forms and maintains personnel records. May orders office supplies and

maintains an inventory of supplies. Prepares payrolls. Verifies signatures on warrant checks issued to clients. Assigns and supervises the work of clerical employees account clerks and/or clerical employees assigned to the accounting staff. Gives information on non-technical financial matters. Supervises assigned staff. Trains new accounting employees. Evaluates staff performance. Develops and maintains control procedures for handling of cash.

C. Knowledges and abilities required. Thorough Knowledge of bookkeeping accounting practices and procedures. Thorough Knowledge of business arithmetic. Considerable Knowledge of the principals of budgeting and accounting. Considerable knowledge of clerical practices and methods. Knowledge of the principles of office management. Knowledge of the principles of supervision. Knowledge of the administrative procedures in a county welfare program. Knowledge of office procedures and practices and uses of standard office equipment. Ability to accept responsibility. Ability to effectively organize and assign work and to systematize procedures. Ability to analyze work-flow problems and to design procedures. Ability to plan, organize, and assign work. Ability to perform detailed work rapidly and accurately. Ability to supervise clerical workers in simple bookkeeping operations. Ability to maintain satisfactory working relationships with professional and clerical staff and with the public. Ability to maintain confidentiality.

D. Minimum DESIRABLE qualifications of education and experience. Graduation from high school and satisfactory completion of a two-year course in accounting in a business school and one year of experience as a bookkeeper or account clerk.

Persons appointed to positions in this class on a provisional basis must possess the qualifications specified in the statement of desirable qualifications of education and experience.

Some positions in this class may require the ability to type. Absence of this skill may disqualify candidates from consideration for such positions.

High school degree, or the equivalent, and completion of two years of training in bookkeeping or accounting courses in a business school, college, or university, and two years of experience as an account clerk; or

one year of experience as an account clerk may be substituted for each year of college coursework; or

any combination of the above experience and education.

### 12 MCAR § 2.722 Accounting Officer III.

A. Kind of work. Under general administrative supervi-

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sion, directs the maintenance of all financial records and accounts in a large county welfare or human services agency, supervises the preparation of periodic financial and statistical reports; prepares agency budget estimates and expenditures reports; and performs related work as assigned.

B. Examples of work (illustrative only). Maintains ledgers. Compiles difficult and complex financial and statistical reports. Assigns and reviews work of assistants. Processes and/or approves processing of bills, requisitions, and receipts. Projects program costs for the agency and prepares or assists in the preparation of the agency budget and reports. Prepares payrolls. May order office supplies and maintain an inventory of supplies. Develops proposed implementation new procedures when changes in agency state or county policies or programs occur affecting fiscal matters. Installs work procedures in accounting and clerical departments. Performs a variety of accounting and book-keeping duties. Develops information on financial problems and prepares reports. Prepares Merit System forms and maintains personnel records. Evaluates performance of assigned staff. Assigns and supervises work of account clerks and/or clerical employees assigned to the accounting staff. Trains new accounting employees. Evaluates staff performance. Develops and maintains control procedures for handling of cash.

C. Knowledges and abilities required. Comprehensive Knowledge of bookkeeping accounting practices and procedures. Comprehensive Knowledge of business arithmetic. Thorough Knowledge of principles of budgeting and accounting. Considerable Knowledge of principles of office management. Considerable Knowledge of the principles of supervision. Considerable knowledge of administrative pro-

cedures in a county welfare program. Considerable Knowledge of office procedures and practices and of use of standard office equipment. Ability to accept responsibility. Ability to effectively plan, organize, and assign work. Ability to analyze work-flow problems and to design procedures. Ability to perform detailed work rapidly and accurately. Ability to supervise an accounting unit. Ability to maintain satisfactory working relationships with professional and clerical staff and the public. Ability to maintain confidentiality.

D. Minimum DESIRABLE qualifications of education and experience. Graduation from high school and satisfactory completion of a two-year course in accounting in a business school and three years of experience as a bookkeeper or account clerk or graduation from an accredited four-year college, with a major in accounting.

Persons appointed to positions in the class on a provisional basis must possess the qualifications specified in the statement of desirable qualifications of education and experience.

High school degree, or the equivalent, and completion of two years of training in bookkeeping or accounting courses in a business school, college, or university, and three years of experience as either an Accounting Officer I or II, or the equivalent; or

one year of experience as an Accounting Officer I or II may be substituted for each year of college coursework, up to a maximum of two years.

## 12 MCAR § 2.840 Compensation Plan - 1978

### A. Professional

#### 1. Plan A\*

a. Class of Positions	1	2	3	4	5	6	7	8	9	10
Accountant I	1058	1108	1157	1208	1263	1324	1385	1446		
Accountant II	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Adm. Asst. I	1157	1208	1263	1324	1385	1446	1512	1578	1651	1728
Adm. Asst. II	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889

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Adm. Asst. III	1479	1546	1615	1689	1767	1848	1931	2019	2114	
Adm. Services Director	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Asst. Human Services Director	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Asst. Welfare Director	2019	2114	2210	2310	2412	2518	2628	2747	2871	
Assoc. M.-&-P. Analyst	947	991	1036	1084						
Auditor	1182	1236	1294	1355	1415	1479	1546	1615	1689	1767
Chemical Dependency Coord.	1084	1133	1182	1236	1294	1355	1415	1479	1546	1615
Collection Services Supvr. II	1157	1208	1263	1324	1385	1446	1512	1578	1651	1728
Community Health Serv. Supvr.	1133	1182	1236	1294	1355	1415	1479	1546	1615	
Community-Rela. Spec.	1133	1182	1236	1294	1355	1415	1479	1546	1615	
Computer Programmer	947	991	1036	1084	1133	1182	1236	1294		
Day-Care Center Supvr.	1182	1236	1294	1355	1415	1479	1546	1615	1689	
Dev. Achievement Center Dir.	991	1036	1084	1133	1182	1236	1294	1355	1415	1479
Dev. Disabilities Coord.	991	1036	1084	1133	1182	1236	1294	1355	1415	1479
<u>Dietitian</u>	<u>906</u>	<u>947</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	
Dir. of Assessment Systems	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Dir. of Business Mgmt. I	1446	1512	1578	1651	1728	1806	1889	1972		
Dir. of Business Mgmt. II	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Dir. of Finan. Assist.	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Dir. of Planning	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Dir. of Pub. Hlth, Nurs. I	1133	1182	1236	1294	1355	1415	1479	1546	1615	
Dir. of Soc. Serv.	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Dir. of Support Services	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Education Supervisor	1133	1182	1236	1294	1355	1415	1479	1546	1615	
Emp. Guid. Cous. I	906	947	991	1036	1084	1133	1182	1236	1294	
Emp. Guid. Couns. II	947	991	1036	1084	1133	1182	1236	1294	1355	
Emp. Guid. Couns. III	991	1036	1084	1133	1182	1236	1294	1355	1415	
<u>Finan. Asst. Supvr. III</u>	<u>1157</u>	<u>1208</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>	<u>1578</u>	<u>1651</u>	<u>1728</u>

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Finan. Asst. Supvr. IV	<u>1263</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>	<u>1578</u>	<u>1651</u>	<u>1728</u>	<u>1806</u>	<u>1889</u>
Home Care Coordinator	1036	1084	1133	1182	1236	1294	1355	1415		
Homemaker Coordinator II	1036	1084	1133	1182	1236	1294	1355	1415		
Homemaker Supervisor	1133	1182	1236	1294	1355	1415	1479	1546	1615	
Human Services Dir. I	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Human Services Dir. II	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Human Services Dir. III	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Human Services Supvr. I	1157	1208	1263	1324	1385	1446	1512	1578	1651	1728
Marriage Counselor	1182	1236	1294	1355	1415	1479	1546	1615	1689	
Med.-Care Advisor	991	1036	1084	1133	1182	1236	1294	1355	1415	
Med.-Serv. Adm.	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Mental Health Worker	1084	1133	1182	1236	1294	1355	1415	1479	1546	
Meth.-&-Proc. Analyst	1108	1157	1208	1263	1324	1385	1446	1512	1578	
Meth.-&-Proc. Supvr.	1294	1355	1415	1479	1546	1615	1689	1767	1848	
Nursing Care Advisor	991	1036	1084	1133	1182	1236	1294	1355	1415	
Occupa. Supvr.-Inst. I	867	906	947	991	1036	1084	1133	1182	1236	1294
Occupa. Supvr.-Inst. II	991	1036	1084	1133	1182	1236	1294	1355	1415	1479
Office Manager	906	947	991	1036	1084	1133	1182	1236	1294	
Personnel Officer	906	947	991	1036	1084	1133	1182	1236	1294	1355
Personnel Director	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Physical Therapist	906	947	991	1036	1084	1133	1182			
Planner (Human Services)	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	<u>1479</u>	<u>1546</u>	<u>1615</u>	
Policy/Program Analyst	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Programmer Analyst	1133	1182	1236	1294	1355	1415	1479	1546		
Psychologist I	1084	1133	1182	1236	1294	1355	1415	1479	1546	
Psychologist II	1294	1355	1415	1479	1546	1615	1689	1767	1848	

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Psychologist III	1512	1578	1651	1728	1806	1889	1972	2066		
Psychologist IV	1651	1728	1806	1889	1972	2066	2160	2260		
<u>Public Health Educator I</u>	<u>947</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>		
<u>Public Educator II</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	<u>1479</u>	<u>1546</u>	<u>1615</u>		
Public Health Nurse	947	991	1036	1084	1133	1182	1236			
Pub.-Hlth, Nurse (Team Leader)	991	1036	1084	1133	1182	1236	1294			
Registered Nurse										
A.A. Degree or 3 yr. Dip.	867	906	947	991	1036	1084	1133			
B.S. Degree	906	947	991	1036	1084	1133				
<u>Sanitarian I</u>	<u>947</u>	<u>991</u>	<u>1036</u>	<u>1084</u>						
<u>Sanitarian II</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>		
Senior Public Health Nurse	1036	1084	1133	1182	1236	1294	1355			
Social Worker I	906	947	991	1036						
Social Worker II	991	1036	1084	1133	1182	1236	1294	1355	1415	1479
Social Worker III	1084	1133	1182	1236	1294	1355	1415	1479	1546	1615
Social Worker Trainee	828									
Soc.-Serv. Supvr. I	1157	1208	1263	1324	1385	1446	1512	1578	1651	1728
Soc.-Serv. Supvr. II	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Soc.-Serv. Supvr. III	1479	1546	1615	1689	1767	1848	1931	2019	2114	
Soc.-Serv. Supvr. Trainee	1108	1157	1208	1263	1324	1385				
Staff-Trng. Supvr. I	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Staff-Trng. Supvr. II	1355	1415	1479	1546	1615	1689	1767	1848	1931	
Student Soc. Worker (Intern)	Rate proposed by appointing authority.									
Student Soc. Worker (SWEP)	2 yrs. college \$2.74/hour; 3 yrs. college \$2.99/hour.									
Systems Prog.-Analyst	1294	1355	1415	1479	1546	1615	1689	1767		
Trainee	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.									

# PROPOSED RULES

Vol.-Serv. Coord. I	906	947	991	1036	1084	1133	1182	1236	1294	
Vol.-Serv. Coord. II	1133	1182	1236	1294	1355	1415	1479	1546	1615	
Welfare Director I	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Welfare Director II	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Welfare Director III	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Welfare Director IV	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Welfare Director V	2412	2518	2628	2747	2871	3000	3135	3283	3423	
Work-Exp. & Trng. Spec.	1133	1182	1236	1294	1355	1415	1479	1546	1615	

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

## 2. Plan B\*

a. Class of Positions	1	2	3	4	5	6	7	8	9	10
Accountant I	1058	1108	1157	1208	1263	1324	1385	1446		
Accountant II	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Adm. Asst. I	1208	1263	1324	1385	1446	1512	1578	1651	1728	1806
Adm. Asst. II	1324	1385	1446	1512	1578	1651	1728	1806	1889	1972
Adm. Asst. III	1546	1615	1689	1767	1848	1931	2019	2114	2210	
Adm. Services Director	1689	1767	1848	1931	2019	2114	2210	2310	2412	
Asst. Human Services Director	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Asst. Welfare Director	2019	2114	2210	2310	2412	2518	2628	2747	2871	
Assoc. M.-&P. Analyst	991	1036	1084	1133						
Auditor	1236	1294	1355	1415	1479	1546	1615	1689	1767	1848
Chemical Dependency Coord.	1133	1182	1236	1294	1355	1415	1479	1546	1615	1689
Collection Services Supvr. II	1208	1263	1324	1385	1446	1512	1578	1651	1728	1806
Community Health Serv. Supvr.	1182	1236	1294	1355	1415	1479	1546	1615	1689	

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# PROPOSED RULES

Community-Rela. Spec.	1182	1236	1294	1355	1415	1479	1546	1615	1689	
Computer Programmer	991	1036	1084	1133	1182	1236	1294	1355		
Day-Care Center Supvr.	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Dev. Achievement Center Dir.	1036	1084	1133	1182	1236	1294	1355	1415	1479	1546
Dev. Disabilities Coord.	1036	1084	1133	1182	1236	1294	1355	1415	1479	1546
<u>Dietitian</u>	<u>947</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	
Dir. of Assessment Systems	1324	1385	1446	1512	1578	1651	1728	1806	1889	1972
Dir. of Business Mgmt. I	1446	1512	1578	1651	1728	1806	1889	1972		
Dir. of Business Mgmt. II	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Dir. of Finan. Assist.	1689	1767	1848	1931	2019	2114	2210	2310	2412	
Dir. of Planning	1689	1767	1848	1931	2019	2114	2210	2310	2412	
Dir. of Pub.-Hlth. Nurs. I	1182	1236	1294	1355	1415	1479	1546	1615	1689	
Dir. of Soc. Serv.	1689	1767	1848	1931	2019	2114	2210	2310	2412	
Dir. of Support Services	1689	1767	1848	1931	2019	2114	2210	2310	2412	
Education Supervisor	1182	1236	1294	1355	1415	1479	1546	1615	1689	
Emp. Guid. Couns. I	947	991	1036	1084	1133	1182	1236	1294	1355	
Emp. Guid. Couns. II	991	1036	1084	1133	1182	1236	1294	1355	1415	
Emp. Guid. Couns. III	1036	1084	1133	1182	1236	1294	1355	1415	1479	
<u>Finan. Asst. Supvr. III</u>	<u>1208</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>	<u>1578</u>	<u>1651</u>	<u>1728</u>	<u>1806</u>
<u>Finan. Asst. Supvr. IV</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>	<u>1578</u>	<u>1651</u>	<u>1728</u>	<u>1806</u>	<u>1889</u>	<u>1972</u>
Home Care Coordinator	1084	1133	1182	1236	1294	1355	1415	1479		
Homemaker Coordinator II	1084	1133	1182	1236	1294	1355	1415	1479		
Homemaker Supervisor	1182	1236	1294	1355	1415	1479	1546	1615	1689	
Human Services Dir. I	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Human Services Dir. II	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Human Services Dir. III	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Human Services Supvr. I	1208	1263	1324	1385	1446	1512	1578	1651	1728	1806
Marriage Counselor	1236	1294	1355	1415	1479	1546	1615	1689	1767	



# PROPOSED RULES

Med.-Care Advisor	1036	1084	1133	1182	1236	1294	1355	1415	1479	
Med.-Serv. Adm.	1689	1767	1848	1931	2019	2114	2210	2310	2412	
Mental Health Worker	1133	1182	1236	1294	1355	1415	1479	1546	1615	
Meth.-&-Proc. Analyst	1157	1208	1263	1324	1385	1446	1512	1578	1651	
Meth.-&-Proc. Supvr.	1355	1415	1479	1546	1615	1689	1767	1848	1931	
Nursing Care Advisor	1036	1084	1133	1182	1236	1294	1355	1415	1479	
Occupa. Supvr.-Inst. I	906	947	991	1036	1084	1133	1182	1236	1294	1355
Occupa. Supvr.-Inst. II	1036	1084	1133	1182	1236	1294	1355	1415	1479	1546
Office Manager	947	991	1036	1084	1133	1182	1236	1294	1355	
Personnel Officer	947	991	1036	1084	1133	1182	1236	1294	1355	1415
Personnel Director	1324	1385	1446	1512	1578	1651	1728	1806	1889	1972
Physical Therapist	947	991	1036	1084	1133	1182	1236			
<u>Planner (Human Services)</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	<u>1479</u>	<u>1546</u>	<u>1615</u>	<u>1689</u>	
Policy/Program Analyst	1324	1385	1446	1512	1578	1651	1728	1806	1889	1972
Programmer Analyst	1182	1236	1294	1355	1415	1479	1546	1615		
Psychologist I	1133	1182	1236	1294	1355	1415	1479	1546	1615	
Psychologist II	1355	1415	1479	1546	1615	1689	1767	1848	1931	
Psychologist III	1578	1651	1728	1806	1889	1972	2066	2160		
Psychologist IV	1728	1806	1889	1972	2066	2160	2260	2359		
<u>Public Health Educator I</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>		
<u>Public Health Educator II</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	<u>1479</u>	<u>1546</u>	<u>1615</u>	<u>1689</u>		
Public Health Nurse	991	1036	1084	1133	1182	1236	1294			
Pub.-Hlth. Nurse (Team Leader)	1036	1084	1133	1182	1236	1294	1355			
Registered Nurse										
A.A. Degree or 3 yr. Dip.	906	947	991	1036	1084	1133	1182			
B.S. Degree	947	991	1036	1084	1133	1182				

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# PROPOSED RULES

<u>Sanitarian I</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>						
<u>Sanitarian II</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	<u>1479</u>		
Senior Public Health Nurse	1084	1133	1182	1236	1294	1355	1415			
Social Worker I	947	991	1036	1084						
Social Worker II	1036	1084	1133	1182	1236	1294	1355	1415	1479	1546
Social Worker III	1133	1182	1236	1294	1355	1415	1479	1546	1615	1689
Social Worker Trainee	828									
Soc.-Serv. Supvr. I	1208	1263	1324	1385	1446	1512	1578	1651	1728	1806
Soc.-Serv. Supvr. II	1324	1385	1446	1512	1578	1651	1728	1806	1889	1972
Soc.-Serv. Supvr. III	1546	1615	1689	1767	1848	1931	2019	2114	2210	
Soc.-Serv. Supvr. Trainee	1157	1208	1263	1324	1385	1446				
Staff-Trng. Supvr. I	1294	1355	1415	1479	1546	1615	1689	1767	1848	
Staff-Trng. Supvr. II	1415	1479	1546	1615	1689	1767	1848	1931	2019	
Student Soc. Worker (Intern)	Rate proposed by appointing authority.									
Student Soc. Worker (SWEP)	2 yrs. college \$2.74/hour; 3 yrs. college \$2.99/hour.									
Systems Prog.-Analyst	1355	1415	1479	1546	1615	1689	1767	1848		
Trainee	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.									
Vol.-Serv. Coord. I	947	991	1036	1084	1133	1182	1236	1294	1355	
Vol.-Serv. Coord. II	1182	1236	1294	1355	1415	1479	1546	1615	1689	
Welfare Director I	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Welfare Director II	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Welfare Director III	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Welfare Director IV	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Welfare Director V	2412	2518	2628	2747	2871	3000	3135	3283	3423	

# PROPOSED RULES

Work-Exp. & Trng. Spec. 1182 1236 1294 1355 1415 1479 1546 1615 1689

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

### 3. Plan C\*

a. Class of Positions	1	2	3	4	5	6	7	8	9	10
Accountant I	1058	1108	1157	1208	1263	1324	1385	1446		
Accountant II	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Adm. Asst. I	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Adm. Asst. II	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Adm. Asst. III	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Adm. Services Director	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Asst. Human Services Dir.	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Asst. Welfare Director	2019	2114	2210	2310	2412	2518	2628	2747	2871	
Assoc. M.-&P. Analyst	1036	1084	1133	1182						
Auditor	1294	1355	1415	1479	1546	1615	1689	1767	1848	1931
Chemical Dependency Coord.	1182	1236	1294	1355	1415	1479	1546	1615	1689	1767
Collection Services Supvr. II	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Community Health Serv. Supvr.	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Community-Rela. Spec.	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Computer Programmer	1036	1084	1133	1182	1236	1294	1355	1415		
Day-Care Center Supvr.	1294	1355	1415	1479	1546	1615	1689	1767	1848	
Dev. Achievement Center Dir.	1084	1133	1182	1236	1294	1355	1415	1479	1546	1615
<u>Dietitian</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	
Dev. Disabilities Coord.	1084	1133	1182	1236	1294	1355	1415	1479	1546	1615
Dir. of Assessment Systems	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066

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# PROPOSED RULES

Dir. of Bus. Mgmt. I	1446	1512	1578	1651	1728	1806	1889	1972		
Dir. of Bus. Mgmt. II	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Dir. of Finan. Asst.	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Dir of Planning	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Dir. of Pub.-Hlth. Nurs. I	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Dir. of Soc. Serv.	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Dir. of Support Services	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Education Supervisor	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Emp. Guid. Couns. I	991	1036	1084	1133	1182	1236	1294	1355	1415	
Emp. Guid. Couns. II	1036	1084	1133	1182	1236	1294	1355	1415	1479	
Emp. Guid. Couns. III	1084	1133	1182	1236	1294	1355	1415	1479	1546	
<u>Finan. Asst. Supvr. III</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>	<u>1578</u>	<u>1651</u>	<u>1728</u>	<u>1806</u>	<u>1889</u>
<u>Finan. Asst. Supvr. IV</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>	<u>1578</u>	<u>1651</u>	<u>1728</u>	<u>1806</u>	<u>1889</u>	<u>1972</u>	<u>2066</u>
Home Care Coordinator	1133	1182	1236	1294	1355	1415	1479	1546		
Homemaker Coordinator II	1133	1182	1236	1294	1355	1415	1479	1546		
Homemaker Supervisor	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Human Services Dir. I	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Human Services Dir. II	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Human Services Dir. III	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Human Services Supvr. I	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Marriage Counselor	1294	1355	1415	1479	1546	1615	1689	1767	1848	
Med.-Care Advisor	1084	1133	1182	1236	1294	1355	1415	1479	1546	
Med.-Serv. Adm.	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Mental Health Worker	1182	1236	1294	1355	1415	1479	1546	1615	1689	
Meth.-&-Proc. Analyst	1208	1263	1324	1385	1446	1512	1578	1651	1728	
Meth.-&-Proc. Supvr.	1415	1479	1546	1615	1689	1767	1848	1931	2019	
Nursing Care Advisor	1084	1133	1182	1236	1294	1355	1415	1479	1546	
Occupa. Supvr. Inst. I	947	991	1036	1084	1133	1182	1236	1294	1355	1415

# PROPOSED RULES

Occupa. Supvr. Inst. II	1084	1133	1182	1236	1294	1355	1415	1479	1546	1615
Office Manager	991	1036	1084	1133	1182	1236	1294	1355	1415	
Personnel Officer	991	1036	1084	1133	1182	1236	1294	1355	1415	1479
Personnel Director	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Physical Therapist	1013	1058	1108	1157	1208	1263	1324			
<u>Planner (Human Services)</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	<u>1479</u>	<u>1546</u>	<u>1615</u>	<u>1689</u>	<u>1767</u>	
Policy/Program Analyst	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Programmer Analyst	1236	1294	1355	1415	1479	1546	1615	1689		
Psychologist I	1182	1236	1294	1355	1415	1479	1546	1615	1689	
Psychologist II	1415	1479	1546	1615	1689	1767	1848	1931	2019	
Psychologist III	1651	1728	1806	1889	1972	2066	2160	2260		
Psychologist IV	1806	1889	1972	2066	2160	2260	2359	2464		
<u>Public Health Educator I</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>		
<u>Public Health Educator II</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	<u>1479</u>	<u>1546</u>	<u>1615</u>	<u>1689</u>		
Public Health Nurse	1058	1108	1157	1208	1263	1324	1385			
Pub.-Hlth. Nurse (Team Leader)	1108	1157	1208	1263	1324	1385	1446			
Registered Nurse										
A.A. Degree or 3 yr. Dip.	969	1013	1058	1108	1157	1208	1263			
B.S. Degree	1013	1058	1108	1157	1208	1263				
<u>Sanitarian I</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>						
<u>Sanitarian II</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	<u>1479</u>	<u>1546</u>		
Senior Public Health Nurse	1157	1208	1263	1324	1385	1446	1512			
Social Worker I	991	1036	1084	1133						
Social Worker II	1084	1133	1182	1236	1294	1355	1415	1479	1546	1615
Social Worker III	1182	1236	1294	1355	1415	1479	1546	1615	1689	1767
Social Worker Trainee	828									

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# PROPOSED RULES

Soc.-Serv. Supvr. I	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Soc.-Serv. Supvr. II	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Soc.-Serv. Supvr. III	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Soc.-Serv. Supvr. Trainee	1208	1263	1324	1385	1446	1512				
Staff-Trng. Supvr. I	1355	1415	1479	1546	1615	1689	1767	1848	1931	
Staff-Trng. Supvr. II	1479	1546	1615	1689	1767	1848	1931	2019	2114	
Student Soc. Worker (Intern)	Rate proposed by appointing authority.									
Student Soc. Worker (SWEP)	2 yrs. college \$2.74/hour; 3 yrs. college \$2.99/hour.									
Systems Prog.-Analyst	1415	1479	1546	1615	1689	1767	1848	1931		
Trainee	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.									
Vol.-Serv. Coord. I	991	1036	1084	1133	1182	1236	1294	1355	1415	
Vol.-Serv. Coord. II	1236	1294	1355	1415	1479	1546	1615	1689	1767	
Welfare Director I	1263	1324	1385	1446	1512	1578	1651	1728	1806	1889
Welfare Director II	1385	1446	1512	1578	1651	1728	1806	1889	1972	2066
Welfare Director III	1615	1689	1767	1848	1931	2019	2114	2210	2310	
Welfare Director IV	1767	1848	1931	2019	2114	2210	2310	2412	2518	
Welfare Director V	2412	2518	2628	2747	2871	3000	3135	3283	3423	
Work-Exp. & Trng. Spec.	1236	1294	1355	1415	1479	1546	1615	1689	1767	

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

## B. Support Personnel

### 1. Plan A\*

a. Class of Positions	1	2	3	4	5	6	7	8	9
Account Clerk	663	693	726	759	793	828	867	906	
Accounting Officer I	793	828	867	906	947	991	1036	1084	1133

# PROPOSED RULES

Accounting Officer II	867	906	947	991	1036	1084	1133	1182	1236
Accounting Officer III	991	1036	1084	1133	1182	1236	1294	1355	1415
Asst. Residential Facility									
Opr.(s)	543	565	592	620	648	676	709	742	
Case Aide	663	693	726	759	793	828			
Chemical Dependency Counselor	867	906	947	991	1036	1084			
<u>Child Support Worker I</u>	<u>828</u>	<u>867</u>	<u>906</u>	<u>947</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>
<u>Child Support Worker II</u>	<u>925</u>	<u>969</u>	<u>1013</u>	<u>1058</u>	<u>1108</u>	<u>1157</u>	<u>1208</u>	<u>1263</u>	
Collection Services Supvr. I	1058	1108	1157	1208	1263	1324	1385	1446	
Community-Service Aide	416	433	455	477	499	521	543		
Coordinator of Aging	676	709	742	776	810	847	886	925	969
Dev. Achievement Center Inst.	543	565	592	620	648	676			
Financial-Assistance Spec.	847	886	925	969	1013	1058	1108	1157	
Financial-Assistance Supvr. I	925	969	1013	1058	1108	1157	1208	1263	1324
Financial-Assistance Supvr. II	1058	1108	1157	1208	1263	1324	1385	1446	
Financial Worker I	663	693	726	759	793	828			
Financial Worker II	742	776	810	847	886	925	969	1013	1058
Home Health Aide	521	543	565	592	620	648	676		
Home Health Aide Coordinator	742	776	810	847	886	925	969		
Homemaker I	521	543	565	592	620	648	676		
Homemaker II	565	592	620	648	676	709	742	776	
Homemaker Coordinator I	742	776	810	847	886	925	969		
Homemaker/Home Health Aide	521	543	565	592	620	648	676		

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# PROPOSED RULES

Housekeeper Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare, and not less than \$2.30/hour.

Licensed Practical Nurse	676	709	742	776	810	847			
<u>Public Health Aide</u>	<u>416</u>	<u>433</u>	<u>455</u>	<u>477</u>	<u>499</u>	<u>521</u>	<u>543</u>		
Residential Facility Opr.(s)	565	592	620	648	676	709	742	776	
<del>Resources-Examiner-I</del>	<del>828</del>	<del>867</del>	<del>906</del>	<del>947</del>	<del>991</del>	<del>1036</del>	<del>1084</del>	<del>1133</del>	<del>1182</del>
<del>Resources-Examiner-II</del>	<del>1058</del>	<del>1108</del>	<del>1157</del>	<del>1208</del>	<del>1263</del>	<del>1324</del>	<del>1385</del>		
<del>Resources-Examiner-III</del>	<del>1157</del>	<del>1208</del>	<del>1263</del>	<del>1324</del>	<del>1385</del>	<del>1446</del>	<del>1512</del>		
Senior Case Aide	742	776	810	847	886	925	969	1013	1058
Senior Citizen's Aide	416	433	455	477	499	521	543		
Transportation Coordinator	693	726	759	793	828	867	906	947	
<u>Welfare Fraud Investigator</u>	<u>1058</u>	<u>1108</u>	<u>1157</u>	<u>1208</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>		
<u>Welfare Fraud Unit Supvr.</u>	<u>1157</u>	<u>1208</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>		

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

## 2. Plan B\*

1. Class of Positions	1	2	3	4	6	7	8	9	
Account Clerk	693	726	759	793	828	867	906	947	
Accounting Officer I	793	828	867	906	947	991	1036	1084	1133
Accounting Officer II	867	906	947	991	1036	1084	1133	1182	1236
Accounting Officer III	991	1036	1084	1133	1182	1236	1294	1355	1415
Asst. Residential Facility									
Opr.(s)	565	592	620	648	676	709	742	776	
Case Aide	693	726	759	793	828	867			
Chemical Dependency Counselor	906	947	991	1036	1084	1133			
Collection Services Supvr. I	1108	1157	1208	1263	1324	1385	1446	1512	



# PROPOSED RULES

Community-Service Aide	433	455	477	499	521	543	565		
Coordinator of Aging	709	742	776	810	847	886	925	969	1013
Dev. Achievement Center Inst.	565	592	620	648	676	709			
<u>Child Support Worker I</u>	<u>867</u>	<u>906</u>	<u>947</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>
<u>Child Support Worker II</u>	<u>969</u>	<u>1013</u>	<u>1058</u>	<u>1108</u>	<u>1157</u>	<u>1208</u>	<u>1263</u>	<u>1324</u>	
Financial-Assistance Spec.	886	925	969	1013	1058	1108	1157	1208	
Financial-Assistance Supvr. I	969	1013	1058	1108	1157	1208	1263	1324	1385
Financial-Assistance Supvr. II	1108	1157	1208	1263	1324	1385	1446	1512	
Financial Worker I	693	726	759	793	828	867			
Financial Worker II	776	810	847	886	925	969	1013	1058	1108
Home Health Aide	543	565	592	620	648	676	709		
Home Health Aide Coordinator	776	810	847	886	925	969	1013		
Homemaker I	543	565	592	620	648	676	709		
Homemaker II	592	620	648	676	709	742	776	810	
Homemaker Coordinator I	776	810	847	886	925	969	1013		
Homemaker/Home Health Aide	543	565	592	620	648	676	709		
Housekeeper	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare, and not less than \$2.30/hour.								
Licensed Practical Nurse	709	742	776	810	847	886			
<u>Public Health Aide</u>	<u>433</u>	<u>455</u>	<u>477</u>	<u>499</u>	<u>521</u>	<u>543</u>	<u>565</u>		
Residential Facility Opr.(s)	592	620	648	676	709	742	776	810	
<del>Resources-Examiner-I</del>	<del>867</del>	<del>906</del>	<del>947</del>	<del>991</del>	<del>1036</del>	<del>1084</del>	<del>1133</del>	<del>1182</del>	<del>1236</del>
<del>Resources-Examiner-II</del>	<del>1108</del>	<del>1157</del>	<del>1208</del>	<del>1263</del>	<del>1324</del>	<del>1385</del>	<del>1446</del>		
<del>Resources-Examiner-III</del>	<del>1208</del>	<del>1263</del>	<del>1324</del>	<del>1385</del>	<del>1446</del>	<del>1512</del>	<del>1578</del>		

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# PROPOSED RULES

Senior Case Aide	776	810	847	886	925	969	1013	1058	1108
Senior Citizen's Aide	433	455	477	499	521	543	565		
Transportation Coordinator	726	759	793	828	867	906	947	991	
<u>Welfare Fraud Investigator</u>	<u>1108</u>	<u>1157</u>	<u>1208</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>		
<u>Welfare Unit Supvr.</u>	<u>1208</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>	<u>1578</u>		

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

## 1. Plan C\*

a. Class of Positions	1	2	3	4	5	6	7	8	9
Account Clerk	726	759	793	828	867	906	947	991	
Accounting Officer I	793	828	867	906	947	991	1036	1084	1133
Accounting Officer II	867	906	947	991	1036	1084	1133	1182	1236
Accounting Officer III	991	1036	1084	1133	1182	1236	1294	1355	1415
Asst. Residential Facility									
Opr.(s)	592	620	648	676	709	742	776	810	
Case Aide	726	759	793	828	867	906			
Chemical Dependency Counselor	947	991	1036	1084	1133	1182			
<u>Child Support Worker I</u>	<u>906</u>	<u>947</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>
<u>Child Support Worker II</u>	<u>1013</u>	<u>1058</u>	<u>1108</u>	<u>1157</u>	<u>1208</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>	
Collection Services Supvr. I	1157	1208	1263	1324	1385	1446	1512	1578	
Community-Service Aide	455	477	499	521	543	565	592		
Coordinator of Aging	742	776	810	847	886	925	969	1013	1058
Dev. Achievement Center Inst.	592	620	648	676	709	742			
Financial-Assistance Spec.	925	969	1013	1058	1108	1157	1208	1263	
Financial-Assistance Supvr. I	1013	1058	1108	1157	1208	1263	1324	1385	1446
Financial-Assistance Supvr. II	1157	1208	1263	1324	1385	1446	1512	1578	
Financial Worker I	726	759	793	828	867	906			

# PROPOSED RULES

Financial Worker II	810	847	886	925	969	1013	1058	1108	1157
Home Health Aide	565	592	620	648	676	709	742		
Home Health Aide Coordinator	810	847	886	925	969	1013	1058		
Homemaker I	565	592	620	648	676	709	742		
Homemaker II	620	648	676	709	742	776	810	847	
Homemaker Coordinator I	810	847	886	925	969	1013	1058		
Homemaker/Home Health Aide	565	592	620	648	676	709	742		
Housekeeper	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare, and not less than \$2.30/hour.								
Licensed Practical Nurse	742	776	810	847	886	925			
<u>Public Health Aide</u>	<u>455</u>	<u>477</u>	<u>499</u>	<u>521</u>	<u>543</u>	<u>565</u>	<u>592</u>		
Residential Facility Opr.(s)	620	648	676	709	742	776	810	847	
<del>Resources-Examiner-I</del>	<del>906</del>	<del>947</del>	<del>991</del>	<del>1036</del>	<del>1084</del>	<del>1133</del>	<del>1182</del>	<del>1236</del>	<del>1294</del>
<del>Resources-Examiner-II</del>	<del>1157</del>	<del>1208</del>	<del>1263</del>	<del>1324</del>	<del>1385</del>	<del>1446</del>	<del>1512</del>		
<del>Resources-Examiner-III</del>	<del>1263</del>	<del>1324</del>	<del>1385</del>	<del>1446</del>	<del>1512</del>	<del>1578</del>	<del>1651</del>		
Senior Case Aide	810	847	886	925	969	1013	1058	1108	1157
Senior Citizen's Aide	455	477	499	521	543	565	592		
Transportation Coordinator	759	793	828	867	906	947	991	1036	
<u>Welfare Fraud Investigator</u>	<u>1157</u>	<u>1208</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>		
<u>Welfare Fraud Unit Supvr.</u>	<u>1263</u>	<u>1324</u>	<u>1385</u>	<u>1446</u>	<u>1512</u>	<u>1578</u>	<u>1651</u>		

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

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# PROPOSED RULES

## C. Clerical

### 1. Plan A\*

a. Class of Positions	1	2	3	4	5	6	7	8	9
Bkbp. Machine Operator	499	518	539	560	581	602	623	646	672
Clerical Supervisor	646	672	699	726	755	786	818	850	884
Clerk I	434	451	467	483	499	518	539	560	581
Clerk II	499	518	539	560	581	602	623	646	672
Clerk III	581	602	623	646	672	699	726	755	786
Clerk-Typist I (1)	451	467	483	499	518	539	560	581	602
Clerk-Typist II	499	518	539	560	581	602	623	646	672
Clerk-Typist III	581	602	623	646	672	699	726	755	786
Clerk Specialist	672	699	726	755	786	818	850	884	921
Clerk-Steno I	483	499	518	539	560	581	602	623	646
Clerk-Steno II	539	560	581	602	623	646	672	699	726
Clerk-Steno III	602	623	646	672	699	726	755	786	818
Information System Specialist	623	646	672	699	726	755	786	818	850
Keypunch Operator	483	499	518	539	560	581	602	623	646
Swbd. Operator I	467	483	499	518	539	560	581	602	623
Swbd. Operator II	499	518	539	560	581	602	623	646	672

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

### 2. Plan B\*

a. Class of Positions	1	2	3	4	5	6	7	8	9
Bkbp. Machine Operator	518	539	560	581	602	623	646	672	699
Clerical Supervisor	672	699	726	755	786	818	850	884	921
Clerk I	451	467	483	499	518	539	560	581	602

