

3359-25-06 Classified classification plan.

- (A) The university of Akron shall establish, modify, or repeal, by rule, a job classification plan for all positions, offices, and employments in the classified civil service.
- (B) The university of Akron shall assign a classification title to each classification within the classification plan.
- (C) The university of Akron shall assign each classification to a pay range.
- (D) The university of Akron shall assign a numbering system for the classification process.
- (E) The following are the classifications that the university of Akron shall assign all positions within the classified service.

**The University of Akron
Classified Staff Classifications (Series 40000)**

1000 Administrative Support Division

1100 Office Support Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------------------|--------------|
| 113 | 41111 | Office Support Spec | Non-exempt |
| 114 | 41112 | Secretary | Non-exempt |
| 115 | 41113 | Administrative Secretary | Non-exempt |
| 115 | 41121 | Desktop Publishing Spec | Non-exempt |
| 116 | 41131 | Program Asst | Non-exempt |
| 115 | 41141 | Web Editor (Departmental) | Non-Exempt |
| 115 | 41151 | Medical Secretary | Non-exempt |
| 118 | 41161 | College Program Spec | Non-exempt |
| 116 | 41171 | Word Processing Ctr Spec Wayne | Non-Exempt |

1200 Office Management Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|------------------------------|--------------|
| 117 | 41211 | Coord Word Processing Center | Non-exempt |
| 118 | 41212 | Office Mgr | Non-exempt |

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|-----|-------|--------------------------------|------------|
| 117 | 41221 | Coord Events | Non-exempt |
| 117 | 41231 | Coord Records Management | Non-exempt |
| 117 | 41241 | Asst To Dir Music | Non-exempt |
| 114 | 41251 | Asst To Supv College Bookstore | Non-exempt |
| 119 | 41252 | Supv College Bookstore | Exempt |
| 118 | 41261 | Coord Technology Transfer | Non-exempt |
| 117 | 41271 | Departmental Records Spec | Non-exempt |

1300 Administrative Staff Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-------------------------------|--------------|
| 116 | 41311 | Administrative Asst | Non-exempt |
| 118 | 41312 | Administrative Asst Sr | Non-exempt |
| 119 | 41313 | Sr Exec Administrative Asst | Non-exempt |
| 118 | 41321 | Coord Athletic Publications | Non-exempt |
| 119 | 41331 | Asst To Univ Internal Auditor | Non-Exempt |

2000 Finance Accounting Division

2100 Accounting Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|------------------------|--------------|
| 113 | 42111 | Accounting Clerk 1 | Non-exempt |
| 115 | 42112 | Accounting Clerk 2 | Non-exempt |
| 116 | 42113 | Accounting Clerk Sr | Non-exempt |
| 114 | 42121 | Inventory Control Spec | Non-exempt |
| 114 | 42131 | Payroll Clerk | Non-exempt |
| 117 | 42132 | Payroll Clerk Sr | Non-exempt |
| 117 | 42133 | Payroll Spec | Non-exempt |
| 118 | 42134 | Payroll Spec Sr | Exempt |
| 120 | 42135 | Asst Mgr Payroll | Exempt |

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|-----|-------|-------------|------------|
| 115 | 42141 | Budget Asst | Non-exempt |
|-----|-------|-------------|------------|

2200 Cash Collection And Disbursement Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------|--------------|
| 111 | 42211 | Cashier Asst | Non-exempt |
| 113 | 42212 | Cashier | Non-exempt |
| 115 | 42213 | Cashier Sr | Non-exempt |
| 116 | 42214 | Supervisor Cashier | Non-Exempt |

2300 Purchasing Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-----------------------------|--------------|
| 117 | 42321 | Mgr Central Stores | Exempt |
| 118 | 42331 | Mgr Purchasing Support Srvs | Exempt |
| 118 | 42341 | Buyer Sr | Exempt |

2400 Food Preparation Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|---------------------------|--------------|
| 112 | 42411 | Head Bartender/Server | Non-exempt |
| 112 | 42421 | Head Server | Non-exempt |
| 112 | 42431 | Cold Food Production Supv | Non-exempt |
| 112 | 42441 | Coord Food Srvs | Non-exempt |
| 114 | 42451 | Cook | Non-exempt |

2500 Dining Services Administrative Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------------------|--------------|
| 117 | 42501 | Supv Dining Srvs | Non-exempt |
| 117 | 42511 | Chef Dining Srvs | Exempt |
| 117 | 42521 | Catering Scheduler | Non-exempt |
| 117 | 42531 | Business Coord-Martin Univ Ctr | Non-exempt |

