

Compensation Plan for SW / FP Pay Areas as of July 31, 2021

ROLE CODE	ROLE TITLE	PAY BAND	RANGE MINIMUM	RANGE MAXIMUM	PAY AREA	NUMBER OF EMPLOYEES	AVERAGE SALARY
19011	Admin and Office Spec I	1	\$19,760	\$55,011	SW	19	\$29,539
19012	Admin and Office Spec II	2	\$23,727	\$67,789	SW	1396	\$34,738
19012	Admin and Office Spec II	2	\$23,727	\$85,729	FP	102	\$43,323
19013	Admin and Office Spec III	3	\$28,354	\$78,419	SW	5588	\$40,471
19013	Admin and Office Spec III	3	\$28,354	\$99,550	FP	810	\$47,491
19031	Financial Services Spec I	4	\$37,042	\$98,371	SW	1118	\$53,548
19031	Financial Services Spec I	4	\$37,042	\$125,485	FP	148	\$62,531
19032	Financial Services Spec II	5	\$48,391	\$124,434	SW	448	\$72,476
19032	Financial Services Spec II	5	\$48,391	\$159,367	FP	33	\$81,566
19033	Financial Services Spec III	6	\$63,219	\$158,482	SW	46	\$98,400
19034	Financial Services Manager I	5	\$48,391	\$124,434	SW	200	\$79,756
19034	Financial Services Manager I	5	\$48,391	\$159,367	FP	28	\$89,294
19035	Financial Services Manager II	6	\$63,219	\$158,482	SW	123	\$104,993
19035	Financial Services Manager II	6	\$63,219	\$203,632	FP	4	\$141,951
19036	Financial Services Manager III	7	\$82,592	\$202,971	SW	39	\$139,793
19037	Financial Services Manager IV	8	\$107,894	\$261,087	SW	4	\$173,430
19071	Hearing Legal Servcs Offcr I	4	\$37,042	\$98,371	SW	190	\$46,737
19071	Hearing Legal Servcs Offcr I	4	\$37,042	\$125,485	FP	4	\$67,148
19072	Hearing Legal Servcs Offcr II	5	\$48,391	\$124,434	SW	84	\$72,790
19072	Hearing Legal Servcs Offcr II	5	\$48,391	\$159,367	FP	3	\$73,645
19073	Hearing Legal Servcs Offcr III	6	\$63,219	\$158,482	SW	37	\$93,993
19074	Hearing Legal Servcs Mgr I	5	\$48,391	\$124,434	SW	9	\$79,669
19075	Hearing Legal Servcs Mgr II	6	\$63,219	\$158,482	SW	7	\$102,909
19076	Hearing Legal Servcs Mgr III	7	\$82,592	\$202,971	SW	3	\$129,153
19091	Human Resource Analyst I	4	\$37,042	\$98,371	SW	271	\$53,969
19091	Human Resource Analyst I	4	\$37,042	\$125,485	FP	21	\$60,138
19092	Human Resource Analyst II	5	\$48,391	\$124,434	SW	194	\$75,468
19092	Human Resource Analyst II	5	\$48,391	\$159,367	FP	22	\$88,455
19093	Human Resource Analyst III	6	\$63,219	\$158,482	SW	32	\$101,496
19094	Human Resource Manager I	5	\$48,391	\$124,434	SW	92	\$78,603
19094	Human Resource Manager I	5	\$48,391	\$159,367	FP	1	\$102,202
19095	Human Resource Manager II	6	\$63,219	\$158,482	SW	69	\$111,732
19095	Human Resource Manager II	6	\$63,219	\$203,632	FP	3	\$123,805
19096	Human Resource Manager III	7	\$82,592	\$202,971	SW	17	\$136,944
19111	Lnd Acq & Prop Mgmt Agent I	3	\$28,354	\$78,419	SW	3	\$49,067
19111	Lnd Acq & Prop Mgmt Agent I	3	\$28,354	\$99,550	FP	1	\$54,600