# PROPOSED RULES

Clerk II	518	539	560	581	602	623	646	672	699
Clerk III	602	623	646	672	699	726	755	786	818
Clerk-Typist I (1)	467	483	499	518	539	560	581	602	623
Clerk-Typist II	518	539	560	581	602	623	646	672	699
Clerk-Typist III	602	623	646	672	699	726	755	786	818
Clerk Specialist	699	726	755	786	818	850	884	921	958
Clerk-Steno I	499	518	539	560	581	602	623	646	672
Clerk-Steno II	560	581	602	623	646	672	699	726	755
Clerk-Steno III	623	646	672	699	726	755	786	818	850
Information System Specialist	646	672	699	726	755	786	818	850	884
Keypunch Operator	499	518	539	560	581	602	623	646	672
Swbd. Operator I	483	499	518	539	560	581	602	623	646
Swbd. Operator II	518	539	560	581	602	623	646	672	699

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

3. Plan C*									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Bkbp. Machine Operator	539	560	581	602	623	646	672	699	726
Clerical Supervisor	699	726	755	786	818	850	884	921	958
Clerk I	467	483	499	518	539	560	581	602	623
Clerk II	539	560	581	602	623	646	672	699	726
Clerk III	623	646	672	699	726	755	786	818	850

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# PROPOSED RULES

Clerk-Typist I (1)	483	499	518	539	560	581	602	623	646
Clerk-Typist II	539	560	581	602	623	646	672	699	726
Clerk-Typist III	623	646	672	699	726	755	786	818	850
Clerk Specialist	726	755	786	818	850	884	921	958	997
Clerk-Steno I	518	539	560	581	602	623	646	672	699
Clerk-Steno II	581	602	623	646	672	699	726	755	786
Clerk-Steno III	646	672	699	726	755	786	818	850	884
Information System Specialist	672	699	726	755	786	818	850	884	921
Keypunch Operator	518	539	560	581	602	623	646	672	699
Swbd. Operator I	499	518	539	560	581	602	623	646	672
Swbd. Operator II	539	560	581	602	623	646	672	699	726

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

4. Plan D*									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Bkkip. Machine Operator	560	581	602	623	646	672	699	726	755
Clerical Supervisor	726	755	786	818	850	884	921	958	997
Clerk I	483	499	518	539	560	581	602	623	646
Clerk II	560	581	602	623	646	672	699	726	755
Clerk III	646	672	699	726	755	786	818	850	884
Clerk-Typist I (1)	499	518	539	560	581	602	623	646	672
Clerk-Typist II	560	581	602	623	646	672	699	726	755
Clerk-Typist III	646	672	699	726	755	786	818	850	884
Clerk Specialist	755	786	818	850	884	921	958	997	1039

## PROPOSED RULES

Clerk-Steno I	539	560	581	602	623	646	672	699	726
Clerk-Steno II	602	623	646	672	699	726	755	786	818
Clerk-Steno III	672	699	726	755	786	818	850	884	921
Information System Specialist	699	726	755	786	818	850	884	921	958
Keypunch Operator	539	560	581	602	623	646	672	699	726
Swbd. Operator I	518	539	560	581	602	623	646	672	699
Swbd. Operator II	560	581	602	623	646	672	699	726	755

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

### 5. Plan E\*

a. Class of Positions	1	2	3	4	5	6	7	8
Bkkp. Machine Operator	602	623	646	672	699	726	755	786
Clerical Supervisor	786	818	850	884	921	958	997	1039
Clerk I	518	539	560	581	602	623	646	672
Clerk II	602	623	646	672	699	726	755	786
Clerk III	699	726	755	786	818	850	884	921
Clerk-Typist I (1)	539	560	581	602	623	646	672	699
Clerk-Typist II	602	623	646	672	699	726	755	786
Clerk-Typist III	699	726	755	786	818	850	884	921
Clerk Specialist	818	850	884	921	958	997	1039	1082
Clerk-Steno I	581	602	623	646	672	699	726	755
Clerk-Steno II	646	672	699	726	755	786	818	850

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# PROPOSED RULES

Clerk-Steno III	726	755	786	818	850	884	921	958
Information System Specialist	755	786	818	850	884	921	958	997
Keypunch Operator	581	602	623	646	672	699	726	755
Swbd. Operator I	560	581	602	623	646	672	699	726
Swbd. Operator II	602	623	646	672	699	726	755	786

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

6. Plan F*								
a. Class of Positions	1	2	3	4	5	6	7	
Bkcp. Machine Operator	623	646	672	699	726	755	786	
Clerical Supervisor	818	850	884	921	958	997	1039	
Clerk I	560	581	602	623	646	672	699	
Clerk II	623	646	672	699	726	755	786	
Clerk III	726	755	786	818	850	884	921	
Clerk-Typist I (1)	581	602	623	646	672	699	726	
Clerk-Typist II	623	646	672	699	726	755	786	
Clerk-Typist III	726	755	786	818	850	884	921	
Clerk Specialist	850	884	921	958	997	1039	1082	
Clerk-Steno I	602	623	646	672	699	726	755	
Clerk-Steno II	672	699	726	755	786	818	850	
Clerk-Steno III	755	786	818	850	884	921	958	
Information System Specialist	786	818	850	884	921	958	997	
Keypunch Operator	623	646	672	699	726	755	786	
Swbd. Operator I	581	602	623	646	672	699	726	



# PROPOSED RULES

Swbd. Operator II                      623    646    672    699    726    755    786

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

## D. Maintenance & Trades

### 1. Plan A\*

a. Class of Positions	1	2	3	4	5	6	7
Auto Driver	557	578	601	627	654	681	710
Bus Driver	601	627	654	681	710	741	773
Janitor (1)	601	627	654	681	710	741	773
Laborer	\$3.45/hour						
Maintenance Worker	627	654	681	710	741	773	805

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

(1) Employees who are required to work for a period of at least five hours after 6 P.M. on a regular scheduled basis may be paid a shift differential in the amount of one salary step above their normal day-work rate.

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

## 2. Plan B\*

a. Class of Positions	1	2	3	4	5	6	7
Auto Driver	710	741	773	805	839	876	913
Bus Driver	741	773	805	839	876	913	952
Janitor (1)	710	741	773	805	839	876	913
Laborer	\$4.26/hour						
Maintenance Worker	773	805	839	876	913	952	994

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

(1) Employees who are required to work for a period of at least five hours after 6 P.M. on a regular scheduled basis may be paid a shift differential in the amount of one salary step above their normal day-work rate.

## 12 MCAR § 2.840 Compensation Plan - ~~1978~~ 1979

### A. Professional

#### 1. Plan A\*

a. Class of Positions	1	2	3	4	5	6	7	8	9	10
Accountant I	<del>1058</del> <u>1138</u>	<del>1108</del> <u>1190</u>	<del>1157</del> <u>1241</u>	<del>1208</del> <u>1298</u>	<del>1263</del> <u>1359</u>	<del>1324</del> <u>1423</u>	<del>1385</del> <u>1486</u>	<del>1446</del> <u>1553</u>		
Accountant II	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>	
Adm. Asst. I	<del>1157</del> <u>1268</u>	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>
Adm. Asst. II	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>
Adm. Asst. III	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	
Adm. Services Director	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	

# PROPOSED RULES

Asst. Human Services Director	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	
Asst. Welfare Director	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>	<del>2628</del> <u>2759</u>	<del>2747</del> <u>2884</u>	<del>2871</del> <u>3015</u>	
Assoc. M.-&-P. Analyst	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>						
Auditor	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>
Chemical Dependency Coord.	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>
Collection Services Supvr. II	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>
Community Health Serv. Supvr.	<del>1157</del> <u>1268</u>	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>
Community-Rela. Spec.	<del>1133</del> <u>1298</u>	<del>1182</del> <u>1359</u>	<del>1236</del> <u>1423</u>	<del>1294</del> <u>1486</u>	<del>1355</del> <u>1553</u>	<del>1415</del> <u>1623</u>	<del>1479</del> <u>1696</u>	<del>1546</del> <u>1773</u>	<del>1615</del> <u>1855</u>	
Computer Programmer	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del>		
Day-Care Center Supvr.	<del>1182</del> <u>1268</u>	<del>1236</del> <u>1326</u>	<del>1294</del> <u>1390</u>	<del>1355</del> <u>1454</u>	<del>1415</del> <u>1518</u>	<del>1479</del> <u>1588</u>	<del>1546</del> <u>1657</u>	<del>1615</del> <u>1734</u>	<del>1689</del> <u>1814</u>	
Dev. Achievement Center Dir.	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
Dev. Achievement Center Teacher	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>
Dev. Disabilities Coord.	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
Dietitian	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	
Dir. of Assessment Systems	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>
Dir. of Business Mgmt. I	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>		
Dir. of Business Mgmt. II	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>	

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# PROPOSED RULES

Dir. of Finan. Assist.	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	
Dir. of Planning	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	
Dir. of Pub. Hlth. Nurs. I	<del>1133</del> <u>1241</u>	<del>1182</del> <u>1298</u>	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	
Dir. of Soc. Serv.	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	
Dir. of Support Services	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	
Education Supervisor	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	
Emp. Guid. Couns. I	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	
Emp. Guid. Couns. II	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	
Emp. Guid. Couns. III	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Finan. Assist. Supvr. III	<del>1157</del> <u>1268</u>	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>
Finan. Assist. Supvr. IV	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>
Home Care Coordinator	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>		
Homemaker Coordinator II	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>		
Homemaker Supervisor	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	
Human Services Dir. I	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>	<del>2066</del> <u>2268</u>
Human Services Dir. II	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	
Human Services Dir. III	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	<del>2412</del> <u>2644</u>	<del>2518</del> <u>2759</u>	
Human Services Suprv. I	<del>1157</del> <u>1268</u>	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>

# PROPOSED RULES

Marriage Counselor	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	
Med.-Care Advisor	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Med.-Serv. Adm.	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del>	
Mental Health Worker	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	
Meth.-&-Proc. Analyst	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	
Meth.-&-Proc. Supvr.	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	
Nursing Care Advisor	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Occupa. Supvr.-Inst. I	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>
Occupa. Supvr.-Inst. II	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
Office Manager	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	
Personnel Officer	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>
Personnel Director	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>
Physical Therapist	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1298</del>		
Planner (Human Services)	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	
Policy/Program Analyst	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>
Programmer Analyst	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>		
Psychologist I	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Psychologist II	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	
Psychologist III	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>	<del>2066</del> <u>2169</u>		
Psychologist IV	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>	<del>2066</del> <u>2169</u>	<del>2160</del> <u>2268</u>	<del>2260</del> <u>2373</u>		
Public Health Educator I	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>		
Public Health Educator II	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>		
Public Health Nurse	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>			
Pub.-Hlth, Nurse (Team Leader)	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>			
Registered Nurse <del>A.A. Degree or 3-yr. Dip.</del> <del>B.S. Degree</del> <u>(A.A. Deg., 3 yr. Dip., or</u> <u>B.S. Degree)</u>	<del>867</del> <u>906</u>	<del>906</del> <u>947</u>	<del>947</del> <u>991</u>	<del>991</del> <u>1036</u>	<del>1036</del> <u>1084</u>	<del>1084</del> <u>1133</u>	<del>1133</del> <u>1190</u>			
Sanitarian I	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>						
Sanitarian II	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>		
Senior Public Health Nurse	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>			
Social Worker I	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>						
Social Worker II	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
Social Worker III	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>
Social Worker Trainee	<del>828</del> <u>869</u>									
Soc.-Serv. Supvr. I	<del>1157</del> <u>1268</u>	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>
Soc.-Serv. Supvr. II	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>

# PROPOSED RULES

Soc.-Serv. Supvr. III	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	
Soc.-Serv. Supvr. Trainee	<del>1108</del> <u>1215</u>	<del>1157</del> <u>1268</u>	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>				
Staff-Trng. Supvr. I	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	
Staff-Trng. Supvr. II	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	
Student Soc. Worker (Intern)	Rate proposed by appointing authority.									
Student Soc. Worker (SWEP)	<del>2-yr.-college-\$2.74/hour; 3-yr.-college-\$2.99/hour.</del> Rate proposed by appointing authority.									
Systems Prog.-Analyst	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>		
Trainee	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.									
Vol.-Serv. Coord. I	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	
Vol.Serv. Coord. II	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	
Welfare Director I	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>
Welfare Director II	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>	<del>2066</del> <u>2268</u>
Welfare Director III	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	
Welfare Director IV	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	<del>2412</del> <u>2644</u>	<del>2518</del> <u>2759</u>	
Welfare Director V	<del>2412</del> <u>2644</u>	<del>2518</del> <u>2759</u>	<del>2628</del> <u>2884</u>	<del>2747</del> <u>3015</u>	<del>2871</del> <u>3150</u>	<del>3000</del> <u>3292</u>	<del>3135</del> <u>3447</u>	<del>3283</del> <u>3594</u>	<del>3423</del> <u>3750</u>	
Work-Exp. & Trng. Spec.	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

2. Plan B*										
a. Class of Positions	1	2	3	4	5	6	7	8	9	10
Accountant I	<del>1058</del> <u>1138</u>	<del>1108</del> <u>1190</u>	<del>1157</del> <u>1241</u>	<del>1208</del> <u>1298</u>	<del>1263</del> <u>1359</u>	<del>1324</del> <u>1423</u>	<del>1385</del> <u>1486</u>	<del>1446</del> <u>1553</u>	<u>1623</u>	
Accountant II	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>	
Adm. Asst. I	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>
Adm. Asst. II	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>
Adm. Asst. III	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	
Adm. Services Director	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	
Asst. Human Services Director	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	
Asst. Welfare Director	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>	<del>2628</del> <u>2759</u>	<del>2747</del> <u>2884</u>	<del>2871</del> <u>3015</u>	
Assoc. M.-&-P. Analyst	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>						
Auditor	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>
Chemical Dependency Coord.	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>
Collection Services Supvr. II	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>
Community Health Serv. Supvr.	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>
Community-Rela. Spec.	<del>1182</del> <u>1359</u>	<del>1236</del> <u>1423</u>	<del>1294</del> <u>1486</u>	<del>1355</del> <u>1553</u>	<del>1415</del> <u>1623</u>	<del>1479</del> <u>1696</u>	<del>1546</del> <u>1773</u>	<del>1615</del> <u>1855</u>	<del>1689</del> <u>1940</u>	
Computer Programmer	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del>		
Day-Care Center Supvr.	<del>1236</del> <u>1326</u>	<del>1294</del> <u>1390</u>	<del>1355</del> <u>1454</u>	<del>1415</del> <u>1518</u>	<del>1479</del> <u>1588</u>	<del>1546</del> <u>1657</u>	<del>1615</del> <u>1734</u>	<del>1689</del> <u>1814</u>	<del>1767</del> <u>1896</u>	
Dev. Achievement Center Dir.	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>



# PROPOSED RULES

Dev. Achievement Center Teacher	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>
Dev. Disabilities Coord.	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>
Dietitian	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	
Dir. of Assessment Systems	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>
Dir. of Business Mgmt. I	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>		
Dir. of Business Mgmt. II	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>	
Dir. of Finan. Assist.	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	
Dir. of Planning	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	
Dir. of Pub.-Hlth, Nurs. I	<del>1182</del> <u>1298</u>	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	
Dir. of Soc. Serv.	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	
Dir. of Support Services	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	
Education Supervisor	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	
Emp. Guid. Couns. I	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	
Emp. Guid. Couns. II	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Emp. Guid. Couns. III	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	
Finan. Assist. Supvr. III	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>
Finan. Assist. Supvr. IV	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Home Care Coordinator	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>		
Homemaker Coordinator II	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>		
Homemaker Supervisor	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	
Human Services Dir. I	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>	<del>2066</del> <u>2268</u>
Human Services Dir. II	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	
Human Services Dir. III	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	<del>2412</del> <u>2644</u>	<del>2518</del> <u>2759</u>	
Human Services Supvr. I	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>
Marriage Counselor	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	
Med.-Care Advisor	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	
Med.-Serv. Adm.	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	
Mental Health Worker	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	
Meth.-&-Proc. Analyst	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	
Meth.-&-Proc. Supvr.	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	
Nursing Care Advisor	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	
Occupa. Supvr.-Inst. I	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>
Occupa. Supvr.-Inst. II	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>
Office Manager	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	
Personnel Officer	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>

# PROPOSED RULES

Personnel Director	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>
Physical Therapist	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<u>1359</u>		
Planner (Human Services)	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	
Policy-Program Analyst	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>
Programmer Analyst	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>		
Psychologist I	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	
Psychologist II	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	
Psychologist III	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>	<del>2066</del> <u>2169</u>	<del>2160</del> <u>2268</u>		
Psychologist IV	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>	<del>2066</del> <u>2169</u>	<del>2160</del> <u>2268</u>	<del>2260</del> <u>2373</u>	<del>2359</del> <u>2477</u>		
Public Health Educator I	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>		
Public Health Educator II	<del>1236</del> <u>1298</u>	<del>1274</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>		
Public Health Nurse	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>			
Pub.-Hlth. Nurse (Team Leader)	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>			
Registered Nurse										
<del>A.A.-Degree-or-3-yr.-Dip.</del>	<del>906</del>	<del>947</del>	<del>991</del>	<del>1036</del>	<del>1084</del>	<del>1133</del>	<del>1182</del>			
<del>B.S.-Degree</del>	<del>947</del>	<del>991</del>	<del>1036</del>	<del>1084</del>	<del>1133</del>	<del>1182</del>				
<u>(A.A. Deg., 3yr. Dip., or</u>										
<u>B.S. Degree)</u>	<u>994</u>	<u>1041</u>	<u>1088</u>	<u>1138</u>	<u>1190</u>	<u>1241</u>				
Sanitarian I	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>						

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Sanitarian II	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>		
Senior Public Health Nurse	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>			
Social Worker I	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>						
Social Worker II	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>
Social Worker III	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>
Social Worker Trainee	<del>828</del> <u>869</u>									
Soc.-Serv. Supvr. I	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>
Soc.-Serv. Supvr. II	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>
Soc.-Serv. Supvr. III	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	
Soc.-Serv. Supvr. Trainee	<del>1157</del> <u>1268</u>	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>				
Staff-Trng. Supvr. I	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	
Staff-Trng. Supvr. II	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	
Student Soc. Worker (Intern)	Rate proposed by appointing authority									
Student Soc. Worker (SWEP)	<del>2-yrs.-college-\$2.74/hour; -3-yrs.-college-\$2.99/hour-</del> Rate proposed by appointing authority									
Systems Prog.-Analyst	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del>		
Trainee	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.									
Vol.-Serv. Coord. I	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	
Vol.-Serv. Coord. II	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	

# PROPOSED RULES

Welfare Director I	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>
Welfare Director II	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>	<del>2066</del> <u>2268</u>
Welfare Director III	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	
Welfare Director IV	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	<del>2412</del> <u>2644</u>	<del>2518</del> <u>2759</u>	
Welfare Director V	<del>2412</del> <u>2644</u>	<del>2518</del> <u>2759</u>	<del>2628</del> <u>2884</u>	<del>2747</del> <u>3015</u>	<del>2871</del> <u>3150</u>	<del>3000</del> <u>3292</u>	<del>3135</del> <u>3447</u>	<del>3283</del> <u>3594</u>	<del>3423</del> <u>3750</u>	
Work-Exp. & Trng. Spec.	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

3. Plan C*											
a. Class of Positions	1	2	3	4	5	6	7	8	9	10	
Accountant I	<del>1058</del> <u>1138</u>	<del>1108</del> <u>1190</u>	<del>1157</del> <u>1241</u>	<del>1208</del> <u>1298</u>	<del>1263</del> <u>1359</u>	<del>1324</del> <u>1423</u>	<del>1385</del> <u>1486</u>	<del>1446</del> <u>1553</u>	<del>1623</del>		
Accountant II	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>		
Adm. Asst. I	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	
Adm. Asst. II	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>	<del>2066</del> <u>2268</u>	
Adm. Asst. III	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>		
Adm. Services Director	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>		
Asst. Human Services Dir.	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>		
Asst. Welfare Director	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>	<del>2628</del> <u>2759</u>	<del>2747</del> <u>2884</u>	<del>2871</del> <u>3015</u>		

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# PROPOSED RULES

Assoc. M.-&P. Analyst	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>						
Auditor	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>
Chemical Dependency Coord.	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>
Collection Services Supvr. II	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>
Community Health Serv. Supvr.	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>
Community-Rela. Spec.	<del>1236</del> <u>1423</u>	<del>1294</del> <u>1486</u>	<del>1355</del> <u>1553</u>	<del>1415</del> <u>1623</u>	<del>1479</del> <u>1696</u>	<del>1546</del> <u>1773</u>	<del>1615</del> <u>1855</u>	<del>1689</del> <u>1940</u>	<del>1767</del> <u>2028</u>	
Computer Programmer	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del>		
Day-Care Center Supvr.	<del>1294</del> <u>1390</u>	<del>1355</del> <u>1454</u>	<del>1415</del> <u>1518</u>	<del>1479</del> <u>1588</u>	<del>1546</del> <u>1657</u>	<del>1615</del> <u>1734</u>	<del>1689</del> <u>1814</u>	<del>1767</del> <u>1896</u>	<del>1848</del> <u>1983</u>	
Dev. Achievement Center Dir.	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>
Dev. Achievement Center Teacher	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1192</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
Dev. Disabilities Coord.	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>
Dietitian	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Dir. of Assessment Systems	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>	<del>2066</del> <u>2169</u>
Dir. of Bus. Mgmt. I	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>		
Dir. of Bus. Mgmt. II	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>	
Dir. of Finan. Asst.	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>	
Dir. of Planning	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>	
Dir. of Pub.-Hlth. Nurs. I	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>	

# PROPOSED RULES

Dir. of Soc. Serv.	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2412</del> <u>2426</u>	<del>2518</del> <u>2533</u>	<u>2644</u>	
Dir. of Support Services	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del> <u>2644</u>	
Education Supervisor	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	
Emp. Guid. Couns. I	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Emp. Guid. Couns. II	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	
Emp. Guid. Couns. III	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	
Finan. Assist. Supvr. III	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>
Finan. Assist. Supvr. IV	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>	<del>2066</del> <u>2268</u>
Home Care Coordinator	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>		
Homemaker Coordinator II	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>		
Homemaker Supervisor	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	
Human Services Dir. I	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>	<del>2066</del> <u>2268</u>
Human Services Dir. II	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	
Human Services Dir. III	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	<del>2412</del> <u>2644</u>	<del>2518</del> <u>2759</u>	
Human Services Supvr. I	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>
Marriage Counselor	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	
Med.-Care Advisor	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Med.-Serv. Adm.	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>	<del>2518</del>	
Mental Health Worker	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	
Meth.-&-Proc. Analyst	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	
Meth.-&-Proc. Supvr.	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	
Nursing Care Advisor	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	
Occupa. Supvr. Inst. I	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>
Occupa. Supvr. Inst. II	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>
Office Manager	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Personnel Officer	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
Personnel Director	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>	<del>2066</del> <u>2169</u>
Physical Therapist	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1454</del>		
Planner (Human Services)	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	
Policy/Program Analyst	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>	<del>2060</del> <u>2169</u>
Programmer Analyst	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>		
Psychologist I	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	
Psychologist II	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	
Psychologist III	<del>1651</del> <u>1734</u>	<del>1728</del> <u>1814</u>	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>	<del>2066</del> <u>2169</u>	<del>2160</del> <u>2268</u>	<del>2260</del> <u>2373</u>		
Psychologist IV	<del>1806</del> <u>1896</u>	<del>1889</del> <u>1983</u>	<del>1972</del> <u>2071</u>	<del>2066</del> <u>2169</u>	<del>2160</del> <u>2268</u>	<del>2260</del> <u>2373</u>	<del>2359</del> <u>2477</u>	<del>2464</del> <u>2587</u>		



# PROPOSED RULES

Public Health Educator I	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>		
Public Health Educator II	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>		
Public Health Nurse	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>			
Pub.-Hlth. Nurse (Team Leader)	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>			
Registered Nurse										
<del>A.A.-Degree-or-3-yr.-Dip.</del>	969	<del>1013</del>	<del>1058</del>	<del>1108</del>	<del>1157</del>	<del>1208</del>	<del>1263</del>			
<del>B.S.-Degree</del>	<del>1013</del>	<del>1058</del>	<del>1108</del>	<del>1157</del>	<del>1208</del>	<del>1263</del>				
<u>A.A. Deg., 3yr. Dip., or</u>										
<u>B.S. Deg.</u>	<u>1064</u>	<u>1111</u>	<u>1163</u>	<u>1215</u>	<u>1268</u>	<u>1326</u>				
Sanitarian I	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>						
Sanitarian II	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>		
Senior Public Health Nurse	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>			
Social Worker I	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>						
Social Worker II	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>
Social Worker III	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>
Social Worker Trainee	<del>828</del> <u>869</u>									
Soc.-Serv. Supvr. I	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>
Soc.-Serv. Supvr. II	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>	<del>2066</del> <u>2268</u>
Soc.-Serv. Supvr. III	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	
Soc.-Serv. Supvr. Trainee	<del>1208</del> <u>1326</u>	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>				

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Staff-Trng. Supvr. I	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	
Staff-Trng. Supvr. II	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	
Student Soc. Worker (Intern)	Rate proposed by appointing authority									
Student Soc. Worker (SWEP)	<del>2-yrs.-college-\$2.74/hour; 3-yrs.-college-\$2.99/hour.</del> Rate proposed by appointing authority.									
Systems Prog.-Analyst	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del>		
Trainee	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.									
Vol.-Serv. Coord. I	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Vol.-Serv. Coord II	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	
Welfare Director I	<del>1263</del> <u>1390</u>	<del>1324</del> <u>1454</u>	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>
Welfare Director II	<del>1385</del> <u>1518</u>	<del>1446</del> <u>1588</u>	<del>1512</del> <u>1657</u>	<del>1578</del> <u>1734</u>	<del>1651</del> <u>1814</u>	<del>1728</del> <u>1896</u>	<del>1806</del> <u>1983</u>	<del>1889</del> <u>2071</u>	<del>1972</del> <u>2169</u>	<del>2066</del> <u>2268</u>
Welfare Director III	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	
Welfare Director IV	<del>1767</del> <u>1940</u>	<del>1848</del> <u>2028</u>	<del>1931</del> <u>2120</u>	<del>2019</del> <u>2220</u>	<del>2114</del> <u>2321</u>	<del>2210</del> <u>2426</u>	<del>2310</del> <u>2533</u>	<del>2412</del> <u>2644</u>	<del>2518</del> <u>2759</u>	
Welfare Director V	<del>2421</del> <u>2644</u>	<del>2518</del> <u>2759</u>	<del>2628</del> <u>2884</u>	<del>2747</del> <u>3015</u>	<del>2871</del> <u>3150</u>	<del>3000</del> <u>3292</u>	<del>3135</del> <u>3447</u>	<del>3283</del> <u>3594</u>	<del>3423</del> <u>3750</u>	
Work-Exp. & Trng. Spec.	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes, Section 471.61.

## B. Support Personnel

1. Plan A*	1	2	3	4	5	6	7	8	9
a. Class of Positions									
Account Clerk	<del>663</del> <u>696</u>	<del>693</del> <u>728</u>	<del>726</del> <u>762</u>	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	
Accounting Officer I	<del>793</del> <u>869</u>	<del>828</del> <u>910</u>	<del>867</del> <u>951</u>	<del>906</del> <u>994</u>	<del>947</del> <u>1041</u>	<del>991</del> <u>1088</u>	<del>1036</del> <u>1138</u>	<del>1084</del> <u>1190</u>	<del>1133</del> <u>1241</u>

# PROPOSED RULES

Accounting Officer II	<del>867</del> <u>951</u>	<del>906</del> <u>994</u>	<del>947</del> <u>1041</u>	<del>991</del> <u>1088</u>	<del>1036</del> <u>1138</u>	<del>1084</del> <u>1190</u>	<del>1133</del> <u>1241</u>	<del>1182</del> <u>1298</u>	<del>1236</del> <u>1359</u>
Accounting Officer III	<del>991</del> <u>1064</u>	<del>1036</del> <u>1111</u>	<del>1084</del> <u>1163</u>	<del>1133</del> <u>1215</u>	<del>1182</del> <u>1268</u>	<del>1236</del> <u>1326</u>	<del>1294</del> <u>1390</u>	<del>1355</del> <u>1454</u>	<del>1415</del> <u>1518</u>
Asst. Residential Facility Opr.(s)	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	
Case Aide	<del>663</del> <u>696</u>	<del>693</del> <u>728</u>	<del>759</del> <u>762</u>	<del>793</del> <u>797</u>	<del>828</del> <u>833</u>	<del></del> <u>869</u>			
Chemical Dependency Counselor	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del></del> <u>1190</u>		
Child Support Worker I	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>
Child Support Worker II	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	
Collection Services Supvr. I	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	
Community-Service Aide	<del>416</del> <u>437</u>	<del>433</del> <u>455</u>	<del>455</del> <u>478</u>	<del>477</del> <u>501</u>	<del>499</del> <u>524</u>	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>		
Coordinator of Aging	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>
Dev. Achievement Center Inst.	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>			
Financial-Assistance Spec.	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	
Financial-Assistance Supvr. I	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>
Financial-Assistance Supvr. II	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	
Financial Worker I	<del>663</del> <u>696</u>	<del>693</del> <u>728</u>	<del>726</del> <u>762</u>	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>			
Financial Worker II	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Home Health Aide	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>		
Home Health Aide Coordinator	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>		
Homemaker I	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>		
Homemaker II	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	
Homemaker Coordinator I	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>		
Homemaker/Home Health Aide	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>		
Housekeeper	<p><del>Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare, and not less than \$2.30/hour.</del>  <u>Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.</u></p>								
Licensed Practical Nurse	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>			
Public Health Aide	<del>416</del> <u>437</u>	<del>433</del> <u>455</u>	<del>455</del> <u>478</u>	<del>477</del> <u>501</u>	<del>499</del> <u>524</u>	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>		
Residential Facility Operator(s)	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	
Senior Case Aide	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>
Senior Citizen's Aide	<del>416</del> <u>437</u>	<del>433</del> <u>455</u>	<del>455</del> <u>478</u>	<del>477</del> <u>501</u>	<del>499</del> <u>524</u>	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>		
Transportation Coordinator	<del>693</del> <u>728</u>	<del>726</del> <u>762</u>	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	
Welfare Fraud Investigator	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1203</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>		
Welfare Fraud Unit Supvr.	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>		

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat § 471.61.

# PROPOSED RULES

2. Plan B*		1	2	3	4	5	6	7	8	9
a. Class of Positions										
Account Clerk		<u>693</u> <u>728</u>	<u>726</u> <u>762</u>	<u>759</u> <u>797</u>	<u>793</u> <u>833</u>	<u>828</u> <u>869</u>	<u>867</u> <u>910</u>	<u>906</u> <u>951</u>	<u>947</u> <u>994</u>	
Accounting Officer I		<u>793</u> <u>869</u>	<u>828</u> <u>910</u>	<u>867</u> <u>951</u>	<u>906</u> <u>994</u>	<u>947</u> <u>1041</u>	<u>991</u> <u>1088</u>	<u>1036</u> <u>1138</u>	<u>1084</u> <u>1190</u>	<u>1133</u> <u>1241</u>
Accounting Officer II		<u>867</u> <u>951</u>	<u>906</u> <u>994</u>	<u>947</u> <u>1041</u>	<u>991</u> <u>1088</u>	<u>1036</u> <u>1138</u>	<u>1084</u> <u>1190</u>	<u>1133</u> <u>1241</u>	<u>1182</u> <u>1298</u>	<u>1236</u> <u>1359</u>
Accounting Officer III		<u>991</u> <u>1064</u>	<u>1036</u> <u>1111</u>	<u>1084</u> <u>1163</u>	<u>1133</u> <u>1215</u>	<u>1182</u> <u>1268</u>	<u>1236</u> <u>1326</u>	<u>1294</u> <u>1390</u>	<u>1355</u> <u>1454</u>	<u>1415</u> <u>1518</u>
Asst. Residential Facility Opr.(s)		<u>565</u> <u>593</u>	<u>592</u> <u>622</u>	<u>620</u> <u>651</u>	<u>648</u> <u>680</u>	<u>676</u> <u>710</u>	<u>709</u> <u>744</u>	<u>742</u> <u>779</u>	<u>776</u> <u>815</u>	
Case Aide		<u>693</u> <u>728</u>	<u>726</u> <u>762</u>	<u>759</u> <u>797</u>	<u>793</u> <u>833</u>	<u>828</u> <u>869</u>	<u>867</u> <u>910</u>			
Chemical Dependency Counselor		<u>906</u> <u>951</u>	<u>947</u> <u>994</u>	<u>991</u> <u>1041</u>	<u>1036</u> <u>1088</u>	<u>1084</u> <u>1138</u>	<u>1133</u> <u>1190</u>	<u>1241</u>		
Child Support Worker I		<u>867</u> <u>910</u>	<u>906</u> <u>951</u>	<u>947</u> <u>994</u>	<u>991</u> <u>1041</u>	<u>1036</u> <u>1088</u>	<u>1084</u> <u>1138</u>	<u>1133</u> <u>1190</u>	<u>1182</u> <u>1241</u>	<u>1236</u> <u>1298</u>
Child Support Worker II		<u>965</u> <u>1017</u>	<u>1013</u> <u>1064</u>	<u>1058</u> <u>1111</u>	<u>1108</u> <u>1163</u>	<u>1157</u> <u>1215</u>	<u>1208</u> <u>1268</u>	<u>1263</u> <u>1326</u>	<u>1324</u> <u>1390</u>	
Collection Services Supvr. I		<u>1108</u> <u>1163</u>	<u>1157</u> <u>1215</u>	<u>1208</u> <u>1268</u>	<u>1263</u> <u>1326</u>	<u>1324</u> <u>1390</u>	<u>1385</u> <u>1454</u>	<u>1446</u> <u>1518</u>	<u>1512</u> <u>1588</u>	
Community-Service Aide		<u>433</u> <u>455</u>	<u>455</u> <u>478</u>	<u>477</u> <u>501</u>	<u>499</u> <u>524</u>	<u>521</u> <u>547</u>	<u>543</u> <u>570</u>	<u>565</u> <u>593</u>		
Coordinator of Aging		<u>709</u> <u>744</u>	<u>742</u> <u>779</u>	<u>776</u> <u>815</u>	<u>810</u> <u>851</u>	<u>847</u> <u>889</u>	<u>886</u> <u>930</u>	<u>925</u> <u>971</u>	<u>969</u> <u>1017</u>	<u>1013</u> <u>1064</u>
Dev. Achievement Center Inst.		<u>565</u> <u>593</u>	<u>592</u> <u>622</u>	<u>620</u> <u>651</u>	<u>648</u> <u>680</u>	<u>676</u> <u>710</u>	<u>709</u> <u>744</u>			
Financial-Assistance Spec.		<u>886</u> <u>930</u>	<u>925</u> <u>971</u>	<u>969</u> <u>1017</u>	<u>1013</u> <u>1064</u>	<u>1058</u> <u>1111</u>	<u>1108</u> <u>1163</u>	<u>1157</u> <u>1215</u>	<u>1208</u> <u>1268</u>	
Financial-Assistance Supvr. I		<u>969</u> <u>1017</u>	<u>1013</u> <u>1064</u>	<u>1058</u> <u>1111</u>	<u>1108</u> <u>1163</u>	<u>1157</u> <u>1215</u>	<u>1208</u> <u>1268</u>	<u>1263</u> <u>1326</u>	<u>1324</u> <u>1390</u>	<u>1385</u> <u>1454</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Financial-Assistance Supvr. II	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>
Financial Worker I	<del>693</del> <u>728</u>	<del>726</del> <u>762</u>	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>		
Financial Worker II	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u> <del>1108</del> <u>1163</u>
Home Health Aide	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	
Home Health Aide Coordinator	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	
Homemaker I	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	
Homemaker II	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>
Homemaker Coordinator I	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	
Homemaker/Home Health Aide	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	
Housekeeper	<p><del>Rate-proposed-by-appointing-authority-and-approved by-the-Merit-System-Supervisor-and-the-Commissioner of-Public-Welfare,-and-not-less-than-\$2.30/hour. Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.</del></p>							
Licensed Practical Nurse	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>		
Public Health Aide	<del>433</del> <u>455</u>	<del>455</del> <u>478</u>	<del>477</del> <u>501</u>	<del>499</del> <u>524</u>	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	
Residential Facility Operator(s)	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>
Senior Case Aide	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u> <del>1108</del> <u>1163</u>
Senior Citizen's Aide	<del>433</del> <u>455</u>	<del>455</del> <u>478</u>	<del>477</del> <u>501</u>	<del>499</del> <u>524</u>	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	
Transportation Coordinator	<del>726</del> <u>762</u>	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>
Welfare Fraud Investigator	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	

# PROPOSED RULES

Welfare Fraud Unit Supvr.	<del>1208</del>	<del>1263</del>	<del>1324</del>	<del>1385</del>	<del>1446</del>	<del>1512</del>	<del>1578</del>
	<u>1268</u>	<u>1326</u>	<u>1390</u>	<u>1454</u>	<u>1518</u>	<u>1588</u>	<u>1657</u>

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minnesota Statutes. § 471.61.

