

Minnesota Attorney General: Administrative Rules Proceedings

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Version 3
August 20, 2018

MINNESOTA STATE REGULATIONS

Notice of filing by the Commissioner of Administration

We have received on this date, stamped and filed 2 copies of Rules and Regulations pertaining to the Department of Public Welfare
(Agency or Board)

Regulation No. DPW 116-135-140-141 (amended)

Subject: Salary Regulations - Compensation Plan

Department of Administration
Publication, Central Services Division
Documents Section
140 Centennial Office Building
St. Paul, Minnesota 55155
Telephone: (612) 296-2874

FILED
RICHARD L. BRUBACHER
Commissioner of Administration

DEC 12 1974 2:25 pm

BY Eda Staudenmaier
AUTH. SIGNATURE EJ

Stamped and filed with the Secretary of State 12-12-74

Rev. 9-72

New Rule as Adopted

Insert opposite Page 238.

Changes and additions indicated by *italics*, deletion by ~~strike-out~~.

SUB-CHAPTER B - SALARY REGULATIONS

DPW 116 SALARY ADJUSTMENTS AND INCREASES

(a) Availability of funds

(1) Before salary increases and adjustments are made in accordance with these regulations, the county welfare board 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 official compensation plan

(1) 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:

(aa) If the rate of pay of ~~an~~ employees is below the minimum of the range prescribed for ~~his~~ *their* class of positions, the rate shall be adjusted to that minimum~~, except as provided in (2) below~~ *or the general adjustment adopted for employees, whichever is greater.*

(bb) If the rate of pay of employees is at or above the new minimum salary adopted for their class, the employees shall receive at least 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 DPW 94(d) (6) as long as such further adjustment would not place them over the new maximum salary for their class.

(cc) Employees can 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.

~~(bb)~~*(dd)* If the rate of pay of an employee is higher than the maximum of the range prescribed for his class of positions, the rate may remain the same as long as the employee retains the same position.

~~(cc)~~*(ee) Except in any adjustment over the maximum,* if the rate of pay of an employee falls between the minimum and maximum of the range prescribed for his class of positions but does not correspond with any intermediate step in the range, such rate shall be adjusted to the nearest higher step in the range, except as provided in (2) below.

~~(2) 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. Exceptions to the provisions of (aa) and (ee) will, therefore, be permitted under the following conditions:~~

~~(aa) If the provisions of (b) (1) (aa) and (ee), 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, in so far 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.~~

(2)~~(bb)~~ In designating the salary rates to be effective for a county agency for the Professional, Support Personnel, Clerical, and Maintenance and Trades classes, the county welfare board shall consider the current salary differentials existing within the agency, as well as other relevant factors.

Insert opposite Page 344.

Changes and additions indicated by *italics*, deletion by ~~strike-out~~.

DPW 135

(d) MAINTENANCE ~~MAN~~ *WORKER*

(1) KIND OF WORK:

Under general supervision, performs various repair, assembly and maintenance tasks; supervises work relief worker in repair and maintenance assignments; assists in maintaining inventory records and in receiving and issuing supplies and equipment; and performs related work as assigned.

(2) EXAMPLES OF WORK: (Illustrative only)

Assembles and installs various office and maintenance equipment.
Makes minor electrical and plumbing repairs.
Does painting, plastering, and carpentry work.
Replases glass and putties windows.
Cleans, greases, and oils equipment.
Takes physical inventory of agency equipment.
Receives and issues supplies.
Evaluates need for repairs of clients' dwellings and household equipment.

(3) KNOWLEDGES AND ABILITIES REQUIRED:

(aa) Knowledge of general repair work of office buildings and equipment.
Knowledge of household repairs and costs.
Knowledge of maintenance equipment and its use.
Some knowledge of record-keeping procedures.

(bb) Ability to perform a wide variety of maintenance and repair tasks as either a helper or a lead worker.
Ability to obtain the cooperation of other workers.
Ability to plan work efficiently and systematically.

(4) DESIRABLE QUALIFICATIONS OF EDUCATION AND EXPERIENCE:

(aa) Graduation from high school and two years of successful full-time paid employment in building maintenance, construction, or general repair work.

(bb) 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".

Filing Date

Insert opposite Page 347.
Changes and additions indicated by *italics*, deletions by ~~strike-out~~.

DOW 135

(e) UTILITY ~~MAN~~ *WORKER*

(1) KIND OF WORK:

Under general supervision, does repair and maintenance work to building and equipment; issues supplies; supervises repair work and work relief and maintenance workers; and performs related work as assigned.

(2) EXAMPLES OF WORK: (Illustrative only)

Assigns work to repair, work relief, and maintnenace workers.
Inspects work of janitorial, work relief, and maintenance personnel.
Orders maintenance supplies and equipment as needed.
Issues supplies.
Operates various duplicating machines.
Assembles and builds various equipment and partitions.
Makes minor repairs to plumbing and electrical fixtures.
Cleans, greases, and oils equipment.
Paints, plasters, and cements walls, ceilings, and floors.
Putties windows.
Keeps related records.

(3) KNOWLEDGES AND ABILITIES REQUIRED:

(aa) Knowledge of carpentry.
Knowledge of plumbing fixtures.
Knowledge of general maintenance and repair work.

(bb) Ability to supervise and obtain the cooperation of workers.
Ability to lay out work efficiently and systematically.
Ability to keep related records.

(4) DESIRABLE QUALIFICATIONS OF EDUCATION AND EXPERIENCE:

Graduation from high school and two years of successful full-time paid employment in building maintenance, construction, or repair work.

Filing Date

(Delete entire existing DPW 140 Compensation Plan and DPW 141 Standard Table and insert the following pages.)

Due to the numerous changes in the previous rules they are not shown by ~~strike-out~~; only the new rules are shown.

SUB-CHAPTER D - COMPENSATION PLAN

DPW 140 Compensation Plan

(a) Professional
(1) Plan A*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9	10
Accountant I	789	826	863	902	944	987	1032	1079	1126	
Accountant II	965	1008	1055	1102	1150	1203	1261	1319	1377	
Adm. Asst. I	987	1032	1079	1126	1177	1232	1290	1348	1409	1472
Adm. Asst. II	1079	1126	1177	1232	1290	1348	1409	1472	1538	1609
Adm. Asst. III	1261	1319	1377	1440	1503	1572	1646	1720	1799	
Adm. Services Director	1319	1377	1440	1503	1572	1646	1720	1799	1878	
Asst. Welfare Director	1440	1503	1572	1646	1720	1799	1878	1968	2057	
Assoc. M.-&-P. Analyst	807	844	881	923						
Auditor	1008	1055	1102	1150	1203	1261	1319	1377	1440	1503
Community-Rela. Spec.	965	1008	1055	1102	1150	1203	1261	1319	1377	
Computer Programmer	807	844	881	923	965	1008	1055	1102		
Controller	1319	1377	1440	1503	1572	1646	1720	1799	1878	
Day-Care-Center Supvr.	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Director of Finan. Assist.	1319	1377	1440	1503	1572	1646	1720	1799	1878	
Director of Planning	1319	1377	1440	1503	1572	1646	1720	1799	1878	
Dir. of Pub.-Hlth. Nurs. I	965	1008	1055	1102	1150	1203	1261	1319	1377	
Dir. of Soc. Serv.	1319	1377	1440	1503	1572	1646	1720	1799	1878	
Dir. of Support Services	1319	1377	1440	1503	1572	1646	1720	1799	1878	
District Supervisor	1150	1203	1261	1319	1377	1440	1503	1572	1646	1720
Education Supervisor	965	1008	1055	1102	1150	1203	1261	1319	1377	
EDP Manager	1203	1261	1319	1377	1440	1503	1572	1646	1720	1799
Emp. Guid. Couns. I	771	807	844	881	923	965	1008	1055	1102	
Emp. Guid. Couns. II	807	844	881	923	965	1008	1055	1102	1150	
Emp. Guid. Couns. III	844	881	923	965	1008	1055	1102	1150	1203	
Emp. Guid. Couns. Supvr.	965	1008	1055	1102	1150	1203	1261	1319	1377	
Home Care Coordinator	881	923	965	1008	1055	1102	1150	1203		
Home Maker Coordinator II	881	923	965	1008	1055	1102	1150	1203		
Home Maker Supervisor	923	965	1008	1055	1102	1150	1203	1261	1319	
Housing Coordinator	844	881	923	965	1008	1055	1102	1150	1203	
Manual Writer & Edit.	965	1008	1055	1102	1150	1203	1261	1319	1377	
Marriage Counselor	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Med.-Care Advisor	844	881	923	965	1008	1055	1102	1150	1203	1261
Med.-Serv. Adm.	1440	1503	1572	1646	1720	1799	1878	1968	2057	2152
Med.-Soc.-Work Consultant	965	1008	1055	1102	1150	1203	1261	1319	1377	
Meth.-&-Proc. Analyst	923	965	1008	1055	1102	1150	1203	1261	1319	1377
Meth.-&-Proc. Supvr.	1102	1150	1203	1261	1319	1377	1440	1503	1572	
Nursing Care Advisor	844	881	923	965	1008	1055	1102	1150	1203	
Nutrition Consultant	965	1008	1055	1102	1150	1203	1261	1319	1377	
Occupa. Supvr.-Inst. I	739	771	807	844	881	923	965	1008	1055	1102
Occupa. Supvr.-Inst. II	844	881	923	965	1008	1055	1102	1150	1203	1261
Office Manager	771	807	844	881	923	965	1008	1055	1102	
Operations Manager	1102	1150	1203	1261	1319	1377	1440	1503		
Personnel Officer I	771	807	844	881	923	965	1008	1055	1102	1150
Personnel Officer II	965	1008	1055	1102	1150	1203	1261	1319	1377	1440
Pharmacist	1055	1102	1150	1203	1261	1319	1377	1440	1503	

Programmer Analyst	923	965	1008	1055	1102	1150	1203	1261		
Psychologist I	965	1008	1055	1102	1150	1203	1261	1319	1377	
Psychologist II	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Public Health Nurse	807	844	881	923	965	1008	1055			
Pub.-Hlth. Nurs. (Team Leader)	844	881	923	965	1008	1055	1102			
Registered Nurse										
A.A. degree or 3 yr. Diploma	739	771	807	844	881	923				
Baccalaureate Degree	771	807	844	881	923	965				
Senior Public-Health Nurse	881	923	965	1008	1055	1102	1150			
Social Worker I	771	807	844	881						
Social Worker II	844	881	923	965	1008	1055	1102	1150	1203	1261
Social Worker III	923	965	1008	1055	1102	1150	1203	1261	1319	1377
Social Worker Trainee	644									
Soc.-Welf. Supvr. I	987	1032	1079	1126	1177	1232	1290	1348	1409	1472
Soc.-Welf. Supvr. II	1079	1126	1177	1232	1290	1348	1409	1472	1538	1609
Soc.-Welf. Supvr. III	1261	1319	1377	1440	1503	1572	1646	1720	1799	
Soc.-Welf. Supvr. Trainee	902	944	987	1032	1079	1126				
Staff-Trng. Supvr. I	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Staff-Trng. Supvr. II	1150	1203	1261	1319	1377	1440	1503	1572	1646	
Student Soc. Worker (Intern)	Rate proposed by appointing authority not to be less than $348 or more than $450/month for full time work.									
Student Soc. Worker (SWEP)	2 yrs. college $19/day; 3 yrs. college $21/day.									
Supvr. of Coll. Serv.	965	1008	1055	1102	1150	1203	1261	1319	1377	
Systems Prog.-Analyst	1055	1102	1150	1203	1261	1319	1377	1440		
Trainee	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.									
Vol.-Serv. Coord. I	771	807	844	881	923	965	1008	1055	1102	
Vol.-Serv. Coord. II	965	1008	1055	1102	1150	1203	1261	1319	1377	
Welfare Director I	1032	1079	1126	1177	1232	1290	1348	1409	1472	1538
Welfare Director II	1177	1232	1290	1348	1409	1472	1538	1609	1683	1760
Welfare Director III	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Welfare Director IV	1503	1572	1646	1720	1799	1878	1968	2057	2152	
Welfare Director V	2057	2152	2247	2347	2448	2558	2674	2794	2920	
Work-Exp.-&-Trng. Supvr.	1203	1261	1319	1377	1440	1503	1572	1646	1720	
Work-Exp. &-Trng. Spec.	965	1008	1055	1102	1150	1203	1261	1319	1377	