19112	Lnd Acq & Prop Mgmt Agent II	4	\$37,042	\$98,371	SW	47	\$62,192
19112	Lnd Acq & Prop Mgmt Agent II	4	\$37,042	\$125,485	FP	9	\$77,210
19113	Lnd Acq & Prop Mgmt Agent III	5	\$48,391	\$124,434	SW	47	\$73,551
19113	Lnd Acq & Prop Mgmt Agent III	5	\$48,391	\$159,367	FP	5	\$86,176
19114	Lnd Acq & Prop Mgmt Manager I	5	\$48,391	\$124,434	SW	15	\$89,954
19114	Lnd Acq & Prop Mgmt Manager I	5	\$48,391	\$159,367	FP	3	\$99,553
19115	Lnd Acq & Prop Mgmt Manager II	6	\$63,219	\$158,482	SW	7	\$114,581
19131	Policy Planning Spec I	4	\$37,042	\$98,371	SW	219	\$52,504

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
19131	Policy Planning Spec I	4	\$37,042	\$125,485	FP	7	\$80,138
19132	Policy Planning Spec II	5	\$48,391	\$124,434	SW	364	\$76,932
19132	Policy Planning Spec II	5	\$48,391	\$159,367	FP	21	\$85,906
19133	Policy Planning Spec III	6	\$63,219	\$158,482	SW	85	\$95,797
19134	Policy Planning Spec IV	7	\$82,592	\$202,971	SW	4	\$136,965
19135	Policy Planning Manager I	5	\$48,391	\$124,434	SW	12	\$84,754
19135	Policy Planning Manager I	5	\$48,391	\$159,367	FP	3	\$97,147
19136	Policy And Planning Manager II	6	\$63,219	\$158,482	SW	53	\$105,575
19136	Policy And Planning Manager II	6	\$63,219	\$203,632	FP	1	\$123,329
19137	Policy Planning Manager III	7	\$82,592	\$202,971	SW	18	\$139,718
19138	Policy Planning Manager IV	8	\$107,894	\$261,087	SW	1	\$160,808
19151	Procurement Officer I	4	\$37,042	\$98,371	SW	172	\$52,948
19151	Procurement Officer I	4	\$37,042	\$125,485	FP	11	\$64,149
19152	Procurement Officer II	5	\$48,391	\$124,434	SW	122	\$70,578
19152	Procurement Officer II	5	\$48,391	\$159,367	FP	9	\$79,010
19153	Procurement Officer III	6	\$63,219	\$158,482	SW	55	\$96,349
19154	Procurement Manager I	4	\$37,042	\$98,371	SW	3	\$47,069
19155	Procurement Manager II	5	\$48,391	\$124,434	SW	59	\$78,522
19155	Procurement Manager II	5	\$48,391	\$159,367	FP	3	\$98,083
19156	Procurement Manager III	6	\$63,219	\$158,482	SW	30	\$108,675
19157	Procurement Manager IV	7	\$82,592	\$202,971	SW	2	\$163,611
19191	Auditor I	4	\$37,042	\$98,371	SW	80	\$53,723
19191	Auditor I	4	\$37,042	\$125,485	FP	16	\$58,950
19192	Auditor II	5	\$48,391	\$124,434	SW	95	\$76,287
19192	Auditor II	5	\$48,391	\$159,367	FP	27	\$79,733
19193	Auditor III	6	\$63,219	\$158,482	SW	5	\$102,053
19194	Audit Services Manager I	5	\$48,391	\$124,434	SW	9	\$86,547
19194	Audit Services Manager I	5	\$48,391	\$159,367	FP	3	\$93,120
19195	Audit Services Manager II	6	\$63,219	\$158,482	SW	31	\$104,782
19195	Audit Services Manager II	6	\$63,219	\$203,632	FP	2	\$105,462
19196	Audit Services Manager III	7	\$82,592	\$202,971	SW	9	\$140,476
19211	Prog Admin Specialist I	4	\$37,042	\$98,371	SW	1492	\$48,667
19211	Prog Admin Specialist I	4	\$37,042	\$125,485	FP	202	\$55,893