### 3. Plan C\*

a. Class of Positions	1	2	3	4	5	6	7	8	9
Account Clerk	<del>726</del> <u>762</u>	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	
Accounting Officer I	<del>793</del> <u>869</u>	<del>828</del> <u>910</u>	<del>867</del> <u>951</u>	<del>906</del> <u>994</u>	<del>947</del> <u>1041</u>	<del>991</del> <u>1088</u>	<del>1036</del> <u>1138</u>	<del>1084</del> <u>1190</u>	<del>1133</del> <u>1241</u>
Accounting Officer II	<del>867</del> <u>951</u>	<del>906</del> <u>994</u>	<del>947</del> <u>1041</u>	<del>991</del> <u>1088</u>	<del>1036</del> <u>1138</u>	<del>1084</del> <u>1190</u>	<del>1133</del> <u>1241</u>	<del>1182</del> <u>1298</u>	<del>1236</del> <u>1359</u>
Accounting Officer III	<del>991</del> <u>1064</u>	<del>1036</del> <u>1111</u>	<del>1084</del> <u>1163</u>	<del>1133</del> <u>1215</u>	<del>1182</del> <u>1268</u>	<del>1236</del> <u>1326</u>	<del>1294</del> <u>1390</u>	<del>1355</del> <u>1454</u>	<del>1415</del> <u>1518</u>
Asst. Residential Facility Opr.(s)	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	
Case Aide	<del>726</del> <u>762</u>	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>			
Chemical Dependency Counselor	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<u>1298</u>		
Child Support Worker I	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>
Child Support Worker II	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	
Collection Services Supvr. I	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del>	
Community-Service Aide	<del>455</del> <u>478</u>	<del>477</del> <u>501</u>	<del>499</del> <u>524</u>	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>		
Coordinator of Aging	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>
Dev. Achievement Center Inst.	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>			

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Financial-Assistance Spec.	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	
Financial-Assistance Supvr. I	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>
Financial-Assistance Supvr. II	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	
Financial Worker I	<del>726</del> <u>762</u>	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>			
Financial Worker II	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>
Home Health Aide	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>		
Home Health Aide Coordinator	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>		
Homemaker I	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>		
Homemaker II	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	
Homemaker Coordinator I	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>		
Homemaker/Home Health Aide	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>		
Housekeeper	<p><del>Rate-proposed-by-appointing-authority-and-approved by-the-Merit-System-Supervisor-and-the-Commissioner of-Public-Welfare,-and-not-less-than-\$2.30/hour.</del>  <u>Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.</u></p>								
Licensed Practical Nurse	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>			
Public Health Aide	<del>455</del> <u>478</u>	<del>477</del> <u>501</u>	<del>499</del> <u>524</u>	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>		
Residential Facility Operator(s)	<del>620</del> <u>651</u>	<del>648</del> <u>680</u>	<del>676</del> <u>710</u>	<del>709</del> <u>744</u>	<del>742</del> <u>779</u>	<del>776</del> <u>815</u>	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	
Senior Case Aide	<del>810</del> <u>851</u>	<del>847</del> <u>889</u>	<del>886</del> <u>930</u>	<del>925</del> <u>971</u>	<del>969</del> <u>1017</u>	<del>1013</del> <u>1064</u>	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>
Senior Citizen's Aide	<del>455</del> <u>478</u>	<del>477</del> <u>501</u>	<del>499</del> <u>524</u>	<del>521</del> <u>547</u>	<del>543</del> <u>570</u>	<del>565</del> <u>593</u>	<del>592</del> <u>622</u>		



# PROPOSED RULES

Transportation Coordinator	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>
Welfare Fraud Investigator	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	
Welfare Fraud Unit Supvr.	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>	<del>1578</del> <u>1657</u>	<del>1651</del> <u>1734</u>	

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

## C. Clerical

### 1. Plan A\*

#### a. Class of Positions

	1	2	3	4	5	6	7	8	9
Bkpk. Machine Operator	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerical Supervisor	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>
Clerk I	<del>434</del> <u>474</u>	<del>451</del> <u>491</u>	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>
Clerk II	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerk III	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk-Typist I (1)	<del>451</del> <u>491</u>	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>
Clerk-Typist II	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerk-Typist III	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk Specialist	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>
Clerk-Steno I	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>
Clerk-Steno II	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Clerk-Steno III	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Information System Specialist	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>
Keypunch Operator	<u>483</u> <u>523</u>	<u>499</u> <u>538</u>	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>
Swbd. Operator I	<u>467</u> <u>507</u>	<u>483</u> <u>523</u>	<u>499</u> <u>539</u>	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>
Swbd. Operator II	<u>499</u> <u>539</u>	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

2. Plan B*									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Bkbp. Machine Operator	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>
Clerical Supervisor	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>
Clerk I	<u>451</u> <u>491</u>	<u>467</u> <u>507</u>	<u>483</u> <u>523</u>	<u>499</u> <u>539</u>	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>
Clerk II	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>
Clerk III	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>
Clerk-Typist I (1)	<u>467</u> <u>507</u>	<u>483</u> <u>523</u>	<u>499</u> <u>539</u>	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>
Clerk-Typist II	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>
Clerk-Typist III	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>
Clerk Specialist	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>	<u>958</u> <u>998</u>
Clerk-Steno I	<u>499</u> <u>539</u>	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>
Clerk-Steno II	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>

# PROPOSED RULES

Clerk-Steno III	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>
	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>
Information System Specialist	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>	<u>884</u>
	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>	<u>924</u>
Keypunch Operator	<u>499</u>	<u>518</u>	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>
	<u>539</u>	<u>558</u>	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>
Swbd. Operator I	<u>483</u>	<u>499</u>	<u>518</u>	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>
	<u>523</u>	<u>539</u>	<u>558</u>	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>
Swbd. Operator II	<u>518</u>	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>
	<u>558</u>	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

### 3. Plan C\*

a. Class of Positions	1	2	3	4	5	6	7	8	9
Bkcp. Machine Operator	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>
	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>
Clerical Supervisor	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>	<u>884</u>	<u>921</u>	<u>958</u>
	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>	<u>924</u>	<u>961</u>	<u>998</u>
Clerk I	<u>467</u>	<u>483</u>	<u>499</u>	<u>518</u>	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>
	<u>507</u>	<u>523</u>	<u>539</u>	<u>558</u>	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>
Clerk II	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>
	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>
Clerk III	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>
	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>
Clerk-Typist I (1)	<u>483</u>	<u>499</u>	<u>518</u>	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>
	<u>523</u>	<u>539</u>	<u>558</u>	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>
Clerk-Typist II	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>
	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>
Clerk-Typist III	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>
	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>
Clerk Specialist	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>	<u>884</u>	<u>921</u>	<u>958</u>	<u>997</u>
	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>	<u>924</u>	<u>961</u>	<u>998</u>	<u>1037</u>

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. PROPOSED RULES SECTION — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Clerk-Steno I	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>
Clerk-Steno II	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>
Clerk-Steno III	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>
Information System Specialist	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>
Keypunch Operator	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>
Swbd. Operator I	<u>499</u> <u>539</u>	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>
Swbd. Operator II	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

- (1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid in the county range for Clerk-Stenographer I.

4. Plan D*									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Bkbp. Machine Operator	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>
Clerical Supervisor	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>	<u>958</u> <u>998</u>	<u>997</u> <u>1037</u>
Clerk I	<u>483</u> <u>523</u>	<u>499</u> <u>539</u>	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>
Clerk II	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>
Clerk III	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>
Clerk-Typist I (1)	<u>499</u> <u>539</u>	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>
Clerk-Typist II	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>
Clerk-Typist III	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>

# PROPOSED RULES

Clerk Specialist	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>958</del> <u>998</u>	<del>997</del> <u>1037</u>	<del>1039</del> <u>1079</u>
Clerk-Steno I	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Clerk-Steno II	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>
Clerk-Steno III	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>
Information System Specialist	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>958</del> <u>998</u>
Key punch Operator	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Swbd. Operator I	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>
Swbd. Operator II	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid in the county range for Clerk-Stenographer I.

5. Plan E*								
a. Class of Positions	1	2	3	4	5	6	7	8
Bkcp. Machine Operator	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerical Supervisor	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>958</del> <u>998</u>	<del>997</del> <u>1037</u>	<del>1039</del> <u>1079</u>
Clerk I	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerk II	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk III	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>
Clerk-Typist I (1)	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Clerk-Typist II	<u>602</u> 642	<u>623</u> 663	<u>646</u> 686	<u>672</u> 712	<u>699</u> 739	<u>726</u> 766	<u>755</u> 795	<u>786</u> 826
Clerk-Typist III	<u>699</u> 739	<u>726</u> 766	<u>755</u> 795	<u>786</u> 826	<u>818</u> 858	<u>850</u> 890	<u>884</u> 924	<u>921</u> 961
Clerk Specialist	<u>818</u> 858	<u>850</u> 890	<u>884</u> 924	<u>921</u> 961	<u>958</u> 998	<u>997</u> 1037	<u>1039</u> 1079	<u>1082</u> 1122
Clerk-Steno I	<u>581</u> 621	<u>602</u> 642	<u>623</u> 663	<u>646</u> 686	<u>672</u> 712	<u>699</u> 739	<u>726</u> 766	<u>755</u> 795
Clerk-Steno II	<u>646</u> 686	<u>672</u> 712	<u>699</u> 739	<u>726</u> 766	<u>755</u> 795	<u>786</u> 826	<u>818</u> 858	<u>850</u> 890
Clerk-Steno III	<u>726</u> 766	<u>755</u> 795	<u>786</u> 826	<u>818</u> 858	<u>850</u> 890	<u>884</u> 924	<u>921</u> 961	<u>958</u> 998
Information System Specialist	<u>755</u> 795	<u>786</u> 826	<u>818</u> 858	<u>850</u> 890	<u>884</u> 924	<u>921</u> 961	<u>958</u> 998	<u>997</u> 1037
Keypunch Operator	<u>581</u> 621	<u>602</u> 642	<u>623</u> 663	<u>646</u> 686	<u>672</u> 712	<u>699</u> 739	<u>726</u> 766	<u>755</u> 795
Swbd. Operator I	<u>560</u> 600	<u>581</u> 621	<u>602</u> 642	<u>623</u> 663	<u>646</u> 686	<u>672</u> 712	<u>699</u> 739	<u>726</u> 766
Swbd. Operator II	<u>602</u> 642	<u>623</u> 663	<u>646</u> 686	<u>672</u> 712	<u>699</u> 739	<u>726</u> 766	<u>755</u> 795	<u>786</u> 826

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

(1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

6. Plan F*								
a. Class of Positions	1	2	3	4	5	6	7	8
Bkbp. Machine Operator	<u>623</u> 663	<u>646</u> 686	<u>672</u> 712	<u>699</u> 739	<u>726</u> 766	<u>755</u> 795	<u>786</u> 826	<u>858</u>
Clerical Supervisor	<u>818</u> 858	<u>850</u> 890	<u>884</u> 924	<u>921</u> 961	<u>958</u> 998	<u>997</u> 1037	<u>1039</u> 1079	<u>1122</u>
Clerk I	<u>560</u> 600	<u>581</u> 621	<u>602</u> 642	<u>623</u> 663	<u>646</u> 686	<u>672</u> 712	<u>699</u> 739	<u>766</u>
Clerk II	<u>623</u> 663	<u>646</u> 686	<u>672</u> 712	<u>699</u> 739	<u>726</u> 766	<u>755</u> 795	<u>786</u> 826	<u>858</u>
Clerk III	<u>726</u> 766	<u>755</u> 795	<u>786</u> 826	<u>818</u> 858	<u>850</u> 890	<u>884</u> 924	<u>921</u> 961	<u>998</u>

# PROPOSED RULES

Clerk-Typist I (1)	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<u>795</u>
Clerk-Typist II	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<u>858</u>
Clerk-Typist III	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<u>998</u>
Clerk Specialist	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>958</del> <u>998</u>	<del>997</del> <u>1037</u>	<del>1039</del> <u>1079</u>	<del>1082</del> <u>1122</u>	<u>1167</u>
Clerk-Steno I	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<u>826</u>
Clerk-Steno II	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<u>924</u>
Clerk-Steno III	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>958</del> <u>998</u>	<u>1037</u>
Information System Specialist	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>958</del> <u>998</u>	<del>997</del> <u>1037</u>	<u>1079</u>
Keypunch Operator	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<u>858</u>
Swbd. Operator I	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<u>795</u>
Swbd. Operator II	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<u>858</u>

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

- (1) Employees in this class assigned on a full-time basis to transcribing machine operation may be paid within the county range for Clerk-Stenographer I.

D. Maintenance & Trades

1. Plan A\*

a. Class of Positions	1	2	3	4	5	6	7
Auto Driver	<del>557</del> <u>585</u>	<del>578</del> <u>607</u>	<del>601</del> <u>631</u>	<del>627</del> <u>658</u>	<del>654</del> <u>687</u>	<del>681</del> <u>715</u>	<del>710</del> <u>746</u>
Bus Driver	<del>601</del> <u>631</u>	<del>627</del> <u>658</u>	<del>654</del> <u>687</u>	<del>681</del> <u>715</u>	<del>710</del> <u>746</u>	<del>741</del> <u>778</u>	<del>773</del> <u>812</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Janitor (1)	<del>601</del>	<del>627</del>	<del>654</del>	<del>681</del>	<del>710</del>	<del>741</del>	<del>773</del>
	<u>631</u>	<u>658</u>	<u>687</u>	<u>715</u>	<u>746</u>	<u>778</u>	<u>812</u>

Laborer	<del>\$3.45/hour</del>
	<u>\$3.63/hour</u>

Maintenance Worker	<del>627</del>	<del>654</del>	<del>681</del>	<del>710</del>	<del>741</del>	<del>773</del>	<del>805</del>
	<u>658</u>	<u>687</u>	<u>715</u>	<u>746</u>	<u>778</u>	<u>812</u>	<u>845</u>

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

- (1) Employees who are required to work for a period of at least five hours after 6 P.M. on a regular scheduled basis may be paid a shift differential in the amount of one salary step above their normal day-work rate.

2. Plan B*							
a. Class of Positions	1	2	3	4	5	6	7
Auto Driver	<del>710</del>	<del>741</del>	<del>773</del>	<del>805</del>	<del>839</del>	<del>876</del>	<del>913</del>
	<u>746</u>	<u>778</u>	<u>812</u>	<u>845</u>	<u>881</u>	<u>920</u>	<u>959</u>
Bus Driver	<del>741</del>	<del>773</del>	<del>805</del>	<del>839</del>	<del>876</del>	<del>913</del>	<del>952</del>
	<u>778</u>	<u>812</u>	<u>845</u>	<u>881</u>	<u>920</u>	<u>959</u>	<u>1000</u>
Janitor (1)	<del>710</del>	<del>741</del>	<del>773</del>	<del>805</del>	<del>839</del>	<del>876</del>	<del>913</del>
	<u>746</u>	<u>778</u>	<u>812</u>	<u>845</u>	<u>881</u>	<u>920</u>	<u>959</u>
Laborer	<del>\$4.26/hour</del>						
	<u>\$4.47/hour</u>						
Maintenance Worker	<del>773</del>	<del>805</del>	<del>839</del>	<del>876</del>	<del>913</del>	<del>952</del>	<del>994</del>
	<u>812</u>	<u>845</u>	<u>881</u>	<u>920</u>	<u>959</u>	<u>1000</u>	<u>1044</u>

\*The salary steps herein shall not include any amounts paid by any county welfare board under the provisions of Minn. Stat. § 471.61.

- (1) Employees who are required to work for a period of at least five hours after 6 P.M. on a regular scheduled basis may be paid a shift differential in the amount of one salary step above their normal day-work rate.



PUBLIC WELFARE SALARY SCHEDULE FOR PROFESSIONAL AND SUPPORT CLASSES

~~12-MCAR § 2.841~~

STANDARD TABLE FOR COMPUTING LESS-THAN-FULL-TIME SALARY, BI-WEEKLY, AND FOUR-WEEK SALARY RATES

Monthly Salary	Hourly Rate*	Salary Per Working Day for Month with the Following Number of Working Days Plus Holidays. (For Agencies That Pay by the Month or Twice a Month.)**				For Agencies Operating on a Two or Four-Week Payroll Period.		
		20 Days	21 Days	22 Days	23 Days	Daily Rate	Bi-Weekly Rate***	Four Weeks
\$416	\$2.39	\$20.80	\$19.81	\$18.91	\$18.09	\$19.12	\$191.20	\$382.40
<del>424</del>	<del>2.44</del>	<del>21.20</del>	<del>20.19</del>	<del>19.27</del>	<del>18.43</del>	<del>19.52</del>	<del>195.20</del>	<del>390.40</del>
433	2.49	21.65	20.62	19.68	18.83	19.92	199.20	398.40
<del>444</del>	<del>2.55</del>	<del>22.20</del>	<del>21.14</del>	<del>20.18</del>	<del>19.30</del>	<del>20.40</del>	<del>204.00</del>	<del>408.00</del>
455	2.61	22.75	21.67	20.68	19.78	20.88	208.00	417.60
466	2.68	23.30	22.19	21.18	20.26	21.44	214.40	428.80
477	2.74	23.85	22.71	21.68	20.74	21.92	219.20	438.40
488	2.80	24.40	23.24	22.18	21.22	22.40	224.00	448.00
<del>499</del>	<del>2.87</del>	<del>24.95</del>	<del>23.76</del>	<del>22.68</del>	<del>21.70</del>	<del>22.96</del>	<del>229.60</del>	<del>459.20</del>
510	2.93	25.50	24.29	23.18	22.17	23.44	234.40	468.80
521	2.99	26.05	24.81	23.68	22.65	23.92	239.20	478.40
532	3.06	26.60	25.33	24.18	23.13	24.48	244.80	489.60
543	3.12	27.15	25.86	24.68	23.61	24.96	249.60	499.20
554	3.18	27.70	26.38	25.18	24.09	25.44	254.40	508.80
565	3.25	28.25	26.90	25.68	24.57	26.00	260.00	520.00
579	3.33	28.95	27.57	26.32	25.17	26.64	266.40	532.80
592	3.40	29.60	28.19	26.91	25.74	27.20	272.00	544.00
606	3.48	30.30	28.86	27.55	26.35	27.84	278.40	556.80
620	3.56	31.00	29.52	28.18	26.96	28.48	284.80	569.60
634	3.64	31.70	30.19	28.82	27.57	29.12	291.20	582.40
648	3.72	32.40	30.86	29.45	28.17	29.76	297.60	595.20
663	3.81	33.15	31.57	30.14	28.83	30.48	304.80	609.60
676	3.89	33.80	32.19	30.73	29.39	31.12	311.20	622.40
693	3.98	34.65	33.00	31.50	30.13	31.84	318.40	636.80
709	4.07	35.45	33.76	32.23	30.83	32.56	325.60	651.20
726	4.17	36.30	34.57	33.00	31.57	33.36	333.60	667.20
742	4.26	37.10	35.33	33.73	32.26	34.08	340.80	681.60
759	4.36	37.95	36.14	34.50	33.00	34.88	348.80	697.60
776	4.46	38.80	36.95	35.27	33.74	35.68	356.80	713.60
793	4.56	39.65	37.76	36.05	34.48	36.48	364.80	729.60

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language. PROPOSED RULES SECTION — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

Salary Per Working Day for Month with the Following Number of Working Days Plus Holidays. (For Agencies That Pay by the Month or Twice a Month.)\*\*

Monthly Salary	Hourly Rate*	Salary Per Working Day for Month with the Following Number of Working Days Plus Holidays. (For Agencies That Pay by the Month or Twice a Month.)**				For Agencies Operating on a Two or Four Week Payroll Period.		
		20 Days	21 Days	22 Days	23 Days	Daily Rate	Bi-Weekly Rate***	Four Weeks
8010	\$4.66	\$40.50	\$38.57	\$36.82	\$35.22	\$37.28	\$372.80	\$745.60
828	4.76	41.40	39.43	37.64	36.00	38.08	380.80	761.60
847	4.87	42.35	40.33	38.50	36.83	38.96	389.60	779.20
867	4.98	43.35	41.29	39.41	37.70	39.84	398.40	796.80
886	5.09	44.30	42.19	40.27	38.52	40.72	407.20	814.40
906	5.21	45.30	43.14	41.18	39.39	41.68	416.80	833.60
925	5.32	46.25	44.05	42.05	40.22	42.56	425.60	851.20
947	5.44	47.35	45.10	43.05	41.17	43.52	435.20	870.40
969	5.57	48.45	46.14	44.05	42.13	44.56	445.60	891.20
991	5.70	49.55	47.19	45.05	43.09	45.60	456.00	912.00
1013	5.82	50.65	48.24	46.05	44.04	46.56	465.60	931.20
1036	5.95	51.80	49.33	47.09	45.04	47.60	476.00	952.00
1058	6.08	52.90	50.38	48.09	46.00	48.64	486.40	972.80
1084	6.23	54.20	51.62	49.27	47.13	49.84	498.40	996.80
1108	6.37	55.40	52.76	50.36	48.17	50.96	509.60	1019.20
1133	6.51	56.65	53.95	51.50	49.26	52.08	520.80	1041.60
1157	6.65	57.85	55.10	52.59	50.30	53.20	532.00	1064.00
1182	6.79	59.10	56.29	53.73	51.39	54.32	543.20	1086.40
1208	6.94	60.40	57.52	54.91	52.52	55.52	555.20	1110.40
1236	7.10	61.80	58.86	56.18	53.74	56.80	568.00	1136.00
1263	7.26	63.15	60.14	57.41	54.91	58.08	580.80	1161.60
1294	7.44	64.70	61.62	58.82	56.26	59.52	595.20	1190.40
1324	7.61	66.20	63.05	60.18	57.57	60.88	608.80	1217.60
1355	7.79	67.75	64.52	61.59	58.91	62.32	623.20	1246.40
1385	7.96	69.25	65.95	62.95	60.22	63.68	636.80	1273.60
1415	8.13	70.75	67.38	64.32	61.52	65.04	650.40	1300.80
1446	8.31	72.30	68.86	65.73	62.87	66.48	664.80	1329.60
1479	8.50	73.95	70.43	67.23	64.30	68.00	680.00	1360.00
1512	8.69	75.60	72.00	68.73	65.74	69.52	695.20	1390.40
1546	8.89	77.30	73.62	70.27	67.22	71.12	711.20	1422.40
1578	9.07	78.90	75.14	71.73	68.61	72.56	725.60	1451.20
1615	9.28	80.75	76.90	73.41	70.22	74.24	742.40	1484.80
1651	9.49	82.55	78.62	75.05	71.78	75.92	759.20	1518.40
1689	9.71	84.45	80.43	76.77	73.43	77.68	776.80	1553.60
1728	9.93	86.40	82.29	78.55	75.13	79.44	794.40	1588.80
1767	10.16	88.35	84.14	80.32	76.83	81.28	812.80	1625.60

**PROPOSED RULES**

Monthly Salary	Hourly Rate*	Salary Per Working Day for Month with the Following Number of Working Days Plus Holidays. (For Agencies That Pay by the Month or Twice a Month.)**				For Agencies Operating on a Two or Four-Week Payroll Period.		
		-20 Days	-21 Days	-22 Days	-23 Days	Daily Rate	Bi-Weekly Rate***	Four Weeks
1806	\$10.38	\$90.30	\$86.00	\$82.09	\$78.52	\$83.04	\$830.40	\$1660.80
1840	10.62	92.40	88.00	84.00	80.35	84.96	849.60	1699.20
1889	10.86	94.45	89.95	85.86	82.13	86.88	868.80	1737.60
1931	11.10	96.55	91.95	87.77	83.96	88.80	888.00	1776.00
1972	11.33	98.60	93.90	89.64	85.74	90.64	906.40	1812.80
2019	11.60	100.95	96.14	91.77	87.78	92.80	928.00	1856.00
2066	11.87	103.30	98.38	93.91	89.83	94.96	949.60	1899.20
2114	12.15	105.70	100.67	96.09	91.91	97.20	972.00	1944.00
2160	12.41	108.00	102.86	98.18	93.91	99.28	992.80	1985.60
2210	12.70	110.50	105.24	100.45	96.09	101.60	1016.00	2032.00
2260	12.99	113.00	107.62	102.73	98.26	103.92	1039.20	2078.40
2310	13.28	115.50	110.00	105.00	100.43	106.24	1062.40	2124.80
2359	13.56	117.95	112.33	107.23	102.57	108.48	1084.80	2169.60
2412	13.86	120.60	114.86	109.64	104.87	110.88	1108.80	2217.60
2464	14.16	123.20	117.33	112.00	107.13	113.28	1132.80	2265.60
2518	14.47	125.90	119.90	114.45	109.48	115.76	1157.60	2315.20
2570	14.77	128.50	122.30	116.82	111.74	118.16	1181.60	2363.20
2628	15.10	131.40	125.14	119.45	114.26	120.80	1208.00	2416.00
2686	15.44	134.30	127.90	122.09	116.78	123.52	1235.20	2470.40
2747	15.79	137.35	130.81	124.86	119.43	126.32	1263.20	2526.40
2808	16.14	140.40	133.71	127.64	122.09	129.12	1291.20	2582.40
2871	16.50	143.55	136.71	130.50	124.83	132.00	1320.00	2640.00
2934	16.86	146.70	139.71	133.36	127.57	134.88	1348.80	2697.60
3000	17.24	150.00	142.86	136.36	130.43	137.92	1379.20	2758.40
3066	17.62	153.30	146.00	139.36	133.30	140.96	1409.60	2819.20
3135	18.02	156.75	149.29	142.50	136.30	144.16	1441.60	2883.20
3204	18.41	160.20	152.57	145.64	139.30	147.28	1472.80	2945.60
3283	18.87	164.15	156.33	149.23	142.74	150.96	1509.60	3019.20
3347	19.24	167.35	159.38	152.14	145.52	153.92	1539.20	3078.40
3423	19.67	171.15	163.00	155.59	148.83	157.36	1573.60	3147.20
3500	20.11	175.00	166.67	159.09	152.17	160.88	1608.80	3217.60
3578	20.56	178.90	170.38	162.64	155.57	164.48	1644.80	3289.60
3659	21.03	182.95	174.24	166.32	159.09	168.24	1682.40	3364.80

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\*Hourly rates are based on 2088 hours in a year.

\*\*To compute the number of days in the month for which payment is to be made, count the working days plus the holidays. Do not count Saturdays or Sundays. After determining this number, find the appropriate working-day rate for the month salary rate at which the employee is currently being paid.

Multiply the rate per day by the number of days the employee worked (and/or was on approved vacation, sick leave, or holiday leave) in order to compute the payment for the pay period. Formula: Rate per working day X number of days worked = salary payment.

\*\*\*To compute a partial payment on the bi-weekly rate, divide the bi-weekly rate by ten to find the daily rate. Multiply the daily rate by the number of days the employee worked (and/or was on approved vacation, sick leave, or holiday leave). Formula: Rate per working day X number of days worked = salary payment. Hourly rate is as shown in column two headed "Hourly Rate".

PUBLIC WELFARE SALARY SCHEDULE FOR CLERICAL CLASSES

STANDARD TABLE FOR COMPUTING LESS-THAN-FULL-TIME SALARY, BI-WEEKLY, AND FOUR-WEEK SALARY RATES

Monthly Salary	Hourly Rate*	Salary Per Working Day for Month with the Following Number of Working Days Plus Holidays. (For Agencies That Pay by the Month or Twice a Month.)**				For Agencies Operating on a Two or Four-Week Payroll Period.		
		20 Days	21 Days	22 Days	23 Days	Daily Rate	Bi-Weekly Rate***	Four Weeks
\$426	\$2.45	\$21.30	\$20.29	\$19.36	\$18.52	\$19.60	\$196.00	\$392.00
434	2.49	21.70	20.67	19.73	18.87	19.92	199.20	398.40
443	2.55	22.15	21.10	20.14	19.26	20.40	204.00	408.00
451	2.59	22.55	21.48	20.50	19.61	20.72	207.20	414.40
459	2.64	22.95	21.86	20.86	19.96	21.12	211.20	422.40
467	2.68	23.35	22.24	21.23	20.30	21.44	214.40	428.80
475	2.73	23.75	22.62	21.59	20.65	21.84	218.40	436.80
483	2.78	24.15	23.00	21.95	21.00	22.24	222.40	444.80
491	2.82	24.55	23.38	22.32	21.35	22.56	225.60	451.20
499	2.87	24.95	23.76	22.68	21.70	22.96	229.60	459.20
507	2.91	25.35	24.14	23.05	22.04	23.28	232.80	466.60
518	2.98	25.90	24.67	23.55	22.52	23.84	238.40	476.80
528	3.03	26.40	25.14	24.00	22.96	24.24	242.40	484.80
539	3.10	26.95	25.67	24.50	23.43	24.80	248.00	496.00
549	3.16	27.45	26.14	24.95	23.87	25.28	252.80	505.60
560	3.22	28.00	26.67	25.45	24.35	25.76	257.60	515.20
570	3.28	28.50	27.14	25.91	24.78	26.24	262.40	524.80
581	3.34	29.05	27.67	26.41	25.26	26.72	267.20	534.40
591	3.40	29.55	28.14	26.86	25.70	27.20	272.00	544.00
602	3.46	30.10	28.67	27.36	26.17	27.68	276.80	553.60
612	3.52	30.60	29.14	27.82	26.61	28.16	281.60	563.20
623	3.58	31.15	29.67	28.32	27.09	28.64	286.40	572.80
633	3.64	31.65	30.14	28.77	27.52	29.12	291.20	582.40
646	3.71	32.30	30.76	29.36	28.09	29.68	296.80	593.60
659	3.79	32.95	31.38	29.95	28.65	30.32	303.20	606.40
672	3.86	33.60	32.00	30.55	29.22	30.88	308.80	617.60
685	3.94	34.25	32.62	31.14	29.78	31.52	315.20	630.40
699	4.02	34.95	33.29	31.77	30.39	32.16	321.60	643.20

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Monthly Salary-	Hourly Rate*	Salary Per Working Day for Month with the Following Number of Working Days Plus Holidays. (For Agencies That Pay by the Month or Twice a Month.)**				For Agencies Operating on a Two or Four-Week Payroll Period.		
		20 Days	21 Days	22 Days	23 Days	Daily Rate	Bi-Weekly Rate***	Four Weeks
\$712	4.09	35.60	33.90	32.36	30.96	32.72	327.20	654.40
726	4.17	36.30	34.57	33.00	31.57	33.36	333.60	776.20
739	4.25	36.95	35.19	33.59	32.13	34.00	340.00	680.00
<del>755</del>	<del>4.34</del>	<del>37.75</del>	<del>35.95</del>	<del>34.32</del>	<del>32.83</del>	<del>34.72</del>	<del>347.20</del>	<del>694.40</del>
770	4.43	38.50	36.67	35.00	33.48	35.44	354.40	708.80
786	4.52	39.30	37.43	35.73	34.17	36.16	361.60	723.20
802	4.61	40.10	38.19	36.45	34.87	36.88	368.80	737.60
818	4.70	40.90	38.95	37.18	35.57	37.60	376.00	752.00
834	4.79	41.70	39.71	37.91	36.26	38.32	383.20	766.40
850	4.89	42.50	40.48	38.64	36.96	39.12	391.20	782.40
866	4.98	43.30	41.24	39.36	37.65	39.84	398.40	796.80
884	5.08	44.20	42.10	40.18	38.43	40.64	406.40	812.80
902	5.18	45.10	42.95	41.00	39.22	41.44	414.40	828.80
921	5.29	46.05	43.86	41.86	40.04	42.32	423.20	846.40
939	5.40	46.95	44.71	42.68	40.83	43.20	432.00	864.00
958	5.51	47.90	45.62	43.55	41.65	44.08	440.80	881.60
976	5.61	48.80	46.48	44.36	42.43	44.88	448.80	897.60
997	5.73	49.85	47.48	45.32	43.35	45.84	458.40	916.80
1018	5.85	50.90	48.48	46.27	44.26	46.80	468.00	936.00
1039	5.97	51.95	49.48	47.23	45.17	47.76	477.60	955.20
1060	6.09	53.00	50.48	48.18	46.09	48.72	487.20	974.40
1082	6.22	54.10	51.52	49.18	47.04	49.76	497.60	995.20
1103	6.34	55.15	52.52	50.14	47.96	50.72	507.20	1014.40
1127	<del>6.48</del>	56.35	53.67	51.23	49.00	51.84	518.40	1036.80
1151	6.61	57.55	54.81	52.32	50.04	52.88	528.80	1057.60
1176	6.76	58.80	56.00	53.45	51.13	54.08	540.80	1081.60
1201	6.90	60.05	57.19	54.59	52.22	55.20	552.00	1104.00
1227	7.05	61.35	58.43	55.77	53.35	56.40	564.00	1128.00
1254	7.21	62.70	59.71	57.00	54.52	57.68	576.80	1153.60
1281	7.36	64.05	61.00	58.23	55.70	58.88	588.80	1177.60
1309	7.52	65.45	62.33	59.50	56.91	60.16	601.60	1203.20
1337	7.68	66.85	63.67	60.77	58.13	61.44	614.40	1228.80
1366	7.85	68.30	65.05	62.09	59.39	62.80	628.00	1256.00

PROPOSED RULES

~~\*Hourly rates are based on 2088 hours in a year.~~

~~\*\*To compute the number of days in the month for which payment is to be made, count the working days plus the holidays. Do not count Saturdays or Sundays. After determining this number, find the appropriate working-day rate for the month salary rate at which the employee is currently being paid.~~

~~Multiply the rate per day by the number of days the employee worked (and/or was on approved vacation, sick leave, or holiday leave) in order to compute the payment for the pay period. Formula: Rate per working day X number of days worked = salary payment.~~

~~\*\*\*To compute a partial payment on the bi-weekly rate, divide the bi-weekly rate by ten to find the daily rate. Multiply the daily rate by the number of days the employee worked (and/or was on approved vacation, sick leave, or holiday leave). Formula: Rate per working day X number of days worked = salary payment. Hourly rate is as shown in column two headed "Hourly Rate."~~

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PUBLIC WELFARE SALARY SCHEDULE FOR MAINTENANCE AND TRADES CLASSES

STANDARD TABLE FOR COMPUTING LESS-THAN-FULL-TIME SALARY, BI-WEEKLY, AND FOUR-WEEK SALARY RATES

Monthly Salary	Hourly-Rate*	Salary Per Working Day for Months with the Following Number of Working Days Plus Holidays. (For Agencies That Pay by the Month or Twice a Month.)**				For Agencies Operating on a Two or Four-Week Payroll Period.		
		20 Days	21 Days	22 Days	23 Days	Daily Rate	Bi-Weekly Rate***	Four-Weeks
\$ 414	\$2.38	\$20.70	\$19.71	\$18.82	\$18.00	\$19.04	\$190.40	\$380.80
422	2.43	21.10	20.10	19.18	18.35	19.44	194.40	388.80
430	2.47	21.50	20.48	19.55	18.70	19.76	197.60	395.20
438	2.52	21.90	20.86	19.91	19.04	20.16	201.60	403.20
446	2.56	22.30	21.24	20.27	19.39	20.48	204.80	409.60
454	2.61	22.70	21.62	20.64	19.74	20.88	208.80	417.60
462	2.66	23.10	22.00	21.00	20.09	21.28	212.80	425.60
473	2.72	23.65	22.52	21.50	20.57	21.76	217.60	435.20
483	2.78	24.15	23.00	21.95	21.00	22.24	222.40	444.80
494	2.84	24.70	23.52	22.45	21.48	22.72	227.20	454.40
504	2.90	25.20	24.00	22.91	21.91	23.20	232.00	464.00
515	2.96	25.75	24.52	23.41	22.39	23.68	236.80	473.60
525	3.02	26.25	25.00	23.86	22.83	24.16	241.60	483.20
536	3.08	26.80	25.52	24.36	23.30	24.64	246.40	492.80
546	3.14	27.30	26.00	24.82	23.74	25.12	251.20	502.40
557	3.20	27.85	26.52	25.32	24.22	25.60	256.00	512.00
567	3.26	28.35	27.00	25.77	24.65	26.08	260.80	521.60
578	3.32	28.90	27.52	26.27	25.13	26.56	265.60	531.20
588	3.38	29.40	28.00	26.73	25.57	27.04	270.40	540.80
601	3.45	30.05	28.62	27.32	26.13	27.60	276.00	552.00
614	3.53	30.70	29.24	27.91	26.70	28.24	282.40	564.80
627	3.60	31.35	29.86	28.50	27.26	28.80	288.00	576.00
640	3.68	32.00	30.48	29.09	27.83	29.44	294.40	588.80
654	3.76	32.70	31.14	29.73	28.43	30.08	300.80	601.60
667	3.83	33.35	31.76	30.32	29.00	30.64	306.40	612.80
681	3.91	34.05	32.43	30.95	29.61	31.28	312.80	625.60
694	3.99	34.70	33.05	31.55	30.17	31.92	319.20	638.40
710	4.08	35.50	33.81	32.27	30.87	32.64	326.40	652.80



Salary Per Working Day for Months with the Following Number of Working Days Plus Holidays. (For Agencies That Pay by the Month or Twice a Month)\*\*

Monthly Salary	Hourly Rate*	A				For Agencies Operating on a Two or Four-Week Payroll Period.		
		20 Days	21 Days	22 Days	23 Days	Daily Rate	Bi-Weekly Rate***	Four Weeks
725	4.17	36.25	34.52	32.95	31.52	33.36	333.60	667.20
741	4.26	37.05	35.29	33.68	32.22	34.08	340.80	681.60
757	4.35	37.85	36.05	34.41	32.91	34.80	348.00	696.00
773	4.44	38.65	36.81	35.14	33.61	35.52	355.20	710.40
789	4.53	39.45	37.57	35.86	34.30	36.24	362.40	724.80
805	4.63	40.25	38.33	36.59	35.00	37.04	370.40	740.80
821	4.72	41.05	39.10	37.32	35.70	37.76	377.60	755.20
839	4.82	41.95	39.95	38.14	36.48	38.56	385.60	771.20
857	4.93	42.85	40.81	38.95	37.26	39.44	394.40	788.80
876	5.03	43.80	41.71	39.82	38.09	40.24	402.40	804.80
894	5.14	44.70	42.57	40.64	38.87	41.12	411.20	822.40
913	5.25	45.65	43.48	41.50	39.70	42.00	420.00	840.00
931	5.35	46.55	44.33	42.32	40.48	42.80	428.00	856.00
952	5.47	47.60	45.33	43.27	41.39	43.76	437.60	875.20
973	5.59	48.65	46.33	44.23	42.30	44.72	447.20	894.40
994	5.71	49.70	47.33	45.18	43.22	45.68	456.80	913.60
1015	5.83	50.75	48.33	46.14	44.13	46.64	466.40	932.80
1037	5.96	51.85	49.38	47.14	45.09	47.68	476.80	953.60
1058	6.08	52.90	50.38	48.09	46.00	48.64	486.40	972.80
1082	6.22	54.10	51.52	49.18	47.04	49.76	497.60	995.20
1106	6.35	55.30	52.66	50.27	48.09	50.88	508.80	1017.60
1131	6.50	56.55	53.86	51.41	49.17	52.00	520.00	1040.00
1156	6.64	57.80	55.05	52.54	50.26	53.12	531.20	1062.40
1182	6.79	59.10	56.29	53.73	51.39	54.32	543.20	1086.40
1209	6.95	60.45	57.57	54.95	52.57	55.60	556.00	1112.00
1236	7.10	61.80	58.86	56.18	53.74	56.80	568.00	1136.00
1264	7.26	63.20	60.19	57.45	54.96	58.08	580.80	1161.60
1292	7.43	64.60	61.52	58.73	56.17	59.44	594.40	1188.80
1321	7.59	66.05	62.90	60.05	57.43	60.72	607.20	1214.40
1351	7.76	67.55	64.33	61.41	58.74	62.08	620.80	1241.60
1381	7.94	69.05	65.76	62.77	60.04	63.52	635.20	1270.40

\*Hourly rates are based on 2088 hours in a year.

