

Des Moines Area Community College

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Board of Directors Meeting Minutes (January 18, 1971)

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DES MOINES AREA COMMUNITY COLLEGE
2006 Ankeny Boulevard
Ankeny, Iowa 50021

SPECIAL MEETING

JANUARY 18, 1971

A special meeting of the Des Moines Area Community College Board of Directors was held in the Board Room, Administration Building, Ankeny Campus, 2006 Ankeny Blvd., Ankeny, Iowa, on Monday, January 18, 1971. The meeting was called to order by the Board President, Rolland Grefe, at 7:30 p.m.

ROLL CALL

Members present: Ross Cramlet
Harry Bloomquist
David Longnecker
Rolland Grefe
Cecil Galvin
Max Kreager
William Price

Members absent: Robert Lounsberry
Harold Welin

Others present: Paul Lowery, Superintendent
Jack Asby, Asst. Supt., Administrative Services
Irv Steinberg, Business Manager/Board Secretary
Charles Baugous, Director of Admissions
Harold Gamm, Instructor, Agri-Business, Ankeny campus
David Palmer, Instructor, History, Ankeny campus
Joseph Fernandes, Instructor, Chemistry, Boone campus
John Smith, Instructor, Accounting, Boone campus
Rus Slicker, Director, General Education, Ankeny
Robert Eicher, Director, Career Education, Ankeny
Leonard Bengtson, Asst. Supt., Student Services
Phil Langerman, Asst. Supt., Instruction

PRESENTATION BY
INSTITUTIONAL
WELFARE COMMITTEE

The Institutional Welfare Committee, with Harold Gamm as spokesman, presented information concerning the activities of this committee concerning proposals for salary schedules and/or fringe benefit changes for fiscal year 1971-72. No board action was taken on the proposal at this time.

FORMULA FOR
GENERAL AID
APPROPRIATION

Supt. Lowery presented to the board the proposed line item appropriation schedule which was approved by the Iowa Council of Area School Boards upon the recommendation of the Area Superintendents, and is being presented to the State Legislature for their action. The formula used in arriving at this appropriation was explained by Supt. Lowery. The total amount proposed for the biennium for the area schools is \$34,000,000.00; \$15,200,000.00 for fiscal 72 and \$18,800,000.00 for fiscal 73.

ADJOURNMENT

A motion was made by C. Galvin, seconded by R. Cramlet, that the meeting be adjourned. Motion passed and the meeting adjourned at 10:45 p.m. The next regular board meeting was scheduled for Monday, February 8, 1971, 7:30 p.m.


ROLLAND GREFE, President


IRV STEINBERG, Secretary

FY 1972 LINE ITEM APPROPRIATION
(\$15,200,000)

ON 28 → 1,617,092
\$ 26 → 1,488,502
\$ 24 → 1,424,207

AREA	BASE FOR FY 1972	% OF QTR. PLAN ADJ.	AMOUNT FROM QTR. PLAN	LINE ITEM FY 72
I	300,947	3.0111	134,234	435,181
II	815,197	7.2175	321,755	1,136,952
III	532,910	5.0918	226,991	759,901
IV	228,434	2.5881	115,377	343,811
V	920,920	8.6460	385,437	1,306,357
VI	942,851	8.6338	384,893	1,327,744
VII	581,937	5.7956	258,367	840,304
IX	919,712	6.2515	278,690	1,198,402
X	1,314,505	13.6313	607,680	1,922,185
XI	1,326,739	12.8589	573,247	1,899,986
XII	466,466	4.5510	202,883	669,349
XIII	700,469	7.0295	313,373	1,013,842
XIV	316,403	2.9820	132,937	449,340
XV	736,130	6.1179	272,735	1,008,865
XVI	638,402	5.5940	249,379	887,781
	\$10,742,022	100.0000	\$4,457,978	\$15,200,000

*this year
bill M*

\$15,200,000 - \$10,742,022 = \$4,457,978

To be divided on 7 Basis on the Base-Quarter-Equalization Plan

FY 1973 LINE ITEM APPROPRIATION
(\$18,800,000)

AREA	BASE FOR FY 1973	% OF QTR. PLAN ADJ.	AMOUNT FROM QTR. PLAN	LINE ITEM FY 73
I	\$ 300,947	3.6129	\$ 291,127	\$ 592,074
II	815,197	6.9649	561,230	1,376,427
III	532,910	4.7359	381,618	914,528
IV	228,434	2.5984	209,378	437,812
V	920,920	8.3313	671,334	1,592,254
VI	942,851	7.6976	620,271	1,563,122
VII	581,937	6.0355	486,339	1,068,276
IX	919,712	6.7133	540,956	1,460,668
X	1,314,505	13.4082	1,080,430	2,394,935
XI	1,326,739	13.4356	1,082,638	2,409,377
XII	466,466	4.7348	381,529	847,995
XIII	700,469	6.9916	563,382	1,263,851
XIV	316,403	2.9945	241,296	557,699
XV	736,130	6.2297	501,988	1,238,118
XVI	638,402	5.5158	444,462	1,082,864
	\$10,742,022	100.0000	\$8,057,978	\$18,800,000

\$18,800,000 - \$10,742,022 = \$8,057,978

TO BE DIVIDED ON % BASIS ON THE BASE-QUARTER-EQUALIZATION PLAN

LINE ITEM APPROPRIATION FOR BIENNIUM
(\$34,000,000)

AREA	LINE ITEM FY 1972	LINE ITEM FY 1973	TOTAL FOR BIENNIUM
I	\$ 435,181	\$ 592,074	\$ 1,027,255
II	1,136,952	1,376,427	2,513,379
III	759,901	914,528	1,674,429
IV	343,811	437,812	781,623
V	1,306,357	1,592,254	2,898,611
VI	1,327,744	1,563,122	2,890,866
VII	840,304	1,068,276	1,908,580
IX	1,198,402	1,460,668	2,659,070
X	1,922,185	2,394,935	4,317,120
XI	1,899,986	2,409,377	4,309,363
XII	669,349	847,995	1,517,344
XIII	1,013,842	1,263,851	2,277,693
XIV	449,340	557,699	1,007,039
XV	1,008,865	1,238,118	2,246,983
XVI	887,781	1,082,864	1,970,645
	\$15,200,000	\$18,800,000	\$34,000,000

Memorandum

des moines area
community college

2006 ANKENY BLVD., ANKENY, IOWA 50021

PHONE 964-0651

DATE January 8, 1971

TO Instructional Staff Location

FROM Institutional Welfare Committee Location

RE: Salary Schedule and Fringe Benefits

The attached combination nine and twelve-month Index Salary Schedule applicable to your teaching area is being considered by the Welfare Committee for possible presentation to the DMACC Board of Education, if it meets with majority acceptance by the Instructional staff. At this time it is being presented to you for your review, reaction and recommendations. This schedule is not as inclusive as it might be, nor are the incremental or classification percentage differentials as great as might be desired. It is, however, representative of many salary schedules currently used by other schools and reasonably easy to adapt to a variable base. The vertical step increments are four percent and the horizontal increments between columns are ten percent up through Class IV and five percent through Class XI. The step and class increments are both calculated as a percent of the base figure at Class V, Step 0.

Placement on this schedule will be determined by:

- A. An assessment of each instructor's academic and occupational training or experience record.
- B. Meeting specific certification requirements relative to the various occupational or subject matter areas.
- C. Vertical or horizontal adjustments based on meeting placement qualifications and having affirmative recommendations by division directors, assistant superintendent of instruction and the approval of the superintendent.
- D. Occupational experience directly related to the appropriate teaching area.
- E. Career or teaching experience only counted once as a qualifying factor for either certification or placement.
- F. Approved occupational experience for vertical placement on the salary schedule equated to teaching experience at the rate of two years of work experience to one year of teaching experience.
- G. Approved occupational experience for classification or horizontal placement equated to post high school education on the basis of one year post high school education equal to two years related occupational experience. Post high school education may include formal college attendance or equated approved service school attendance. The latter to be equated to credit hours at the rate of 12 contact hours of approved service school to one quarter hour of formal college credit.
- H. Approved armed service schooling and industrial or specific institute may also be considered.

