

2006
*Pay Movement
Mechanism Usage Report*

Working for Oklahoma



ACTUAL COSTS: JANUARY 1, 2006 THROUGH DECEMBER 31, 2006
PROJECTED COSTS: JANUARY 1, 2007 THROUGH DECEMBER 31, 2007

STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT
FEBRUARY 2007

Oscar B. Jackson, Jr., IPMA-CP
ADMINISTRATOR & CABINET SECRETARY
OF HUMAN RESOURCES AND ADMINISTRATION

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STATE OF OKLAHOMA
OFFICE OF PERSONNEL MANAGEMENT

**Pay Movement Mechanism Usage Report
For Calendar Year 2006**

“We serve the people of Oklahoma by delivering reliable and innovative human resource services to our partner agencies to achieve their missions”



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Executive Summary

Introduction

Pay movement mechanisms are statutorily authorized methods giving agencies flexibility to grant pay increases to employees in specific circumstances. Agencies are required to report all pay movement mechanism usage to the Office of Personnel Management on an annual basis. Based on this information, this report has been compiled and includes pay movement mechanism usage, cost information and an agency-by-agency breakdown of use.

Analysis

In Calendar Year 2006, a total of 65 state agencies spent approximately \$8.98 million for 6,871 employees through pay movement mechanisms. The projected cost for the remaining six months of Fiscal Year 2007 is approximately \$2.81 million.

The totals for Calendar Year 2006 represent a 73.62 percent increase in cost from 2005. In 2005, agencies spent approximately \$5.17 million on pay movement mechanisms for 9,836 employees.

Recommendations

Agencies should focus on developing compensation objectives, strategies and plans that have been integrated with the agency business and human resources strategies. Pay movement mechanisms should provide a key component of these plans. OPM staff is available for consultation on compensation-related issues. As noted in The 2006 OPM Annual Compensation Report, it is recommended that the Legislature provide a 1.0 percent fund based upon agencies' payroll budgets and earmarked for pay movement mechanisms to appropriated agencies aimed at specific recruitment and retention problems. Such a fund is estimated to cost \$15,587,412.

Introduction

Title 74, Section 840-2.17 prohibits agencies from granting pay raises to employees unless the agency uses a method authorized by the Legislature. Pay movement mechanisms have been established to authorize agencies to grant pay increases for employees in the classified service. Agencies also may use the mechanisms for unclassified employees but are not required to do so. A complete list and description of the pay movement mechanisms is in Appendix A.

Agencies are required to report to the Office of Personnel Management on an annual basis the pay movement mechanisms used and their cost for classified and unclassified employees. Agencies also are to project costs for the balance of the fiscal year.

As required annually, OPM compiles the pay movement mechanism usage and cost information in this report. The report includes:

- A breakdown of pay movement mechanism usage by agency
- The total number of actions
- The total annual cost for Calendar Year 2006
- The projected cost for January 1 through June 30, 2007

Methodology

Pay movement mechanisms were posted as personnel actions in the PeopleSoft Human Resource Management System throughout the year. At the end of the year, OPM Compensation Staff queried the System to obtain cost data on pay movement mechanisms by personnel action and by agency. For those agencies that transitioned to the PeopleSoft HRMS during 2006, the resulting report did not provide a complete record of pay movement mechanism usage. Accordingly, those agencies were surveyed to obtain actual cost data for 2006. In addition, each agency was surveyed regarding their projections of pay movement mechanism costs for the remainder of the fiscal year. The agencies surveyed are identified in the Appendix in a table beginning on page 59.

Analysis

A review of the pay movement mechanism usage, cost, and projections reveals the following:

A total of 65 agencies spent approximately \$8.98 million in Calendar Year 2006 through pay movement mechanisms for 6,871 employees. For a complete list of each agency's pay movement mechanism usage, see the PMM Cost Report starting on page 9. The projected cost for the remainder of FY 2007 is approximately \$2.81 million. For a complete list of agency projections, see the projection charts starting on page 48.

The totals for CY 2006 reveal a 73.62 percent increase in cost from 2005, in which approximately \$5.17 million was spent on pay movement mechanisms for 9,836 employees. See Table A and Table B below for complete comparisons by mechanism of cost and number of actions over the past four years.

Table A: PMM Costs

PERS. ACTION	PMM TITLE	2003	2004	2005	2006
C05	LATERAL TRANSFER	\$99,867.97	\$105,687.57	\$87,412.86	\$105,349.16
C16	CAREER PROGRESSION	\$1,709,239.62	\$2,472,947.64	\$1,933,178.36	\$3,100,907.34
C20	PERFORMANCE-BASED ADJUSTMENT	\$1,145,141.97	\$754,155.92	\$1,201,515.89	\$841,769.88
C26	COMPLETION OF PROB/TRIAL PERIOD	\$260,803.65	\$311,416.85	\$447,095.23	\$473,331.17
C28	EQUITY ADJUSTMENT	\$514,774.81	\$819,834.29	\$704,417.54	\$811,140.03
C29	SKILL-BASED PAY ADJUSTMENT	\$140,352.12	\$96,516.23	\$200,681.62	\$95,944.54
C45	MARKET ADJUSTMENT	\$143,236.40	\$2,378,055.63	\$602,994.86	\$3,560,350.93
	Total	\$4,013,416.54	\$6,938,614.13	\$5,177,296.36	\$8,988,793.06

Table B: PMM Actions

PERS. ACTION	PMM TITLE	2003	2004	2005	2006
C05	LATERAL TRANSFER	313	594	467	110
C16	CAREER PROGRESSION	1,345	1,593	1,599	2,290
C20	PERFORMANCE-BASED ADJUSTMENT	600	784	1,344	619
C26	COMPLETION OF PROB/TRIAL PERIOD	433	530	643	684
C28	EQUITY ADJUSTMENT	539	937	3,918	777
C29	SKILL-BASED PAY ADJUSTMENT	93	98	154	152
C45	MARKET ADJUSTMENT	149	1,766	1,711	2,239
	Total	3,472	6,302	9,836	6,871

This year the cost for all but two pay movement mechanisms increased. Of the five that increased, lateral transfer-based adjustments rose 20.5 percent, career progression-based adjustments rose 60.4 percent, equity-based adjustments rose 15.15 percent, completion of probationary/trial period rose 5.87 percent, and market-based adjustments rose 490.44 percent. The dramatic increase in market-based adjustments indicates that agencies are focusing attention on market disparities for critical jobs within the organization.

Conversely, performance-based adjustments fell 29.94 percent and skill-based adjustments fell 52.19 percent. It appears that agencies have begun to turn their attention away pay actions addressing individual skill development and performance and instead are focusing more attention on attempting to maintaining both internal and external equity. Table C below presents information for comparisons and trends by showing the average amount spent for each employee affected by a pay movement mechanism.

Table C: Average PMM Cost Per Employee Affected

PERS. ACTION	PMM TITLE	2003	2004	2005	2006	05-06 %Difference
C05	LATERAL TRANSFER	\$319.07	\$177.93	\$187.18	\$957.72	411.66%
C16	CAREER PROGRESSION	\$1,270.81	\$1,552.38	\$1,208.99	\$1,354.11	12.00%
C20	PERFORMANCE-BASED ADJUSTMENT	\$1,908.57	\$961.93	\$893.99	\$1,359.89	52.11%
C26	COMPLETION OF PROB/TRIAL PERIOD	\$602.32	\$587.58	\$695.33	\$692.00	-0.48%
C28	EQUITY ADJUSTMENT	\$955.06	\$874.96	\$179.79	\$1,043.94	480.64%
C29	SKILL-BASED PAY ADJUSTMENT	\$1,509.16	\$984.86	\$1,303.13	\$460.16	-64.69%
C45	MARKET ADJUSTMENT	\$961.32	\$1,346.58	\$352.42	\$1,590.15	351.21%
	Total	\$1,155.94	\$1,101.02	\$526.36	\$1,304.44	147.82%

The above table reveals that average costs per employee increased in each PMM category except completion of probationary/trial period and skill-based adjustments, with the largest increase coming in market-based adjustments. Overall, classified employees affected by all pay movement mechanisms received an average of \$1,214, and unclassified employees an average of \$2,150.

Recommendations

Agencies should continue to focus on developing and implementing strategic compensation plans that are aligned with and support their missions, business objectives, and goals. Such plans should consider labor market trends and work force demographics and skills mix, as well as data on recruitment and retention. Clearly, the use of pay movement mechanisms will be a key component in these plans. The Office of Personnel Management staff is available for consultation on compensation and work force planning issues. In addition, a 1.0 percent fund based upon agencies' payroll budgets and earmarked for pay movement mechanisms should be provided to appropriated agencies aimed at specific recruitment and retention problems. Such a fund is estimated to cost \$15,587,412.40.