*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*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9	10
Accountant I	826	863	902	944	987	1032	1079	1126	1177	
Accountant II	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Adm. Asst. I	1032	1079	1126	1177	1232	1290	1348	1409	1472	1538
Adm. Asst. II	1126	1177	1232	1290	1348	1409	1472	1538	1609	1683
Adm. Asst. III	1319	1377	1440	1503	1572	1646	1720	1799	1878	
Adm.-Services Director	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Asst. Welfare Director	1503	1572	1646	1720	1799	1878	1968	2057	2152	
Assoc. M.-&-P. Analyst	844	881	923	965						
Auditor	1055	1102	1150	1203	1261	1319	1377	1440	1503	1572
Community-Rela. Spec.	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Computer Programmer	844	881	923	965	1008	1055	1102	1150		
Controller	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Day-Care-Center Supvr.	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Director of Finan. Assist.	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Director of Planning	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Dir. of Pub.-Hlth. Nurs. I	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Director of Soc. Serv.	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Dir. of Support Services	1377	1440	1503	1572	1646	1720	1799	1878	1968	
District Supervisor	1203	1261	1319	1377	1440	1503	1572	1646	1720	1799
Education Supervisor	1008	1055	1102	1150	1203	1261	1319	1377	1440	
EDP Manager	1261	1319	1377	1440	1503	1572	1646	1720	1799	1878
Emp.-Guid. Couns. I	807	844	881	923	965	1008	1055	1102	1150	
Emp.-Guid. Couns. II	844	881	923	965	1008	1055	1102	1150	1203	
Emp.-Guid. Couns. III	881	923	965	1008	1055	1102	1150	1203	1261	
Emp.-Guid. Couns. Supvr.	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Home Care Coordinator	923	965	1008	1055	1102	1150	1203	1261		
Home Maker Coordinator II	923	965	1008	1055	1102	1150	1203	1261		
Home Maker Supervisor	965	1008	1055	1102	1150	1203	1261	1319	1377	
Housing Coordinator	881	923	965	1008	1055	1102	1150	1203	1261	
Manual Writer & Edit.	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Marriage Counselor	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Medical-Care Advisor	881	923	965	1008	1055	1102	1150	1203	1261	1319
Medical-Serv. Adm.	1503	1572	1646	1720	1799	1878	1968	2057	2152	2247
Med.-Soc. Work Cons.	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Meth.-&-Proc. Analyst	965	1008	1055	1102	1150	1203	1261	1319	1377	1440
Meth.-&-Proc. Supvr.	1150	1203	1261	1319	1377	1440	1503	1572	1646	
Nursing Care Advisor	881	923	965	1008	1055	1102	1150	1203	1261	
Nutrition Consultant	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Occup. Supvr.-Inst. I	771	807	844	881	923	965	1008	1055	1102	1150
Occup. Supvr.-Inst. II	881	923	965	1008	1055	1102	1150	1203	1261	1319
Office Manager	807	844	881	923	965	1008	1055	1102	1150	
Operations Manager	1150	1203	1261	1319	1377	1440	1503	1572		
Personnel Officer I	807	844	881	923	965	1008	1055	1102	1150	1203
Personnel Officer II	1008	1055	1102	1150	1203	1261	1319	1377	1440	1503
Pharmacist	1102	1150	1203	1261	1319	1377	1440	1503	1572	
Programmer Analyst	965	1008	1055	1102	1150	1203	1261	1319		
Psychologist I	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Psychologist II	1102	1150	1203	1261	1319	1377	1440	1503	1572	
Public Health Nurse	844	881	923	965	1008	1055	1102			
Pub.-Hlth. Nurse (Team Leader)	881	923	965	1008	1055	1102	1150			
Registered Nurse										
A.A. degree or 3 yr. Diploma	771	807	844	881	923	965				
Baccalaureate Degree	807	844	881	923	965	1008				
Senior Public-Health Nurse	923	965	1008	1055	1102	1150	1203			

Social Worker I	807	844	881	923						
Social Worker II	881	923	965	1008	1055	1102	1150	1203	1261	1319
Social Worker III	965	1008	1055	1102	1150	1203	1261	1319	1377	1440
Social Worker Trainee	644									
Soc.-Welf. Supvr. I	1032	1079	1126	1177	1232	1290	1348	1409	1472	1538
Soc.-Welf. Supvr. II	1126	1177	1232	1290	1348	1409	1472	1538	1609	1683
Soc.-Welf. Supvr. III	1319	1377	1440	1503	1572	1646	1720	1799	1878	
Soc.-Welf. Supvr. Trainee	944	987	1032	1079	1126	1177				
Staff-Trng. Supvr. I	1102	1150	1203	1261	1319	1377	1440	1503	1572	
Staff-Trng. Supvr. II	1203	1261	1319	1377	1440	1503	1572	1646	1720	
Student Soc. Worker (Intern)	Rate proposed by appointing authority not to be less than $348 or more than $450/month for full-time work.									
Student Soc. Worker (SWEP)	2 yrs. college $19/day; 3 yrs. college $21/day.									
Supvr. of Coll. Serv.	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Systems Prog.-Analyst Trainee	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.									
Vol.-Serv. Coord. I	807	844	881	923	965	1008	1055	1102	1150	
Vol.-Serv. Coord. II	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Welfare Director I	1032	1079	1126	1177	1232	1290	1348	1409	1472	1538
Welfare Director II	1177	1232	1290	1348	1409	1472	1538	1609	1683	1760
Welfare Director III	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Welfare Director IV	1503	1572	1646	1720	1799	1878	1968	2057	2152	
Welfare Director V	2057	2152	2247	2347	2448	2558	2674	2794	2920	
Work-&-Trng. Supvr.	1261	1319	1377	1440	1503	1572	1646	1720	1799	
Work-Exp.-&-Trng. Spec.	1008	1055	1102	1150	1203	1261	1319	1377	1440	

* 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*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9	10
Accountant I	863	902	944	987	1032	1079	1126	1177	1232	
Accountant II	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Adm. Asst. I	1079	1126	1177	1232	1290	1348	1409	1472	1538	1609
Adm. Asst. II	1177	1232	1290	1348	1409	1472	1538	1609	1683	1760
Adm. Asst. III	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Adm.-Services Director	1440	1503	1572	1646	1720	1799	1878	1968	2057	
Asst. Welfare Director	1572	1646	1720	1799	1878	1968	2057	2152	2247	
Assoc.-M.-&-P. Analyst	881	923	965	1008						
Auditor	1102	1150	1203	1261	1319	1377	1440	1503	1572	1646
Community-Rela. Spec.	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Computer Programmer	881	923	965	1008	1055	1102	1150	1203		
Controller	1440	1503	1572	1646	1720	1799	1878	1968	2057	
Day-Care-Center Supvr.	1102	1150	1203	1261	1319	1377	1440	1503	1572	
Director of Finan. Assist.	1440	1503	1572	1646	1720	1799	1878	1968	2057	
Director of Planning	1440	1503	1572	1646	1720	1799	1878	1968	2057	
Dir. of Pub.-Hlth. Nurs. I	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Director of Soc. Serv.	1440	1503	1572	1646	1720	1799	1878	1968	2057	
Dir. of Support Services	1440	1503	1572	1646	1720	1799	1878	1968	2057	
District Supervisor	1261	1319	1377	1440	1503	1572	1646	1720	1799	1878
Education Supervisor	1055	1102	1150	1203	1261	1319	1377	1440	1503	
EDP Manager	1319	1377	1440	1503	1572	1646	1720	1799	1878	1968
Emp.-Guid. Couns. I	844	881	923	965	1008	1055	1102	1150	1203	
Emp.-Guid. Couns. II	881	923	965	1008	1055	1102	1150	1203	1261	
Emp.-Guid. Couns. III	923	965	1008	1055	1102	1150	1203	1261	1319	
Emp.-Guid. Couns. Supvr.	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Home Care Coordinator	965	1008	1055	1102	1150	1203	1261	1319		
Home Maker Coordinator II	965	1008	1055	1102	1150	1203	1261	1319		
Home Maker Supervisor	1008	1055	1102	1150	1203	1261	1319	1377	1440	
Housing Coordinator	923	965	1008	1055	1102	1150	1203	1261	1319	
Manual Writer & Edit.	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Marriage Counselor	1102	1150	1203	1261	1319	1377	1440	1503	1572	
Medical-Care Advisor	923	965	1008	1055	1102	1150	1203	1261	1319	1377
Medical-Serv. Adm.	1572	1646	1720	1799	1878	1968	2057	2152	2247	2347
Med.-Soc.-Work Consultant	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Meth.-&-Proc. Analyst	1008	1055	1102	1150	1203	1261	1319	1377	1440	1503
Meth.-&-Proc. Supvr.	1203	1261	1319	1377	1440	1503	1572	1646	1720	
Nursing Care Advisor	923	965	1008	1055	1102	1150	1203	1261	1319	
Nutrition Consultant	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Occup.-Supvr.-Inst. I	807	844	881	923	965	1008	1055	1102	1150	1203
Occup.-Supvr.-Inst. II	923	965	1008	1055	1102	1150	1203	1261	1319	1377
Office Manager	844	881	923	965	1008	1055	1102	1150	1203	
Operations Manager	1203	1261	1319	1377	1440	1503	1572	1646		
Personnel Officer I	844	881	923	965	1008	1055	1102	1150	1203	1261
Personnel Officer II	1055	1102	1150	1203	1261	1319	1377	1440	1503	1572
Pharmacist	1150	1203	1261	1319	1377	1440	1503	1572	1646	
Programmer Analyst	1008	1055	1102	1150	1203	1261	1319	1377		
Psychologist I	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Psychologist II	1150	1203	1261	1319	1377	1440	1503	1572	1646	
Public Health Nurse	902	944	987	1032	1079	1126	1177			
Pub.-Hlth.Nurse (Team Leader)	944	987	1032	1079	1126	1177	1232			
Registered Nurse										
A.A. degree or 3 yr. Diploma	826	863	902	944	987	1032				
Baccalaureate Degree	863	902	944	987	1032	1079				

Senior Public Health Nurse	987	1032	1079	1126	1177	1232	1290			
Social Worker I	844	881	923	965						
Social Worker II	923	965	1008	1055	1102	1150	1203	1261	1319	1377
Social Worker III	1008	1055	1102	1150	1203	1261	1319	1377	1440	1503
Social Worker Trainee	644									
Soc.-Welf. Supvr. I	1079	1126	1177	1232	1290	1348	1409	1472	1538	1609
Soc.-Welf. Supvr. II	1177	1232	1290	1348	1409	1472	1538	1609	1683	1760
Soc.-Welf. Supvr. III	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Soc.-Welf. Supvr. Trainee	987	1032	1079	1126	1177	1232				
Staff-Trng. Supvr. I	1150	1203	1261	1319	1377	1440	1503	1572	1646	
Staff-Trng. Supvr. II	1261	1319	1377	1440	1503	1572	1646	1720	1799	
Student Soc. Worker (Intern)	Rate proposed by appointing authority not to be less than $348 or more than $450/month for full-time work.									
Student Soc. Worker (SWEP)	2 yrs. college $19/day; 3 yrs. college $21/day.									
Supvr. of Coll. Serv.	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Systems Prog.-Analyst Trainee	Rate proposed by appointing authority and approved by the Merit System Supervisor and the Commissioner of Public Welfare.									
Vol.-Serv. Coord. I	844	881	923	965	1008	1055	1102	1150	1203	
Vol.-Serv. Coord. II	1055	1102	1150	1203	1261	1319	1377	1440	1503	
Welfare Director I	1032	1079	1126	1177	1232	1290	1348	1409	1472	1538
Welfare Director II	1177	1232	1290	1348	1409	1472	1538	1609	1683	1760
Welfare Director III	1377	1440	1503	1572	1646	1720	1799	1878	1968	
Welfare Director IV	1503	1572	1646	1720	1799	1878	1968	2057	2152	
Welfare Director V	2057	2152	2247	2347	2448	2558	2674	2794	2920	
Work-Exp.-&-Trng. Supvr.	1319	1377	1440	1503	1572	1646	1720	1799	1878	
Work-Exp.-&-Trng. Spec.	1055	1102	1150	1203	1261	1319	1377	1440	1503	