Limited funds will not permit total implementation of this schedule and the following limitations will probably be necessary:

1. No one to be approved for placement beyond Step 10.
2. No one to be approved for a salary adjustment in excess of \$1,000, or receive less than their present salary.
3. Any cost of living increase to be a fixed number of dollars or a percentage of a fixed base by occupational area.

Current Status

Using information in the Personnel files (not totally current or complete) and adhering to the placement criteria outline above, each instructor in Career Education, General Education or Related Education was placed on the attached schedule with the following results:

Health Service Occupations

Base Salary - 12 month - \$7,500
 9 month - \$6,000

Placement Status - 7 qualify for greater than present salary
 8 would receive less than present salary

Of the 8 staff members whose placement on this schedule would not qualify them for salaries equal to their present contract, 4 show deficits of less than \$200 each and 3 show deficits in excess of \$1,000 each. Of the 7 who qualify for an amount greater than their present salary, 1 could be eligible for \$1,250, 2 for approximately \$500 and the others \$200 or less.

Fringe Benefits

In addition to staff reactions to an Index Salary Schedule, the Welfare Committee would like staff opinion relative to the merits of seeking Board approval for certain additional fringe benefits along with the salary schedule or in lieu of same.

1. Increasing the current 80% Board support of our Hospital-Surgical Family Plan to 100%. This would cost approximately \$15,000.
2. Board support to pay the additional cost of improving the current Long Term Disability benefit so as to provide disability coverage at the end of 60 days rather than 90 days. This would cost approximately \$2,500.

Limited funds will not permit total implementation of this schedule and the following limitations will probably be necessary:

1. No one to be approved for placement beyond Step 10.
2. No one to be approved for a salary adjustment in excess of \$1,000, or receive less than their present salary.
3. Any cost of living increase to be a fixed number of dollars or a percentage of a fixed base by occupational area.

Current Status

Using information in the Personnel files (not totally current or complete) and adhering to the placement criteria outline above, each instructor in Career Education, General Education or Related Education was placed on the attached schedule with the following results:

Business Occupations

Base Salary - 12 month - \$8,500
 9 month - \$6,800.

Placement Status - 9 qualify for greater than present salary
 7 would receive less than present salary

Of the 9 staff members whose placement on this schedule would not qualify them for salaries equal to their present contract, 3 show deficits of over \$1,000. Of the staff qualifying for greater salaries than their present contract, 6 could be eligible for additional salaries of \$1,000 or more. All staff, categorized as Business Occupations staff, except one have a BA degree. Three have Masters degrees and the other considerable work experience.

Fringe Benefits

In addition to staff reactions to an Index Salary Schedule, the Welfare Committee would like staff opinion relative to the merits of seeking Board approval for certain additional fringe benefits along with the salary schedule or in lieu of same.

1. Increasing the current 80% Board support of our Hospital-Surgical Family Plan to 100%. This would cost approximately \$15,000.
2. Board support to pay the additional cost of improving the current Long Term Disability benefit so as to provide disability coverage at the end of 60 days rather than 90 days. This would cost approximately \$2,500.

Limited funds will not permit total implementation of this schedule and the following limitations will probably be necessary:

1. No one to be approved for placement beyond Step 10.
2. No one to be approved for a salary adjustment in excess of \$1,000, or receive less than their present salary.
3. Any cost of living increase to be a fixed number of dollars or a percentage of a fixed base by occupational area.

Current Status

Using information in the Personnel files (not totally current or complete) and adhering to the placement criteria outline above, each instructor in Career Education, General Education or Related Education was placed on the attached schedule with the following results:

Trade and Industrial Occupations

Base Salary - 12 month - \$9,500
 9 month - \$7,600

Placement Status - 12 qualify for greater than present salary
 8 would receive less than present salary

Of the 8 staff members whose placement on this schedule would not qualify them for salaries equal to their present contracts, 2 show a deficit of \$1,000, 3 would have a deficit of over \$500 and the remaining 3 deficits of less than \$500. Of the 12 who could qualify for additional salaries, 8 could qualify for amounts in excess of \$1,000. The amount in excess of \$1,000 would be nominal because of the 10th step limitations.

Fringe Benefits

In addition to staff reactions to an Index Salary Schedule, the Welfare Committee would like staff opinion relative to the merits of seeking Board approval for certain additional fringe benefits along with the salary schedule or in lieu of same.

1. Increasing the current 80% Board support of our Hospital-Surgical Family Plan to 100%. This would cost approximately \$15,000.
2. Board support to pay the additional cost of improving the current Long Term Disability benefit so as to provide disability coverage at the end of 60 days rather than 90 days. This would cost approximately \$2,500.

Limited funds will not permit total implementation of this schedule and the following limitations will probably be necessary:

1. No one to be approved for placement beyond Step 10.
2. No one to be approved for a salary adjustment in excess of \$1,000, or receive less than their present salary.
3. Any cost of living increase to be a fixed number of dollars or a percentage of a fixed base by occupational area.

Current Status

Using information in the Personnel files (not totally current or complete) and adhering to the placement criteria outline above, each instructor in Career Education, General Education or Related Education was placed on the attached schedule with the following results:

Technical Occupations

Base Salary - 12 month - \$10,500
 9 month - \$ 8,400

Placement Status - 6 qualify for greater than present salary
 7 would receive less than present salary

Of the 7 staff members whose present placement on this schedule would not qualify them for salaries equal to their present contract, 1 shows a deficit of \$2,000 and 4 show deficits in excess of \$700 each. Three staff could qualify for additional salaries in excess of \$3,000 and 3 others, \$1,000 or more, if it were not for the \$1,000 restriction. Extensive occupational experience recognition is the cause for the latter.

Fringe Benefits

In addition to staff reactions to an Index Salary Schedule, the Welfare Committee would like staff opinion relative to the merits of seeking Board approval for certain additional fringe benefits along with the salary schedule or in lieu of same.

1. Increasing the current 80% Board support of our Hospital-Surgical Family Plan to 100%. This would cost approximately \$15,000.
2. Board support to pay the additional cost of improving the current Long Term Disability benefit so as to provide disability coverage at the end of 60 days rather than 90 days. This would cost approximately \$2,500.

Limited funds will not permit total implementation of this schedule and the following limitations will probably be necessary:

1. No one to be approved for placement beyond Step 10.
2. No one to be approved for a salary adjustment in excess of \$1,000, or receive less than their present salary.
3. Any cost of living increase to be a fixed number of dollars or a percentage of a fixed base by occupational area.

Current Status

Using information in the Personnel files (not totally current or complete) and adhering to the placement criteria outline above, each instructor in Career Education, General Education or Related Education was placed on the attached schedule with the following results:

Related Instructors

	<u>9 mo.</u>	<u>12 mo.</u>
Base Salary - BA	\$7,250	\$9,062
MA	\$8,337	\$10,421

Placement Status - 6 qualify for greater than present salary
1 would receive less than present salary

All but one Related Instructor, if placed on this schedule, could be eligible for salaries in excess of their present contract. Five staff members, except for the maximum increase restriction, could be eligible for amounts in excess of \$1,000 or for an amount less than \$500.

Fringe Benefits

In addition to staff reactions to an Index Salary Schedule, the Welfare Committee would like staff opinion relative to the merits of seeking Board approval for certain additional fringe benefits along with the salary schedule or in lieu of same.

1. Increasing the current 80% Board support of our Hospital-Surgical Family Plan to 100%. This would cost approximately \$15,000.
2. Board support to pay the additional cost of improving the current Long Term Disability benefit so as to provide disability coverage at the end of 60 days rather than 90 days. This would cost approximately \$2,500.

Limited funds will not permit total implementation of this schedule and the following limitations will probably be necessary:

1. No one to be approved for placement beyond Step 10.
2. No one to be approved for a salary adjustment in excess of \$1,000, or receive less than their present salary.
3. Any cost of living increase to be a fixed number of dollars or a percentage of a fixed base by occupational area.