\*\*To compute the number of days in the month for which payment is to be made, count the working days plus the holidays. Do not count Saturdays or Sundays. After determining this number, find the appropriate working-day rate for the month salary rate at which the employee is currently being paid.

Multiply the rate per day by the number of days the employee worked (and/or was on approved vacation, sick leave, or holiday leave) in order to compute the payment for the pay period. Formula: Rate per working day X number of days worked = salary payment.

\*\*\*To compute a partial payment on the bi-weekly rate,--divide the bi-weekly rate by ten to find the daily rate. Multiply the daily rate by the number of days the employee worked (and/or was on approved vacation, sick leave, or holiday leave). Formula: Rate per working day X number of days worked = salary payment. Hourly rate is as shown in column two-headed "Hourly Rate."

## PROPOSED RULES

### 12 MCAR § 2.841 Provisions for Computing Monthly, Hourly, Less-than-full-time, bi-weekly, and four-week salary rates.

Salary conversion tables. The Supervisor shall publish a Salary Conversion Table as part of the Minnesota Merit System Manual. The table shall list all existing salary rates listed in 12 MCAR § 2.840. For those salary rates, the Supervisor shall calculate hourly, daily and payroll period salaries for each of the salary rates listed. This table shall be based on an 8-hour day, 40-hour week and 2088-hour year. Agencies with a normal work schedule which varies from an 8-hour day, 40-hour week or 2088-hour year or agencies with payroll periods other than once every two weeks, every four weeks, or every month, shall supply the Supervisor with a Salary Conversion Table as provided for in 12 MCAR § 2.516 B.1.c. or in 12 MCAR § 2.517 B.2.

### Department of Health Merit System Renumeration

Previously, all Merit System Rules have been referred to as "Minn. Rules MHD\_\_\_\_\_." Effective with this publication in the *State Register*, these rules are being changed to the MCAR numbering system. With this change, the class specifications which were previously grouped together under 4 rules are each being assigned a separate MCAR rule number. A complete list of Merit System Rules, converted to their MCAR numbers, follows:

**MHD 264 Definitions.** is now 7 MCAR § 1.235 Definitions.

**MHD 265 Statement of policy and means of effecting policy.** is now 7 MCAR § 1.236 Statement of policy and means of effecting policy.

**MHD 266 Organization.** is now 7 MCAR § 1.237 Organization.

**MHD 267 Classification Plan.** is now 7 MCAR § 1.238 Classification Plan.

**MHD 268 Compensation plan.** is now 7 MCAR § 1.239 Compensation.

**MHD 269 Recruitment and appointment.** is now 7 MCAR § 1.240 Recruitment and Appointment.

**MHD 270 Applications.** is now 7 MCAR § 1.241 Applications.

**MHD 271 Examinations.** is now 7 MCAR § 1.242 Examinations.

**MHD 272 Registers.** is now 7 MCAR § 1.243 Registers.

**MHD 273 Certification of Eligibles.** is now 7 MCAR § 1.244 Certification of Eligibles.

**MHD 274 Appointments.** is now 7 MCAR § 1.245 Appointments.

**MHD 275 Probationary Period.** is now 7 MCAR § 1.246 Probationary Period.

**MHD 276 Promotions.** is now 7 MCAR § 1.247 Promotions.

**MHD 277 Transfers and Demotions.** is now 7 MCAR § 1.248 Transfers and Demotions.

**MHD 278 Separation, Tenure, and Reinstatement.** is now 7 MCAR § 1.249 Separation, Tenure and Reinstatement.

**MHD 279 Leaves of absence.** is now 7 MCAR § 1.250 Leaves of absence.

**MHD 280 Service ratings.** is now 7 MCAR § 1.251 Service ratings.

**MHD 281 Employee training.** is now 7 MCAR § 1.252 Employee training.

**MHD 282 Other employment.** is now 7 MCAR § 1.253 Other employment.

**MHD 283 Appeals and hearing.** is now 7 MCAR § 1.254 Appeals and hearing.

**MHD 284 Inter-agency operations.** is now 7 MCAR § 1.255 Inter-agency operations.

**MHD 285 Miscellaneous.** is now 7 MCAR § 1.256 Miscellaneous.

**MHD 294 Salary adjustments and increases.** is now 7 MCAR § 1.260 Salary adjustment and increases.

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## PROPOSED RULES

**MHD 295 Salary computation provisions for full and part-time employment, terminal vacation and sick leave pay, partial pay periods, overtime and part payment from another source.** is now 7 MCAR § 1.261 **Salary Computation Provisions for Full and Part-time Employment, Terminal Vacation and Sick Leave Pay, Partial Pay Periods, Overtime and Part Payment from Another Source.**

**MHD 296 Appointment, promotion, demotion, transfers, and reinstatements.** is now 7 MCAR § 1.262 **Appointments, promotion, demotion, transfers, and reinstatements.**

**MHD 297 Local public health agency regulations.** is now 7 MCAR § 1.263 **Local public health agency regulations.**

**MHD 304 Professional and administrative.**

A. Sanitarian I. is now 7 MCAR § 1.270 **Sanitarian I.**

B. Sanitarian II. is now 7 MCAR § 1.271 **Sanitarian II.**

C. Sanitarian III. is now 7 MCAR § 1.272 **Sanitarian III.**

D. Sanitarian IV. is now 7 MCAR § 1.273 **Sanitarian IV.**

E. Assistant Director of Environmental Health. is now 7 MCAR § 1.274 **Assistant Director of Environmental Health.**

F. Director of Environmental Health. is now 7 MCAR § 1.275 **Director of Environmental Health.**

G. Business Administrator. is now 7 MCAR § 1.276 **Business Administrator.**

H. Registered Nurse. is now 7 MCAR § 1.277 **Registered Nurse.**

I. Public Health Nurse. is now 7 MCAR § 1.278 **Public Health Nurse.**

J. Public Health Nurse (Team Leader) (Specialized Assignment). is now 7 MCAR § 1.279 **Public Health Nurse (Team Leader) (Specialized Assignment).**

K. Senior Public Health Nurse. is now 7 MCAR § 1.280 **Senior Public Health Nurse.**

L. School Health Coordinator. is now 7 MCAR § 1.281 **School Health Coordinator.**

M. Home Care Coordinator. is now 7 MCAR § 1.282 **Home Care Coordinator.**

N. Public Health Educator. is now 7 MCAR § 1.283 **Public Health Educator.**

O. Assistant Director of Public Health Nursing. is now 7 MCAR § 1.284 **Assistant Director of Public Health Nursing.**

P. Director of Public Health Nursing I. is now 7 MCAR § 1.285 **Public Health Nursing I.**

Q. Director of Public Health Nursing II. is now 7 MCAR § 1.286 **Director of Public Health Nursing II.**

R. Medical Technologist. is now 7 MCAR § 1.287 **Medical Technologist.**

S. Business Supervisor. is now 7 MCAR § 1.288 **Business Supervisor.**

T. Public Health Nutritionist. is now 7 MCAR § 1.289 **Public Health Nutritionist.**

**MHD 305 Health services support personnel.**

A. Licensed Practical Nurse. is now 7 MCAR § 1.291 **Licensed Practical Nurse.**

B. Inspector I. is now 7 MCAR § 1.292 **Inspector I.**

C. Inspector II. is now 7 MCAR § 1.293 **Inspector II.**

D. Animal Warden. is now 7 MCAR § 1.294 **Animal Warden.**

E. Laboratory Technician. is now 7 MCAR § 1.295 **Laboratory Technician.**

F. Public Health Aide. is now 7 MCAR § 1.296 **Public Health Aide.**

G. Home Health Aide. is now 7 MCAR § 1.297 **Home Health Aide.**

H. Home Health Aide Coordinator. is now 7 MCAR § 1.298 **Home Health Aide Coordinator.**

I. Medical Laboratory Assistant. is now 7 MCAR § 1.299 **Medical Laboratory Assistant.**

**MHD 306 Clerical.**

A. Bookkeeper. is now 7 MCAR § 1.300 **Bookkeeper.**

B. Clerk I. is now 7 MCAR § 1.301 **Clerk I.**

## PROPOSED RULES

- C. Clerk II. is now 7 MCAR § 1.302 Clerk II.
- D. Clerk III. is now 7 MCAR § 1.303 Clerk III.
- E. Clerk-Typist I. is now 7 MCAR § 1.304 Clerk-Typist I.
- F. Clerk-Typist II. is now 7 MCAR § 1.305 Clerk-Typist II.
- G. Clerk-Typist III. is now 7 MCAR § 1.306 Clerk-Typist III.
- H. Clerk-Steno I. is now 7 MCAR § 1.307 Clerk-Steno I.
- I. Clerk-Steno II. is now 7 MCAR § 1.308 Clerk-Steno II.
- J. Clerk-Steno III. is now 7 MCAR § 1.309 Clerk-Steno III.
- K. Switchboard Operator I. is now 7 MCAR § 1.310 Switchboard Operator I.
- L. Switchboard Operator II. is now 7 MCAR § 1.311 Switchboard Operator II.

### MHD 307 Building maintenance.

- A. Custodian. is now 7 MCAR § 1.312 Custodian.
- B. Janitor. is now 7 MCAR § 1.313 Janitor.

### MHD 314 Compensation plan. is now 7 MCAR § 1.314 Compensation plan.

**MHD 315 Standard table for computing less-than-full-time salary, bi-weekly and four-week salary rates. is now 7 MCAR § 1.315 Standard table for computing less-than-full-time salary, bi-weekly and four-week salary rates.**

August 23, 1978

Warren R. Lawson, M.D.  
Commissioner

## Department of Health Notice of Hearing

Notice is hereby given that a public hearing in the above-entitled matter will be held in the Auditorium, State Office Building, Wabasha Street (between Aurora and Fuller), St. Paul, Minnesota, on October 16, 1978, commencing at 9:30 a.m. and continuing until all persons have had an opportunity to be heard.

All interested or affected persons will have an opportunity to participate. At the hearing, statements may be made orally and written materials may be submitted. In addition, written materials may be submitted by mail to Mr. Steve Mihalchick, Hearing Examiner, Room 300, 1745 University Avenue, St. Paul, Minnesota 55104, (612) 296-8112, either before the hearing or within 5 working days after the public hearing ends, or for a longer period not to exceed 20 calendar days if ordered by the Hearing Examiner. Written material submitted within the above limits will be recorded in the hearing record.

It is expected that about 100 people will attend the hearing. The agency's presentation will take approximately 3 hours.

A summary of proposed rules that affect the Compensation Plan and Salary Schedule follows:

Proposed revisions to 7 MCAR § 1.314 amend the Merit System Compensation Plan for positions in local and county public health agencies. (Those agencies with a negotiated contract with a bargaining unit's exclusive representative which provides for different salaries are not covered by 7 MCAR § 1.314.) As a result of the 1978 Minnesota Merit System Salary Survey, conducted in accord with 7 MCAR § 1.239 D., it is recommended that: Professional Compensation Plans A, B, and C be adjusted 5% at minimum, maximum, and intervening steps, with some exceptions; Health Services Support Compensation Plans A, B, and C be adjusted 5% at minimum, maximum, and intervening steps, with some exceptions; Clerical Compensation Plans A, B, C, D, and E be adjusted \$40 at minimum, maximum, and intervening steps; Clerical Compensation Plan F be adjusted \$40 at minimum and intervening steps, and an eighth step be added to the maximum for all classes; and, Building Maintenance Compensation Plans A and B be adjusted 5% at minimum, maximum, and intervening steps. The effective date of these adjustments is January 1, 1979. (See proposed 7 MCAR § 1.239 D.)

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## PROPOSED RULES

Proposed revisions to 7 MCAR § 1.260 B.2. recommend a general increase of 5% for incumbents on the Professional Plans and the Health Services Support Plans, and a \$40 increase for incumbents on the Clerical Compensation Plans. The effective date of these recommended adjustments is January 1, 1979. (See proposed 7 MCAR § 1.239 D.)

Proposed revisions to 7 MCAR § 1.239 D.5. allow the effective date of an amended compensation plan to be delayed to the beginning date of the first payroll period following January 1, for those agencies on a bi-weekly or four-week payroll period.

Proposed revisions to 7 MCAR § 1.315 include the deletion of the entire existing rule. This rule was based on the monthly salaries established in 7 MCAR § 1.314, and is in table form for computing hourly, daily, and payroll period salary rates. The proposed new rule gives the Merit System Supervisor the authority to prepare and publish a Salary Conversion Table in accordance with the formula provided in the new rule. Additionally, agencies using salary rates other than those established by the Merit System are required to submit a Salary Conversion Table similar in format and computation to the one prepared by the Merit System Supervisor to the Supervisor.

Proposed revisions to 7 MCAR §§ 1.260 B.1.c. and 1.261 B., C., and E.1. reflect corresponding changes in 7 MCAR § 1.315. These changes delete reference to the schedule in 7 MCAR § 1.315, and instead refer to the tables prepared in accordance with the proposed new rule.

A summary of other proposed rules follows:

Proposed revisions to 7 MCAR § 1.238 D. require that any transfer, promotion, demotion or layoff necessary because of a position reallocation must be completed within 60 days of the notice of reallocation.

Proposed revisions to 7 MCAR § 1.244 C.1., 2., 3., 5. increase the number of eligibles certified from an open-competitive register from 3 to 7 names and provide for the certification of all eligibles with the same examination score as the seventh name on a competitive certification or the third name on a promotional certification.

Proposed revisions to 7 MCAR § 1.249 H. change the age at which the appointing authority has the option of retiring employees from 65 to 70. The effective date of this proposed revision is January 1, 1979.

Proposed revisions to 7 MCAR § 1.250 A.3. give the appointing authority the option of requiring or not requiring an employee to turn over to the agency any per diem pay-

ment received as a result of serving on a jury or as a witness in certain court actions.

A proposed rule creating the new classification of Public Health Educator I is 7 MCAR § 1.290. This rule will allow local and county public health agencies to hire public health educators with a baccalaureate degree in public health education or community health education. The current classification of Public Health Educator requires a master's degree and experience in the field. Proposed revisions to 7 MCAR § 1.283 alter and retitle the existing classification specification of Public Health Educator to Public Health Educator II. This amendment is proposed as a result of the proposed rule 7 MCAR § 1.290.

Due to the requirements of 7 MCAR § 1.260 B.1.a., proposed changes to 7 MCAR § 1.314 will result in a reasonable estimated increase of \$1,860 in local and county public health agency expenditures. No other rule changes will result in increased expenditures for the appointing authority.

Copies of the proposed rules are now available and one free copy may be obtained by writing to the Merit System Supervisor, Minnesota Merit System, Fourth Floor, Centennial Office Building, St. Paul, Minnesota 55155. Additional copies will be available at the door on the date of the hearing. The agency's authority to promulgate the proposed rules is contained in Minn. Stat. § 144.071. This hearing will be held in conjunction with the Minnesota Department of Public Welfare and the Minnesota Department of Public Safety. Some similar amendments to administrative rules of these agencies will be considered. A copy of the Notice of Hearing for the Minnesota Departments of Public Welfare and Public Safety are attached for your information.

Notice is hereby given that 25 days prior to the hearing a statement of need and reasonableness will be available for review at the agency and at the Office of Hearing Examiners. This statement of need and reasonableness will include a summary of all of the evidence which will be presented by the agency at the hearing justifying both the need for and the reasonableness of the proposed rules. Copies of the statement of need and reasonableness may be obtained from the Office of Hearing Examiners at a minimal charge.

Any person may request notification of the date on which the Hearing Examiner's Report will be available, after which date the agency may not take any final action on the rules for a period of five working days. Any person may request notification of the date on which the hearing record has been submitted (or resubmitted) to the Attorney General by the agency. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the Hearing Examiner (in the case of the Hearing Examiner's Report), or

## PROPOSED RULES

to the agency (in the case of the agency's submission or resubmission to the Attorney General).

Please be advised that Minn. Stat. ch. 10A requires each lobbyist to register with the Ethical Practices Board within five days after he commences lobbying. Lobbying includes attempting to influence rulemaking by communicating or urging others to communicate with public officials. A lobbyist is generally any individual who spends more than \$250 per year for lobbying or any individual who is engaged for pay or authorized to spend money by another individual or association and who spends more than \$250 per year or five hours per month at lobbying. The statute provides certain exceptions. Questions should be directed to the Ethical Practices Board, 41 State Office Building, St. Paul, Minnesota, 55155, phone (612) 296-5615.

August 23, 1978

Warren R. Lawson, M.D.  
Commissioner

### Rules as Proposed

#### 7 MCAR § 1.238 Classification plan.

##### A. Preparation and adoption.

1. The ~~State Board of Health~~ Commissioner shall formally adopt a comprehensive classification plan for all positions covered by these rules. The plan shall be based on investigation and analysis of the duties and responsibilities of positions and shall be so developed and maintained that all positions that are substantially similar in the kind, difficulty, and responsibility of work are included in the same class. Class titles established by the classification plan shall be used in all personnel and financial records of the Minnesota Department of Health and the local Public Health agencies; as well as in all examination procedures.

2. Any subsequent amendment shall be submitted to the Council for review and recommendation in relation to the merit system program of recruitment and examination.

##### B. Allocation of positions.

1. Every position under the Public Health Merit System as provided in 7 MCAR § 1.236 E. shall be allocated by the Supervisor to one of the appropriate classes established in the classification plan. No person shall be appointed or promoted to any position until it has been prop-

erly classified as herein provided. As additional classes are established or existing classes are abolished or change, such necessary allocation or reallocation shall be made by the Supervisor to new or existing classes as is necessitated thereby.

##### C. Reallocation of positions.

1. Whenever a position appears to be improperly allocated, the Supervisor shall, upon his own initiative, or upon the request of an appointing authority or a permanent employee, investigate the duties of the position. Following the investigation the Supervisor shall allocate the position to its proper class and notify the affected parties.

##### D. Incumbents of reallocated positions.

1. When a position in one class is reallocated to a different class, the incumbent shall not be deemed eligible to continue in this position unless he is eligible for original appointment, promotion, transfer, or demotion to the new class of positions. If he is ineligible to continue in such a position, he may be transferred, promoted, or demoted, by appropriate action of the appointing authority in accordance with such provisions of these rules as may be deemed to be applicable. If ineligibility of a permanent or probationary incumbent of a reallocated position arises from the existence of an eligible register established from an examination that the incumbent did not take, he may be permitted to take the same or equivalent examination from which the existing register was established, provided that his name is not on the existing register; he did not take and fail the examination from which the existing register was established; and he was eligible to take that examination at the time it was given. The names of successful candidates examined under this rule shall be placed on the existing register in accordance with the score attained. In any case in which the incumbent is ineligible to continue in the position and he is not transferred, promoted, or demoted, the provisions of these rules about layoff shall apply. Any transfer, promotion, demotion or layoff in accordance with such provisions of these rules must occur within sixty days of the notification of reallocation of the position.

##### E. Class specifications.

1. The classification plan shall consist of written specifications for each class. Each specification shall include an appropriate class title, a description of the duties and responsibilities of the work, and the requirements of training, experience, and other qualifications.

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## PROPOSED RULES

### F. Amendment of the classification plan.

1. Whenever any changes in organization, creation of a new position, or a change in duties or responsibilities of a position necessitate a revision of the classification plan, the Supervisor shall conduct an investigation and analysis of the duties and responsibilities of the class specifications involved. New class specifications will be developed after consultation with the supervisory officials, classification specialists, and persons technically familiar with the character of the work.

2. The proposed new or revised class specifications shall be submitted to the Merit System Council for review and recommendations. Upon such review and recommendation the ~~Secretary and Executive Officer~~ Commissioner shall call and hold a public hearing on the proposed new or revised class specifications. Following the public hearing, the ~~State Board of Health~~ Commissioner may formally adopt a new or revised class of positions and shall notify the agencies of the changes made.

3. In the event of an emergency, the Merit System Council may approve a new or revised class specification for a period not to exceed six months, without the official public hearing. In no case will an emergency class specification last more than six months from the date of approval by the Merit System Council.

### 7 MCAR § 1.239 Compensation plan.

#### A. Preparation and adoption.

1. The ~~State Board of Health~~ Commissioner shall formally adopt and make effective a comprehensive compensation plan (7 MCAR § 1.314) for all classes of positions which shall apply to all agencies covered by the Merit System except as otherwise negotiated for employees in a bargaining unit in agencies where there is an exclusive representative or in those limited instances where the requirements of 7 MCAR § 1.260 C. have been satisfied. The plan shall include salary ranges for the various classes, with the salary of each class consistent with the duties and responsibilities outlined in the class specifications. Minimum, intervening, and maximum rates of pay for each class shall be established to provide for steps in salary advancement without change of duty, in recognition of meritorious service. The advice and suggestions of appointing authorities, prevailing rates in other similar employments, and other relevant factors shall be taken into consideration in arriving at such salary ranges.

2. Any subsequent amendments shall be submitted to the Council for review and recommendation in relation to the Merit System program of recruitment and examination.

B. Selection of salary ranges by local public health authority.

1. The local public health authority shall select a salary plan for all employees 1) except those in a bargaining unit where a salary schedule has been negotiated by the ~~Board appointing authority~~ and the exclusive representative and 2) except as provided in 7 MCAR § 1.239 B.6. Such a plan shall be selected from each of the following salary schedules provided under 7 MCAR § 1.314: Professional — A, B, C; Health Services Support Personnel — A, B, C; Clerical — A, B, C, D, E, F; and Building Maintenance — A and B.

2. Such rates, as provided for in 7 MCAR § 1.239 B.1., shall be identified by alphabetical designation, and adjustment of the plan as provided by 7 MCAR § 1.239 D. shall not serve to amend the alphabetically designated rates selected as the county plan.

3. The designation of the rates selected from the plan in each case shall be by resolution of the public health authority. The Supervisor shall be promptly notified of the rates selected by each jurisdiction.

4. The alphabetically designated rates selected by the local public health authority shall become the official plan for the local public health agency until amended by the salary setting authority as provided in 7 MCAR § 1.239 C.

5. Salary rates for incumbents of positions shall be established in accordance with the provision of 7 MCAR § 1.260 B. 1. and 7 MCAR § 1.260 B.2. on the basis of the plan adopted by the local public health authority as provided above.

6. In agencies with an exclusive representative, the appointing authority has the discretion of paying confidential, supervisory, and other personnel not covered by an exclusive representative, the same rate of pay and salary ranges as negotiated for the class under 7 MCAR § 1.239 E.1. In no case would this rule allow the appointing authority to reduce the rate of pay of confidential, supervisory or other excluded employees.

C. Amendment of salary ranges selected by local public health authority.

1. The local Public Health authority may amend the official plan for the jurisdiction by the selection of a different salary schedule as provided in 7 MCAR § 1.239 B.

2. The Supervisor shall be notified by letter of the official action of the local authority to amend the plan for the jurisdiction at least thirty days in advance of the effective date of such amended plan, unless such change results



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from the signing of a contract by the board and the exclusive representative.

D. Adjustment of the official salary schedule of the Minnesota Merit System.

1. The compensation plan provided in 7 MCAR § 1.314 shall be adjusted for changes in the level of salary rates in business and government for similar and competing types of employment.

2. The Supervisor shall conduct each year a review of the changes in the level of salary rates in the labor market since the time of the survey preceding the most recent adjustment of the compensation plan. This review shall utilize the data and findings of other labor market surveys and shall, to the extent possible, be based upon similar surveys and data each succeeding year. The Supervisor shall complete this study and report the finding to the ~~Secretary and Executive Officer~~ Commissioner on or before July 31 each year.

3. If the report of the Supervisor reveals an increase or decrease in salary rates in the labor market for similar and/or competing employment of four per cent or more, the ~~Secretary and Executive Officer~~ Commissioner shall call and hold a public hearing for a general adjustment of the compensation plan. If the changes in the labor market are less than four per cent or differ significantly from various types of employment, the ~~Secretary and Executive Officer~~ Commissioner may call and hold a public hearing to adjust the compensation plan in whole or in part.

4. The announcement of the public hearing to the affected agencies shall include the proposed compensation plan, an explanation of the adjustment proposed, and a summary of the findings of the survey upon which the proposed adjustment is based. Such information shall also be available to any other individual or group requesting the information.

5. The public hearing shall provide opportunity for all interested individuals and groups to present evidence, testimony, and views on the proposed compensation plan. Following the public hearing and after consideration of all the evidence, the ~~State Board of Health~~ Commissioner shall make ~~its~~ his decision. An amended compensation plan shall not be effective until the next succeeding January 1-, or for those agencies on a bi-weekly or four-week payroll period on the beginning date of the first payroll period following January 1.

6. The local public health authority may implement an adjusted compensation plan by adjusting the salaries of the employees to the same alphabetical designated salary rate on the adjusted plan that such employees were paid under the former plan.

E. Negotiation of a salary schedule.

1. In those agencies where employees have elected an exclusive representative the appointing authority and the exclusive representative may negotiate their own salary schedules for employees in the bargaining unit by class, with the salary for each class consistent with the functions outlined in the class specifications. Initial, intervening, and maximum rates of pay for each class shall be established to provide for steps in salary advancement without change of duty, in the recognition of meritorious service. When a new classification not previously used in the agency is established in the middle of the contract period and such class falls within the bargaining unit and no provision exists in the contract for establishing such salaries, the Supervisor shall establish the salary level for the class until such time as the contract is again negotiated. In so doing the Supervisor shall consider the salaries for the other classes in the agency as negotiated and the minimum qualifications for the new class.

2. A complete copy of the adopted salary schedule must be filed with the Supervisor within ten days after the signing of the contract or agreement. If the contract or agreement calls for succeeding increases in the salary schedule which change the original minimum and maximum salaries or intervening steps a new adjusted salary schedule must be filed with the Supervisor within ten days after the effective date of any such succeeding adjustment.

F. Administration of the plan.

1. On either the official salary schedule of the Minnesota Merit System or the negotiated salary schedules the entrance salary for any new employee shall be at the minimum salary for the class of positions to which the employee is appointed, except that the entrance salary may be above the minimum rate, provided that:

a. Such appointment at a higher rate is justified by the exceptional qualifications of the individual and that others having similar qualifications are offered the same rate; or

b. such appointment at a higher rate has first been

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offered to all individuals standing higher on the register who have been offered the appointment; and

c. such appointment under a. or b. above shall be made at one of the regularly established steps in the salary range.

d. When such appointment, except appointments under a., above, is made by the appointing authority at other than the minimum of the range, all employees having probationary or permanent status in the same class in the local unit shall be at or above the point in the range at which the appointment is made, or they shall be raised to that point.

e. Such appointments under a. or b. above shall be subject to the prior approval of the Supervisor upon submission by the appointing authority of a written statement of the reasons for the higher rate.

### 7 MCAR § 1.244 Certification of eligibles.

#### A. Vacancies.

1. Vacancies in the classified service shall be filled by re-employment, original appointment, promotion, transfer, demotion, or reinstatement.

#### B. Requisition for certification.

1. If a vacancy in any position under a local public health agency is to be filled other than by reinstatement, noncompetitive promotion, transfer, or demotion, and a new employee is needed, requisition shall be submitted by the appointing authority to the Supervisor. This requisition shall state the number of positions to be filled in each class together with the class title and other appropriate information. In addition, desirable special qualifications for the particular position under consideration may be indicated. In requesting the certification of individuals with special qualifications, the appointing authority shall state in the request the reasons for the special qualification requested. Eligibles shall be certified in strict order of standing on the register, except in a case in which the Supervisor, with the approval of the Council, after conference with the appointing authority, has determined there is reason for a certification of an eligible with special qualifications.

#### C. Certification methods.

1. Upon receipt of a requisition, the Supervisor shall certify the names of available eligibles. If one position is involved, he shall certify the ~~three~~ seven highest available names together with any additional names of persons having an examination rating within three points of the person on the certification with the highest examination rating, and

any additional names of persons having the same examination score as that of the seventh person certified, from the open-competitive entrance register established for the class of positions.

2. The Supervisor may also certify ~~in like manner~~ the three highest available names together with any additional names of persons having an examination rating within three points of the person on the certification with the highest examination rating, and any additional names of persons having the same examination score as that of the third name certified, from the appropriate promotional register and re-employment register if such registers exist and are requested.

3. If more than one vacancy exists, ~~he~~ the Supervisor shall certify at least as many names from the register as there are vacancies to be filled, together with any additional names of persons having an examination rating within three points of the person on the certification with the highest examination rating, and any additional names of persons having the same examination score as that of the seventh person certified on a competitive certification or as that of the third person certified on a promotional certification. Supplementary certifications will be issued only in instances in which it is found that there are less than ~~three~~ seven available candidates ~~on the original certification on the competitive certification or three available candidates on the promotional certification.~~

4. The appointing authority may select for appointment anyone among the certified candidates.

5. When the number of names available for filling any vacancy by original appointment, promotion, or reinstatement is fewer than ~~three~~ seven on a competitive certification or three on a promotional certification, ~~or~~ and there are fewer than three different names on all registers combined, the appointing authority may decline certification for that vacancy and may request certification from a register, or registers, that the Supervisor deems appropriate.

6. If there is no register that the Supervisor deems appropriate, then the vacancy may be filled provisionally as provided for in 7 MCAR § 1.245 B.1.

#### D. County-option certification.

1. The appointing authority may request from the Supervisor names of eligibles from either the state-wide original entrance register or from a sub-register for the county, a restricted area, or a district of the state, as set forth in 7 MCAR § 1.243 A.5. The Supervisor, upon receipt of such requisition, shall certify the names of eligibles from the register as requested.

2. If an appointing authority requests a certification of

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eligibles from a sub-register established for a specific locality but there are insufficient eligibles thereon, certification shall be made on a state-wide basis.

### 7 MCAR § 1.249 Separation, tenure and reinstatement.

#### A. Resignations.

1. An employee who resigns shall present the reasons therefor in writing to the appointing authority. A copy of the resignation shall be forwarded to and recorded by the Supervisor.

2. Any absence of an employee from duty that is not authorized by specific grant of leave of absence under the provisions of these rules shall be deemed an absence without leave. Any such absence shall be without pay and may be made grounds for disciplinary action. In the absence of such disciplinary action, any employee who absents himself for three days without leave may be deemed to have resigned, but such absence may be covered by a subsequent grant of leave if the conditions warrant.

#### B. Dismissals.

1. Employees who do not have permanent status may be dismissed at any time at the discretion of the appointing authority except those serving the first thirty calendar days of a probationary period following a transfer. Employees serving the first thirty calendar days of a probationary period following a transfer can only be dismissed for just cause.

2. No employee who has permanent status shall be dismissed from his position except for just cause. Before the action is taken, a permanent employee shall be furnished with a statement, in writing, setting forth reasons for the dismissal. He shall be permitted five days time to reply thereto, in writing, or upon request, to appear personally and reply to the appointing authority. A copy of the statement and the employee's reply, if any, shall be filed with the Supervisor prior to the effective date of the dismissal. Any such employee who is dismissed may demand a hearing before the Merit System Council in the manner prescribed by 7 MCAR § 1.254 E.2. (See 7 MCAR § 1.254 E.4. for dismissal procedure for veterans.)

3. Any employee who willfully practices, or attempts to practice, any deception or fraud in his application, in his certificate, in his examination, or in securing his eligibility or appointment, shall, upon discovery and proof thereof, be removed and discharged. Charges alleging such deception or fraud may be initiated by the appointing authority or by

the Supervisor, in conformity with the provisions of this section relating to notice of discharge and hearing before the Merit System Council.

#### C. Suspension.

1. The appointing authority may, after written notice, suspend any employee without pay for delinquency or misconduct for a period not to exceed 30 calendar days in any one calendar year.

#### D. Reduction of force.

1. The appointing authority may separate any employee without prejudice because of lack of funds or curtailment of work. No permanent employee, however, shall be separated from a local public health agency while there are emergency, provisional, limited-term, or probationary employees serving in the same class of positions in the local public health agency. The order of separations due to reduction of force shall be based upon seniority, except in instances where seniority is less than one month (30 calendar days), in which case order of separation shall be based upon service ratings and seniority, under a formula established by the Supervisor.

2. The names of permanent employees who have been laid off shall be entered on a re-employment register for their class of positions.

3. The name of any permanent employee whose position has been abolished while on leave shall be entered on a re-employment register for his class of positions upon request of the employee, provided that such request is made within 45 days after the expiration of his leave. Entry on the re-employment register shall be in the order of the receipt of the request.

4. The name of any probationary employee who has been separated from the service without prejudice shall be entered upon a re-employment register for his class of positions for a period of one year, in accordance with accrued probationary service, provided, however, that upon appointment from the re-employment register, such an employee shall be required to serve a full six-months probationary period as when appointed from an original entrance register.

#### E. Tenure of office.

1. The tenure of office of every permanent employee

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shall be during good behavior and the satisfactory performance of his duties as recorded by his service ratings. This provision, however, shall not be interpreted to prevent the separation of an employee for cause or the separation of an employee because of lack of funds or curtailment of work or by retirement of the employee, when made in accordance with those rules.

### F. Reinstatement to previous class of positions.

1. Upon written request of an appointing authority to and with the approval of the Supervisor, an employee who has successfully passed a merit examination and has acquired permanent status in a class under these rules may be reinstated to a position in that same class in the Public Health Merit System at any time within two years after the date of his resignation. Under the same conditions a reinstatement may be made within a period of time, not to exceed five years, equivalent to the continuous period of the employee's service since January 1, 1971 in a local public health agency. Reinstatement shall be without benefit of previously acquired seniority. Upon approval of the Supervisor, reinstatement may be made directly by an appointing authority, provided that there is a vacancy on the local public health agency staff.

### G. Reinstatement of probationer.

1. Upon written request of an appointing authority and with the approval of the Merit System Supervisor, a probationary employee who has resigned in good standing may be reinstated as a probationary employee to a position in the same class previously held in the Public Health Merit System at any time within a year after the date on which his resignation became effective.

### H. Retirement.

1. Any employee in the Public Health Merit System who attains the age of 65 70 may be retired at the option of the appointing authority. For the purpose of these rules, the age of the employee shall be the age attained on his last birthday and shall be subject to verification.

## 7 MCAR § 1.250 Leaves of absence.

### A. In general.

1. Leave policies stated in this rule are minimum standards and shall apply to all local public health agency personnel except when raised by adoption of an optional vacation and sick leave policy by the appointing authority, or unless otherwise negotiated by the appointing authority with an exclusive representative. At the discretion of the appointing authority, such negotiated benefits may be applied to all

employees of the agency. Any such amended policy shall be submitted to the Supervisor.

2. After notice to the appointing authority any employee under the Merit System shall be granted leave with pay for:

a. Service upon a jury.

b. Appearance before a court, legislative committee, or other judicial or quasi-judicial body as a witness in action involving the Federal Government, State of Minnesota, or a political sub-division thereof, in response to a subpoena or other direction by proper authority.

3. At the option of the appointing authority the employee shall may be required to turn over to the appointing authority agency any per diem payment received as a result of service on a jury or as a witness in the above listed actions. Monies received as expenses shall be kept by the employee.

4. Any absence, whether voluntary or in response to a legal order to appear and testify in private litigation, not as an employee of the county but as an individual, shall be taken as annual leave, as leave of absence without pay, or as a deduction from authorized accumulated overtime.

### B. Leaves of absence without pay.

1. Any person holding a permanent or probationary position in the classified service of the Public Health Merit System shall be granted a leave of absence without pay on the grounds of sickness, disability, and may be granted a leave of absence without pay for other good or sufficient reason, provided that no such leave shall exceed one year. Disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth, and recovery therefrom are, for all job-related purposes, temporary disabilities and the women so affected shall be treated the same as other persons who are not so affected, but who are similar in their ability or inability to work. The appointing authority shall establish the proof required of the existence of sickness or disability and the continuance thereof during said one-year period. The appointing authority may require that the employee produce medical certification from a registered practicing physician that he/she is fit for work before returning the employee to the job. An employee who is granted a leave of absence without pay shall be accorded thereby an unqualified right to be reinstated to the same position if such leave is for 60 calendar days or less. An employee who is granted a leave of absence without pay shall be accorded thereby an unqualified right to be reinstated to a position in the same class at the expiration of leave, except that when all the positions in the class previously held by such employee have been abolished, the name of the employee shall be

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restored to the appropriate re-employment register provided for in 7 MCAR § 1.249 F. If all the positions in the class are filled, the least senior employee in the class shall vacate his/her position subject to any eligibility for layoff, transfer, or demotion that he/she may have acquired under these rules. An employee on leave of absence, with the approval of the appointing authority and the Supervisor, may be reinstated to his/her class before the expiration of the leave in the same manner. Upon certification by the registered practicing physician, the employee who is physically or mentally capable of returning to work must comply within ten working days or face termination. If such an employee within the specified days cannot return to work, he/she must notify the appointing authority and request an approval for a leave of absence.