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

(c) Support Personnel

(1) Plan A*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9
Case Aide	517	538	564	590	617	644			
Comm.-Service Aide	348	364	380	396	412	433	454		
Coord. of Aging	564	590	617	644	675	707	739	771	
Counselor on Alcoholism	723	755	789	826	863	902	944		
Emp.-Guid. Couns. Tech.	496	517	538	564	590	617	644	675	
Financial-Asst. Specialist	707	739	771	807	844	881	923	965	
Financial-Asst. Supvr. I	771	807	844	881	923	965	1008	1055	1102
Financial-Asst. Supvr. II	881	923	965	1008	1055	1102	1150	1203	1261
Group-Home Parents	475	496	517	538	564	590	617	644	
Home Health Aide	433	454	475	496	517	538	564		
Home Health Aide Coord.	617	644	675	707	739	771	807		
Home Maker Coordinator I	617	644	675	707	739	771	807		
Home Maker I	412	433	454	475	496	517	538	564	
Home Maker II	454	475	496	517	538	564	590	617	644
Licensed Practical Nurse	564	590	617	644	675				
Resources Examiner I	691	723	755	789	826	863	902	944	987
Resources Examiner II	881	923	965	1008	1055	1102	1150		
Resources Examiner III	965	1008	1055	1102	1150	1203	1261		
Senior Case Aide	617	644	675	707	739	771	807	844	881

*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*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9
Case Aide	538	564	590	617	644	675			
Comm.-Service Aide	364	380	396	412	433	454	475		
Coord. of Aging	590	617	644	675	707	739	771	807	
Counselor on Alcoholism	755	789	826	863	902	944	987		
Emp.-Guid. Couns. Tech.	517	538	564	590	617	644	675	707	
Financial-Asst. Specialist	739	771	807	844	881	923	965	1008	
Financial-Asst. Supvr. I	807	844	881	923	965	1008	1055	1102	1150
Financial-Asst. Supvr. II	923	965	1008	1055	1102	1150	1203	1261	1319
Group-Home Parents	496	517	538	564	590	617	644	675	
Home Health Aide	454	475	496	517	538	564	590		
Home Health Aide Coord.	644	675	707	739	771	807	844		
Home Maker Coordinator I	644	675	707	739	771	807	844		
Home Maker I	433	454	475	496	517	538	564	590	
Home Maker II	475	496	517	538	564	590	617	644	675
Licensed Practical Nurse	590	617	644	675	707				
Resources Examiner I	723	755	789	826	863	902	944	987	1032
Resources Examiner II	923	965	1008	1055	1102	1150	1203		
Resources Examiner III	1008	1055	1102	1150	1203	1261	1319		
Senior Case Aide	644	675	707	739	771	807	844	881	923

*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*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9
Case Aide	564	590	617	644	675	707			
Comm.-Service Aide	380	396	412	433	454	475	496		
Coord. of Aging	617	644	675	707	739	771	807	844	
Counselor on Alcoholism	789	826	863	902	944	987	1032		
Emp.-Guid. Couns. Tech.	538	564	590	617	644	675	707	739	
Financial-Asst. Specialist	771	807	844	881	923	965	1008	1055	
Financial-Asst. Supvr. I	844	881	923	965	1008	1055	1102	1150	1203
Financial-Asst. Supvr. II	965	1008	1055	1102	1150	1203	1261	1319	1377
Group-Home Parents	517	538	564	590	617	644	675	707	
Home Health Aide	475	496	517	538	564	590	617		
Home Health Aide Coord.	675	707	739	771	807	844	881		
Home Maker Coordinator I	675	707	739	771	807	844	881		
Home Maker I	454	475	496	517	538	564	590	617	
Home Maker II	496	517	538	564	590	617	644	675	707
Licensed Practical Nurse	617	644	675	707	739				
Resources Examiner I	755	789	826	863	902	944	987	1032	1079
Resources Examiner II	965	1008	1055	1102	1150	1203	1261		
Resources Examiner III	1055	1102	1150	1203	1261	1319	1377		
Senior Case Aide	675	707	739	771	807	844	881	923	965

*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) Clerical

(1) Plan A*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9
Acct. Officer I	631	660	691	723	755	789	826	863	902
Acct. Officer II	691	723	755	789	826	863	902	944	987
Acct. Officer III	789	826	863	902	944	987	1032	1079	1126
Bkkp.-Mach. Operator	412	433	454	475	496	517	538	564	
Clerical Supervisor	564	590	617	644	675	707	739	771	
Clerk I	348	364	380	396	412	433	454	475	
Clerk II	412	433	454	475	496	517	538	564	
Clerk III	496	517	538	564	590	617	644	675	
Clerk-Typist I (1)	364	380	396	412	433	454	475	496	
Clerk-Typist II	412	433	454	475	496	517	538	564	
Clerk-Typist III	496	517	538	564	590	617	644	675	
Clerk Specialist	590	617	644	675	707	739	771	807	
Clerk-Steno I	380	396	412	433	454	475	496	517	
Clerk-Steno II	454	475	496	517	538	564	590	617	
Clerk-Steno III	496	517	538	564	590	617	644	675	
Computer Operator	538	564	590	617	644	675	707	739	
Key-Punch Operator	396	412	433	454	475	496	517	538	
Lead Comp. Operator	617	644	675	707	739	771	807	844	
Lead Key-Punch Operator	433	454	475	496	517	538	564	590	
Offset-Press Helper	396	412	433	454	475	496	517	538	
Offset-Press Operator	496	517	538	564	590	617	644	675	
Swbd. Operator I	380	396	412	433	454	475	496	517	
Swbd. Operator II	412	433	454	475	496	517	538	564	
Tab.-Mach. Opr. I	412	433	454	475	496	517	538	564	
Tab.-Mach. Opr. II	454	475	496	517	538	564	590	617	
Tab.-Mach. Supvr.	590	617	644	675	707	739			

* 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*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9
Acct. Officer I	631	660	691	723	755	789	826	863	902
Acct. Officer II	691	723	755	789	826	863	902	944	987
Acct. Officer III	789	826	863	902	944	987	1032	1079	1126
Bkkp.-Mach. Operator	433	454	475	496	517	538	564	590	
Clerical Supervisor	590	617	644	675	707	739	771	807	
Clerk I	364	380	396	412	433	454	475	496	
Clerk II	433	454	475	496	517	538	564	590	
Clerk III	517	538	564	590	617	644	675	707	
Clerk-Typist I (1)	380	396	412	433	454	475	496	517	
Clerk-Typist II	433	454	475	496	517	538	564	590	
Clerk-Typist III	517	538	564	590	617	644	675	707	
Clerk-Specialist	617	644	675	707	739	771	807	844	
Clerk-Steno I	396	412	433	454	475	496	517	538	
Clerk-Steno II	475	496	517	538	564	590	617	644	
Clerk-Steno III	517	538	564	590	617	644	675	707	
Computer Operator	564	590	617	644	675	707	739	771	
Key-Punch Operator	412	433	454	475	496	517	538	564	
Lead Comp. Operator	644	675	707	739	771	807	844	881	
Lead Key-Punch Operator	454	475	496	517	538	564	590	617	
Offset-Press Helper	412	433	454	475	496	517	538	564	
Offset-Press Operator	517	538	564	590	617	644	675	707	
Swbd. Operator I	396	412	433	454	475	496	517	538	
Swbd. Operator II	433	454	475	496	517	538	564	590	
Tab.-Mach. Opr. I	433	454	475	496	517	538	564	590	
Tab.-Mach. Opr. II	475	496	517	538	564	590	617	644	
Tab.-Mach. Supvr.	617	644	675	707	739	771			

* 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*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9
Acct. Officer I	631	660	691	723	755	789	826	863	902
Acct. Officer II	691	773	755	789	826	863	902	944	987
Acct. Officer III	789	826	863	902	944	987	1032	1079	1126
Bkkp.-Mach. Operator	454	475	496	517	538	564	590	617	
Clerical Supervisor	617	644	675	707	739	771	807	844	
Clerk I	380	396	412	433	454	475	496	517	
Clerk II	454	475	496	517	538	564	590	617	
Clerk III	538	564	590	617	644	675	707	739	
Clerk-Typist I (1)	396	412	433	454	475	496	517	538	
Clerk-Typist II	454	475	496	517	538	564	590	617	
Clerk-Typist III	538	564	590	617	644	675	707	739	
Clerk Specialist	644	675	707	739	771	807	844	881	
Clerk-Steno I	412	433	454	475	496	517	538	564	
Clerk-Steno II	496	517	538	564	590	617	644	675	
Clerk-Steno III	538	564	590	617	644	675	707	739	
Computer Operator	590	617	644	675	707	739	771	807	
Key Punch Operator	433	454	475	496	517	538	564	590	
Lead Comp. Operator	675	707	739	771	807	844	881	923	
Lead Key-Punch Operator	475	496	517	538	564	590	617	644	
Offset-Press Helper	433	454	475	496	517	538	564	590	
Offset-Press Operator	538	564	590	617	644	675	707	739	
Swbd. Operator I	412	433	454	475	496	517	538	564	
Swbd. Operator II	454	475	496	517	538	564	590	617	
Tab.-Mach. Opr. I	454	475	496	517	538	564	590	617	
Tab.-Mach. Opr. II	496	517	538	564	590	617	644	675	
Tab.-Mach. Supvr.	644	675	707	739	771	807			

* 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*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9
Acct. Officer I	631	660	691	723	755	789	826	863	902
Acct. Officer II	691	723	755	789	826	863	902	944	986
Acct. Officer III	789	826	863	802	944	987	1032	1079	1126
Bkkp.-Mach. Operator	475	496	517	538	564	590	617	644	
Clerical Supervisor	644	675	707	739	771	807	844	881	
Clerk I	396	412	433	454	475	496	517	538	
Clerk II	475	496	517	538	564	590	617	644	
Clerk III	564	590	617	644	675	707	739	771	
Clerk-Typist I (1)	412	433	454	475	496	517	538	564	
Clerk-Typist II	475	496	517	538	564	590	617	644	
Clerk-Typist III	564	590	617	644	675	707	739	771	
Clerk Specialist	675	707	739	771	807	844	881	923	
Clerk-Steno I	433	454	475	496	517	538	564	590	
Clerk-Steno II	517	538	564	590	617	644	675	707	
Clerk-Steno III	564	590	617	644	675	707	739	771	
Computer Operator	617	644	675	707	739	771	807	844	
Key-Punch Operator	454	475	496	517	538	564	590	617	
Lead Comp. Operator	707	739	771	807	744	881	923	965	
Lead Key-Punch Operator	496	517	538	564	590	617	644	675	
Offset-Press Helper	454	475	496	517	538	564	590	617	
Offset-Press Operator	564	590	617	644	675	707	739	771	
Swbd. Operator I	433	454	475	496	517	538	564	590	
Swbd. Operator II	475	496	517	538	564	590	617	644	
Tab.-Mach. Opr. I	475	496	517	538	564	590	617	644	
Tab.-Mach. Opr. II	517	538	564	590	617	644	675	707	
Tab.-Mach. Supvr.	675	707	739	771	807	844			

* 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*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9
Acct. Officer I	631	660	691	723	755	789	826	863	902
Acct. Officer II	691	723	755	789	826	863	902	944	987
Acct. Officer III	789	826	863	902	944	987	1032	1079	1126
Bkkp.-Mach. Operator	496	517	538	564	590	617	644	675	
Clerical Supervisor	675	707	739	771	807	844	881	923	
Clerk I	412	433	454	475	496	517	538	564	
Clerk II	496	517	538	564	590	617	644	675	
Clerk III	590	617	644	675	707	739	771	807	
Clerk-Typist I (1)	433	454	475	496	517	538	564	590	
Clerk-Typist II	496	517	538	564	590	617	644	675	
Clerk-Typist III	590	617	644	675	707	739	771	807	
Clerk Specialist	707	739	771	807	844	881	923	965	
Clerk-Steno I	454	475	496	517	538	564	590	617	
Clerk-Steno II	538	564	590	617	644	675	707	739	
Clerk-Steno III	590	617	644	675	707	739	771	807	
Computer Operator	644	675	707	739	771	807	844	881	
Key-Punch Operator	475	496	517	538	564	590	617	644	
Lead Comp. Operator	739	771	807	844	881	923	965	1008	
Lead Key-Punch Operator	517	538	564	590	617	644	675	707	
Offset-Press Helper	475	496	517	538	564	590	617	644	
Offset-Press Operator	590	617	644	675	707	739	771	807	
Swbd. Operator I	454	475	496	517	538	564	590	617	
Swbd. Operator II	496	517	538	564	590	617	644	675	
Tab.-Mach. Opr. I	496	517	538	564	590	617	644	675	
Tab.-Mach. Opr. II	538	564	590	617	644	675	707	739	
Tab.-Mach. Supvr.	707	739	771	807	844	881			

