TA'ed
1/27/2019

JA
1/27/2019

201~~7~~9 - 20~~19~~21

COLLECTIVE BARGAINING AGREEMENT

BETWEEN THE STATE OF IOWA AND THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES, COUNCIL 61 AFL-CIO

MASTER CONTRACT
for the following bargaining units
BLUE COLLAR
CLERICAL
COMMUNITY BASED CORRECTIONS
EDUCATION
PROFESSIONAL FISCAL & STAFF
PATIENT CARE
SECURITY
TECHNICAL

Effective: July 1, 201~~7~~9 through June 30, 20~~19~~21

Note: **Throughout the course of these negotiations, the State reserves the right to add to, delete from and/or revise this proposal.**

ARTICLE I
BASE WAGES

Section 1 Base Wages

A. On the first day of the pay period that includes July 1, ~~2017~~ **2019**, employees in the bargaining units covered by the Agreement shall receive a **two and** one**-tenth** percent (**2.**1%) across-the-board pay increase.

B. On the first day of the pay period that includes July 1, ~~2018~~ **2020**, employees in the bargaining units covered by this Agreement shall receive a **two and** one**-tenth** percent (**2.**1%) across-the-board pay increase.

Section 2 Payday – current contract language

APPENDIX A PAYGRADES AND CLASSIFICATION
PAYGRADES AND CLASSIFICATIONS

Clerical	001
Technical	002
Blue Collar	003
Professional Fiscal & Staff	004
Security/Community Based Corrections	006
Education	010
Patient Care	011

GENERAL GOVERNMENT

Class Code	Pay Grade	Class Title	Barg Unit
04796	32	Account Consultant	004
00311	26	Accountant 2	004
00312	30	Accountant 3	004
00309	22	Accountant/Auditor 1	004
00305	14	Accounting Clerk 1	001
00306	17	Accounting Clerk 2	001
00307	19	Accounting Clerk 3	001
00290	17	Accounting Technician 1	002
00292	20	Accounting Technician 2	002
00294	23	Accounting Technician 3	002
02105	18	Activities Aide	002
02107	19	Activities Assistant	002
02110	25	Activities Specialist 1	011
82110	25	Activities Specialist 1	011
02111	28	Activities Specialist 2	011
82111	28	Activities Specialist 2	011
00464	30	Actuarial Assistant	004
00465	33	Actuary	004
~~00467~~	~~40~~	~~Actuary A.S.A.~~	~~004~~
00708	21	Administrative Assistant 1	002
00709	24	Administrative Assistant 2	002
31513	35E	Administrative Consultant	010
31514	38E	Administrative Consultant Voc Rehab 1	010
31515	45E	Administrative Consultant Voc Rehab 2	010
31516	47E	Administrative Consultant Voc Rehab 3	010
00790	35	Administrative Law Judge 1	004

00791	38	Administrative Law Judge 2	004
04540	31	Adult Services Monitor	004
03313	24	Affirmative Action Compliance Officer 1	004
03314	28	Affirmative Action Compliance Officer 2	004
05120	27	Agriculture Compliance Investigator	006
05134	27	Agriculture Marketing Specialist	004
05144	21	Agriculture Products Inspector	006
87114	21	Air Base Security Officer	006
07130	23	Airport Firefighter	006
00630	29	Appellate Defender 1	004
00631	34	Appellate Defender 2	004
00632	38	Appellate Defender 3	004
05140	19	Apiary Inspector	006
04363	25	Architectural Technician 1	002
04364	27	Architectural Technician 2	002
20583	21	Arts Programmer 1	004
20585	24	Arts Programmer 2	004
20574	28	Arts Programmer 3	004
04308	21	Assistant Soils Party Chief	002
04325	23	Assistant Survey Party Chief	002
14760	22	Assistant Videographer	004
00643	29	Attorney 1	004
00644	33	Attorney 2	004
00645	38	Attorney 3	004
02138	26	Audiologist	011
08365	14	Automotive Service Worker	003
07225	14	Baker	003
08510	13	Bindery Worker	003
08430	26	Boiler Inspector	006
02585	22	Braille Transcriber	002
08133	23	Bridge Inspector 1	002
08137	27	Bridge Inspector 2	002
00721	23	Budget Analyst 1	004
00722	26	Budget Analyst 2	004
00723	30	Budget Analyst 3	004
14804	25	Building/Manufactured Housing Inspector	002
00817	26	Business Marketing Specialist - Workforce Development	004
07240	13	Canteen Clerk	003