2. Educational leave without pay may be granted for a period not to exceed two years to any employee but such leave shall otherwise be subject to the same provisions as leave granted under 7 MCAR § 1.250 B.1. Any employee granted an educational leave may also, at the option of the appointing authority, be deemed to accrue eligibility for incentive increments under the provisions of ~~7 MCAR § 1.260 C.~~ 7 MCAR § 1.260 D.5. and may be granted salary increases at the time such increases would be received if the employee had continued in regular employment with the agency

C. Vacation leave (Note provision of 7 MCAR § 1.250 A.1.).

1. Each employee in the classified service, except emergency, hourly, or per diem employees, shall earn vacation with pay at the rate of one working day for each full month of service.

2. The local public health agency shall determine the time at which vacation leave may be taken. No vacation leave shall be granted during the first six months of service; but upon the satisfactory completion of such period, vacation leave shall accrue to the employee for the time served. Unused vacation leave may be accumulated to a total of 24 working days.

3. Vacation leave shall not accumulate to an employee while in a non-pay status, except to employees on military leave.

4. A permanent employee who is transferred or promoted from one local public health agency to another shall be paid for the number of working days of unused vacation leave accumulated to his credit from the first agency.

5. Any employee who is separated from the Merit System by layoff, resignation, death, or otherwise, shall be paid for the number of working days of unused vacation leave accumulated to his credit.

D. Sick leave (also see 7 MCAR § 1.250 A.1.).

1. Each permanent, probationary, and provisional employee in the classified service shall earn sick leave at the rate of one working day for each completed month of service, and such accrued sick leave may be used at the discretion of the appointing authority under the conditions hereinafter prescribed:

Absence necessitated by employee's inability to perform the duties of his/her position by reason of illness or injury, by reason of pre and post natal care, by necessity for medical or dental care, by exposure to contagious disease under circumstances in which the health of the employees with whom associated or members of the public necessarily dealt with would be endangered by attendance on duty, or by illness in the employee's immediate family for such period as his attendance shall be necessary. The term "immediate family" shall be limited to the spouse, minor children, or parents when the parent has no other person to provide the necessary nursing care, living in the household of the employee. Within the discretion of the appointing authority, use of sick leave also may be authorized in cases of death of the spouse, children, and wards of the employee and the brothers, sisters, parents, or grandparents of either the employee or his/her spouse.

2. Unused sick leave shall be accumulated to a maximum of 100 working days.

3. Sick leave with pay shall not be granted to emergency, hourly, or per-diem employees. Sick leave shall not accumulate to an employee while in a non-pay status, except employees on military leave.

4. When sickness occurs within a period of vacation leave, the period of illness may, on presentation of a report from a licensed practicing physician, be charged as sick leave and the charge against vacation leave reduced accordingly.

5. The appointing authority may require the employee to produce medical certification from a registered practicing physician attesting to the need for sick leave and/or attesting to the need for sick leave and/or attesting that the employee is fit to return to work.

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6. A former employee who is reinstated in accordance with Merit System rules, except as a provisional or emergency appointee, may have his/her previously accumulated and unused balance of sick leave revived and placed to his/her credit upon approval of the new appointing authority.

### E. Funeral leave.

1. Each appointing authority allowing funeral leave, exclusive of sick leave or vacation leave, shall prepare written regulations governing such leave. Such regulations governing funeral leave shall be effective when approved by the Supervisor. No regulation changes will be made retroactive.

2. Funeral leave may be authorized in cases of death of the spouse, children and wards of the employee and the brothers, sisters, parents, or grandparents of either the employee or his spouse.

### F. Military leave.

1. Employees who are in service in the armed forces of the state or the United States shall be entitled to leave of absence as provided for by Minn. Stat. § 192.261.

### G. Record of leaves.

1. Each local public health agency shall maintain a record of leaves with pay granted to employees. These records shall be kept on forms prescribed by the Supervisor and shall be subject to his review.

### H. Holidays.

1. Permanent, probationary, provisional, limited-term, and full time trainee employees whose normally scheduled work day falls on a holiday listed below shall receive time off from work with pay for that day. Compensatory time off shall be allowed for work done on those days except when payment is received. Emergency employees are not eligible for holiday pay. Employees who work less than full time and who are eligible for holiday pay shall receive such pay equivalent to the number of hours they normally would have been scheduled to work on that day if it had not been a holiday.

New Year's Day — January 1

Lincoln's and Washington's Birthday — the third Monday in February

Memorial Day — the last Monday in May

Independence Day — July 4

Labor Day — the first Monday in September

Christopher Columbus Day — the second Monday in October

Veteran's Day — November 11

Thanksgiving Day — the fourth Thursday in November

Christmas Day — December 25

2. When New Year's Day, Independence Day, Veteran's Day, or Christmas Day falls on Sunday, the following Monday shall be a non work day. When New Year's Day, Independence Day, Veteran's Day, or Christmas Day falls on Saturday, the preceding Friday shall be a holiday.

3. The local public health authority may designate additional days as holidays, with or without pay, as may be necessary to conform to the policy and practice followed in other offices in the local government.

## 7 MCAR § 1.260 Salary adjustments and increases.

### A. Availability of funds.

1. Before salary increases and adjustments are made in accordance with these rules or in accordance with a negotiated contract or agreement, the local public health authority shall have in its records and carry in its minutes a definite statement that funds for this purpose are available.

### B. Adjustments to be made in accordance with Merit System Official Compensation Plan.

1. In agencies where there is not a negotiated salary schedule, adjustments in the rates of pay of incumbents of positions, in order to conform to a newly adopted or currently effective compensation plan, shall be in accordance with the following provisions except as provided for in 7 MCAR § 1.239 B.1. and 7 MCAR § 1.239 B.6.

a. If the rate of pay of employees is below the minimum of the range prescribed for their class of positions on the Merit System compensation plan selected by the local public health authority, the rate shall be adjusted to that minimum.

b. If the rate of pay of employees is at or above the new minimum salary adopted for their class, the employee may receive the general adjustment adopted, but if their class was adjusted to a greater extent than the general adjustment granted employees they may receive a further adjustment as provided in 7 MCAR § 1.239 D.6. as long as such further adjustment would not place them over the new maximum salary for their class.

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c. In those unique situations where local Public Health authorities determine the general adjustment adopted is inappropriate for their employees based on extraordinary circumstances in their geographic area, such local public health authorities may give a different adjustment, other than the general adjustment adopted; provided, however, such local public health authorities file with the Supervisor the new salary steps by class and a facsimile of Salary Conversion Table as provided for in 7 MCAR § 1.315. Such adjustments shall at least place employees at the minimum salary for their class on the salary schedule adopted by the local Public Health authorities and shall not be over the maximum salary.

d. Employees may be granted salary adjustments over the maximum salary prescribed for their class, only if such an adjustment is adopted, following the annual salary public hearing and then only in the amount adopted for their class.

e. If the rate of pay of an employee is higher than the maximum of the range prescribed for his/her class of positions, the rate may remain the same as long as the employee retains the same position.

f. If the rate of pay of an employee falls between the minimum and maximum of the range prescribed for his/her class but does not correspond with any intervening steps in the range, due to the adoption of a general adjustment, such rate may remain the same. In the case of subsequent merit increases, such employee shall be placed back on a step in the range for his/her class of positions.

2. The general adjustment recommended for incumbents is five percent for employees on the Professional Salary Schedule and the Health Services Support Salary Schedule, and forty ~~five~~ five dollars for employees on the Clerical Salary Schedules. Employees on the Building Maintenance Salary Schedules are recommended to receive an eight five percent adjustment.

3. Intra-agency salary differentials between employees in the same class of positions, between employees in different classes of positions in the same occupational field, and between occupational fields in the same agency are recognized as important factors in the maintenance of satisfactory morale. If the general adjustments result in the reduction of the differentials between employees in the same class of positions or between employees in different classes of positions in the same occupational field, adjustments may be made that will, insofar as practicable, maintain such differentials within the limits

of the new plan. In maintaining such differentials, the appointing authority shall take into consideration the length of service and quality of performance of the employee affected.

C. Adjustments to be made in accordance with negotiated salary schedules.

1. In agencies where there is an exclusive representative and a negotiated salary schedule for employees in the bargaining unit, adjustments in the rates of pay of these employees shall follow the wording of the contract or agreement.

D. Merit increases.

1. Increases from the minimum on the official Merit System Compensation Plan or on any negotiated salary schedule or on any salary schedules filed with the Supervisor pursuant to 7 MCAR § 1.260 B.1.c., shall be by successive intervening steps of pay for the class, with due consideration for length of service and quality of performance. When adjustments pursuant to 7 MCAR § 1.260 B.1.f. result in employees no longer being on a salary step as published in 7 MCAR § 1.314 for their class, any subsequent merit increases shall be to an appropriate step on 7 MCAR § 1.314 for their class.

2. Upon the satisfactory completion of the probationary period, an employee may be considered for a merit increase.

3. A merit increase for each employee not at the maximum for his/her class of positions shall be considered at least once each twelve-month period unless otherwise negotiated through a contract or agreement by the appointing authority and the exclusive representative. In the event that an increase is not granted, the reasons for the denial of the increase shall be reported, in writing, to the employee and to the Merit System Supervisor.

4. Except as otherwise negotiated by the appointing authority and the exclusive representative, a merit increase shall not be granted until the employee has served six months at the rate of pay from which an increase is proposed, except that in case of exceptionally meritorious service or abnormal employment conditions that result in staff losses and shortages of available qualified persons, a merit increase of more than one step in the range or at less than a six month interval may be permitted. In each case, however, the facts upon which the merit increase is based shall be recorded in the official minutes of the local Public Health authority and reported to the Merit System Supervisor.

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5. An extraordinary merit increase within the agency's salary range may be granted upon accrual of 15 additional credits in a field or fields pertinent to the employee's class. The proposed increases shall be submitted to the Supervisor for approval before it becomes effective. In each case the employee's transcript of coursework shall accompany the proposed salary increase.

### E. Salary decreases.

1. Except as otherwise negotiated by an agency and the exclusive representative, a salary decrease within the range prescribed for the class may be made only for just cause. A permanent employee shall be notified of the intention to effect a reduction in pay and the reasons for the action at least ten calendar days prior to the date on which the reduction becomes effective. A copy of the notice shall be sent to the Supervisor. A permanent employee whose salary is reduced may request a hearing as provided in 7 MCAR § 1.254 E.

2. Contract or agreement provisions whereby a salary adjustment or salary increase is negotiated for a set period of time do not fall within the provisions of 7 MCAR § 1.260 E.1.

### **7 MCAR § 1.261 Salary computation provisions for full and part-time employment, Terminal vacation and sick leave pay upon termination, partial pay periods, over-time pay and part payment from another source.**

#### A. Pay periods.

1. The length of pay periods is at the discretion of the appointing authority and/or may be negotiated when there is an exclusive representative.

#### B. Full-time and part-time employment.

1. All rates prescribed in 7 MCAR § 1.314 and 7 MCAR § 1.315 shall be standard rates for full-time employees except as otherwise negotiated for employees in a bargaining unit in agencies where there is an exclusive representative or under the provisions of 7 MCAR § 1.260 B.1.c. If employment in a position is on a part-time or intermittent basis, only the proportional part of the rate for the time actually employed shall be paid. Such time may be paid on an hourly, working-day or proportion of a month basis. The agencies using 7 MCAR § 1.314 shall use the schedules shown in table prepared in accordance with 7 MCAR § 1.315 in computing such payment.

2. Those agencies with an exclusive representative who negotiate different salary schedules from those shown in 7 MCAR § 1.314 under the provisions of 7 MCAR §

1.261 B.1. above or those agencies operating under the provisions of 7 MCAR § 1.260 B.1.c. shall file within ten days after the signing of the contract such schedules with the Supervisor. ~~along with a facsimile of 7 MCAR § 1.315 showing method of payment for full time and part-time employment.~~ Attached, thereto, shall be a table similar in format computation, and information to the table provided for in 7 MCAR § 1.315. ~~Such facsimile~~ The table shall show monthly rates with appropriate conversion to hourly rates and to daily rates based on the number of working days and paid holidays in the month, and payment by payroll period for full-time work if such payment is made on other than a monthly basis.

#### C. Payment for less than a full payroll period.

1. The amount of salary paid for a period less than a full payroll period to an employee shall be determined on the basis of the number of hours/days the employee worked in the payroll period. Agencies shall use the table provided for in 7 MCAR § 1.315 in computing this salary. Those agencies with an exclusive representative who have negotiated different salary schedules and those agencies operating under the provisions of 7 MCAR § 1.260 B.1.c. shall use their ~~facsimile of table prepared in accordance with 7 MCAR § 1.315~~ in computing this salary.

#### D. Part payment from another source.

1. When part of the compensation of a local Public Health employee regularly is paid from another source, such as federal, state, city or county governmental departments, or from a different fund or account outside the control of the local public health authority, the total salary from all governmental sources combined shall not exceed the amount payable at the maximum rate for the class of position involved on the compensation plan adopted by the agency.

#### E. Compensation for vacation and/or sick leave upon separation.

1. An employee, who has permanent status in a local public health agency in some class, who is separated from the agency shall be paid for accumulated, unused vacation leave in accordance with 7 MCAR § 1.250 C., on the basis of the appropriate daily or hourly rate as shown on the table prepared in accordance with 7 MCAR § 1.315 of the applicable facsimile of 7 MCAR § 1.315. This is illustrated by the following examples:

An employee who earns \$844 a month and is paid \$388 on a bi-weekly payroll (\$38.80 daily rate) works 8 days in the payroll period and terminates her employment. She has 11 days of vacation accumulated. Daily rate of \$38.80 × 19 days (8 regular working days plus 11 days of vacation) = \$737.20.



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An employee who earns \$844 a month and is paid on a monthly basis works 8 days in the month which has 22 working days in it and terminates her employment. She has 11 days of vacation accumulated. Daily rate of \$38.36 (for 22 day month) × 19 days (8 regular working days plus 11 days of vacation) = \$727.70.

2. The amount of vacation pay due shall be added to the salary earned by the employee for time worked in the part pay period of his/her employment and made in the form of a single lump sum payment.

3. Compensation for sick leave payment, in cases where such payment is made on termination, shall be in the same manner as for vacation leave under 7 MCAR § 1.261 E.2.

### F. Overtime compensation.

1. Except for the provisions of the Minnesota Fair Labor Standards Act, no additional compensation shall be paid for overtime, whether in the discharge of duties of the position or for the duties of another position, except in: (1) an emergency in which the local public health authority orders such overtime; or (2) when such overtime is otherwise approved in advance by the local public health authority or its designee; or (3) as may be otherwise negotiated. Rates of pay for this overtime work shall be decided by the local public health authority and it shall be discretionary with the local public health authority whether the employee shall have compensatory time off or overtime pay, except as provided in the Minnesota Fair Labor Standards Act and/or as modified through contractual agreement in those agencies where employees have an exclusive representative. When payment is made for overtime, the rate and the number of hours worked shall be shown in the "Remarks" column on the payroll report.

### 7 MCAR § 1.283 Public health educator II.

A. Kind of work. Under general administrative supervision does professional and administrative work of more than ordinary difficulty and complexity directing a comprehensive health education program; and performs related work as assigned.

B. Examples of work (illustrative only). Promotes establishment of health educational programs in schools through contacts with by contacting school administrators, ~~superintendents and principals~~, voluntary health agencies, community groups, professional associations and other health and

human service providers. Prepares teaching materials for incorporation into school programs. Advises school faculties on methods and procedures in disease prevention and control education. Lectures to parent-teacher associations and other civil organizations interested in health educational work. Plans, develops, and evaluates in cooperation with the Public Health Officer the health education in accordance with needs and policies. Conducts courses and assists in the training of staff and others in health education techniques. Supervises and participates in the preparation, selection, evaluation and distribution of health education materials. Plans and organizes conferences and meetings, to promote health.

C. Knowledges and abilities required. ~~Thorough~~ Knowledge of the principles of public health education. ~~Thorough~~ Knowledge of modern educational theory and techniques. ~~Considerable~~ Knowledge of the available sources of public health information. ~~Considerable~~ Knowledge of the programs and policies of the agency. ~~Working~~ Knowledge of journalistic principles of public health education. Ability to speak effectively before varied groups. Ability to plan and organize public health informational programs and to stimulate and maintain support and cooperation for the program. Ability to prepare courses of study and professional bulletins. Ability to use effectively teaching materials and equipment. Ability to work with the public and members of the agency staff.

D. Minimum qualifications of education and experience. Graduation from an accredited college or university with a master's degree in public health education and three years of full-time paid experience in health education.

### 7 MCAR § 1.290 Public Health Educator I.

A. Kind of work. Under supervision does professional and administrative work related to supervising a comprehensive health education program; establishes and conducts health education programs for patients and consumers; and performs related work as assigned.

B. Examples of work (illustrative only). Promotes establishment of effective health education programs in the community through contacts with school administrators, voluntary health agencies, community groups, professional associations and other health and human service providers. Prepares educational materials for incorporation into school programs. Advises school faculties on new and effective school health education methods. Involves parent-teacher

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# PROPOSED RULES

associations and other organizations interested in health education in community health educational activities. Conducts courses and assists in the training of staff and others in health education techniques. Works with voluntary agencies, agricultural extension agents and other health information providers to explain health information to the general public. Participates in the preparation, selection, evaluation and distribution of health education materials. Assists with the organization of conferences and meetings, and other community based activities to accomplish community health education objectives.

C. Knowledges and abilities required. Knowledge of the

principles of public health education. Knowledge of modern educational theory and techniques. Knowledge of the available sources of public health information. Knowledge of the programs and policies of the agency. Knowledge of communication principles. Ability to speak and write effectively. Ability to prepare curricula educational plans and other communiques. Ability to use educational materials and equipment effectively. Ability to work with the public and members of the agency staff.

D. Minimum qualifications of education and experience. Graduation from an accredited college or university with a bachelor's degree in public health education, community health education or related field.

## 7 MCAR § 1.314 Compensation Plan - 1978

### A. Professional and Administrative

#### 1. Plan A

a. Class of Positions	1	2	3	4	5	6	7	8	9
Asst. Dir. of Envir. Health	1294	1355	1415	1479	1546	1615	1689	1767	1848
Asst. Dir. of Pub. Health Nurs.	1133	1187	1236	1294	1355	1415	1479	1546	1615
Business Administrator	1182	1236	1294	1355	1415	1479	1546	1615	1689
Business Supervisor	867	906	947	991	1036	1084	1133	1182	1236
Dir. of Envir. Health	1479	1546	1516	1689	1767	1848	1931	2019	2114
Dir. of Pub. Health Nurs. I	1133	1182	1236	1294	1355	1415	1479	1546	1615
Dir. of Pub. Health Nurs. II	1294	1355	1415	1479	1546	1615	1689	1767	1848
Home Care Coordinator	1036	1084	1133	1182	1236	1294	1355	1415	
Medical Technologist	947	991	1036	1084	1133	1182			
<u>Public Health Educator I</u>	<u>947</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	
Public Health Educator <u>II</u>	1182	1236	1294	1355	1415	1479	1546	1615	
Public Health Nurse	947	991	1036	1084	1133	1182	1236		
Public Health Nurse (Team Leader)	991	1036	1084	1133	1182	1236	1294		
Public Health Nutritionist	1084	1133	1182	1236	1294	1355	1415	1479	
Registered Nurse									
A.A. Degree or 3 yr. Diploma	867	906	947	991	1036	1084	1133		
Baccalaureate Degree	906	947	991	1036	1084	1133			

# PROPOSED RULES

Sanitarian I	947	991	1036	1084					
Sanitarian II	1036	1084	1133	1182	1236	1294	1355	1415	
Sanitarian III	1133	1182	1236	1294	1355	1415	1479	1546	1615
Sanitarian IV	1236	1294	1355	1415	1479	1546	1615	1689	1767
School Health Coordinator	991	1036	1084	1133	1182	1236	1294	1355	
Senior Public Health Nurse	1036	1084	1133	1182	1236	1294	1355		
2. Plan B									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Asst. Dir. of Envir. Health	1355	1415	1479	1546	1615	1689	1767	1848	1931
Asst. Dir. of Pub. Health Nurs.	1182	1236	1294	1355	1415	1479	1546	1615	1689
Business Administrator	1236	1294	1355	1415	1479	1546	1615	1689	1767
Business Supervisor	906	947	991	1036	1084	1133	1182	1236	1294
Dir. of Envir. Health	1546	1615	1689	1767	1848	1931	2019	2114	2210
Dir. of Pub. Health Nurs. I	1182	1236	1294	1355	1415	1479	1546	1615	1689
Dir. of Pub. Health Nurs. II	1355	1415	1479	1546	1615	1689	1767	1848	1931
Home Care Coordinator	1084	1133	1182	1236	1294	1355	1415	1479	
Medical Technologist	991	1036	1084	1133	1182	1236			
<u>Public Health Educator I</u>	<u>991</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	
Public Health Educator <u>II</u>	1236	1294	1355	1415	1479	1546	1615	1689	
Public Health Nurse	991	1036	1084	1133	1182	1236	1294		
Public Health Nurse (Team Leader)	1036	1084	1133	1182	1236	1294	1355		
Public Health Nutritionist	1133	1182	1236	1294	1355	1415	1479	1546	
Registered Nurse									
A.A. Degree or 3 yr. Diploma	906	947	991	1036	1084	1133	1182		
Baccalaureate Degree	947	991	1036	1084	1133	1182			

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Sanitarian I	991	1036	1084	1133					
Sanitarian II	1084	1133	1182	1236	1294	1355	1415	1479	
Sanitarian III	1182	1236	1294	1355	1415	1479	1546	1615	1689
Sanitarian IV	1294	1355	1415	1479	1546	1615	1689	1767	1848
School Health Coordinator	1036	1084	1133	1182	1236	1294	1355	1415	
Senior Public Health Nurse	1084	1133	1182	1236	1294	1355	1415		
3. Plan C									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Asst. Dir. of Envir. Health	1415	1479	1546	1615	1689	1767	1848	1931	2019
Asst. Dir. of Pub. Health Nurs.	1236	1294	1355	1415	1479	1546	1615	1689	1767
Business Administrator	1294	1355	1415	1479	1546	1615	1689	1767	1848
Business Supervisor	947	991	1036	1084	1133	1182	1236	1294	1355
Dir. of Envir. Health	1615	1689	1767	1848	1931	2019	2114	2210	2310
Dir. of Pub. Health Nurs. I	1236	1294	1355	1415	1479	1546	1615	1689	1767
Dir. of Pub. Health Nurs. II	1415	1479	1546	1615	1689	1767	1848	1931	2019
Home Care Coordinator	1133	1182	1236	1294	1355	1415	1479	1546	
Medical Technologist	1036	1084	1133	1182	1236	1294			
<u>Public Health Educator I</u>	<u>1036</u>	<u>1084</u>	<u>1133</u>	<u>1182</u>	<u>1236</u>	<u>1294</u>	<u>1355</u>	<u>1415</u>	
<u>Public Health Educator II</u>	1294	1355	1415	1479	1546	1615	1689	1767	
Public Health Nurse	1058	1108	1157	1208	1263	1324	1385		
Public Health Nurse (Team Leader)	1108	1157	1208	1263	1324	1385	1446		
Public Health Nutritionist	1182	1236	1294	1355	1415	1479	1546	1615	
Registered Nurse									
A.A. Degree or 3 yr. Diploma	969	1013	1058	1108	1157	1208	1263		
Baccalaureate Degree	1013	1058	1108	1157	1208	1263			
Sanitarian I	1036	1084	1133	1182					
Sanitarian II	1133	1182	1236	1294	1355	1415	1479	1546	
Sanitarian III	1236	1294	1355	1415	1479	1546	1615	1689	1767

# PROPOSED RULES

Sanitarian IV	1355	1415	1479	1546	1615	1689	1767	1848	1931
School Health Coordinator	1084	1133	1182	1236	1294	1355	1415	1479	
Senior Public Health Nurse	1157	1208	1263	1324	1385	1446	1512		

**B. Health Services Support Personnel**

**1. Plan A**

<b>a. Class of Positions</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
Animal Warden	648	676	709	742	776	810	847		
Bookkeeper	709	742	776	810	847	886	925	969	1013
Home Health Aide	521	543	565	592	620	648	676		
Home Health Aide Coordinator	742	776	810	847	886	925	969		
Inspector I	709	742	776	810					
Inspector II	776	810	847	886	925	969	1013		
Laboratory Technician	565	592	620	648	676	709	742		
Licensed Practical Nurse	676	709	742	776	810	847			
Medical Laboratory Assistant	648	676	709	742	776	810	847		
Public Health Aide	416	433	455	477	499	521	543		

**2. Plan B**

<b>a. Class of Positions</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
Animal Warden	676	709	742	776	810	847	886		
Bookkeeper	742	776	810	847	886	925	969	1013	1058
Home Health Aide	543	565	592	620	648	676	709		
Home Health Aide Coordinator	776	810	847	886	925	969	1013		
Inspector I	742	776	810	847					
Inspector II	810	847	886	925	969	1013	1058		
Laboratory Technician	592	620	648	<b>676</b>	709	742	776		

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Licensed Practical Nurse	709	742	776	810	847	886			
Medical Laboratory Assistant	676	709	742	776	810	847	886		
Public Health Aide	433	455	477	499	521	543	565		
3. Plan C									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Animal Warden	709	742	776	810	847	886	925		
Bookkeeper	776	810	847	886	925	969	1013	1058	1108
Home Health Aide	565	592	620	648	676	709	742		
Home Health Aide Coordinator	810	847	886	925	969	1013	1058		
Inspector I	776	810	847	886					
Inspector II	847	886	925	969	1013	1058	1108		
Laboratory Technician	620	648	676	709	742	776	810		
Licensed Practical Nurse	742	776	810	847	886	925			
Medical Laboratory Assistant	709	742	776	810	847	886	925		
Public Health Aide	455	477	499	521	543	565	592		
C. Clerical									
1. Plan A									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Clerk I	434	451	467	483	499	518	539	560	581
Clerk II	499	518	539	560	581	602	623	646	672
Clerk III	581	602	623	646	672	699	726	755	786
Clerk-Typist I	451	467	483	499	518	539	560	581	602
Clerk Typist II	499	518	539	560	581	602	623	646	672
Clerk-Typist III	581	602	623	646	672	699	726	755	786
Clerk-Steno I	483	499	518	539	560	581	602	623	646
Clerk-Steno II	539	560	581	602	623	646	672	699	726
Clerk-Steno III	602	623	646	672	699	726	755	786	818
Swbd. Operator I	467	483	499	518	539	560	581	602	623
Swbd. Operator II	499	518	539	560	581	602	623	646	672

# PROPOSED RULES

2. Plan B									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Clerk I	451	467	483	499	518	539	560	581	602
Clerk II	518	539	560	581	602	623	646	672	699
Clerk III	602	623	646	672	699	726	755	786	818
Clerk-Typist I	467	483	499	518	539	560	581	602	623
Clerk-Typist II	518	539	560	581	602	623	646	672	699
Clerk-Typist III	602	623	646	672	699	726	755	786	818
Clerk-Steno I	499	518	539	560	581	602	623	646	672
Clerk-Steno II	560	581	602	623	646	672	699	726	755
Clerk-Steno III	623	646	672	699	726	755	786	818	850
Swbd. Operator I	483	499	518	539	560	581	602	623	646
Swbd. Operator II	518	539	560	581	602	623	646	672	699

3. Plan C									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Clerk I	467	483	499	518	539	560	581	602	623
Clerk II	539	560	581	602	623	646	672	699	726
Clerk III	623	646	672	699	726	755	786	818	850
Clerk-Typist I	483	499	518	539	560	581	602	623	646
Clerk-Typist II	539	560	581	602	623	646	672	699	726
Clerk-Typist III	623	646	672	699	726	755	786	818	850
Clerk-Steno I	518	539	560	581	602	623	646	672	699
Clerk-Steno II	581	602	623	646	672	699	726	755	786
Clerk-Steno III	646	672	699	726	755	786	818	850	884
Swbd. Operator I	499	518	539	560	581	602	623	646	672
Swbd. Operator II	539	560	581	602	623	646	672	699	726

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# PROPOSED RULES

4. Plan D									
a. Class of Positions	1	2	3	4	5	6	7	8	9
Clerk I	483	499	518	539	560	581	602	623	646
Clerk II	560	581	602	623	646	672	699	726	755
Clerk III	646	672	699	726	755	786	818	850	884
Clerk-Typist I	499	518	539	560	581	602	623	646	672
Clerk-Typist II	560	581	602	623	646	672	699	726	755
Clerk-Typist III	646	672	699	726	755	786	818	850	884
Clerk-Steno I	539	560	581	602	623	646	672	699	726
Clerk-Steno II	602	623	646	672	699	726	755	786	818
Clerk-Steno III	672	699	726	755	786	818	850	884	921
Swbd. Operator I	518	539	560	581	602	623	646	672	699
Swbd. Operator II	560	581	602	623	646	672	699	726	755

5. Plan E								
a. Class of Positions	1	2	3	4	5	6	7	8
Clerk I	518	539	560	581	602	623	646	672
Clerk II	602	623	646	672	699	726	755	786
Clerk III	699	726	755	786	818	850	884	921
Clerk-Typist I	539	560	581	602	623	646	672	699
Clerk-Typist II	602	623	646	672	699	726	755	786
Clerk-Typist III	699	726	755	786	818	850	884	921
Clerk-Steno I	581	602	623	646	672	699	726	755
Clerk-Steno II	646	672	699	726	755	786	818	850
Clerk-Steno III	726	755	786	818	850	884	921	958
Swbd. Operator I	560	581	602	623	646	672	699	726
Swbd. Operator II	602	623	646	672	699	726	755	786



# PROPOSED RULES

6. Plan F							
a. Class of Positions	1	2	3	4	5	6	7
Clerk I	560	581	602	623	646	672	699
Clerk II	623	646	672	699	726	755	786
Clerk III	726	755	786	818	850	884	921
Clerk-Typist I	581	602	623	646	672	699	726
Clerk-Typist II	623	646	672	699	726	755	786
Clerk-Typist III	726	755	786	818	850	884	921
Clerk-Steno I	602	623	646	672	699	726	755
Clerk-Steno II	672	699	726	755	786	818	850
Clerk-Steno III	755	786	818	850	884	921	958
Swbd. Operator I	581	602	623	646	672	699	726
Swbd. Operator II	623	646	672	699	726	755	786

D. Building Maintenance							
1. Plan A							
a. Class of Positions	1	2	3	4	5	6	7
Custodian (1)	515	536	557	578	601		
Janitor (1)	601	627	654	681	710	741	773
2. Plan B							
a. Class of Positions	1	2	3	4	5	6	7
Custodian (1)	601	627	654	681	710		
Janitor (1)	710	741	773	805	839	876	913

(1) Employees who are required to work for a period of at least five hours after 6 p.m. on a regular scheduled basis may be paid a shift differential in the amount of one salary step above their normal day-work rate.

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# PROPOSED RULES

## 7 MCAR § 1.314 Compensation Plan - 1979

- A. Professional and Administrative
  - 1. Plan A
    - a. Class of Positions

	1	2	3	4	5	6	7	8	9
Asst. Dir. of Envir. Health	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>
Asst. Dir. of Pub. Health Nurs.	<del>1133</del> <u>1241</u>	<del>1187</del> <u>1298</u>	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>
Business Administrator	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>
Business Supervisor	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>
Dir. of Envir. Health	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>
Dir. of Pub. Health Nurs. I	<del>1133</del> <u>1241</u>	<del>1182</del> <u>1298</u>	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>
Dir. of Pub. Health Nurs. II	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>
Home Care Coordinator	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Medical Technologist	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<u>1298</u>		
Public Health Educator I	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	
Public Health Educator II	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	
Public Health Nurse	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>		
Public Health Nurse (Team Leader)	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>		
Public Health Nutritionist	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	
Registered Nurse									
A.A. Degree or 3-yr. Diploma	867	906	947	991	1036	1084	1133		
Baccalaureate Degree	906	947	991	1036	1084	1133			
<u>A.A. Deg., 3 yr. Dip., or</u>									
<u>B. S. Deg.</u>	<u>951</u>	<u>994</u>	<u>1041</u>	<u>1088</u>	<u>1138</u>	<u>1190</u>			

# PROPOSED RULES

Sanitarian I	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>					
Sanitarian II	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Sanitarian III	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>
Sanitarian IV	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>
School Health Coordinator	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	
Senior Public Health Nurse	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>		
2. Plan B									
a. Class of Positions									
	1	2	3	4	5	6	7	8	9
Asst. Dir. of Envir. Health	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>
Asst. Dir. of Pub. Health Nurs.	<del>1182</del> <u>1298</u>	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>
Business Administrator	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>
Business Supervisor	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>
Dir. of Envir. Health	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>
Dir. of Pub. Health Nurs. I	<del>1182</del> <u>1298</u>	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>
Dir. of Pub. Health Nurs. II	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>
Home Care Coordinator	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	
Medical Technologist	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<u>1359</u>		
Public Health Educator I	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Public Health Educator II	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	
Public Health Nurse	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>		
Public Health Nurse (Team Leader)	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>		
Public Health Nutritionist	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	
Registered Nurse									
A.A. Degree or 3 yr. Diploma	906	947	991	1036	1084	1133	1182		
Baccalaureate Degree	947	991	1036	1084	1133	1182			
<u>A.A. Deg., 3 yr. Dip., or</u>									
<u>B.S. Deg.</u>	994	1041	1088	1138	1190	1241			
Sanitarian I	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>					
Sanitarian II	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	
Sanitarian III	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>
Sanitarian IV	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1849</del> <u>1940</u>
School Health Coordinator	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Senior Public Health Nurse	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>		
3. Plan C									
a. Class of Positions									
	1	2	3	4	5	6	7	8	9
Asst. Dir. of Envir. Health	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>
Asst. Dir. of Pub. Health Nurs.	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>
Business Administrator	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>
Business Supervisor	947 <u>994</u>	991 <u>1041</u>	1036 <u>1088</u>	1084 <u>1138</u>	1133 <u>1190</u>	1182 <u>1241</u>	1236 <u>1298</u>	1294 <u>1359</u>	1355 <u>1423</u>
Dir. of Envir. Health	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>

# PROPOSED RULES

Dir. of Pub. Health Nurs. I	<del>1236</del> <u>1359</u>	<del>1294</del> <u>1423</u>	<del>1355</del> <u>1486</u>	<del>1415</del> <u>1553</u>	<del>1479</del> <u>1623</u>	<del>1546</del> <u>1696</u>	<del>1615</del> <u>1773</u>	<del>1689</del> <u>1855</u>	<del>1767</del> <u>1940</u>
Dir. of Pub. Health Nurs. II	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>
Home Care Coordinator	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	
Medical Technologist	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1423</del> <u>1423</u>		
Public Health Educator I	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	
Public Health Educator II	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	
Public Health Nurse	<del>1058</del> <u>1111</u>	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>		
Public Health Nurse (Team Leader)	<del>1108</del> <u>1163</u>	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>		
Public Health Nutritionist	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	
Registered Nurse									
A.A. Degree or 3-yr. Diploma	969	<del>1013</del>	<del>1058</del>	<del>1108</del>	<del>1157</del>	<del>1208</del>	<del>1263</del>		
Baccalaureate Degree	<del>1013</del>	<del>1058</del>	<del>1108</del>	<del>1157</del>	<del>1208</del>	<del>1263</del>			
<u>A.A. Deg., 3 yr. Dip., or</u>									
<u>B.S. Deg.</u>	<u>1064</u>	<u>1111</u>	<u>1163</u>	<u>1215</u>	<u>1268</u>	<u>1326</u>			
Sanitarian I	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>					
Sanitarian II	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	
Sanitarian III	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>
Sanitarian IV	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>
School Health Coordinator	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	
Senior Public Health Nurse	<del>1157</del> <u>1215</u>	<del>1208</del> <u>1268</u>	<del>1263</del> <u>1326</u>	<del>1324</del> <u>1390</u>	<del>1385</del> <u>1454</u>	<del>1446</del> <u>1518</u>	<del>1512</del> <u>1588</u>		

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

## B. Health Services Support Personnel

### 1. Plan A

#### a. Class of Positions

	1	2	3	4	5	6	7	8	9
Animal Warden	<u>648</u> <u>710</u>	<u>676</u> <u>744</u>	<u>709</u> <u>779</u>	<u>742</u> <u>815</u>	<u>776</u> <u>851</u>	<u>810</u> <u>889</u>	<u>847</u> <u>930</u>		
Bookkeeper	<u>709</u> <u>744</u>	<u>742</u> <u>779</u>	<u>776</u> <u>815</u>	<u>810</u> <u>851</u>	<u>847</u> <u>889</u>	<u>886</u> <u>930</u>	<u>925</u> <u>971</u>	<u>969</u> <u>1017</u>	<u>1013</u> <u>1064</u>
Home Health Aide	<u>521</u> <u>547</u>	<u>543</u> <u>570</u>	<u>565</u> <u>593</u>	<u>592</u> <u>622</u>	<u>620</u> <u>651</u>	<u>648</u> <u>680</u>	<u>676</u> <u>710</u>		
Home Health Aide Coordinator	<u>742</u> <u>779</u>	<u>776</u> <u>815</u>	<u>810</u> <u>851</u>	<u>847</u> <u>889</u>	<u>886</u> <u>930</u>	<u>925</u> <u>971</u>	<u>969</u> <u>1017</u>		
Inspector I	<u>709</u> <u>779</u>	<u>742</u> <u>815</u>	<u>776</u> <u>851</u>	<u>810</u> <u>889</u>					
Inspector II	<u>776</u> <u>851</u>	<u>810</u> <u>889</u>	<u>847</u> <u>930</u>	<u>886</u> <u>971</u>	<u>925</u> <u>1017</u>	<u>969</u> <u>1064</u>	<u>1013</u> <u>1111</u>		
Laboratory Technician	<u>565</u> <u>636</u>	<u>592</u> <u>666</u>	<u>620</u> <u>696</u>	<u>648</u> <u>728</u>	<u>676</u> <u>762</u>	<u>709</u> <u>797</u>	<u>742</u> <u>833</u>		
Licensed Practical Nurse	<u>676</u> <u>710</u>	<u>709</u> <u>744</u>	<u>742</u> <u>779</u>	<u>776</u> <u>815</u>	<u>810</u> <u>851</u>	<u>847</u> <u>889</u>			
Medical Laboratory Assistant	<u>648</u> <u>680</u>	<u>676</u> <u>710</u>	<u>709</u> <u>744</u>	<u>742</u> <u>779</u>	<u>776</u> <u>815</u>	<u>810</u> <u>851</u>	<u>847</u> <u>889</u>		
Public Health Aide	<u>416</u> <u>437</u>	<u>433</u> <u>455</u>	<u>455</u> <u>478</u>	<u>477</u> <u>501</u>	<u>499</u> <u>524</u>	<u>521</u> <u>547</u>	<u>543</u> <u>570</u>		