PMM Cost Report (Listed by agency number)

Note: Agencies not listed in this report either did not respond to the PMM Survey (See Appendix) or incurred zero CY06 PMM costs and anticipated no costs for January to June 2007.

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
007	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
007	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
007	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
007	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
007	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
020	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
020	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
020	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
020	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
020	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
025	Class	2	\$1,067.88	8	\$9,764.11	151	\$75,500.00	32	\$24,889.48	5	\$5,136.88	0	\$0.00	1	\$369.60	199	\$116,727.96
025	Unclass	1	\$160.95	0	\$0.00	95	\$47,500.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	96	\$47,660.95
025	Agency Totals	3	\$1,228.83	8	\$9,764.11	246	\$123,000.00	32	\$24,889.48	5	\$5,136.88	0	\$0.00	1	\$369.60	295	\$164,388.91
025	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
025	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
030	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$4,877.77	0	\$0.00	0	\$0.00	3	\$4,877.77
030	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
030	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$4,877.77	0	\$0.00	0	\$0.00	3	\$4,877.77
030	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
030	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
039	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
039	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
039	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
039	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
039	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
040	Class	3	\$3,093.48	23	\$48,277.01	0	\$0.00	42	\$33,240.50	71	\$73,888.49	0	\$0.00	0	\$0.00	139	\$158,499.48
040	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
040	Agency Totals	3	\$3,093.48	23	\$48,277.01	0	\$0.00	42	\$33,240.50	71	\$73,888.49	0	\$0.00	0	\$0.00	139	\$158,499.48
040	Class (Proj.)	3	\$1,896.12	11	\$13,828.27	0	\$0.00	5	\$3,228.95	4	\$12,250.00	0	\$0.00	0	\$0.00	23	\$31,203.34
040	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
044	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
044	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
044	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
044	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
044	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
045	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
045	Unclass	0	\$0.00	2	\$5,491.50	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$5,491.50
045	Agency Totals	0	\$0.00	2	\$5,491.50	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$5,491.50
045	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
045	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
047	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
047	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,983.00	0	\$0.00	1	\$2,983.00
047	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,983.00	0	\$0.00	1	\$2,983.00
047	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
047	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
049	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
049	Unclass	0	\$0.00	1	\$2,231.25	95	\$371,244.42	0	\$0.00	0	\$0.00	3	\$13,500.11	0	\$0.00	99	\$386,975.78
049	Agency Totals	0	\$0.00	1	\$2,231.25	95	\$371,244.42	0	\$0.00	0	\$0.00	3	\$13,500.11	0	\$0.00	99	\$386,975.78
049	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
049	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
055	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
055	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
055	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
055	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
055	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
060	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
060	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
060	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
060	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
060	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
065	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
065	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	37	\$32,512.23	37	\$32,512.23
065	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	37	\$32,512.23	37	\$32,512.23
065	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
065	Unclass (Proj.)	0	\$0.00	8	\$13,500.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	8	\$13,500.00
090	Class	0	\$0.00	7	\$11,240.66	0	\$0.00	2	\$1,216.80	2	\$2,425.93	0	\$0.00	4	\$15,262.61	15	\$30,146.01
090	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
090	Agency Totals	0	\$0.00	7	\$11,240.66	0	\$0.00	2	\$1,216.80	2	\$2,425.93	0	\$0.00	4	\$15,262.61	15	\$30,146.01
090	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	1	\$465.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$465.00
090	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
091	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
091	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
091	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
091	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
091	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
092	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
092	Unclass	0	\$0.00	0	\$0.00	3	\$2,235.68	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$2,235.68

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
092	Agency Totals	0	\$0.00	0	\$0.00	3	\$2,235.68	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$2,235.68
092	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
092	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
095	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
095	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
095	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
095	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
095	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
105	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
105	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
105	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
105	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
105	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
125	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
125	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
125	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
125	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
125	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
127	Class	0	\$0.00	1	\$1,139.06	14	\$11,900.00	7	\$5,695.70	0	\$0.00	0	\$0.00	0	\$0.00	22	\$18,734.76

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
127	Unclass	0	\$0.00	0	\$0.00	7	\$6,043.36	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	7	\$6,043.36
127	Agency Totals	0	\$0.00	1	\$1,139.06	21	\$17,943.36	7	\$5,695.70	0	\$0.00	0	\$0.00	0	\$0.00	29	\$24,778.12
127	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
127	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
131	Class	17	\$8,639.50	728	\$610,007.36	0	\$0.00	0	\$0.00	3	\$7,793.14	0	\$0.00	1	\$2,099.97	749	\$628,539.98
131	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	243	\$496,338.36	243	\$496,338.36
131	Agency Totals	17	\$8,639.50	728	\$610,007.36	0	\$0.00	0	\$0.00	3	\$7,793.14	0	\$0.00	244	\$498,438.33	992	\$1,124,878.34
131	Class (Proj.)	15	\$4,400.00	296	\$227,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	311	\$231,400.00
131	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
145	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
145	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
145	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
145	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
145	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
160	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
160	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	8	\$15,484.29	0	\$0.00	0	\$0.00	8	\$15,484.29
160	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	8	\$15,484.29	0	\$0.00	0	\$0.00	8	\$15,484.29
160	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
160	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
170	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
170	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
170	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
170	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
170	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
185	Class	1	\$1,227.75	29	\$27,739.23	0	\$0.00	0	\$0.00	8	\$2,356.36	0	\$0.00	52	\$17,727.82	90	\$49,051.16
185	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
185	Agency Totals	1	\$1,227.75	29	\$27,739.23	0	\$0.00	0	\$0.00	8	\$2,356.36	0	\$0.00	52	\$17,727.82	90	\$49,051.16
185	Class (Proj.)	2	\$1,200.00	8	\$16,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	10	\$17,200.00
185	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
190	Class	0	\$0.00	0	\$0.00	2	\$500.00	2	\$2,230.08	3	\$1,312.92	4	\$5,599.98	0	\$0.00	11	\$9,642.98
190	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
190	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	2	\$2,230.08	3	\$1,312.92	4	\$5,599.98	0	\$0.00	9	\$9,142.98
190	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
190	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
204	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
204	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
204	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
204	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
204	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
215	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
215	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
215	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
215	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
215	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
220	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
220	Unclass	0	\$0.00	0	\$0.00	7	\$700.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	7	\$700.00
220	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
220	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
220	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
265	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
265	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
265	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
265	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
265	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
266	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
266	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	1	\$3,511.18	0	\$0.00	0	\$0.00	0	\$0.00	1	\$3,511.18
266	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	1	\$3,511.18	0	\$0.00	0	\$0.00	0	\$0.00	1	\$3,511.18
266	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
266	Unclass (Proj.)	0	\$0.00	4	\$8,137.16	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	11	\$12,237.28	15	\$20,374.44
269	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
269	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
269	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
269	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
269	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$2,500.00	0	\$0.00	0	\$0.00	2	\$2,500.00
270	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
270	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
270	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
270	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
270	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
290	Class	0	\$0.00	59	\$72,420.12	0	\$0.00	0	\$0.00	1	\$77.77	1	\$430.82	0	\$0.00	61	\$72,928.71
290	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
290	Agency Totals	0	\$0.00	59	\$72,420.12	0	\$0.00	0	\$0.00	1	\$77.77	1	\$430.82	0	\$0.00	61	\$72,928.71
290	Class (Proj.)	0	\$0.00	52	\$54,492.00	0	\$0.00	0	\$0.00	6	\$2,545.00	2	\$1,000.00	1	\$1,941.78	61	\$59,978.78
290	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
292	Class	0	\$0.00	104	\$169,228.55	0	\$0.00	0	\$0.00	76	\$73,340.85	0	\$0.00	342	\$392,579.39	522	\$635,148.79
292	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
292	Agency Totals	0	\$0.00	104	\$169,228.55	0	\$0.00	0	\$0.00	76	\$73,340.85	0	\$0.00	342	\$392,579.39	522	\$635,148.79