Current Status

Using information in the Personnel files (not totally current or complete) and adhering to the placement criteria outline above, each instructor in Career Education, General Education or Related Education was placed on the attached schedule with the following results:

General Education Instructors - Boone

		<u>9 mo.</u>	<u>12 mo.</u>
Base Salary -	BA	\$7,250	\$9,062
	MA	\$8,337	\$10,421

Placement Status - 10 qualify for greater than present salary
12 would receive less than present salary

Of the 12 staff members whose placement on this schedule would not qualify them for salaries equal to their present contract, 9 show deficits of \$1,500 or more and 3 of less than \$300 each. Those staff showing the large deficits are staff who have, and were given, credit for considerable teaching experience at some point in time. Of the 10 staff who could be eligible for additional salary, 4 could be eligible for \$500 or more and 6 for less than \$500.

Fringe Benefits

In addition to staff reactions to an Index Salary Schedule, the Welfare Committee would like staff opinion relative to the merits of seeking Board approval for certain additional fringe benefits along with the salary schedule or in lieu of same.

1. Increasing the current 80% Board support of our Hospital-Surgical Family Plan to 100%. This would cost approximately \$15,000.
2. Board support to pay the additional cost of improving the current Long Term Disability benefit so as to provide disability coverage at the end of 60 days rather than 90 days. This would cost approximately \$2,500.

Limited funds will not permit total implementation of this schedule and the following limitations will probably be necessary:

1. No one to be approved for placement beyond Step 10.
2. No one to be approved for a salary adjustment in excess of \$1,000, or receive less than their present salary.
3. Any cost of living increase to be a fixed number of dollars or a percentage of a fixed base by occupational area.

Current Status

Using information in the Personnel files (not totally current or complete) and adhering to the placement criteria outline above, each instructor in Career Education, General Education or Related Education was placed on the attached schedule with the following results:

General Education Instructors - Ankeny

		<u>9 mo.</u>	<u>12 mo.</u>
Base Salary -	BA	\$7,250	\$9,062
	MA	\$8,337	\$10,421

Placement Status - 9 qualify for greater than present salary
6 would receive less than present salary

Of the 6 staff members whose placement on this schedule would not qualify them for salaries equal to their present contract, 4 show a deficit of less than \$400 but two are in excess of \$2,000. These deficits for the most part result from the differences in the vertical increments in the "Salary Schedule Guide" used for initial placement and the proposed schedule. The latter provides for constant 4% vertical increments while the "Guide" provided for one 8% increment at Step 5. The two large deficits are a result of placement of staff in a critical area where supply and demand dictated salaries in excess of the norm. Staff eligible for greater salaries, the largest \$756, result in part from the differences in increments between the two schedules and placement variables.

Fringe Benefits

In addition to staff reactions to an Index Salary Schedule, the Welfare Committee would like staff opinion relative to the merits of seeking Board approval for certain additional fringe benefits along with the salary schedule or in lieu of same.

1. Increasing the current 80% Board support of our Hospital-Surgical Family Plan to 100%. This would cost approximately \$15,000.
2. Board support to pay the additional cost of improving the current Long Term Disability benefit so as to provide disability coverage at the end of 60 days rather than 90 days. This would cost approximately \$2,500.

3. Board support to provide a tuition allowance of \$175 per year for any Instructor or other professional employee to defray the cost of approved post-high school educational preparation. If half the eligible staff participated annually, the cost would approximate \$15,000.
4. Board support to provide sufficient funds to pay spouse an amount of money equal to the value of the accumulated sick leave benefits. (No cost estimate available at this time).

JA:jj
1/8/71

1970-71

- 12 month base (\$10,375)

General Education Schedule

9 month base \$8,300

STEP	I BA		II BA + 30		III MA		IV MA + 22.5		V MA + 45		VI PhD	
0	.90	7,470 (9,337)	.95	7,885 (9,856)	1.00	8,300 (10,375)	1.05	8,715 (10,893)	1.10	9,130 (11,412)	1.15	9,545 (11,931)
1	.94	7,802 (9,752)	.99	8,217 (10,271)	1.04	8,632 (10,790)	1.09	9,047 (11,308)	1.14	9,462 (11,827)	1.19	9,877 (12,346)
2	.98	8,134 (10,167)	1.03	8,549 (10,686)	1.08	8,964 (11,205)	1.13	9,379 (11,723)	1.18	9,794 (12,242)	1.23	10,209 (12,761)
3	1.02	8,466 (10,582)	1.07	8,881 (11,101)	1.12	9,296 (11,620)	1.17	9,711 (12,138)	1.22	10,126 (12,657)	1.27	10,541 (13,176)
4	1.06	8,798 (10,997)	1.11	9,213 (11,516)	1.16	9,628 (12,035)	1.21	10,043 (12,553)	1.26	10,458 (13,072)	1.31	10,873 (13,591)
5	1.10	9,130 (11,412)	1.15	9,545 (11,931)	1.20	9,960 (12,450)	1.25	10,375 (12,968)	1.30	10,790 (13,487)	1.35	11,205 (14,006)
6	1.14	9,462 (11,827)	1.19	9,877 (12,346)	1.24	10,292 (12,865)	1.29	10,707 (13,383)	1.34	11,122 (13,902)	1.39	11,537 (14,421)
7			1.23	10,209 (12,761)	1.28	10,624 (13,280)	1.33	11,039 (13,798)	1.38	11,454 (14,317)	1.43	11,869 (14,836)
8			1.27	10,541 (13,176)	1.32	10,956 (13,695)	1.37	11,371 (14,213)	1.42	11,786 (14,732)	1.47	12,201 (15,251)
9					1.36	11,288 (14,110)	1.41	11,703 (14,628)	1.46	12,118 (15,147)	1.51	12,533 (15,666)
10					1.40	11,620 (14,525)	1.45	12,035 (15,043)	1.50	12,450 (15,562)	1.55	12,865 (16,081)
11							1.49	12,367 (15,458)	1.54	12,782 (15,977)	1.59	13,197 (16,496)
12							1.53	12,699 (15,873)	1.58	13,114 (16,392)	1.63	13,529 (16,911)
13									1.62	13,446 (16,807)	1.67	13,861 (17,326)
14									1.66	13,778 (17,222)	1.71	14,193 (17,741)
15											1.75	14,525 (18,156)