07245	15	Canteen Operator ~~1~~	003
~~87246~~	~~20~~	~~Canteen Operator 2~~	~~003~~
08040	19#	Carpenter 1	003
08041	21#	Carpenter 2	003
01037	25	Certified Vocational Instructor	002
00011	12	Clerk	001
00017	14	Clerk Advanced	001
00018	18	Clerk Specialist	001
07344	26	Clinical Dietician	011
00656	35	Commercial Attorney	001
04715	20	Communications Center Specialist 1	002
04717	22	Communications Center Specialist 2	002
04735	22	Communications Technician 1	002
04736	25	Communications Technician 2	002
04737	27	Communications Technician 3	002
02060	30E	Community Health Consultant	010
00640	29	Compliance Officer 1	004
00641	32	Compliance Officer 2	004
04320	24	Construction Technician	002
04319	19	Construction Technician Assistant	002
04321	26	Construction Technician Senior	002
08000	20	Control Center Operator	002
07220	14	Cook 1	003
07221	17	Cook 2	003
87313	23	Correctional Building Services Coordinator	003
85032	25	Correctional Farm Manager	003
87237	24	Correctional Food Service Coordinator	003
86406	23	Correctional Officer	006
88018	23#	Correctional Trades Leader	003
08605	17#	Cosmetologist	002
06019	24	Criminal Intelligence Analyst	004
06020	27	Criminal Intelligence Analyst Senior	004
06021	30	Criminal Intelligence Analyst Advanced	004
07015	18	Custodial Assistant	003
07010	15	Custodial Leader	003
07005	13	Custodial Worker	003
05112	22	Dairy Products Inspector	006
00748	35	Data Warehouse Analyst	004
02220	17	Dental Assistant	002

82220	17	Dental Assistant	002
02222	25	Dental Hygienist	011
82222	25	Dental Hygienist	011
00639	38	Deputy Workers Compensation Commissioner	004
04371	26	Design Technician	002
04370	18	Design Technician Associate	002
04372	28	Design Technician Specialist	002
04016	27	Disaster Project Specialist 1	004
04017	30	Disaster Project Specialist 2	004
02425	25	Disease Prevention Specialist	006
08390	27	District Mechanic	003
08205	16	Driver	003
06298	17	~~Driver's License Clerk~~ **Driver & Ident. Serv. Center Assoc.**	001
06299	20	~~Driver's License Clerk Senior~~ **Driver & Ident. Serv. Center Spec.**	001
06300	23	~~Driver's License Examiner~~ **Driver & Ident. Serv. Center Consultant**	006
06302	26	Driver's License Hearing Officer	002
03251	20	Drug Abuse Counselor 1	002
83251	20	Drug Abuse Counselor 1	002
03252	23	Drug Abuse Counselor 2	002
83252	23	Drug Abuse Counselor 2	002
01005	18	Education Aide	002
01071	32E	Education Program Consultant	010
01013	25E	Educator	010
01015	26E	Educator	010
01015	27E	Educator	010
08328	29	Electrical Inspector	006
08028	28	Electrical Maintenance Specialist	003
08326	25#	Electrician	003
88326	25#	Electrician	003
04742	28	Electronic Engineer Technician	002
84742	28	Electronic Engineer Technician	002
08672	21	Electronics Technician	003
88672	21	Electronics Technician	003
00675	**30(-4)**~~26~~	Elevator/Amusement Ride Inspector	006
00888	25	Employer Liability Specialist	004

08004	25	Energy Management Technician	002
14756	24	Engineer 2	002
04380	21	Engineering Office Assistant 1	002
04381	24	Engineering Office Assistant 2	002
04385	27	Engineering Operations Technician	004
04323	29	Engineering Technician Senior	002
08111	20	Equipment Operator	003
08113	22	Equipment Operator Senior	003
06015	23	Evidence Technician	002
00710	29	Executive Officer 1	004
80710	29	Executive Officer 1	004
00711	32	Executive Officer 2	004
80711	32	Executive Officer 2	004
00712	35	Executive Officer 3	004
00713	38	Executive Officer 4	004
00714	41	Executive Officer 5	004
08012	22	Facilities Maintenance Coordinator	003
85015	20	Farm Leader	003
00327	26	Field Auditor	004
06030	22	Fingerprint Technician	002
14808	31	Fire Service Coordinator	004
14806	21	Fire Service Technical Assistant	003
07200	13	Food Service Worker	003
02203	20	Forensic Autopsy Technician	002
02202	17	Forensic Morgue Attendant	002
08039	16#	Furniture Upholsterer	003
15052	23	Gaming Representative 1	004
15053	27	Gaming Representative 2	004
08115	26	Garage Operations Assistant	003
04401	19	Geological Technician	002
08518	22	Graphic Artist	002
04524	33	Health Facilities Officer 1	004
04538	31	Health Facilities Surveyor	004
02230	29	Health Professions Investigator	004
08230	18#	Heavy Equipment Operator	003
08121	20	Highway Technician Associate	003
08122	22	Highway Technician	003
08123	24	Highway Technician Senior	003
01337	28	Historical Program Specialist	004

