

2003 CLASSIFIED SERVICE COMPENSATION REPORT

The seal of the State of New Mexico is a large, circular emblem in the background. It features an eagle with its wings spread, perched on a cactus. The eagle is holding a shield on its chest and a banner in its beak that reads "CRESCIT EUNDO". The outer ring of the seal contains the text "SEAL OF THE STATE OF NEW MEXICO" at the top and "GREAT STATE OF NEW MEXICO" at the bottom, with the year "1912" and two stars in the center of the bottom arc.

**State of New Mexico
State Personnel Board**

**Jeff A. Varela
State Personnel Director
December 5, 2003**

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The Personnel Act

(NMSA 1978, §§ 10-9-1)

The Personnel Act was enacted by the New Mexico Legislature in 1961. Its purpose was to establish for New Mexico a system of personnel administration based solely on qualification and ability, which would provide greater economy and efficiency in the management of state agencies. This Act established the merit system we know today and was made applicable to all of the classified agencies.

The Act created the State Personnel Board (Board), which is a five-member board appointed by the Governor and confirmed by the Senate. They are appointed for five-year staggered terms. One of the responsibilities of the Board is to select, with approval of the Governor, a Director for the State Personnel Office. Another major responsibility is to promulgate rules and regulations to implement the Personnel Act.

The State Personnel Board Rule *Subsection E of 1.7.4.8 NMAC* requires the Board to adopt and submit recommendations on the classified pay system to the Governor and the Legislative Finance Committee by the end of each calendar year. This shall serve as the official report.

EXECUTIVE SUMMARY

2003 Compensation Report

Introduction

Over the past several years the State of New Mexico's compensation system continues to evolve into a model of innovation. However, the challenge of innovation is coupled with the need to have a compensation system with a solid foundation. The national trend in both public and private sector compensation is to simplify the system and make it more usable by employees and managers. In July, 2001 the State of New Mexico reduced the number of classifications and pay bands (salary grades), and provided for pay advancement as a direct result of demonstrated job performance in support of the mission of the agencies.

The State of New Mexico's compensation system is based on a solid foundation built on the recommendations of the Act on Compensation Equity (ACE) project in 1989. To assist in the refinement of the system, the Legislative Finance Committee and the State Personnel Board has retained the services of Hay Management Consultants (HayGroup) annually since 1989. The recommendations being presented in this report are an integral part of the work in progress.

Compensation Philosophy

The State of New Mexico's compensation philosophy as stated in the existing Classified Service Pay Plan reads as follows:

“The Compensation System (salary and benefits) for classified state government employees will be structured to support the mission of State Government and be consistent with State statutes to provide, “a high-level of responsive service in meeting the needs of its citizens.” The foundation of this structure is to reward employees for their specific contributions to the achievement of organizational goals and objectives. Fiscal responsibility requires that this approach be administered in a consistent manner throughout the State's classified service based on its financial capabilities.”

This philosophy is based on sound compensation objectives found in most successful organizations. Those objectives are: to **attract** qualified applicants, to **retain** those employees, to **motivate** employees and to **reward** them for their specific contributions to the achievement of organizational goals and objectives.

The focus of the Board and the Office for fiscal year 2005 is to support the adopted compensation philosophy. The philosophy expresses that the ability to **attract** and **retain** the quality and quantity of employees necessary to accomplish the mission of state agencies is contingent on the success of maintaining a competitive salary structure and a pay plan that “will **reward** employees for their specific contributions to the achievement of organizational goals and objectives”.

System Maintenance Proposal

1. To achieve and maintain external competitiveness requires that the Classified Service Salary Schedule be adjusted by **2.4%**.
2. Employee pay should be linked to pay movement mechanisms established by the State Personnel Board. Data supports providing an in-range salary adjustment of **3.0%**.

In-range Salary Adjustments for a Full Fiscal Year Will Cost:

Percent Increase	Full Cost	General Fund (54%)
1.0%	\$ 8,426,409	\$ 4,550,261
1.5%	\$12,641,222	\$ 6,826,260
2.0%	\$16,850,791	\$ 9,099,427
2.5%	\$21,064,670	\$11,374,922
3.0%	\$25,276,970	\$13,649,564
3.5%	\$29,497,196	\$15,928,486

Estimates Include Benefits

THIS COST PROJECTION INCLUDES ONLY FILLED POSITIONS WHICH REMAIN FAIRLY CONSTANT FROM FISCAL YEAR TO FISCAL YEAR. VACANCY SAVINGS ARE ALREADY INCLUDED IN THIS COST; THEREFORE, NO OTHER ADJUSTMENTS FOR VACANCY SAVINGS SHOULD BE MADE AS IT COULD RESULT IN AN APPROPRIATION DEFICIENCY.

TOTAL COMPENSATION

2003 Compensation Report

Total Compensation

Studies conducted by WorldatWork (Formerly the American Compensation Association), the Employee Benefit Research Institute, the Society for Human Resource Management, International Personnel Management Association, National Association of State Personnel Executives, HayGroup, Towers Perrin, Watson Wyatt Worldwide, and numerous other organizations reveal that employer-provided employee benefits remain a very important part of the total rewards package in attracting and retaining workers.

Total compensation can be defined as “*The complete reward/recognition package for employees, including all forms of money, benefits, perquisites, services and in-kind payments.*” The State of New Mexico provides a competitive employee benefit package that includes: employer-paid medical insurance contributions, pension (retirement) contributions, paid leave allowances for vacation days, sick days and paid holidays. Additionally, state employees can take advantage of a Section 457, Deferred Compensation Plan that allows for contributions to a tax-deferred savings program which can be used to supplement their retirement plan.

The adopted Policy Line, which targets classified pay as a percentage of the Market Line, applies the total compensation approach. The Policy Line is considered to be competitive particularly in light of the competitiveness of the employee benefit package. The results of the HayGroup Employee Benefits Review rank the State of New Mexico benefits package as median or slightly above the benefit package of the comparator market. The State Personnel Office participates in an annual benefit survey that has confirmed this trend.

TOTAL COMPENSATION SAMPLE

Base Salary :	\$32,843
Employer Sponsored Benefits:	
Fica/Medicare (6.2%/1.45%)	+ \$ 2,512.50
PERA: 16.59%	+ \$ 5,448.69
Vacation: (120 hours per year)	+ \$ 1,894.80
Sick: (96 hours per year)	+ \$ 1,515.84
Holiday: (80 hours per year)	+ \$ 1,263.20
Insurance: (Over \$25,000/year category-family coverage)	+ \$ 5,820.10
Personal Day (8 hours per year)	+ \$ 126.32

Total Benefits	<u>\$18,581.45</u>
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Total Compensation (Salary + Benefits)	<u>\$51,424.65</u>
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SALARY SURVEY

2003 Compensation Report

Background

Since the 1990 joint Executive/Legislative Act on Compensation Equity (ACE) project, our commitment to the established compensation philosophy and its components has achieved credibility, competitiveness and admiration from the comparator states in our region.

The purpose of conducting an annual salary survey is to determine the competitiveness of our salary structure (Pay Bands and Pay Opportunities) and our current pay practice (actual pay) with the average pay of our comparative markets and to determine the competitiveness of our benefits (insurance, leave, etc.) to the markets. The Office uses numerous key surveys to collect salary data as listed in the next section.

Maintaining External Competitiveness

The effectiveness of an organization's pay system can be measured by the extent to which pay is competitive with others in the market (for the same jobs). Our compensation philosophy has advocated an objective of maintaining external competitiveness.

It was determined that a more selective way to compare state classified salaries to market salaries was needed. An analysis of the marketplace was done to recognize where we are losing employees to and where we believed we were able to best attract potential employees. The results of this analysis allowed us to target specific markets for four separate levels of jobs, two representing the technical occupation groups and two manager survey groups. It was further determined that the marketplace could be divided into three groups: local; local and regional; and Central, Western and Southwestern states.

Market data was collected from several sources: Central States Compensation Association Survey, New Mexico Public Sector Salary Survey which includes Municipal and County Governments, State colleges and universities, public schools and national laboratories, New Mexico Department of Labor Occupational Wage Survey, which includes public and private employers, CompData 2003 Southwest Survey, AFT Public Employees Compensation Survey, and the New Mexico Municipal League Survey which includes Municipal and County governments.

The purpose of these salary surveys is to determine the competitiveness of our salary structure with the average pay of our comparator market and to determine how New Mexico relates to the comparator market in terms of total compensation (salary and benefits).

A comprehensive benefits positioning was assessed using methodology developed by Hay/Huggins, the HayGroup's actuarial and benefits consulting firm in 2000. The overall findings of the total benefit program value indicated that for 93.6% of the current workforce the benefit program is equal to the median practice of the comparator market. We anticipate that we

will need to conduct a benefits survey every five years to keep information up to date. Our intentions are to partner with Hay/Huggins again in 2004.

Trend analysis based on economic and industry data and additional factors has been added to the information considered in making recommendations for salary structure adjustments. The primary sources of data include WorldatWork Total Salary Increase Budget Survey, Central States Compensation Association Survey, Consumer Price Index (CPI) and Employment Cost Index (ECI).

Salary Surveys

The benchmark classifications to be used as matches in the survey were selected based on the following criteria:

- They represent a large sample of state employees;
- They represent a variety of job occupations (clerical, trade, counseling, law enforcement, etc.);
- They represent a range of levels of job complexity (measured in job content points). **See Appendix A for the List of Benchmark Classifications.**

New Mexico Base Salary Survey: The Office conducts an annual salary survey of New Mexico Municipal and County Governments, State colleges and universities, public schools and national laboratories. A total of 228 classifications were surveyed. Unfortunately, we only received responses from 16 of the 49 surveys sent to medium-to-large private sector firms. Due to the low participation we increasingly have to depend on salary information from other sources.

Central States Compensation Association Salary Survey: The Office participates in a comprehensive annual salary survey of benchmark job classifications sponsored by the Central States Compensation Association. The Association was established in 1984 for the purpose of improving the validity of job matches and accuracy of data in salary surveys among the states and reducing the number of individual surveys exchanged among the states on an annual basis. There are 25 State Governments who participate annually in this survey. New Mexico had job matches for 210 of the 222 benchmark classifications in the survey.