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
292	Class (Proj.)	0	\$0.00	26	\$49,420.88	0	\$0.00	0	\$0.00	2	\$1,844.04	0	\$0.00	1	\$1,900.00	29	\$53,164.92
292	Unclass (Proj.)	0	\$0.00	1	\$6,978.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$6,978.00
296	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
296	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
296	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
296	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
296	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
298	Class	0	\$0.00	1	\$1,387.52	5	\$10,098.98	2	\$2,128.04	0	\$0.00	0	\$0.00	3	\$5,773.90	11	\$19,388.44
298	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,470.92	1	\$2,470.92
298	Agency Totals	0	\$0.00	1	\$1,387.52	0	\$0.00	2	\$2,128.04	0	\$0.00	0	\$0.00	4	\$8,244.82	7	\$11,760.38
298	Class (Proj.)	0	\$0.00	1	\$3,000.00	5	\$15,000.00	0	\$0.00	0	\$0.00	2	\$6,000.00	2	\$6,000.00	10	\$30,000.00
298	Unclass (Proj.)	0	\$0.00	0	\$0.00	1	\$3,000.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$13,000.00	3	\$16,000.00
300	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
300	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
300	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
300	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
300	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
305	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
305	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
305	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
305	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
305	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
306	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	23	\$18,000.01	23	\$18,000.01
306	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
306	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	23	\$18,000.01	23	\$18,000.01
306	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
306	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
307	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
307	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
307	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
307	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
307	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
308	Class	0	\$0.00	15	\$36,875.18	0	\$0.00	19	\$11,881.67	4	\$7,374.63	0	\$0.00	5	\$6,714.48	43	\$62,845.96
308	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
308	Agency Totals	0	\$0.00	15	\$36,875.18	0	\$0.00	19	\$11,881.67	4	\$7,374.63	0	\$0.00	5	\$6,714.48	43	\$62,845.96
308	Class (Proj.)	0	\$0.00	9	\$13,552.00	0	\$0.00	6	\$1,675.00	0	\$0.00	0	\$0.00	21	\$52,718.00	36	\$67,945.00
308	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
309	Class	0	\$0.00	1	\$2,055.60	0	\$0.00	4	\$2,471.09	0	\$0.00	0	\$0.00	0	\$0.00	5	\$4,526.69

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
309	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
309	Agency Totals	0	\$0.00	1	\$2,055.60	0	\$0.00	4	\$2,471.09	0	\$0.00	0	\$0.00	0	\$0.00	5	\$4,526.69
309	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
309	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
310	Class	1	\$566.67	4	\$4,594.75	0	\$0.00	0	\$0.00	2	\$645.22	0	\$0.00	0	\$0.00	7	\$5,806.63
310	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
310	Agency Totals	1	\$566.67	4	\$4,594.75	0	\$0.00	0	\$0.00	2	\$645.22	0	\$0.00	0	\$0.00	7	\$5,806.63
310	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
310	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
315	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
315	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
315	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
315	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
315	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
320	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
320	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
320	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
320	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
320	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
326	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
326	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
326	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
326	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
326	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
340	Class	24	\$25,627.48	117	\$234,633.32	0	\$0.00	0	\$0.00	104	\$151,800.03	80	\$13,470.39	46	\$78,952.92	371	\$504,484.13
340	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$75.25	1	\$127.08	13	\$85,055.16	15	\$85,257.49
340	Agency Totals	24	\$25,627.48	117	\$234,633.32	0	\$0.00	0	\$0.00	105	\$151,875.27	81	\$13,597.47	59	\$164,008.08	386	\$589,741.61
340	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	27	\$24,575.04	27	\$24,575.04
340	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
342	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
342	Unclass	0	\$0.00	0	\$0.00	1	\$1,031.33	0	\$0.00	0	\$0.00	0	\$0.00	1	\$4,777.50	2	\$5,808.83
342	Agency Totals	0	\$0.00	0	\$0.00	1	\$1,031.33	0	\$0.00	0	\$0.00	0	\$0.00	1	\$4,777.50	2	\$5,808.83
342	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
342	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
343	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
343	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
343	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
343	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
343	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
345	Class	13	\$12,809.55	258	\$487,385.89	0	\$0.00	187	\$118,796.60	10	\$11,910.32	0	\$0.00	1021	\$1,839,747.82	1489	\$2,470,650.18
345	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	30	\$109,039.50	30	\$109,039.50
345	Agency Totals	13	\$12,809.55	258	\$487,385.89	0	\$0.00	187	\$118,796.60	10	\$11,910.32	0	\$0.00	1051	\$1,948,787.32	1519	\$2,579,689.68
345	Class (Proj.)	10	\$8,500.00	130	\$217,000.00	0	\$0.00	100	\$52,000.00	5	\$4,000.00	0	\$0.00	0	\$0.00	245	\$281,500.00
345	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
346	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
346	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
346	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
346	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
346	Unclass (Proj.)	0	\$0.00	1	\$1,250.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,250.00
350	Class	0	\$0.00	4	\$11,271.48	0	\$0.00	16	\$11,007.64	2	\$2,812.71	1	\$709.20	0	\$0.00	23	\$25,801.03
350	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
350	Agency Totals	0	\$0.00	4	\$11,271.48	0	\$0.00	16	\$11,007.64	2	\$2,812.71	1	\$709.20	0	\$0.00	23	\$25,801.03
350	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	10	\$1,125.29	0	\$0.00	0	\$0.00	0	\$0.00	10	\$1,125.29
350	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
353	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
353	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
353	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
353	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
353	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
355	Class	0	\$0.00	1	\$3,169.50	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$3,169.50
355	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
355	Agency Totals	0	\$0.00	1	\$3,169.50	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$3,169.50
355	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
355	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
359	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
359	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
359	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
359	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
359	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
360	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
360	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
360	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
360	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
360	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
370	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
370	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
370	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
370	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
370	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
390	Class	3	\$5,050.11	3	\$6,040.43	0	\$0.00	8	\$4,563.87	8	\$12,151.62	2	\$3,260.27	2	\$2,914.77	26	\$33,981.07
390	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$710.08	0	\$0.00	1	\$710.08
390	Agency Totals	3	\$5,050.11	3	\$6,040.43	0	\$0.00	8	\$4,563.87	8	\$12,151.62	3	\$3,970.35	2	\$2,914.77	27	\$34,691.15
390	Class (Proj.)	0	\$0.00	2	\$2,500.00	0	\$0.00	3	\$244.50	5	\$3,500.00	2	\$2,000.00	0	\$0.00	12	\$8,244.50
390	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
400	Class	2	\$802.07	53	\$43,697.87	0	\$0.00	0	\$0.00	1	\$1,123.16	2	\$1,468.61	0	\$0.00	58	\$47,091.70
400	Unclass	1	\$2,535.98	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,535.98
400	Agency Totals	3	\$3,338.04	53	\$43,697.87	0	\$0.00	0	\$0.00	1	\$1,123.16	2	\$1,468.61	0	\$0.00	59	\$49,627.67
400	Class (Proj.)	2	\$1,500.00	30	\$23,000.00	0	\$0.00	0	\$0.00	2	\$3,000.00	2	\$2,000.00	0	\$0.00	36	\$29,500.00
400	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
405	Class	1	\$395.68	7	\$11,640.86	0	\$0.00	7	\$7,013.09	0	\$0.00	0	\$0.00	5	\$6,419.88	20	\$25,469.51
405	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
405	Agency Totals	1	\$395.68	7	\$11,640.86	0	\$0.00	7	\$7,013.09	0	\$0.00	0	\$0.00	5	\$6,419.88	20	\$25,469.51
405	Class (Proj.)	0	\$0.00	5	\$1,757.87	0	\$0.00	9	\$2,011.69	0	\$0.00	0	\$0.00	1	\$229.16	15	\$3,998.72
405	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
410	Class	0	\$0.00	3	\$4,065.09	0	\$0.00	2	\$2,568.33	0	\$0.00	0	\$0.00	1	\$3,483.32	6	\$10,116.74
410	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
410	Agency Totals	0	\$0.00	3	\$4,065.09	0	\$0.00	2	\$2,568.33	0	\$0.00	0	\$0.00	1	\$3,483.32	6	\$10,116.74
410	Class (Proj.)	0	\$0.00	3	\$4,065.08	0	\$0.00	2	\$2,568.40	0	\$0.00	0	\$0.00	1	\$3,483.32	6	\$10,116.80
410	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,256.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,256.00
415	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
415	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
415	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
415	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
415	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
416	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
416	Unclass	0	\$0.00	1	\$4,148.13	3	\$1,972.93	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	4	\$6,121.06
416	Agency Totals	0	\$0.00	1	\$4,148.13	3	\$1,972.93	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	4	\$6,121.06
416	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
416	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
430	Class	0	\$0.00	0	\$0.00	0	\$0.00	4	\$5,115.57	0	\$0.00	0	\$0.00	0	\$0.00	4	\$5,115.57
430	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
430	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	4	\$5,115.57	0	\$0.00	0	\$0.00	0	\$0.00	4	\$5,115.57
430	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	3	\$1,749.31	0	\$0.00	0	\$0.00	0	\$0.00	3	\$1,749.31
430	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
435	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
435	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
435	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
435	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
435	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
440	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
440	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
440	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
440	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
440	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
445	Class	0	\$0.00	0	\$0.00	5	\$1,124.62	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	5	\$1,124.62
445	Unclass	0	\$0.00	0	\$0.00	1	\$285.27	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$285.27
445	Agency Totals	0	\$0.00	0	\$0.00	6	\$1,409.89	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	6	\$1,409.89
445	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
445	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
446	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
446	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
446	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
446	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
446	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
450	Class	0	\$0.00	0	\$0.00	14	\$7,000.00	2	\$1,261.59	0	\$0.00	0	\$0.00	0	\$0.00	16	\$8,261.59
450	Unclass	0	\$0.00	0	\$0.00	3	\$1,500.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$1,500.00
450	Agency Totals	0	\$0.00	0	\$0.00	17	\$8,500.00	2	\$1,261.59	0	\$0.00	0	\$0.00	0	\$0.00	19	\$9,761.59
450	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
450	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
452	Class	1	\$1,119.17	6	\$4,522.95	0	\$0.00	0	\$0.00	80	\$54,329.69	0	\$0.00	0	\$0.00	87	\$59,971.81
452	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	7	\$4,586.60	0	\$0.00	0	\$0.00	7	\$4,586.60
452	Agency Totals	1	\$1,119.17	6	\$4,522.95	0	\$0.00	0	\$0.00	87	\$58,916.29	0	\$0.00	0	\$0.00	94	\$64,558.41
452	Class (Proj.)	2	\$1,500.00	5	\$6,000.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$800.00	0	\$0.00	9	\$8,300.00
452	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	4	\$2,000.00	4	\$2,000.00
475	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
475	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
475	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
475	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
475	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
477	Class	0	\$0.00	5	\$8,720.63	0	\$0.00	3	\$3,023.80	6	\$3,666.13	1	\$1,057.79	3	\$5,575.44	18	\$22,043.79
477	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
477	Agency Totals	0	\$0.00	5	\$8,720.63	0	\$0.00	3	\$3,023.80	6	\$3,666.13	1	\$1,057.79	3	\$5,575.44	18	\$22,043.79
477	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
477	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
509	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
509	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
509	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
509	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
509	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
510	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
510	Unclass	0	\$0.00	4	\$2,903.98	5	\$12,276.00	0	\$0.00	0	\$0.00	1	\$375.00	8	\$18,493.34	18	\$34,048.32
510	Agency Totals	0	\$0.00	4	\$2,903.98	5	\$12,276.00	0	\$0.00	0	\$0.00	1	\$375.00	8	\$18,493.34	18	\$34,048.32
510	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
510	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
515	Class	0	\$0.00	0	\$0.00	33	\$45,500.00	4	\$3,210.51	1	\$3,148.96	0	\$0.00	22	\$58,429.72	60	\$110,289.19
515	Unclass	0	\$0.00	0	\$0.00	13	\$19,514.00	0	\$0.00	0	\$0.00	0	\$0.00	12	\$64,839.74	25	\$84,353.74
515	Agency Totals	0	\$0.00	0	\$0.00	46	\$65,014.00	4	\$3,210.51	1	\$3,148.96	0	\$0.00	34	\$123,269.46	85	\$194,642.93
515	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
515	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
516	Class	1	\$466.96	18	\$37,144.99	0	\$0.00	0	\$0.00	27	\$15,049.84	0	\$0.00	3	\$8,532.55	49	\$61,194.34
516	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
516	Agency Totals	1	\$466.96	18	\$37,144.99	0	\$0.00	0	\$0.00	27	\$15,049.84	0	\$0.00	3	\$8,532.55	49	\$61,194.34
516	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

