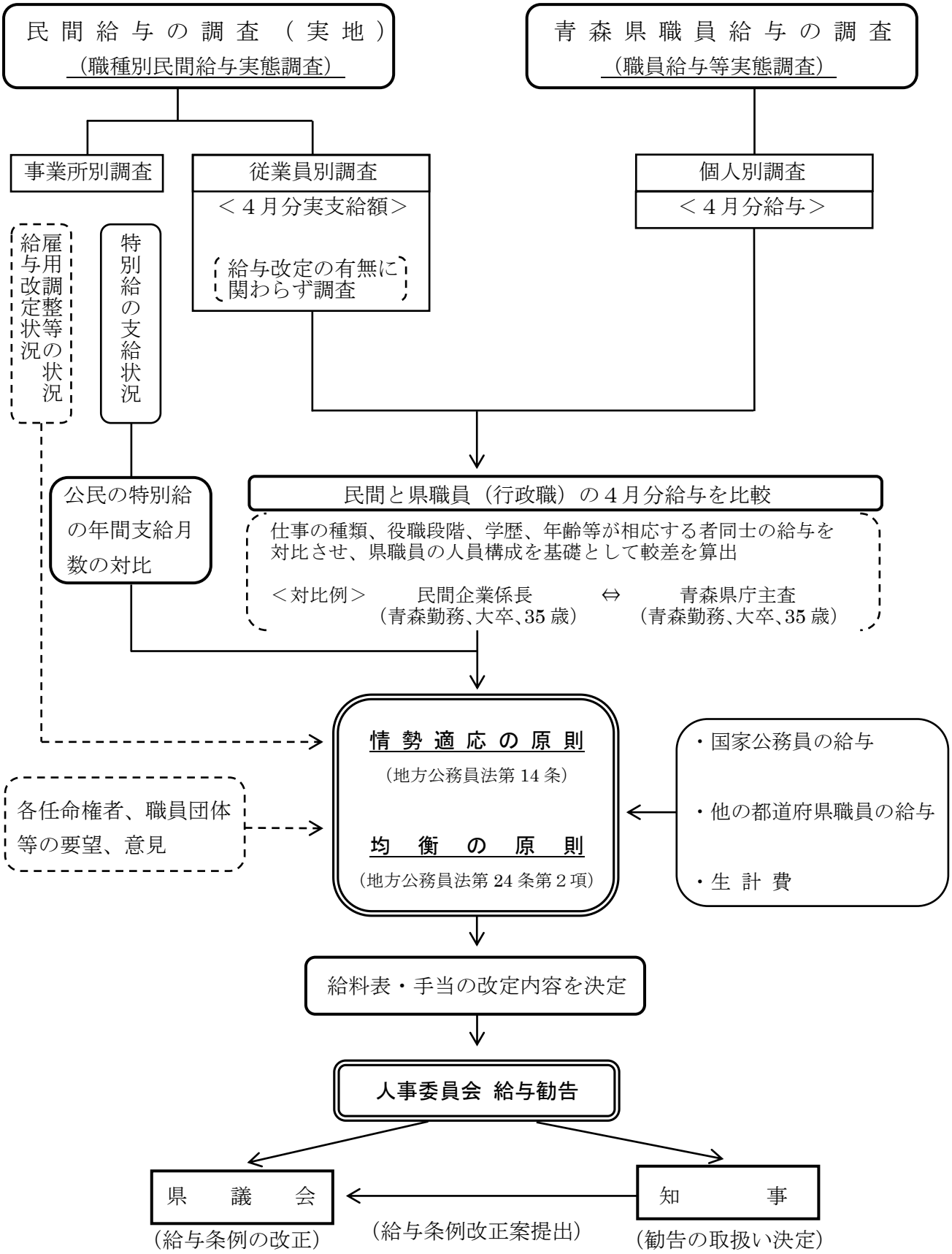人事委員会給与勧告の手順