New Mexico Department of Labor Occupational Wage and Salary Survey: The 2003 survey consists of data from over 2,400 in-state private and public employers representing over 150,000 workers.

CompData Survey (Southwest Region): The 2003 survey contains 477 jobs in the states of Arizona, Nevada and New Mexico. A total of 196 organizations submitted data covering 63,493 employees.

Comparative Market Movement and Proposed Structure Adjustment

This data supports adjusting the salary structure by **2.4%** based on a trend analysis of what other comparator organizations are doing in terms of pay movement and specific economic factors. The salary survey has been used to validate pay movement and provide specific data on certain classifications that must be handled as exceptions to the base pay system (i.e. alternative pay). This component of our compensation philosophy supports a fundamentally sound pay strategy

This is based on industry trend and economic trend analysis from several key sources: the annual Total Salary Increase Budget Survey conducted by WorldatWork; the annual Central States Compensation Association survey; the HayGroup, CompData Surveys Incorporated, the Consumer Price Index (CPI), the Employment Cost Index (ECI), and New Mexico Economic Data. See **Appendix J** for a summary of this data.

- ***WorldatWork Total Salary Increase Budget Survey:*** WorldatWork: is a global, not-for-profit professional association of more than 26,000 compensation, benefits, and human resource professionals. Founded in 1955, WorldatWork is dedicated to knowledge leadership in compensation, benefits and total rewards disciplines associated with attracting, retaining, and motivating employees. For almost three decades, the Total Salary Increase Budget Survey has been relied upon as the foundation from which corporations and government agencies project their annual salary budget increases. Earning its reputation year after year, this report is known for being one of the longest running (30 years) and most comprehensive salary surveys and being the largest salary increase budget survey of its kind (3,129 participating organizations representing approximately 15,800,000 employees). In July 2003, projections for 2004 indicate participating organizations plan to adjust salary structures upward by an average 2.4% and provide average merit increases of approximately 3.7%. Survey results indicate that 79.4% of organizations provided a base salary increase in 2003. Increased focus on variable pay appears to be offsetting base salary increases, with approximately 75% of organizations offering some sort of variable pay this year (up 7% from last year). Supporting data may be found at (www.worldatwork.org).
- ***Central States Compensation Association:*** Data from this association shows that median salaries in the survey benchmarks increased approximately 1.3% and average salaries increased 2.4%. Median salaries are a reliable indicator of how much salary structures have changed from the previous survey period. Average salary increases indicate the average (actual) increase in pay employees received.
- ***The HayGroup:*** Hay consultants are recommending clients adjust their salary structures by 2.7%-3.0% and provide average salary increases ranging from 3.6%-3.8%. (www.haygroup.com)

- **Consumer Price Index (CPI):** The CPI is the most widely cited index number for a price level that may be used as an indicator of the cost of living compiled by the Bureau of Labor Statistics of the U.S. Department of Labor. It is an indicator of the changing purchasing power of the dollar. Specifically it measures the price changes of items in a fixed “market basket” of goods and services purchased by a hypothetical average family. The CPI-U (which covers 80% of the population of the United States) increased 2.3% for the 12 prior months ended September 2003. This is 0.3% lower than the 12 months ended September 2002. Supporting data may be found at (www.bls.gov).

- **Employment Cost Index (ECI:)** The ECI measures the changes in compensation costs, which include wages, salaries and employer costs for employee benefits. Annual compensation costs for civilian workers increased 3.9% for the year ended in September 2003. Supporting data may be found at (www.bls.gov).

Economic Data (ECI and CPI)

(% for 12 Months Ended September)

Year	ECI (Civilian)	ECI (State & Local Govt.)	CPI-U
1994	3.2	3.0	2.6
1995	2.7	3.0	2.8
1996	2.8	2.5	3.0
1997	3.0	2.4	2.3
1998	3.7	3.0	1.6
1999	3.1	2.9	2.2
2000	4.3	3.3	3.4
2001	4.1	4.4	2.8
2002	3.7	3.8	1.6
2003	3.9	3.6	2.4

PAY ADMINISTRATION

2003 Compensation Report

Employees below the minimum of their Pay Band or Pay Opportunity:

- As of November 3, 2003 we had a total of 24 employees throughout the state below the minimum of their Pay Band or Pay Opportunity in comparison to the 189 employees below minimum in August 2002. A limited number of valid circumstances exist for employee's to be below the minimum of their Pay Band or Pay Opportunity such as temporary promotions or temporary salary increases.

Employees above the maximum of their Pay Band or Pay Opportunity

- As of November 3, 2003 we had a total of 88 employees throughout the state above the maximum of their Pay Band or Pay Opportunity in comparison to the 115 employees above the maximum in August 2002. Reasons for those employees being above the maximum of their Pay Band or Pay Opportunity include temporary salary increases or differentials.

In-Pay Band Adjustments

- In-Pay Band Adjustments are the movement within a Pay Band for demonstrated performance or skill or competency development, which allows agency management flexibility to provide salary growth within a Pay Band. Approximately 704 In Pay Band Adjustments have been administered between October 2002 and October 2003.

Average Compa-Ratio

- Average compa-ratio is 90.95% as of July, 2003. Compa-ratio represents employee pay relative to the mid-point of a Pay Band or Pay Opportunity.

Manager Distribution

- Manager distribution statewide has remained constant over the past several years with a majority of managers in the Staff manager category. Please refer to **Appendix G** for a breakdown of classified employees per Manager Category.

Technical Occupation Group (TOG) Distribution

- Technical Occupation Groups are reflective of industry standards, creating a bell-shaped curve indicative of less employees being in the lowest and highest pay bands and a majority of employees being in the seven middle Pay Bands. Please refer to **Appendix F** for a breakdown of TOG distribution per Pay Band.

Alternative Pay Bands

- Alternative Pay Bands are utilized to address compensation related to recruitment and retention issues. The Board shall assign Alternative Pay Bands based on the Director's report on comparison market surveys, or additional market survey information, to address critical recruitment/retention issues. We are recommending retaining the 39 Alternative Pay Bands currently in place. Please refer to **Appendix L** for a listing of Alternative Pay Bands.

***GOVERNOR'S OBJECTIVES RELATED TO
COMPENSATION***

2003 Compensation Report

In Governor Bill Richardson's New Mexico Performance Review, the Governor's Performance Review Team compiled several recommendations regarding the state's human resource functions related to compensation and classification. These recommendations are related to the first phase of the Governor's Performance Review.

➤ **Implement Workforce Planning and Reduce Manager-to-Staff Ratios**

The Performance Review Team is recommending instituting a workforce planning process to work in conjunction with strategic planning and budgeting by FY2006 budget request. This would allow for organizational layers to be reduced and the redistribution of allocated staff from high level positions to front-line positions. Additionally, it would require agencies and SPO to review revise and appropriately classify all Manager Category positions. Nationwide the ratio recommended is one manager for every eleven employees (1:11).

➤ **Correct State Employee Misclassifications**

The Performance Review Team is recommending that positions are classified properly and has indicated it should be achieved by using compliance audits and parity studies. SPO would need to identify any positions that are misclassified or over classified and flag the position as questionable. Many positions are waiting for a proper classification to be developed. The classification system needs to continue to be refined and conduct job classification studies as needed.

➤ **Improve the State Employee Incentive Program (SEIP)**

The SEIP has been underused largely due to the requirement that the suggestions be beyond the scope of an employee's responsibility. The Performance Review Team has recommended that the parameters of this requirement be redefined. Additionally, the SEIP should be aggressively advertised and successes celebrated by recognition of the employee and agency to foster an atmosphere that encourages and rewards innovation. Advertising SEIP on the SPO web site and informing new employees at orientation is just a couple of examples of aggressively advertising SEIP. Managers need to be trained to identify possible SEIP opportunities for their employees.

➤ **Manage Expenditures for Overtime and Pay Differentials**

The Performance Review Team made the recommendation that the state should study the costs of incentives such as alternative work schedules, after hours work, on-call pay, shift pay, call-back pay, and overtime. The policies for these incentives and their cost should be evaluated annually to ensure that they align with the agency's strategic mission and that they are contributing to the agencies effectiveness.

***DIRECTOR'S OBJECTIVES FOR THE
COMPENSATION & CLASSIFICATION BUREAU***

2003 Compensation Report

In April 2003, the Classification bureau came under the Compensation bureau in order to provide a one stop approach to **describing, valuing and paying** jobs. The Director's overall objective is to simplify the Compensation and Classification systems.

Our commitment to the *Hay Guide-Chart Profile Method of Job Evaluation* and the Internal Equity component of our overall philosophy remains intact. Hay Management Consultants (*HayGroup*) developed this method of Job Evaluation/Measurement in the early 1950's. In its evolved form, it has become the most widely used single process for the evaluation of management, professional and technical jobs in existence and can be applied effectively to both FLSA exempt and non-exempt jobs. The *Hay Guide-Chart Profile Method of Job Evaluation* is used by thousands of profit and non-profit organizations located around the world. This is a point-factor method, which focuses on three factors common to all jobs; *Know-how, Problem Solving and Accountability*. A fourth factor, *Additional Compensable Elements*, is used as appropriate for those jobs where hazards, an unpleasant environment and/or physical demands are significant elements of the job. The Job Evaluation Committee, made up of a pool of members trained in the method of job evaluation, meets when necessary to evaluate new or revised Family Group Descriptions for a Technical Occupation Group and/or Manager Category or to consider agency appeals of job evaluations for current classifications. Job Evaluation continues to be the consistent basis for assigning the value (Pay Band and Management Category) to, and ranking of, all job classifications in the State's classified service

The State Personnel Office is currently in the midst of redesigning the portion of the classification system dedicated to classified managers. The overall focus of this project is to review and sort all "genuine" manager positions in the classified service and identify how many distinct levels of job size exist. Job descriptions will then be written based on job value and managers will be allocated to the appropriate classification. This supports the Office's objective of describing, valuing, and paying positions appropriately. This project commenced in September 2003 and is targeted to be completed by the end of February 2004.

