

North Dakota Interim Government Services Committee

October 27, 2009

Human Resource
Management Services Division
Office of Management & Budget

July 1, 2009 Salary Increase Distribution & Impact

General Increase Summary by Agency

Agency	# of Employees	# of Employees Receiving Increase	Minimum %	Average %	Maximum %
10100 Governor's Office	18	18	4.99	5.00	5.01
10800 Secretary of State	26	23	4.81	5.18	5.97
11000 Office of Mgmt & Budget	121	116	2.56	5.11	6.70
11200 Information Technology Dept	306	279	2.25	4.91	6.90
11700 State Auditor	49	45	1.74	4.94	9.57
12000 State Treasurer	7	5	1.99	5.00	6.50
12500 Attorney General	186	173	3.03	5.01	7.28
12700 Tax Department	128	120	4.03	5.03	6.60
14000 Office of Admin Hearings	5	5	5.00	5.11	5.55
16000 Legislative Council (staff)	32	32	4.29	5.03	5.71
18000 ND Court System	336	331	2.30	5.01	5.64
18800 Indigent Defense	29	28	3.80	4.97	5.50
19000 Retirement & Investment Office	17	17	1.01	4.76	5.02
19200 Public Employees Retirement System	34	33	4.50	5.12	5.95
20100 Dept of Public Instruction	92	89	4.71	5.00	6.41
22600 Land Department	18	16	4.99	5.72	6.52
25000 State Library	30	29	4.98	5.33	6.25
25200 School for the Deaf	44	30	4.64	5.27	9.12
25300 Vision Services	30	17	0.48	4.85	5.76
27000 Career & Tech Ed	26	26	4.39	5.05	6.05
30100 Health Dept	337	325	4.91	4.97	5.82
31300 Veterans Home	107	100	4.97	5.33	7.07
31600 Indian Affairs Comm	4	4	5.00	5.00	5.00
32100 Veterans Affairs	7	7	5.00	5.01	5.10
32500 Dept of Human Services	2,204	2,025	0.24	5.06	10.30
36000 Protection & Advocacy	28	27	4.49	5.42	10.00
38000 Job Service ND	257	249	3.71	5.02	7.25
40100 Insurance Dept	43	43	2.55	4.60	5.07
40500 Mineral Resources/Ind Comm	51	50	3.76	5.08	5.94
40600 Dept of Labor	11	10	3.83	5.70	12.42
40800 Public Service Comm	41	40	4.98	5.00	5.02
41200 Aeronautics Comm	4	4	4.99	5.00	5.00
41300 Dept of Financial Institutions	27	25	4.01	4.92	5.01
41400 Securities Dept	9	9	3.02	4.78	5.00
47100 Bank of ND	173	169	1.68	5.16	9.00
48500 Workforce Safety & Insurance	233	228	1.25	4.73	5.50

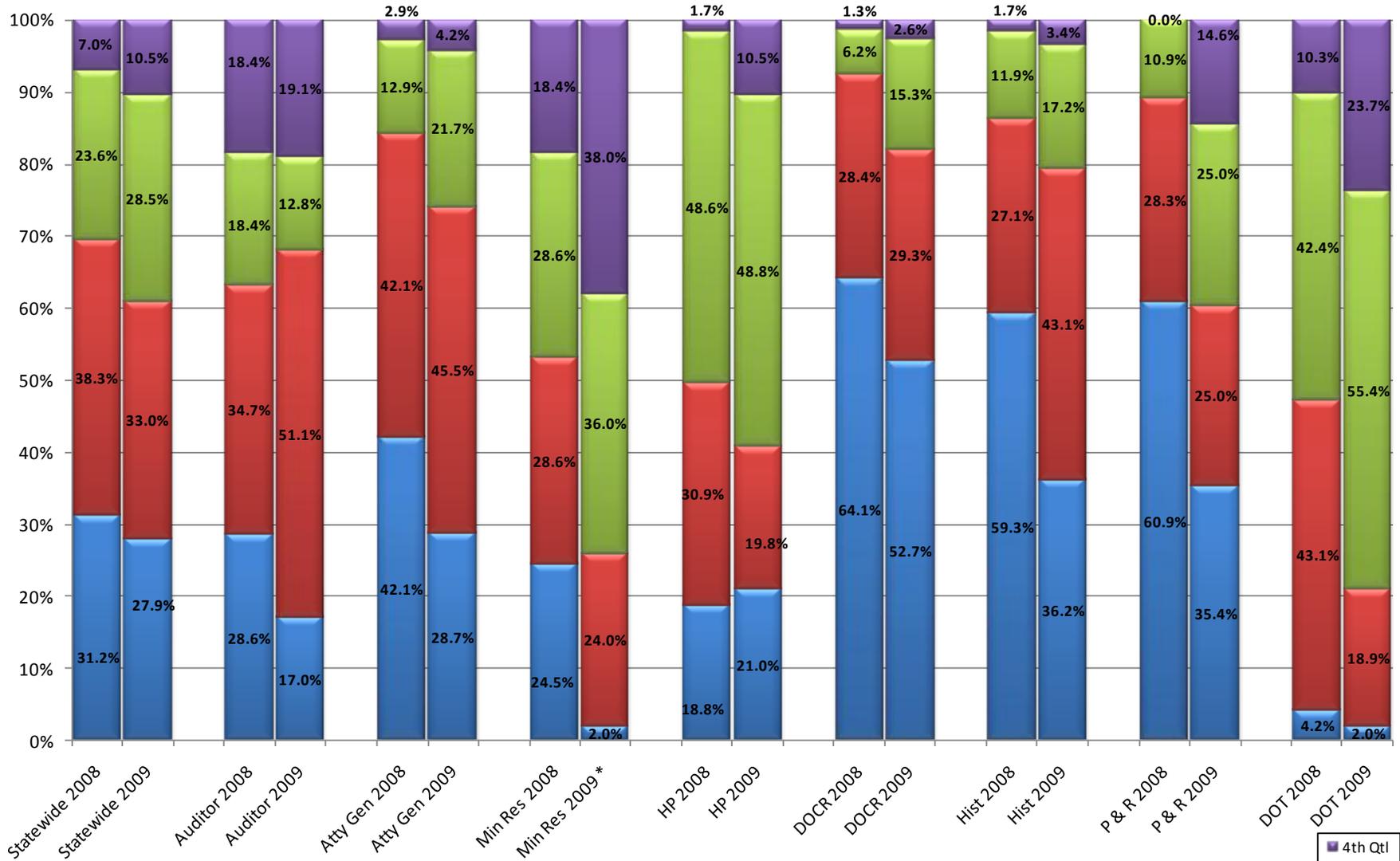
General Increase Summary by Agency (*Continued*)