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|-----|-------|--------------------------|--------|
| 117 | 42541 | Asst Mgr Martin Univ Ctr | Exempt |
| 118 | 42551 | Mgr Food Srvs | Exempt |
| 119 | 42561 | Executive Chef | Exempt |

2600 Printing Services Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|------------------------------|--------------|
| 115 | 42611 | Printing Press Operator | Non-exempt |
| 118 | 42621 | Supv DocuZip Center | Non-exempt |
| 118 | 42631 | Printing Supv | Non-exempt |
| 119 | 42641 | Production Mgr | Exempt |
| 117 | 42651 | Coord Pre-Press/Graphics | Non-exempt |
| 118 | 42661 | Coord Print Purchasing | Exempt |
| 115 | 42671 | Printing Office Support Spec | Non-exempt |

2700 Auxiliary Services Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------------|--------------|
| 115 | 42711 | Coord Parking Facilities | Non-exempt |
| 116 | 42721 | Asst Dir Hower House | Exempt |
| 118 | 42731 | Mgr Vending Srvs | Exempt |
| 118 | 42741 | Retail Mgr | Exempt |

3000 Information Technology Division

3100 Information Services Administrative Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|------------------------|--------------|
| 112 | 43112 | Data Processor | Non-exempt |
| 114 | 43113 | Data Entry Spec | Non-exempt |
| 114 | 43114 | Info Srvs Support Spec | Non-exempt |
| 118 | 43121 | Office Automation Spec | Non-Exempt |

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|-----|-------|--------------------------------|--------|
| 119 | 43122 | Coord Div-Wide CIO Office Srvs | Exempt |
|-----|-------|--------------------------------|--------|

3200 Computer Operations Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------------------|--------------|
| 115 | 43211 | Computer Operator | Non-exempt |
| 116 | 43212 | Computer Operator Sr | Non-exempt |
| 119 | 43213 | Computer Operations Shift Supv | Non-exempt |
| 116 | 43221 | Data Control Technician | Non-exempt |
| 119 | 43223 | Lead Production Control Anly | Non-exempt |
| 116 | 43231 | Scheduler | Non-exempt |
| 112 | 43241 | Inventory Control Officer | Non-exempt |
| 115 | 43251 | Computer Oper Support Spec | Non-exempt |

3300 Information Services Application Support Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-------------------------------|--------------|
| 119 | 43351 | Asst Departmental Systems Adm | Non-exempt |
| 121 | 43352 | Departmental Systems Adm | Non-exempt |

3400 Information Services Technical Support Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------------------|--------------|
| 117 | 43411 | Computer Support Asst | Non-exempt |
| 118 | 43431 | Data Systems Spec | Non-exempt |
| 118 | 43441 | Computer Lab Support Spec | Exempt |
| 119 | 43442 | Computer Lab Support Spec Lead | Exempt |

3500 Telecommunications Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------|--------------|
| 114 | 43511 | Telephone Operator | Non-exempt |
| 115 | 43512 | Telephone Supv | Non-exempt |

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|-----|-------|------------------------------|------------|
| 118 | 43531 | Telecommunications Tech Spec | Non-exempt |
|-----|-------|------------------------------|------------|

3600 Technology Support Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------------------|--------------|
| 114 | 43610 | Media Support Assoc-Wayne | Non-exempt |
| 115 | 43611 | Audio Visual Technician-Wayne | Non-exempt |
| 116 | 43612 | Media Support Technician-Wayne | Non-exempt |
| 118 | 43621 | Radio Technician | Non-exempt |
| 118 | 43631 | Electronic Technician | Non-exempt |
| 119 | 43632 | Electronic Technician Sr | Non-exempt |
| 118 | 43641 | Coord GSC Technical Srvs | Exempt |

3700 Library Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------------|--------------|
| 114 | 43711 | Library Asst | Non-exempt |
| 115 | 43712 | Library Assoc | Non-exempt |
| 116 | 43713 | Library Assoc Sr | Non-exempt |
| 116 | 43714 | Catalog Assoc | Non-exempt |
| 116 | 43722 | Archives Assoc | Non-exempt |
| 117 | 43731 | Marketing Representative | Non-Exempt |

3800 Media Services Group

| | | | |
|-----|-------|--------------------------|------------|
| 118 | 43831 | Public Address Sys Coord | Non-exempt |
| 115 | 43841 | AVS Scheduler | Non-exempt |
| 115 | 43851 | Classroom Srvs Coord | Non-exempt |