The portion of the classification system relating to Technical Occupation Groups (TOGs) is occupationally based. Each TOG is further broken down into three distinct roles based on job size. The current system is designed around a "standard" three roles per TOG. This does not accurately capture the possible job sizes that may exist in an occupation. For example, there may be an occupation where only one size of job (role) exists and conversely, there may be an occupation where more than three roles are needed to capture all the different levels of work complexity. The TOG work is schedule to commence in early 2004.

The Director's objectives for the Compensation and Classification Program consist of eight key areas:

- To develop a more substantive classification specification format.
- To restore minimum qualifications to classification specifications.
- To integrate occupation and manager levels within each classification specification.
- To develop one salary range structure for all classification and occupation levels.
- To restore scheduled review of classification specification and job evaluation reviews.
- To restore comparative market pricing reviews of classifications possessing recruitment/retention issues.
- To foster a unified compensation and classification staff yet maintain the disciplines of each.
- To provide for agency input and Subject Matter Experts in classification development.

APPENDICES

2003 Compensation Report

APPENDIX A

SURVEYED CLASSIFICATIONS

Accountants & Auditors (Advanced Role)	Environmental Engineers (Operational Role)
Accountants & Auditors (Operational Role)	Environmental Scientists & Specialists, Incl. Health (Advanced Role)
Actuaries (Advanced Role)	Environmental Scientists & Specialists, Incl. Health (Operational Role)
Actuaries (Operational Role)	Epidemiologist (Operational Role)
Admin Law Judges, Adjudicators & Hearing Officers (Operational Role)	Executive Secretary & Administrative Assistant (Operational Role)
Administrative Service Coordinator (Operational Role)	Family & General Practitioners (Operational Role)
Administrative Service Coordinators (Advanced Role)	Financial Analysts (Operational Role)
Aircraft Mechanics & Service Technicians (Operational Role)	Financial Coordinators (Advanced Role)
Airplane Pilots, Copilots & Flight Engineers (Operational Role)	Financial Coordinators (Operational Role)
Anthropologists & Archeologists (Operational Role)	Financial Examiners (Advanced Role)
Appraisers & Assessors of Real Estate (Advanced Role)	Financial Examiners (Operational Role)
Appraisers & Assessors of Real Estate (Operational Role)	Fish & Game Wardens (Operational Role)
Architects, except Landscape & Naval (Advanced Role)	Forensic Science Technicians (Advanced Role)
Archivists (Operational Role)	Forest & Conservation Workers (Operational Role)
Art Director (Operational Role)	Foresters (Operational Role)
Automotive Service Technicians & Mechanics (Operational Role)	Geological & Petroleum Technicians (Operational Role)
Bookkeeping, Accounting & Auditing Clerk (Basic Role)	Graphic Designers (Advanced Role)
Budget Analyst (Operational Role)	Health & Safety Engineers, Except Mining, Safety (Operational Role)
Carpenter (Operational Role)	Health Educators (Operational Role)
Chemists (Advanced Role)	Healthcare Practitioners and Technical Workers, All Other (Operational Role)
Child, Family & School Social Workers (Operational Role)	Heating, Air Conditioning & Refrigeration (Operational Role)
Civil Engineering Technicians-(Advanced Role)	Highway Maintenance Worker (Advanced Role)
Civil Engineering Technicians-(Operational Role)	Highway Maintenance Worker (Operational Role)
Civil Engineers (Advanced Role)	Home Health Aides (Advanced Role)
Civil Engineers (Basic Role)	Home Health Aides (Operational Role)
Civil Engineers (Operational Role)	Human Resources, Training & Labor Relation Specialists (Advanced Role)
Claims Adjusters, Examiners & Investigators (Advanced Role)	Human Resources, Training & Labor Relation Specialists (Basic Role)
Claims Adjusters, Examiners & Investigators (Operational Role)	Human Resources, Training & Labor Relation Specialists (Operational Role)
Clergy (Operational Role)	Hydrologists (Advanced Role)
Community & Social Service Specialists, All Other (Advanced Role)	Hydrologists (Operational Role)
Community & Social Service Specialists, All Other (Operational Role)	Insurance Claims & Policy Processing Clerk (Operational Role)
Compensation, Benefits & Job Analysis Specialist (Operational Role)	Janitor & Cleaner, Except/Housekeeper (Operational Role)
Compl Off. Except Agric. Construction, Hlth & Safety (Operational Role)	Landscape Architects (Advanced Role)
Computer Operators (Operational Role)	Landscape Architects (Operational Role)
Computer Programmers (Operational Role)	Landscaping & Groundskeeping Workers (Operational Role)
Computer Software Engineers, Applications (Advanced Role)	Lawyers (Advanced Role)
Computer Software Engineers, Systems Software (Advanced Role)	Legal Secretary (Advanced Role)
Computer Support Specialists (Operational Role)	Librarians (Operational Role)
Computer Systems Analysts (Operational Role)	Library Technicians (Advanced Role)
Correctional Officers & Jailers (Operational Role)	Licensed Practical & Licensed Vocational Nurse (Advanced Role)
Court, Municipal & License Clerks (Advanced Role)	Licensed Practical & Licensed Vocational Nurses (Operational Role)
Database Administrators (Advanced Role)	Maintenance & Repair Worker, General (Operational Role)
Dental Hygienists (Operational Role)	Management Analyst (Operational Role)
Dentists, General (Advanced Role)	Management Analysts (Advanced Role)
Detectives & Criminal Investigators (Operational Role)	Market Research Analysts (Operational Role)
Dietitian & Nutritionists (Operational Role)	Mechanical Engineers (Operational Role)
Division Director-State Parks Div (Exempt)	Medical & Clinical Laboratory Technicians (Operational Role)
Economists (Advanced Role)	Medical & Clinical Laboratory Technologists, Non-Certified (Operational Role)
Education Administrators (Operational Role)	Medical & Public Health Social Workers (Advanced Role)
Electrical Engineer (Operational Role)	Medical & Public Health Social Workers (Operational Role)
Electrician (Operational Role)	Medical Records & Health Information Technician (Operational Role)
Electronic Engineers, Except Computer (Operational Role)	Microbiologists (Operational Role)
Eligibility Interviewers, Gov't Programs (Advanced Role)	Mining & Geological Engrs, Incl Mining Safety Engrs (Advanced Role)
Eligibility Interviewers, Gov't Programs (Operational Role)	Mining & Geological Engrs, Incl Mining Safety Engrs (Operational Role)
Employment Recruitment & Placement Specialists (Advanced Role)	Natural Sciences Coordinators (Operational Role)
Employment Recruitment & Placement Specialists (Operational Role)	Network & Computer Systems Administrators (Operational Role)
Engineers, All Other (Operational Role)	Network & Computer Systems Administrators (Advanced Role)
Environmental Engineers (Advanced Role)	Network, Systems & Data Communications Analysts (Operational Role)
Nursing Aides, Orderlies, & Attendants (Operational Role)	A2510-Museum Admissions
Occupational Health & Safety Specialists (Advanced Role)	A2520-Museum Conservation
Occupational Therapists (Operational Role)	A2530 -Museum Exhibits
Office & Administrative Support Workers (Operational Role)	A2535-Museum Traveling Exhibits
Petroleum Engineers (Operational Role)	A2540-Production
Pharmacists (Operational Role)	A2550-Editing
Photographers (Advanced Role)	A2555-Theater & Technical Production

SURVEYED CLASSIFICATIONS

Physical Therapists (Operational Role)	A2560-Performing Arts
Physician Assistants (Operational Role)	A2565-Research & Literary Arts
Plumber, Pipefitter & Steam Fitter (Operational Role)	A2570-Visual Arts
Police & Sheriff's Patrol Officer (Advanced Role)	A2580-International Projects
Police & Sheriff's Patrol Officer (Operational Role)	A2590-Museum Monument
Probation Officers & Correctional Treatment Specialists (Advanced Role)	A2731-Publications
Probation Officers & Correctional Treatment Specialists (Operational Role)	A2930-Nutritionist
Psychiatric Technicians (Advanced Role)	A3011-Administrative Services
Psychiatric Technicians (Basic Role)	A3021-Computer & Information Systems
Psychiatric Technicians (Operational Role)	A3031-Financial
Psychiatrists (Operational Role)	A3033-Economist
Psychologists (Advanced Role)	A3041-Compensation & Benefits
Public Relations Specialists (Operational Role)	A3042-Training & Development
Purchasing Agents, Except Whlsl, Retail & Farm Products (Advanced Role)	A3049-Human Resources, All Other
Radiologic Technologists & Technicians (Operational Role)	A3061-Purchasing
Recreational Therapists (Operational Role)	A3071-Transportation, Storage & Distribution
Registered Nurses (Advanced Role)	A3091-Archeologist
Registered Nurses (Operational Role)	A3310-Correctional
Rehabilitation Counselors (Operational Role)	A4021-Library
Respiratory Therapist (Operational Role)	A4050-Highway Maintenance
Secretary, Except Legal, Medical and Executive (Basic Role)	A4092-Crime Laboratory
Securities, Commodities & Financial Srvs. Sales (Advanced Role)	A4510Meat Inspection
Security Guard (non weapon carrying) (Operational Role)	A5023-Printing
Speech/Language Pathologists (Operational Role)	A5110-Correctional Industries
Stationary Engineer & Boiler Operator (Advanced Role)	A5310-Highway Equipment
Statisticians (Advanced Role)	A6021-Dental
Substance Abuse & Behavioral Disorders Counselors (Operational Role)	A6041-Environmental Scientist/Specialist
Surveyors (Operational Role)	A6052-Pharmacy
Tax Examiners, Collectors & Revenue Agents (Advanced Role)	A6062-Physician
Tax, Examiners, Collectors & Revenue Agents (Basic Role)	A6111-Nursing
Tax, Examiners, Collectors & Revenue Agents (Operational Role)	A6122-Physical/Occupational Therapist
Technical Writers (Advanced Role)	A6127-Speech/Language Pathologist
Training & Development Specialists (Operational Role)	A9011-Farm, Ranch & Other Agricultural
Transportation Inspectors (Operational Role)	A9021-Construction
Veterinarians (Operational Role)	A9039-Education Administrators
Zoologists & Wildlife Biologists (Operational Role)	A9041-Engineering
	A9042-Plant
	A9043-Safety
	A9051-Food Services
	A9111-Medical & Health Service
	A9121-Natural Science
	A9141-Property, Real Estate & Community
	A9151-Social & Community Service