Agency	# of Employees	# of Employees Receiving Increase	Minimum %	Average %	Maximum %
50400 Highway Patrol	183	169	3.80	5.03	6.31
53000 Dept of Corrections & Rehab	695	661	2.06	5.09	13.70
54000 Adj Gen/National Guard	166	157	1.47	4.97	6.98
60100 Commerce Dept	65	61	4.45	5.65	8.50
60200 Dept of Agriculture	60	59	2.01	6.07	8.01
61600 Seed Dept	25	24	1.95	4.16	5.14
70100 Historical Society	62	60	4.77	5.00	5.03
70900 Council on the Arts	5	5	4.99	5.00	5.02
72000 Game & Fish Dept	154	147	4.98	5.03	5.90
75000 Parks & Rec Dept	51	48	2.40	4.91	6.94
77000 Water Commission	84	82	0.18	5.21	7.79
80100 Dept of Transportation	1,028	1,002	0.10	5.90	9.96
Grand Total	7,648	7,222	0.10	5.17	13.70
<i>Separate Payroll - Housing Finance Agency</i>	41	41	3.92	5.26	5.92

Equity Pool Increase Summary by Agency

Agency	# of Employees	# of Employees Receiving Increase	Minimum %	Average %	Maximum %
10100 Governor's Office	18	12	0.87	1.49	2.80
10800 Secretary of State	26	19	2.33	3.23	5.57
11000 Office of Mgmt & Budget	121	84	0.37	1.66	8.79
11200 Information Technology Dept	306	232	0.24	1.15	5.41
11700 State Auditor	49	26	1.44	2.94	5.57
12000 State Treasurer	7	3	2.68	3.51	4.07
12500 Attorney General	186	137	0.03	6.49	21.26
12700 Tax Department	128	100	0.20	4.56	12.09
20100 Dept of Public Instruction	92	79	0.08	1.84	6.81
25000 State Library	30	28	0.06	2.43	5.03
25200 School for the Deaf	44	16	0.35	3.05	7.96
25300 Vision Services	30	12	0.20	1.58	4.85
27000 Career & Tech Ed	26	24	0.62	1.40	2.81
30100 Health Dept	337	131	0.46	2.12	5.90
31300 Veterans Home	107	35	2.09	4.24	9.07
32500 Dept of Human Services	2,204	1,471	0.02	1.49	11.86
36000 Protection & Advocacy	28	25	2.24	6.00	15.22
38000 Job Service ND	257	137	0.49	2.36	3.52
40100 Insurance Dept	43	40	0.25	2.74	8.50
40500 Mineral Resources/Ind Comm	51	38	1.99	9.30	24.28
40600 Dept of Labor	11	7	0.43	3.12	6.29
40800 Public Service Comm	41	19	0.59	3.56	15.45
41200 Aeronautics Comm	4	3	1.40	5.01	9.10
41300 Dept of Financial Institutions	27	23	0.45	2.51	5.66
41400 Securities Dept	9	6	0.95	1.46	2.38
47100 Bank of ND	173	93	0.14	1.90	9.52
50400 Highway Patrol	183	97	0.91	2.70	7.71
53000 Dept of Corrections & Rehab	695	600	0.02	5.72	19.79
54000 Adj Gen/National Guard	166	50	0.02	1.16	9.48
60200 Dept of Agriculture	60	16	6.60	8.82	9.64
61600 Seed Dept	25	11	0.44	0.56	1.00
70100 Historical Society	62	53	1.80	6.69	14.80
75000 Parks & Rec Dept	51	47	0.89	9.91	22.48
77000 Water Commission	84	83	0.20	3.30	5.02
80100 Dept of Transportation	1,028	742	0.03	4.30	5.71
Grand Total	6,709	4,499	0.02	3.18	24.28
<i>Separate Payroll - Housing Finance Agency</i>	41	28	0.00	1.99	4.70

Classified Employees by Quartile - Selected Agencies 2008 - 2009



Yrs of Service	Statewide	Auditor	Atty Gen	Min Res	Hwy Patrol	DOCR	Historical	Parks & Rec	DOT
	13.3	13.4	10.8	17.3	12.9	10.6	12.8	14.3	15.5

* If Petroleum Engineers & Geologists were still in classified service



North Dakota Class Evaluation System

North Dakota Century Code CENTRAL PERSONNEL SYSTEM

54-44.3-01. Purpose of chapter. The general purpose of this chapter is to create North Dakota human resource management services in order to **establish a unified system of human resource management** for the classified service of the state based upon merit principles and scientific methods, **governing the position classification, pay administration**, and transfer of its employees. All appointments and promotions to positions in the state classified service must be made without regard to sex, race, color, national origin, age, religious affiliations, or political opinions on the basis of merit and fitness.