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Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
516	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
520	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
520	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
520	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
520	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
520	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
525	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
525	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
525	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
525	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
525	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
548	Class	0	\$0.00	7	\$13,915.31	45	\$50,702.68	7	\$6,256.12	1	\$2,510.24	4	\$6,422.75	5	\$8,536.16	69	\$88,343.26
548	Unclass	0	\$0.00	0	\$0.00	3	\$5,071.34	0	\$0.00	2	\$3,650.46	0	\$0.00	0	\$0.00	5	\$8,721.80
548	Agency Totals	0	\$0.00	7	\$13,915.31	48	\$55,774.02	7	\$6,256.12	3	\$6,160.70	0	\$0.00	5	\$8,536.16	70	\$90,642.31
548	Class (Proj.)	0	\$0.00	7	\$7,668.62	0	\$0.00	1	\$443.58	0	\$0.00	3	\$3,600.00	0	\$0.00	11	\$11,712.20
548	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
557	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
557	Unclass	0	\$0.00	0	\$0.00	9	\$9,723.16	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	9	\$9,723.16
557	Agency Totals	0	\$0.00	0	\$0.00	9	\$9,723.16	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	9	\$9,723.16

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
557	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
557	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
560	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
560	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	5	\$8,399.93	5	\$8,399.93
560	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	5	\$8,399.93	5	\$8,399.93
560	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$879.66	1	\$879.66
560	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
563	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
563	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
563	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
563	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
563	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
566	Class	3	\$2,666.41	9	\$10,411.31	0	\$0.00	21	\$12,648.35	1	\$1,198.00	2	\$1,107.23	5	\$9,609.76	41	\$37,641.05
566	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$694.00	0	\$0.00	1	\$694.00
566	Agency Totals	3	\$2,666.41	9	\$10,411.31	0	\$0.00	21	\$12,648.35	1	\$1,198.00	3	\$1,801.23	5	\$9,609.76	42	\$38,335.05
566	Class (Proj.)	0	\$0.00	2	\$1,200.00	0	\$0.00	12	\$7,200.00	1	\$600.00	1	\$600.00	1	\$600.00	17	\$10,200.00
566	Unclass (Proj.)	5	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	5	\$0.00
570	Class	0	\$0.00	0	\$0.00	3	\$4,426.55	1	\$162.57	0	\$0.00	0	\$0.00	0	\$0.00	4	\$4,589.12
570	Unclass	0	\$0.00	0	\$0.00	1	\$6,246.20	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$6,246.20

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
570	Agency Totals	0	\$0.00	0	\$0.00	4	\$10,672.75	1	\$162.57	0	\$0.00	0	\$0.00	0	\$0.00	5	\$10,835.32
570	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,470.06	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,470.06
570	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
575	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
575	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,149.35	1	\$1,149.35
575	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,149.35	1	\$1,149.35
575	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
575	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
580	Class	1	\$451.05	3	\$8,160.83	0	\$0.00	25	\$30,663.36	2	\$2,502.78	0	\$0.00	13	\$34,430.42	44	\$76,208.43
580	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
580	Agency Totals	1	\$451.05	3	\$8,160.83	0	\$0.00	25	\$30,663.36	2	\$2,502.78	0	\$0.00	13	\$34,430.42	44	\$76,208.43
580	Class (Proj.)	4	\$0.00	1	\$2,832.12	0	\$0.00	3	\$2,203.98	2	\$5,413.88	0	\$0.00	1	\$4,248.32	11	\$14,698.30
580	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
582	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
582	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
582	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
582	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
582	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
585	Class	2	\$512.43	86	\$95,131.75	0	\$0.00	5	\$3,816.43	4	\$3,357.82	0	\$0.00	0	\$0.00	97	\$102,818.43