ALL FIVE (5) MANAGER CATEGORIES FOR THE FOLLOWING FIELDS OF WORK WERE SURVEYED

A1021-General & Operations
A1022-Surveyor
A1041-Loss Control
A1091-Health Education
A1111-Management Analyst
A1131-Veterinarian
A1710-Architectural
A2011-Advertising and Promotions
A2021-Marketing
A2031Public Relations
A2310-Attorney
A2500-Museum

APPENDIX B

Table 36 - Central States Regional Total Compensation Analysis (Classified Only)

State	Average Salary	Vacation Hours	Sick Hours	Holiday Hours	Insurance				Social Security	Total Benefit	% of Salary	Total Compensation	
					Health	Dental	Vision	Life					Retirement
ARIZONA	\$31,859.00	120	96	80	\$356.36	\$15.40		\$0.26	5.20%	6.20%			
per hour	\$15.32	\$0.88	\$0.71	\$0.59	\$2.06	\$0.09		\$0.06	\$0.80	\$0.95	\$6.13	40.03%	\$21.45
ARKANSAS	\$29,831.00	144	96	96	\$373.76				10.00%	6.20%			
per hour	\$14.34	\$0.99	\$0.66	\$0.66	\$2.16				\$1.43	\$0.89	\$6.80	47.39%	\$21.14
COLORADO	\$49,038.00	120	80	80	\$156.06	\$16.26		\$0.16	10.15%				
per hour	\$23.58	\$1.36	\$0.91	\$0.91	\$0.90	\$0.09		\$0.04	\$2.39		\$6.60	27.98%	\$30.17
IDAHO	\$33,337.00	120	96	80	\$389.42	\$13.65		\$0.09	9.77%	6.20%			
per hour	\$16.03	\$0.92	\$0.74	\$0.62	\$2.25	\$0.08		\$0.02	\$1.57	\$0.99	\$7.19	44.84%	\$23.21
ILLINOIS	\$46,276.00	120	96	100	\$295.00	\$13.94	\$3.54	\$0.36	13.79%	6.20%			
per hour	\$22.25	\$1.28	\$1.03	\$1.07	\$1.70	\$0.08	\$0.02	\$0.08	\$3.07	\$1.38	\$9.71	43.66%	\$31.96
INDIANA	\$28,553.00	120	72	104	\$317.07	\$11.39	\$3.81	\$0.13	9.20%	6.20%			
per hour	\$13.73	\$0.79	\$0.48	\$0.69	\$1.83	\$0.07	\$0.02	\$0.03	\$1.26	\$0.85	\$6.01	43.81%	\$19.74
IOWA	\$44,377.00	120	144	88	\$400.29	\$17.89		\$0.23	5.75%	6.20%			
per hour	\$21.34	\$1.23	\$1.48	\$0.90	\$2.31	\$0.10		\$0.05	\$1.23	\$1.32	\$8.63	40.43%	\$29.96
KANSAS	\$32,366.00	120	96	80	\$327.72	\$20.05		\$0.42	4.58%	6.20%			
per hour	\$15.56	\$0.90	\$0.72	\$0.60	\$1.89	\$0.12		\$0.10	\$0.71	\$0.96	\$6.00	38.53%	\$21.56
LOUISIANA	\$31,017.00	144	144	80	\$291.06			\$0.46	15.80%	6.20%			
per hour	\$14.91	\$1.03	\$1.03	\$0.57	\$1.68			\$0.11	\$2.36	\$0.82	\$7.60	50.96%	\$22.51
MICHIGAN	\$43,994.00	136	104	96	\$272.85	\$30.51	\$5.75	\$0.21	16.52%	6.20%			
per hour	\$21.15	\$1.38	\$1.06	\$0.98	\$1.57	\$0.18	\$0.03	\$0.05	\$3.49	\$1.31	\$10.05	47.53%	\$31.20
MINNESOTA	\$44,370.00	130	104	88	\$304.16	\$28.96			4.00%	6.20%			
per hour	\$21.33	\$1.34	\$1.07	\$0.90	\$1.75	\$0.17			\$0.85	\$1.32	\$7.40	34.71%	\$28.74
MISSOURI	\$28,345.00	120	120	96	\$342.00			\$0.05	9.35%	6.20%			
per hour	\$13.63	\$0.79	\$0.79	\$0.63	\$1.97			\$0.01	\$1.27	\$0.84	\$6.31	46.27%	\$19.93
MONTANA	\$31,932.00	120	96	84	\$331.00	\$28.60		\$0.23	6.90%	6.20%			
per hour	\$15.35	\$0.89	\$0.71	\$0.62	\$1.91	\$0.17		\$0.05	\$1.06	\$0.95	\$6.35	41.38%	\$21.70
NEBRASKA	\$32,384.00	120	96	96	\$233.03			\$0.19	6.75%	6.20%			
per hour	\$15.57	\$0.90	\$0.72	\$0.72	\$1.34			\$0.04	\$1.05	\$0.97	\$5.74	36.87%	\$21.31
NEVADA	\$43,040.00	120	120	88	\$495.68				10.50%				
per hour	\$20.69	\$1.19	\$1.19	\$0.88	\$2.86				\$2.17		\$8.30	40.09%	\$28.99
NEW MEXICO	\$33,426.00	96	96	80	\$157.41	\$14.54	\$2.98	\$0.21	16.59%	6.20%			
per hour	\$16.07	\$0.74	\$0.74	\$0.62	\$0.91	\$0.08	\$0.02	\$0.05	\$2.67	\$1.00	\$6.82	42.45%	\$22.89
NORTH DAKOTA	\$32,516.00	120	96	84	\$229.93			\$0.19	4.12%	6.20%			
per hour	\$15.63	\$0.90	\$0.72	\$0.63	\$1.33			\$0.04	\$0.64	\$0.97	\$5.24	33.50%	\$20.87
OKLAHOMA	\$29,946.00	144	120	80	\$319.51			\$0.25	10.00%	6.20%			
per hour	\$14.40	\$1.00	\$0.83	\$0.55	\$1.84			\$0.06	\$1.44	\$0.89	\$6.61	45.94%	\$21.01
OREGON	\$39,780.00	120	96	80	\$387.14			\$0.20	11.31%				
per hour	\$19.13	\$1.10	\$0.88	\$0.74	\$2.23			\$0.05	\$2.16		\$7.16	37.46%	\$26.29
SOUTH DAKOTA	\$29,414.00	120	112	92	\$366.36			\$0.21	6.00%	6.20%			
per hour	\$14.14	\$0.82	\$0.76	\$0.63	\$2.11			\$0.05	\$0.85	\$0.88	\$6.09	43.06%	\$20.23
TEXAS	\$32,594.00	80	96	120	\$306.61				6.00%	6.20%			
per hour	\$15.67	\$0.60	\$0.72	\$0.90	\$1.77				\$0.94	\$0.97	\$5.91	45.97%	\$21.58
UTAH	\$35,308.00	130.4	104	88	\$250.60	\$39.56		\$0.20	11.70%				
per hour	\$16.98	\$1.06	\$0.85	\$0.72	\$1.45	\$0.23		\$0.05	\$1.99		\$6.34	37.33%	\$23.31
WASHINGTON	\$42,519.00	120	96	88	\$347.16			\$0.18	6.30%	6.20%			
per hour	\$20.44	\$1.18	\$0.94	\$0.86	\$2.00			\$0.04	\$1.29	\$1.27			
WISCONSIN	\$38,723.00	120	130	100	\$330.50			\$0.27	4.40%	6.20%			
per hour	\$18.62	\$1.07	\$1.16	\$0.90	\$1.91			\$0.06	\$0.82	\$1.15	\$7.08	38.00%	\$25.69
WYOMING	\$35,844.00	120	96	72	\$225.00			\$0.29	11.25%	6.20%			
per hour	\$17.23	\$0.99	\$0.80	\$0.60	\$1.30			\$0.07	\$1.94	\$1.07	\$6.76	39.22%	\$23.99
Average =	\$17.16	\$1.00	\$0.86	\$0.73	\$1.81	\$0.12	\$0.02	\$0.05	\$1.50	\$1.02	\$6.82	40.86%	\$23.84
		121	104	89	\$312.56	\$20.16	\$3.22	\$0.23	9.2%				

Data Source: Table 13 Table 16 Table 17 Table 18 Table 21 Table 24 Table 25 Table 30 Table 31 Table 31

- NOTE: - When variable rates or ranges were given for annual, sick or holidays, an average was used.
 - Average Salary: Classified salary was not reported by Nebraska in Table 13, the Average Salary for Classified and Unclassified was used in this Table.
 - Dental: If included in medical plan or left blank in Table 24 it was left blank in this Table.
 - Vision: If included in medical plan or left blank in Table 25 it was left blank in this Table.
 - Life: Monthly premium rate for \$1,000 multiplied by 40 = \$40,000 coverage. If included in medical plan or left blank in Table 30 it was left blank in this Table