54-44.3-01.1. Compensation relationships - Policy. It is the policy of this state to **establish equitable, nondiscriminatory compensation relationships among all positions and classes** within the state's classification plan.

54-44.3-12. Duties of director. The director shall direct and supervise, with the approval of the director of the office of management and budget, all the administrative and technical activities of the division. In addition to the duties imposed elsewhere in this chapter, the director shall:

1. Establish . . . rules, . . . These rules must provide for:
 - a. **Establishing and maintaining a classification plan.**
 - b. **Establishing and maintaining a compensation plan.**
7. Develop **procedures** . . . to ensure that all **salaries** are paid in a manner **consistent** with the state's **compensation, classification, and salary administration policies.**
8. **Consult** with state agencies and institutions in the **development of salary administration procedures** . . .
9. Recognize **knowledge, skills, complexity, accountability, and working condition hazards** as compensable factors of the state's classification plan . . .
10. Develop **guidelines** for . . . **exceptions** to . . . the **classification and compensation plans** . . .
11. Conduct . . . **labor market surveys** . . . to enable the state to **position** itself accurately **against the market.**
12. **Communicate classification and compensation policies** to the managers and employees . . .

North Dakota Class Evaluation System

Human Resource Management Services developed the North Dakota Class Evaluation System (NDCES) to provide a more consistent structure to evaluate positions for classification and compensation based on **knowledge and skills, complexity, accountability, and working condition hazards.**

Purpose

- Objectively measure the content of each job compared to other jobs.
- Determine relative worth.
- Establish equitable pay relationships among all jobs.

Benefits

- Provides a structured and consistent method to evaluate jobs.
- Eliminates much of the subjectivity.
- Ensures that jobs that compare in value are paid within the same pay grade.

Knowledge & Skill	Complexity	Accountability
• Technical Knowledge	• Guidelines	• Independence of Action
• Managerial Breadth	• Mental Challenge	• Effect On Decisions
• Interpersonal Skills		• Control of Budgeted Dollars

Registered Nurse II

5A3/133

5C(33)/ 43

5A2/ 50

2B/ 10

236

Factor Chart I – Knowledges & Skills

TECHNICAL KNOWLEDGE
LEVEL 1: Knowledge of the processes, procedures, and methods needed to perform duties involving routine or repetitive occurrences requiring KSA's generally acquired and developed through OJT with little or no previous experience. (TK1)
LEVEL 2: Knowledge of the processes, procedures, and methods needed to perform duties involving some routine or repetitive occurrences requiring KSA's generally acquired and developed through some formal education, training, and/or relevant work experience. (TK2)
LEVEL 3: Knowledge of the processes, procedures, and methods needed to perform duties requiring some specialized KSA's generally acquired and developed through formal education, training, and/or relevant experience in duties very similar in type and complexity. (TK3)
LEVEL 4: Knowledge of the processes, procedures, and methods needed to perform duties requiring considerable specialized KSA's generally acquired and developed through formal education, training, &/or relevant work experience in duties very similar in type and complexity. (TK4)
LEVEL 5: Knowledge of the principles, concepts, and methodology needed to perform and/or direct duties and with KSA's generally acquired and developed through formal education resulting in an undergraduate degree, extensive training, and/or relevant experience in work of an equivalent type and complexity. (TK5)
LEVEL 6: Knowledge of the principles, concepts, and methodology needed to perform and/or direct duties and with KSA's generally acquired and developed through formal education resulting in a graduate degree, extensive training, and relevant experience in work of an equivalent type and complexity. (TK6)
LEVEL 7: Knowledge of the principles, concepts, and methodology needed to perform and/or direct duties and with KSA's generally acquired and developed through formal education resulting in a post-graduate degree, extensive training, and relevant experience in work of an equivalent type and complexity. (TK7)

MANAGERIAL BREADTH
DEGREE A: Management does not exist or is limited in scope. (MBA 1 or 2)
DEGREE B: Management of persons involved in activities of the same or a similar nature seeking fulfillment of a single objective; or provides specialized consultative services to managers. (MBA 2 or 1)
DEGREE C: Management of persons involved in activities of diversified functions seeking fulfillment of a single or closely related objective(s). (MBC)
DEGREE D: Management of persons involved in diversified functions seeking fulfillment of multiple objectives. (MBD)
NOTE: Management is narrowly defined as management of people not programs or functions. For further explanation, see Chapter 3 of this manual.

INTERPERSONAL SKILLS
DEGREE 1: COMMON COURTESY - No need to influence others in carrying out assignments. (IP1)
DEGREE 2: MODERATE DEGREE - Involves interplay where common courtesy and effectiveness in dealing with people is not sufficient to satisfactorily perform the job. (IP2)
DEGREE 3: HIGH DEGREE - Ability to motivate, persuade, or convince others and/or change own behavior. (IP3)