19212	Prog Admin Specialist II	5	\$48,391	\$124,434	SW	1490	\$70,582
19212	Prog Admin Specialist II	5	\$48,391	\$159,367	FP	116	\$78,304
19213	Prog Admin Specialist III	6	\$63,219	\$158,482	SW	211	\$98,750
19213	Prog Admin Specialist III	6	\$63,219	\$203,632	FP	24	\$124,323
19214	Prog Admin Manager I	4	\$37,042	\$98,371	SW	29	\$56,655
19214	Prog Admin Manager I	4	\$37,042	\$125,485	FP	7	\$64,822
19215	Prog Admin Manager II	5	\$48,391	\$124,434	SW	264	\$72,265
19215	Prog Admin Manager II	5	\$48,391	\$159,367	FP	27	\$80,271
19216	Prog Admin Manager III	6	\$63,219	\$158,482	SW	377	\$103,742
19216	Prog Admin Manager III	6	\$63,219	\$203,632	FP	31	\$126,801
19221	Gen Admin Supv I/Coord I	4	\$37,042	\$98,371	SW	972	\$54,277
19221	Gen Admin Supv I/Coord I	4	\$37,042	\$125,485	FP	196	\$63,884
19222	Gen Admin Supv II/Coord II	5	\$48,391	\$124,434	SW	145	\$70,545

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
19222	Gen Admin Supv II/Coord II	5	\$48,391	\$159,367	FP	20	\$79,861
19223	Gen Admin Manager I	5	\$48,391	\$124,434	SW	195	\$77,811
19223	Gen Admin Manager I	5	\$48,391	\$159,367	FP	26	\$98,456
19224	Gen Admin Manager II	6	\$63,219	\$158,482	SW	202	\$105,255
19224	Gen Admin Manager II	6	\$63,219	\$203,632	FP	9	\$139,388
19225	Gen Admin Manager III	7	\$82,592	\$202,971	SW	161	\$132,608
19225	Gen Admin Manager III	7	\$82,592	\$241,968	FP	2	\$150,919
19226	Gen Admin Manager IV	8	\$107,894	\$261,087	SW	42	\$172,528
19226	Gen Admin Manager IV	8	\$107,894	\$311,705	FP	1	\$194,000
29031	Hist/Arch & Preserv I	3	\$28,354	\$78,419	SW	3	\$39,083
29032	Hist/Arch & Preserv II	4	\$37,042	\$98,371	SW	6	\$53,201
29033	Hist/Arch & Preserv III	5	\$48,391	\$124,434	SW	32	\$66,672
29034	Hist/Arch & Preserv Mgr	5	\$48,391	\$124,434	SW	7	\$82,227
29051	Library Specialist I	3	\$28,354	\$78,419	SW	139	\$39,406
29051	Library Specialist I	3	\$28,354	\$99,550	FP	10	\$46,157
29052	Library Specialist II	4	\$37,042	\$98,371	SW	160	\$48,772
29052	Library Specialist II	4	\$37,042	\$125,485	FP	41	\$49,594
29053	Library Specialist III	5	\$48,391	\$124,434	SW	22	\$64,571
29053	Library Specialist III	5	\$48,391	\$159,367	FP	17	\$56,945
29054	Library Manager	6	\$63,219	\$158,482	SW	7	\$80,922
29071	Media Specialist I	2	\$23,727	\$67,789	SW	3	\$32,499
29072	Media Specialist II	3	\$28,354	\$78,419	SW	73	\$41,049
29072	Media Specialist II	3	\$28,354	\$99,550	FP	38	\$52,814
29073	Media Specialist III	4	\$37,042	\$98,371	SW	187	\$50,910
29073	Media Specialist III	4	\$37,042	\$125,485	FP	23	\$64,367
29074	Media Specialist IV	5	\$48,391	\$124,434	SW	29	\$63,729
29074	Media Specialist IV	5	\$48,391	\$159,367	FP	11	\$76,873
29075	Media Manager I	4	\$37,042	\$98,371	SW	20	\$57,311