BUSINESS OCCUPATIONS - 12 month base (\$8,500)
 9 month base \$6,800

STEP	I		II		III		IV		V		VI		VII		VIII		IX		X		XI		STEP
	V/C		V/C +		V/C +		V/C +		V/C +		V/C + BA+		V/C + BA+		V/C + MA		V/C + MA+		V/C + MA+		V/C +		
			1 yr PH		2 yr PH		3 yr PH		BA or 3		22.5 qb or		45 qb or		or MA+ 5		22.5 qb or		45 qb or		PhD		
			or 2 yrs		or 4 yrs		or 6 yrs		yrs ROE		8 yrs ROE		8 yrs ROE		yrs ROE		BA+ 5 yrs		BA+5 yr ROE		+ 45 qb		
			ROE		ROE		ROE		ROE		+ 22.5 qb		+ 45 qb		ROE		ROE+22.5 qb		ROE		ROE		
0	.60	4,080	.70	4,760	.80	5,440	.90	6,120	1.00	6,800	1.05	7,140	1.10	7,480	1.15	7,820	1.20	8,160	1.25	8,500	1.30	8,840	0
		(5,100)		(5,950)		(6,800)		(7,650)		(8,500)		(8,925)		(9,350)		(9,775)		(10,200)		(10,625)		(11,475)	
1	.64	4,352	.74	5,032	.84	5,712	.94	6,392	1.04	7,072	1.09	7,412	1.14	7,752	1.19	8,092	1.24	8,432	1.29	8,772	1.34	9,112	1
		(5,440)		(6,290)		(7,140)		(7,990)		(8,840)		(9,265)		(9,690)		(10,115)		(10,540)		(10,965)		(11,815)	
2	.68	4,624	.78	5,304	.88	5,984	.98	6,664	1.08	7,344	1.13	7,684	1.18	8,024	1.23	8,364	1.28	8,704	1.33	9,044	1.38	9,384	2
		(5,780)		(6,630)		(7,480)		(8,330)		(9,180)		(9,605)		(10,030)		(10,445)		(10,880)		(11,305)		(12,155)	
3	.72	4,896	.82	5,576	.92	6,256	1.02	6,936	1.12	7,616	1.17	7,956	1.22	8,296	1.27	8,636	1.32	8,976	1.37	9,316	1.42	9,656	3
		(6,120)		(6,970)		(7,820)		(8,670)		(9,520)		(9,945)		(10,370)		(10,795)		(11,220)		(11,645)		(12,495)	
4	.76	5,168	.86	5,848	.96	6,528	1.06	7,208	1.16	7,888	1.21	8,228	1.26	8,568	1.31	8,908	1.36	9,248	1.41	9,588	1.46	9,928	4
		(6,460)		(7,310)		(8,160)		(9,010)		(9,860)		(10,285)		(10,710)		(11,135)		(11,560)		(11,985)		(12,835)	
5	.80	5,440	.90	6,120	1.00	6,800	1.10	7,480	1.20	8,160	1.25	8,500	1.30	8,840	1.35	9,180	1.40	9,520	1.45	9,860	1.50	10,200	5
		(6,800)		(7,650)		(8,500)		(9,350)		(10,200)		(10,625)		(11,050)		(11,475)		(11,900)		(12,345)		(13,175)	
6	.84	5,712	.94	6,392	1.04	7,072	1.14	7,752	1.24	8,432	1.29	8,772	1.34	9,112	1.39	9,452	1.44	9,792	1.49	10,132	1.54	10,472	6
		(7,140)		(7,990)		(8,840)		(9,690)		(10,540)		(10,965)		(11,390)		(11,815)		(12,240)		(12,665)		(13,515)	
7	.88	5,984	.98	6,664	1.08	7,344	1.18	8,024	1.28	8,704	1.33	9,044	1.38	9,384	1.43	9,724	1.48	10,064	1.53	10,404	1.58	10,744	7
		(7,480)		(8,330)		(9,180)		(10,030)		(10,880)		(11,305)		(11,730)		(12,155)		(12,580)		(13,005)		(13,855)	
8	.92	6,256	1.02	6,936	1.12	7,616	1.22	8,296	1.32	8,976	1.37	9,316	1.42	9,656	1.47	9,996	1.52	10,336	1.57	10,676	1.62	11,016	8
		(7,820)		(8,670)		(9,520)		(10,370)		(11,220)		(11,645)		(12,070)		(12,495)		(12,920)		(13,345)		(14,195)	
9	.96	6,528	1.06	7,208	1.16	7,888	1.26	8,568	1.36	9,248	1.41	9,588	1.46	9,928	1.51	10,268	1.56	10,608	1.61	10,948	1.66	11,288	9
		(8,160)		(9,010)		(9,860)		(10,710)		(11,560)		(11,985)		(12,410)		(12,835)		(13,260)		(13,685)		(14,535)	
10	1.00	6,800	1.10	7,480	1.20	8,160	1.30	8,840	1.40	9,520	1.45	9,860	1.50	10,200	1.55	10,540	1.60	10,880	1.65	11,220	1.70	11,560	10
		(8,500)		(9,350)		(10,200)		(10,050)		(11,900)		(12,325)		(12,750)		(13,175)		(13,600)		(14,025)		(14,875)	
11	1.04	7,072	1.14	7,752	1.24	8,432	1.34	9,112	1.44	9,792	1.49	10,132	1.54	10,472	1.59	10,812	1.64	11,152	1.69	11,492	1.74	11,832	11
		(8,840)		(9,690)		(10,540)		(11,390)		(12,240)		(12,665)		(13,090)		(13,515)		(13,940)		(14,365)		(15,215)	
12	1.08	7,344	1.18	8,024	1.28	8,704	1.38	9,384	1.48	10,064	1.53	10,404	1.58	10,744	1.63	11,084	1.68	11,424	1.73	11,764	1.78	12,104	12
		(9,180)		(10,030)		(10,880)		(11,730)		(12,580)		(13,005)		(13,430)		(13,855)		(14,280)		(14,705)		(15,555)	
13	1.12	7,616	1.22	8,296	1.32	8,976	1.42	9,656	1.52	10,336	1.57	10,676	1.62	11,016	1.67	11,356	1.72	11,696	1.77	12,036	1.82	12,376	13
		(9,520)		(10,370)		(11,220)		(12,070)		(12,920)		(13,345)		(13,770)		(14,195)		(14,620)		(15,045)		(15,895)	
14	1.16	7,888	1.26	8,568	1.36	9,248	1.46	9,928	1.56	10,608	1.61	10,948	1.66	11,288	1.71	11,628	1.76	11,968	1.81	12,308	1.86	12,648	14
		(9,860)		(10,710)		(11,560)		(12,410)		(13,260)		(13,685)		(14,110)		(14,535)		(14,960)		(15,385)		(16,235)	
15	1.20	8,160	1.30	8,840	1.40	9,520	1.50	10,200	1.60	10,880	1.65	11,220	1.70	11,560	1.75	11,900	1.80	12,240	1.85	12,580	1.90	12,920	15
		(10,200)		(11,050)		(11,900)		(12,750)		(13,600)		(14,025)		(14,450)		(14,875)		(15,300)		(15,725)		(16,575)	