		MANAGERIAL BREADTH												
		A			B			C			D			
INTERPERS SK'LS		1	2	3	1	2	3	1	2	3	1	2	3	
T E C H N I C A L	LEVEL 1	25	29	33	33	38	43	43	50	57	57	66	76	
		29	33	38	38	43	50	57	50	57	66	66	76	87
		33	38	43	43	50	57	57	57	66	76	76	87	101
K N O W L E D G E	LEVEL 2	33	38	43	43	50	57	57	66	76	76	87	101	
		38	43	50	50	57	66	66	66	76	87	87	101	116
		43	50	57	57	66	76	76	76	87	101	101	116	133
L E V E L	LEVEL 3	43	50	57	57	66	76	76	87	101	101	116	133	
		50	57	66	66	76	87	87	87	101	116	116	133	153
		57	66	76	76	87	101	101	101	116	133	133	153	176
L E V E L	LEVEL 4	57	66	76	76	87	101	101	116	133	133	153	176	
		66	76	87	87	101	116	116	116	133	153	153	176	202
		76	87	101	101	116	133	133	133	153	176	176	202	233
L E V E L	LEVEL 5	76	87	101	101	116	133	133	153	176	176	202	233	
		87	101	116	116	133	153	153	153	176	202	202	233	268
		101	116	133	133	153	176	176	176	202	233	233	268	308
L E V E L	LEVEL 6	101	116	133	133	153	176	176	202	233	233	268	308	
		116	133	153	153	176	202	202	202	233	268	268	308	354
		133	153	176	176	202	233	233	233	268	308	308	354	407
L E V E L	LEVEL 7	133	153	176	176	202	233	233	268	308	308	354	407	
		153	176	202	202	233	268	268	268	308	354	354	407	468
		176	202	233	233	268	308	308	308	354	407	407	468	539

5A3/133

Factor Chart II – Complexity

GUIDELINES
LEVEL 1: Guidelines exist, are predesignated for all situations, worded in specific terms, with little or no change when tasks are repeated. (GL1)
LEVEL 2: Guidelines exist, are predesignated for most situations, worded in general terms requiring some interpretation, with little or no change when tasks are repeated. (GL2)
LEVEL 3: Guidelines exist, are predesignated for most situations, worded in general terms requiring some interpretation which may change because of varying circumstances when task is repeated. (GL3)
LEVEL 4: Guidelines exist, are not predesignated requiring judgement in selecting those most appropriate to a given situation, are worded in general terms requiring some interpretation which may change because of varying circumstances when task is repeated. (GL4)
LEVEL 5: Guidelines exist, are not predesignated requiring judgement in selecting those most appropriate to a given situation, are worded in general terms requiring some interpretation which may change because of varying situations and are seldom if ever repeated. (GL5)
LEVEL 6: Guidelines may not exist for all situations requiring judgement in selecting or establishing those most appropriate to a given situation, and requiring extensive interpretation of circumstances to apply guidelines to a variety of situations. (GL6)

MENTAL CHALLENGE
DEGREE A: The work consists of tasks that are clear cut, repetitive and directly related. There is little or no choice in deciding what needs to be done. (MCA1 or 2)
DEGREE B: The work consists of duties that involve various related steps, processes, or methods. Decisions involve the selection of tasks to be performed and the procedures, processes or methods to be used from among available choices. (MCB1 or 2)
DEGREE C: Work involves various duties of different and unrelated processes and methods. The decision regarding what needs to be done involves the analysis of the subject or issues involved and selecting from a variety of approaches. (MCC)
DEGREE D: Work involves varied duties requiring many different and unrelated processes and methods applied to a broad range of activities or substantial depth of analysis typically for an administrative or professional field. (MCD)
DEGREE E: Work consists of broad functions and processes of an administrative or professional field which requires continuing efforts to establish concepts or theories or to resolve unyielding problems. (MCE)

		MENTAL CHALLENGE				
		A	B	C	D	E
G U I D E L I N E S	LEVEL 1	10%	14%	19%	25%	33%
		12%	16%	22%	29%	38%
	LEVEL 2	12%	16%	22%	29%	38%
		14%	19%	25%	33%	43%
	LEVEL 3	14%	19%	25%	33%	43%
		16%	22%	29%	38%	50%
LEVEL 4	16%	22%	29%	38%	50%	
	19%	25%	33%	43%	57%	
LEVEL 5	19%	25%	33%	43%	57%	
	22%	29%	38%	50%	66%	
LEVEL 6	22%	29%	38%	50%	66%	
	25%	33%	43%	57%	76%	

5A3/133
5C(33)/ 43

Factor Chart III – Accountability

INDEPENDENCE OF ACTION
LEVEL 1: The position works as instructed and consults with the supervisor as needed on all matters not specifically covered in the original instructions. <u>Immediate supervision.</u> (IA1)
LEVEL 2: The work involves the performance of specific, routine operations that include a few separate tasks and procedures. <u>Immediate supervision.</u> (IA2)
LEVEL 3: The position uses initiative in carrying out recurring assignments independently without specific instructions, but refers deviations, problems, and unfamiliar situations not covered by instructions to the supervisor for decisions or help. <u>Close supervision.</u> (IA3)
LEVEL 4: The position plans and carries out the successive steps and handles problems and deviations in the work assignment in accordance with guidelines, previous training, or accepted practice in the occupation. <u>General supervision.</u> (IA4)
LEVEL 5: The position is responsible for planning and carrying out the assignment, resolving most of the conflicts which arise, coordinating the work of others as necessary and interpreting policy on own initiative in terms of established objectives. <u>Guidance and direction.</u> (IA5)
LEVEL 6: Position receives administrative directions with assignments in terms of broadly defined missions or functions. <u>General guidance and direction.</u> (IA6)

CONTROL OF BUDGETED DOLLARS (Biennium)	
DEGREE A: Up to \$500,000	(CDA1 or 2)
DEGREE B: \$500,000 to \$10 million	(CDB)
DEGREE C: \$10 million to \$100 million	(CDC)
DEGREE D: Over \$100 million	(CDD)