* 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*

(aa) Class of Positions	1	2	3	4	5	6	7	8	9
Acct. Officer I	631	660	691	723	755	789	826	863	902
Acct. Officer II	691	723	755	789	826	863	902	944	987
Acct. Officer III	789	826	863	902	944	987	1032	1079	1126
Bkkp.-Mach. Operator	517	538	564	590	617	644	675	707	
Clerical Supervisor	707	739	771	807	844	881	923	965	
Clerk I	454	475	496	517	538	564	590	617	
Clerk II	517	538	564	590	617	644	675	707	
Clerk III	617	644	675	707	739	771	807	844	
Clerk-Typist I (1)	475	496	517	538	564	590	617	644	
Clerk-Typist II	517	538	564	590	617	644	675	707	
Clerk-Typist III	617	644	675	707	739	771	807	844	
Clerk Specialist	739	771	807	844	881	923	965	1008	
Clerk-Steno I	496	517	538	564	590	617	644	675	
Clerk-Steno II	564	590	617	644	675	707	739	771	
Clerk-Steno III	617	644	675	707	739	771	807	844	
Computer Operator	675	707	739	771	807	844	881	923	
Key-Punch Operator	517	538	564	590	617	644	675	707	
Lead Comp. Operator	771	807	844	881	923	965	1008	1055	
Lead Key-Punch Operator	538	564	590	617	644	675	707	739	
Offset-Press Helper	496	517	538	564	590	617	644	675	
Offset-Press Operator	617	644	675	707	739	771	807	844	
Swbd. Operator I	475	496	517	538	564	590	617	644	
Swbd. Operator II	517	538	564	590	617	644	675	707	
Tab.-Mach. Opr. I	517	538	564	590	617	644	675	707	
Tab.-Mach. Opr. II	564	590	617	644	675	707	739	771	
Tab.-Mach. Supvr.	739	771	807	844	881	923			

* 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*

(aa) Class of Positions	1	2	3	4	5	6	7
Auto Driver	454	475	496	517	538	564	590
Janitor (1)	475	496	517	538	564	590	617
Laborer	$2.73/hour						
Lead Janitor (1)	517	538	564	590	617	644	675
Maintenance Worker	517	538	564	590	617	644	675

* 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.

(2) Plan B*

(aa) Class of Positions	1	2	3	4	5	6	7
Auto Driver	590	617	644	675	707	739	771
Janitor (1)	574	590	617	644	675	707	739
Laborer	$3.39/hour						
Lead Janitor (1)	644	675	707	739	771	807	844
Maintenance Worker	644	675	707	739	771	807	844
Maint. & Supp. Supvr.	739	771	807	844	881	923	965
Utility Worker	707	739	771	807	844	881	923

* 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.

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

Monthly Salary	Hourly Rate*	Bi-weekly Rate**	Salary Per Working Day for Months with the Following Number of Working Days Plus Holidays. (For Counties That Pay by the Month or Twice a Month.)***			
			20 Days	21 Days	22 Days	23 Days
$348	$2.00	$160.00	$17.40	$16.57	$15.82	$15.13
356	2.05	164.00	17.80	16.95	16.18	15.48
364	2.09	167.20	18.20	17.33	16.55	15.83
372	2.14	171.20	18.60	17.71	16.91	16.17
380	2.18	174.40	19.00	18.10	17.27	16.52
388	2.23	178.40	19.40	18.48	17.64	16.87
396	2.28	182.40	19.80	18.86	18.00	17.22
404	2.32	185.60	20.20	19.24	18.36	17.57
412	2.37	189.60	20.60	19.62	18.73	17.91
423	2.43	194.40	21.15	20.14	19.23	18.39
433	2.49	199.20	21.65	20.62	19.68	18.83
444	2.55	204.00	22.20	21.14	20.18	19.30
454	2.61	208.80	22.70	21.62	20.64	19.74
465	2.67	213.60	23.25	22.14	21.14	20.22
475	2.73	218.40	23.75	22.62	21.59	20.65
486	2.79	223.20	24.30	23.14	22.09	21.13
496	2.85	228.00	24.80	23.62	22.55	21.57
507	2.91	232.80	25.35	24.14	23.05	22.04
517	2.97	237.60	25.85	24.62	23.50	22.48
528	3.03	242.40	26.40	25.14	24.00	22.96
538	3.09	247.20	26.90	25.62	24.45	23.39
551	3.17	253.60	27.55	26.24	25.05	23.96
564	3.24	259.20	28.20	26.86	25.64	24.52
577	3.32	265.60	28.85	27.48	26.23	25.09
590	3.39	271.20	29.50	28.10	26.82	25.65
604	3.47	277.60	30.20	28.76	27.45	26.26
617	3.55	284.00	30.85	29.38	28.05	26.82
631	3.63	290.40	31.55	30.05	28.68	27.43
644	3.70	296.00	32.20	30.67	29.27	28.00
660	3.79	303.20	33.00	31.43	30.00	28.70
675	3.88	310.40	33.75	32.14	30.68	29.35
691	3.97	317.60	34.55	32.90	31.41	30.04
707	4.06	324.80	35.35	33.67	32.14	30.74
723	4.16	332.80	36.15	34.43	32.86	31.43
739	4.25	340.00	36.95	35.19	33.59	32.13
755	4.34	347.20	37.75	35.95	34.32	32.83
771	4.43	354.40	38.55	36.71	35.05	33.52
789	4.53	362.40	39.45	37.57	35.86	34.30
807	4.64	371.20	40.35	38.43	36.68	35.09
826	4.75	380.00	41.30	39.33	37.55	35.91
844	4.85	388.00	42.20	40.19	38.36	36.70
863	4.96	396.80	43.15	41.10	39.23	37.52
881	5.06	404.80	44.05	41.95	40.05	38.30
902	5.18	414.40	45.10	42.95	41.00	39.22

Monthly Salary	Hourly Rate*	Bi-weekly Rate**	Salary Per Working Day for Months with the Following Number of Working Days Plus Holidays. (For Counties That Pay by the Month or Twice a Month.)***			
			20 Days	21 Days	22 Days	23 Days
$923	$5.30	$424.00	$46.15	$43.95	$41.95	$40.13
944	5.43	434.40	47.20	44.95	42.91	41.04
965	5.55	444.00	48.25	45.95	43.86	41.96
987	5.67	453.60	49.35	47.00	44.86	42.91
1008	5.79	463.20	50.40	48.00	45.82	43.83
1032	5.93	474.40	51.60	49.14	46.91	44.87
1055	6.06	484.80	52.75	50.24	47.95	45.87
1079	6.20	496.00	53.95	51.38	49.05	46.91
1102	6.33	506.40	55.10	52.48	50.09	47.91
1126	6.47	517.60	56.30	53.62	51.18	48.96
1150	6.61	528.80	57.50	54.76	52.27	50.00
1177	6.76	540.80	58.85	56.05	53.50	51.17
1203	6.91	552.80	60.15	57.29	54.68	52.30
1232	7.08	566.40	61.60	58.67	56.00	53.56
1261	7.25	580.00	63.05	60.05	57.32	54.83
1290	7.41	592.80	64.50	61.43	58.64	56.09
1319	7.58	606.40	65.95	62.81	59.95	57.35
1348	7.75	620.00	67.40	64.19	61.27	58.61
1377	7.91	632.80	68.85	65.57	62.59	59.87
1409	8.10	648.00	70.45	67.10	64.05	61.26
1440	8.28	662.40	72.00	68.57	65.45	62.61
1472	8.46	676.80	73.60	70.10	66.91	64.00
1503	8.64	691.20	75.15	71.57	68.32	65.35
1538	8.84	707.20	76.90	73.24	69.91	66.87
1572	9.03	722.40	78.60	74.86	71.45	68.35
1609	9.25	740.00	80.45	76.62	73.14	69.96
1646	9.46	756.80	82.30	78.38	74.82	71.57
1683	9.67	773.60	84.15	80.14	76.50	73.17
1720	9.89	791.20	86.00	81.90	78.18	74.78
1760	10.11	808.80	88.00	83.81	80.00	76.52
1799	10.34	827.20	89.95	85.67	81.77	78.22
1839	10.57	845.60	91.95	87.57	83.59	79.96
1878	10.79	863.20	93.90	89.43	85.36	81.65
1923	11.05	884.00	96.15	91.57	87.41	83.61
1968	11.31	904.80	98.40	93.71	89.45	85.57
2013	11.57	925.60	100.65	95.86	91.50	87.52
2057	11.82	945.60	102.85	97.95	93.50	89.43
2105	12.10	968.00	105.25	100.24	95.68	91.52
2152	12.37	989.60	107.60	102.48	97.82	93.57
2200	12.64	1011.20	110.00	104.76	100.00	95.65
2247	12.91	1032.80	112.35	107.00	102.14	97.70
2297	13.20	1056.00	114.85	109.38	104.41	99.87
2347	13.49	1079.20	117.35	111.76	106.68	102.04
2398	13.78	1102.40	119.90	114.19	109.00	104.26
2448	14.07	1125.60	122.40	116.57	111.27	106.43
2503	14.39	1151.20	125.15	119.19	113.77	108.83
2558	14.70	1176.00	127.90	121.80	116.27	111.21
2616	15.03	1202.40	130.80	124.57	118.91	113.74
2674	15.37	1229.60	133.70	127.33	121.55	116.26
2734	15.71	1256.80	136.70	130.19	124.27	118.87
2794	16.06	1284.80	139.70	133.05	127.00	121.48
2857	16.42	1313.60	142.85	136.05	129.86	124.22
2920	16.78	1342.40	145.00	139.05	132.73	126.96
2986	17.16	1372.80	149.30	142.19	135.73	129.83
3051	17.53	1402.40	152.55	145.29	138.68	132.65

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

**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."

***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.

APPROVED AS TO FORM AND LEGALITY
DEC 12 1974 19____
WARREN SPANNAUS, ATTORNEY GENERAL
BY Michael B Miller
SPECIAL ASSISTANT ATTORNEY GENERAL

STATE OF MINNESOTA
DEPARTMENT OF STATE
FILED - 2:15 pm
DEC 12 1974
Arlen I. Erdahl
Secretary of State

FILED
RICHARD L. BRUBACHER
Commissioner of Administration
DEC 12 1974
BY Ela Stenbenmoen
AUTH.
2:25 p.m.

STATE OF MINNESOTA

COUNTY OF RAMSEY

BEFORE VERA J. LIKINS

HEARINGS OFFICER

In the Matter of the Proposed Adoption of Rules of the State Department of Public Welfare Governing the Merit System Procedures and Compensation Plan

ORDER FOR HEARING

To effectively implement changes in rules and regulations, the Minnesota Commissioner of Public Welfare deems it necessary to consider adoption of the proposed rules captioned above pursuant to the authority vested in me by M.S. 393.07, 256.01 subd. 2 (13), 256.04 B subd. 2, 257.081, 257.101, and 245.78.

NOW, THEREFORE, IT IS ORDERED this twenty fifth day of July, 1974, that a public hearing on the proposed rules captioned above be held in the Auditorium of the State Office Building, St. Paul, Minnesota, on Friday, September 6, 1974, commencing at 9:30 A.M., and continuing until all representatives of associations or other interested groups or persons have had an opportunity to be heard.

IT IS FURTHER ORDERED, that notice of said hearing be given to all representatives of associations or other interested groups or persons who have registered their names with the Secretary of State for that purpose.