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
585	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
585	Agency Totals	2	\$512.43	86	\$95,131.75	0	\$0.00	5	\$3,816.43	4	\$3,357.82	0	\$0.00	0	\$0.00	97	\$102,818.43
585	Class (Proj.)	1	\$1,416.00	37	\$85,115.26	0	\$0.00	65	\$104,942.49	14	\$33,350.00	0	\$0.00	18	\$61,307.40	135	\$286,131.15
585	Unclass (Proj.)	0	\$0.00	4	\$14,108.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	4	\$14,108.00
588	Class	0	\$0.00	0	\$0.00	10	\$20,721.62	1	\$1,222.91	0	\$0.00	1	\$471.72	1	\$800.00	13	\$23,216.25
588	Unclass	0	\$0.00	0	\$0.00	2	\$2,614.50	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$2,614.50
588	Agency Totals	0	\$0.00	0	\$0.00	12	\$23,336.12	1	\$1,222.91	0	\$0.00	1	\$471.72	1	\$800.00	15	\$25,830.75
588	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
588	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
610	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
610	Unclass	0	\$0.00	0	\$0.00	1	\$1,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,000.00
610	Agency Totals	0	\$0.00	0	\$0.00	1	\$1,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,000.00
610	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
610	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
615	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
615	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
615	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
615	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
615	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
618	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
618	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
618	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
618	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
618	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
619	Class	0	\$0.00	0	\$0.00	1	\$476.25	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$476.25
619	Unclass	0	\$0.00	0	\$0.00	1	\$1,498.78	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,498.78
619	Agency Totals	0	\$0.00	0	\$0.00	2	\$1,975.03	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$1,975.03
619	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	1	\$464.13	0	\$0.00	0	\$0.00	0	\$0.00	1	\$464.13
619	Unclass (Proj.)	0	\$0.00	0	\$0.00	2	\$2,142.12	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$2,142.12
622	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
622	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
622	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
622	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
622	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
625	Class	0	\$0.00	0	\$0.00	26	\$18,081.76	1	\$955.89	0	\$0.00	0	\$0.00	0	\$0.00	27	\$19,037.65
625	Unclass	0	\$0.00	0	\$0.00	4	\$4,921.32	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	4	\$4,921.32
625	Agency Totals	0	\$0.00	0	\$0.00	30	\$23,003.08	1	\$955.89	0	\$0.00	0	\$0.00	0	\$0.00	31	\$23,958.97
625	Class (Proj.)	0	\$0.00	3	\$4,000.00	0	\$0.00	2	\$1,200.00	2	\$1,500.00	0	\$0.00	5	\$10,000.00	12	\$16,700.00
625	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
628	Class	0	\$0.00	0	\$0.00	1	\$2,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,000.00
628	Unclass	0	\$0.00	0	\$0.00	14	\$24,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	14	\$24,000.00
628	Agency Totals	0	\$0.00	0	\$0.00	15	\$26,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	15	\$26,000.00
628	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
628	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
629	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
629	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
629	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
629	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
629	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
630	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
630	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
630	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
630	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,976.00	1	\$2,976.00
630	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
632	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
632	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
632	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
632	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
632	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
635	Class	0	\$0.00	0	\$0.00	9	\$9,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	9	\$9,000.00
635	Unclass	0	\$0.00	0	\$0.00	3	\$3,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$3,000.00
635	Agency Totals	0	\$0.00	0	\$0.00	12	\$12,000.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	12	\$12,000.00
635	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
635	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
645	Class	0	\$0.00	0	\$0.00	6	\$11,892.52	0	\$0.00	0	\$0.00	0	\$0.00	3	\$5,390.58	9	\$17,283.10
645	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
645	Agency Totals	0	\$0.00	0	\$0.00	6	\$11,892.52	0	\$0.00	0	\$0.00	0	\$0.00	3	\$5,390.58	9	\$17,283.10
645	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
645	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
650	Class	15	\$18,392.09	116	\$262,079.40	0	\$0.00	235	\$145,660.50	76	\$101,533.74	26	\$26,000.00	7	\$13,968.60	449	\$567,634.34
650	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$14,501.88	0	\$0.00	0	\$0.00	3	\$14,501.88
650	Agency Totals	15	\$18,392.09	116	\$262,079.40	0	\$0.00	235	\$145,660.50	79	\$116,035.62	0	\$0.00	7	\$13,968.60	452	\$556,136.22
650	Class (Proj.)	7	\$2,500.00	25	\$10,000.00	0	\$0.00	25	\$10,000.00	700	\$600,000.00	25	\$25,000.00	2	\$9,000.00	784	\$656,500.00
650	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
670	Class	0	\$0.00	0	\$0.00	0	\$0.00	34	\$19,668.08	1	\$2,074.80	0	\$0.00	1	\$1,358.35	36	\$23,101.23
670	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,802.52	0	\$0.00	1	\$3,622.50	2	\$5,425.02
670	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	34	\$19,668.08	2	\$3,877.32	0	\$0.00	2	\$4,980.85	38	\$28,526.25

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
670	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	35	\$25,861.29	1	\$2,074.80	0	\$0.00	2	\$3,270.38	38	\$31,206.47
670	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	3	\$3,862.53	0	\$0.00	0	\$0.00	0	\$0.00	3	\$3,862.53
678	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
678	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
678	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
678	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
678	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
695	Class	0	\$0.00	66	\$95,920.98	0	\$0.00	0	\$0.00	5	\$12,286.02	0	\$0.00	22	\$57,047.63	93	\$165,254.63
695	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
695	Agency Totals	0	\$0.00	66	\$95,920.98	0	\$0.00	0	\$0.00	5	\$12,286.02	0	\$0.00	22	\$57,047.63	93	\$165,254.63
695	Class (Proj.)	0	\$0.00	32	\$90,228.06	0	\$0.00	0	\$0.00	6	\$11,364.78	0	\$0.00	7	\$29,875.38	45	\$131,468.22
695	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
715	Class	1	\$209.37	1	\$136.51	0	\$0.00	2	\$2,207.05	0	\$0.00	0	\$0.00	0	\$0.00	4	\$2,552.93
715	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
715	Agency Totals	1	\$209.37	1	\$136.51	0	\$0.00	2	\$2,207.05	0	\$0.00	0	\$0.00	0	\$0.00	4	\$2,552.93
715	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	1	\$111.15	0	\$0.00	0	\$0.00	0	\$0.00	1	\$111.15
715	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
740	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
740	Unclass	0	\$0.00	0	\$0.00	4	\$13,073.90	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	4	\$13,073.90

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
740	Agency Totals	0	\$0.00	0	\$0.00	4	\$13,073.90	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	4	\$13,073.90
740	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
740	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
755	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
755	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
755	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
755	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
755	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
772	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
772	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
772	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
772	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
772	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
790	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
790	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
790	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
790	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
790	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
800	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
800	Unclass	0	\$0.00	0	\$0.00	2	\$1,056.38	0	\$0.00	0	\$0.00	2	\$590.88	0	\$0.00	4	\$1,647.26
800	Agency Totals	0	\$0.00	0	\$0.00	2	\$1,056.38	0	\$0.00	0	\$0.00	2	\$590.88	0	\$0.00	4	\$1,647.26
800	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
800	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
805	Class	3	\$3,188.78	63	\$82,993.23	0	\$0.00	0	\$0.00	31	\$40,860.83	5	\$5,855.49	0	\$0.00	102	\$132,898.32
805	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$1,072.53	0	\$0.00	2	\$1,072.53
805	Agency Totals	3	\$3,188.78	63	\$82,993.23	0	\$0.00	0	\$0.00	31	\$40,860.83	7	\$6,928.02	0	\$0.00	104	\$133,970.85
805	Class (Proj.)	0	\$0.00	8	\$1,040.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$2,009.36	0	\$0.00	10	\$3,049.36
805	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
807	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
807	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
807	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
807	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
807	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
815	Class	0	\$0.00	2	\$2,415.24	23	\$28,830.32	1	\$550.00	0	\$0.00	0	\$0.00	2	\$2,828.44	28	\$34,624.00
815	Unclass	0	\$0.00	0	\$0.00	3	\$4,993.14	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,399.96	4	\$7,393.10
815	Agency Totals	0	\$0.00	2	\$2,415.24	0	\$0.00	1	\$550.00	0	\$0.00	0	\$0.00	3	\$5,228.40	6	\$8,193.64
815	Class (Proj.)	0	\$0.00	2	\$2,415.00	0	\$0.00	1	\$825.00	0	\$0.00	0	\$0.00	1	\$2,500.00	4	\$5,740.00
815	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
825	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
825	Unclass	0	\$0.00	0	\$0.00	3	\$14,512.87	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$14,512.87
825	Agency Totals	0	\$0.00	0	\$0.00	3	\$14,512.87	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	3	\$14,512.87
825	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
825	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
830	Class	10	\$11,570.60	422	\$559,576.29	0	\$0.00	0	\$0.00	199	\$129,752.31	9	\$5,285.98	258	\$40,401.17	898	\$746,586.34
830	Unclass	2	\$1,355.69	0	\$0.00	0	\$0.00	0	\$0.00	2	\$1,894.27	0	\$0.00	1	\$106.11	5	\$3,356.07
830	Agency Totals	12	\$12,926.29	422	\$559,576.29	0	\$0.00	0	\$0.00	201	\$131,646.58	9	\$5,285.98	259	\$40,507.28	903	\$749,942.41
830	Class (Proj.)	30	\$2,600.00	270	\$290,000.00	0	\$0.00	0	\$0.00	240	\$95,000.00	29	\$16,000.00	240	\$140,000.00	809	\$543,600.00
830	Unclass (Proj.)	2	\$660.00	0	\$0.00	0	\$0.00	0	\$0.00	5	\$1,040.00	0	\$0.00	30	\$30,000.00	37	\$31,700.00
835	Class	0	\$0.00	3	\$9,978.91	0	\$0.00	5	\$5,053.40	1	\$1,442.75	2	\$4,751.64	0	\$0.00	11	\$21,226.70
835	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$6,765.47	0	\$0.00	0	\$0.00	2	\$6,765.47
835	Agency Totals	0	\$0.00	3	\$9,978.91	0	\$0.00	5	\$5,053.40	3	\$8,208.21	0	\$0.00	0	\$0.00	11	\$23,240.52
835	Class (Proj.)	0	\$0.00	2	\$2,188.46	0	\$0.00	3	\$385.97	0	\$0.00	0	\$0.00	2	\$6,897.48	7	\$9,471.91
835	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	1	\$208.33	0	\$0.00	0	\$0.00	1	\$5,090.82	2	\$5,299.15
875	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
875	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
875	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
875	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
875	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
880	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
880	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
880	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
880	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
880	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
922	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
922	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
922	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
922	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
922	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
978	Class	2	\$3,439.53	31	\$56,157.12	0	\$0.00	2	\$640.98	13	\$29,637.60	0	\$0.00	34	\$94,191.04	82	\$184,066.26
978	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
978	Agency Totals	2	\$3,439.53	31	\$56,157.12	0	\$0.00	2	\$640.98	13	\$29,637.60	0	\$0.00	34	\$94,191.04	82	\$184,066.26
978	Class (Proj.)	1	\$201.00	1	\$725.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$926.00
978	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
980	Class	0	\$0.00	18	\$42,233.46	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	18	\$42,233.46
980	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
980	Agency Totals	0	\$0.00	18	\$42,233.46	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	18	\$42,233.46
980	Class (Proj.)	2	\$1,600.00	16	\$92,248.00	0	\$0.00	0	\$0.00	13	\$5,200.00	0	\$0.00	0	\$0.00	31	\$99,048.00