EFFECT ON DECISIONS	
DEGREE 1: LIMITED - Activities consist of duties that produce a standard product or provide a routine service used by others in making decisions.	(ED1)
DEGREE 2: INDIRECT - Activities consist of duties that produce an analysis, recommendation, or provide significant advice used by others in making decisions.	(ED2)
DEGREE 3: SPECIFIC - Activities consist of duties that produce significant portions of decisions made in conjunction with others.	(ED3)
DEGREE 4: MAJOR - Activities consist of duties that produce decisions and provide control of outcome of decisions.	(ED4)

		CONTROL OF BUDGETED DOLLARS															
		A				B				C				D			
EFF ON DECIS'NS		1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
I N D E P E N D E N C E	LEVEL 1	5	7	9	12	7	9	12	16	9	12	16	22	12	16	22	29
		6	8	11	14	8	11	14	19	11	14	19	25	14	19	25	33
		7	9	12	16	9	12	16	22	12	16	22	29	16	22	29	38
	LEVEL 2	8	11	14	19	11	14	19	25	14	19	25	33	19	25	33	43
		9	12	16	22	12	16	22	29	16	22	29	38	22	29	38	50
		11	14	19	25	14	19	25	33	19	25	33	43	25	33	43	57
LEVEL 3	12	16	22	29	16	22	29	38	22	29	38	50	29	38	50	66	
	14	19	25	33	19	25	33	43	25	33	43	57	33	43	57	76	
	16	22	29	38	22	29	38	50	29	38	50	66	38	50	66	87	
LEVEL 4	19	25	33	43	25	33	43	57	33	43	57	76	43	57	76	101	
	22	29	38	50	29	38	50	66	38	50	66	87	50	66	87	116	
	25	33	43	57	33	43	57	76	43	57	76	101	57	76	101	133	
LEVEL 5	29	38	50	66	38	50	66	87	50	66	87	116	66	87	116	153	
	33	43	57	76	43	57	76	101	57	76	101	133	76	101	133	176	
	38	50	66	87	50	66	87	116	66	87	116	153	87	116	153	202	
LEVEL 6	43	57	76	101	57	76	101	133	76	101	133	176	101	133	176	233	
	50	66	87	116	66	87	116	153	87	116	153	202	116	153	202	268	
	57	76	101	133	76	101	133	176	101	133	176	233	133	176	233	308	