APPENDIX C

TOTAL COMPENSATION

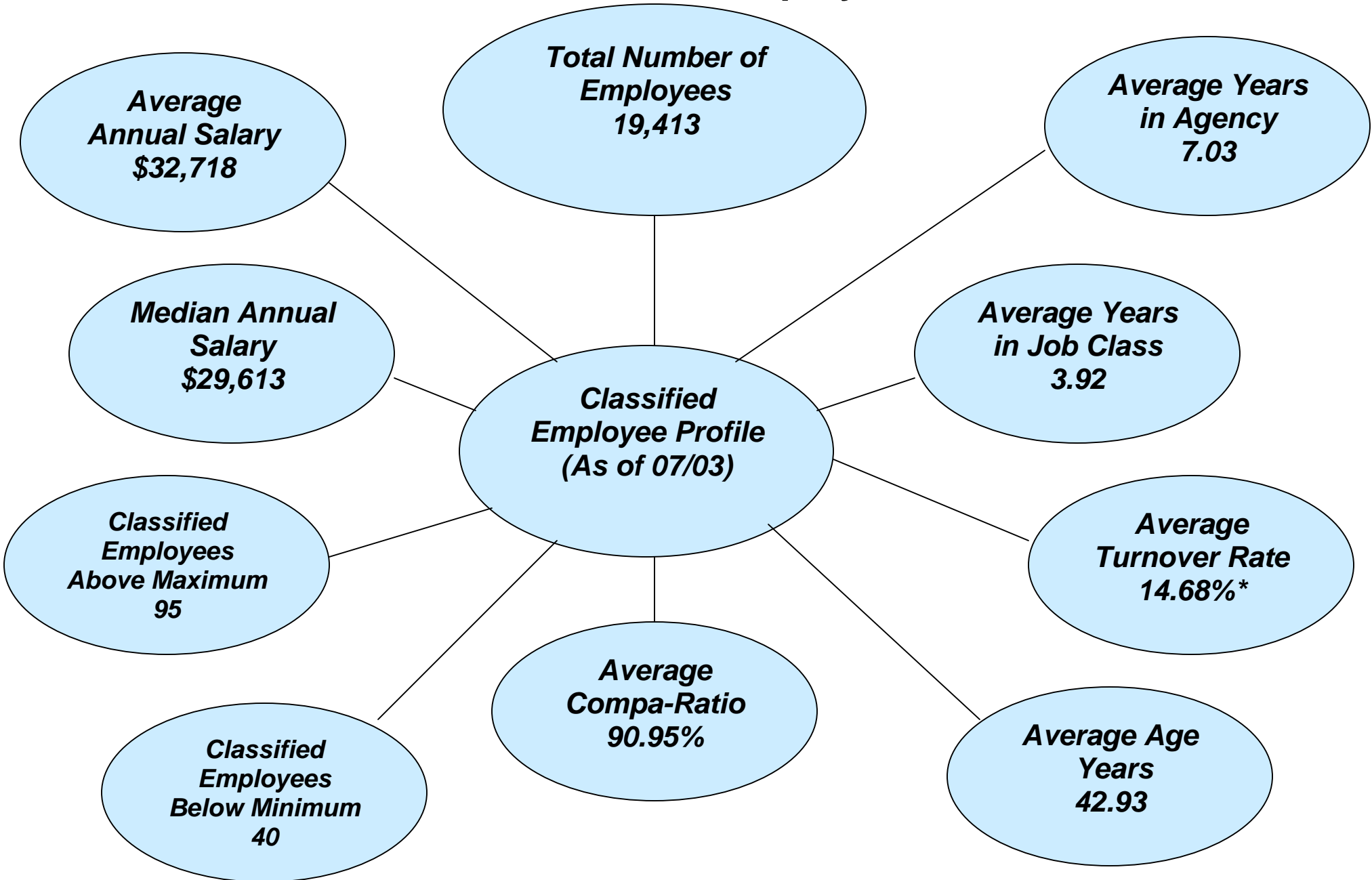
Comparison by State
(Ranked by Total Annual Compensation)

State	Average Base Salary (Annual)	Average Base Salary (Hourly)	Total Benefits	Percent of Salary	Total Hourly Compensation	Total Annual Compensation	Rank
ILLINOIS	\$ 46,276.00	\$22.25	\$ 9.71	43.66%	\$ 31.96	\$ 66,476.80	1
MICHIGAN	\$ 43,994.00	\$21.15	\$ 10.05	47.53%	\$ 31.20	\$ 64,896.00	2
COLORADO	\$ 49,038.00	\$23.58	\$ 6.60	27.98%	\$ 30.17	\$ 62,753.60	3
IOWA	\$ 44,377.00	\$21.34	\$ 8.63	40.43%	\$ 29.96	\$ 62,316.80	4
NEVADA	\$ 43,040.00	\$20.69	\$ 8.30	40.09%	\$ 28.99	\$ 60,299.20	5
MINNESOTA	\$ 44,370.00	\$21.33	\$ 7.40	34.71%	\$ 28.74	\$ 59,779.20	6
WASHINGTON	\$ 42,519.00	\$20.44	\$ 7.59	36.44%	\$ 28.03	\$ 58,302.40	7
OREGON	\$ 39,780.00	\$19.13	\$ 7.16	37.46%	\$ 26.29	\$ 54,683.20	8
WISCONSIN	\$ 38,723.00	\$18.62	\$ 7.08	38.00%	\$ 25.69	\$ 53,435.20	9
WYOMING	\$ 35,844.00	\$17.23	\$ 6.76	39.22%	\$ 23.99	\$ 49,899.20	10
UTAH	\$ 35,308.00	\$16.98	\$ 6.34	37.33%	\$ 23.31	\$ 48,484.80	11
IDAHO	\$ 33,337.00	\$16.03	\$ 7.19	44.84%	\$ 23.21	\$ 48,276.80	12
NEW MEXICO	\$ 33,426.00	\$16.07	\$ 6.82	42.45%	\$ 22.89	\$ 47,611.20	13
LOUISIANA	\$ 31,017.00	\$14.91	\$ 7.60	50.96%	\$ 22.51	\$ 46,820.80	14
MONTANA	\$ 31,932.00	\$15.35	\$ 6.35	41.38%	\$ 21.70	\$ 45,136.00	15
TEXAS	\$ 32,594.00	\$15.67	\$ 5.91	45.97%	\$ 21.58	\$ 44,886.40	16
KANSAS	\$ 32,366.00	\$15.56	\$ 6.00	38.53%	\$ 21.56	\$ 44,844.80	17
ARIZONA	\$ 31,859.00	\$15.32	\$ 6.13	40.03%	\$ 21.45	\$ 44,616.00	18
NEBRASKA	\$ 32,384.00	\$15.57	\$ 5.74	36.87%	\$ 21.31	\$ 44,324.80	19
ARKANSAS	\$ 29,831.00	\$14.34	\$ 6.80	47.39%	\$ 21.14	\$ 43,971.20	20
OKLAHOMA	\$ 29,946.00	\$14.40	\$ 6.61	45.94%	\$ 21.01	\$ 43,700.80	21
NORTH DAKOTA	\$ 32,516.00	\$15.63	\$ 5.24	33.50%	\$ 20.87	\$ 43,409.60	22
SOUTH DAKOTA	\$ 29,414.00	\$14.14	\$ 6.09	43.06%	\$ 20.23	\$ 42,078.40	23
MISSOURI	\$ 28,345.00	\$13.63	\$ 6.31	46.27%	\$ 19.93	\$ 41,454.40	24
INDIANA	\$ 28,553.00	\$13.73	\$ 6.01	43.81%	\$ 19.74	\$ 41,059.20	25
AVERAGE	\$ 36,140.13	\$ 17.38	\$ 6.98	40.89%	\$ 24.36	\$ 50,662.73	

(Average Does Not Include New Mexico)

APPENDIX D

New Mexico Classified Employee Statistics

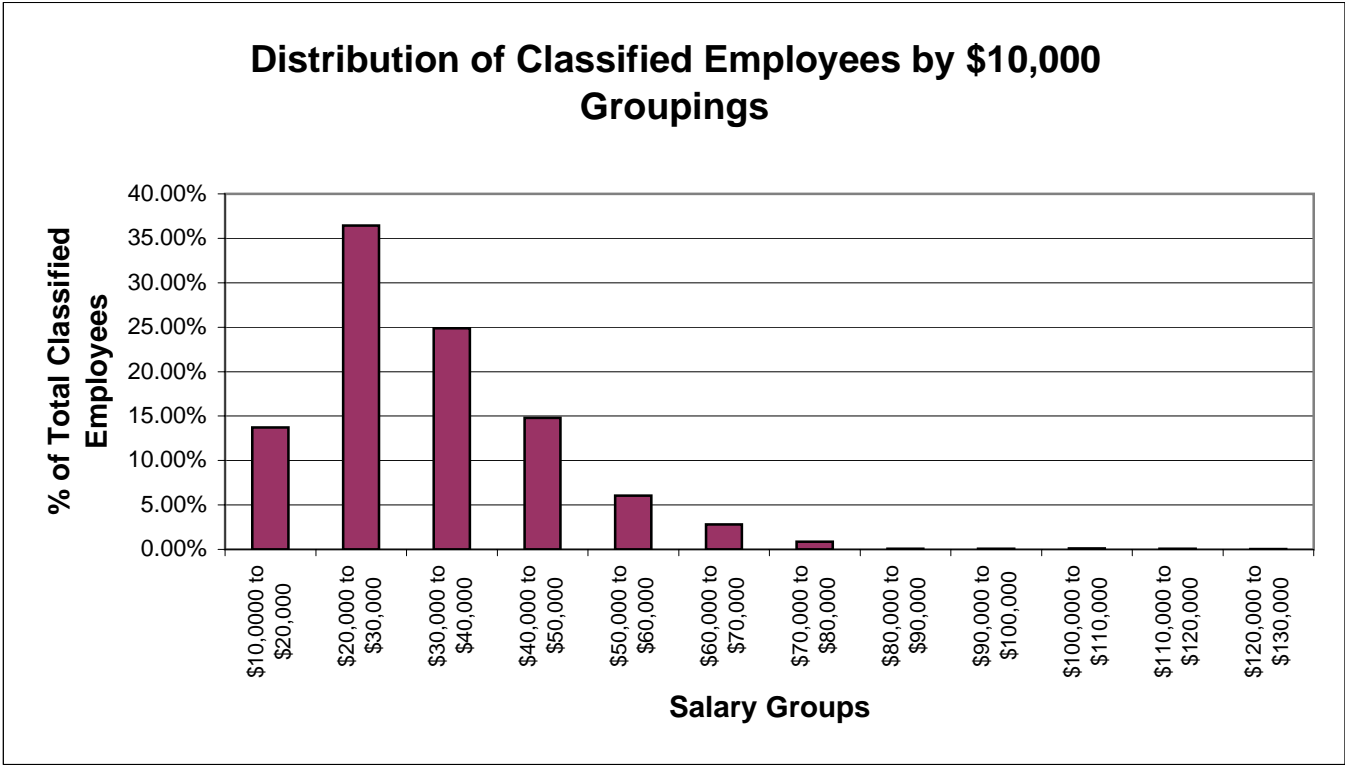


*Data excludes transfers between state agencies, layoffs and expiration of term appointments.
Data as of July 1, 2003