08330	25#	HVAC Coordinator	003
08323	23#	HVAC Technician	003
88323	23#	HVAC Technician	003
08646	24	ICN Audio-Video Technician	002
04792	33	ICN Business Develop Manager	004
00750	21	Information Specialist 1	004
00751	25	Information Specialist 2	004
00754	30	Information Specialist 3	004
00160	45(-9)	Information Technology Enterprise Expert	004
00118	23	Information Technology Specialist 1	004
00119	26	Information Technology Specialist 2	004
00120	29	Information Technology Specialist 3	004
00121	32	Information Technology Specialist 4	004
00122	35	Information Technology Specialist 5	004
00114	14	Information Technology Support Worker 1	001
00115	17	Information Technology Support Worker 2	001
00116	19	Information Technology Support Worker 3	001
00117	21	Information Technology Support Worker 4	001
07215	13	Ingredient Room Worker 1	003
07216	15	Ingredient Room Worker 2	003
87113	21	Installation Security Officer	006
00452	26	Insurance Claims Investigator	004
00444	27	Insurance Company Examiner	004
00445	30	Insurance Company Examiner Senior	004
00447	33	Insurance Company Examiner Specialist	004
00448	35	Insurance Company Examiner Specialist 2	004
00454	30	Insurance Complaint Analyst	004
00455	30	Insurance Policy Analyst	004
00453	28	Insurance Program Specialist	004
00335	29	Internal Auditor	004
00695	23	Investigator 1	004
00696	26	Investigator 2	004
80696	26	Investigator 2	004
00697	28	Investigator 3	004
80697	28	Investigator 3	004
00881	23	Job Insurance Quality Auditor 1	004
00882	26	Job Insurance Quality Auditor 2	004
20639	30	Justice Systems Analyst	004
00905	27	Key Account Executive	004

00870	22	Labor Market Research Economist 1	004
00871	26	Labor Market Research Economist 2	004
00872	28	Labor Market Research Economist 3	004
05166	16	Laboratory Assistant 2	002
07305	15	Laundry Worker 1	003
07306	16	Laundry Worker 2	003
00638	17	Law Clerk	002
06069	32E	Law Enforcement Academy Training Coordinator	010
06068	30E	Law Enforcement Instructor	010
06077	33E	Legal Instructor	010
01315	25E	Librarian 1	010
01316	27E	Librarian 2	010
01310	17	Library Associate	002
01319	29E	Library Consultant	010
01313	22	Library Resources Technician	004
02002	26	Licensed Practical Nurse	002
82002	26	Licensed Practical Nurse	002
15051	20	Licensing Assistant	001
05117	21	Livestock Inspector	006
08635	20#	Locksmith	003
02600	26	Long Term Care Ombudsman	004
00925	32	Lottery Communications Coordinator	004
00915	24	Lottery District Sales Representative	004
08305	24#	Machinist	003
00260	13	Mail Clerk 1	003
00261	15	Mail Clerk 2	003
~~30451~~	~~26~~	~~Maintenance Engineer~~	~~003~~
08010	19	Maintenance Leader	003
08016	19#	Maintenance Repairer	003
08005	14	Maintenance Worker 1	003
08006	16	Maintenance Worker 2	003
00733	22	Management Analyst 1	004
00734	26	Management Analyst 2	004
00736	30	Management Analyst 3	004
00737	33	Management Analyst 4	004
08042	19#	Mason	003
14716	24	Master Control Operations Technician	002

14717	27	Master Control Operations Technician Senior	002
04343	24	Materials Fabrication Inspector 1	002
04344	26	Materials Fabrication Inspector 2	002
04342	22	Materials Technician 3	002
04345	26	Materials Technician 4	002
04353	28	Materials Technician 5	002
05126	21	Meat Inspector	006
08375	22#	Mechanic	003
08370	19#	Mechanic Helper	003
02205	19	Medical Laboratory Technician	002
00699	29	Medicolegal Death Investigator	004
05104	29	Metrologist	002
86340	27	Motor Vehicle Investigator	006
86360	25	Motor Vehicle Officer	006
86361	27	Motor Vehicle Sergeant	006
01338	16	Museum Assistant	002
01333	18	Museum Guide	002
01330	25	Museum Technician	002
05301	20	Natural Resources Technician 1	002
05331	23	Natural Resources Technician 2	002
52021	**31**	**Nurse Clinician**	**011**
02027	36	Nurse Practitioner	011
02026	32	Nurse Specialist	011
05005	15	Nursery Worker 1	003
05006	19	Nursery Worker 2	003
02045	32	Nursing Standards Representative	004
02000	20	Nursing Unit Coordinator	001
82000	20	Nursing Unit Coordinator	001
02118	28	Occupational Therapist 1	011
02117	20	Occupational Therapy Assistant	002
14749	22	Operations Assistant	004
08043	19#	Painter 1	003
08044	21#	Painter 2	003
15004	23	Paralegal	002
05335	26	Park Manager	002
08140	18	Parts Worker	003
05145	27	Pesticide Investigator	006
02226	35	Pharmacist	011