### 2. Plan B

#### a. Class of Positions

	1	2	3	4	5	6	7	8	9
Animal Warden	<u>676</u> <u>744</u>	<u>709</u> <u>779</u>	<u>742</u> <u>815</u>	<u>776</u> <u>851</u>	<u>810</u> <u>889</u>	<u>847</u> <u>930</u>	<u>886</u> <u>971</u>		
Bookkeeper	<u>742</u> <u>779</u>	<u>776</u> <u>815</u>	<u>810</u> <u>851</u>	<u>847</u> <u>889</u>	<u>886</u> <u>930</u>	<u>925</u> <u>971</u>	<u>969</u> <u>1017</u>	<u>1013</u> <u>1064</u>	<u>1058</u> <u>1111</u>
Home Health Aide	<u>543</u> <u>570</u>	<u>565</u> <u>593</u>	<u>592</u> <u>622</u>	<u>620</u> <u>651</u>	<u>648</u> <u>680</u>	<u>676</u> <u>710</u>	<u>709</u> <u>744</u>		
Home Health Aide Coordinator	<u>776</u> <u>815</u>	<u>810</u> <u>851</u>	<u>847</u> <u>889</u>	<u>886</u> <u>930</u>	<u>925</u> <u>971</u>	<u>969</u> <u>1017</u>	<u>1013</u> <u>1064</u>		
Inspector I	<u>742</u> <u>815</u>	<u>776</u> <u>851</u>	<u>810</u> <u>889</u>	<u>847</u> <u>930</u>					
Inspector II	<u>810</u> <u>889</u>	<u>847</u> <u>930</u>	<u>886</u> <u>971</u>	<u>925</u> <u>1017</u>	<u>969</u> <u>1064</u>	<u>1013</u> <u>1111</u>	<u>1058</u> <u>1163</u>		

# PROPOSED RULES

Laboratory Technician	<u>592</u>	<u>620</u>	<u>648</u>	<u>676</u>	<u>709</u>	<u>742</u>	<u>776</u>
	<u>666</u>	<u>696</u>	<u>728</u>	<u>762</u>	<u>797</u>	<u>833</u>	<u>869</u>
Licensed Practical Nurse	<u>709</u>	<u>742</u>	<u>776</u>	<u>810</u>	<u>847</u>	<u>886</u>	
	<u>744</u>	<u>779</u>	<u>815</u>	<u>851</u>	<u>889</u>	<u>930</u>	
Medical Laboratory Assistant	<u>676</u>	<u>709</u>	<u>742</u>	<u>776</u>	<u>810</u>	<u>847</u>	<u>886</u>
	<u>710</u>	<u>744</u>	<u>779</u>	<u>815</u>	<u>851</u>	<u>889</u>	<u>930</u>
Public Health Aide	<u>433</u>	<u>455</u>	<u>477</u>	<u>499</u>	<u>521</u>	<u>543</u>	<u>565</u>
	<u>455</u>	<u>478</u>	<u>501</u>	<u>524</u>	<u>547</u>	<u>570</u>	<u>593</u>

3. Plan C  
a. Class of Positions

	1	2	3	4	5	6	7	8	9
Animal Warden	<u>709</u>	<u>742</u>	<u>776</u>	<u>810</u>	<u>847</u>	<u>886</u>	<u>925</u>		
	<u>779</u>	<u>815</u>	<u>851</u>	<u>889</u>	<u>930</u>	<u>971</u>	<u>1017</u>		
Bookkeeper	<u>776</u>	<u>810</u>	<u>847</u>	<u>886</u>	<u>925</u>	<u>969</u>	<u>1013</u>	<u>1058</u>	<u>1108</u>
	<u>815</u>	<u>851</u>	<u>889</u>	<u>930</u>	<u>971</u>	<u>1017</u>	<u>1064</u>	<u>1111</u>	<u>1163</u>
Home Health Aide	<u>565</u>	<u>592</u>	<u>620</u>	<u>648</u>	<u>676</u>	<u>709</u>	<u>742</u>		
	<u>593</u>	<u>622</u>	<u>651</u>	<u>680</u>	<u>710</u>	<u>744</u>	<u>779</u>		
Home Health Aide Coordinator	<u>810</u>	<u>847</u>	<u>886</u>	<u>925</u>	<u>969</u>	<u>1013</u>	<u>1058</u>		
	<u>851</u>	<u>889</u>	<u>930</u>	<u>971</u>	<u>1017</u>	<u>1064</u>	<u>1111</u>		
Inspector I	<u>776</u>	<u>810</u>	<u>847</u>	<u>886</u>					
	<u>851</u>	<u>889</u>	<u>930</u>	<u>971</u>					
Inspector II	<u>847</u>	<u>886</u>	<u>925</u>	<u>969</u>	<u>1013</u>	<u>1058</u>	<u>1108</u>		
	<u>930</u>	<u>971</u>	<u>1017</u>	<u>1064</u>	<u>1111</u>	<u>1163</u>	<u>1215</u>		
Laboratory Technician	<u>620</u>	<u>648</u>	<u>676</u>	<u>709</u>	<u>742</u>	<u>776</u>	<u>810</u>		
	<u>696</u>	<u>728</u>	<u>762</u>	<u>797</u>	<u>833</u>	<u>869</u>	<u>910</u>		
Licensed Practical Nurse	<u>742</u>	<u>776</u>	<u>810</u>	<u>847</u>	<u>886</u>	<u>925</u>			
	<u>779</u>	<u>815</u>	<u>851</u>	<u>889</u>	<u>930</u>	<u>971</u>			
Medical Laboratory Assistant	<u>709</u>	<u>742</u>	<u>776</u>	<u>810</u>	<u>847</u>	<u>886</u>	<u>925</u>		
	<u>744</u>	<u>779</u>	<u>815</u>	<u>851</u>	<u>889</u>	<u>930</u>	<u>971</u>		
Public Health Aide	<u>455</u>	<u>477</u>	<u>499</u>	<u>521</u>	<u>543</u>	<u>565</u>	<u>592</u>		
	<u>478</u>	<u>501</u>	<u>524</u>	<u>547</u>	<u>570</u>	<u>593</u>	<u>622</u>		

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

C. Clerical  
 1. Plan A  
 a. Class of Positions

	1	2	3	4	5	6	7	8	9
Clerk I	<del>434</del> <u>474</u>	<del>451</del> <u>491</u>	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>
Clerk II	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerk III	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk-Typist I	<del>451</del> <u>491</u>	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>
Clerk-Typist II	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerk-Typist III	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk-Steno I	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>
Clerk-Steno II	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Clerk-Steno III	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>
Swbd. Operator I	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>
Swbd. Operator II	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>

2. Plan B  
 a. Class of Positions

	1	2	3	4	5	6	7	8	9
Clerk I	<del>451</del> <u>491</u>	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>
Clerk II	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>
Clerk III	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>
Clerk-Typist I	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>
Clerk-Typist II	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>



# PROPOSED RULES

Clerk-Typist III	<u>602</u> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>
Clerk-Steno I	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerk-Steno II	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>
Clerk-Steno III	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>
Swbd. Operator I	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>
Swbd. Operator II	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>
3. Plan C									
a. Class of Positions									
	1	2	3	4	5	6	7	8	9
Clerk I	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>
Clerk II	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Clerk III	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>
Clerk-Typist I	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>
Clerk-Typist II	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Clerk-Typist III	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>
<del>Clerk-Steno I</del>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>
Clerk-Steno II	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk-Steno III	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>
Swbd. Operator I	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Swbd. Operator II	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>
	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>

4. Plan D  
a. Class of Positions

	1	2	3	4	5	6	7	8	9
Clerk I	<u>483</u>	<u>499</u>	<u>518</u>	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>
	<u>523</u>	<u>539</u>	<u>558</u>	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>
Clerk II	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>
	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>
Clerk III	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>	<u>884</u>
	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>	<u>924</u>
Clerk-Typist I	<u>499</u>	<u>518</u>	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>
	<u>539</u>	<u>558</u>	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>
Clerk-Typist II	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>
	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>
Clerk-Typist III	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>	<u>884</u>
	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>	<u>924</u>
Clerk-Steno I	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>
	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>
Clerk-Steno II	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>
	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>
Clerk-Steno III	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>	<u>884</u>	<u>921</u>
	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>	<u>924</u>	<u>961</u>
Swbd. Operator I	<u>518</u>	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>
	<u>558</u>	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>
Swbd. Operator II	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>
	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>

5. Plan E  
a. Class of Positions

	1	2	3	4	5	6	7	8
Clerk I	<u>518</u>	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>
	<u>558</u>	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>
Clerk II	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>
	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>
Clerk III	<u>699</u>	<u>726</u>	<u>755</u>	<u>786</u>	<u>818</u>	<u>850</u>	<u>884</u>	<u>921</u>
	<u>739</u>	<u>766</u>	<u>795</u>	<u>826</u>	<u>858</u>	<u>890</u>	<u>924</u>	<u>961</u>
Clerk-Typist I	<u>539</u>	<u>560</u>	<u>581</u>	<u>602</u>	<u>623</u>	<u>646</u>	<u>672</u>	<u>699</u>
	<u>579</u>	<u>600</u>	<u>621</u>	<u>642</u>	<u>663</u>	<u>686</u>	<u>712</u>	<u>739</u>

# PROPOSED RULES

Clerk-Typist II	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk-Typist III	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>
Clerk-Steno I	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>
Clerk-Steno II	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>
Clerk-Steno III	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>958</del> <u>998</u>
Swbd. Operator I	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Swbd. Operator II	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>

6. Plan F  
a. Class of Positions

	1	2	3	4	5	6	7	8
Clerk I	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>766</del> <u>766</u>
Clerk II	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>858</del> <u>858</u>
Clerk III	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>998</del> <u>998</u>
Clerk-Typist I	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>795</del> <u>795</u>
Clerk-Typist II	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>858</del> <u>858</u>
Clerk-Typist III	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>998</del> <u>998</u>
Clerk-Steno I	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>826</del> <u>826</u>
Clerk-Steno II	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>924</del> <u>924</u>
Clerk-Steno III	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>	<del>921</del> <u>961</u>	<del>958</del> <u>998</u>	<del>1037</del> <u>1037</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Swbd. Operator I	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<u>795</u>
Swbd. Operator II	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<u>858</u>

## D. Building Maintenance

### 1. Plan A

#### a. Class of Positions

	1	2	3	4	5	6	7
Custodian (1)	<del>515</del> <u>541</u>	<del>536</del> <u>563</u>	<del>557</del> <u>585</u>	<del>578</del> <u>607</u>	<del>601</del> <u>631</u>		
Janitor (1)	<del>601</del> <u>631</u>	<del>627</del> <u>658</u>	<del>654</del> <u>687</u>	<del>681</del> <u>715</u>	<del>710</del> <u>746</u>	<del>741</del> <u>778</u>	<del>773</del> <u>812</u>

### 2. Plan B

#### a. Class of Positions

	1	2	3	4	5	6	7
Custodian (1)	<del>601</del> <u>631</u>	<del>627</del> <u>658</u>	<del>654</del> <u>687</u>	<del>681</del> <u>715</u>	<del>710</del> <u>746</u>		
Janitor (1)	<del>710</del> <u>746</u>	<del>741</del> <u>778</u>	<del>773</del> <u>812</u>	<del>805</del> <u>845</u>	<del>839</del> <u>881</u>	<del>876</del> <u>920</u>	<del>913</del> <u>959</u>

(1) Employees who are required to work for a period of at least five hours after 6 P.M. on a regular scheduled basis may be paid a shift differential in the amount of one salary step above their normal day-work rate.

The existing language of rule 7 MCAR § 1.315 is being deleted in its entirety and is identical to the deletion of 12 MCAR § 2.841 for the Department of Public Welfare, as published in this issue.

**7 MCAR § 1.315 Public Health Salary Schedule Provisions for computing monthly, hourly, less-than-full-time, bi-weekly, and four week salary rates.**

Salary Conversion Tables. The Supervisor shall publish a Salary Conversion Table as part of the Minnesota Merit System Manual. The table shall list all existing salary rates listed in 7 MCAR § 1.314. For those salary rates, the Supervisor shall calculate hourly, daily and payroll period salaries for each of the salary rates listed. This table shall be based on an 8-hour day, 40-hour week and 2088-hour year. Agencies with a normal work schedule which varies from an

8-hour day, 40-hour week or 2088-hour year or agencies with payroll periods other than once every two weeks, every four weeks, or every month, shall supply the Supervisor with a Salary Conversion Table as provided for in 7 MCAR § 1.260 B.1.c. or in 7 MCAR § 1.261 B.2.

## Department of Public Safety

### Notice of Hearing

Notice is hereby given that a public hearing in the above-entitled matter will be held in the Auditorium, State Office Building, Wabasha Street (between Aurora and

## PROPOSED RULES

Fuller), St. Paul, Minnesota, on October 16, 1978, commencing at 9:30 a.m. and continuing until all persons have had an opportunity to be heard.

All interested or affected persons will have an opportunity to participate. At the hearing, statements may be made orally and written materials may be submitted. In addition, written materials may be submitted by mail to Mr. Steve Mihalchick, Hearing Examiner, Room 300, 1745 University Avenue, St. Paul, Minnesota 55104, (612) 296-8112, either before the hearing or within 5 working days after the public hearing ends, or for a longer period not to exceed 20 calendar days if ordered by the Hearing Examiner. Written material submitted within the above time limits will be recorded in the hearing record.

It is expected that about 100 people will attend the hearing. The agency's presentation will take approximately 3 hours.

A summary of proposed rules that affect the Compensation Plan and Salary Schedule follows:

Proposed revisions to 11 MCAR § 1.140 amend the Emergency Services (Civil Defense) Merit System Compensation Plan for positions in county and local agencies. As a result of the 1978 Minnesota Merit System Salary Survey, conducted in accord with 11 MCAR § 1.094 D., it is recommended that: Professional Compensation Plans A, B, and C be adjusted 5% at minimum, maximum, and intervening steps; Clerical Compensation Plans A, B, C, D, and E be adjusted \$40 at minimum, maximum, and intervening steps; and Clerical Compensation Plan F be adjusted \$40 at minimum and intervening steps, and an eighth step be added to the maximum for all classes. The effective date of these adjustments is January 1, 1979. (See proposed 11 MCAR § 1.094 D.)

A proposal is to establish 11 MCAR § 1.116; previously 12 MCAR § 2.516, which is a rule of the Department of Public Welfare, has applied to the Emergency Service personnel. This has caused some confusion so the proposal is to establish this rule under the Department of Public Safety. The rule, as proposed, is identical to the existing rule of the Department of Public Welfare, which currently applies, except for a few minor changes, which also are being proposed for the Department of Public Welfare Rules. In addition, 11 MCAR § 1.116 reflects a recommended general increase of 5% for incumbents on the Professional Plans, and a \$40 increase for incumbents on the Clerical Compensation Plans. The effective date of these recommended ad-

justments is January 1, 1979. (See proposed 11 MCAR § 1.094 D.)

Proposed revisions to 11 MCAR § 1.094 D.5. allow the effective date of an amended compensation plan to be delayed to the beginning date of the first payroll period following January 1, for those agencies on a bi-weekly or four-week payroll period.

Proposed revisions to 11 MCAR § 1.141 include the deletion of the entire existing rule. This rule was based on the monthly salaries established in 11 MCAR § 1.140, and is in table form for computing hourly, daily, and payroll period salary rates. The proposed new rule gives the Merit System Supervisor the authority to prepare and publish a Salary Conversion Table in accordance with the formula provided in the new rule. Additionally, agencies using salary rates other than those established by the Merit System are required to submit a Salary Conversion Table similar in format and computation to the one prepared by the Merit System Supervisor to the Supervisor.

A proposal also is to establish 11 MCAR § 1.117. This rule covers salary computation provisions for full and part-time employment, vacation and sick leave pay upon termination, partial pay periods, overtime pay and part payment from another source. Corresponding changes in 11 MCAR § 1.141 are reflected by 11 MCAR §§ 1.116 B. and 1.117 B., C. and E.

Proposed revision to 11 MCAR § 1.093 D. requires that any transfer, promotion, demotion, or layoff necessary because of a position reallocation must be completed within 60 days of the notice of reallocation.

Due to the requirements of 11 MCAR § 1.116 B.1.a., proposed changes to 11 MCAR § 1.140 will result in a reasonable estimated increase of \$1,212 in county and local expenditures in a one year period. No other rule changes will result in increased county expenditures.

Copies of the proposed rules are now available and one free copy may be obtained by writing to the Merit System Supervisor, Minnesota Merit System, Fourth Floor, Centennial Office Building, St. Paul, Minnesota 55155. Additional copies will be available at the door on the date of the hearing. The agency's authority to promulgate the proposed rules is contained in Minn. Stat. § 1.212, subd. 3.

11 MCAR § 1.091 B.1.c. makes 12 MCAR § 2.495 through 12 MCAR § 2.510, which are rules of the Depart-

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## PROPOSED RULES

ment of Public Welfare, applicable to county and local emergency services agencies. Thus, if the Department of Public Welfare adopts proposed changes to 12 MCAR §§ 2.498, 2.503, and 2.504, these rules will also apply to emergency services agencies. This hearing will be held in conjunction with the Minnesota Department of Public Welfare and the Minnesota Department of Health. A copy of the Notice of Hearing for the Minnesota Departments of Health and Public Welfare is attached for your information.

Notice is hereby given that 25 days prior to the hearing a statement of need and reasonableness will be available for review at the agency and at the Office of Hearing Examiners. This statement of need and reasonableness will include a summary of all of the evidence which will be presented by the agency at the hearing justifying both the need for and the reasonableness of the proposed rules. Copies of the statement of need and reasonableness may be obtained from the Office of Hearing Examiners at a minimal charge.

Any person may request notification of the date on which the Hearing Examiner's Report will be available, after which date the agency may not take any final action on the rules for a period of five working days. Any person may request notification of the date on which the hearing record has been submitted (or resubmitted) to the Attorney General by the agency. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the Hearing Examiner (in the case of the Hearing Examiner's Report), or to the agency (in the case of the agency's submission or resubmission to the Attorney General).

Please be advised that Minn. Stat. ch. 10A requires each lobbyist to register with the Ethical Practices Board within five days after he commences lobbying. Lobbying includes attempting to influence rulemaking by communicating or urging others to communicate with public officials. A lobbyist is generally any individual who spends more than \$250 per year for lobbying or any individual who is engaged for pay or authorized to spend money by another individual or association and who spends more than \$250 per year or five hours per month at lobbying. The statute provides certain exceptions. Questions should be directed to the Ethical Practices Board, 41 State Office Building, St. Paul, Minnesota 55155, phone (612) 296-5615.

August 24, 1978

Edward G. Novak  
Commissioner

### 11 MCAR § 1.093 Classification plan.

#### A. Preparation and adoption.

1. The Governor, through the Commissioner of Public Safety, shall formally adopt a comprehensive classification

plan for all positions covered by these rules. The plan shall be based on investigation and analysis of the duties and responsibilities of positions and shall be so developed and maintained that all positions that are substantially similar in the kind, difficulty, and responsibility of work are included in the same class. Class titles established by the classification plan shall be used in all personnel and financial records of the Department of Public Safety and the local Civil Defense agency, as well as in all examination procedures.

2. The proposed classification plan and any subsequent amendments shall be submitted to the Council for review and recommendation in relation to the Merit System program of recruitment and examination.

#### B. Allocation of positions.

1. Every position under the Minnesota Merit System as provided in 11 MCAR § 1.091 E. shall be allocated by the Merit System Supervisor to one of the appropriate classes established in the classification plan. No person shall be appointed or promoted to any position until it has been properly classified as herein provided. As additional classes are established or existing classes are abolished or changed, such necessary allocation or reallocation shall be made by the Supervisor to new or existing classes as is necessitated thereby.

#### C. Reallocation of positions.

1. Whenever a position appears to be improperly allocated, the Supervisor shall, upon his own initiative, or upon the request of an appointing authority or a permanent employee, investigate the duties of the position. Following the investigation the Supervisor shall allocate the position to its proper class and notify the affected parties.

#### D. Incumbents of reallocated positions.

1. When a position in one class is reallocated to a different class, the incumbent shall not be deemed eligible to continue in this position unless he is eligible for original appointment, promotion, transfer, or demotion to the new class of positions. If he is ineligible to continue in such a position, he may be transferred, promoted, or demoted by appropriate action of the appointing authority in accordance with such provisions of these rules as may be deemed to be applicable. If ineligibility of a permanent or probationary incumbent of a reallocated position arises from the existence of an eligible register established from an examination that the incumbent did not take, he may be permitted to take the same or equivalent examination from which the existing register was established, provided that his name is not on the existing register; he did not take and fail the examination from which the existing register was established; and he was eligible to take that examination at the time it was given. The names of successful candidates examined under this

## PROPOSED RULES

rule shall be placed on the existing register in accordance with the score attained. In any case in which the incumbent is ineligible to continue in the position and he is not transferred, promoted, or demoted, the provisions of these rules about layoff shall apply. Any transfer, promotion, demotion or layoff in accordance with such provisions of these rules must occur within sixty days of the notification of reallocation of the position.

### E. Class specifications.

1. The classification plan shall consist of written specifications for each class. Each specification shall include an appropriate class title, a description of the duties and responsibilities of the work, and the requirements of training, experience, and other qualifications.

### F. Amendment of the classification plan.

1. Whenever any changes in organization, creation of a new position, or a change in duties or responsibilities of a position necessitate a revision of the classification plan, the Supervisor shall conduct an investigation and analysis of the duties and responsibilities of the class specifications involved. New class specifications will be developed after consultation with supervisory officials, classification specialists, and persons technically familiar with the character of the work.

2. The proposed new or revised class specifications shall be submitted to the Merit System Council for review and recommendations. Upon such review and recommendation the Commissioner of Public Safety shall call and hold a public hearing on the proposed new or revised class specifications. Following the public hearing, the Governor, through the Commissioner of Public Safety, may formally adopt a new or revised class of positions and shall notify the agencies of the changes made.

3. In the event of an emergency, the Merit System Council may approve a new or revised class specification for a period not to exceed six months, without the official public hearing. In no case will an emergency class specification last more than six months from the date of approval by the Merit System Council.

### 11 MCAR § 1.094 Compensation plan.

#### A. Preparation and adoption.

1. The Governor, through the Commissioner of Public

Safety shall formally adopt and make effective a comprehensive compensation plan (11 MCAR § 1.140) for all classes of positions which shall apply to all agencies covered by the Merit System except as otherwise negotiated for employees in a bargaining unit in agencies where there is an exclusive representative or in those limited instances where the requirements of ~~12 MCAR § 2.516 C.~~ 11 MCAR § 1.116 C. have been satisfied. The plan shall include salary ranges for the various classes, with the salary of each class consistent with the duties and responsibilities outlined in the class specifications. Minimum, intervening, and maximum rates of pay for each class shall be established to provide for steps in salary advancement without change of duty, in recognition of meritorious service. The advice and suggestions of appointing authorities, prevailing rates in other similar employments, and other relevant factors shall be taken into consideration in arriving at such ranges.

2. The proposed compensation plan and any subsequent amendments shall be submitted to the Council for review and recommendation in relation to the Merit System program of recruitment and examination.

#### B. Selection of salary ranges by local Civil Defense authority.

1. The local Civil Defense authority shall select a salary plan for all employees 1) except those in a bargaining unit where a salary schedule has been negotiated by the ~~board~~ appointing authority and the exclusive representative and 2) except as provided in 11 MCAR § 1.094 B.6. Such a plan shall be selected from each of the following salary schedules provided under 11 MCAR § 1.140: Professional — A, B, C; Clerical — A, B, C, D, E, F.

2. Such rates, as provided for in 11 MCAR § 1.094 B.1., shall be identified by alphabetical designation, and adjustment of the plan as provided in 11 MCAR § 1.094 D. shall not serve to amend the alphabetical designated rates selected as the county plan.

3. The designation of the rates selected from the plan in each case shall be by resolution of the local Civil Defense authority. The Commissioner of Public Safety and the Supervisor shall be promptly notified of the rates selected by each jurisdiction.

4. The alphabetically designated rates selected by the local Civil Defense authority shall become the official plan for the local Civil Defense agency until amended by the salary setting authority as provided in 11 MCAR § 1.094 C.

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## PROPOSED RULES

5. Salary rates for incumbents of positions shall be established in accordance with the provisions of ~~12 MCAR § 2.516 B.1.2.~~ 11 MCAR § 1.116 B.1.-2. on the basis of the plan adopted by the local Civil Defense authority as provided above.

6. In agencies with an exclusive representative, the appointing authority has the discretion of paying confidential, supervisory, and other personnel not covered by an exclusive representative who are in the same class as the employees who have an exclusive representative, the same rate of pay and salary ranges as negotiated for the class under 11 MCAR § 1.094 E. In no case would this rule allow the appointing authority to reduce the rate of pay of confidential, supervisory or other excluded employees.

C. Amendment of salary ranges selected by local Civil Defense authority.

1. The local Civil Defense authority may amend the official plan for the jurisdiction by the selection of a different salary schedule as provided in 11 MCAR § 1.094 B.

2. The Merit System Supervisor shall be notified by letter of the official action of the local authority to amend the plan for the jurisdiction at least ten days in advance of the effective date of such amended plan, unless such change results from the signing of a contract by the ~~board~~ appointing authority and the exclusive representative.

D. Adjustment of the Official Salary Schedule of the Minnesota Merit System.

1. The compensation plan provided in 11 MCAR § 1.140 shall be adjusted for changes in the level of salary rates in business and government for similar and competing types of employment.

2. The Merit System Supervisor shall conduct each year a review of the changes in the level of salary rates in the labor market since the time of the survey preceding the most recent adjustment of the compensation plan. This review shall utilize the data and findings of other labor market surveys and shall, to the extent possible, be based upon similar surveys and data each succeeding year. The Supervisor shall complete this study and report the findings to the Commissioner of Public Safety on or before July 31 each year.

3. If the report of the Supervisor reveals an increase or decrease in salary rates in the labor market for similar and/or competing employment of four percent or more, the Governor, through the Commissioner of Public Safety, shall announce a public hearing for a general adjustment of the compensation plan. If the changes in the labor market are

less than four percent or differ significantly for various types of employment, the Governor, through the Commissioner of Public Safety, may announce a public hearing to adjust the compensation plan in whole or in part.

4. The announcement of the public hearing to the affected agencies shall include the proposed compensation plan, an explanation of the adjustment proposed, and a summary of the findings of the survey upon which the proposed adjustment is based. Such information shall also be available to any other individual or group requesting the information.

5. The public hearing shall provide opportunity for all interested individuals and groups to present evidence, testimony, and views on the proposed compensation plan. Following the public hearing and after consideration of all of the evidence, the Governor, through the Commissioner of Public Safety, shall make his decision. An amended compensation plan shall not be effective until the next succeeding January 1, or for those agencies on a bi-weekly or four-week payroll period on the beginning date of the first payroll period following January 1.

6. The local Civil Defense authority may implement an adjusted compensation plan by adjusting the salaries of the employees to the same numerically designated salary rate on the adjusted plan that such employees were paid under the former plan.

E. Negotiation of a Salary Schedule.

1. In those agencies where employees have elected an exclusive representative the appointing authority and the exclusive representative may negotiate their own salary schedules for employees in the bargaining unit by class, with the salary for each class consistent with the functions outlined in the class specifications. Initial, intervening, and maximum rates of pay for each class shall be established to provide for steps in salary advancement without change of duty, in the recognition of meritorious service. When a new classification not previously used in the agency is established in the middle of the contract period and such class falls within the bargaining unit and no provision exists in the contract for establishing such salaries, the Supervisor shall establish the salary level for the class until such time as the contract is again negotiated. In so doing the Supervisor shall consider the salaries for the other classes in the agency as negotiated and the minimum qualifications for the new class.

2. A complete copy of the adopted salary schedule must be filed with the Supervisor within ten days after the signing of the contract or agreement. If the contract or agreement calls for succeeding increases in the salary schedule which change the original minimum and maximum



## PROPOSED RULES

salaries or intervening steps a new adjusted salary schedule must be filed with the Supervisor within ten days after the effective date of any such succeeding adjustment.

### F. Administration of the plan.

1. On either the official salary schedule of the Minnesota Merit System or the negotiated salary schedules, the entrance salary for any new employee shall be at the minimum salary for the class of positions to which the employee is appointed, except that the entrance salary may be above the minimum rate, provided that:

a. Such appointment at a higher rate is justified by the exceptional qualifications of the individual and that others having similar qualifications are offered the same rate; or

b. such appointment at a higher rate has first been offered to all individuals standing higher on the register who have been offered the appointment; and

c. such appointment under a. or b. above shall be made at one of the regularly established steps in the salary range.

d. When such appointment, except appointments under a. above, is made by the appointing authority at other than the minimum of the range, all employees having probationary or permanent status in the same class in the local unit shall be at or above the point in the range at which the appointment is made, or they shall be raised to that point.

e. Such appointment under a. or b. above shall be subject to the prior approval of the Merit System Supervisor upon submittal by the appointing authority of a written statement of the reasons for the higher rate.

### 11 MCAR § 1.116 Salary adjustments and increases.

#### A. Availability of funds.

1. Before salary increases and adjustments are made in accordance with these rules or in accordance with a negotiated contract or agreement, the Civil Defense authority shall have in its records and carry in its minutes a definite statement that funds for this purpose are available.

#### B. Adjustments to be made in accordance with Merit System Official Compensation Plan.

1. In agencies where there is not a negotiated salary schedule, adjustments in the rates of pay of incumbents of positions, in order to conform to a newly adopted or currently effective compensation plan, shall be in accordance with the following provisions except as provided in 11 MCAR § 1.094 B.1. and 6.

a. If the rate of pay of employees is below the minimum of the range prescribed for their class of positions on the Merit System compensation plan selected by the county, the rate shall be adjusted to that minimum.

b. If the rate of pay of employees is at or above the new minimum salary adopted for their class, the employee may receive the general adjustment adopted, but if their class was adjusted to a greater extent than the general adjustment granted employees they may receive a further adjustment as provided in 11 MCAR § 1.094 D.6. as long as such further adjustment would not place them over the new maximum salary for their class.

c. In those unique situations where the appointing authority has determined that the general adjustment adopted is inappropriate for their employees based on extraordinary circumstances in their geographic areas, they may give a different adjustment, other than the general adjustment adopted; provided, however, they must file with the Supervisor the new salary steps by class and a Salary Conversion Table as provided for in 11 MCAR § 1.141. Such adjustments shall at least place employees at the minimum salary for their class on the salary schedule adopted by the agency and shall not be over the maximum salary.

d. Employees may be granted salary adjustments over the maximum salary prescribed for their class, only if such an adjustment is adopted, following the annual salary public hearing and then only in the amount adopted for their class.

e. If the rate of pay of an employee is higher than the maximum of the range prescribed for his/her class of positions, the rate may remain the same as long as the employee retains the same position.

f. If the rate of pay of an employee falls between the minimum and maximum of the range prescribed for his/her

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class but does not correspond with any intervening steps in the range, due to the adoption of a general adjustment, such rate may remain the same. In the case of subsequent merit increases, such employee shall be placed back on a step in the range for his/her class of positions.

2. General adjustment recommended for incumbents is five percent for employees on the Professional Salary Schedule, and forty dollars for employees on the Clerical Salary Schedules.

3. Intra-agency salary differentials between employees in the same class of positions, between employees in different classes of positions in the same occupational field, and between occupational fields in the same agency are recognized as important factors in the maintenance of satisfactory morale. If the general adjustments result in the reduction of the differential between employees in the same class of positions or between employees in different classes of positions in the same occupational field, adjustments may be made that will, insofar as practicable, maintain such differentials within the limits of the new plan. In maintaining such differentials, the appointing authority shall take into consideration the length of service and quality of performance of the employee affected.

C. Adjustments to be made in accordance with negotiated salary schedules.

1. In agencies where there is an exclusive representative and a negotiated salary schedule for employees in the bargaining unit, adjustments in the rates of pay of these employees shall follow the wording of the contract or agreement.

D. Merit increases.

1. Increases from the minimum on the official Merit System Compensation Plan or on any negotiated salary schedules or on any salary schedules filed with the Supervisor pursuant to 11 MCAR § 1.116 B.1.c. shall be by successive intervening steps of pay for the class, with due consideration for length of service and quality of performance. When adjustments pursuant to 11 MCAR § 1.116 B.1.f. result in employees no longer being on a salary step as published in 11 MCAR § 1.140 for their class, any subsequent merit increase shall be to an appropriate step on 11 MCAR § 1.140 for their class.

2. Upon the satisfactory completion of the proba-

tionary period, an employee may be considered for a merit increase.

3. A merit increase for each employee not at the maximum for his/her class of positions shall be considered at least once each twelve-month period unless otherwise negotiated through a contract or agreement by the appointing authority and the exclusive representative. In the event that an increase is not granted, the reasons for the denial of the increase shall be reported, in writing, to the employee and to the Merit System Supervisor.

4. Except as otherwise negotiated by the appointing authority and the exclusive representative, a merit increase shall not be granted until the employee has served six months at the rate of pay from which an increase is proposed, except that in case of exceptionally meritorious service or abnormal employment conditions that result in staff losses and shortages of available qualified persons, a merit increase of more than one step in the range or at less than a six month interval may be permitted. In each case, however, the facts upon which the merit increase is based shall be recorded in the official minutes of the local Civil Defense authority and reported to the Merit System Supervisor.

5. An extraordinary merit increase within the agency's salary range may be granted upon accrual of 15 additional credits in a field or fields pertinent to the employee's class. The proposed increase shall be submitted to the Supervisor for approval before it becomes effective. In each case the employee's transcript of coursework shall accompany the proposed salary increase.

E. Salary decreases.

1. Except as otherwise negotiated by an agency and the exclusive representative, a salary decrease within the range prescribed for the class may be made only for just cause. A permanent employee shall be notified of the intention to effect a reduction in pay and the reasons for the action at least ten calendar days prior to the date on which the reduction becomes effective. A copy of the notice shall be sent to the Supervisor. A permanent employee whose salary is reduced may request a hearing as provided in 12 MCAR § 2.508 E.

2. Contract or agreement provisions whereby a salary adjustment or salary increase is negotiated for a set period of time do not fall within the provisions of 11 MCAR § 1.116 E.1. above.

**11 MCAR § 1.117 Salary computation provisions for full and part-time employment, vacation and sick leave pay upon termination, partial pay periods, overtime pay and part payment from another source.**

## PROPOSED RULES

### A. Pay periods.

1. The length of pay periods is at the discretion of the appointing authority and/or may be negotiated when there is an exclusive representative.

### B. Full-time and part-time employment.

1. All rates prescribed in 11 MCAR §§ 1.140 and 1.141 shall be standard rates for full-time employees except as otherwise negotiated for employees in a bargaining unit in agencies where there is an exclusive representative or under the provisions of 11 MCAR § 1.116 B.1.c. If employment in a position is on a part-time or intermittent basis, only the proportional part of the rate for the time actually employed shall be paid. Such time may be paid on an hourly, working-day or proportion of a month basis. The agencies using 11 MCAR § 1.140 shall use the table prepared in accordance with 11 MCAR § 1.141 in computing such payment.

2. Those agencies with an exclusive representative who negotiate different salary schedules from those shown in 11 MCAR § 1.140 under the provisions of 11 MCAR § 1.117 B.1. above or those agencies operating under the provisions of 11 MCAR § 1.116 B.1.c. shall file within 10 days after the signing of the contract such schedules with the Supervisor. Attached thereto shall be a table similar in format, computation, and information to the table provided for in 11 MCAR § 1.141. The table shall show monthly rates with appropriate conversion to hourly rates and to daily rates based on the number of working days and paid holidays in the month, and payment by payroll period for full-time work if such payment is made on other than a monthly basis.

### C. Payment for less than a full payroll period.

1. The amount of salary paid for a period less than a full payroll period to an employee shall be determined on the basis of the number of hours/days the employee worked in the payroll period. Agencies shall use the table provided for in 11 MCAR § 1.141 in computing this salary. Those agencies with an exclusive representative who have negotiated different salary schedules and those agencies operating under the provisions of 11 MCAR § 1.116 B.1.c. shall use their table prepared in accordance with 11 MCAR § 1.141 in computing this salary.

### D. Part payment from another source.

1. When part of the compensation of a local Civil Defense employee regularly is paid from another source, such as federal, state, city or county governmental departments, or from a different fund or account outside the control of the local Civil Defense authority, the total salary from all governmental sources combined shall not exceed the amount payable at the maximum rate for the class of position involved on the compensation plan adopted by the agency.