APPENDIX E

Distribution of Classified Employee Salaries

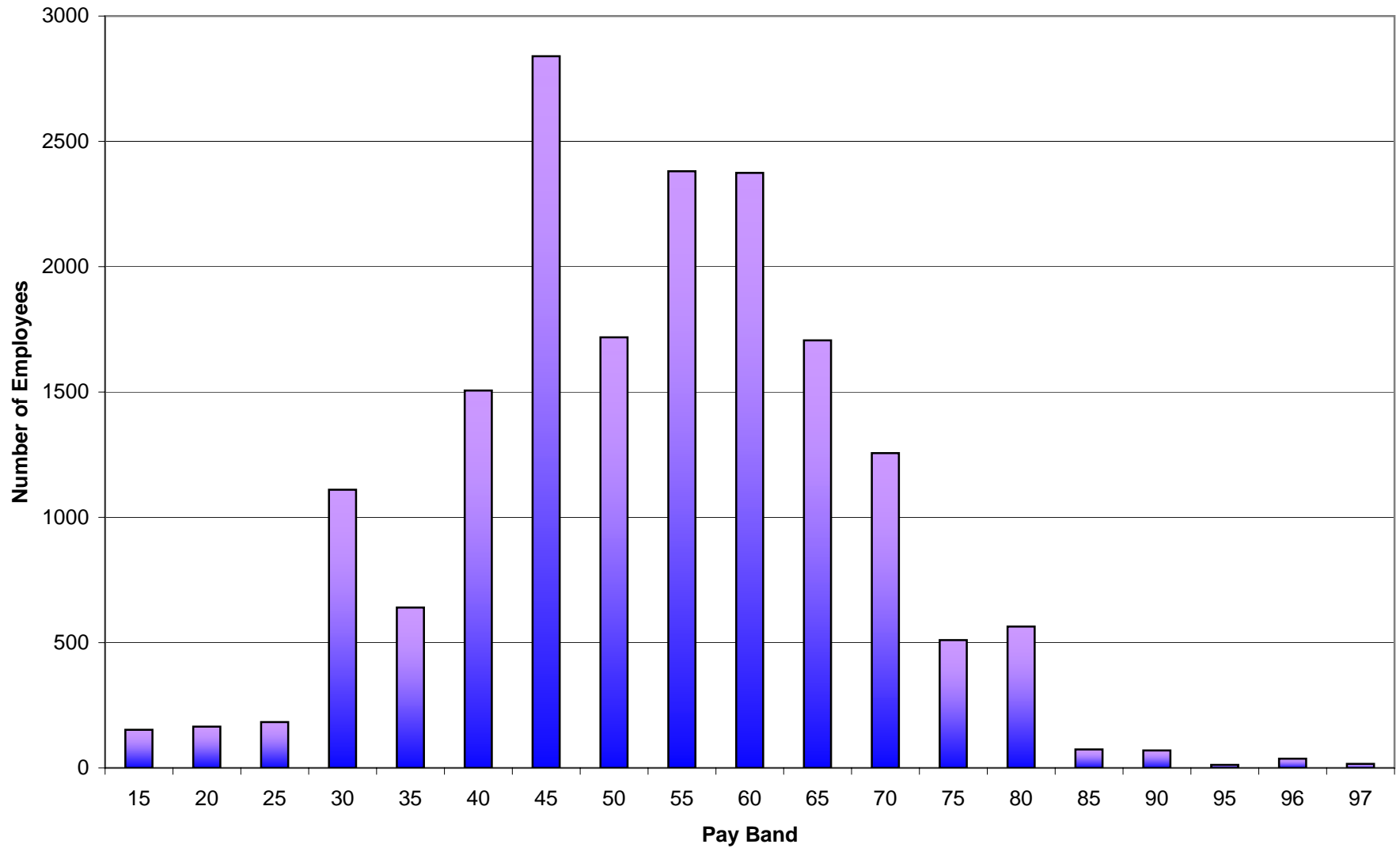
Salary Range	# of Employees	% of Total	Running Total
\$10,000 to \$20,000	2649	13.73%	11.80%
\$20,000 to \$30,000	7028	36.43%	50.16%
\$30,000 to \$40,000	4802	24.89%	75.05%
\$40,000 to \$50,000	2857	14.81%	89.86%
\$50,000 to \$60,000	1168	6.05%	95.91%
\$60,000 to \$70,000	541	2.80%	98.71%
\$70,000 to \$80,000	170	0.88%	99.60%
\$80,000 to \$90,000	14	0.07%	99.67%
\$90,000 to \$100,000	16	0.08%	99.75%
\$100,000 to \$110,000	23	0.12%	99.87%
\$110,000 to \$120,000	15	0.08%	99.95%
\$120,000 to \$130,000	8	0.04%	99.99%
\$130,000 to \$140,000	2	0.01%	100.00%
TOTAL	19293	100%	100.00%



Data as of 9/18/03

APPENDIX F

Technical Occupation Groups-TOG (Non-Managers) Employees per Pay Band



List of Employees Per Pay Band and Pay Opportunity

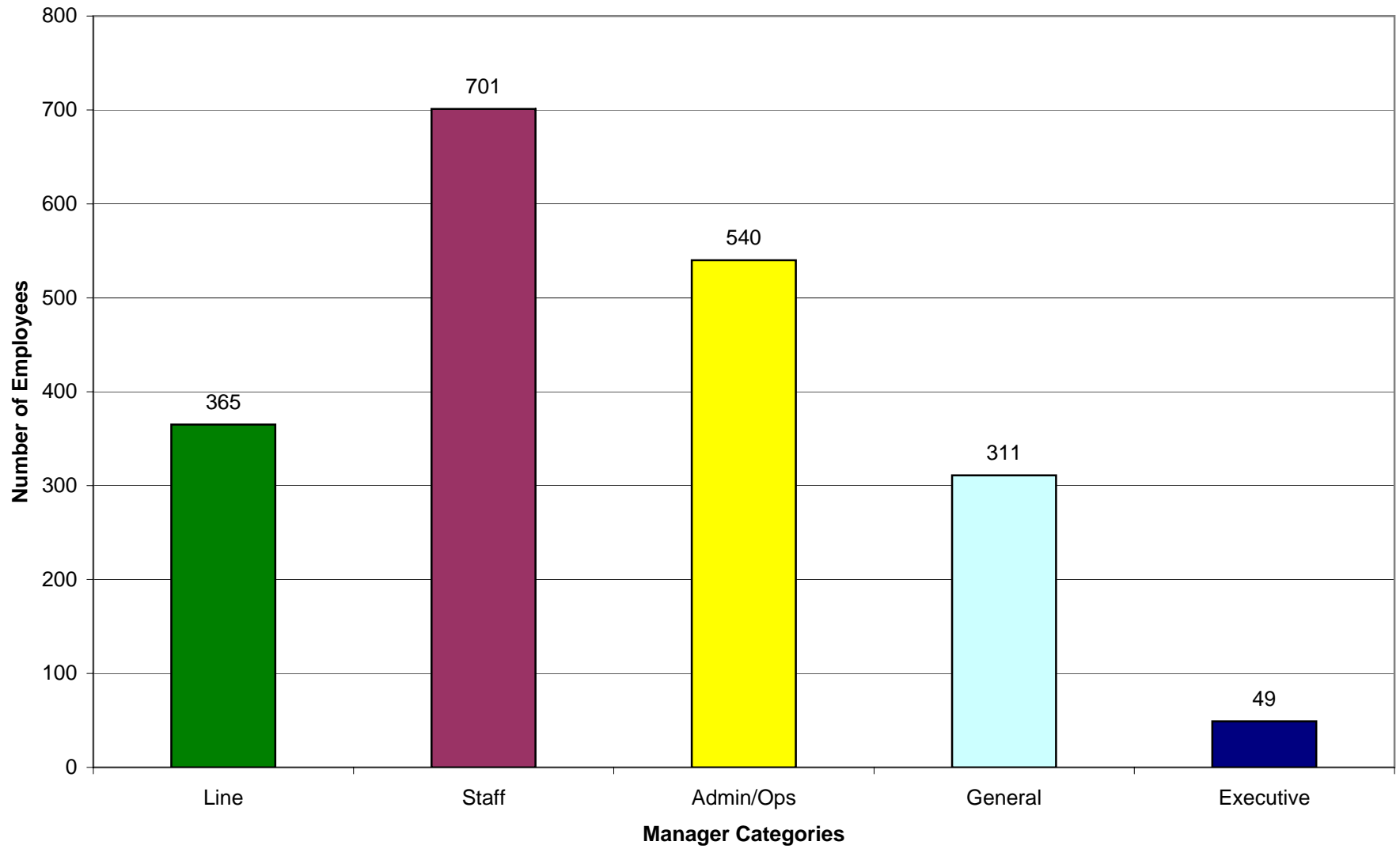
PAY BAND/OPP	Count Of PAY BAND/OPP
Sorted by Pay Band/Opportunity	
B5	61
B8	234
B9	70
D5	1
F4	222
F6	77
F8	373
F9	29
M5	3
O2	80
O5	309
O8	151
P5	7
R5	168
R8	143
V5	1
X2	6
X5	16
X8	27
15	152
20	165
25	183
30	1110
35	640
40	1506
45	2840
50	1718
55	2381
60	2374
65	1706
70	1256
75	510
80	564
85	74
90	70
95	12
96	37
97	16

PAY BAND/OPP	Count Of PAY BAND/OPP
Sorted by Count of Employees	
45	2840
55	2381
60	2374
50	1718
65	1706
40	1506
70	1256
30	1110
35	640
80	564
75	510
F8	373
O5	309
B8	234
F4	222
25	183
R5	168
20	165
15	152
O8	151
R8	143
O2	80
F6	77
85	74
B9	70
90	70
B5	61
96	37
F9	29
X8	27
X5	16
97	16
95	12
P5	7
X2	6
M5	3
V5	1
D5	1