4000 Business / Administrative Division

4100 Human Resources Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-----------------------------|--------------|
| 115 | 44111 | Benefits Asst | Non-exempt |
| 116 | 44112 | Benefits Asst Sr | Non-exempt |
| 118 | 44121 | Coord Benefits | Non-exempt |
| 119 | 44122 | Benefits Adm | Exempt |
| 115 | 44131 | Employment Srvs Asst | Non-exempt |
| 117 | 44132 | Employment Srvs Spec | Non-exempt |
| 118 | 44133 | Coord Employment Srvs | Non-Exempt |
| 115 | 44141 | Personnel Records Processor | Non-exempt |
| 118 | 44142 | Coord Personnel Records | Non-exempt |
| 117 | 44151 | Compensation Spec | Non-exempt |
| 118 | 44161 | Human Resources Generalist | Exempt |
| 115 | 44171 | HRIS Asst | Non-Exempt |
| 117 | 44172 | HRIS Spec | Non-Exempt |
| 118 | 44173 | Coord HRIS | Non-Exempt |

4200 Affirmative Action Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|----------------------|--------------|
| 118 | 44221 | EEO Compliance Coord | Exempt |

4300 Public Relations/Development Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-----------------------------|--------------|
| 115 | 44311 | Editorial Asst | Non-exempt |
| 117 | 44321 | Publishing Coord-Univ Press | Non-exempt |
| 117 | 44331 | Publications Spec | Non-exempt |
| 117 | 44341 | Photographic Lab Technician | Non-exempt |
| 117 | 44351 | Graphic Design Technician | Non-exempt |

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|-----|-------|----------------|------------|
| 117 | 44361 | 3-D Technician | Non-Exempt |
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5000 Facilities Management Division

5100 Facilities Management Administrative Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|----------------------------|--------------|
| 117 | 45111 | Coord PFOC Budget Oper | Exempt |
| 119 | 45121 | Coord Planning & Constr | Exempt |
| 119 | 45131 | Coord Estimator & ADA | Exempt |
| 120 | 45141 | Plant Maintenance Engineer | Non-exempt |
| 118 | 45151 | Asst Facilities Mgr-Wayne | Non-exempt |
| 120 | 45152 | Facilities Mgr-Wayne | Exempt |
| 120 | 45161 | Coord General Crafts | Non-exempt |
| 120 | 45171 | Mgr Facilities Projects | Exempt |
| 118 | 45181 | Space Analyst I | Exempt |
| 120 | 45182 | Space Analyst II | Exempt |
| 120 | 45191 | Campus Planner | Exempt |

5200 Maintenance Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--|--------------|
| 115 | 45211 | Maintenance Repair Worker | Non-exempt |
| 116 | 45212 | Maintenance Repair Worker Sr | Non-exempt |
| 117 | 45221 | Building Maintenance Asst Supt | Non-exempt |
| 119 | 45222 | Building Maintenance Supt | Non-exempt |
| 114 | 45231 | Facilities Maintenance Worker-Wayne | Non-exempt |
| 116 | 45232 | Facilities Maintenance Worker Sr-Wayne | Non-exempt |
| 119 | 45241 | Equipment Maintenance Supt | Non-exempt |
| 119 | 45252 | Energy Management Supt | Non-Exempt |

119 45262 Energy Center Superintendent Non-exempt

5300 Grounds/Custodial Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-----------------------------|--------------|
| 117 | 45321 | Grounds Supt | Non-exempt |
| 117 | 45331 | Custodial Supt | Non-exempt |
| 118 | 45341 | Mgr Contract Custodial Srvs | Exempt |

5400 Mail Services/Delivery Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-----------------------|--------------|
| 112 | 45411 | Delivery Worker | Non-exempt |
| 117 | 45412 | Asst Mgr Mailing Srvs | Non-exempt |
| 119 | 45413 | Mgr Mail Srvs | Non-exempt |

5500 Storekeeper Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-----------------------|--------------|
| 115 | 45511 | Storekeeper | Non-exempt |
| 116 | 45512 | Storekeeper Sr | Non-exempt |
| 116 | 45521 | Chemical Storekeeper | Non-exempt |
| 117 | 45522 | Coord Chemical Stores | Non-exempt |

6000 Public Safety Division

6100 Radio Operator/Dispatcher Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-----------------------|--------------|
| 113 | 46111 | Radio Operator | Non-exempt |
| 115 | 46121 | Radio Dispatcher | Non-exempt |
| 117 | 46122 | Radio Dispatcher Supv | Non-exempt |

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|-----|-------|--------------------|------------|
| 116 | 46131 | Police 911-Telecom | Non-Exempt |
| 117 | 46132 | E-911 Telecom Mgr | Non-Exempt |

