

Annualized Cost of MDT Pay Changes - FY12

Type of pay change:	Program: General	Operations	Construction	Maintenance	Motor Pool	Equipment	Motor Carriers	Aeronautics	Planning	Total by Type	% of total
Competitive Promotion		101,361	550,330	240,206		85,211	27,158	20,520	68,795	1,093,580	45.5%
Career Ladder Advancement		46,385	326,671	97,259			29,268		8,906	508,490	21.1%
Retire		89,210	137,412	77,852		7,305	(6,919)		52,623	357,484	14.9%
Longevity		35,612	111,321	106,363	969	13,293	17,675	1,461	12,756	299,451	12.5%
Temporary Promotion		(20,914)	72,310	58,740		45,421				155,558	6.5%
Training Assignment		12,039	20,683							32,722	1.4%
Reclassification		692	12,706	1,071						14,469	0.6%
Market Adjustment		1,158								1,158	0.0%
Demotion		(21,203)	(23,057)				(13,859)			(58,119)	-2.4%
Total by Program		244,341	1,208,375	581,493	969	151,230	53,324	21,981	143,080	2,404,793	

MDT - Market Rate comparison by Program

Program	2010 mkt%	2012 mkt%
General Operations	97.6%	92.9%
Construction	90.9%	89.7%
Maintenance	88.1%	80.7%
Motor Pool	96.1%	105.7%
Equipment	96.1%	91.8%
Motor Carriers	104.0%	94.1%
Aeronautics	91.3%	88.7%
Planning	90.4%	84.2%
	92.3%	88.7%

EXHIBIT 6
DATE 02/13/2013
HB Joint Appropr SUB
Natural Resources and Transportation

Definitions of Pay Changes

Career Ladder Advancement: MDT positions tied to a career advancement policy that allows for placement of new hires into a band or level of the position. The policy also allows incumbents the ability to advance within the position based on changing work elements and/or achieving training and certification. The incumbent must demonstrate ability to perform the higher level responsibilities/tasks before advancing.

Competitive promotion: Occurs when state employees (within MDT or another agency) are hired into an MDT position.

Demotion: Voluntary or involuntary move to a lower band position and/or reduction in base pay.

Longevity: Allowance added to an employee's base pay rate once the employee has completed 5 years of uninterrupted service. 0.5% is added to the employee's base pay rate for each additional 5 years of uninterrupted service.

Market Adjustment: To bring an employee's base pay up to the occupation's market midpoint, also used to address recruitment and retention issues.

Reclassification: A change in a position's job code, title and/or pay band resulting from a review of the position's job description.

Rehire: Bringing someone back from temporary or seasonal leave or hiring someone who is in the SABHRS system but not currently employed by the state.

Temporary Promotion: Placement of an employee (or employees on a rotational basis) into a higher level position for an extended period of time but not to exceed 2 years. The employee's base rate is temporarily set at the higher level pay. Differential pay is used on a short term basis instead of temporary promotion.

Training Assignment: Used to address recruiting, reorganization or promotion interests and may not last more than 1 year unless agreed upon in a collective bargaining agreement. Conditions of the training assignment are stated in writing and placed in the employee's permanent personnel record, the base pay rate is typically set at a market rate below the position.