Data as of 09/18/03

APPENDIX G

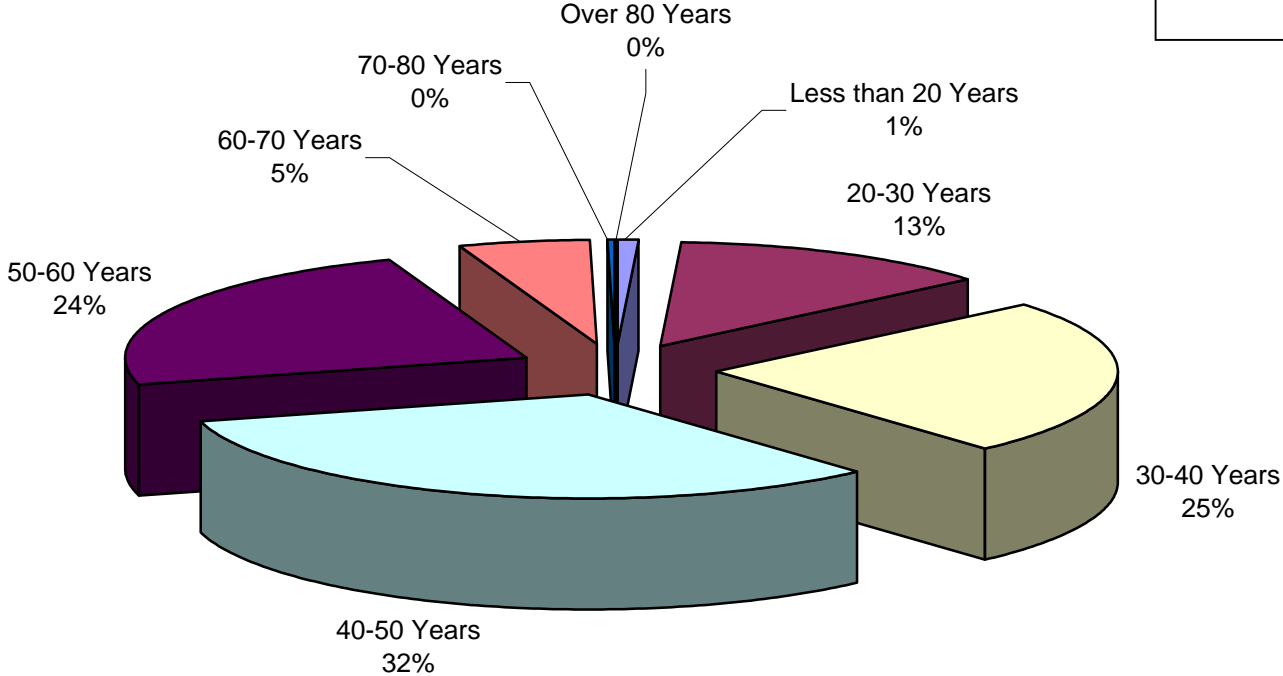
Classified Employees Per Manager Category



APPENDIX H

Classified Employee Age Distribution

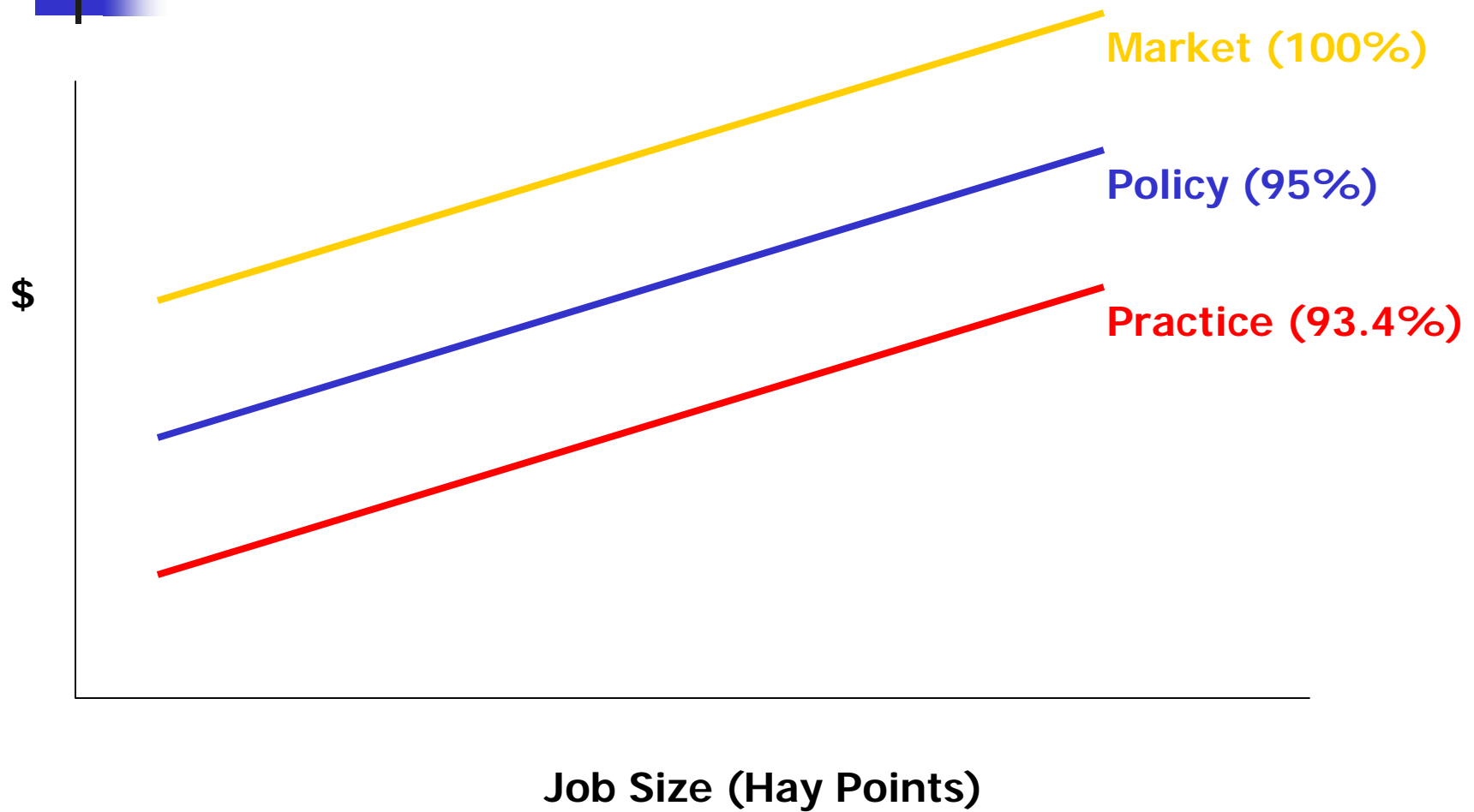
Average Classified
Employee Age
45 years



Date as of 09/18/03

APPENDIX I

Market v. Policy v. Practice



APPENDIX J

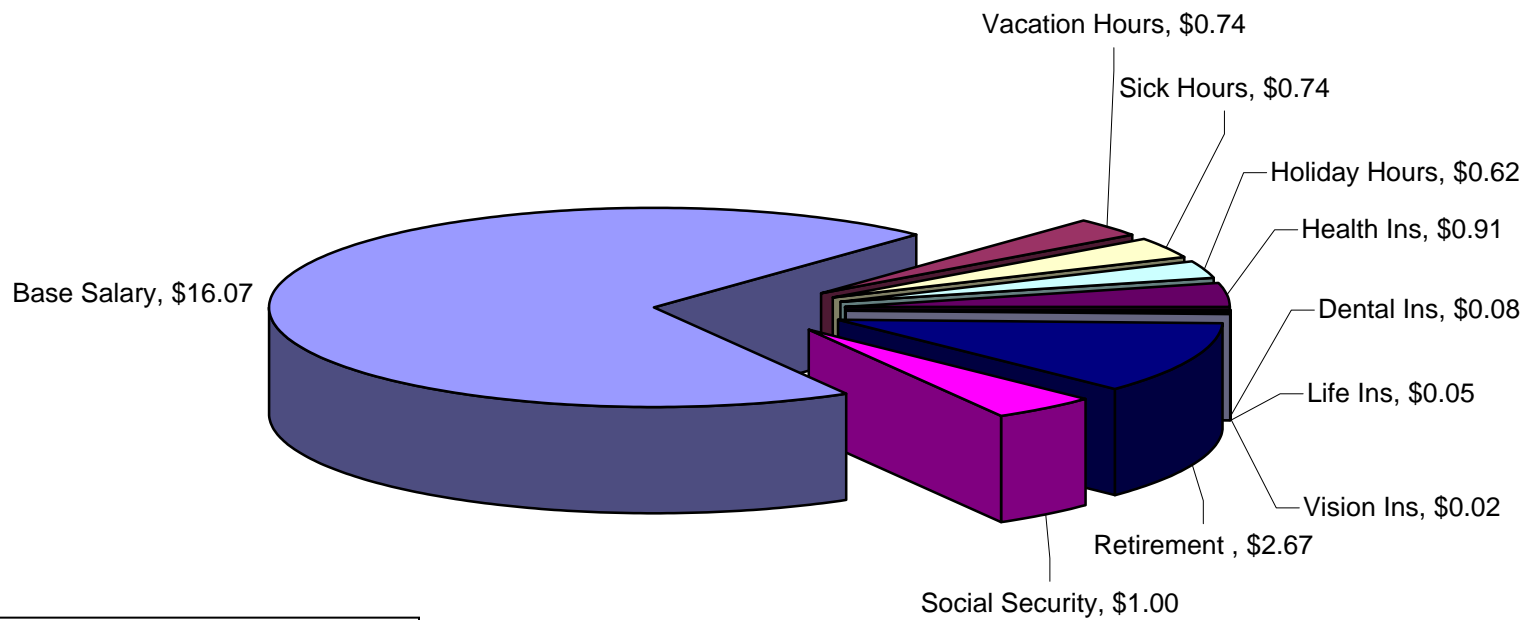


Industry Trends – 2004

Data Source	Structure	Salary Increase
CSCA	1.3%	2.4%
HayGroup	2.7% - 3.0%	3.6% - 3.8%
World@Work	2.4%	3.7%

APPENDIX K

2003 AVERAGE TOTAL COMPENSATION DOLLAR BREAKDOWN



Base Salary	\$16.07
Benefits (42.45% of Salary)	\$ 6.82
Total Compensation	\$22.89

*Difference in Addition due rounding

APPENDIX L

The following table lists all the Family Groups recommended being assigned to Alternative Pay Bands.