STATE OF MINNESOTA
DEPARTMENT OF PUBLIC WELFARE

Vera J. Likins

COMMISSIONER

STATE OF MINNESOTA

COUNTY OF RAMSEY

BEFORE VERA J. LIKINS
HEARINGS OFFICER

In the Matter of Proposed Rules Relating to Merit System Procedures and Compensation Plan

NOTICE OF HEARING

Notice is hereby given that a public hearing will be held pursuant to M.S. 1967, Section 15.0412, Subd. 4, in the above entitled matters, in the auditorium of the State Office Building, St. Paul, Minnesota, on September 6, 1974, commencing at 9:30 A.M., and continuing until all representatives or other interested groups or persons have had an opportunity to be heard concerning adoption of the proposed rules captioned above by submitting either oral or written data, statements, or arguments. Statements or briefs may be submitted without appearing at the hearing.

The major proposal for consideration involves the adjustment of the County Welfare Merit System Compensation Plan for positions in the county welfare departments. This portion of the hearing will be held in conjunction with the Department of Health and the Department of Public Safety and the adjustments to the Public Health and Civil Defense Merit Systems' Compensation Plans also will be considered. The recommendation generally is to adjust most classes on the Professional, Clerical, Support Personnel, and Maintenance and Trades Salary Schedules approximately two steps although the proposal does involve either a larger or smaller adjustment of salaries for some classes.

Another matter for consideration will be the proposal to make it mandatory for the appointing authority to grant a two step salary adjustment to all incumbents.

A further matter for consideration will be to allow appointing authorities the option of granting their employees, who are not at their maximum salary following the mandatory two step adjustment, an additional one step adjustment and their employees, who are at their maximum salary following the mandatory two step adjustment, an additional one half step adjustment.

The final matter for consideration will be changing of the classification titles of Maintenance Man and Utility Man to Maintenance Worker and Utility Worker respectively.

A copy of the Notice of the Department of Health and the Department of Public Safety Hearing is enclosed for your information. Copies of the proposed rules are now available and may be obtained by writing to the 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.

COMMISSIONER OF PUBLIC WELFARE

Vera J. Likins

Dated: August 2, 1974

STATE OF MINNESOTA

COUNTY OF RAMSEY

In the Matter of the Proposed Adoption of Rules of the State Department of Public Welfare Governing the County Welfare Merit System

AFFIDAVIT OF MAILING

I, Patricia Swanson, being first duly sworn, deposes and says:

That on the 2 day of August, 1974, at the City of St. Paul, County of Ramsey, State of Minnesota, she served the attached Notice of Hearing by depositing in the United States mail at said City of St. Paul, a true and correct copy thereof, properly enveloped, with postage prepaid, to all persons and associations at the addresses listed on the attached Certificate of the Secretary of State.

Patricia Swanson

Subscribed and sworn to before me this 2nd day of August, 1974

Lorraine C. Pfeiffer

LORRAINE C. PFEIFFER
Notary Public, Dakota Co. Minn.
My Commission Expires Sept. 29, 1979

STATE OF MINNESOTA

COUNTY OF RAMSEY

In the Matter of the Proposed Adoption of Rules of the State Department of Public Welfare Governing the County Welfare Merit System

CERTIFICATE

I hereby certify that the attached 376 labels and 1 sheet(s) for Public Welfare constitute the complete list of persons, associations, and other interested groups who as of 8.00 o'clock A .M., this 1st day of August, 1974, have requested pursuant to M.S. 1967, Section 15.0412, that their names be placed on file with the Secretary of State for the purpose of receiving notice of public hearing on proposed rules on the subject captioned above.

Secretary of State

Arlen I. Erdahl

By Cecil Dixon

NEW RULES AS PROPOSED

Proposed Rule Revision

SUB-CHAPTER B

SALARY REGULATIONS -2000

DPW
116 SALARY ADJUSTMENTS AND INCREASES -2100

(a) AVAILABILITY OF FUNDS -2110

(1) Before salary increases and adjustments are made in accordance with these regulations, the county welfare board shall have in its records and carry in its minutes a definite statement that funds for this purpose are available. -2120

(b) ADJUSTMENTS TO BE MADE IN ACCORDANCE WITH OFFICIAL COMPENSATION PLAN -2121

(1) 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:

(aa) If the rate of pay of ~~an~~ employees is below the minimum of the range prescribed for ~~his~~ *their* class of positions, the rate shall be adjusted to that minimum~~, except as provided in IV-2122~~ *or the general adjustment adopted for employees, whichever is greater.*

(bb) If the rate of pay of employees is at or above the new minimum salary adopted for their class, the employees shall receive at least 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 DPW 94(d) (6) as long as such further adjustment would not place them over the new maximum salary for their class.

(cc) Employees can 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.

~~(bb)~~ *(dd)* If the rate of pay of an employee is higher than the maximum of the range prescribed for his class of positions, the rate may remain the same as long as the employee retains the same position.

~~(cc)~~ *(ee) Except in any adjustments over the maximum,* if the rate of pay of an employee falls between the minimum and maximum of the range prescribed for his class of positions but does not correspond with any intermediate step in the range, such rate shall be adjusted to the nearest higher step in the range, except as provided in IV-2122.

~~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. Exceptions to the provisions of IV-2121, 1 and 3, will, therefore, be permitted under the following conditions:~~ -2122

~~1. If the provisions of IV-2121, 1 and 3, 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, in so far 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.~~

(2)~~(bb)~~ In designating the salary rates to be effective for a -2122 county agency for the Professional, Support Personnel, Clerical, and Maintenance and Trades classes, the county welfare board shall consider the current salary differentials existing within the agency, as well as other relevant factors.

MAINTENANCE ~~MAN~~ *WORKER* -4240

KIND OF WORK:

Under general supervision, performs various repair, assembly and maintenance tasks; supervises work relief worker in repair and maintenance assignments; assists in maintaining inventory records and in receiving and issuing supplies and equipment; and performs related work as assigned.

EXAMPLES OF WORK: (Illustrative only)

Assembles and installs various office and maintenance equipment.
Makes minor electrical and plumbing repairs.
Does painting, plastering, and carpentry work.
Replases glass and putties windows.
Cleans, greases, and oils equipment.
Takes physical inventory of agency equipment.
Receives and issues supplies.
Evaluates need for repairs of clients' dwellings and household equipment.

KNOWLEDGES AND ABILITIES REQUIRED:

Knowledge of general repair work of office buildings and equipment.
Knowledge of household repairs and costs.
Knowledge of maintenance equipment and its use.
Some knowledge of record-keeping procedures.

Ability to perform a wide variety of maintenance and repair tasks as either a helper or a lead worker.
Ability to obtain the cooperation of other workers.
Ability to plan work efficiently and systematically.

DESIRABLE QUALIFICATIONS OF EDUCATION AND EXPERIENCE:

Graduation from high school and two years of successful full-time paid employment in building maintenance, construction, or general repair work.

Note: 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".

UTILITY ~~MAN~~ *WORKER* -4250

KIND OF WORK:

Under general supervision, does repair and maintenance work to building and equipment; issues supplies; supervises repair work and work relief and maintenance workers; and performs related work as assigned.

EXAMPLES OF WORK: (Illustrative only)

Assigns work to repair, work relief, and maintnenace workers.
Inspects work of janitorial, work relief, and maintenance personnel.
Orders maintenance supplies and equipment as needed.
Issues supplies.
Operates various duplicating machines.
Assembles and builds various equipment and partitions.
Makes minor repairs to plumbing and electrical fixtures.
Cleans, greases, and oils equipment.
Paints, plasters, and cements walls, ceilings, and floors.
Putties windows.
Keeps related records.

KNOWLEDGES AND ABILITIES REQUIRED:

Knowledge of carpentry.
Knowledge of plumbing fixtures.
Knowledge of general maintenance and repair work.

Ability to supervise and obtain the cooperation of workers.
Ability to lay out work efficiently and systematically.
Ability to keep related records.

DESIRABLE QUALIFICATIONS OF EDUCATION AND EXPERIENCE:

Graduation from high school and two years of successful full-time paid employment in building maintenance, construction, or repair work.

PUBLIC WELFARE

Blade, Joe -Mpls Star, 425 Portland Ave., Mpls

[redacted]

Community Mental Health Board of the Northern Pines Mental Health Center
103-105 1st St. S.E., Little Falls

Curtis, Dr. E. Louise, Prof. Education, U of M, Morris 56267

[redacted]

Goldberg, Paula, 5315 James Ave S., Mpls 55419
Kurtz, Mrs. Kirsten, Minn. Nurses Assn., 1821 Univ Ave., St. Paul 55104

Legal Aid Society, 501 Park Ave., Minneapolis 55415

Local #34, AFSC & ME, Box 2016, Commerce Sta., Minneapolis 55415
Lutherab Soc.Service, Attn. H.L.Paulsen, 2414 Park Ave S., Mpls. 55404
Minneapolis & Hennepin County Mental Health Clinic, 619 S. 5th St.,Mpls.

[redacted]

Minnesota Legislative Comm. of Blind, 1605 Eustis, St. Paul 8

Minn. State Pharmaceutical Ass'n., 2388 Univ. Ave., St. Paul 4
Moratzka, Timothy, 1304 Vermillion St., Hastings 55033
Neff, Dr. Walter S., Virginia

Northland Mental Health Center, 415 S. Pokegema, Grand Rapids

Public Relief, BD. of Public Welfare, Attn.Dir.Jensen,250 S. 4th St., Mpls.55415
Sister Letitia M. Close, B.V.M., 415 Summit Ave., St. Paul 55102
Southwestern Mental Health Center, 306 N. McKenzie St., Luverne

Upper Mississippi Mental Health Center, Attn: Dr. Howard C. Reid, 510 Beltrami Ave.

Veterans' Affairs, Veterans Service Bldg., St. Paul

[redacted]

Welfare Rights Organization, c/o Stephen Parsons, 1118 Newton Ave. N. Minneapolis554