HEALTH SERVICE OCCUPATIONS - 12 month base (\$7,500)
 9 month base \$6,000

STEP	I V/C	II V/C + 1 yr RH or 2 yrs ROE	III V/C + 2 yr RH or 4 yrs ROE	IV V/C + 3 yr RH or 6 yrs ROE	V V/C + BA or 8 yrs ROE	VI V/C + BA+ 22.5 qh or 8 yrs ROE + 22.5 qh	VII V/C + BA+ 45 qh or 8 yrs ROE + 45 qh	VIII V/C + MA or BA+ 5 yrs ROE	IX V/C + MA+ 22.5 qh or BA+ 5 yrs ROE+22.5 qh	X V/C + MA+ 45 qh or BA+5 yr ROE + 45 qh	XI V/C + 2nd	STEP
0	.60 3,600 (4,500)	.70 4,200 (5,250)	.80 4,800 (6,000)	.90 5,400 (6,750)	1.00 6,000 (7,500)	1.05 6,300 (7,875)	1.10 6,600 (8,250)	1.15 6,900 (8,625)	1.20 7,200 (9,000)	1.25 7,500 (9,375)	1.30 7,800 (10,125)	0
1	.64 3,840 (4,800)	.74 4,440 (5,550)	.84 5,040 (6,300)	.94 5,640 (7,050)	1.04 6,240 (7,800)	1.09 6,540 (8,175)	1.14 6,840 (8,550)	1.19 7,140 (8,925)	1.24 7,440 (9,300)	1.29 7,740 (9,675)	1.34 8,040 (10,425)	1
2	.68 4,080 (5,100)	.78 4,680 (5,850)	.88 5,280 (6,600)	.98 5,880 (7,350)	1.08 6,480 (8,100)	1.13 6,780 (8,475)	1.18 7,080 (8,850)	1.23 7,380 (9,225)	1.28 7,680 (9,600)	1.33 7,980 (9,975)	1.38 8,280 (10,725)	2
3	.72 4,320 (5,400)	.82 4,920 (6,150)	.92 5,520 (6,900)	1.02 6,120 (7,650)	1.12 6,720 (8,400)	1.17 7,020 (8,775)	1.22 7,320 (9,150)	1.27 7,620 (9,525)	1.32 7,920 (9,900)	1.37 8,220 (10,275)	1.42 8,520 (11,025)	3
4	.76 4,560 (5,700)	.86 5,160 (6,450)	.96 5,760 (7,200)	1.06 6,360 (7,950)	1.16 6,960 (8,700)	1.21 7,260 (9,075)	1.26 7,560 (9,450)	1.31 7,860 (9,825)	1.36 8,160 (10,200)	1.41 8,460 (10,575)	1.46 8,760 (11,325)	4
5	.80 4,800 (6,000)	.90 5,400 (6,750)	1.00 6,000 (7,500)	1.10 6,600 (8,250)	1.20 7,200 (9,000)	1.25 7,500 (9,375)	1.30 7,800 (9,750)	1.35 8,100 (10,125)	1.40 8,400 (10,500)	1.45 8,700 (10,875)	1.50 9,000 (11,625)	5
6	.84 5,040 (6,300)	.94 5,640 (7,050)	1.04 6,240 (7,800)	1.14 6,840 (8,550)	1.24 7,440 (9,300)	1.29 7,740 (9,675)	1.34 8,040 (10,050)	1.39 8,340 (10,425)	1.44 8,640 (10,800)	1.49 8,940 (11,175)	1.54 9,240 (11,925)	6
7	.88 5,280 (6,600)	.98 5,880 (7,350)	1.08 6,480 (8,100)	1.18 7,080 (8,850)	1.28 7,680 (9,600)	1.33 7,980 (9,975)	1.38 8,280 (10,350)	1.43 8,580 (10,725)	1.48 8,880 (11,100)	1.53 9,180 (11,475)	1.58 9,480 (12,225)	7
8	.92 5,520 (6,900)	1.02 6,120 (7,650)	1.12 6,720 (8,400)	1.22 7,320 (9,150)	1.32 7,920 (9,900)	1.37 8,220 (10,275)	1.42 8,520 (10,650)	1.47 8,820 (11,025)	1.52 9,120 (11,400)	1.57 9,420 (11,775)	1.62 9,720 (12,525)	8
9	.96 5,760 (7,200)	1.06 6,360 (7,950)	1.16 6,960 (8,700)	1.26 7,560 (9,450)	1.36 8,160 (10,200)	1.41 8,460 (10,575)	1.46 8,760 (10,950)	1.51 9,060 (11,325)	1.56 9,360 (11,700)	1.61 9,660 (12,075)	1.66 9,960 (12,825)	9
10	1.00 6,000 (7,500)	1.10 6,600 (8,250)	1.20 7,200 (9,000)	1.30 7,800 (9,750)	1.40 8,400 (10,500)	1.45 8,700 (10,875)	1.50 9,000 (11,250)	1.55 9,300 (11,625)	1.60 9,600 (12,000)	1.65 9,900 (12,375)	1.70 10,200 (13,125)	10
11	1.04 6,240 (7,800)	1.14 6,840 (8,550)	1.24 7,440 (9,300)	1.34 8,040 (10,050)	1.44 8,640 (10,800)	1.49 8,940 (11,175)	1.54 9,240 (11,550)	1.59 9,540 (11,925)	1.64 9,840 (12,300)	1.69 10,140 (12,675)	1.74 10,440 (13,425)	11
12	1.08 6,480 (8,100)	1.18 7,080 (8,850)	1.28 7,680 (9,600)	1.38 8,280 (10,350)	1.48 8,880 (11,100)	1.53 9,180 (11,475)	1.58 9,480 (11,850)	1.63 9,780 (12,225)	1.68 10,080 (12,600)	1.73 10,380 (12,975)	1.78 10,680 (13,725)	12
13	1.12 6,720 (8,400)	1.22 7,320 (9,150)	1.32 7,920 (9,900)	1.42 8,520 (10,650)	1.52 9,120 (11,400)	1.57 9,420 (11,775)	1.62 9,720 (12,150)	1.67 10,020 (12,525)	1.72 10,320 (12,900)	1.77 10,620 (13,275)	1.82 10,920 (14,025)	13
14	1.16 6,960 (8,700)	1.26 7,560 (9,450)	1.36 8,160 (10,200)	1.46 8,760 (10,950)	1.56 9,360 (11,700)	1.61 9,660 (12,075)	1.66 9,960 (12,450)	1.71 10,260 (12,825)	1.76 10,560 (13,200)	1.81 10,860 (13,575)	1.86 11,160 (14,325)	14
15	1.20 7,200 (9,000)	1.30 7,800 (9,750)	1.40 8,400 (10,500)	1.50 9,000 (11,250)	1.60 9,600 (12,000)	1.65 9,900 (12,375)	1.70 10,200 (12,750)	1.75 10,500 (13,125)	1.80 10,800 (13,500)	1.85 11,100 (13,875)	1.90 11,400 (14,625)	15