02225	16	Pharmacy Assistant	002
02228	37	Pharmacy Consultant	004
02227	19	Pharmacy Technician	002
08516	22	Photographer	002
02130	32	Physical Therapist 1	011
02131	34	Physical Therapist 2	011
02125	18	Physical Therapy Aide	002
52550	**36**	**Physician Assistant**	**011**
04005	15	Planning Aide 1	002
04006	18	Planning Aide 2	002
04007	21	Planning Aide 3	002
08045	19#	Plumber 1	003
08046	21#	Plumber 2	003
86400	30	Polygraph Examiner	006
08410	16#	Power Plant Engineer 1	003
08415	18#	Power Plant Engineer 2	003
08416	21#	Power Plant Engineer 3	003
88416	21#	Power Plant Engineer 3	003
08420	23#	Power Plant Engineer 4	003
88420	23#	Power Plant Engineer 4	003
14723	27	Producer/Director	004
14731	24	Production Assistant	004
14720	24	Production Technician	002
14721	27	Production Technician Senior	002
04020	23	Program Planner 1	004
04022	26	Program Planner 2	004
04023	29	Program Planner 3	004
00367	22	Property Appraiser 1	004
00368	26	Property Appraiser 2	004
00369	30	Property Appraiser 3	004
00370	34	Property Appraiser 4	004
83220	23	Psychiatric Security Specialist	002
03245	28	Psychologist 1	011
83245	28	Psychologist 1	011
03246	30	Psychologist 2	011
83246	30	Psychologist 2	011
03248	32	Psychologist 3	011
83248	32	Psychologist 3	011
03242	23	Psychology Assistant	011

00633	29	Public Defender 1	004
00634	34	Public Defender 2	004
00635	38	Public Defender 3	004
00629	29	Public Defender Fellow	004
~~02430~~	~~27~~	~~Public Health Dental Hygienist~~	~~011~~
14737	26	Public Information Assistant	004
00210	22	Purchasing Agent 1	004
00211	26	Purchasing Agent 2	004
00212	29	Purchasing Agent 3	004
00205	18	Purchasing Assistant	002
02209	20	Radiological Technologist 1	002
02211	21	Radiological Technologist 2	002
00006	14	Receptionist	001
05200	10	Recreational Aide	003
00895	22	Refugee Specialist 1	002
00896	24	Refugee Specialist 2	002
02020	30	Registered Nurse	011
82020	30	Registered Nurse	011
02566	18	Rehabilitation Assistant	002
37501	32E	Rehabilitation Consultant	010
36301	32E	Rehabilitation Referral Specialist	010
41006	30E	Rehabilitation Technology Specialist	010
08530	20	Reproduction Equipment Leader	003
08525	15	Reproduction Equipment Operator 1	003
08526	18	Reproduction Equipment Operator 2	003
03200	10	Resident Aide	002
03202	22	Resident Treatment Technician	002
03201	19	Resident Treatment Worker	002
31305	33	Resource Manager	004
02200	23	Respiratory Therapy Technician	002
00846	24(-2)	Retirement Benefits Officer	002
00847	27	Retirement Benefits Officer Senior	002
00845	20(-3)	Retirement Benefits Technician	002
00849	24	Retirement Compliance Officer	002
00848	27	Retirement Compliance Officer Senior	002
00841	27	Retirement Investment Officer 1	004
00842	31	Retirement Investment Officer 2	004
00843	35	Retirement Investment Officer 3	004
00844	39	Retirement Investment Officer 4	004