West Central Mental Health Center, 323 W. 6th St., Willmar

NURSING HOMES ONLY

ALLEN CLAUDE H
1200 N W BK BLDG
ST PAUL MN
55101

ALTMAN MILTON H
707 DEGREE OF HONOR BLD
ST PAUL MN
55101

ANCHOR BLOCK COMPANY
PO BOX 3360
ST PAUL MN
55165

ANDERSON GRAHAM
951 E HENN
MPLS MN
55414

ANDERSON STANFORD P
14600 MINNETONKA BLVD
MINNETONKA MN
55343

ANTHONY R.S. E.L.M.
1222 FOURTH ST. S.E.
MINNEAPOLIS MN
55414

ARVER JOHN A
2467 COHANCY
ST PAUL MN
55113

ASMUSSEN,DENNIS,MPIRG
3036 UNIV AVE SE
MPLS MN
55414

AUTOMOBILE MFRS ASSN INC
55 SHERBURNE AVE
ST PAUL MN
55103

BARRETT FRED
ST LOUIS CO COURT HOUSE
DULUTH MN

BARKER KENT
8100 34TH AVE SO
MPLS MN
55420

BEECHER EVERETT
10 10 1ST ST SO
HOPKINS MN

BELISLE JON
2040 WILSON #28
ST PAUL MN
55119

BERGERUD ALF
300 ROANOKE BLDG
MPLS MN
55402

BEST FLANAGAN ET AL
1ST NATL BANK BLDG
MPLS MN
55402

BREHL JAMES W
332 HAMM BLDG
ST PAUL MN
55102

BRIGGS & MORGAN - B F FRI
2200 W 1ST NATL BK BLDG
ST PAUL MN
55101

ALBERT, AA CALDER CORP
366 JACKSON ST
ST PAUL MN
55101

AM CAMPING ASSN MRS LEACOCK
1235 BRIGHTON SQ
NEW BRIGHTON MN
55112

AM INST PROF GEOLOGISTS
2201 PRINCETON AVE
ST PAUL MN
55105

ANDERSON HERBERT
418 8TH ST. SO.
VIRGINIA MN
55792

ANDERSON JAMES
7703 NORMANDALE RD
MPLS MN
55435

ARMOUR AND COMPANY
UNION STOCK YARDS
SO ST PAUL MN
55075

ARROWHEAD REGIONAL DEV COMM
900 ALWORTH BLDG
DULUTH MN
55802

ASSOCIATED INDUST OF MPLS
NATIONAL BLDG
MPLS MN
55402

ASSN OF MINN COUNTIES
55 SHERBURNE AVE #203
ST PAUL MN
55103

BABCOCK LOCHER NELSON ET AL
118 E MAIN ST
ANOKA MN
55303

BADALICH JOHN P
2025 THOMPSON AVE
SO ST PAUL MN
55075

BARTHOLOW HAROLD E FIRE CHF
2600 109 AVE N W
COON RAPIDS MN
55433

BECKLIN ROBERT C
447 N W 4TH
CAMBRIDGE MN
55008

BEMIDJI STATE COLLEGE
PLACEMENT BUR. J.C. BRADY
BEMIDJI MN
56601

BENSONI PETER USW OF AM.
609 PROVIDENCE BLDG.
DULUTH MN

BEUTEL ROBERT
BOX 1205
ST CLOUD MN
56301

BLOMQUIST BARRY L

NORTH BRANCH MN
55056

BROOKS WILLIAM F JR
354 MIDLAND BK BLDG
MPLS MN
55401

BROWN D M GOODRIDGE PUB S
IND DIST #561
GOODRIDGE MN
56725

BURGER ALBERT
600 DEGREE OF HONOR BLD
ST PAUL MN
55101

BUR.ENGR.IND.DIV. MR.KIBI
219 N. 2ND ST.
MPLS. MN

CAIN RUTH
730 E 38TH ST
MPLS MN
55407

CARPENTER MRS MARY LEE
DOW CHEMICAL 47 BLDG
MIDLAND MICH.
48640

CARRISON DALE K
MANKATO STATE COLLEGE
MANKATO MN
56001

CHAMBERLAIN JOHN L
PO BOX 241
MPLS MN
55440

CHAMBERLAIN WARREN D
887 SW 4TH AVE
FARIBAULT MN
55021

CITY CLERK
386 CITY HALL
ST PAUL MN
55102

CITIZENS LEAGUE
530 SYNDICATE BLDG
MPLS MN
55402

COLEMAN NICHOLAS D
700 LINWOOD AVE
ST PAUL MN
55105

COLLIN LAURENCE
RT 2
ISANTI MN
55040

CONSUMER SERVICES DEPT COMM
230 STATE OFF BLDG
ST PAUL MN
55101

COUNTY ATTYS COUNCIL
95 SHERBURNE AVE S203
ST PAUL MN
55103

CUSHMAN J S DAYTON HUDSON
700 NICOLLET MALL
MPLS MN
55402

DANKERS,KENNETH
1200 WEST FOURTH STREET
RED WING MN
55066

DANIELSON RODNEY L
418 AUDITORIUM
ST PAUL MN
55102

DISPATCH PIONEER PRESS
PRESS RM STATE CAPITOL
ST PAUL MN
55101

DORSEY MARQUART
2400 1ST NATL BANK BLDG
MPLS MN
55402

DUDLEY E H
RT 7 BOX 122
EXCELSIOR MN
55331

DUNN OLIVER PLUMBERS LOC
708 SO 10TH ST
MPLS MN
55404

BRIGHAM E M III
RR4
RED WING MN
55066

BROEKER JOHN
2850METRO DR. SUITE 504
BLOOMINGTON MN
55420

BRUBACHER RICHARD COMM ADM
208 ADM BLDG
ST PAUL MN
55101

BRUNING C.R.DEPT.CLINIC.EXP.
BURTON HALL
MPLS. MN
55455

BUR NATL AFFAIRS INC
1231 25TH ST NW
WASHINGTON DC
20037

BUSCH NOEL
3131 FERNBROOK LANE N
MPLS MN
55441

CAIRNS JOHN A
1460 NW BK BLDG
MPLS MN
55402

CARLSON CARL L
7516 80TH ST S
COTTAGE GROVE MN
55016

CENTRAL BUSINESS DATA
BENSON RADIO ARCADE BLD
BENSON MN
56215

CHAMBER OF COMMERCE
30 SO 1ST AVE EAST
ELY MN
55731

CHERCHES CHRIS CITY MGR
5005 MTKA BLVD
ST LOUIS PARK MN
55416

CHRISTIAN SCI COMM ON PUB
1821 UNIV AVE SUITE 271
ST PAUL MN
55104

CLARKSON J.B.
2350 I.D.S. CENTER
MINNEAPOLIS MN
55402

CLAUSEN PHILLIP
2255 PRESCILLA ST
ST PAUL MN
55108

COMMUNITY DESIGN CENTER
118 E 26TH ST
MPLS MN
55404

CONCORDIA COLLEGE
DEAN
MOORHEAD MN
56560

COX AND KING
600 BUILDERS EXCH
MPLS MN
55402

CROW WING CO PLANNING & ADV
COURT HOUSE
BRAINERD MN
56401

DAILEY THOS M
E-1500 1ST NATL BK BLDG
ST PAUL MN
55101

DANFORTH & ALLEN
731 NW BANK BLDG
MPLS MN
55402

DAYTON CHAS SIERRA CLUB
400 ROANOKE
MPLS MN
55402

DIEHL JOHN
26 KENWOOD PKWY
ST PAUL MN
55105

DOUGLASS BELL
525 OSBORN BLDG
ST PAUL MN
55102

DOYTON MAURICE, MET SEWER BD
350 METRO SQ BLDG
ST PAUL MN
55101

EBELING EDWARD H.
161 W. MAIN
PERHAM MN
56573

ELDRED R W ARMOUR & CO
UNION STOCK YARDS
SO ST PAUL MN
55075

ELMER EDWIN W
2901 PLEASANT AVE
MPLS MN
55408

ENV SERV-GEN RESOURCE CORP
6340 INDUSTRIAL DR
HOPKINS MN
55343

ERDMAN ROGER TENNANT CO
701 N LILAC DR
MPLS MN
55441

EVANS CHAS.L. PRENTICE-HALL
ENGELWOOD CLIFFS
NEW JERSEY

EVERETT JERRY NW PETRO ASSN
512 NICOLLET MALL RM917
MPLS MN
55402

FAEGRE & BENSON ATTN LIBR
1260 NW BANK BLDG
MPLS MN
55402

FINNEGAN J.R.
55 E. 4TH
ST.PAUL MN
55101

FLEMING FREDERICK A
1860 HIGHLAND PARKWAY
ST PAUL MN
55116

FORBES GORDON MINN RRS ASSN
203 HANOVER 480 CEDAR
ST PAUL MN
55101

FOX W.E. LINDQUIST & VENNUM
4200 IDSCTR 80 S.8TH ST
MINNEAPOLIS MN
55402

FURLONG DR JOHN
RT 1
BOVEY MN
55709

F W WOOLWORTH CO
3316 W 66TH ST
EDINA MN
55424

GAS HUT INC
4940 VIKING DR
MINNEAPOLIS MN
55435

GEBERT K L
220 GRAIN EXCH
MPLS MN
55415

GIEL DAVID
RM B-28 STATE CAPITOL
ST PAUL MN
55155

GLEESON MICHAEL
909 SOC SC BLDG U OF M
MPLS MN
55455

GRAHAM THOS H
854 MIDLAND BK BLDG
MPLS MN
55401

GRANATH MARVIN -HONEYWELL
2701 4TH AVE SO
MPLS MN
55408

GUSTAFSON MRS D MINN VET MED
24 S 6TH ST
MPLS MN
55402

GUSTAFSON WALLACE
BOX 567
WILLMAR MN
56201

EDINA FIRE D JAMES MCNELLIS
4801 W 50TH ST
EDINA MN
55424

ELDER DR JAMES B
11140 WASHBURN AVE SO
BLOOMINGTON MN
55431

EMERICK RICHARD A
1908 IDS CENTER
MPLS MN
55402

EMP HANDICAPPED PERSONS C
527 JACKSON RM 227
ST PAUL MN
55101

ERNEST K LEHMANN & ASSOC.
1409 WILLOW ST.
MPLS MN
55403

ESSE KENNETH
4801 W 50TH ST
EDINA MN
55424

EWALD DOUGLAS MINN HOSP ASSN
2333 UNIV AVE SE
MPLS MN
55414

EWING MRS WM
42 ASTAR RD
BABBITT MN
55706

FELHABER R S
W 1ST NATL BANK BLDG
ST PAUL MN
55101

FINLEY JAMES F
920 MINN BLDG
ST PAUL MN
55101

FLETCHER RONALD
7900 XERXES AVE S
MPLS MN
55431

FITZGERALD DR BOB
3007 LYNDALE AVE SO
MPLS MN
55408

FRANKLIN ROBERT B MPLS TRIB
426 PORTLAND
MPLS MN
55415

FREDIN CONRAD M
811 FIRST NATL BK BLDG
DULUTH MN
55802

GALVIN M J JR
W2162 1ST NATL BK BLDG
ST PAUL MN
55101

GEO A HORMEL & CO LAW DEPT
PO BOX 800
AUSTIN MN
55912

GEORGE K GRANSE CO
1477 SELBY AVE
ST PAUL MN
55104

GLEN. HILLS HOSP.R.VAN HAUER
3901 GOLDEN VALLEY RD.
MPLS. MN
55422

GODIN RALPH J
3824 47TH AVE SO
MPLS MN
55406

GREEN DEL CITY MGR
BLOOMINGTON CITY HALL
BLOOMINGTON MN
55431

GREEN GARY J
41 SHERBURNE AVE
ST PAUL MN
55102

H B FULLER CO
2400 KASOTA AVE
ST PAUL MN
55108

HANSON ETHEL
2813 85TH AVE N
MPLS MN
55444

HARVEY MICHAEL
1390 W M HAHA PKWY
MPLS MN
55409

HESS DONALD MIDWEST PLANNING
2101 HENN BLDG
MPLS MN
55405

HARTFELDT WILL
415 HAMM BLDG 6TH ST
ST PAUL MN
55102

HICHINGER-MARK PLANNING
421 WABASHA ST
ST PAUL MN
55102

HILL JIM ASSOC.MILK PROD.
7850 METRO PARKWAY
MINNEAPOLIS MN
55420

HOULE MELVIN