5A3/133
 5C(33)/ 43
 5A2/ 50

Factor Chart IV – Working Condition Hazards

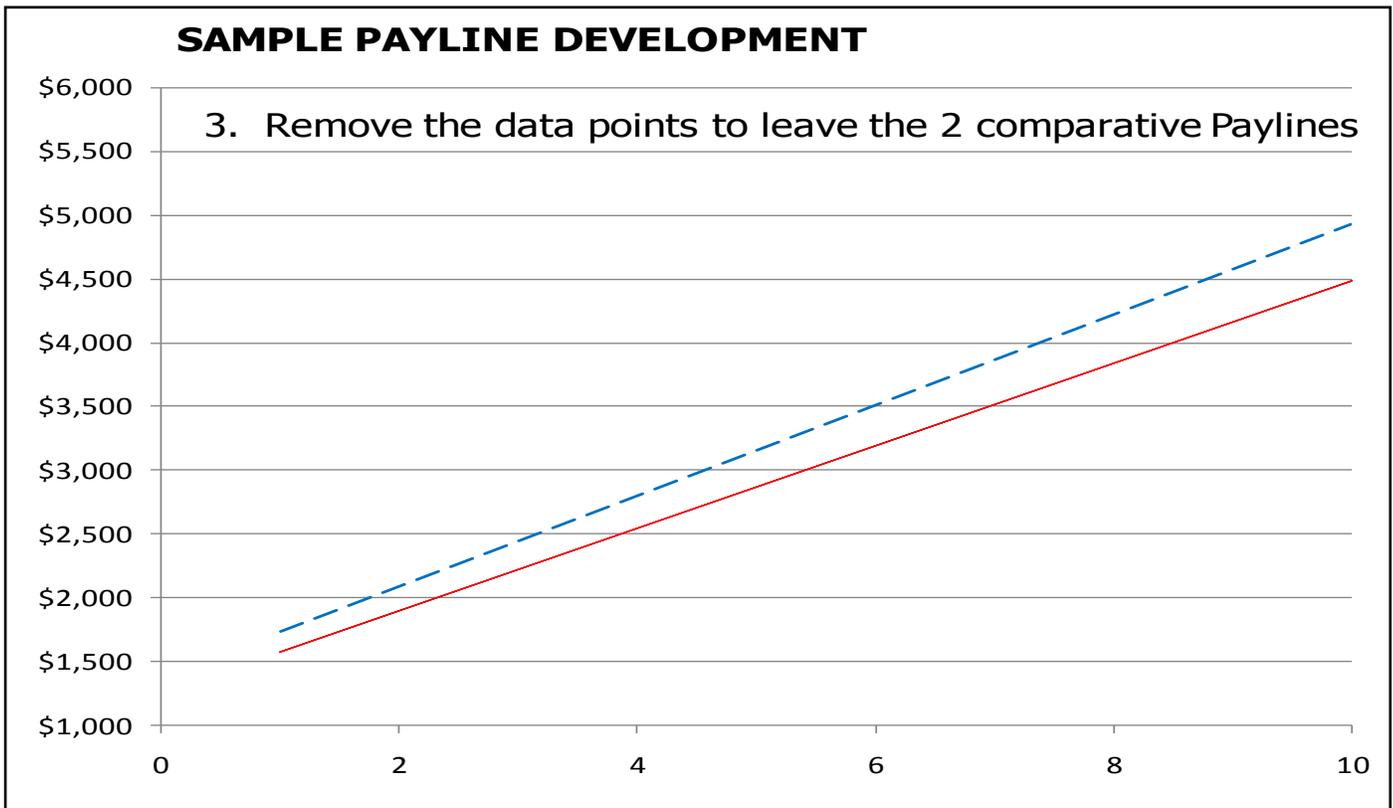
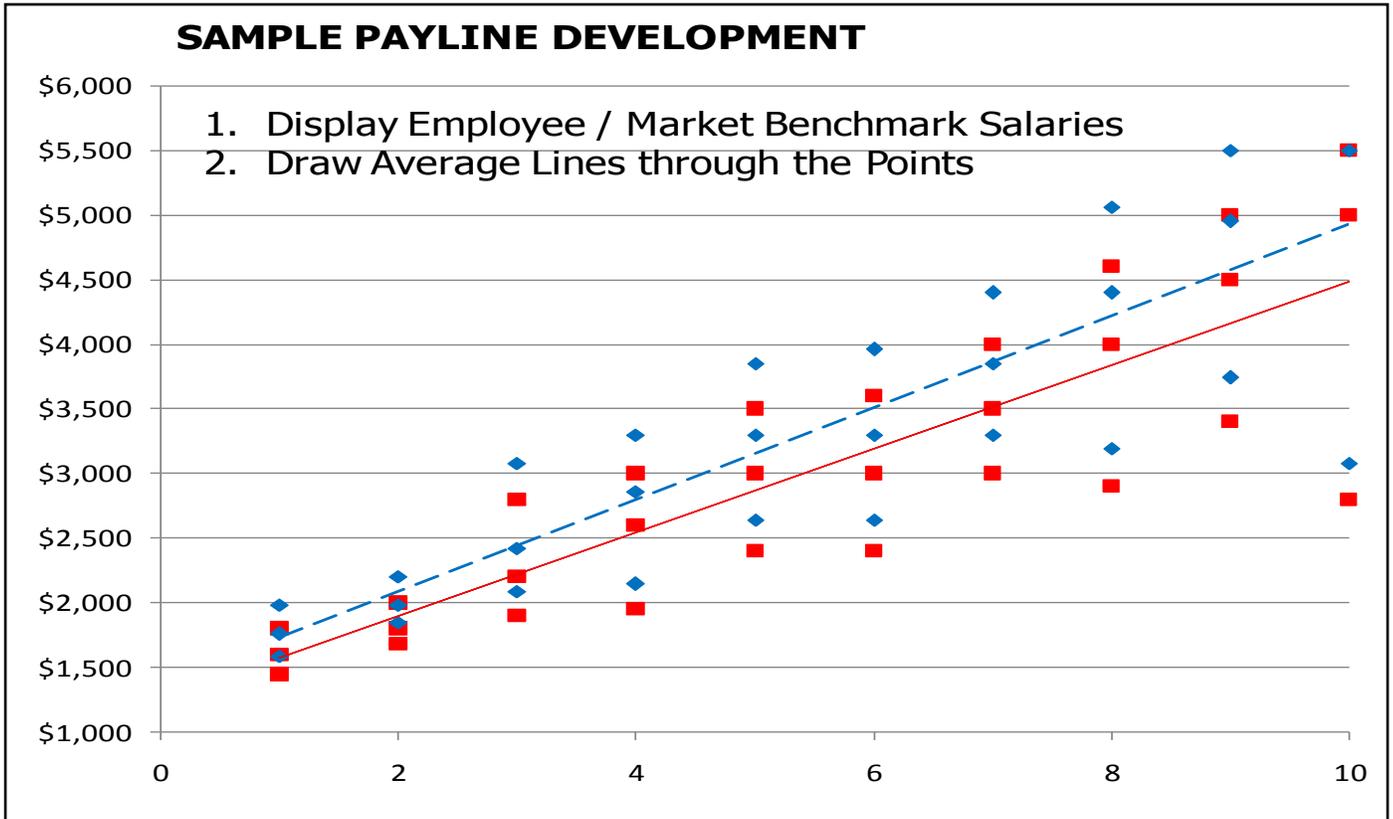
		FREQUENCY OF EXPOSURE		
		A - OCCASIONAL Exposure clearly exists but occurs infrequently.	B - FREQUENT Exposure occurs on a seasonal, periodic, or similar intermittent but regular basis.	C - CONTINUAL Exposure clearly exists for most of the time during working hours.
SEVERITY	1-MINOR Work involves exposure to slightly more than an average hazardous condition with some risk of personal injury. <i>(minor burns, cuts, sprains, or chemical reactions)</i>		6 8 10	10 12 14
	2 - MODERATE Work involves exposure to moderately hazardous conditions with some risk of serious personal injury. <i>(serious burns, cuts, fractures, resulting in lost time)</i>	6 8 10	10 12 14	14 16 18
	3 - MAJOR Work involves exposure to significantly hazardous conditions with well-above average risk of serious personal injury. <i>(serious burns, muscular-skeletal, and other injuries resulting in significant lost time)</i>	10 12 14	14 16 18	18 20 22

5A3/133
5C(33)/ 43
5A2/ 50
2B/ 10
236

Grade 11

Eval Pts	Grade	Eval Pts	Grade	Eval Pts	Grade
Up to 41	1	130 - 149	8	381 - 436	15
42 - 52	2	150 - 170	9	437 - 498	16
53 - 70	3	171 - 202	10	499 - 567	17
71 - 83	4	204 - 241	11	568 - 642	18
84 - 97	5	242 - 283	12	643 - 725	19
98 - 112	6	284 - 329	13	726 - 817	20
113 - 129	7	330 - 380	14		