Job Class	List of Family Groups Assigned to Alternative Pay Bands Family Group Title	Proposed Alternative Pay Band	Alternative Pay Band	Job Evaluation Pay Band
B3021A	COMPUTER & INFORMATION SYSTEM CONSULTANT-A	90	90	85
B3021B	COMPUTER & INFORMATION SYSTEM CONSULTANT-B	75	75	65
B3021O	COMPUTER & INFORMATION SYSTEM CONSULTANT-O	80	80	70
C2061A	FINANCIAL EXAMINERS-A	70	--	65
C2061B	FINANCIAL EXAMINERS-B	60	--	55
C2061O	FINANCIAL EXAMINERS-O	65	--	60
D1031A	COMPUTER SOFTWARE ENGINEER, APPL-A	85	85	75
D1031B	COMPUTER SOFTWARE ENGINEER, APPL-B	70	70	65
D1031O	COMPUTER SOFTWARE ENGINEER, APPL-O	75	75	70
D1032A	COMPUTER SOFTWARE ENGINEER, SYS SFTWRE-A	85	85	75
D1032B	COMPUTER SOFTWARE ENGINEER, SYS SFTWRE-B	75	75	65
D1032O	COMPUTER SOFTWARE ENGINEER, SYS SFTWRE-O	80	80	70
D1041A	COMPUTER SUPPORT SPECIALIST-A	70	70	60
D1041B	COMPUTER SUPPORT SPECIALIST-B	60	60	50
D1041O	COMPUTER SUPPORT SPECIALIST-O	65	65	55
D1051A	COMPUTER SYSTEM ANALYST-A	80	80	70
D1051B	COMPUTER SYSTEM ANALYST-B	65	65	60
D1051O	COMPUTER SYSTEM ANALYST-O	70	70	65
D1061A	DATABASE ADMINISTRATOR-A	80	80	70
D1061B	DATABASE ADMINISTRATOR-B	65	65	60
D1061O	DATABASE ADMINISTRATOR-O	70	70	65
D1071A	NETWORK & COMPUTER SYSTEM ADM-A	80	80	65
D1071B	NETWORK & COMPUTER SYSTEM ADM-B	70	70	55
D1071O	NETWORK & COMPUTER SYSTEM ADM-O	75	75	60
D1081A	NETWORK SYSTEM & DATA COMM ANALYSTS-A	70	70	65
D1081B	NETWORK SYSTEM & DATA COMM ANALYSTS-B	60	60	55
D1081O	NETWORK SYSTEM & DATA COMM ANALYSTS-O	65	65	60
D1099A	COMPUTER SPECIALIST, ALL OTHERS-A	90	90	85
D1099B	COMPUTER SPECIALIST, ALL OTHERS-B	75	75	70
D1099O	COMPUTER SPECIALIST, ALL OTHERS-O	80	80	75
D2011A	ACTUARY-A	75	--	70
D2011B	ACTUARY-B	65	--	60
D2011O	ACTUARY-O	70	--	65
D2031A	OPERATIONS RESEARCH ANALYST-A	70	70	65
D2031B	OPERATIONS RESEARCH ANALYST-B	60	60	55
D2031O	OPERATIONS RESEARCH ANALYST-O	65	65	60
E1022A	SURVEYORS –A	75	75	65
E1022B	SURVEYORS – B	65	65	55
E1022O	SURVEYORS – O	70	70	60
E2051A	CIVIL ENGINEER-A	80	80	75

E2051B	CIVIL ENGINEER-B	70	70	65
E2051O	CIVIL ENGINEER-O	75	75	70
E2071A	ELECTRICAL ENGINEERS-A	80	--	75
E2071B	ELECTRICAL ENGINEERS-B	70	--	65
E2071O	ELECTRICAL ENGINEERS-O	75	--	70
E2081A	ENVIRONMENTAL ENGINEER-A	75	75	70
E2081B	ENVIRONMENTAL ENGINEER-B	65	65	60
E2081O	ENVIRONMENTAL ENGINEER-O	70	70	65
E2111A	HEALTH & SAFETY ENGINEERS, EXCEPT MINING SAFETY-A	70	70	65
E2111B	HEALTH & SAFETY ENGINEERS, EXCEPT MINING SAFETY-B	60	60	55
E2111O	HEALTH & SAFETY ENGINEERS, EXCEPT MINING SAFETY-O	65	65	60
E2141A	MECHANICAL ENGINEERS-A	80	--	75
E2141B	MECHANICAL ENGINEERS-B	70	--	65
E2141O	MECHANICAL ENGINEERS-O	75	--	70
E2151A	MINING & GEOLOGICAL ENGINEERS, INCLUDING MIN-A	75	75	70
E2151B	MINING & GEOLOGICAL ENGINEERS, INCLUDING MIN-B	65	65	60
E2151O	MINING & GEOLOGICAL ENGINEERS, INCLUDING MIN-O	70	70	65
E2171A	PETROLEUM ENGINEER-A	80	80	75
E2171B	PETROLEUM ENGINEER-B	70	70	65
E2171O	PETROLEUM ENGINEER-O	75	75	70
E2199A	ENGINEER, ALL OTHER-A	80	80	75
E2199B	ENGINEER, ALL OTHER-B	70	70	65
E2199O	ENGINEER, ALL OTHER-O	75	75	70
F2041A	ENVIRONMENTAL SCIENTIST & SPEC, INCL HEALTH-A	75	75	65
F2041B	ENVIRONMENTAL SCIENTIST & SPEC, INCL HEALTH -B	65	65	55
F2041O	ENVIRONMENTAL SCIENTIST & SPEC, INCL HEALTH-O	70	70	60
F2042A	GEOSCIENTIST, EXCEPT HYDROLOGIST & GEOGRAPHER-A	75	75	70
F2042B	GEOSCIENTIST, EXCEPT HYDROLOGIST & GEOGRAPHER-B	65	65	60
F2042O	GEOSCIENTIST, EXCEPT HYDROLOGIST & GEOGRAPHER-O	70	70	65
F2043A	HYDROLOGIST-A	75	75	70
F2043B	HYDROLOGIST-B	65	65	60
F2043O	HYDROLOGIST-O	70	70	65
F4092A	FORENSIC SCIENCE TECHNICIAN-A	75	70	60
F4092B	FORENSIC SCIENCE TECHNICIAN-B	65	60	50
F4092O	FORENSIC SCIENCE TECHNICIAN-O	70	65	55
K1021A	DENTIST, GENERAL-A	90	90	80
K1021B	DENTIST, GENERAL-B	80	80	70
K1021O	DENTIST, GENERAL-O	85	85	75
K1051A	PHARMACIST-A	85	85	70
K1051B	PHARMACIST-B	75	75	60
K1051O	PHARMACIST-O	80	80	65
K1062A	FAMILY & GENERAL PRACTITIONER-A	97	97	85
K1062B	FAMILY & GENERAL PRACTITIONER-B	95	95	75
K1062O	FAMILY & GENERAL PRACTITIONER-O	96	96	80

K1066A	PSYCHIATRIST-A	97	97	85
K1066B	PSYCHIATRIST-B	95	95	75
K1066O	PSYCHIATRIST-O	96	96	80
K1071A	PHYSICIAN ASSISTANT-A	85	85	70
K1071B	PHYSICIAN ASSISTANT-B	75	75	60
K1071O	PHYSICIAN ASSISTANT-O	80	80	65
K1111A	REGISTERED NURSES-A	70	70	65
K1111B	REGISTERED NURSES-B	60	60	55
K1111O	REGISTERED NURSES-O	65	65	60
K1122A	OCCUPATIONAL THERAPIST-A	80	80	65
K1122B	OCCUPATIONAL THERAPIST-B	70	70	55
K1122O	OCCUPATIONAL THERAPIST-O	75	75	60
K1123A	PHYSICAL THERAPIST-A	80	80	65
K1123B	PHYSICAL THERAPIST-B	70	70	55
K1123O	PHYSICAL THERAPIST-O	75	75	60
K1127A	SPEECH-LANGUAGE PATHOLOGIST-A	75	75	65
K1127B	SPEECH-LANGUAGE PATHOLOGIST-B	65	65	55
K1127O	SPEECH-LANGUAGE PATHOLOGIST-O	70	70	60
K1131A	VETERINARIAN-A	85	85	80
K1131B	VETERINARIAN-B	75	75	70
K1131O	VETERINARIAN-O	80	80	75
K2021A	DENTAL HYGIENIST-A	60	--	55
K2021B	DENTAL HYGIENIST-B	50	--	45
K2021O	DENTAL HYGIENIST-O	55	--	50
Q3031A	SECURITIES, COMMODITIES, AND FINANCIAL SERVICES –A	95	95	70
Q3031B	SECURITIES, COMMODITIES, AND FINANCIAL SERVICES –B	85	85	60
Q3031O	SECURITIES, COMMODITIES, AND FINANCIAL SERVICES –O	90	90	65
U3011A	AIRCRAFT MECHANICS & SERVICE TECH-A	65	65	55
U3011B	AIRCRAFT MECHANICS & SERVICE TECH-B	55	55	45
U3011O	AIRCRAFT MECHANICS & SERVICE TECH-O	60	60	50
W2011A	AIRLINE PILOT-A	70	70	65
W2011B	AIRLINE PILOT-B	60	60	55
W2011O	AIRLINE PILOT-O	65	65	60