881 W HWY 96
SHOREVIEW MN
55112

HOUSE APPROPRIATIONS COMM
RM 109 STATE CAPITOL
ST PAUL MN
55101

HULTMAN WARREN R
C/O BARBAROSSA R3
OSSEO MN
55369

HUMAN RIGHTS DEPT
60 STATE OFF BLDG
ST PAUL MN
55101

HUTCHISON R.M. ANOKA CO.COMP
COURT HOUSE
ANOKA MN
55303

INS FED OF MINN
902 SOO LINE BLDG
MPLS MN
55402

IUOE LOC 49 CHAS SWENSON
2580 UNIV AVE
ST PAUL MN
55101

IZAAK WALTON LEAGUE MN DIV
106 TIMES BLDG 57 S 4TH
MPLS MN
55401

JENSEN CARL A
127 E MAIN ST
SLEEPY EYE MN
56085

JOHNSON & SANDERSON
ST MARYS HOSPITAL
ROCHESTER MN
55901

KABLE RICHARD W

BETHEL MN
55006

KIMBALL ROBERT
647 CAPITOL SQ BLDG
ST PAUL MN
55101

KING,TIMOTHY
3333 OAKLAND AVE S
MPLS MN
55407

KNUTSON DR KEITH,BIOLOGY DPT
ST CLOUD STATE
ST CLOUD MN
56301

KNUTSON R N GRANNIS ETAL
F J SCHULT BLDG
ST ST PAUL MN
55075

HALLBERG LEE & MCCABE
4927 34TH AVE S
MPLS MN
55417

HAYES, THOMAS W
700 SELLWOOD BLG
DULUTH MN
55812

HEAD & TRUHN
1007 SOO LINE BLDG
MPLS MN
55402

HEINTZ MARY ELLEN
PO BOX 599
CINCINNATI OH
45201

HINRICHSEN PATRICK
MANKATO FREE PRESS
MANKATO MN
56001

HOPKINS WM.B. DIR.MISCCA
3915 GOLDEN VALLEY ROAD
GOLDEN VALLEY MN
55422

HOUSE ED STANDING SUB COMM
RM 109 STATE CAPITOL
ST PAUL MN
55101

HULSTRAND ANDERSON & LARS
PO BOX 130
WILLMAR MN
56201

HUNT MRS CHAS L MECCA
26 E EXCH CENTRAL MANOR
ST PAUL MN
55101

HUNT JAMES P JR
11470 GALTIER DR
BURNSVILLE MN
55378

INGEBRIGTSEN DR K H
23 SE 4TH ST
MPLS MN
55414

INGVALSON VERN MN.FARM BU
3110 WOODDALE DR PO 337
OST PAUL MN
55165

IVERSON DR JOS DEPT ED
ST OLAF COLLEGE
NORTHFIELD MN
55057

IVERSON GARY L
1212 PIONEER BLDG
ST PAUL MN
55101

JACKMAN DONALD G
4023 E LAKE ST
MPLS MN
55406

JENOS INC
525 LAKE AVE SO
DULUTH MN
55801

JOHNSON M.D. FRUNDT & FRUNDT

BLUE EARTH MN
56013

JOHNSON LANCE J
265 S LAFAYETTE RD
ST PAUL MN
55107

KANE ANTHONY
176 E FIFTH ST
ST PAUL MN
55101

KEENAN RICHARD J
4444 IDS BLDG
MPLS MN
55402

KLUZ STEVEN J
1910 1ST NATL BK BLDG
MPLS MN
55402

KNOWLES, LARRY D
8025 33RD AVE N
CRYSTAL MN
55427

KOLLER MR & MRS ERWIN A
1568 DULUTH ST
ST PAUL MN
55108

KOPP MRS VERNON
2050 65TH ST E
INVER GR HGHT MN
55075

KORTZ MRS LOUISE
1064 FOREST HILLS DR SW
ROCHESTER MN
55901

LANSING & OAKES
400 SIBLEY ST
ST PAUL MN
55101

LAPP LAZAR LAURIE ET AL
1200 BUILDERS EXCHANGE
MINNEAPOLIS MN
55402

LAUNDERERS&DRY CLEANERS ASSN
W 1ST NATL BK BLDG
ST PAUL MN
55101

LEAGUE MN MUNIC MC HADICKS
3300 UNIV AVE S E
MPLS MN
55414

LOCKNER GARY
R R 1 BOX 23
BAUDETTE MN
56623

LOOS CALVIN J
6809 LYNDALE AVE SO
MPLS MN
55423

MCDONALD PHILIP M
2077 SELBY AVE
ST PAUL MN
55104

MCLELLAN LARKIN
215 ADM BLDG ST CAPITOL
ST PAUL MN
55101

MANKATO STATE STUDENT ASSN
BOX 58 MANKATO COLLEGE
MANKATO MN
56001

MANTHEY T J PICKANDS MATHER
1100 SUPERIOR AVE
CLEVELAND OH
44114

MAYO FOUNDATION G ORWOLL
200 FIRST AVE NW
ROCHESTER MN
55901

MECCA R.F. NELSON
26 E EXCHANGE ST
ST PAUL MN
55101

MET OPEN SPACE INFOR PROJ
111 E FRANKLIN AVE SO
MPLS MN
55404

MET TFR MEN ASSN A ROSENTHAL
1821 UNIV AVE
ST PAUL MN
55104

MPLS CITY ATTORNEY
325M CITY HALL
MPLS MN
55415

MPLS STAR PRESS ROOM
STATE CAPITOL
ST PAUL MN
55101

MN. ASN.C&IND H.D.PETERSON
480 CEDAR ST.
ST.PAUL MN
55101

MINN AFL-CIO, L O LA SHOMB
414 AUDITORIUM ST
ST PAUL MN
55102

MINN ASSN ELEC COOPERATIVES
4901 W 77TH ST
MPLS MN
55435

MINN. ASSN. PET RETAILERS
1115 2ND AVE. SO.
MINNEAPOLIS MN
55403

LAKE SUPERIOR INDUSTRIAL BUR
328 FIRST AM. BK. BLDG.
DULUTH MN
55802

LANAHAN E F - SIBLEY CO
184 E 6TH ST
ST PAUL MN
55101

LARSON C L
3300 MINNEHAHA AVE SO
MPLS MN
55406

LARSON HANS P DIV HOSP SE
717 DELAWARE ST SE
MPLS MN
55440

LEAGUE WOMEN VOTERS OF MINN
555 WABASHA
ST PAUL MN
55102

LINDALL & JONATHAN DEVELO
VILLAGE ONE CENTER
CHASKA MN
55318

LOWE DOUG
2701 N LEXINGTON AVE
ROSEVILLE MN
55113

LYNCH DONALD SIBLEY CO
184 E 6TH ST
ST PAUL MN
55102

MCFADDEN G H DISPATCH-PRESS
55 E 4TH ST
ST PAUL MN
55101

MCKIBBON MRS SHIRLEY
11 EVERGREEN LN
BABBITT MN
55706

MALONE E I COMM LABOR & INDU
444 LAFAYETTE RD 5TH FL
ST PAUL MN
55101

MANKATO STAT STUDENT SENA
CENTENNIAL STUDENT UN
MANKATO MN
56001

MASTOR & MATTSON LTD
315 PEAVEY BLDG
MPLS MN
55402

MAUL WARREN E
320 S 4TH ST
MPLS MN
55415

MEIEROTTO, JOAN
1794 SO LEXINGTON
ST PAUL MN
55118

MERRITT GRANT POLLUTION C
OAK & DELAWARE
MPLS MN
55440

MILLER RICHARD A
1020 PLYMOUTH BLDG
MPLS MN
55402

MILLER TOM
2311 PILLSBURY AVE S
MPLS MN
55404

MPLS TRIBUNE CITY DESK
425 PORTLAND AVE
MPLS MN
55415

MINN APT ASSN
GRIGGS-MIDWAY BLDG
ST PAUL MN
55104

MINN ASPHALT PAVEMENT ASSN
555 WABASHA RM 209
ST PAUL MN
55102

MINN ASSN COOPERATIVES
55 SHERBURNE AVE
ST PAUL MN
55103

MINN AUTOMOBILE DEALERS ASSN
GRIGGS MIDWAY BLDG
ST PAUL MN
55104

MINN COMMUNITY DEVELOP SE
512 ROSSMOR BLDG
ST PAUL MN
55101

MINN COUNCIL STATE EMP NO 6
475 RICE ST
ST PAUL MN
55103

MINN DEPT HEALTH J C MCKASY
717 DELAWARE S E
MPLS MN
55440

MINN ENV CONTROL CITIZEN ASN
CENTRAL MANOR 26 E EXCH
ST PAUL MN
55101

MINN ENV LAW INST INC
PO BOX 15076 COMM STA
MPLS MN
55415

MINN HEREFORD-LJ SCHAFER

BUFFALO LAKE MN
55314

MINN. HOTEL & MTR. ASSN
2001 UNIVERSITY AVE
ST PAUL MN

MINN LAND USE COMMITTEE
4344 IDS CENTER
MPLS MN
55402

MINN LP GAS ASSN
7515 WAYZATA BLVD 106
MPLS MN
55426

MINN PETROLEUM COUNCIL
446 BUILDERS EXCH BLDG
MPLS MN
55402

MINN POULTRY & HATCHERY ASSN
BOX 158
MADELIA MN
56062

MINN RESTAURANT ASSN
2001 UNIVERSITY AVE.
ST PAUL MN 55
104

MINN RETAIL FEDERATION
7600 PARKLAWN STE 457
MPLS MN
55435

MINN SOCIETY ARCHITECTS AIA
NW NATL BK BLDG
ST PAUL MN
55101

MINN SOC CERTIFIED PUB ACCTS
1102 WESLEY TEMPLE BLDG
MPLS MN
55403

MINN STATE CAPITOL EMP UNION
PO BOX 3215
ST PAUL MN
55165

MINN STATE MED ASSN
375 JACKSON ST
ST PAUL MN
55101

MINN TEAMSTERS CREDIT UNION
2021 HENN AVE E
MPLS MN
55413

MINN TBR PRODUCERS ASSN
200 CHRISTIE BLDG
DULUTH MN
55802

MINN WATER RESOURCES BD
RM 206 555 WABASHA ST
ST PAUL MN
55102

MINN-WISC BOUNDARY AREA COMM
600 2ND ST
HUDSON WI
54016

MOONEY, MICHAEL A.
BOX 903, ST.JOHN'S UNIV
COLLEGEVILLE MN
56321

MPIRG
BOX 45 ST MARYS COLLEGE
WINONA MN
55987

NATL CAR RENTAL ATT D MITZEL
5501 GREEN VALLEY DR
MPLS MN
55437

NATL COUNCIL JEWISH WOMEN
4330 CEDAR LK RD
MPLS MN
55416

MINN DENTAL HYGIENISTS
5041 YVONNE TERRACE
MPLS MN
55436

MINN ELECTRICAL ASSN INC
525 SO 7TH
MPLS MN
55415

MINN FARMERS UNION PRES OFF
1275 UNIV AVE
ST PAUL MN
55104

MINN FOOD RETAILERS ASSN
555 WABASHA
ST PAUL MN
55101

MINN HWYS MANAGEMENT SERVICE
410 HWY BLDG
ST PAUL MN
55101

MINN HOUSING INST N T CAR
7801 METRO PKWY
MPLS MN
55420

MINNE MINE CREDIT UNION
3000 HUDSON PK S 100
ST PAUL MN
55119

MINN.MTR.TRANSP. .J.N.D
1821 UNIV.
ST.PAUL MN
55104

MINN PUB INT RES DAYTON
2418 UNIV AVE SE
MPLS MN
55414

MN REP STATE CENTRAL COMM
555 WABASHA AVE
ST PAUL MN
55102

MINN RETAIL HARDWARE ASSN
3033 EXCELSIOR BLVD 313
MPLS MN
55416

MINN SCH BUS OPERATORS AS

FARIBAULT MN
55021

MINN STATE BAR ASSN
100 MINN FED BLDG
MPLS MN
55402

MINN ST BD PHAR P G GRUSS
1965 FORD PKWY
ST PAUL MN
55116

MINN STATE OPTOMETRIC ASSN
333 E HENNEPIN AVE
MPLS MN
55414

MINN STATE RETIREMENT SYS
529 JACKSON ST
ST PAUL MN
55101

MINN.TURKEY GROWERS ASSN
2383 UNIV AVE
ST PAUL MN
55114

MINN ASSN WATERSHED DIST'