Salary Survey Analysis



Employment Market – 2009

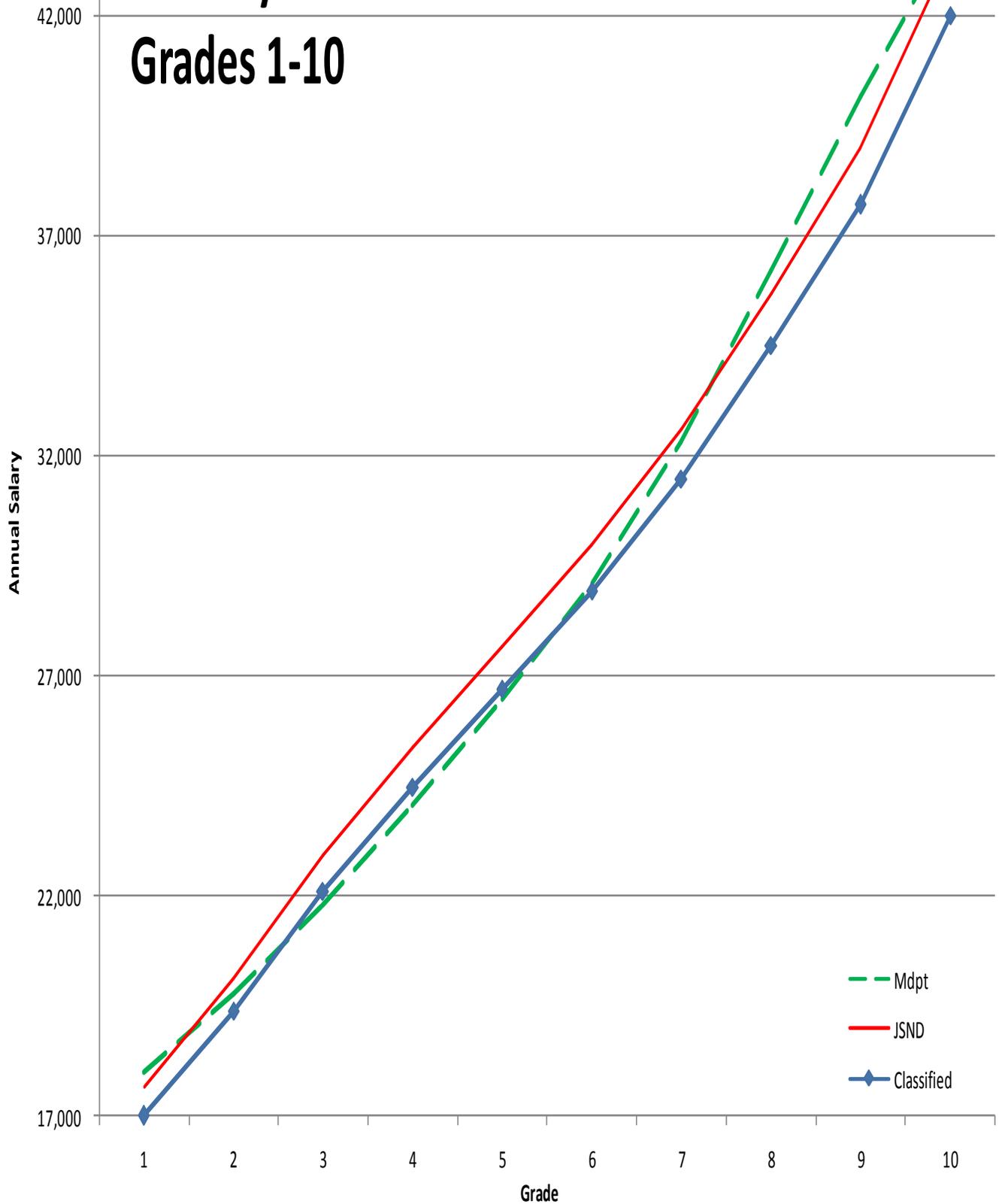
Questions to Determine Appropriate Market(s):

- Do they have similar positions, organization mission, funding sources, challenges, size, scope, etc.?
- From whom do we attract/to whom do we lose employees?
- Against which skill sets should we compare?
- Is data readily available on an ongoing basis?
- Will the selected market group of organizations be credible to key stakeholders?
- The Public Sector (States, Counties, Cities)?
 - If yes for States, which States?
 - If yes for Counties and Cities, which Counties and Cities?
- The Private Sector?
 - If yes, what organizations in what geographical areas?