6200 Police Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-------------------------------|--------------|
| 115 | 46211 | Coord Police Evidence/Records | Non-exempt |
| 118 | 46221 | Patrol Officer I | Non-exempt |
| 119 | 46222 | Patrol Officer II | Non-exempt |
| 120 | 46223 | Patrol Sergeant | Non-exempt |
| 121 | 46224 | Patrol Lieutenant | Non-exempt |
| 118 | 46231 | Patrol Officer/Detective | Non-exempt |
| 120 | 46232 | Sergeant/Detective | Non-exempt |
| 120 | 46241 | Criminal Investigation Supv | Non-exempt |
| 119 | 46251 | Training Officer Supv | Exempt |
| 122 | 46261 | Captain | Exempt |
| 120 | 46271 | Crime Prevention Associate | Non-Exempt |

6300 Safety Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-----------------------------|--------------|
| 116 | 46311 | Safety Asst | Non-exempt |
| 118 | 46312 | Safety And Health Inspector | Non-exempt |
| 120 | 46321 | Safety Officer | Exempt |
| 120 | 46331 | Radiation Safety Officer | Exempt |
| 120 | 46341 | Envir Compliance Officer | Exempt |
| 120 | 46351 | Envir & Occup Health Spec | Exempt |
| 120 | 46361 | Coord Safety & Health Comm | Exempt |

7000 Student Services Division

7100 Student Services Administrative Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|----------------------------------|--------------|
| 117 | 47111 | Stu Srvs Counselor | Non-exempt |
| 119 | 47141 | Registered Nurse | Non-exempt |
| 120 | 47142 | Nurse Supv | Exempt |
| 119 | 47151 | Coord Stu Affairs & Commencement | Non-exempt |

7200 Student Loan Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-------------------|--------------|
| 116 | 47211 | Stu Loan Spec | Non-exempt |
| 117 | 47212 | Stu Loan Spec Sr | Non-exempt |

7300 Financial Aid Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|------------------------------|--------------|
| 116 | 47311 | Stu Financial Aid Asst | Non-exempt |
| 117 | 47312 | Stu Financial Aid Counselor | Non-exempt |
| 118 | 47313 | Coord Stu Financial Aid Prog | Exempt |
| 119 | 47314 | Mgr Stu Financial Aid | Exempt |

7400 Registrar's Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|---------------------------|--------------|
| 114 | 47411 | Examiner Asst | Non-exempt |
| 115 | 47412 | Examiner Assoc | Non-exempt |
| 116 | 47413 | Examiner Sr | Non-exempt |
| 114 | 47421 | Enrollment Srvs Asst | Non-Exempt |
| 115 | 47422 | Enrollment Srvs Assoc | Non-Exempt |
| 116 | 47423 | Sr Enrollment Srvs Assoc | Non-Exempt |
| 117 | 47424 | Enrollment Srvs Counselor | Non-Exempt |
| 117 | 47425 | Enrollment Srvs Spec | Non-Exempt |

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|-----|-------|---------------------|--------|
| 119 | 47426 | Enrollment Srvs Mgr | Exempt |
|-----|-------|---------------------|--------|

7500 Student Activities Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|--------------------------------|--------------|
| 116 | 47511 | Mgr GSC Building Evening Oper | Non-exempt |
| 118 | 47521 | Coord GSC Info- & Events Srvs | Exempt |
| 118 | 47531 | Coord Stu Publications | Non-exempt |
| 116 | 47541 | Account Coord Stu Publications | Non-exempt |

8000 Academic Services Division

8600 Arts/Special Events Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|------------------------------|--------------|
| 117 | 48631 | Stage Mgr | Exempt |
| 117 | 48641 | Costume Spec | Non-exempt |
| 118 | 48651 | Theatre/Stage Technical Spec | Non-exempt |
| 118 | 48661 | Costume Designer | Exempt |
| 115 | 48671 | Asst To The Costume Designer | Non-exempt |

8700 College/School Program Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-------------------|--------------|
| 118 | 48721 | Patron Srvs Mgr | Exempt |

8800 Research Services Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|----------------------------|--------------|
| 118 | 48811 | Grants Coord | Non-exempt |
| 118 | 48821 | External Funding Info Spec | Exempt |

8900 Academic Services Support Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-----------------------------|--------------|
| 111 | 48911 | Laboratory Animal Aide | Non-exempt |
| 117 | 48921 | Learning Resources Lab Asst | Non-exempt |
| 118 | 48931 | Coord Polymer Training Ctr | Exempt |
| 116 | 48941 | Test Monitor | Non-exempt |
| 117 | 48951 | Testing Spec | Non-exempt |