ADA MN
56510

MOFFITT R.C. DIR.ENV.CONTROL
MPLS.CITY HALL RM 301M
MPLS MN
55415

MOOD R BLOOMINGTON HLTH D
10200 PENN SO
BLOOMINGTON MN
55431

NASS GEO V HENN CO GEN HO
5TH AND PORTLAND AVE
MPLS MN
55415

NATL FAMILY INS CO
2147 UNIV AVE
ST PAUL MN
55114

NAT'L SOLID WASTES-R. GRA
1730 RHODE ISLAND AV.NW
WASHINGTON DC
20036

NCEC INC C/O DR DAHLBERG
CONCORDIA COLLEGE
MOORHEAD MN
56560

NELSON DONALD E NSP CO
414 NICOLLET AVE
MPLS MN
55401

NEUMAN RALPH W
RT 2 BOX 125
EMBARRASS MN
55732

NIELSEN STOCK & BLACKBURN
415 730 BLDG
MPLS MN

NURSING HOME ADMRS BD EXAMRS
277 W UNIV AVE
ST PAUL MN
55103

NW BELL TEL CO LEGAL DEPT
224 S 5TH ST RM 2000
MPLS MN
55402

OCONNOR GREEN THOMAS ET AL
845 NW BANK BLDG
MPLS MN
55402

OFFICE OF THE GOVERNOR
130 STATE CAPITOL
ST PAUL MN
55101

OTTER TAIL POWER CO.
215 S. CASCADE ST.
FERGUS FALLS MN
56537

PAYNE WM B
2400 FIRST NATL BK BLDG
MPLS MN
55402

PETERSON GARY
854 MIDLAND BK BLDG
MPLS MN
55401

PHILLIPS LEGISLATIVE SERVICE
459 RICE ST
ST PAUL MN
55103

POPOVICH PETER S
314 MINN BLDG
ST PAUL MN
55101

POSS DONALD G
6301 SHINGLE CREEK PKWY
BROOKLYN CTR MN
55430

PRAUSE JOS.C.
2220 105TH AVE.N.W.
COON RAPIDS MN
55433

QUIRIN E W
336 STATE OFF BLDG
ST PAUL MN
55155

RED OWL STORES INC
215 E EXCELSIOR AVE
HOPKINS MN
55343

REID DAVID H
5633 WASHBURN AVE S
MPLS MN
55410

RICHARDSON THOS
7851 METRO PKWY S 103
MPLS MN
55420

RICHARDS MONTGOMERY ET AL
1430 RAND TOWER
MPLS MN
55402

ROSS ALFRED
6356 WARE RD
LINO LAKES MN
55014

NEDELL HAROLD - MEINEKE
6300 W LOOP S SUITE 200
HOUSTON TX
77027

NESBITT JOHN
7851 METRO PKWY S 118
MPLS MN
55420

NORTH CENTRAL ELEC ASSN
PO BOX 202
BATTLE LAKE MN
56515

NW COUNTRY ELEVATOR ASSN
802 GRAIN EXCH BLDG
MPLS MN
55415

NYQUIST DEAN A
3707 53RD PL N
BROOKLYN CTR MN
55429

O'BRIEN J.DENNIS
1200 1ST NATL.BANK BLDG
MINNEAPOLIS MN
55402

OLD COLONY GAS & OIL COMPANY
17TH AVE N AT 2ND ST
MPLS MN
55411

OSTRUM DONALD E
10213 PIERCE ST NE
BLAINE MN
55434

PATTISON ORVIS
BOX 645
WILLMAR MN
56201

PAYNE COL ALVIN

DEGRAFF MN
56233

PETERSEN JOHN W
525 OSBORN BLDG
ST PAUL MN
55102

PHAR MFGRS ASSN WM D PATT
1155 15TH ST NW
WASHINGTON DC DC
20005

PORTER LYLE O

TRACY MN
56175

PORT AUTH CITY OF ST PAUL
330 MINNESOTA BLDG
ST PAUL MN
55101

PULSCHER RBT SPRINGSTED INC
813 OSBORN BLDG
ST PAUL MN
55102

RANALLO CLARENCE
800 CENTRAL AVE N E
MPLS MN
55413

RAUENHORST CORP-C ANDERSO
7900 XERXES S. S-2200
MPLS MN
55431

RENNER R.H. ST PAUL AREA CC
300 OSBORN BLDG.
ST PAUL MN
55102

RAMSEY CO MEDICAL SOCIETY
1500 LOWRY MEDICAL BLDG
ST PAUL MN
55102

ROBBIE JOSEPH
904 CARGILL BLDG NO CTR
MPLS MN
55402

ROBERTS DAVID E
1260 NW NATL BK BLDG
ST PAUL MN
55101

SAN SIMEON DEVELOP CORP
OLD 1ST STATE BK BLDG
PAYNESVILLE MN

SANFORD SID
7000 PORTLAND AVE
RICHFIELD MN
55423

SATHRE, HARVEY
~~[illegible]~~ BOX 376
~~ST PAUL~~ Adams MN
~~55109~~ 55909

SAX DOVE & STENSON
310 ENDICOTT BLDG
ST PAUL MN
55101

ST PAUL FOOD RETAILERS ASSN
1220 ARCADE
ST PAUL MN
55106

SCARBOROUGH WILLIAM
DIV.ED. U.M.
MORRIS MN
56267

SCHMIDT D R MN ASSN REALTORS
6101 WAYZATA BLVD
MPLS MN
55416

SCHMIDT H W TCHRS RETIREMENT
302 CAPITOL SQ BLDG
ST PAUL MN
55101

SCHWARTAU NEAL METH HOSP
201 W CENTER ST
ROCHESTER MN
55901

SCHWERMAN EARL JR
1535 8TH AVE SE
ROCHESTER MN
55901

SCHROEDER ALFRED
2172 CARROLL AVE
ST PAUL MN
55104

SEARS ROEBUCK & CO
2929 ELLIOT AVE D 703MW
MPLS MN
55401

SENATE GOV OP COMM
RM 303 STATE CAPITOL
ST PAUL MN
55155

SHABATURA EUGENE H
2833 LAKE AVE SO
DULUTH MN
55811

SHELL OIL CO. W.A. ROQUET
ONE SHELL PLAZA BX 2463
HOUSTON TX
77001

SITE ENGINEERS INC
900 REDWELL LANE
APPLE VALLEY MN
55124

SLOCUM CHARLES A
1203 IDS TOWER
MPLS MN
55402

SMERIKA WN.
BOISE CASCADE PAPERS
INTL FALLS MN
56649

STANSFIELD ARLENE LAND OLKS
PO BOX 116
MPLS MN
55440

STATE BD.BARBER EXAMINERS
555 WABASHA
ST PAUL MN
55102

STEELWORKERS CREDIT UNION
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AUSTIN MN
55912

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BOISE ID
83701

SUMMIT NATL BANK D L MORRILL
205 AURORA AVE
ST PAUL MN
55103

SWANSON GERALD H
212 CITY HALL
ROCHESTER MN
55901

SWEITZER R L HONEYWELL INC
2701 4TH AVE S
MPLS MN
55408

ST PAUL ASSN PLBG HTG MECH
614 AM NATL BK
ST PAUL MN

ST PAUL BUR HLTH DR P COX
555 CEDAR ST
ST PAUL MN
55101

SCHAPS NICHOLAS
100 DAIN TOWER
MPLS MN
55402

SCHLICHT REV ROBT
611 W MAIN ST
BELLE PLAINE MN
56011

SCHMIDT LARRY WCCO-TV NEWS
50 S 9TH ST
MPLS MN
55402

SCHNEIDER MAHLON
GREEN GIANT
LESUEUR MN
56058

SCHWINN ROBT.P.
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MPLS. MN
55402

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WILLMAR MN
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STATE CAPITOL
ST PAUL MN
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SENATE FINANCE COMMITTEE
113 STATE CAPITOL
ST PAUL MN
55101

SHARP BOB
4125 HIGHWOOD RD
ST LOUIS PK MN
55416

SHAW ROBERT M
616 MOBIL OIL BLDG
MPLS MN
55402

SKELLY OIL CO R R WELLING
PO BOX 436
KANSAS CITY MO

SNYDER ROBERT W
248 CO B U OF M
ST PAUL MN
55101

SODERMAN ANTHONY
152 S PLAZA BLDG
MPLS MN
55416

STATE BD VETERINARY EXAMINER
C/O DR A C SPANNAUS DVM
WACONIA MN

STD AM LIFE & ANNUITY CO
3801 W 50TH ST
MPLS MN
55410

STOLPESTAD BROWN & SMITH
1550 NW BK BLDG
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STUPKA & MOREM
MIDTOWN BLDG
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TATE VERN 3M CO
3M CENTER 220/6W
ST PAUL MN
55101

THOMPSON CONRAD
1107 23RD ST NW
ROCHESTER MN
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THOMPSON HESSIAN ET AL
1500 MIDWEST PLAZA BLDG
MPLS MN
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UNION STOCK YARDS
ATTN PRES
SO ST PAUL MN
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VAN EVERA MUNDT ET AL
700 TORREY BLDG
DULUTH MN
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VOGEL HOWARD G
814 FLOUR EXCH BLDG
MPLS MN
55415

VOLDNESS PERRY
IDS 8TH & MARQUETTE
MPLS MN
55402

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ST PAUL MN
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WHITLOCK A G
ECON LAB OSBORN BLDG
ST PAUL MN
55102

WIS FEEDER PIG MARKET CO-OP

FRANCIS CREEK WI

WOLKERSTORTER THEODORE
676 17TH AVE NW
NEW BRIGHTON MN
55112

TIMESAVERS INC ATT R S VOLD
5270 HANSON COURT
MPLS MN
55422

TWIN CITY RETAIL DRUGGIST
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ST PAUL MN
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VAN CLEVE JOHN H
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VERRILL JOHN E
DEPT SECONDARY ED UOF M
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561 TOWER DRIVE
NEWPORT MN
55055

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BLAINE MN
55434

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WYANT CLINTON W ATTY

ATKIN MN
56431

STATE OF MINNESOTA

COUNTY OF RAMSEY

BEFORE Vera J. Likins
Commissioner of Public Welfare

In the Matter of the Proposed Rules Relating to Merit System Procedures, Class Specifications and Compensation Plan

FINDINGS OF FACT

The above-entitled matter came on for hearing before the Public Welfare Commissioner of the State of Minnesota on the 6th day of September, 1974, at 9:30 a.m. in the Auditorium of the State Office Building, St. Paul, Minnesota, after proper notice required by M.S. 1971, Section 15.0412 was served upon all persons, associations and other interested groups registered with the Secretary of State for that purpose.

After affording interested persons an opportunity to present written and oral data, statements and arguments, having heard all of the testimony, having considered all of the evidence adduced and upon the records, files and proceedings herein, I find the following:

The mandatory provision concerning the salary adjustments is justified in order to assure that all Merit System employees receive a cost of living adjustment.

The salary adjustments proposed are justified in the light of salary increases of similar positions in other agencies and current salary data, including cost of living indicators, compiled as a result of a recent salary survey.

The title change of existing classifications to Maintenance Worker and Utility Worker is justified to conform to current equal employment guidelines.

STATE OF MINNESOTA
DEPARTMENT OF PUBLIC WELFARE

Vera J. Likins

COMMISSIONER OF PUBLIC WELFARE

STATE OF MINNESOTA

COUNTY OF RAMSEY

BEFORE Vera J. Likins
Commissioner of Public Welfare

In the Matter of the Proposed Rules Relating to Merit System Procedures, Class Specifications and Compensation Plan

STATEMENT OF NEED

The above captioned rules are amendments to existing rules of the Department of Public Welfare. The last time these rules were amended was May 2, 1974.

The need to adopt these rules arises from the need to mandate salary increases in Merit System agencies, the general increases in the cost of living and in salaries of similar positions in public agencies to those in the Merit System and the need to bring Merit System classification titles into conformance with the equal employment guidelines.

STATE OF MINNESOTA
DEPARTMENT OF PUBLIC WELFARE

COMMISSIONER OF PUBLIC WELFARE

STATE OF MINNESOTA

COUNTY OF RAMSEY

BEFORE Vera Likins
Commissioner of Public Welfare

In the Matter of the Proposed Adoption of Rules of the State Department of Public Welfare Governing the Merit System Procedures, Class Specifications and Compensation Plan

ORDER ADOPTING RULES

The above-entitled matter came on for hearing before the Welfare Commissioner of the State of Minnesota on the 6th day of September, 1974, at 9:30 a.m. in the Auditorium of the State Office Building, St. Paul, Minnesota, after proper notice required by M.S. 1971, Section 15.0412 was served upon all persons, associations and other interested groups registered with the Secretary of State for that purpose.

After affording interested persons an opportunity to present written and oral data, statements and arguments, having heard all of the testimony, having considered all of the evidence adduced and upon the records, files and proceedings herein, and applicable statutory standards or criteria, and having confirmed the need for the above captioned rules.

NOW, THEREFORE IT IS ORDERED, that these rules identified as Minnesota Merit System Rules are adopted this 13th day of November, 1974, pursuant to the authority vested in me by Minnesota Statutes 393.07.

STATE OF MINNESOTA
DEPARTMENT OF PUBLIC WELFARE

Vera Likins

COMMISSIONER OF PUBLIC WELFARE

STATE OF MINNESOTA

COUNTY OF RAMSEY

BEFORE Vera J. Likins
Commissioner of Public
Welfare

In the Matter of the Proposed Rules
Relating to Merit System Procedures,
Class Specifications and Compensation
Plan

STATEMEMENT OF COMPLIANCE WITH MANUAL OF RULE
MAKING PROCEDURES

I, Special Assistant Attorney General Michael Saeger, do hereby declare that I have examined the proposed rules and all related documents and that, based on them and my personal familiarity with the applicable procedures, the Manual of Rule Making Procedures has been followed. Any exceptions are noted below.

Michael R. Saeger

Michael R. Saeger

Dated: November 20, 1974