TRADE AND INDUSTRIAL OCCUPATIONS

12 month base (\$9,500)
9 month base \$7,600

STEP	I		II		III		IV		V		VI		VII		VIII		IX		X		XI		STEP
	V/C	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +	V/C +		
		1 yr MI or 2 yrs ROE	2 yr PH or 4 yrs ROE	3 yr MI or 6 yrs ROE	RA or 8 yrs ROE	22.5 qh or 8 yrs ROE + 22.5 qh	45 qh or 8 yrs ROE + 45 qh	or RA+ 5 yrs ROE	22.5 qh or RA+ 5 yrs ROE+22.5 qh	45 qh or RA+5 yrs ROE + 45 qh	or RA+ 5 yrs ROE	22.5 qh or RA+ 5 yrs ROE+22.5 qh	45 qh or RA+5 yrs ROE + 45 qh	or RA+ 5 yrs ROE	22.5 qh or RA+ 5 yrs ROE+22.5 qh	45 qh or RA+5 yrs ROE + 45 qh	or RA+ 5 yrs ROE	22.5 qh or RA+ 5 yrs ROE+22.5 qh	45 qh or RA+5 yrs ROE + 45 qh	or RA+ 5 yrs ROE	22.5 qh or RA+ 5 yrs ROE+22.5 qh	45 qh or RA+5 yrs ROE + 45 qh	
0	.50	4,560	.70	5,320	.80	6,080	.90	6,840	1.00	7,600	1.05	7,980	1.10	8,360	1.15	8,740	1.20	9,120	1.25	9,500	1.30	9,880	0
		(5,700)		(6,650)		(7,600)		(8,550)		(9,500)		(9,975)		(10,450)		(10,925)		(11,400)		(11,875)		(12,825)	
1	.64	4,864	.74	5,624	.84	6,384	.94	7,144	1.04	7,904	1.09	8,284	1.14	8,664	1.19	9,044	1.24	9,424	1.29	9,804	1.34	10,184	1
		(6,080)		(7,030)		(7,980)		(8,930)		(9,880)		(10,355)		(10,830)		(11,305)		(11,780)		(12,255)		(13,205)	
2	.68	5,168	.78	5,928	.88	6,688	.98	7,448	1.08	8,208	1.13	8,588	1.18	8,968	1.23	9,348	1.28	9,728	1.33	10,108	1.38	10,488	2
		(6,460)		(7,410)		(8,360)		(9,310)		(10,260)		(10,735)		(11,210)		(11,685)		(12,160)		(12,635)		(13,585)	
3	.72	5,472	.82	6,232	.92	6,992	1.02	7,752	1.12	8,512	1.17	8,892	1.22	9,272	1.27	9,652	1.32	10,032	1.37	10,412	1.42	10,792	3
		(6,840)		(7,790)		(8,740)		(9,690)		(10,640)		(11,115)		(11,590)		(12,065)		(12,540)		(13,015)		(13,965)	
4	.76	5,776	.86	6,536	.96	7,296	1.06	8,056	1.16	8,816	1.21	9,196	1.26	9,576	1.31	9,956	1.36	10,336	1.41	10,716	1.46	11,096	4
		(7,220)		(8,170)		(9,120)		(10,070)		(11,020)		(11,495)		(11,970)		(12,445)		(12,920)		(13,395)		(14,345)	
5	.80	6,080	.90	6,840	1.00	7,600	1.10	8,360	1.20	9,120	1.25	9,500	1.30	9,880	1.35	10,260	1.40	10,640	1.45	11,020	1.50	11,400	5
		(7,600)		(8,550)		(9,500)		(10,450)		(11,400)		(11,875)		(12,350)		(12,825)		(13,300)		(13,775)		(14,725)	
6	.84	6,384	.94	7,144	1.04	7,904	1.14	8,664	1.24	9,424	1.29	9,804	1.34	10,184	1.39	10,564	1.44	10,944	1.49	11,324	1.54	11,704	6
		(7,980)		(8,930)		(9,880)		(10,830)		(11,780)		(12,255)		(12,730)		(13,205)		(13,680)		(14,155)		(15,105)	
7	.88	6,688	.98	7,448	1.08	8,208	1.18	8,968	1.28	9,728	1.33	10,108	1.38	10,488	1.43	10,868	1.48	11,248	1.53	11,628	1.58	12,008	7
		(8,360)		(9,310)		(10,260)		(11,210)		(12,160)		(12,635)		(13,110)		(13,585)		(14,060)		(14,535)		(15,485)	
8	.92	6,992	1.02	7,752	1.12	8,512	1.22	9,272	1.32	10,032	1.37	10,412	1.42	10,792	1.47	11,172	1.52	11,552	1.57	11,932	1.62	12,312	8
		(8,740)		(9,690)		(10,640)		(11,590)		(12,540)		(13,015)		(13,490)		(13,965)		(14,440)		(14,915)		(15,865)	
9	.96	7,296	1.06	8,056	1.16	8,816	1.26	9,576	1.36	10,336	1.41	10,716	1.46	11,096	1.51	11,476	1.56	11,856	1.61	12,236	1.66	12,616	9
		(9,120)		(10,070)		(11,020)		(11,970)		(12,920)		(13,395)		(13,870)		(14,345)		(14,820)		(15,295)		(16,245)	
10	1.00	7,600	1.10	8,360	1.20	9,120	1.30	9,880	1.40	10,640	1.45	11,020	1.50	11,400	1.55	11,780	1.60	12,160	1.65	12,540	1.70	12,920	10
		(9,500)		(10,450)		(11,400)		(12,350)		(13,300)		(13,775)		(14,250)		(14,725)		(15,200)		(15,675)		(16,625)	
11	1.04	7,904	1.14	8,664	1.24	9,424	1.34	10,184	1.44	10,944	1.49	11,324	1.54	11,704	1.59	12,084	1.64	12,464	1.69	12,844	1.74	13,224	11
		(9,880)		(10,830)		(11,780)		(12,730)		(13,680)		(14,155)		(14,630)		(15,105)		(15,580)		(16,055)		(17,005)	
12	1.08	8,208	1.18	8,968	1.28	9,728	1.38	10,488	1.48	11,248	1.53	11,628	1.58	12,008	1.63	12,388	1.68	12,768	1.73	13,148	1.78	13,528	12
		(10,260)		(11,210)		(12,160)		(13,110)		(14,060)		(14,535)		(15,010)		(15,485)		(15,960)		(16,435)		(17,385)	
13	1.12	8,512	1.22	9,272	1.32	10,032	1.42	10,792	1.52	11,552	1.57	11,932	1.62	12,312	1.67	12,692	1.72	13,072	1.77	13,452	1.82	13,832	13
		(10,640)		(11,590)		(12,540)		(13,490)		(14,440)		(14,915)		(15,390)		(15,865)		(16,340)		(16,815)		(17,765)	
14	1.16	8,816	1.26	9,576	1.36	10,336	1.46	11,096	1.56	11,856	1.61	12,236	1.66	12,616	1.71	12,996	1.76	13,376	1.81	13,756	1.86	14,136	14
		(11,020)		(11,970)		(12,920)		(13,870)		(14,820)		(15,295)		(15,770)		(16,245)		(16,720)		(17,195)		(18,145)	
15	1.20	9,120	1.30	9,880	1.40	10,640	1.50	11,400	1.60	12,160	1.65	12,540	1.70	12,920	1.75	13,300	1.80	13,680	1.85	14,060	1.90	14,440	15
		(11,400)		(12,350)		(13,300)		(14,250)		(15,200)		(15,675)		(16,150)		(16,625)		(17,100)		(17,575)		(18,525)	

TECHNICAL OCCUPATIONS - 12 month base (\$10,500)
 9 month base \$ 8,400

STEP	I V/C	II V/C + 1 yr PH or 2 yrs ROE	III V/C + 2 yr PH or 4 yrs ROE	IV V/C + 3 yr PH or 6 yrs ROE	V V/C + BA or 8 yrs ROE	VI V/C + BA+ 22.5 qh or 8 yrs ROE + 22.5 qh	VII V/C + BA+ 45 qh or 8 yrs ROE + 45 qh	VIII V/C + MA or BA+ 5 yrs ROE	IX V/C + MA+ 22.5 qh or BA+ 5 yrs ROE+22.5 qh	X V/C + MA+ 45 qh or BA+5 yrs ROE + 45 qh	XI V/C + PH	STEP											
0	.60	5,040	.70	5,880	.80	6,720	.90	7,560	1.00	8,400	1.05	8,820	1.10	9,240	1.15	9,660	1.20	10,080	1.25	10,500	1.30	10,920	0
		(6,300)		(7,350)		(8,400)		(9,450)		(10,500)		(11,025)		(11,550)		(12,075)		(12,600)		(13,125)		(14,175)	
1	.64	5,376	.74	6,216	.84	7,056	.94	7,896	1.04	8,736	1.09	9,156	1.14	9,576	1.19	9,996	1.24	10,416	1.29	10,836	1.34	11,256	1
		(6,720)		(7,770)		(8,820)		(9,870)		(10,920)		(11,445)		(11,970)		(12,495)		(13,020)		(13,545)		(14,595)	
2	.68	5,712	.78	6,552	.88	7,392	.98	8,232	1.08	9,072	1.13	9,492	1.18	9,912	1.23	10,332	1.28	10,752	1.33	11,172	1.38	11,592	2
		(7,140)		(8,190)		(9,240)		(10,290)		(11,340)		(11,865)		(12,390)		(12,915)		(13,440)		(13,965)		(15,015)	
3	.72	6,048	.82	6,888	.92	7,728	1.02	8,568	1.12	9,408	1.17	9,828	1.22	10,248	1.27	10,668	1.32	11,088	1.37	11,508	1.42	11,928	3
		(7,560)		(8,610)		(9,660)		(10,710)		(11,760)		(12,285)		(12,810)		(13,335)		(13,860)		(14,385)		(15,435)	
4	.76	6,384	.86	7,224	.96	8,064	1.06	8,904	1.16	9,744	1.21	10,164	1.26	10,584	1.31	11,004	1.36	11,424	1.41	11,844	1.46	12,264	4
		(7,980)		(9,030)		(10,080)		(11,130)		(12,180)		(12,705)		(13,260)		(13,755)		(14,280)		(14,805)		(15,855)	
5	.80	6,720	.90	7,560	1.00	8,400	1.10	9,240	1.20	10,080	1.25	10,500	1.30	10,920	1.35	11,340	1.40	11,760	1.45	12,180	1.50	12,600	5
		(8,400)		(9,450)		(10,500)		(11,550)		(12,600)		(13,125)		(13,650)		(14,175)		(14,700)		(15,225)		(16,275)	
6	.84	7,056	.94	7,896	1.04	8,736	1.14	9,576	1.24	10,416	1.29	10,836	1.34	11,256	1.39	11,676	1.44	12,096	1.49	12,516	1.54	12,936	6
		(8,820)		(9,870)		(10,920)		(11,970)		(13,020)		(13,545)		(14,070)		(14,595)		(15,120)		(15,645)		(16,695)	
7	.88	7,392	.98	8,232	1.08	9,072	1.18	9,912	1.28	10,752	1.33	11,172	1.38	11,592	1.43	12,012	1.48	12,432	1.53	12,852	1.58	13,272	7
		(9,240)		(10,290)		(11,340)		(12,390)		(13,440)		(13,965)		(14,490)		(15,015)		(15,540)		(16,065)		(17,115)	
8	.92	7,728	1.02	8,568	1.12	9,408	1.22	10,248	1.32	11,088	1.37	11,508	1.42	11,928	1.47	12,348	1.52	12,768	1.57	13,188	1.62	13,608	8
		(9,660)		(10,710)		(11,760)		(12,810)		(13,860)		(14,385)		(14,910)		(15,435)		(15,960)		(16,485)		(17,535)	
9	.96	8,064	1.06	8,904	1.16	9,744	1.26	10,584	1.36	11,424	1.41	11,844	1.46	12,264	1.51	12,684	1.56	13,104	1.61	13,524	1.66	13,944	9
		(10,080)		(11,130)		(12,180)		(13,230)		(14,280)		(14,805)		(15,330)		(15,855)		(16,380)		(16,905)		(17,955)	
10	1.00	8,400	1.10	9,240	1.20	10,080	1.30	10,920	1.40	11,760	1.45	12,180	1.50	12,600	1.55	13,020	1.60	13,440	1.65	13,860	1.70	14,280	10
		(10,500)		(11,550)		(12,600)		(13,650)		(14,700)		(15,225)		(15,750)		(16,275)		(16,800)		(17,325)		(18,375)	
11	1.04	8,736	1.14	9,576	1.24	10,416	1.34	11,256	1.44	12,096	1.49	12,516	1.54	12,936	1.59	13,356	1.64	13,776	1.69	14,196	1.74	14,616	11
		(10,920)		(11,970)		(13,020)		(14,070)		(15,120)		(15,645)		(16,170)		(16,695)		(17,220)		(17,745)		(18,795)	
12	1.08	9,072	1.18	9,912	1.28	10,752	1.38	11,592	1.48	12,432	1.53	12,852	1.58	13,272	1.63	13,692	1.68	14,112	1.73	14,532	1.78	14,952	12
		(11,340)		(12,390)		(13,440)		(14,490)		(15,540)		(16,065)		(16,590)		(17,115)		(17,640)		(18,165)		(19,215)	
13	1.12	9,408	1.22	10,248	1.32	11,088	1.42	11,928	1.52	12,768	1.57	13,188	1.62	13,608	1.67	14,028	1.72	14,448	1.77	14,868	1.82	15,288	13
		(11,760)		(12,810)		(13,860)		(14,910)		(15,960)		(16,485)		(17,010)		(17,535)		(18,060)		(18,585)		(19,635)	
14	1.16	9,744	1.26	10,584	1.36	11,424	1.46	12,264	1.56	13,104	1.61	13,524	1.66	13,944	1.71	14,364	1.76	14,784	1.81	15,204	1.86	15,624	14
		(12,180)		(13,230)		(14,280)		(15,330)		(16,380)		(16,905)		(17,430)		(17,955)		(18,480)		(19,005)		(20,055)	
15	1.20	10,080	1.30	10,920	1.40	11,760	1.50	12,600	1.60	13,440	1.65	13,860	1.70	14,280	1.75	14,700	1.80	15,120	1.85	15,540	1.90	15,960	15
		(12,600)		(13,650)		(14,700)		(15,750)		(16,800)		(17,325)		(17,850)		(18,375)		(18,900)		(19,425)		(20,475)	