3000 Information Technology Division "At Risk" Technical Positions

3300 Information Services Application Systems Group

| Grade: | Job code: | Job title: | Flsa: |
|---------------|------------------|-------------------------------|--------------|
| 217 | T43311 | Systems Prog | Non-exempt |
| 219 | T43312 | Systems Analyst Prog | Non-exempt |
| 221 | T43313 | Sr Systems Analyst Prog | Exempt |
| 221 | T43316 | DARS Sr Sys Anly Prog | Exempt |
| 217 | T43331 | Web Developer | Non-exempt |
| 219 | T43332 | Sr Web Developer | Non-exempt |
| 217 | T43333 | Web Graphics Designer | Non-exempt |
| 220 | T43361 | Data Whse DBA & Cust Appl Dev | Exempt |
| 220 | T43371 | ETL Prog | Exempt |
| 220 | T43381 | BI Custom Applications Prog | Exempt |
| 219 | T43392 | Network Analyst 2 | Non-exempt |

3400 Information Services Technical Support Group

| | | | |
|-----|--------|----------------------------|------------|
| 217 | T43422 | Sr Computer Help Desk Spec | Non-exempt |
| 217 | T43451 | PC Software Spec | Non-exempt |
| 219 | T43452 | Sr PC Software Spec | Non-exempt |
| 220 | T43461 | Enterprise Systems Prog | Exempt |
| 221 | T43462 | Sr Enterprise Systems Prog | Exempt |

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|-----|--------|-------------------------------|------------|
| 219 | T43471 | Applications Systems Analyst | Non-exempt |
| 221 | T43472 | Sr Applications Systems Anly | Exempt |
| 217 | T43481 | Technology Support Analyst | Non-exempt |
| 219 | T43482 | Sr Technology Support Anaylst | Non-exempt |
| 220 | T43491 | Applic Software Upgrade Spec | Exempt |

3500 Network & Telecomm Group

| | | | |
|-----|--------|-------------------------------|------------|
| 216 | T43521 | Telecom Technician 1 | Non-exempt |
| 217 | T43522 | Telecom Technician 2 | Non-exempt |
| 218 | T43523 | Telecom Network Administrator | Non-exempt |
| 218 | T43524 | Telecom Engineer | Exempt |
| 219 | T43541 | Systems Administrator | Exempt |
| 221 | T43542 | Sr Systems Administrator | Exempt |
| 219 | T43551 | LAN Administrator | Non-exempt |
| 221 | T43552 | Sr LAN Administrator | Non-exempt |
| 219 | T43562 | Network Engineer | Exempt |
| 221 | T43564 | Lead Network Engineer | Exempt |
| 220 | T43563 | Sr Network Engineer | Exempt |
| 216 | T43571 | Coord Network Srvs | Non-exempt |
| 219 | T43581 | Server Systems Developer | Exempt |

3800 Media Services Group

| | | | |
|-----|--------|--------------------------------|------------|
| 218 | T43811 | Multi-Media Spec | Non-exempt |
| 219 | T43821 | vNoc Coord | Non-exempt |
| 216 | T43852 | Distance Educ Facilities Coord | Non-exempt |
| 219 | T43853 | Sr Distance Educ Fac Coord | Exempt |
| 218 | T43861 | Graphics Instruct Designer | Non-exempt |
| 218 | T43862 | Instructional Designer | Non-exempt |

| | | | |
|-----|--------|---------------------------|--------|
| 220 | T43863 | Sr Instructional Designer | Exempt |
| 220 | T43871 | Curriculum Designer | Exempt |

3900 Inst Planning, Anly, Reporting & Data

| | | | |
|-----|--------|---------------------------|------------|
| 219 | T43911 | MIS Analyst | Non-exempt |
| 220 | T43912 | Sr MIS Analyst | Exempt |
| 219 | T43921 | Database Administrator | Exempt |
| 221 | T43922 | Sr Database Administrator | Exempt |
| 220 | T43951 | Video Network Engineer | Exempt |

Effective: October 28, 2002

Certification: _____

Ted A. Mallo

Secretary

Board of Trustees

Prom. under: ORC Chapter 119

Rule amp.: ORC Sections 124.14 and 3359.03

Statutory Authority: ORC Sections 3345.31, 3359.01, and 119.03

Prior Effective Date: April 15, 2000; June 21, 2001; August 15, 2001, October 24, 2001, and November 23, 2001