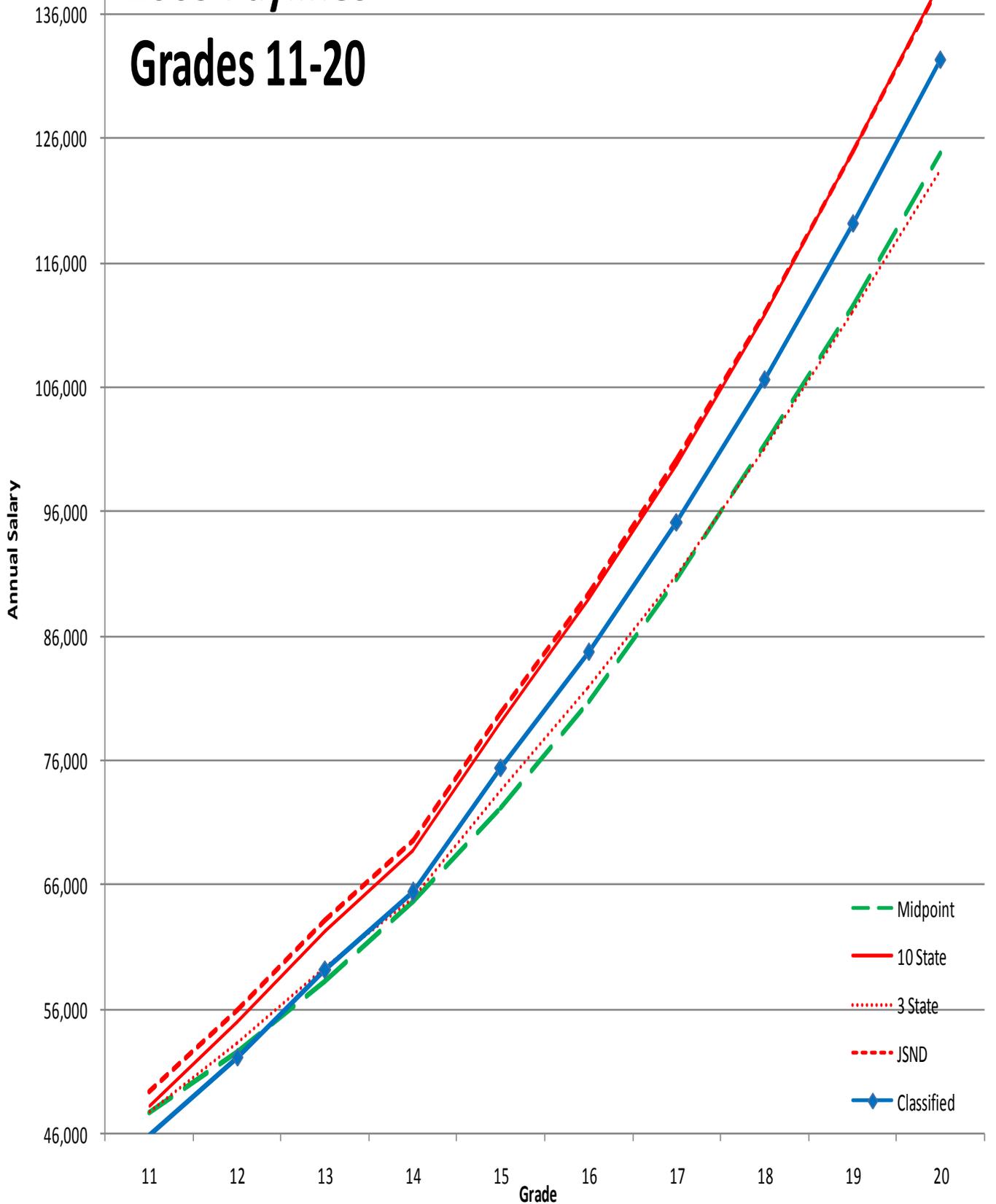
ND Employment Market

- Grades 1-10
 - Job Service ND Labor Market Information
 - In-State Employers
 - 169 Benchmark Jobs
- Grades 11-20
 - Central States Compensation Association
 - CO, IA, KS, MN, MO, **MT**, NE, OK, **SD**, **WY**
 - State Government Jobs
 - 103 Benchmark Jobs
 - Added Job Service Labor Market Information
 - In-State Employers
 - 93 Benchmark Jobs

2009 Paylines Grades 1-10



2009 Paylines Grades 11-20



Classified to Market Lead / Lag

Grade	Classified Midpoint to:			Classified Average to:		
	10 State Market	3 State Market	JSND Market	10 State Market	3 State Market	JSND Market
3			-5.2%			-3.7%
7			-2.9%			-3.5%
10			0.9%			-3.4%
11	-1.1%	-4.3%	-3.3%	-5.5%	-4.3%	-7.7%
15	-9.8%	-5.0%	-10.6%	-5.0%	2.3%	-5.9%
19	-11.0%	1.0%	-11.0%	-4.8%	6.0%	-4.8%

Average Classified Employee

	Years of Age	Years of Service	Annual Salary	Actual Increase	Appropriated	Compa-Ratio	Notes
January-93	42.0	9.5	22,189				
January-94	42.0	11.0	22,812	2.8%	\$60/mo		
January-96	46.0	11.4	25,476	11.7%	5.0%		
January-97	43.0	12.2	26,273	3.1%	3.0%		
January-98	43.8	12.1	27,034	2.9%	3.0%	0.98	
August-98	44.0	12.1	27,963	3.4%	3.0%	0.97	
November-99	44.2	12.2	28,860	3.2%	2.0%	0.96	(1)
August-00	44.4	12.3	29,993	3.9%	2.0%	0.97	(2)
August-01	44.8	12.5	31,467	4.9%	3.0%	0.96	(1)
December-02	45.4	12.6	32,262	2.5%	2.0%	0.96	
December-03	45.7	13.2	32,627	1.1%	0.0%	0.96	
December-04	45.9	13.2	32,604	0.0%	0.0%	0.96	
December-05	46.1	13.6	34,158	4.8%	4.0%	0.96	(3)
December-06	46.2	13.4	35,640	4.3%	4.0%	0.96	
December-07	46.2	13.2	37,834	6.2%	4.0%	0.95	(4)
August-08	46.4	13.2	39,622	4.7%	4.0%	0.96	
August-09	46.6	13.4	42,382	6.9%	5.0%	0.96	(5)

Classified Employees

Aug 2009 – 6,722
 Aug 2008 – 6,639
 Dec 2007 – 6,558
 Dec 2006 – 6,384
 Dec 2005 – 6,443

- (1) Included 1999 & 2001 Market/Equity Fund Increases (\$5.4 & \$5.0 mill respectively)
- (2) Included authorization for agencies to "self-fund" additional 1.0%
- (3) 2005 Leg approp equity sal inc's of \$1.5 mill for DOCR & \$413,000 for Hwy Patrol
- (4) Included Market/Equity Fund (\$10 mill)
- (5) Included Market/Equity Pool (\$23 mill)