### E. Compensation for vacation and/or sick leave upon separation.

1. An employee, who has permanent status in the county agency in some class, who is separated from the agency shall be paid for accumulated, unused vacation leave in accordance with 12 MCAR § 2.504 C.4. on the basis of the appropriate daily or hourly rate as shown on the table prepared in accordance with 11 MCAR § 1.141. This is illustrated by the following examples:

An employee who earns \$844 a month and is paid \$388 on a bi-weekly payroll (\$38.80 daily rate) works 8 days in the payroll period and terminates her employment. She has 11 days of vacation accumulated. Daily rate of  $\$38.80 \times 19$  days (8 regular working days plus 11 days of vacation) = \$737.20.

An employee who earns \$844 a month and is paid on a monthly basis works 8 days in the month which has 22 working days in it and terminates her employment. She has 11 days of vacation accumulated. Daily rate of \$38.36 (for 22 day month)  $\times 19$  days (8 regular working days plus 11 days of vacation) = \$727.70.

2. The amount of vacation pay due shall be added to the salary earned by the employee for time worked in the last pay period of his/her employment and made in the form of a single lump sum payment.

3. Compensation for sick leave payment, in cases where such payment is made on termination, shall be in the same manner as for vacation leave under 11 MCAR § 1.117 E.2.

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## F. Overtime compensation.

1. Except for the provisions of the Minnesota Fair Labor Standards Act, no additional compensation shall be paid for overtime, whether in the discharge of duties of the position or for the duties of another position, except in: (1) an emergency in which the local Civil Defense authority orders such overtime; or (2) when such overtime is otherwise approved in advance by the local Civil Defense authority or its designee; or (3) as may be otherwise negotiated.

Rates of pay for this overtime work shall be decided by the local Civil Defense authority and it shall be discretionary with the local Civil Defense authority whether the employee shall have compensatory time off or overtime pay, except as provided in the Minnesota Fair Labor Standards Act and/or as modified through contractual agreement in those agencies where employees have an exclusive representative. When payment is made for overtime, the rate and the number of hours worked shall be shown in the "Remarks" column on the payroll report.

## 11 MCAR § 1.140 Compensation Plan -1979

### A. Professional

#### 1. Plan A

##### a. Class of Positions

	1	2	3	4	5	6	7	8
Administrative Officer	<del>991</del> 1041	<del>1036</del> 1088	<del>1084</del> 1138	<del>1133</del> 1190	<del>1182</del> 1241	<del>1236</del> 1298	<del>1294</del> 1359	<del>1355</del> 1423
Asst. Civil Defense Director I	<del>663</del> 696	<del>693</del> 728	<del>726</del> 762	<del>759</del> 797	<del>793</del> 833	<del>828</del> 869	<del>867</del> 910	<del>906</del> 951
Asst. Civil Defense Director II	<del>793</del> 833	<del>828</del> 869	<del>867</del> 910	<del>906</del> 951	<del>947</del> 994	<del>991</del> 1041	<del>1036</del> 1088	<del>1084</del> 1138
Asst. Civil Defense Director III	<del>947</del> 994	<del>991</del> 1041	<del>1036</del> 1088	<del>1084</del> 1138	<del>1133</del> 1190	<del>1182</del> 1241	<del>1236</del> 1298	<del>1294</del> 1359
Asst. Civil Defense Director IV	<del>1133</del> 1190	<del>1182</del> 1241	<del>1236</del> 1298	<del>1294</del> 1359	<del>1355</del> 1423	<del>1415</del> 1486	<del>1479</del> 1553	<del>1546</del> 1623
Communications Officer	<del>867</del> 910	<del>906</del> 951	<del>947</del> 994	<del>991</del> 1041	<del>1036</del> 1088	<del>1084</del> 1138	<del>1133</del> 1190	<del>1182</del> 1241
County Civil Defense Director I	<del>947</del> 994	<del>991</del> 1041	<del>1036</del> 1088	<del>1084</del> 1138	<del>1133</del> 1190	<del>1182</del> 1241	<del>1236</del> 1298	<del>1294</del> 1359
County Civil Defense Director II	<del>1084</del> 1138	<del>1133</del> 1190	<del>1182</del> 1241	<del>1236</del> 1298	<del>1294</del> 1359	<del>1355</del> 1423	<del>1415</del> 1486	<del>1479</del> 1553
County Civil Defense Director III	<del>1236</del> 1298	<del>1294</del> 1359	<del>1355</del> 1423	<del>1415</del> 1486	<del>1479</del> 1553	<del>1546</del> 1623	<del>1615</del> 1696	<del>1689</del> 1773
County Civil Defense Director IV	<del>1767</del> 1855	<del>1848</del> 1940	<del>1931</del> 2028	<del>2019</del> 2120	<del>2114</del> 2220	<del>2210</del> 2321	<del>2310</del> 2426	<del>2412</del> 2533
Local Civil Defense Director I	<del>759</del> 797	<del>793</del> 833	<del>828</del> 869	<del>867</del> 910	<del>906</del> 951	<del>947</del> 994	<del>991</del> 1041	<del>1036</del> 1088
Local Civil Defense Director II	<del>867</del> 910	<del>906</del> 951	<del>947</del> 994	<del>991</del> 1041	<del>1036</del> 1088	<del>1084</del> 1138	<del>1133</del> 1190	<del>1182</del> 1241

# PROPOSED RULES

Local Civil Defense Director III	<del>991</del> <del>1036</del> <del>1084</del> <del>1133</del> <del>1182</del> <del>1236</del> <del>1294</del> <del>1355</del> <u>1041</u> <u>1088</u> <u>1138</u> <u>1190</u> <u>1241</u> <u>1298</u> <u>1359</u> <u>1423</u>
Local Civil Defense Director IV	<del>1236</del> <del>1294</del> <del>1355</del> <del>1415</del> <del>1479</del> <del>1546</del> <del>1615</del> <del>1689</del> <u>1298</u> <u>1359</u> <u>1423</u> <u>1486</u> <u>1553</u> <u>1623</u> <u>1696</u> <u>1773</u>
Local Civil Defense Director V	<del>1767</del> <del>1848</del> <del>1931</del> <del>2019</del> <del>2114</del> <del>2210</del> <del>2310</del> <del>2412</del> <u>1855</u> <u>1940</u> <u>2028</u> <u>2120</u> <u>2220</u> <u>2321</u> <u>2426</u> <u>2533</u>
Operations Officer	<del>991</del> <del>1036</del> <del>1084</del> <del>1133</del> <del>1182</del> <del>1236</del> <del>1294</del> <del>1355</del> <u>1041</u> <u>1088</u> <u>1138</u> <u>1190</u> <u>1241</u> <u>1298</u> <u>1359</u> <u>1423</u>
Public Information Officer	<del>991</del> <del>1036</del> <del>1084</del> <del>1133</del> <del>1182</del> <del>1236</del> <del>1294</del> <del>1355</del> <u>1041</u> <u>1088</u> <u>1138</u> <u>1190</u> <u>1241</u> <u>1298</u> <u>1359</u> <u>1423</u>
Radiological Defense Officer	<del>867</del> <del>906</del> <del>947</del> <del>991</del> <del>1036</del> <del>1084</del> <del>1133</del> <del>1182</del> <u>910</u> <u>951</u> <u>994</u> <u>1041</u> <u>1088</u> <u>1138</u> <u>1190</u> <u>1241</u>
Safety Services Coordinator	<del>991</del> <del>1036</del> <del>1084</del> <del>1133</del> <del>1182</del> <del>1236</del> <del>1294</del> <del>1355</del> <u>1041</u> <u>1088</u> <u>1138</u> <u>1190</u> <u>1241</u> <u>1298</u> <u>1359</u> <u>1423</u>

2. Plan B  
a. Class of Positions

	1	2	3	4	5	6	7	8
Administrative Officer	<del>1036</del> <del>1088</del> <del>1138</del> <del>1190</del> <del>1241</del> <del>1298</del> <del>1359</del> <del>1423</del> <del>1486</del>							
Asst. Civil Defense Director I	<del>693</del> <del>726</del> <del>759</del> <del>793</del> <del>828</del> <del>867</del> <del>906</del> <del>947</del> <u>728</u> <u>762</u> <u>797</u> <u>833</u> <u>869</u> <u>910</u> <u>951</u> <u>994</u>							
Asst. Civil Defense Director II	<del>828</del> <del>867</del> <del>906</del> <del>947</del> <del>991</del> <del>1036</del> <del>1084</del> <del>1133</del> <u>869</u> <u>910</u> <u>951</u> <u>994</u> <u>1041</u> <u>1088</u> <u>1138</u> <u>1190</u>							
Asst. Civil Defense Director III	<del>991</del> <del>1036</del> <del>1084</del> <del>1133</del> <del>1182</del> <del>1236</del> <del>1294</del> <del>1355</del> <u>1041</u> <u>1088</u> <u>1138</u> <u>1190</u> <u>1241</u> <u>1298</u> <u>1359</u> <u>1423</u>							
Asst. Civil Defense Director IV	<del>1182</del> <del>1236</del> <del>1294</del> <del>1355</del> <del>1415</del> <del>1479</del> <del>1546</del> <del>1615</del> <u>1241</u> <u>1298</u> <u>1359</u> <u>1423</u> <u>1486</u> <u>1553</u> <u>1623</u> <u>1696</u>							
Communications Officer	<del>906</del> <del>947</del> <del>991</del> <del>1036</del> <del>1084</del> <del>1133</del> <del>1182</del> <del>1236</del> <u>951</u> <u>994</u> <u>1041</u> <u>1088</u> <u>1138</u> <u>1190</u> <u>1241</u> <u>1298</u>							
County Civil Defense Director I	<del>947</del> <del>991</del> <del>1036</del> <del>1084</del> <del>1133</del> <del>1182</del> <del>1236</del> <del>1294</del> <u>994</u> <u>1041</u> <u>1088</u> <u>1138</u> <u>1190</u> <u>1241</u> <u>1298</u> <u>1359</u>							
County Civil Defense Director II	<del>1084</del> <del>1133</del> <del>1182</del> <del>1236</del> <del>1294</del> <del>1355</del> <del>1415</del> <del>1479</del> <u>1138</u> <u>1190</u> <u>1241</u> <u>1298</u> <u>1359</u> <u>1423</u> <u>1486</u> <u>1553</u>							

KEY: RULES SECTION — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. PROPOSED RULES SECTION — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

County Civil Defense Director III	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>
County Civil Defense Director IV	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>
Local Civil Defense Director I	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>
Local Civil Defense Director II	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>
Local Civil Defense Director III	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>
Local Civil Defense Director IV	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>
Local Civil Defense Director V	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>
Operations Officer	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>
Public Information Officer	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>
Radiological Defense Officer	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>
Safety Services Coordinator	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>

3. Plan C  
a. Class of Position

	1	2	3	4	5	6	7	8
Administrative Officer	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
Asst. Civil Defense Director I	<del>726</del> <u>762</u>	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>
Asst. Civil Defense Director II	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>
Asst. Civil Defense Director III	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>
Asst. Civil Defense Director IV	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>
Communications Officer	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>

# PROPOSED RULES

County Civil Defense Director I	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>
County Civil Defense Director II	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
County Civil Defense Director III	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>
County Civil Defense Director IV	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>
Local Civil Defense Director I	<del>759</del> <u>797</u>	<del>793</del> <u>833</u>	<del>828</del> <u>869</u>	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>
Local Civil Defense Director II	<del>867</del> <u>910</u>	<del>906</del> <u>951</u>	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>
Local Civil Defense Director III	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>
Local Civil Defense Director IV	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>	<del>1546</del> <u>1623</u>	<del>1615</del> <u>1696</u>	<del>1689</del> <u>1773</u>
Local Civil Defense Director V	<del>1767</del> <u>1855</u>	<del>1848</del> <u>1940</u>	<del>1931</del> <u>2028</u>	<del>2019</del> <u>2120</u>	<del>2114</del> <u>2220</u>	<del>2210</del> <u>2321</u>	<del>2310</del> <u>2426</u>	<del>2412</del> <u>2533</u>
Operations Officer	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
Public Information Officer	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>
Radiological Defense Officer	<del>947</del> <u>994</u>	<del>991</del> <u>1041</u>	<del>1036</del> <u>1088</u>	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>
Safety Services Coordinator	<del>1084</del> <u>1138</u>	<del>1133</del> <u>1190</u>	<del>1182</del> <u>1241</u>	<del>1236</del> <u>1298</u>	<del>1294</del> <u>1359</u>	<del>1355</del> <u>1423</u>	<del>1415</del> <u>1486</u>	<del>1479</del> <u>1553</u>

B. Clerical

1. Plan A

a. Class of Positions

	1	2	3	4	5	6	7	8	9
Clerk I	<del>434</del> <u>474</u>	<del>451</del> <u>491</u>	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>
Clerk II	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. Strike outs indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. Strike outs indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

## PROPOSED RULES

Clerk III	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk-Typist I	<del>451</del> <u>491</u>	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>
Clerk-Typist II	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerk-Typist III	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk-Steno I	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>
Clerk-Steno II	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Clerk-Steno III	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>

### 2. Plan B

#### a. Class of Positions

	1	2	3	4	5	6	7	8	9
Clerk I	<del>451</del> <u>491</u>	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>
Clerk II	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>
Clerk III	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>
Clerk-Typist I	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>
Clerk-Typist II	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>
Clerk-Typist III	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>
Clerk-Steno I	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerk-Steno II	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>
Clerk-Steno III	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>



# PROPOSED RULES

## 3. Plan C a. Class of Positions

	1	2	3	4	5	6	7	8	9
Clerk I	<del>467</del> <u>507</u>	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>
Clerk II	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Clerk III	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>
Clerk-Typist I	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>
Clerk-Typist II	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>
Clerk-Typist III	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>
Clerk-Steno I	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>
Clerk-Steno II	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>
Clerk-Steno III	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>

## 4. Plan D a. Class of Positions

	1	2	3	4	5	6	7	8	9
Clerk I	<del>483</del> <u>523</u>	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>
Clerk II	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>
Clerk III	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>	<del>786</del> <u>826</u>	<del>818</del> <u>858</u>	<del>850</del> <u>890</u>	<del>884</del> <u>924</u>
Clerk-Typist I	<del>499</del> <u>539</u>	<del>518</del> <u>558</u>	<del>539</del> <u>579</u>	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>
Clerk-Typist II	<del>560</del> <u>600</u>	<del>581</del> <u>621</u>	<del>602</del> <u>642</u>	<del>623</del> <u>663</u>	<del>646</del> <u>686</u>	<del>672</del> <u>712</u>	<del>699</del> <u>739</u>	<del>726</del> <u>766</u>	<del>755</del> <u>795</u>

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

Clerk-Typist III	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>
Clerk-Steno I	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>
Clerk-Steno II	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>
Clerk-Steno III	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>

## 5. Plan E

### a. Class of Positions

	1	2	3	4	5	6	7	8
Clerk I	<u>518</u> <u>558</u>	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>
Clerk II	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>
Clerk III	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>
Clerk-Typist I	<u>539</u> <u>579</u>	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>
Clerk-Typist II	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>
Clerk-Typist III	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>
Clerk-Steno I	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>
Clerk-Steno II	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>
Clerk-Steno III	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>	<u>958</u> <u>998</u>

## 6. Plan F

### a. Class of Positions

	1	2	3	4	5	6	7	8
Clerk I	<u>560</u> <u>600</u>	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>766</u>
Clerk II	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>858</u>

# PROPOSED RULES

Clerk III	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>	<u>998</u>
Clerk-Typist I	<u>581</u> <u>621</u>	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>795</u>
Clerk-Typist II	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>858</u>
Clerk-Typist III	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>	<u>998</u>
Clerk-Steno I	<u>602</u> <u>642</u>	<u>623</u> <u>663</u>	<u>646</u> <u>686</u>	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>826</u>
Clerk-Steno II	<u>672</u> <u>712</u>	<u>699</u> <u>739</u>	<u>726</u> <u>766</u>	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>924</u>
Clerk-Steno III	<u>755</u> <u>795</u>	<u>786</u> <u>826</u>	<u>818</u> <u>858</u>	<u>850</u> <u>890</u>	<u>884</u> <u>924</u>	<u>921</u> <u>961</u>	<u>958</u> <u>998</u>	<u>1037</u>

The existing language of rule 11 MCAR § 1.141 is being deleted in its entirety and is identical to the deletion of 12 MCAR § 2.841 for the Department of Public Welfare, as published in this issue, except that the Maintenance and Trades section does not exist under 11 MCAR § 1.141, and therefore is not deleted.

**11 MCAR § 1.141 ~~Civil Defense Salary Schedule Provisions for computing monthly, hourly, less-than-full-time, bi-weekly, and four week salary rates.~~**

Salary Conversion Tables. The Supervisor shall publish a

Salary Conversion Table as part of the Minnesota Merit System Manual. The table shall list all existing salary rates listed in 11 MCAR § 1.140. For those salary rates, the Supervisor shall calculate hourly, daily and payroll period salaries for each of the salary rates listed. This table shall be based on an 8-hour day, 40-hour week and 2088-hour year. Agencies with a normal work schedule which varies from an 8-hour day, 40-hour week or 2088-hour year or agencies with payroll periods other than once every two weeks, every four weeks, or every month, shall supply the Supervisor with a Salary Conversion Table as provided for in 11 MCAR § 1.116 B.1.c. or in 11 MCAR § 1.117 B.2.

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

## **Department of Transportation**

### **Proposed Rules Governing Airport Zoning Standards**

#### **Order for Hearing**

It is hereby ordered that a public hearing on the above-captioned rules be held in the State Office Building Auditorium, Wabasha Street, Saint Paul, Minnesota 55155, on October 12, 1978, commencing at 9:30 a.m. and continuing until all persons have had an opportunity to be heard.

It is further ordered that a Notice of Hearing be mailed to all persons or representatives of associations or other interested groups who have registered their names with the Secretary of State for that purpose.

It is further ordered that the Notice of Hearing be published in the *State Register*.

Jim Harrington  
Commissioner of Transportation

#### **Notice of Hearing**

Notice is hereby given that a public hearing in the above-entitled matter will be held in the State Office Building Auditorium, Wabasha Street, Saint Paul, Minnesota 55155, on October 12, 1978, commencing at 9:30 a.m. and continuing until all persons have had an opportunity to be heard.

All interested or affected persons will have an opportunity to participate. Statements may be made orally and written materials may be submitted at the hearing. In addition, written materials may be submitted by mail to Harry S. Crump, Hearing Examiner, Office of Hearing Examiners, 1745 University Avenue, Saint Paul, Minnesota 55104 (Telephone: (612) 296-8111), either before the hearing or may be submitted and recorded in the hearing record for five working days after the public hearing ends, or for a longer period not to exceed 20 calendar days if ordered by the Hearing Examiner.

The proposed rules, if adopted, would modify existing zoning regulations as they are applied to established urban residential neighborhoods surrounding airports. A copy of the proposed rules is attached to this notice. Additional copies will be available at the door on the date of the hear-

ing. The department's authority to promulgate the proposed rules is contained in Laws of 1978, ch. 654, sec. 4.

Questions relating to the rules may be directed to Ms. Dagmar Runyon, 417 Transportation Building, Saint Paul, Minnesota 55155 (Telephone: 612-296-3933). Please be advised that a lobbyist must register with the State Ethical Practices Board within five days after he or she commences lobbying. A lobbyist is defined by Minn. Stat., ch. 10A.01, subd. 11, as any individual who is:

A. Engaged for pay or other consideration, or authorized by another individual or association to spend money, who spends more than five hours in any month or more than \$250, not including travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials; or

B. Spends more than \$250, not including travel expenses and membership dues, in any year for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials.

Any questions relating to registration of lobbyists should be addressed to the State Ethical Practices Board, Room 41, State Office Building, Wabasha Street, Saint Paul, Minnesota 55155.

Notice: Any person may request a notification of the date on which the Hearing Examiner's report will be available, after which date the agency may not take any final action on the rules for a period of five working days. Any person may request notification of the date on which the hearing record has been submitted (or resubmitted) to the Attorney General by the agency. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the Hearing Examiner (in the case of the Hearing Examiner's Report), or to the department (in the case of the department's submission or resubmission to the Attorney General).

Notice is hereby given that 25 days prior to the hearing, a statement of need and reasonableness will be available for review at the department address given above and at the Office of Hearing Examiners. This statement of need and reasonableness will include a summary of all of the evidence which will be presented by the department at the hearing justifying both the need for and the reasonableness of the proposed rules. Copies of the statement of need and reasonableness may be obtained from the Office of Hearing Examiners at a minimal charge. The adoption of the proposed rules by the Department of Transportation will require the expenditure of public moneys by local public bodies. The department's estimate of the total cost to all local public bodies in the State to implement the rule is

## PROPOSED RULES

\$3.25 million. The department expects that this total cost would be incurred within two years following the date of adoption of this rule.

Jim Harrington  
Commissioner of Transportation

### Rules as Proposed

#### 14 MCAR § 1.3010 Airport zoning standards.

A. Airport zoning. Contained herein are minimum standards for the zoning of public airports as to airspace, land use safety, and noise sensitivity.

B. Airport zoning powers. Any person or governmental body having airport zoning powers under Minn. Stat. §§ 360.061 to .076 may adopt airport zoning ordinances, orders, or regulations more restrictive than the minimum zoning standards set forth herein or in any other applicable law.

C. Airspace zones. The following airspace zones are established with relation to an airport and each runway:

1. Primary zone. All that land which lies directly under an imaginary primary surface as defined in 14 MCAR § 1.3009 E.1.

2. Horizontal zone. All that land which lies directly under an imaginary horizontal surface as defined in 14 MCAR § 1.3009 E.2.

3. Conical zone. All that land which lies directly under an imaginary conical surface as defined in 14 MCAR § 1.3009 E.3.

4. Approach zone. All that land which lies directly under an imaginary approach surface as defined in 14 MCAR § 1.3009 E.4.

5. Precision instrument approach zone. All that land which lies directly under an imaginary precision instrument approach surface as defined in 14 MCAR § 1.3009 E.5.

6. Transitional zone. All that land which lies directly under an imaginary transitional surface as defined in 14 MCAR § 1.3009 E.6.

D. Height restrictions. Except as necessary and incidental to airport operation, no structure or tree shall be constructed, altered, or allowed to grow in any airport zone so

as to project above any of the imaginary airspace surfaces as established in paragraph C.

E. Land use safety zones. The following land-use safety zones are established with relation to an airport and each runway:

1. Safety Zone A. In the approach zones of a runway, Safety Zone A extends outward from the end of the primary surface a distance equal to two-thirds the runway length or planned runway length.

2. Safety Zone B. In the approach zones of a runway, Safety Zone B extends outward from Safety Zone A a distance equal to one-third the runway length or the planned runway length.

3. Safety Zone C. All that land which is enclosed within the perimeter of the horizontal zone defined in paragraph C.2. and which is not included in Zone A or Zone B.

F. Use restrictions. In order to restrict those uses which may be hazardous to the operational safety of aircraft operating to and from an airport, and furthermore to limit population and building density in the runway approach areas, thereby creating sufficient open space so as to protect life and property in case of accident, the following use restrictions are applied to the land use safety zones:

1. General. No use shall be made of any land in any of the safety zones which creates or causes interference with the operation of radio or electronic facilities on the airport or with radio or electronic communications between the airport and aircraft, makes it difficult for pilots to distinguish between airport lights and other lights, results in glare in the eyes of pilots using the airport, impair visibility in the vicinity of the airport, or otherwise endangers the landing, taking off, or maneuvering of aircraft.

2. Zone A. Zone A shall contain no buildings, temporary structures, exposed transmission lines, or other similar land use structural hazards, and shall be restricted to those uses which will not create, attract, or bring together an assembly of persons thereon. Permitted uses may include, but are not limited to, such uses as agriculture (seasonal crops), horticulture, raising of livestock, animal husbandry, wildlife habitat, light outdoor recreation (nonspectator), cemeteries and auto parking.

3. Zone B. Zone B shall be restricted in use as follows:

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

a. Each use shall be on a site whose area shall not be less than three acres.

b. Each use shall not create, attract, or bring together a site population that would exceed 15 times that of the site acreage.

c. Each site shall have no more than one building plot upon which any number of structures may be erected.

d. A building plot shall be a single, uniform and noncontrived area, whose shape is uncomplicated and whose area shall not exceed the following minimum ratios with respect to the total site area:

Site Area at Least (Acres)	But Less Than (Acres)	Ratio of Site Area to Bldg. Plot Area	Building Plot Area (sq. ft.)	Max. Site Population (15 persons/A)
3		12:1	10,900	45
	4	12:1		
4		10:1	17,400	60
	6	10:1		
6		8:1	32,600	90
	10	8:1		
10		6:1	72,500	150
	20	6:1		
20	and up	4:1	218,000	300

e. The following uses are specifically prohibited in Zone B: churches, hospitals, schools, theaters, stadiums, hotels and motels, trailer courts, camp grounds, and other places of public or semipublic assembly.

4. Zone C. Zone C is subject only to the general restrictions contained in paragraph F.1.

5. Existing residential neighborhoods as of January 1, 1978. The provisions of paragraphs F.2. and F.3. above shall not apply to land uses which existed as of January 1, 1978, in "established residential neighborhoods in built-up urban areas." Such "established residential neighborhoods in built-up urban areas" which existed as of January 1, 1978, shall be subject to the use restrictions contained in this paragraph 5. The existing provisions of paragraphs F.2. and F.3. shall continue to apply to land uses which were not in existence as of January 1, 1978, and which were not located in "established residential neighborhoods in built-up urban areas" as of that date.

a. Statement of purpose: Airport Safety Zoning balances the public interest involved in safety for persons on the ground, safety of persons traveling in aircraft and the public interest in maintaining existing land uses. The legislature had mandated special protection for land uses existing

as of January 1, 1978, in "established residential neighborhoods in built-up urban areas." The provisions of paragraphs F.1.-4. above strike the appropriate balance with regard to other land uses and areas and shall therefore be applied in those cases.

b. "Established residential neighborhoods in built-up urban areas." Each governmental authority having airport zoning powers shall determine which areas located in Safety Zones A and B of each airport within its jurisdiction are also located in "established residential neighborhoods in built-up urban areas" as of January 1, 1978. In making such determination, the factors enumerated in subparagraph d. below shall be considered. Such neighborhoods which existed on such date and which were located in whole or in part in Safety Zones A or B shall be specifically located on the airport zoning map and shall be legally described in the airport zoning ordinance. Each governmental authority having airport zoning powers shall submit its proposed zoning map and ordinance to the Commissioner of Transportation for review and approval prior to holding a public meeting or taking other action thereon.

c. As of January 1, 1978, no land use in Safety Zones A or B and in an area designated as having been an "established residential neighborhood in a built-up urban area" as of January 1, 1978, shall be prohibited by an airport zoning ordinance except as provided in subparagraph e. below.

d. In determining what constitutes an "established residential neighborhood in a built-up urban area" the governmental unit having zoning powers shall apply and consider the following criteria in relation to the neighborhood as it existed on January 1, 1978:

- (1) location of the airport;
- (2) nature of the terrain within Safety Zones A and B;
- (3) existing land uses and character of the neighborhood around the airport;
- (4) population of the community;
- (5) population density;
- (6) population density near the airport compared with population density in other areas of the community;
- (7) the age and the economic, political and social stability of the neighborhood and the community as a whole.

## PROPOSED RULES

(8) the proximity of supporting school, commercial, religious, transportation and other facilities and their degree of integration with residential land uses;

(9) the character of the community as residential;  
and

(10) other factors deemed relevant by the governmental unit in distinguishing the area in question as established, residential, urban and built-up.

e. (1) The following land uses if they exist in Safety Zones A or B and in an "established residential neighborhood in a built-up urban area" are considered by the commissioner to constitute airport safety hazards so severe, either to persons on the ground or to the air-traveling public, or both, that they must be prohibited under local airport zoning ordinances:

a. any structure which a person or persons customarily use as a principal residence and which is located entirely within Safety Zone A and within 1000 feet of the end of the primary zone;

b. any structure which a person or persons customarily use as a principal residence which is located entirely within Safety Zone A or B and which penetrates an imaginary approach surface as defined by 14 MCAR § 1.3009 (E) (4);

c. any land use in Safety Zone A or B which violates the provisions of 14 MCAR § 1.30010 (F) (1);

d. as of January 1, 1978, any isolated residential building lot zoned for single-family or two-family residences on which such a structure, if built, would be prohibited by subparagraphs e. (1) (a), (b) or (c) above. An "isolated" residential building lot is one located in an area in which the predominant land use is single-family or two-family residential structures; and

e. any other land use which presents, in the opinion of the commissioner, a material danger to the landing, taking off or maneuvering of aircraft.

(2) In the case of any land use prohibited by paragraph e. (1) above and which is located in an "established residential neighborhood in a built-up urban area" as defined by the local governmental unit as reviewed and

approved by the commissioner, the property on which the use is located shall be acquired at public expense by the governmental unit owning the airport and the prohibited use shall be eliminated.

f. The prohibited uses enumerated in paragraph e. (1) above are only those which present the most severe safety hazards to the air-traveling public or persons on the ground, as the case may be. Local governmental units may also prohibit other land uses in Safety Zones A and B as being unsafe to the public. The use restrictions contained in 14 MCAR § 1.30010 F.1.-4. provide guidance as to what uses the commissioner deems not to be in the public interest in these Safety Zones. However, low-density residential structures and isolated low-density residential building lots in "established residential neighborhoods in built-up urban areas" as of January 1, 1978, must be acquired at public expense, as required by Minn. Stat. § 360.066, subd. 1. (a) (d) (1978), if such land uses are to be prohibited under a local zoning ordinance.

## Department of Transportation

### Proposed Rules Governing Weight Limitations on Interstate Highways and Designated Routes

#### Order for Hearing

It is hereby ordered that a public hearing on the above-captioned rules be held in the State Office Building, Room 57, Wabasha Street, Saint Paul, Minnesota 55155, on October 19, 1978, commencing at 9:30 a.m. and continuing until all persons have had an opportunity to be heard.

It is further ordered that a Notice of Hearing be mailed to all persons or representatives of associations or other interested groups who have registered their names with the Secretary of State for that purpose.

It is further ordered that the Notice of Hearing be published in the *State Register*.

Jim Harrington  
Commissioner of Transportation

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. **Strike outs** indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. **Strike outs** indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

## Notice of Hearing

Notice is hereby given that a public hearing in the above-entitled matter will be held pursuant to Minn. Stat. § 15.0412, subd. 4 (1977 Supp.), in the State Office Building, Room 57, Wabasha Street, Saint Paul, Minnesota 55155, on October 19, 1978, commencing at 9:30 a. m., and continuing until all persons have had an opportunity to be heard.

The Commissioner of Transportation has been provided the statutory authority to promulgate rules governing weight limitations on interstate highways and designated routes in Minn. Stat. § 169.832 (1977 Supp.). The proposed rules, if adopted, would designate certain streets or highway routes, or segment of a route, to carry the gross weights permitted under Minn. Stat. § 169.832 (1977 Supp.); which are generally 20,000 pounds per single axle, 34,000 pounds per tandem axle, and a total gross weight of 80,000 pounds. Certain streets and highway routes heretofore designated by the commissioner in calendar year 1978 are proposed for continued designation. Other routes are proposed to be added, deleted or modified in length.

A copy of the proposed rules is attached. Limited additional copies are now available and may be obtained by writing to the Minnesota Department of Transportation (Attention: F. C. Marshall, Assistant Commissioner for Technical Support Services), 413 Transportation Building, Saint Paul, Minnesota 55155. The proposed rules will be available at the door on the date of the hearing.

Notice is hereby given that 25 days prior to the hearing, a Statement of Need and Reasonableness will be available for review at the address of the Department of Transportation given above, and at the Office of Hearing Examiners. This Statement of Need and Reasonableness will include a summary of all of the evidence which will be presented by the department at the hearing justifying both the need for and the reasonableness of the proposed rules and amendments. Copies of the Statement of Need and Reasonableness may be obtained from the Office of Hearing Examiners at a minimal charge.

All interested or affected persons will have an opportunity to participate in the hearing. Statements may be made orally and written materials may be submitted. In addition, whether or not an appearance is made, written statements or materials may be submitted by mail to Harry S. Crump, Hearing Examiner, Office of Hearing Examiners, 1745 University Avenue, Saint Paul, Minnesota 55104 (Telephone: (612) 296-8111), either before the hearing or within five (5) working days after the close of the hearing, or for a longer period not to exceed twenty (20) calendar days if so ordered by the Hearing Examiner. All such statements will

be entered into and become a part of the record of proceedings in this matter. Testimony or other evidence to be submitted for consideration should be pertinent to the matter at hand. Those persons wishing to submit written statements or exhibits are requested to furnish one duplicate copy for use by the Department of Transportation. In the interest of fairness and economy it is requested that those persons, organizations, or associations sharing a common view or interest in these proceedings join together where possible and present a single statement in support of their interest(s). The conduct of the proceedings will be governed by the rules of the Office of Hearing Examiners (9 MCAR §§ 2.101 through 2.112).

Please be advised that a lobbyist must register with the State Ethical Practices Board within five (5) days after he or she commences lobbying. A lobbyist is defined by Minn. Stat. § 10A.01, subd. 11, and any individual who is:

A. Engaged for pay or other consideration, or authorized by another individual or association to spend money, who spends more than five hours in any month or more than \$250, not including travel expenses and membership dues, in any year, for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials; or

B. Spends more than \$250, not including travel expenses and membership dues, in any year for the purpose of attempting to influence legislative or administrative action by communicating or urging others to communicate with public officials.

Any questions relating to registration of lobbyists should be addressed to the State Ethical Practices Board, Room 41, State Office Building, Wabasha Street, Saint Paul, Minnesota 55155 (Telephone: (612) 296-5148).

Notice: Any person may request a notification of the date on which the Hearing Examiner's report will be available, after which date the Department of Transportation may not take any final action on the rules for a period of five working days. Any person may request notification of the date on which the hearing record has been submitted (or resubmitted) to the Attorney General by the Department of Transportation. If you desire to be so notified, you may so indicate at the hearing. After the hearing, you may request notification by sending a written request to the Hearing Examiner (in the case of the Hearing Examiner's Report), or to the department representative listed above (in the case of the department's submission or resubmission to the Attorney General).

The adoption of the proposed rules by the Department of Transportation will not require the expenditure of public



# PROPOSED RULES

monies by local public bodies insofar as the Department of Transportation is aware.

Jim Harrington  
Commissioner of Transportation

## Rules as Proposed

### 14 MCAR § 1.5050 Rules of the Minnesota Department of Transportation Governing Weight Limitations on Interstate Highways & Designated Routes

A. Purpose. The purpose of these rules is to carry out the mandate of the legislature and to effectuate that mandate as set forth in Minn. Stat. § 169.832 (1977 Supp.) with reference to the establishment of weight limitations on interstate highways and designated routes in Minnesota.

B. Scope. The scope of these rules is intended to be confined within the framework of and consistent with Minn. Stat. § 169.832.

C. Jurisdiction and effect. These rules are adopted by the Commissioner of Transportation as the means to designate certain streets or highway routes, or segment of a route, to carry the gross weights permitted under Minn. Stat. § 169.832 (1977 Supp.).

#### DESIGNATED 10-Ton ROUTES TRUNK HIGHWAYS SEASONALLY RESTRICTED

#### EXPERIMENTAL SEASONALLY RESTRICTED 10 TON ROUTES

These trunk highway routes have been experimentally designated with the understanding that in the event of deterioration of the roadway, the Commissioner of the Minnesota Department of Transportation may redesignate any route pursuant to Section 169.832, Subdivision 12 and Section 15.0412, Subdivision 5.

- T.H. 1 From W. state border to Jct. T.H. 32
- T.H. 2 In its entirety from W. state border to Jct. T.H. 61
- T.H. 3 From Jct. T.H. 65 to Jct. T.H. 55
- T.H. 4 From Jct. T.H. 14 N. to Jct. T.H. 68
- T.H. 5 From Jct. T.H. 41 to I-494  
From W. Jct. T.H. 19 to T.H. 212  
From Mississippi River to T.H. 61 (Mounds Blvd.).
- T.H. 6 From Jct. T.H. 18 to E. Jct. T.H. 210
- T.H. 7 From Jct. T.H. 12 E. to Jct. T.H. 15  
From Jct. I-494 to Jct. T.H. 100.