PMM COST REPORT

Agency	Class	Lateral Transfer C05		Career Progression C16		Performance Based C20		Completion Trial Period/Prob. C26		Equity Based C28		Skill Based C29		Market Based C45		Total PMMs	Total Cost
		#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost	#	Cost		
980	Unclass (Proj.)	0	\$0.00	2	\$19,112.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	2	\$19,112.00
981	Class	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
981	Unclass	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
981	Agency Totals	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
981	Class (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
981	Unclass (Proj.)	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00

PMM COST REPORT

GRAND TOTALS					
CLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2006 PMM COST		ANTICIPATED PMM COSTS JAN-JUN 2007
C05	Intra-Agency Lateral Transfer	106	\$101,296.55		\$28,513.12
C16	Career Progression	2,282	\$3,086,132.48		\$1,221,199.05
C20	Performance Pay	339	\$288,755.30		\$15,000.00
C26	Completion Of Probation/Trial Period	683	\$469,819.99		\$217,270.43
C28	Equity Adjustment	751	\$762,379.30		\$778,628.62
C29	Skill-Based Pay Adjustment	140	\$75,891.86		\$61,509.36
C45	Market Adjustment	1,885	\$2,731,146.33		\$357,924.44
Total		6,186	\$7,515,421.80		\$2,680,045.02
UNCLASSIFIED PER ACTION	PMM TITLE	NUMBER OF PER ACTIONS	CY 2006 PMM COST		ANTICIPATED PMM COSTS JAN-JUN 2007
C05	Intra-Agency Lateral Transfer	4	\$4,052.62		\$660.00
C16	Career Progression	8	\$14,774.87		\$56,107.16
C20	Performance Pay	280	\$553,014.58		\$5,142.12
C26	Completion Of Probation/Trial Period	1	\$3,511.18		\$5,326.86
C28	Equity Adjustment	26	\$48,760.73		\$3,540.00
C29	Skill-Based Pay Adjustment	12	\$20,052.69		\$0.00
C45	Market Adjustment	354	\$829,204.60		\$62,328.10
Total		685	\$1,473,371.26		\$133,104.24
Grand Total		6,871	\$8,988,793.06		\$2,813,149.26

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COST 01/01/07 TO 06/30/07**

Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Performance Based Adjustment (C20)	Total Projected Increase	Estimated No. of Classified EEs Affected
Physician Manpower Training Commission	\$0.00	\$0.00	\$464.13	\$0.00	\$0.00	\$0.00	\$0.00	\$464.13	1
Grand River Dam Authority	\$1,600.00	\$92,248.00	\$0.00	\$5,200.00	\$0.00	\$0.00	\$0.00	\$99,048.00	31
Oklahoma Historical Society	\$0.00	\$0.00	\$1,125.29	\$0.00	\$0.00	\$0.00	\$0.00	\$1,125.29	10
Pharmacy, Oklahoma State Board of	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$879.66	\$0.00	\$879.66	1
Department of Corrections	\$4,400.00	\$227,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$231,400.00	311
Department of Rehabilitation Services	\$0.00	\$1,040.00	\$0.00	\$0.00	\$2,009.36	\$0.00	\$0.00	\$3,049.36	10
Employees Benefits Council	\$0.00	\$2,415.00	\$825.00	\$0.00	\$0.00	\$2,500.00	\$0.00	\$5,740.00	4
Oklahoma Department of Human Services	\$2,600.00	\$290,000.00	\$0.00	\$95,000.00	\$16,000.00	\$140,000.00	\$0.00	\$543,600.00	809
Oklahoma State & Education Employees Group Insurance Board	\$1,200.00	\$4,512.42	\$1,421.46	\$2,400.00	\$2,500.00	\$0.00	\$0.00	\$12,033.88	10
Oklahoma Water Resources Board	\$0.00	\$2,188.46	\$385.97	\$0.00	\$0.00	\$6,897.48	\$0.00	\$9,471.91	7
Office of Juvenile Affairs	\$1,500.00	\$23,000.00	\$0.00	\$3,000.00	\$2,000.00	\$0.00	\$0.00	\$29,500.00	36
Department of Health	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24,575.04	\$0.00	\$24,575.04	27
Dept of Mental Health	\$1,500.00	\$6,000.00	\$0.00	\$0.00	\$800.00	\$0.00	\$0.00	\$8,300.00	9
Dept of Veterans Affairs	\$2,500.00	\$10,000.00	\$10,000.00	\$600,000.00	\$25,000.00	\$9,000.00	\$0.00	\$656,500.00	784
Oklahoma Department of Transportation	\$8,500.00	\$217,000.00	\$52,000.00	\$4,000.00	\$0.00	\$0.00	\$0.00	\$281,500.00	245
Oklahoma Employment Security Commission	\$0.00	\$54,492.00	\$0.00	\$2,545.00	\$1,000.00	\$1,941.78	\$0.00	\$59,978.78	61
Office of State Finance	\$0.00	\$0.00	\$465.00	\$0.00	\$0.00	\$0.00	\$0.00	\$465.00	1
Oklahoma Tax Commission	\$0.00	\$90,228.06	\$0.00	\$11,364.78	\$0.00	\$29,875.38	\$0.00	\$131,468.22	45
JD McCarty Center	\$0.00	\$0.00	\$25,861.29	\$2,074.80	\$0.00	\$3,270.38	\$0.00	\$31,206.47	38
Professional Engineers & Land Surveyors	\$0.00	\$0.00	\$1,470.06	\$0.00	\$0.00	\$0.00	\$0.00	\$1,470.06	1
Department of Agriculture, Food and Forestry	\$1,896.12	\$13,828.27	\$3,228.95	\$12,250.00	\$0.00	\$0.00	\$0.00	\$31,203.34	23
Dept. of Environmental Quality	\$0.00	\$49,420.88	\$0.00	\$1,844.04	\$0.00	\$1,900.00	\$0.00	\$53,164.92	29

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
CLASSIFIED PROJECTED COST 01/01/07 TO 06/30/07**

Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Performance Based Adjustment (C20)	Total Projected Increase	Estimated No. of Classified EEs Affected
Office of Personnel Management	\$0.00	\$7,668.62	\$443.58	\$0.00	\$3,600.00	\$0.00	\$0.00	\$11,712.20	8
Oklahoma Tourism and Recreation Department	\$0.00	\$1,200.00	\$7,200.00	\$600.00	\$600.00	\$600.00	\$0.00	\$10,200.00	17
Dept of Libraries	\$0.00	\$0.00	\$1,749.31	\$0.00	\$0.00	\$0.00	\$0.00	\$1,749.31	3
Oklahoma Turnpike Authority	\$201.00	\$725.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$926.00	2
Secretary of State	\$0.00	\$4,000.00	\$1,200.00	\$1,500.00	\$0.00	\$10,000.00	\$0.00	\$16,700.00	12
Commissioners of the Land Office	\$0.00	\$4,065.08	\$2,568.40	\$0.00	\$0.00	\$3,483.32	\$0.00	\$10,116.80	6
Department of Securities	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,976.00	\$0.00	\$2,976.00	1
CompSource	\$0.00	\$2,500.00	\$244.50	\$3,500.00	\$2,000.00	\$0.00	\$0.00	\$8,244.50	12
Oklahoma Merit Protection Commission	\$0.00	\$3,000.00	\$0.00	\$0.00	\$6,000.00	\$6,000.00	\$15,000.00	\$30,000.00	10
OSBI	\$0.00	\$13,552.00	\$1,675.00	\$0.00	\$0.00	\$52,718.00	\$0.00	\$67,945.00	36
Dept. of Public Safety	\$1,416.00	\$85,115.26	\$104,942.49	\$33,350.00	\$0.00	\$61,307.40	\$0.00	\$286,131.15	135
Oklahoma Corporation Commission	\$1,200.00	\$16,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$17,200.00	10
Classified Totals	\$28,513.12	\$1,221,199.05	\$217,270.43	\$778,628.62	\$61,509.36	\$357,924.44	\$15,000.00	\$2,680,045.02	2745

**OFFICE OF PERSONNEL MANAGEMENT
PAY MOVEMENT MECHANISM COST REPORT
UNCLASSIFIED PROJECTED COST 01/01/06 TO 06/30/06**

Agency Name	Lateral Transfers (C05)	Career Progression (C16)	Completion of Probationary/Trial Period (C26)	Equity Adjustment (C28)	Skill-Based Pay Adjustment (C29)	Market Adjustment (C45)	Performance Based Adjustment (C20)	Total Projected Increase	Estimated No. of Unclassified EEs Affected
Physician Manpower Training Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,142.12	\$2,142.12	2
Ok Commission for Teacher Preparation	\$0.00	\$0.00	\$0.00	\$2,500.00	\$0.00	\$0.00	\$0.00	\$2,500.00	2
Grand River Dam Authority	\$0.00	\$19,112.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$19,112.00	2
OETA	\$0.00	\$8,137.16	\$0.00	\$0.00	\$0.00	\$12,237.28	\$0.00	\$20,374.44	15
Oklahoma Department of Human Services	\$660.00	\$0.00	\$0.00	\$1,040.00	\$0.00	\$30,000.00	\$0.00	\$31,700.00	37
Oklahoma Water Resources Board	\$0.00	\$0.00	\$208.33	\$0.00	\$0.00	\$5,090.82	\$0.00	\$5,299.15	2
Dept. Of Mental Health	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$0.00	\$2,000.00	4
JD McCarty Cntr for Children with Developmental Disab	\$0.00	\$0.00	\$3,862.53	\$0.00	\$0.00	\$0.00	\$0.00	\$3,862.53	3
Oklahoma State Banking Department	\$0.00	\$13,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,500.00	8
Commissioners of the Land Office	\$0.00	\$0.00	\$1,256.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,256.00	1
Oklahoma Space Industry Development Authority	\$0.00	\$1,250.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,250.00	1
Oklahoma Merit Protection Commission	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,000.00	\$3,000.00	\$16,000.00	3
Dept. of Public Safety	\$0.00	\$14,108.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,108.00	4
Unclassified Totals	\$660.00	\$56,107.16	\$5,326.86	\$3,540.00	\$0.00	\$62,328.10	\$5,142.12	\$133,104.24	84

Appendix

Pay Movement Mechanisms

Pay movement mechanisms available for use by agencies and included in this report are the following:

Career Progression: (530:10-7-14 (b))

A type of intra-agency promotion in which an employee is advanced from one level of a job family to a higher **non-supervisory** level in the same job family. Rate of pay upon career progression is the same as promotion and can be found in the above referenced merit rule. The keys to career progressions are as follows:

- it is a move within the same job family (intra-agency)
- it is a move from a lower non-supervisory level to a higher non-supervisory level, may be same or higher pay band (key is same JFD, higher level)
- does not require posting

Lateral transfer: (530:10-7-14 (e))

An agency may provide up to a 5% increase for an employee that is transferred to a position in the same job family and level or to another job family and level with the same pay band assignment. The keys to lateral transfers are as follows:

- it is a move from one job to another which has the same pay band assignment

Market Adjustment: (530:10-7-20)

An agency may make a salary adjustment to a specific job family or job family level in response to market conditions. The agency making the request is responsible for providing information that supports the request, such as

- relevant market data
- other supporting information such as recruitment and retention difficulties, market conditions, and other factors leading to the recommendation for the adjustment
- all employees in the affected jobs at the requesting agency are to be given uniform treatment when an adjustment is approved and subsequently implemented.

Completion of Initial Probation or Trial Period: (530:10-7-22)

An agency may provide a salary adjustment not to exceed 5% to an employee successfully completing their initial probation period or to employees completing trial periods after promotion. The keys to completion of initial probation or trial period are as follows:

- may be provided to classified employees achieving permanent status following the initial probationary period
- may be provided to classified employees achieving permanent status following reinstatement to the classified service

- may be provided to permanent classified employees completing a trial period after promotion to a different job family
- may be provided to employees completing trial periods after career progression in accordance with SB 464.

Skill-Based Pay: (530:10-7-24)

An agency may develop a skill-based pay program (SBP) that must be a separate document from the salary administration plan. Prior to implementing an SBP program, the program must be approved by the Administrator. All SBP programs must be related to the following:

- the acquisition of additional skills and abilities which can be applied to the work to be performed and which will increase the value of the employee to the agency
- the skills must be verifiable through certification, licensure, diploma, or some other method
- the skills must be beyond the qualifications required by the job descriptor.

Such adjustments may be provided as a differential over and above an employee's base pay or as a one-time lump-sum payment. Lump sum skill-based pay adjustments shall be limited to 10% of an employee's annual salary and may be provided to employees whose base pay is at or exceeds the maximum rate of pay for the pay band. Skill-based differentials shall be limited to 10% of an employee's monthly salary for employees paid on a monthly basis, and 10% of an employee's biweekly salary for employees paid on a biweekly basis. Skill-based pay differentials paid to an employee shall become permanent after 24 continuous months and shall be included as a part of the employee's base pay.

Equity-Based Adjustment: (530:10-7-26)

An agency may provide an equity adjustment when individual employees are significantly underpaid relative to other employees at the same agency in the same job family and level. Any adjustment that would cause an employee's salary to exceed the midpoint must be approved by the Administrator. The keys to equity-based adjustment are as follows:

- may be provided to employees who are significantly underpaid relative to other employees at the same agency and in the same job family and level
- any adjustment which causes an employee's salary to exceed the midpoint must be approved by the Administrator. In this instance, the agency must submit a request in writing to the Administrator which includes the following:
 1. affected job family and level
 2. affected employee salaries
 3. baseline employee salary
 4. rationale for requesting equity adjustment

Performance-Based Adjustment: (530:10-7-27)

An agency may implement a performance-based adjustment program to reward employees who have achieved an overall rating of “meets standards” or better on their most recent performance evaluation. Plans must be approved by the OPM Administrator and include the following elements, among others:

- the manner in which the award will be made, including whether awards will be made for both “meets standards” and “exceeds standards,” or “exceeds standards” only; and whether they will constitute adjustments to base salary, lump sum payments, or a combination thereof.
- certification that the plan provides uniform treatment of employees, and identification of the amount or percentage the Appointing Authority intends to award to qualifying employees, not to exceed 5% of salary for “meets standards” and 10% of salary for “exceeds standards.”
- Identification of the 12-month evaluation cycle to be used within the agency.