00840	23	Retirement Investment Technician	002
00354	20	Revenue Agent 1	002
00355	23	Revenue Agent 2	002
00356	27	Revenue Agent 3	002
00343	27	Revenue Auditor 2	004
00344	29	Revenue Auditor 3	004
00350	21	Revenue Examiner 1	004
00351	25	Revenue Examiner 2	004
00357	27	Revenue Examiner 3	004
04110	23	Right of Way Agent 1	004
04111	27	Right of Way Agent 2	004
04112	29	Right of Way Agent 3	004
04113	30	Right of Way Agent 4	004
04107	21	Right of Way Aide 3	002
04108	24	Right of Way Aide 4	002
00676	**32(-2)**~~30~~	Safety Inspection Coordinator	006
00761	26	Safety Officer	004
80761	26	Safety Officer	004
00666	26	Safety/Health Consultant	004
00025	17	Secretary 1	001
00026	20	Secretary 2	001
15002	22	Secretary 3	001
07110	15	Security Guard 1	006
07111	17	Security Guard 2	006
07113	20	Security Guard 3	006
86409	25	Senior Correctional Officer	006
86467	26	Senior State Industries Technician	006
41151	28E	Senior Services Specialist for the Blind 1	010
41192	29E	Senior Services Specialist for the Blind 2	010
00531	33	Senior Utility Analyst	004
07320	14	Sewing Room Attendant 1	003
07321	16	Sewing Room Attendant 2	003
08346	16	Sign Fabricator 1	003
08347	19	Sign Fabricator 2	003
03010	19	Social Work Associate	002
23013	25	Social Worker 2	011
23016	27	Social Worker 3	011
05465	16	Soil Conservation Technician 1	002
05466	18	Soil Conservation Technician 2	002

05467	21	Soil Conservation Technician 3	002
04310	24	Soils Party Chief	002
80690	29	Special Investigator	004
02135	27	Speech/Language Pathologist 1	011
02136	29	Speech/Language Pathologist 2	011
86469	28	State Industries Production Coordinator	006
06460	23	State Industries Sales Representative	002
86465	25	State Industries Technician	006
00741	17	Statistical Assistant	002
00743	22	Statistical Research Analyst 1	004
00744	25	Statistical Research Analyst 2	004
00746	29	Statistical Research Analyst 3	004
00235	13	Storekeeper 1	003
00236	16	Storekeeper 2	003
80236	16	Storekeeper 2	003
00237	19	Storekeeper 3	003
80237	19	Storekeeper 3	003
14754	24	Studio Engineer	002
14759	30	Studio Engineer Advanced	002
14757	27	Studio Engineer Senior	002
04326	26	Survey Party Chief	002
41050	22E	Services Specialist for the Blind 1	010
41120	26E	Services Specialist for the Blind 2	010
00600	34	Tax Attorney	004
00883	29	Tax Performance System Analyst	004
00375	29	Taxpayer Service Specialist	004
00133	21	Technical Service Specialist	002
00134	24	Technical Service Specialist Senior	002
00360	29	Technical Tax Specialist 1	004
00361	32	Technical Tax Specialist 2	004
00362	34	Technical Tax Specialist 3	004
00130	35	Technology Account Manager	004
04793	30	Telecommunications Marketing Analyst	004
04794	32	Telecommunications Marketing Analyst Senior	004
04705	18	Telecommunications Operator	001
04799	35	Telecommunications Sales Engineer	004
04780	32(-6)	Telecommunications Specialist	004
04781	34(-6)	Telecommunications Specialist Senior	004

04789	40(-6)	Telecommunications Technology Enterprise Expert	004
00035	12	Telephone Operator	001
07340	17	Therapeutic Technician	002
01363	14	Tourism Guide	003
00684	32	Track Inspector	006
08015	15#	Trades Helper	003
00763	27(-5)E	Training Specialist 1	010
80763	27(-5)E	Training Specialist 1	010
00768	30E	Training Specialist 2	010
14751	24	Transmitter Engineer	002
14752	27	Transmitter Engineer Senior	002
14753	30	Transmitter Engineer Advanced	002
08210	18#	Transport Driver	003
00685	22	Treasury Investment Officer 1	004
00686	26	Treasury Investment Officer 2	004
00012	13	Typist	001
00013	15	Typist Advanced	001
00556	28	Utilities Regulation Inspector	002
00528	25	Utility Analyst 1	004
00529	29	Utility Analyst 2	004
00560	**36**	**Utility Attorney 1**	**004**
00561	**42**	**Utility Attorney 2**	**004**
00010	10	Utility Office Worker	001
00532	36	Utility Specialist	004
14710	27E	Utilization Specialist	010
08215	17	Vehicle Dispatcher	003
00855	23	Veterans Benefits Specialist	002
01035	23	Vocational Instructor	002
00252	16#	Warehouse Operations Worker	003
00482	24	Warehouse/Grain Dealer Examiner	006
08405	17#	Water & Disposal Plant Operator 1	003
08406	20#	Water & Disposal Plant Operator 2	003
05101	20	Weights & Measures Inspector	006
08310	22#	Welder	003
00060	15	Word Processor 1	001
00061	16	Word Processor 2	001
00063	19	Word Processor 3	001
00807	24	Workforce Advisor	002

00806	18	Workforce Associate	002
00809	30	Workforce Program Coordinator	004
03047	21	Youth Services Technician	002
03040	19	Youth Services Worker	002