January, 1971

AG SUPPLY

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TERMINATIONS

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Clair Leeper
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Pioneer Hybrid Seed Corn Company
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NEW APPOINTMENTS

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TERMINATIONS

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AUTO MECHANICS

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Axtell Ford
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Walter Diedrich, Instructor
(Ex Officio)
Iowa State University
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Doughten Auto Supply
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Harold Volger, Owner
Volger, Nieman Chevrolet, Inc.
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NEW APPOINTMENTS

Charles Gabus
Charles Gabus Ford
333 Fifth
West Des Moines, Iowa 50265
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Dennis Hammond
Iowa Auto Electrical Service
215 E. Walnut
Des Moines, Iowa 50309
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Ray Lauterback
Lauterback Chevrolet
805 Railroad
Perry, Iowa 50220
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Ron Livingston
Service Manager
Friedmans
East Second and Grand
Des Moines, Iowa 50309
Telephone: 288-7291

Leo McGowan
Service Manager
Dewey Ford, Incorporated
East Fourth and Grand
Des Moines, Iowa 50309
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Lysle White
White's DX
R.R. 1
Kellogg, Iowa 50135
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526-3116 (home)

TERMINATIONS

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Vice President
Betts Cadillac
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Keith Bell, Owner
Keith Bell Motors, Inc.
Winterset, Iowa 50273
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Howard Crabb, Owner
Auto Electric
Guthrie Center, Iowa 50115
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Dale Salisbury
Service Manager
Motor Sales and Service
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LeRoy W. Scheuermann, Proprietor
Grand Avenue Service
Ames, Iowa 50010
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AUTO MECHANICS

Page 2

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Dwight Shaw

Service Manager

Albia Motor Company

Albia, Iowa 52531

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Clarence Small, Owner

Ames Tune Up

Ames, Iowa 50010

Telephone: 232-2375

Rudy Ulrich, Owner

Ulrich Motor Company

Pella, Iowa 50219

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A.R. VanderPloeg, Owner

VanderPloeg Motor

Monroe, Iowa 50170

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January, 1971

AUTO PARTS SPECIALIST

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David Mattson Company
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William Doughten
Doughten Auto Parts
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Avon Hall
Mathison Motor Company
323 Fifth Street
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NEW APPOINTMENTS

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Hawkeye Auto Supply Incorporated
3321 E. 14th Street
Des Moines, Iowa 50316
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Electrical Service & Sales Company
1313 Walnut
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TERMINATIONS

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January, 1971

BOOKKEEPING-ACCOUNTING

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Maytag Company
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Less Ullestad
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NEW APPOINTMENTS

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Personnel Analyst
Payroll Programs Administration
Iowa Merit Employment Commission
Grimes State Office Building
Des Moines, Iowa 50319
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TERMINATIONS

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Merit Baking Company
Industrial Park
Boone, Iowa 50036
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Mrs. William Mahoney
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114 North Howard
Indianola, Iowa 50125
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BUILDING TRADES

ACTIVE

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Field Secretary
Iowa Lumbermen's Assn.
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Des Moines, Iowa 50310
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Bower & Bower Construction Co.
510 South First Street
Perry, Iowa 50220
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Frank Lint
Frank Lint Home Builders
118 Westview Shopping Center
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Master Builders of Iowa
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NEW APPOINTMENTS

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Portland Cement Assn.
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TERMINATIONS

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CHILD CARE

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Miss Leone Johnson
Maternal & Child Health
Iowa State Department of Health
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Des Moines, Iowa 50319
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Larry Scales
Iowa Childrens Home Society
1101 Walnut
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NEW APPOINTMENTS

Mrs. Ann Caldwell
Methodist Hill Childrens Center
First United Methodist Church
Tenth and Pleasant
Des Moines, Iowa 50309
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Mrs. Sally Gibson
Plymouth Church Nursery School
4126 Ingersoll
Des Moines, Iowa 50312
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TERMINATIONS

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Catholic Charities
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January, 1971

COMMERCIAL ART

ACTIVE

None

NEW APPOINTMENTS

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Des Moines Register & Tribune
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Moreland Champ
Art Director
KRNT TV
Ninth and Pleasant
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Mrs. Karol LaCasse, Designer
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John Huseby
Art Director
Publications Office
Iowa State University
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Personnel Director
The Vernon Company
Newton, Iowa 50208
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Harold Sommers
Creative Consultant
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Vic Smith
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Younkers
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Bob Tiernan
Director - Promotion
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284-9011

TERMINATIONS

None

COMMERCIAL HORTICULTURE

ACTIVE

None

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NEW APPOINTMENTS

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TERMINATIONS

None

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Ames Nursery
Highway 69
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Ed Clark, Manager & Owner
Rosehill Nursery
Panora, Iowa 50216
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Bob Dickenson, Manager
City of Des Moines Nursery
1538 Second Avenue
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Telephone: 283-4148