29076	Media Manager II	5	\$48,391	\$124,434	SW	13	\$66,989
29076	Media Manager II	5	\$48,391	\$159,367	FP	2	\$102,245
29091	PR & Mktg Spec I	2	\$23,727	\$67,789	SW	3	\$27,256
29092	PR & Mktg Spec II	3	\$28,354	\$78,419	SW	59	\$41,976
29092	PR & Mktg Spec II	3	\$28,354	\$99,550	FP	33	\$48,786
29093	PR & Mktg Spec III	4	\$37,042	\$98,371	SW	207	\$51,267
29093	PR & Mktg Spec III	4	\$37,042	\$125,485	FP	94	\$62,079
29094	PR & Mktg Spec IV	5	\$48,391	\$124,434	SW	118	\$68,884
29094	PR & Mktg Spec IV	5	\$48,391	\$159,367	FP	14	\$83,796
29095	PR & Mktg Spec V	6	\$63,219	\$158,482	SW	18	\$86,127
29095	PR & Mktg Spec V	6	\$63,219	\$203,632	FP	1	\$77,787
29096	PR & Mktg Mgr I	4	\$37,042	\$98,371	SW	28	\$52,791
29096	PR & Mktg Mgr I	4	\$37,042	\$125,485	FP	1	\$60,900
29097	PR & Mktg Mgr II	5	\$48,391	\$124,434	SW	38	\$79,206
29097	PR & Mktg Mgr II	5	\$48,391	\$159,367	FP	10	\$99,852
29098	PR & Mktg Mgr III	6	\$63,219	\$158,482	SW	21	\$104,801
29098	PR & Mktg Mgr III	6	\$63,219	\$203,632	FP	2	\$110,771
29099	PR & Mktg Mgr IV	7	\$82,592	\$202,971	SW	7	\$125,563

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
29111	Trainer and Instructor I	3	\$28,354	\$78,419	SW	79	\$41,332
29111	Trainer and Instructor I	3	\$28,354	\$99,550	FP	69	\$51,034
29112	Trainer and Instructor II	4	\$37,042	\$98,371	SW	478	\$57,509
29112	Trainer and Instructor II	4	\$37,042	\$125,485	FP	33	\$64,820
29113	Trainer and Instructor III	5	\$48,391	\$124,434	SW	194	\$69,197
29113	Trainer and Instructor III	5	\$48,391	\$159,367	FP	13	\$79,782
29114	Training & Instruction Mgr I	5	\$48,391	\$124,434	SW	32	\$82,735
29114	Training & Instruction Mgr I	5	\$48,391	\$159,367	FP	1	\$92,400
29115	Training & Instruction Mgr II	6	\$63,219	\$158,482	SW	12	\$99,118
29131	Education Coordinator I	5	\$48,391	\$124,434	SW	172	\$76,141
29131	Education Coordinator I	5	\$48,391	\$159,367	FP	6	\$76,335
29132	Education Coordinator II	6	\$63,219	\$158,482	SW	40	\$98,473
29133	Education Administrator I	4	\$37,042	\$98,371	SW	84	\$51,855
29133	Education Administrator I	4	\$37,042	\$125,485	FP	10	\$62,840
29134	Education Administrator II	5	\$48,391	\$124,434	SW	46	\$65,158
29134	Education Administrator II	5	\$48,391	\$159,367	FP	2	\$86,625
29135	Education Administrator III	6	\$63,219	\$158,482	SW	61	\$102,101
29136	Education Administrator IV	7	\$82,592	\$202,971	SW	11	\$154,157
29141	Education Support Assistant	1	\$19,760	\$55,011	SW	1	\$22,050
29142	Education Support Spec I	2	\$23,727	\$67,789	SW	29	\$31,220
29142	Education Support Spec I	2	\$23,727	\$85,729	FP	4	\$43,621
29143	Education Support Spec II	3	\$28,354	\$78,419	SW	648	\$39,649
29143	Education Support Spec II	3	\$28,354	\$99,550	FP	165	\$48,498