# Indicates classes that will receive an advanced appointment rate of 13.5%

REGENTS

1081	509	Account Clerk	500
1091	513	Account Specialist	500
7611	204	Animal Caretaker I	200
7612	207	Animal Caretaker II	200
5761	210	Arborist	200
8101	413	Architectural Assistant	400
5141	210	Area Mechanic***	200
5911	208	Athletic Facilities Attndt.	200
4051	409	Audio Specialist	400
4081	409	Audiovisual Specialist	400
5051	210	Automotive Mechanic	200
5052	213	Auto, Truck & Transit Tech	200
7051	204	Baker I	200
7052	206	Baker II	200
7331	203	Bindery Operator I	200
7332	205	Bindery Operator II	200
7333	208	Bindery Operator III	200
3403	413	Biomedical Equip. Tech.	400
3404	415	Biomedical Equip. Tech., Sr.	400
3448	403	Broadcast Mstr. Control Oper.	400
3441	409	B. Tlvsn. – Radio Tech. 1	400
3442	413	B. Tlvsn. – Radio Tech. II**	400
3443	415	B. Tlvsn. – adio Tech. III***	400
5611	205	Building Services Coord.	200
7985	208	Bus Driver	200
5062	211	Cabinetmaker***	200
5061	209	Carpenter***	200
1201	504	Cashier I	500
1202	508	Cashier II	500
7201	406	Central Service Technician I	400
7202	408	Central Service Technicion II	400
5531	213	Chilled Water Systems Tech.	200
1051	503	Clerk I	500

1052	505	Clerk II	500
1053	508	Clerk III	500
1055	511	Clerk IV	500
1061	503	Clerk Typist I	500
1062	505	Clerk Typist II	500
1063	508	Clerk Typist III	500
3291	405	Clinical Technician I	400
3292	407	Clinical Technician II	400
3293	409	Clinical Technician III	400
3405	412	Communications Tech. I	400
3406	415	Communications Tech. II	400
7541	317	Community Outreach Specialist	300
1880	411	Cmptg. Info. Systems Tech. I	400
1881	415	Cmptg. Info. Systems Tech. II	400
7061	204	Cook I	200
7062	207	Cook II	200
7641	405	Cosmetologist	406
7951	407	Costume Tailor	400
5701	203	Custodian I	200
5702	205	Custodian II	200
1821	504	Data Entry Operator I	500
1822	507	Data Entry Operator II	500
1831	504	Data Technician I	500
1832	508	Data Technician II	500
1833	510	Data Technician III	500
3051	405	Dental Assistant I	400
3052	408	Dental Assistant II	400
3031	**406**~~405~~	Dental Inst. Mngmnt. Tech.	406
3141	405	Dental Technician I	400
3142	408	Dental Technician II	400
1410	508	Dietetic Clerk	500
7425	209	Digital Press Operator	200
1211	505	Dispatching Clerk	500
7301	206	Document Center Operator I	200

7311	208	Document Center Operator II	200
3501	409	Drafter	400
1301	505	Editorial Assistant I	500
1302	508	Editorial Assistant II	500
5071	210	Electrician I***	200
5070	212	Electrician II***	200
5072	214	Electrician III***	200
5073	213	Elec., High Voltage***	200
3271	408	Electron Microscope Tech. I	400
3272	411	Electron Microscope Tech. II	400
7391	409	Electronic Pre-Press Specialist	400
3302	410	END Technician I	400
3303	412	END Technician II	400
3304	415	END Technician III	400
3401	412	Electronics Technician I	400
3402	415	Electronics Technician II	400
8221	409	E. Comm. Cntr. Dsptchr.	400
6301	212	Engineering R&D Mchnst.**	200
6311	215	Engineering R&D Mchnst, Sr.***	200
6321	212	Engineering R&D Welder***	200
3541	413	Engineering Technician I	400
3542	415	Engineering Technician II	400
5090	210	Envrnmntl Systems Mech. I**	200
5091	212	Envrnmntl Systems Mech. II**	200
5093	213	Envrnmntl Systems Mech III**	200
5101	208	Equipment Operator***	200
7213	408	Esthetician	400
8351	505	Extension Program Asst. I	500
8352	506	Extension Program Asst. II	500
8353	507	Extension Program Asst. III	500
3326	411	E. Tech. – Heart/Lung	400
3321	411	Extracorporeal Tech. – Kidney	400
7961	509	Facilities Coordinator	500
5301	204	Facilities Mechanic I	200