Agencies Surveyed for CY 2006 Report

AGENCY NUMBER	AGENCY NAME	MERIT STATUS
007	Capitol Complex and Centennial Commemoration, Oklahoma	Non-Merit
020	Accountancy Board, The Oklahoma	Non-Merit
025	Military Department, The Oklahoma (OMD)	Merit
030	Alcoholic Beverage Laws Enforcement Commission (ABLE)	Merit
038	Sorghum Commission, Oklahoma	Non-Merit
039	Boll Weevil Eradication Organization, Oklahoma	Non-Merit
040	Agriculture, Food, and Forestry, Oklahoma Department of	Merit
044	Anatomical Board of the State of Oklahoma	Non-Merit
045	Architects and Landscape Architects of Oklahoma, Board of Governors of the Licensed	Non-Merit
047	Indigent Defense System, Oklahoma	Non-Merit
049	Attorney General, Office of the	Non-Merit
055	Arts Council, Oklahoma	Non-Merit
058	Polygraph Examiners Board	Non-Merit
060	Aeronautics Commission, Oklahoma	Non-Merit
065	Banking Department, State	Non-Merit
090	Finance, Office of State	Merit
091	Building Bonds Commission	Non-Merit
092	Tobacco Settlement Endowment Fund, Board of Directors of the Oklahoma	Non-Merit
125	Mines, Department of	Non-Merit
127	Children and Youth, Oklahoma Commission on	Merit
131	Corrections, Oklahoma Department of (Human Resources Unit)	Merit
140	Podiatry, Oklahoma State Board of	Non-Merit
145	Chiropractic Examiners, Board of	Non-Merit
160	Commerce, Oklahoma Department of	Merit
170	Construction Industries Board	Non-Merit
185	Corporation Commission, Oklahoma	Merit
190	Cosmetology Board, Oklahoma State	Merit
204	J.M. Davis Memorial Commission	Non-Merit
215	Dentistry, Board of	Merit
220	District Attorneys Council	Non-Merit
265	Education, Department of	Merit
266	Educational Television Authority, Oklahoma	Non-Merit
269	Teacher Preparation, Commission for	Non-Merit
270	Election Board, State	Merit
285	Funeral Board, Oklahoma	Merit

AGENCY NUMBER	AGENCY NAME	MERIT STATUS
290	Employment Security Commission, Oklahoma (ESC)	Merit
292	Environmental Quality, Oklahoma Department of	Merit
296	Ethics Commission	Merit
298	Merit Protection Commission, Oklahoma	Merit
300	Auditor and Inspector, State	Non-Merit
305	Governor, Office of the	Non-Merit
306	Pardon and Parole Board	Merit
307	Interstate Oil and Gas Compact Commission	Non-Merit
308	Investigation, Oklahoma State Bureau of (OSBI)	Merit
309	Emergency Management, Oklahoma Department of	Merit
310	Fire Marshal's Office, State	Merit
315	Firefighters Pension and Retirement Board, State	Non-Merit
320	Wildlife Conservation, Department of	Non-Merit
326	Handicapped Concerns, Office of	Merit
340	Health, Oklahoma State Department of (OSDH)	Merit
342	Medicolegal Investigations, Board of	Non-Merit
343	Perfusionists, Oklahoma State Board of	Non-Merit
345	Transportation, Oklahoma Department of (DOT)	Merit
346	Space Industry Development Authority, Oklahoma	Non-Merit
350	Historical Society, Oklahoma	Merit
353	Horse Racing Commission, Oklahoma	Non-Merit
355	Human Rights Commission, Oklahoma (HRC)	Merit
359	Energy Resources Board, Oklahoma	Non-Merit
360	Indian Affairs Commission, Oklahoma	Non-Merit
361	Native American Cultural and Education Authority of Oklahoma	Non-Merit
369	Workers' Compensation Court	Non-Merit
370	Industrial Finance Authority, Oklahoma	Non-Merit
385	Insurance Department	Non-Merit
390	CompSource Oklahoma	Merit
400	Juvenile Affairs, Office of	Merit
405	Labor, Department of	Merit
410	Land Office, Commissioners of the	Merit
415	Law Enforcement Education and Training, Council on	Non-Merit
416	Law Enforcement Retirement Board, Oklahoma	Non-Merit
430	Libraries, Oklahoma Department of (ODL)	Merit
435	Lottery Commission, Oklahoma	Non-Merit
440	Lieutenant Governor, Office of the	Non-Merit
445	Liquefied Petroleum Gas Administration, Oklahoma (LPG)	Merit

AGENCY NUMBER	AGENCY NAME	MERIT STATUS
446	Marginally Producing Oil and Gas Wells, Commission on	Non-Merit
448	Licensed Alcohol & Drug Counselors, Oklahoma Board of	Non-Merit
450	Medical Licensure and Supervision, Oklahoma State Board of	Merit
452	Mental Health and Substance Abuse Services, Department of	Merit
475	Motor Vehicle Commission, Oklahoma	Non-Merit
477	Narcotics and Dangerous Drugs Control, Oklahoma State Bureau of (BNDDC)	Merit
509	Nursing Home Administrators, Oklahoma State Board of Examiners for	Non-Merit
510	Nursing, Oklahoma Board of	Non-Merit
515	Retirement System, Oklahoma Public Employees (OPERS)	Merit
516	State and Education Employees Group Insurance Board, Oklahoma (OSEEGIB)	Merit
520	Optometry, Board of Examiners in	Non-Merit
525	Osteopathic Examiners, State Board of	Merit
535	Peanut Commission, Oklahoma	Merit
548	Personnel Management, Office of (OPM)	Merit
557	Police Pension and Retirement System, Oklahoma	Non-Merit
560	Pharmacy, Oklahoma State Board of	Merit
566	Tourism and Recreation Department, Oklahoma (T&R/OTRD)	Merit
568	Scenic Rivers Commission	Non-Merit
570	Professional Engineers and Land Surveyors, State Board of Registration for	Merit
575	Psychologists, State Board of Examiners of	Non-Merit
580	Central Services, Department of	Merit
582	Bond Advisor, Oklahoma State	Non-Merit
585	Public Safety, Oklahoma Department of (DPS)	Merit
588	Real Estate Commission, Oklahoma	Merit
615	Foresters, State Board of Registration for	Non-Merit
618	Student Loan Authority, The Oklahoma	Non-Merit
619	Physician Manpower Training Commission	Merit
621	Santa Claus Commission	Non-Merit
622	Social Workers, State Board of Licensed	Non-Merit
625	Secretary of State	Merit
628	Advancement of Science and Technology, Oklahoma Center for the (OCAST)	Merit
629	Science and Mathematics, Oklahoma School of	Merit
630	Securities, Oklahoma Department of	Merit
631	Sheep and Wool Utilization, Research and Market Development Commission	Merit
632	Speech Pathology and Audiology, Board of Examiners for	Non-Merit
635	Consumer Credit, Department of	Merit
645	Conservation Commission, Oklahoma	Merit

AGENCY NUMBER	AGENCY NAME	MERIT STATUS
650	Veterans Affairs, Oklahoma Department of (DVA)	Merit
670	McCarty Center for Children With Developmental Disabilities, J.D.	Merit
695	Tax Commission, Oklahoma (TAX)	Merit
709	Tax Review, Court of	Non-Merit
715	Retirement System, Oklahoma Teachers'	Merit
735	Municipal Clerks and Treasurers Training Division	Non-Merit
740	Treasurer, State	Non-Merit
755	Used Motor Vehicle and Parts Commission, Oklahoma	Non-Merit
772	Chemical Tests for Alcohol and Drug, Board of	Non-Merit
790	Veterinary Medical Examiners, Oklahoma Board of	Non-Merit
805	Rehabilitation Services, Department of	Merit
807	Health Care Authority, Oklahoma	Merit
815	Employee Benefits Council	Merit
825	University Hospitals Authority, The	Non-Merit
830	Human Services, Department of (DHS)	Merit
835	Environment, Office of the Secretary of	Merit
875	Wheat Commission, Oklahoma	Non-Merit
880	Will Rogers Memorial Commission	Merit
900	Development Finance Authority, Oklahoma	Non-Merit
915	Capitol Investment Board, Oklahoma	Non-Merit
920	Environmental Finance Authority	Non-Merit
922	Housing Finance Authority, Oklahoma	Non-Merit
978	Turnpike Authority, Oklahoma (OTA)	Merit
980	Grand River Dam Authority (GRDA)	Merit
981	Municipal Power Authority	Non-Merit