Nick Dunn, Superintendent
Hyperion Field Club
Grimes, Iowa 50111
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Fred Folden, Owner
Bach Wholesale Floral Company
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CONDITIONED AIR

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TERMINATIONS

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Isyador Kolmen
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January, 1971

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ACTIVE

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Carroll, Iowa 51401
Telephone: 792-3557

NEW APPOINTMENTS

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Hospital Administrator
St. Anthony Hospital
Carroll, Iowa 51401
Telephone: 792-3581

Paul T. Cawley, M.D.
Kuker Clinic
726 North Carroll
Carroll, Iowa 51401
Telephone: 792-4311

Mrs. Joan Fangman, R.N.
235 Hillcrest Drive
Carroll, Iowa 51401
Telephone: 792-3640

Francis Fay, R.N.
Nursing Service Director
St. Anthony Hospital
Carroll, Iowa 51401
Telephone: 792-3581

Mrs. Vera Herwig, LPN
President of National Federation
of Licensed Practical Nurses
1405 North Adams
Carroll, Iowa 51401
Telephone: 792-2705

Mr. Lester Joens
Manning, Iowa 51455
Telephone: 653-7321

Mrs. Myrna Snyder, R.N.
County Board of Health
Breda, Iowa 51436
Telephone: 653-1729

Mrs. Doris Walkup, R.N.
Carroll County Public Health Nurse
Carroll County Court House
Carroll, Iowa 51401
(R.R. 3
Glidden, Iowa 51443 - home)
Telephone: 792-9517

TERMINATIONS

None

January, 1971

PRINTING

ACTIVE

Carl Beers
Idea Press
1118 Wilson Avenue
Perry, Iowa 50220
Telephone: 465-2591

Robert Bywater, Manager
Plain Talk Publishers
511 East Sixth Street
Des Moines, Iowa 50309
Telephone: 282-0485

K.P. Garner
Secretary-Treasurer
Garner Publishing Company
1636 Locust
Des Moines, Iowa 50309
Telephone: 282-8146

W.D. Ledbetter, Editor
Nevada Journal
1133 Sixth Street
Nevada, Iowa 50201
Telephone: 382-2161

Hollis Nordyke, Publisher
Ames Daily Tribune
Ames, Iowa 50010
Telephone: 232-2160

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South Central Iowa Federation
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2000 Walker Street
Des Moines, Iowa 50317
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Lyle Smithson
Industrial Coordinator
Tech High School
18th and Grand
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NEW APPOINTMENTS

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Vice President & General Manager
Dun-Lap Manufacturing Company
Newton, Iowa 50208
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Fred Yoder
Meredith Printing
5701 Park Avenue
Des Moines, Iowa 50321
Telephone: 284-9011

TERMINATIONS

F.A. Dunn
Chairman of Board
Dun-Lap Manufacturing Company
Newton, Iowa 50208
Telephone: 792-1420

John Holley, President
Graphic Forms, Incorporated
P.O. 357
Nevada, Iowa 50201
Telephone: 382-6561

Fred Kessler
Secretary-Treasurer
Typographical Union
Box 664
Des Moines, Iowa 50303
Telephone: 244-9816

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Office Manager
Bradley Printing Company
3811 Sixth Avenue
Des Moines, Iowa 50313
Telephone: 282-8359

Stan Myers
Printing Department
Iowa State University
Ames, Iowa 50010
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TERMINATIONS (Cont.)

Eldon Ogan
Mechanical Superintendent
The Record Herald
Box 259
Indianola, Iowa 50125
Telephone: 261-2511

Hal Stookey
Business Agent
Des Moines Local 86
International Printing Pressman and Assistants
Paramount Building
509 Grand
Des Moines, Iowa 50309
Telephone: 243-4623

Charles Sunstrom
Sunstrom-Miller Press
807 1/2 Keeler
Boone, Iowa 50036
Telephone: 432-7337

January, 1971

TOOL & DIE

ACTIVE

Lou Bredesky
Senior Process Engineer
Massey Ferguson
1901 Bell Avenue
Des Moines, Iowa 50315
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John Johnson, Supervisor
Mercury Tool and Engineering
300 East Allen
Des Moines, Iowa 50309
Phone: 283-1623

Walt Kingery
1400 South Eighth Avenue East
Newton, Iowa 50308
Phone: 792-1584 or 792-7000

George Wells
Business Representative
International Association of
Machinists
1343 - 13th Street
Des Moines, Iowa 50314
Phone: 244-3271

Dick Zeller
Zeller Brothers Tool & Die
112 East Locust
Des Moines, Iowa 50309
Phone: 282-5295

NEW APPOINTMENTS

Don Frye
Tool Room Foreman
Ford Motor Company
2420 - 51st Street
Des Moines, Iowa 50310
Phone: 255-8695

Loren Haun
Tool Engineer
Massey Ferguson
8905 Franklin
Des Moines, Iowa 50322
Phone: 276-0146

Robert E. Hejkal
Bournes (work)
Rural Route 1 (home)
Nevada, Iowa 50201
Phone: 382-6406

Roscoe Simmons
Tool Engineer
Fawn Engineer Corporation
1817 Larnard Drive
Des Moines, Iowa 50317
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TERMINATIONS

William Fenton
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State Wide Joint Apprentices
1343 - 13th
Des Moines, Iowa 50314
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Automotive Service Corporation
1303 Walnut
Des Moines, Iowa 50309
Phone: 243-5261

Jim Thomas
Roto-Rooter Corporation
300 Ashworth Road
West Des Moines, Iowa 50265
Phone: 277-6251

Ralph Wisse
Tool Room Foreman
Rolscreen Corporation
102 Main Street
Pella, Iowa 50219
Phone: 628-4121

WELDING

ACTIVE

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Brady Manufacturing Company
700 Oralabor Road
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Shopmens Local 493
124 Washington Street
Des Moines, Iowa 50314
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NEW APPOINTMENTS

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Takco Company
Bondurant, Iowa 50035
Telephone: 967-2988

Edris Owen
United Auto Workers
CIO Local 997
1813 First North
Newton, Iowa 50308
Telephone: 792-5005

Richard Pigott, Manager
Quinn Wire and Iron Works
Boone, Iowa 50036
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Mid-Equipment Corporation
Nevada, Iowa 50201
Telephone: 382-2176

Dean Siriro, Supervisor
Eagle Iron Works
129 E. Holcomb
Des Moines, Iowa 50304
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Vern Sutter
Pittsburgh Steel Company
1015 Tuttle
Des Moines, Iowa 50309
Telephone: 243-3261

George Wilkerson
Sales & Demonstration
R & R Welding Supply
1700 Second Avenue
Des Moines, Iowa 50314
Telephone: 244-3132

TERMINATIONS

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Eng. Tech
Winpower Manufacturing Co.
1207 First Avenue, East
Newton, Iowa 50208
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Don Hubby, Owner
Mid States Steel Corporation
Rural Route 2
Boone, Iowa 50036
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January, 1971

AG SUPPLY

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Iowa Fertilizer & Chemical
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Laverty Elevator, Incorporated
Box 198
Indianola, Iowa 50125
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Territorial Fieldman
Farmers Supply Company
802 Bel Aire Road
Ankeny, Iowa 50021
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Rural Route
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Iowa Grain and Feed Association
201 Shops Building
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Telephone: 283-0431

Christ Steinbach
Territorial Fieldman
Farm Land Industries
1102 N. Third
Ankeny, Iowa 50021
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Norman Still
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Farmers Grain Dealers Association
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Fleur and Bell Avenue
Des Moines, Iowa 50321
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NEW APPOINTMENTS

None

TERMINATIONS

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President
Ballard Feed and Agriculture
Service, Incorporated
Ankeny, Iowa 50021
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Merle Bass
Rural Route 2
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Black Seed Corn Company
Rural Route 3
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Knoxville, Iowa 50138
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848-5794

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Earlham, Iowa 50072
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Pioneer Hybrid Seed Corn Company
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ARCHITECTURAL DRAFTING

ACTIVE

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NEW APPOINTMENTS

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TERMINATIONS

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