5302	207	Facilities Mechanic II	200
5311	210	Facilities Mechanic III***	200
5861	211	Farm Equipment Mechanic	200
5901	206	Farm Equipment Operator I	200
5902	208	Farm Equipment Operator II	200
5903	210	Farm Equipment Operator III	200
3801	407	Field Laboratory Technician I	400
3802	408	Field Laboratory Technician II	400
3803	411	Field Laboratory Technician III	400
7731	209	Fire Safety Inspector	200
7214	410	Flight Paramedic	400
7076	204	Food Service Coordinator I	200
7074	206	Food Service Coordinator II	200
7072	203	Food Worker I	200
7073	205	Food Worker II	200
3991	413	Glassblower	400
5621	208	Golf Course Maint. Wrkr.	200
4111	410	Graphics Specialist I	400
5791	410	Greenhouse Caretaker	400
5731	206	Groundskeeper I	200
5732	208	Groundskeeper II	200
1311	508	Health Info. Tech. I	500
1321	510	Health Info. Tech. II	500
1331	512	Health Info. Tech. III	500
3411	405	Health Physics Tech. I	400
3412	410	Health Physics Tech. II	400
3413	415	Health Physics Tech. III	400
3331	408	Health Technician	400
3408	409	Hemodialysis Technician	400
3261	405	Histology Technician I	400
3262	409	Histology Technician II	400
8222	410	Hospital Comm. Spec.	400
7581	307	Hospital Security Officer	300
7661	405	Houseparent I	400

7662	409	Houseparent II	400
4021	408	Instructional Support Tech.	400
4011	412	Instructional Systems Specialist	400
4071	409	Instructional Systems Technician	400
5291	210	Insulator***	200
7081	203	Kitchen Helper I	200
7082	205	Kitchen Helper II	200
3151	403	Laboratory Assistant I	400
3152	405	Laboratory Assistant II	400
3701	405	Laboratory Mech. Tech. I	400
3702	409	Laboratory Mech. Tech. II	400
3711	410	Laboratory Mech. Technologist	400
3251	406	Laboratory Technician I	400
3252	408	Laboratory Technician II	400
3253	410	Laboratory Technician III	400
5721	203	Laborer	200
8052	204	Laundry Equipment Operator	200
8051	203	Laundry Production Wrkr.	200
1501	505	Library Assistant I	500
1502	508	Library Assistant II	500
1503	510	Library Assistant III	500
1505	512	Library Assistant IV	500
7211	408	Licensed Practical Nurse	400
5111	210	Locksmith***	200
7971	507	Mail Center Coordinator	500
1231	506	Mail Clerk	500
7681	205	Mail Distributor	200
5131	209	Mason***	200
7091	207	Meat Cutter	200
5321	204	Mechanic Assistant	200
7911	406	Medical Assistant I	400
7912	408	Medical Assistant II	400
7711	208	Milker	200
3601	409	Mtn. Media Production Spec. 1	400

3602	412	Mtn. Media Prod. Spec. II	400
7981	204	Motor Vehicle Operator I	200
7982	206	Motor Vehicle Operator II	200
7221	404	Nursing Assistant	400
1241	505	Nursing Unit Clerk	500
7261	409	Occupational Therapy Asst.	400
7381	209	Offset Platemaker	200
5151	209	Painter***	200
7742	407	Paraeducator	400
7212	409	Paramedic	400
7830	505	Parking and Trans. Attdnt.	500
7840	507	Parking & Transport Disp. I	500
7841	509	Parking & Transport Disp. II	500
7810	307	P & Trans. Field Srv. Off. I	300
7811	309	P & Trans. Field Srv. Off. II	300
5850	205	Parking Facilities Mechanic	200
5851	206	Parking Maintenance Worker I	200
5852	208	Parking Maintenance Worker II	200
1401	509	Patient Account Representative	500
8231	403	Patient Escort	400
8241	208	Patient Transport Driver	200
5241	209	Pest Control Operator	200
3361	408	Pharmacy Technician Trainee	400
3362	409	Pharmacy Technician **Sr** (Certified)	400
3351	404	Phlebotomy Technician I	400
3352	406	Phlebotomy Technician II	400
4201	407	Photo Specialist I	400
4202	410	Photo Specialist II	400
4211	403	Photo Technician I	400
4212	404	Photo Technician II	400
4213	406	Photo Technician III	400
7251	409	Physical Therapy Assistant	400
5161	211	Pipefitter***	200
8121	306	Plant Safety Patrol Officer	300