- T.H. 8 From Jct. I-35 to E. State Line (St. Croix River)
- T.H. 9 From Jct. T.H. 29 to Jct. T.H. 59
- T.H. 10 From Anoka to CSAH 10 Becker County (Frazee).  
From Jct. T.H. 47 to Jct. I-694
- T.H. 12 From Jct. T.H. 59 to Jct. T.H. 100.  
From W. State Line to N. Jct. T.H. 7 (Ortonville)
- T.H. 13 From Jct. I-90 (Albert Lea) to W. Jct. T.H. 19  
From Jct. T.H. 282 N.E. to Jct. T.H. 101
- T.H. 14 From Jct. T.H. 23 to 2 miles W. of I-35  
From Jct. I-35 to Jct. T.H. 57 (Kasson)  
From Jct. T.H. 52 to Jct. T.H. 61
- T.H. 15 From Jct. I-90 to Jct. T.H. 257  
From W. Jct. T.H. 14 to Jct. T.H. 19
- T.H. 16 From Jct. I-90 to E. Jct. T.H. 52  
From Jct. T.H. 44 to Jct. T.H. 61
- T.H. 18 From Jct. T.H. 210 to N. Jct. T.H. 169  
From S. Jct. T.H. 47 to N. Jct. T.H. 47  
From Finlayson (CSAH 61) to E. Jct. T.H. 23
- T.H. 19 From Jct. T.H. 59 into Morton  
From Jct. T.H. 4 to Jct. T.H. 22
- T.H. 21 From S. Jct. T.H. 13 to Jct. 169
- T.H. 22 From Jct. T.H. 109 to Jct. T.H. 14  
From Jct. T.H. 212 to Jct. T.H. 55
- T.H. 23 From Jct. T.H. 269 to N. Lyon Co. Line  
From Maynard to T.H. 55  
From Jct. I-94 to S. Jct. I-35  
From N. Jct. I-35 to Jct. T.H. 123
- T.H. 24 From Jct. I-94 to Jct. T.H. 10
- T.H. 25 From S. Jct. T.H. 5 to Norwood  
From Sherburne CSAH 11 to N. Jct. T.H. 10  
From Jct. T.H. 18 to Merrifield
- T.H. 26 From S. Jct. T.H. 44 to Jct. T.H. 14
- T.H. 27 From Jct. T.H. 75 to Jct. T.H. 9  
From Jct. T.H. 29 to Jct. T.H. 127  
From S. Jct. T.H. 71 to Jct. T.H. 25  
From N. Jct. T.H. 47 to Jct. T.H. 65  
From I-35 to Jct. T.H. 73 (Moose Lake).
- T.H. 28 From W. State Line to S. Jct. T.H. 9
- T.H. 29 From Jct. T.H. 212 to Jct. T.H. 7
- T.H. 30 From Jct. T.H. 75 to N. Jct. T.H. 59  
From Jct. T.H. 4 to S. Jct. T.H. 15
- T.H. 33 From Jct. I-35 to Jct. T.H. 53

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# PROPOSED RULES

- T.H. 34 From Osage to Jct. T.H. 371
- T.H. 37 In its entirety
- T.H. 40 From W. State Line to Jct. T.H. 75
- T.H. 41 From Jct. T.H. 169 to Jct. T.H. 212  
From Jct. T.H. 5 to Jct. T.H. 7
- T.H. 44 From W. Jct. T.H. 52 to Jct. T.H. 14
- T.H. 47 From 2 miles S. of Jct. I-694 to Mpls. City Limits  
From S. Jct. T.H. 27 to N. Jct. T.H. 18
- T.H. 49 From Jct. T.H. 3 to N. Jct. T.H. 55
- T.H. 52 From Jct. I-94 (Vic. St. Cloud) to N. Jct. T.H. 152  
From Jct. T.H. 3 to Olmsted Co. Rd. 14  
From Jct. I-90 to S. State Line
- T.H. 53 From Jct. I-35 to S. Jct. T.H. 169
- T.H. 55 From Jct. T.H. 28 to Brooten  
From Jct. T.H. 23 to Jct. T.H. 22  
From Jct. T.H. 5 to Jct. I-35E.  
From Jct. T.H. 110 to Jct. T.H. 61
- T.H. 56 From Jct. T.H. 3 to Jct. T.H. 52 (Hampton)  
From Jct. T.H. 30 to Jct. T.H. 63
- T.H. 57 From Jct. T.H. 60 to Jct. T.H. 14
- T.H. 59 From N. State Line to Jct. T.H. 1  
From Jct. T.H. 200 to Jct. T.H. 10 (and 210). In Fergus Falls  
along T.H. 59 and 210 from Sheridan Ave. to St. Andrews  
St. South  
From Jct. T.H. 12 to E. Jct. T.H. 212  
From Jct. T.H. 23 to S. Jct. 30  
From Jct. T.H. 200 to Jct. T.H. 2
- T.H. 60 From S. State Line to E. Jct. T.H. 14  
From Jct. T.H. 57 to N. Jct. T.H. 52
- T.H. 61 From Jct. T.H. 8 to S. Jct. T.H. 96  
From Jct. I-90 to Jct. T.H. 16
- T.H. 63 From Jct. T.H. 16 to Jct. I-90  
From S. State Line to Jct. T.H. 56
- T.H. 65 From N. Jct. T.H. 169 to Pengilly  
From S. Jct. T.H. 27 to Jct. I-694.  
From 2.3 miles N. of S. Jct. I-35 to N. Jct. I-35  
From S. State Line to S. Jct. I-35
- T.H. 67 From W. Jct. T.H. 19 to Jct. T.H. 68
- T.H. 68 From Jct. T.H. 23 to E. Jct. T.H. 19  
From Jct. T.H. 67 to N. Jct. T.H. 15
- T.H. 71 From Jct. I-90 to Browerville  
From Jct. T.H. 10 to Jct. T.H. 34  
From Jct. T.H. 2 to Jct. T.H. 72 in Blackduck
- T.H. 73 From S. Jct. T.H. 169 to N. Jct. T.H. 169 (Hibbing)  
From Jct. T.H. 27 (Moose Lake) to Jct. I-35
- T.H. 75 From South State Line to Canadian Border
- T.H. 87 From S. Jct. T.H. 71 to N. Jct. T.H. 71
- T.H. 89 From Jct. T.H. 2 to S. Jct. T.H. 1
- T.H. 95 From Jct. T.H. 169 to Jct. I-35  
T.H. 96 From Jct. I-35W to Jct. T.H. 61
- T.H. 101 From S. Jct. T.H. 169 to Jct. T.H. 212 and 169
- T.H. 109 From Jct. T.H. 22 to Jct. I-90
- T.H. 127 From Jct. I-94 to Jct. T.H. 27
- T.H. 135 From Jct. T.H. 53 to Aurora.
- T.H. 152 From Jct. I-94 to Jct. T.H. 52 (St. Cloud)
- T.H. 169 From S. State Line to Jct. T.H. 21 (Jordan)  
From S. Jct. T.H. 101 to Jct. I-494  
From S. Jct. T.H. 52 to Jct. T.H. 23  
From S. Jct. T.H. 27 to W. Jct. T.H. 210  
From Jct. T.H. 200 to South Jct. T.H. 53
- T.H. 200 From W. State Line to Jct. T.H. 9  
From S. Jct. T.H. 371 to N. Jct. T.H. 371
- T.H. 201 From Jct. T.H. 10 to Jct. T.H. 169 (Elk River)
- T.H. 210 From West Jct. T.H. 10 to I-35.
- T.H. 212 From W. State Line to Dawson (E. of T.H. 75)  
From Jct. T.H. 29 to Dawson  
From W. Jct. T.H. 71 to Jct. T.H. 15  
From E. Jct. T.H. 22 to Jct. T.H. 41  
From Jct. T.H. 41 to Carver County Road 10 (Walnut Street  
— Chaska).  
From Jct. T.H. 101 to Jct. I-494
- T.H. 218 From S. State Line to 1¼ miles S. of Jct. I-90  
From 2.0 miles N. of Jct. I-90 to Jct. T.H. 14
- T.H. 226 From Jct. T.H. 34 into Dorset
- T.H. 231 From West State Line to I-94
- T.H. 257 From Jct. T.H. 15 into Hanska
- T.H. 268 From Jct. T.H. 75 into Edgerton
- T.H. 270 From Jct. T.H. 75 into Hills
- T.H. 282 From Jct. T.H. 169 to Jct. T.H. 13
- T.H. 322 From Jct. T.H. 371 to Jct. T.H. 18
- T.H. 361 From I-35 to Rush City.
- T.H. 371 From Jct. T.H. 10 to Jct. T.H. 2

## DESIGNATED 10-TON ROUTES (SEASONALLY RESTRICTED) COUNTY ROADS

### Becker County

CASH 10 from T.H. 10 west of Frazee to T.H. 10 east of Frazee.

### McLeod County

# PROPOSED RULES

CSAH 9 Plato to T.H. 212.

CR 81 in Glencoe.

Sherburne County

CSAH 11 from T.H. 25 to T.H. 10

Stevens County

CSAH 13 Chokio only.

CSAH 9 Alberta only.

Traverse County

CSAH Browns Valley only

Waseca County

CSAH 3 from Waldorf to Junction T.H. 14.

CSAH 9 from West County Line to CSAH 3.

CSAH 12 from CSAH 1 to T.H. 13.

CSAH 2 from CR 53 to T.H. 14.

CR 53 from CSAH 2 to CSAH 5.

CSAH 5 from CR 53 to CSAH 30.

CSAH 30 from CSAH 5 to T.H. 13.

## DESIGNATED 10-TON ROUTES (SEASONALLY RESTRICTED) CITY STREETS

Morris

Pacific Avenue from T.H. 59 to Park Avenue.

New Ulm

Front Street from 8th North Street to Center Street, then Center Street from Front Street to Valley Street, then South Valley Street from Center Street to First South Street.

Owatonna

From T.H. 14 south to railroad tracks.

Rose Creek

3rd Street.

Sauk Centre

4th Street North from T.H. 71 to 331 North 4th Street.

St. Paul

T.H. 5 from Mississippi River to T.H. 61 (Mounds Blvd.).

Wells

Broadway Avenue from T.H. 109 South to 7th Street S.E.

Worthington

Oxford Street from T.H. 60 to T.H. 266.

## DESIGNATED 10-TON ROUTES TRUNK HIGHWAYS 12 MONTHS

T.H. 2 From Jct. I-35 in Duluth to Arrowhead Bridge

T.H. 3 From Jct. T.H. 110 to T.H. 212

T.H. 5 From Mississippi River to Jct. I-494

T.H. 7 From I-494 to Jct. T.H. 15 (Hutchinson)

T.H. 10 From W. State Line to Becker Co. CSAH 10 (Frazee)

T.H. 12 From T.H. 280 to I-694

T.H. 12 I-694 to Wisconsin

T.H. 13 From Jct. T.H. 101 to I-35W

T.H. 14 From Jct. T.H. 57 (Kasson) to Jct. T.H. 52

T.H. 14 From I-35 west to 24th Avenue N.W. in Owatonna

T.H. 15 S. State Line to I-90

T.H. 23 From Jct. I-94 to T.H. 55 in Paynesville

T.H. 25 From I-94 to Sherburne County CSAH 11

T.H. 27 From I-35 to Jct. T.H. 73 (Moose Lake)

T.H. 28 From 5th St. N.W. in Glenwood to Jct. I-94

T.H. 29 From Jct. I-94 to its N. Jct. with T.H. 27 (Alexandria)

I-35 Continuous from Iowa border to 1.0 mile N. of Jct. with I-535 in Duluth — includes I-35W, I-35E, from downtown St. Paul to vicinity of Forest Lake

T.H. 36 From Jct. I-35W to T.H. 212 near Stillwater

T.H. 47 From Jct. 10 in Anoka to 2 miles S. of Jct. I-694

T.H. 51 From Jct. I-694 to I-94

T.H. 51. From I-494 to West 7th Street St. Paul (Snelling Avenue from I-94 to Montreal Avenue, then Montreal Avenue from Snelling Avenue to West 7th Street.)

**KEY: RULES SECTION** — Underlining indicates additions to proposed rule language. ~~Strike outs~~ indicate deletions from proposed rule language. **PROPOSED RULES SECTION** — Underlining indicates additions to existing rule language. ~~Strike outs~~ indicate deletions from existing rule language. If a proposed rule is totally new, it is designated "all new material."

# PROPOSED RULES

T.H. 52 From Jct. I-90 to Olmsted Co. Rd. 14, 5 miles N. of west Jct. T.H. 14 in Rochester

T.H. 52 From Jct. T.H. 100 to I-94

T.H. 52 From west City Limits of St. Paul to Plato Blvd.

T.H. 55 From Jct. T.H. 23 (Paynesville) to 6.5 miles W. of Jct. 71 (Brooten)

T.H. 55 East 24th Street in Minneapolis to Jct. T.H. 5.

T.H. 55 From Jct. T.H. 22 (Eden Valley) to 1½ miles E. of T.H. 100

T.H. 59 From Jct. T.H. 10 to I-94 (Fergus Falls)

T.H. 59 From Jct. I-94 north to Sheridan Avenue in Fergus Falls

T.H. 61 From end I-35 (Duluth) to Lake Co. Rd. 2 (Two Harbors)

T.H. 61 From N. Jct. I-90 to 1 mile N. of T.H. 60 at Wabasha

T.H. 61 From Hastings to Jct. I-94

T.H. 61 From Jct. T.H. 96 to Jct. T.H. 212 (E. 7th St.)

T.H. 63 From Jct. with I-90 to Jct. T.H. 52

T.H. 65 From S. Jct. I-35 (S. of Albert Lea) to 2.3 miles N.

T.H. 71 From Jct. I-94 N. to North 4th St. in Sauk Centre

T.H. 73 From Jct. 27 (Moose Lake) to Jct. I-35

T.H. 74 From Jct. I-90 N. to Jct. T.H. 14 in St. Charles

I-90 W. Border to E. Border (including yet to be constructed)

I-94 Continuous from N.D. border I-694, east of St. Paul (includes yet to be constructed segment at Lyndale Ave. location in Mpls.)

T.H. 95 From Jct. T.H. 12 to south Jct. T.H. 212

T.H. 100 From I-494 to T.H. 52

T.H. 101 From Jct. I-94 (Rogers) to Jct. T.H. 169 (Elk River)

T.H. 101 From Jct. 169 (in Shakopee) to Jct. T.H. 13

T.H. 110 From T.H. 56 W. to Jct. T.H. 3

T.H. 152 From Jct. I-94 (Brooklyn Park) to Jct. I-94 in Rogers

T.H. 169 From Jct. I-494 to T.H. 100

T.H. 169 From Jct. T.H. 21 (Jordan) to Jct. T.H. 101 (Shakopee)

T.H. 210 From Jct. I-94 E. to St. Andrews St. S. in Fergus Falls

T.H. 212 (E. 7th St.) From T.H. 52 (Robert St.) east to East Minnehaha Avenue

T.H. 212 From Jct. T.H. 36 (near Stillwater) to Jct. T.H. 95

T.H. 218 From E. Jct. I-90 to 1¾ miles south

T.H. 218 From W. Jct. I-90 to 2 miles N.

T.H. 280 From Jct. I-94 to Jct. T.H. 36

T.H. 324 From I-35 to its Jct. with T.H. 361 in Pine City

I-494 From Jct. I-94 (Fish Lake) to present end I-494 at T.C. Int. Airport

I-494 From T.H. 56 to Jct. I-94 E. of St. Paul

I-535 In Duluth, from I-35 to Wisconsin

I-694 From Jct. I-94, E. of St. Paul, to Jct. I-94 (Brooklyn Center).

## DESIGNATED 10-TON ROUTES COUNTY ROADS 12 Months

### Becker County

CSAH 10 connections to T.H. 10

### Clay County

CSAH 11 from T.H. 10 to Truck Stop ½-mile south of I-94

### Douglas County

CSAH 41 from I-94 to its junction with CSAH 82

CSAH 82 from CSAH 41 to its junction with T.H. 29 in Alexandria

### Hennepin County

— CSAH 3 (Excelsior Blvd.)	— From CSAH 18 to T.H. 100
— CSAH 10 (Bass Lake Rd.)	— From FAI 494 to CSAH 156
— CSAH 15 (Shoreline Blvd.)	— From CSAH 110 to CSAH 19
— CSAH 18	— From FAI 494 to T.H. 7
— CSAH 18	— From CSAH 10 to FAI 94
— CSAH 19	— From T.H. 7 to CSAH 15
— CSAH 20 (Blake Rd.)	— From CSAH 3 to T.H. 7
— CSAH 34 (Normandale Blvd.)	— From 94th St. to FAI 494
— CSAH 109 (85th Ave. No.)	— From CSAH 18 to T.H. 52
— CSAH 156 (Winnetka Ave.)	— From CSAH 9 to CSAH 10

### McLeod County

County Road 90 from T.H. 7 to 1¼ miles south

### Pine County

CSAH 61 from Int. of T.H. 361 and T.H. 324 to its Jct. with CSAH 11 in Pine City

County Road 55 from CSAH 61 to Industrial Park — Pine City

CSAH 8 from CSAH 61 to E. 2nd St.

### Ramsey County

County Road D (CSAH 19) from Old T.H. 8 to I-35W in Ramsey County

Old Highway 8 (CSAH 77) from County Road D to First Street S.W. in Ramsey County

Cleveland Avenue (CSAH 46) from County Road C to County Road C-2 in Ramsey County

# PROPOSED RULES

County Road C (CSAH 23) from Walnut Street to Prior Avenue in Ramsey County

Washington County

CSAH 22 from T.H. 61 to Jct. with CSAH 38

CSAH 38 from Jct. with CSAH 22 to Jct. with I-494

## DESIGNATED 10-TON ROUTES CITY STREETS 12 Months

### ALBERT LEA

Margaretha Avenue from T.H. 65 south to 13th Street, and 13th Street east to its termini.

### BLAINE

85th Avenue from I-35W to 3601 (truck terminal in the City of Blaine).

### DETROIT LAKES

Randolph Road from Ciabor Terminal to Roosevelt Avenue; then Roosevelt Avenue south to T.H. 10.

### FERGUS FALLS

Douglas Avenue from T.H. 59 to T.H. 210.

Sheridan Avenue from T.H. 59 and 210 north to Washington Avenue, west on Washington Avenue one block to Sherman Street, then south one block on Sherman Street to Junius Avenue.

From T.H. 210 south on St. Andrews Street to West Lincoln Avenue, west on West Lincoln Avenue to Sewage Plant Road, then south on Sewage Plant Road to Central By-Products Plant.

### GLENWOOD

Junction of T.H. 28 and Minnesota Avenue to North Lakeshore Drive, then North Lakeshore Drive to the West Corporate Limits of Glenwood.

### MINNEAPOLIS

18th Avenue N.E. from Arthur Street N.E. to New Brighton Blvd. (T.H. 8).

Arthur Street N.E. from 18th Avenue N.E. to New Brighton Blvd. (T.H. 8).

Stinson Blvd. from 18th Avenue N.E. to Broadway Street N.E.

I-35W North Frontage Road from Stinson Blvd. to New Brighton Blvd. (T.H. 8).

I-35W South Frontage Road from Stinson Blvd. to New Brighton Blvd. (T.H. 8).

Broadway Street N.E. from Arthur Street N.E. to Minneapolis East City Limits.

Arthur Street N.E. from Summer Street N.E. to Broadway Street N.E.

Taft Street N.E. from Kennedy Street N.E. to Broadway Street N.E.

Industrial Blvd. N.E. from Broadway Street N.E. to I-35W.

New Brighton Blvd. from I-35W North Frontage Road to South Frontage Road.

T.H. 55 (Hiawatha Avenue) from East 24th Street to Minneapolis South City Limits.

Cedar Highway from East 24th Street to Minnehaha Avenue.

Cedar Avenue from I-94 Exit Ramp to Minnehaha Avenue.

Minnehaha Avenue from I-94 to East 26th Avenue South.

East 26th Street from Minnehaha Avenue to 26th Avenue South.

26th Avenue South from East 26th Street to East 27th Street.

### MOORHEAD

1st Avenue North from 8th Street North to T.H. 10.

### OWATONNA

Hoffman Drive from I-35 to North Street, North Street from Hoffman Drive east to the railroad tracks.

### PINE CITY

Seventh Street from Hillside Avenue to 8th Avenue West, from 4th Avenue West to 3rd Avenue West, from 2nd Avenue West to river.

Fourth Street from Hillside Avenue to 8th Avenue East, 5th Avenue East to 3rd Avenue East.

Third Street from 3rd Avenue East to river.

Second Street from 3rd Avenue East to 2nd Avenue East.

First Avenue East from CSAH 61 to railroad tracks.

Second Avenue West from 7th Street to CSAH 61.

Second Avenue East from CSAH 61 to Second Street.

Third Avenue West from 7th Street to CSAH 61.

Third Avenue East from CSAH 61 to 2nd Street.

Fourth Avenue West from 7th Street to CSAH 61.

Eighth Avenue West from 7th Street to CSAH 61.

Eighth Avenue East from CSAH 61 to 4th Street.

Hillside Avenue from CSAH 61 to Fourth Street.

### ST. PAUL

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## PROPOSED RULES

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Dale Street from Grand Avenue to Larpenteur Avenue.

Plato Blvd. from Water Street to Fillmore Avenue.

Chester Street from T.H. 3 to Plato Blvd.

North Cleveland Avenue from University Avenue South to Wabash Avenue, then Wabash Avenue on North Cleveland to Vandalia Street, then Vandalia Street to I-94.

East Seventh Street from East Minnehaha Avenue to Atlantic Street, then Atlantic Street north to railroad tracks.

Wacouta Street from I-94 to Fifth Street, then Fifth Street from Wacouta Street to Broadway.

Shepard Road from T.H. 5 to Warner Road. Then Warner Road from its intersection with Shepard Road to T.H. 61.

Elway Street from Shepard Road to Montreal Avenue. Then Montreal Avenue from Elway Street to Stewart Avenue. Then Stewart Avenue to Texaco Terminal.

Minnehaha Avenue West from Dale Street to Arundel Street.

Otto Avenue from Shepard Road to West 7th Street.

White Bear Avenue from I-94 to East Minnehaha Avenue.

East Minnehaha Avenue from White Bear Avenue to Birmingham Street.

Childs Road from Warner Road to the southerly limits of Childs Road.

Mounds Blvd. from I-94 to East Seventh Street.

Snelling Avenue (T.H. 51).

# STATE CONTRACTS

Pursuant to the provisions of Laws of 1978, ch. 480, an agency must make reasonable effort to publicize the availability of any consultant services contract or professional and technical services contract which has an estimated cost of over \$2,000.

Department of Administration procedures require that notice of any consultant services contract or professional and technical services contract which has an estimated cost of over \$10,000 be printed in the *State Register*. These procedures also require that the following information be included in the notice: name of contact person, agency name and address, description of project and tasks, cost estimate, and final submission date of completed contract proposal.



The common American egret, or great white heron, can be seen in the Mississippi Flyway, a migratory route extending to the Gulf of Mexico. Male egrets display fine lace-like plumes and aligrettes during the breeding season. These plumes were once so prized that in 1898 the plumes of 1,538,000 egrets were exported from Venezuela alone. Egrets might have become extinct had not public bird protection organizations in America and Europe acted to make use of egret plumes illegal. (Drawing by Brian Conway)

## Department of Administration Information Systems Division

### Notice of Availability of Contract for Programming Services

The Information Systems Division of the Department of Administration of the State of Minnesota, hereinafter referred to as the State, has determined that the services of a consultant programmer are needed for the timely completion of various projects for the Department of Welfare.

These projects are each modifications of existing systems and are many and varied. The accepted programmer will work with and under the direction of the Modifications Unit of the Information Systems Division.

The duties of the accepted programmer will require that he/she:

1. Be available for work at the State, 5th floor Centennial Bldg., 8 hours/day for the period of the contract.
2. Be available for work on Monday, October 2, 1978.
3. Be experienced (3 years minimum) in the IBM BAL language, with project experience in on-line systems (more than one).

In addition, it will be advantageous if the candidate(s) have experience in:

1. IBM 370/158 MVS environment
2. TOTAL database management system
3. The State's TPEXEC teleprocessing monitor
4. The PRIDE Project control system

The contract will begin on Oct. 2, 1978, and end on March 30, 1979. Total programmer time will not exceed 992 hours in the contract resulting from this notice.

## STATE CONTRACTS

The estimated amount of this contract is \$22,816.

Responses must be received by Sept. 25, 1978, 4:30 p.m., CDT.

Respondents should include:

1. Resume of each individual offered for this project.
2. The hourly rate for each such individual.
3. Assurance that, barring ill health or termination of the employee or a subsequent rejection for cause by the State, the assigned employee will not be assigned to another project until released by the State on completion of the terms of the contract.

4. State and federal tax numbers of the respondent.

Submit responses to:

Ronald G. Larson, Manager  
Information Systems Division  
5th floor Centennial Building  
St. Paul, Minnesota 55155  
Telephone: (612) 296-6343

Questions on specific detail of the project(s) may be addressed to:

James P. Collins, Lead Programmer  
Same as above  
Telephone: (612) 296-6376

## Department of Economic Development

### Notice of Request for Proposals for a Study of the Commercial and Industrial Market Opportunities for the North Side Community Development Corporation of Minneapolis

The Minnesota Department of Economic Development, 480 Cedar Street, St. Paul, Minnesota 55101, Deputy Commissioner Steve Kane, is requesting proposals for a

study of commercial and industrial market opportunities for the North Side Community Development Corporation of Minneapolis.

The purpose of the study will be to identify viable commercial and industrial uses for available property and facilities in the North Side area of Minneapolis.

The contractor will be responsible for performing an inventory of available real property and facilities available for commercial and industrial development. After the inventory is completed the contractor will examine the labor force available in the area and identify viable economic uses for property and facilities. The economic opportunities identified by the contractor must make maximum use of local facilities and labor.

The overall goal of the research project will be to identify development opportunities that are compatible with the demographic and marketing characteristics of the area. The research report will be used to attract appropriate business and industry.

The Department estimates the cost of such a study to be between \$12,000 and \$18,000.

Proposals must be submitted by 10-2-78. Further information is available from Deputy Commissioner Kane by calling (612) 296-3924.

### Notice of Request for Proposals for a Study of the Commercial, Tourism and Industrial Market Opportunities for Silver Bay, Minnesota

The Minnesota Department of Economic Development, 480 Cedar Street, St. Paul, Minnesota 55101, Deputy Commissioner Steve Kane, is requesting proposals for a study of commercial, tourism and industrial market opportunities for the Community of Silver Bay.

The purpose of the study will be to carefully examine the potential for commercial, tourism and light industrial development in the community of Silver Bay and to report on the most attractive opportunities.

The contractor will be responsible for gathering and analyzing demographic materials for the area, defining a trade area for the community, and for developing a list of plausible development alternatives for the area. Additionally, the con-



## STATE CONTRACTS

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tractor will examine the tourism potential for the community and identify potential state and federal sources for implementing development plans.

The product of the study will be a detailed analysis of development opportunities for the community. The final report will be used by the community to attract businesses to Silver Bay.

The Department estimates the cost of such a study to be between \$12,000 and \$18,000.

Proposals must be submitted by 10-2-78. Further information is available from Deputy Commissioner Kane by calling (612) 296-3924.

### Department of Transportation

#### Notice of Availability of Contract for Engineering Services

The Mn/DOT requires the services of a qualified Consultant to provide preliminary engineering services for the design of the bridge project described below.

Bridge No. 62090 T.H. 49 (Smith Avenue) over the Mississippi River, R.R. Tracks and City Streets in St. Paul

The work will include type studies, attendance at public meetings as an advisor to Mn/DOT and preparation of a preliminary plan.

Estimated fee range: In excess of \$75,000.

The work will start in the next few months with approximately one year anticipated for completion.

Firms desiring consideration should express their interest to Mn/DOT before 4:30 p.m. September 29, 1978. Identify personnel to conduct the project and include resume of their training and work experience. Minnesota firms will be given first consideration.

The Bridge Contractor Selection Committee will solicit a proposal from the list of responders.

Send response to:

K. V. Benthin  
Bridge Engineer  
Room 610D  
Transportation Bldg.  
St. Paul, Minnesota 55155

#### Notice of Availability of Contract for Preparation of Construction Plans

The Mn/DOT requires the services of a qualified Consultant to prepare construction plans for the bridge described below.

Bridges 19859 and 19860 T.H. 35E and C-D Roads  
Under T.H. 36 SB and T.H. 36 NB (Cedar Avenue)

Estimated fee range: In excess of \$75,000

The work is anticipated to start in a few months with approximately five (5) months allowed for design and plan preparation.

Minnesota firms will be given first consideration. Forms desiring consideration should express their interest to Mn/DOT before 4:30 p.m. September 29, 1978. Identify personnel to conduct the project and include resume of their training and work experience.

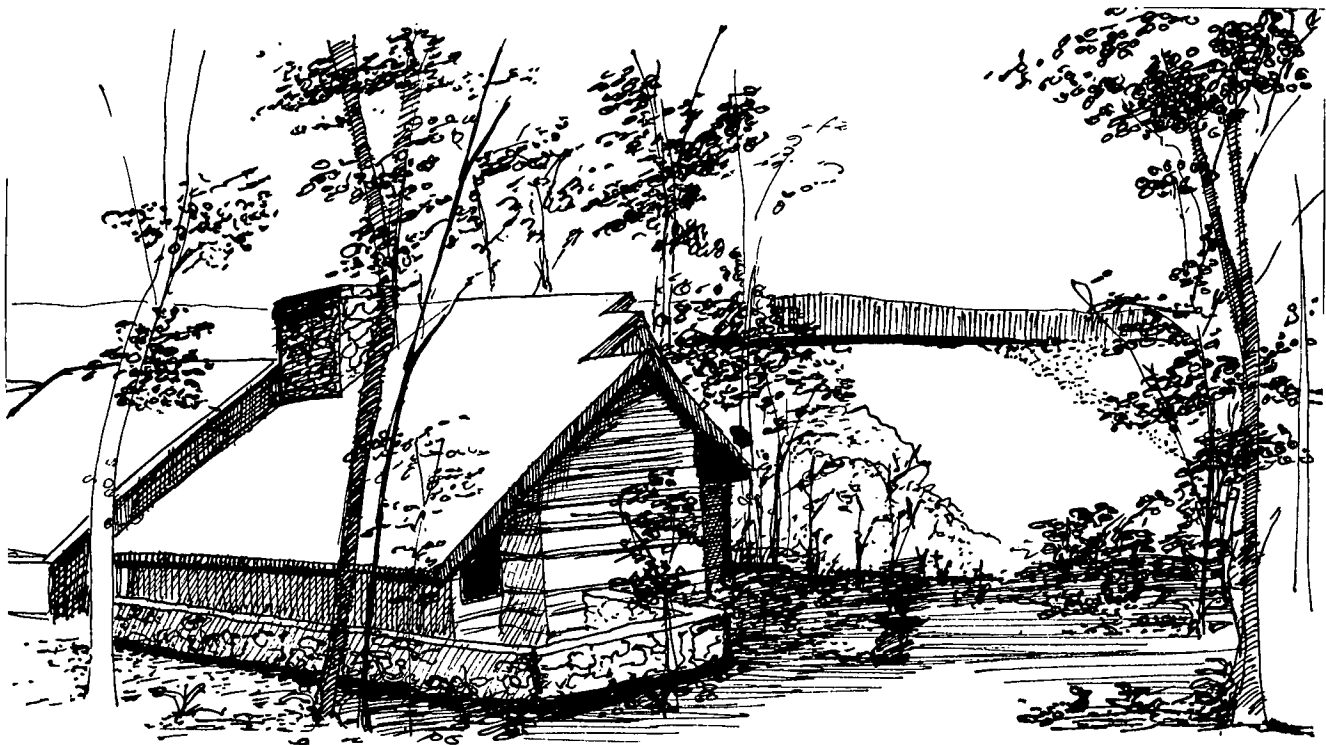
The Bridge Contractor Selection Committee will solicit a proposal from the list of responders.

Send your response:

K. V. Benthin  
Bridge Engineer  
Room 610D  
Transportation Building  
St. Paul, Minnesota 55155

# OFFICIAL NOTICES

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This 2500-square foot interpretive center is only one feature of the new St. Croix Wild River State Park scheduled to open to the public in September, 1978. Located two miles northeast of Almelund on County Road 12, the year-round park consists of 6,582 acres and includes a 76-unit campground, boat landing with access to the St. Croix River, picnic area with shelter, and all-season trail center. The interpretive center will feature slide presentations on wildlife and history of the park, as well as display modules regarding the park and the Department of Natural Resources. (Drawing by Brian Conway, printed courtesy of DNR Engineering Division)

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Pursuant to the provisions of Minn. Stat. § 15.0412, subd. 6, an agency, in preparing proposed rules, may seek information or opinion from sources outside the agency. Notices of intent to solicit outside opinion must be published in the *State Register* and all interested persons afforded the opportunity to submit data or views on the subject, either orally or in writing.

The *State Register* also publishes other official notices of state agencies, notices of meetings, and matters of public interest.

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## Water Planning Board Notice of Hearing

Notice is hereby given that the Water Planning Board will hold a meeting on Friday, September 29, 1978 at 9:30 a.m.

in Room 22 State Office Building, Wabasha Street, St. Paul, Minnesota. An agenda for the meeting may be obtained one week prior to the meeting by contacting the undersigned at 600 American Center Building, 150 E. Kellogg Boulevard, St. Paul, Minnesota 55101.

Thomas Kalitowski  
Chairman

## Department of Education Special and Compensatory Education Division

### Minnesota's FY '78 State Plan Official Notice

As required by the final regulations for the Education of

## OFFICIAL NOTICES

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ALL Handicapped Children Act (E.H.A.), Part B (P.L. 94-142), § 121a.284), notice is given of the following:

Minnesota's 1978 State Plan, final draft, has been approved by the Commissioner of Education, the Bureau of Education for the Handicapped. Public Law 94-142 funds have been received by the State Department of Education. Copies of the plan or information about the plan may be obtained by contacting either Dr. Antell, Assistant Commissioner of Special and Compensatory Education, Minnesota State Department of Education, 802 Capitol Square Building, St. Paul, Minnesota 55101, telephone (612) 296-7020, or the Special Education Regional Consultant for your region.

### **Soil and Water Conservation Board**

#### **Notice of Meeting**

The State Soil and Water Conservation Board will hold their regular monthly meeting on September 12, 1978 at 8:00 a.m. at the Sunwood Inn, Morris, Minnesota.

### **Department of Commerce Securities Division**

#### **Notice of Intent to Solicit Outside Opinion Regarding Proposed Rules Governing Contracts for Deed**

Notice is hereby given that the Securities Division has begun consideration of proposed rules governing charitable solicitation in the State of Minnesota. In order to adequately determine the nature and utility of such rules, the Securities Division hereby requests information and comments from all interested individuals or groups concerning the subject matter of the proposed rules.

All interested or affected persons and/or groups are requested to participate. Statements of information and comment may be made orally or in writing. Written statements of information and comment may be addressed to:

Department of Commerce  
Securities Division, Charitable Solicitation  
500 Metro Square Building  
St. Paul, Minnesota 55101

The proposed rules, if adopted, would among other things under Minn. Stat. § 309, require and define certain accounting practices as they pertain to charitable organizations registered with the Commerce Department.

September 1, 1978

Thomas E. Collins  
Securities Division  
Department of Commerce

### **Public Service Commission**

#### **Notice of Intent to Solicit Outside Opinion Concerning Proposed Rules and Regulations Relating to Technical Service Standards for Gas and Electric Public Utilities**

Notice is hereby given that the Minnesota Public Service Commission is considering adoption of rules and regulations which would specify the manner in which gas and electric utilities maintain and test laboratory and customer meters, and the standards of service to customers. Minn. Stat. § 216B.09 (1976) authorizes the promulgation of rules which allows the Commission to establish reasonable standards of service, measurement, test, and accuracy of meters.

The Utilities Division of the Department of Public Service has filed with the Commission a copy of proposed rules which delineate methods and controls for testing customers' meters with test equipments whose accuracy is traceable to the National Bureau of Standards. They specify maximum allowable variations in gas heating values, gas pressures and electrical voltages and they contain provisions applicable to service interruptions. A copy of the proposed rules will be furnished upon written request and receipt of a check payable to "Public Service Commission" in the amount of \$12.50.

All interested or affected persons or groups may submit information on this subject. Written or oral information and comment should be addressed to:

Mr. Leo J. Ambrose  
Secretary, Minnesota Public Service Commission  
Seventh Floor, American Center Building  
160 East Kellogg Boulevard  
St. Paul, Minnesota 55101

## OFFICIAL NOTICES

All statements of information and comment must be received by October 31, 1978. Any written material received by this date will become part of the record of any rules hearing held on this subject.

Leo J. Ambrose  
Secretary

### Department of Transportation

#### Notice of Application and of Opportunity for Hearing Regarding Petition of Chicago and North Western Transportation Company for Authority to Retire and Remove Trout Brook Lead, ICC Track No. 1 and ICC Track No. 4 Located in Red Wing, Minnesota

Notice is hereby given that Chicago and North Western Transportation Company with offices at 4200 IDS Center, 80 South 8th Street, Minneapolis, Minnesota 55402 has filed a petition with the Commissioner of Transportation pursuant to Minn. Stat. § 219.741 (1977 Supp. and § 218.041, subd. 3 (10) (1977 Supp.) to retire and remove Trout Brook Lead, I.C.C. Track No. 1, and I.C.C. Track No. 4 located at Red Wing, Minnesota.

The petition recites among other matters that:

“Chicago and North Western Transportation Company, petitioner herein, respectfully requests authority to retire and remove 6,600 feet of Trout Brook Lead, including turnout, 1329 feet of I.C.C. Track No. 1, including turnout, and 2,125 feet of I.C.C. Track No. 4, including two (2) turnouts, located in Red Wing, Minnesota. . . .”

“The subject tracks are no longer needed for rail transportation service, and constitute a continuing and burdensome maintenance expense. The tracks are not used at the present time and there is no present prospect that the subject tracks will be needed in the future. Furthermore, the City of Red Wing proposes to raise the grade of Red Wing Featherstone Road at its intersection with Trout Brook Lead and I.C.C. Track No. 1. The only shippers, patrons or members of the public who might have any interest in the retention of the tracks or facilities, or who have used the same to any substantial degree within the past several years is the S.B. Foot Tanning Company of Red Wing, Minnesota.”

Any person may file a written objection to the proposed action by means of a letter addressed to the Commissioner of Transportation, Transportation Building, Saint Paul, Minnesota 55155, not later than the date specified below. An objection must be received on or before October 2, 1978. The objection should state specifically how the objector's interest will be adversely affected by the proposed action.

Upon receipt of a written objection, the Commissioner will with respect to the named petitioner, set the matter down for hearing. If no objections are received, the Commissioner may grant the relief sought by the petitioner.

If this matter is set for hearing, any person who desires to become a Party to this matter must submit a timely Petition to Intervene to the Hearing Examiner pursuant to Minn. Reg. HE 210, showing how the person's legal rights, duties and privileges may be determined or affected by the decision in this case. The petition must also set forth the grounds and purposes for which intervention is sought. All parties have the right to be represented by legal counsel or any other representative of their choice. In the event the objecting party does not do so, or otherwise does not participate in the hearing, the statements contained in the application filed may be taken as true.

September 5, 1978

Jim Harrington  
Commissioner of Transportation

STATE OF MINNESOTA  
OFFICE OF THE STATE REGISTER

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