

**CHAPTER 7520**  
**DEPARTMENT OF PUBLIC SAFETY**  
**MERIT SYSTEM**

7520 0100 DEFINITIONS  
 7520 0350 PROHIBITION AGAINST  
 DISCRIMINATION  
 7520 0650 SALARY ADJUSTMENTS AND  
 INCREASES

7520 1000 COMPENSATION PLAN (EMERGENCY  
 MANAGEMENT), 1994,  
 PROFESSIONAL  
 7520 1100 COMPENSATION PLAN (EMERGENCY  
 MANAGEMENT), 1994, CLERICAL

**7520.0100 DEFINITIONS.**

*[For text of subps 1 to 13, see M R ]*

Subp 13a **Discrimination.** "Discrimination" means unequal treatment, intentional or unintentional, that is based on the following protected characteristics: race, color, creed, sex, age, marital status, national origin, disability, reliance on public assistance, religion, political affiliation, membership or activity on a local commission, or sexual orientation

*[For text of subps 14 to 17, see M R ]*

Subp 17a **Equal employment opportunity.** "Equal employment opportunity" means the policy of basing all personnel activities solely on individual merit of applicants and employees in relation to job requirements, and without regard to race, color, creed, sex, age, marital status, national origin, disability, reliance on public assistance, religion, political affiliation, membership or activity in a local commission, or sexual orientation.

*[For text of subps 17b to 50, see M R.]*

**Statutory Authority:** *MS s 12 22*

**History:** *18 SR 2278*

**7520.0350 PROHIBITION AGAINST DISCRIMINATION.**

Subpart 1 **In general.** No person shall be discriminated for or against in such matters as recruitment, examination, appointment, tenure, compensation, classification, or promotion, or in such matters as conditions, facilities, or privileges of employment because of race, color, political affiliation, creed, religion, national origin, disability, age, marital status, status with regard to public assistance, sex, membership or activity in a local commission, or sexual orientation. Any person aggrieved by a violation of these prohibitions may file a complaint under the provisions of Minnesota Statutes, chapter 363, or may file a discrimination complaint under the local agency's internal complaint process

Subp. 2a. **Affirmative action plan.** Each local agency shall have an affirmative action plan for employees covered by parts 7520 0100 to 7520 1200. The plan must contain, at a minimum, the following

*[For text of item A, see M R ]*

B an internal discrimination complaint policy and procedure that includes notification of the Department of Human Services Office for Equal Opportunity, Affirmative Action and Civil Rights of complaints that are brought and their resolution,

C provision for appointment of a person to provide liaison between the local agency and the Department of Human Services Office for Equal Opportunity, Affirmative Action and Civil Rights and to have responsibility for implementation of the local agency's plan, and

D provision for participation by the local agency in an affirmative action committee,

E. provision for notification of the Department of Human Services Office for Equal Opportunity, Affirmative Action and Civil Rights of periodic hiring goals established by the local agency, for expanded certification purposes; and

F provision for compliance with Title I of the Americans with Disabilities Act of 1990, which prohibits discrimination against disabled employees or job applicants.

# MINNESOTA RULES 1994

69

MERIT SYSTEM 7520.1100

These requirements may be incorporated as part of a county-wide affirmative action plan or provided as an addendum to the plan

**Statutory Authority:** *MS s 12 22*

**History:** *18 SR 2278*

## 7520.0650 SALARY ADJUSTMENTS AND INCREASES.

*[For text of subps 1 and 2, see M R ]*

Subp 3 **Recommended adjustment.** The merit system general adjustment recommended for incumbents is zero percent for employees on the professional and clerical salary schedules

*[For text of subps 4 and 5, see M R ]*

**Statutory Authority:** *MS s 12 22*

**History:** *18 SR 2278*

## 7520.1000 COMPENSATION PLAN (EMERGENCY MANAGEMENT), 1994; PROFESSIONAL.

### Subpart 1 Plan.

	Minimum	Maximum
Administrative Officer	1920	2996
Assistant		
Emergency Management Director	1756	2742
Communications Officer	1680	2630
Operations Officer	1920	2996
Public Information Officer	1920	2996
Radiological Officer	1680	2630
Safety Services Coordinator	1920	2996

**Statutory Authority:** *MS s 12 22*

**History:** *18 SR 2278*

## 7520.1100 COMPENSATION PLAN (EMERGENCY MANAGEMENT), 1994; CLERICAL.

### Subpart 1 Plan.

	Minimum	Maximum
Clerk I	925	1571
Clerk II	1075	1835
Clerk III	1255	1961
Clerk-Typist I	1010	1717
Clerk-Typist II	1075	1835
Clerk-Typist III	1344	2098
Clerk-Steno	1075	1835

**Statutory Authority:** *MS s 12 22*

**History:** *18 SR 2278*