8131	308	Plant Safety Sergeant	300
5331	210	Plumber***	200
5431	211	Pwr. Plant – Ast. Chf. Oper.****	200
5421	210	Pwr. Plant – Boiler Oper.**	200
5501	208	Pwr. Plant – Fr/Utlty Wrkr.***	200
5411	208	Pwr. Plant – Utility Wrkr.***	200
7420	206	Press Operator I	200
7421	207	Press Operator II	200
7422	209	Press Operator III	200
7271	404	Psychiatric Nursing Asst. I	400
7272	407	Psychiatric Nursing Asst. II	400
7591	309	Public Safety Dispatcher I	300
7592	311	Public Safety Dispatcher II	300
7503	308	Public Safety Security Officer	300
7512	314	Police Officer I	300
7513	315	Police Officer II	300
7514	316	Police Officer III	300
7521	317	Police Sergeant	300
3281	409	Radiographer I	400
3282	410	Radiographer II	400
1261	510	Record Analyst I	500
1262	512	Record Analyst II	500
7241	403	Rehab. Therapy Aide	400
7210	6415	Registered Nurse	400
4501	413	Research Technician	400
4511	415	Research Technician, Senior	400
4910	410	Respiratory Therapy Tech.	400
5181	209	Roofer	200
7741	405	School Assistant	400
1071	505	Secretary I	500
1072	508	Secretary II	500
1073	511	Secretary III	500
1075	512	Secretary IV	500
7501	306	Security Guard	300

3811	406	Seed Analyst I	400
3812	408	Seed Analyst II	400
3813	412	Seed Analyst III	400
7751	403	Sewing Machine Operator I	400
7752	405	Sewing Machine Operator II	400
7753	407	Sewing Machine Operator III	400
7921	405	Sewing Machine Oper., Hsptl.	400
5191	210	Sheet Metal Mechanic I***	200
5192	212	Sheet Metal Mechanic II***	200
5351	213	Steamfitter***	200
7761	204	Storekeeper I	200
7762	206	Storekeeper II	200
7763	208	Storekeeper III	200
7281	206	Supply Chain Technician I	200
7282	208	Supply Chain Technician II	200
7231	4~~08~~**10**	Surgical Technologist	406
5092	412	Systems Control Tech.	400
7771	504	Telecommunications Oper.	500
5751	208	Tree Trimmer	200
5211	208	Upholsterer	200
5461	411	Utility E&I Tech. I**	400
5462	413	Utility E&I Tech. II**	400
5463	415	Utility E&I Tech. III**	400
5464	209	Utility Pl. Maint. Mech. I***	200
5465	212	Utility Pl. Maint. Mech. II*****	200
5466	214	Utility Pl. Maint. Mech. III*****	200
5471	209	Utility Pl. Material Handling Op.***	200
5470	213	Utility Pl. Remote Fac. Op.*****	200
5467	209	Utility Pl. Operator I***	200
5468	211	Utility Pl. Operator II***	200
5469	213	Utility Pl. Operator III***	200
4444	410	Utilization Mgt. Techn	400
8281	206	Vending Machine Supplier	200
1601	505	Veterinary Teaching Hospital Ast. I	500

1602	508	Veterinary Teaching Hospital Ast. II	500
7601	410	Veterinary Technician	400
5511	212	Water Plant Operator	200
5521	209	Water Systems Operator	200

For Regents classifications marked with asterisk(s), starting pay will be four and ½ percent (4.5%) above the minimum pay for each asterisk.

**Start on Step 3

***Start on Step 4

****Start on Step 5

*****Start on Step 6

COMMUNITY BASED CORRECTIONS

60105	16	Account Clerk 1	006
60110	18	Account Clerk 2	006
60505	24	Building Maintenance Coordinator	006
60100	13	Clerk Typist	006
60335	26	Community Program Monitor	006
60407	29	Community Treatment Coordinator	006
60425	25	Community Work Crew Leader	006
60205	23	Computer Programmer	006
60510	14	Cook	006
60804	22	Data Processing Coordinator	006
60210	29	Data Processing Programmer Analyst	006
60200	19	Data Processing Technician	006
60420	18	Education Aide	006
60415	25	Education Instructor	006
60515	20	Food Service Coordinator	006
60520	23	Food Service Leader	006
60410	26	Job Developer	006
60500	20	Maintenance Technician	006
60412	27	Offender Employment Specialist	006
60413	30	Offender Workforce Development Spec.	006
60310	25	Parole/Probation Officer 1	006
80310	25	Parole/Probation Officer 1	006
60315	27	Parole/Probation Officer 2	006
80315	27	Parole/Probation Officer 2	006

60320	30	Parole/Probation Officer 3	006
80320	30	Parole/Probation Officer 3	006
60350	30	Polygrapher	006
60305	20	Pretrial Interviewer	006
60940	30	Psychologist	006
60400	23	Residential Officer	006
60125	20	Secretary	006
60330	26	Substance Abuse Liaison	006
60300	24	Volunteer Services Coordinator	006

APPENDIX B
DEPARTMENT OF ADMINISTRATIVE SERVICES

Current contract language