29144	Education Support Spec III	4	\$37,042	\$98,371	SW	638	\$47,940
29144	Education Support Spec III	4	\$37,042	\$125,485	FP	271	\$59,054
39011	Computer Operations Techn I	3	\$28,354	\$78,419	SW	39	\$39,399
39011	Computer Operations Techn I	3	\$28,354	\$99,550	FP	19	\$54,471
39012	Computer Operations Techn II	4	\$37,042	\$98,371	SW	21	\$52,251
39012	Computer Operations Techn II	4	\$37,042	\$125,485	FP	68	\$65,184
39013	Computer Operations Manager I	5	\$48,391	\$124,434	SW	4	\$66,662
39013	Computer Operations Manager I	5	\$48,391	\$159,367	FP	10	\$95,356
39014	Computer Operations Manager II	6	\$63,219	\$203,632	FP	3	\$109,682
39031	Electronic Technician I	3	\$28,354	\$78,419	SW	28	\$46,925
39031	Electronic Technician I	3	\$28,354	\$99,550	FP	10	\$65,346
39032	Electronic Technician II	4	\$37,042	\$98,371	SW	165	\$60,896
39032	Electronic Technician II	4	\$37,042	\$125,485	FP	28	\$72,676
39033	Electronic Technician III	5	\$48,391	\$124,434	SW	9	\$71,693
39034	Electronics Manager I	5	\$48,391	\$124,434	SW	22	\$85,620
39034	Electronics Manager I	5	\$48,391	\$159,367	FP	2	\$115,052
39051	Architect/Engineer I	5	\$48,391	\$124,434	SW	476	\$80,823
39051	Architect/Engineer I	5	\$48,391	\$159,367	FP	80	\$102,739
39052	Architect/Engineer II	6	\$63,219	\$158,482	SW	235	\$104,629
39052	Architect/Engineer II	6	\$63,219	\$203,632	FP	35	\$126,065
39053	Architect/Engineering Mgr I	5	\$48,391	\$124,434	SW	27	\$94,585
39053	Architect/Engineering Mgr I	5	\$48,391	\$159,367	FP	3	\$110,252
39054	Architect/Engineering Mgr II	6	\$63,219	\$158,482	SW	237	\$119,197

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
39054	Architect/Engineering Mgr II	6	\$63,219	\$203,632	FP	34	\$143,052
39055	Architect/Engineering Mgr III	7	\$82,592	\$202,971	SW	18	\$161,590
39055	Architect/Engineering Mgr III	7	\$82,592	\$241,968	FP	2	\$190,117
39056	Architect/Engineering Mgr IV	8	\$107,894	\$261,087	SW	3	\$196,429
39071	Engineering Technician I	2	\$23,727	\$67,789	SW	15	\$42,002
39071	Engineering Technician I	2	\$23,727	\$85,729	FP	2	\$47,000
39072	Engineering Technician II	3	\$28,354	\$78,419	SW	88	\$49,992
39072	Engineering Technician II	3	\$28,354	\$99,550	FP	18	\$62,592
39073	Engineering Technician III	4	\$37,042	\$98,371	SW	497	\$57,427
39073	Engineering Technician III	4	\$37,042	\$125,485	FP	91	\$69,015
39074	Engineering Technician IV	5	\$48,391	\$124,434	SW	151	\$78,332
39074	Engineering Technician IV	5	\$48,391	\$159,367	FP	52	\$94,268
39111	Info Technology Specialist I	4	\$37,042	\$98,371	SW	398	\$51,704
39111	Info Technology Specialist I	4	\$37,042	\$125,485	FP	42	\$60,515
39112	Info Technology Specialist II	5	\$48,391	\$124,434	SW	1031	\$70,439
39112	Info Technology Specialist II	5	\$48,391	\$159,367	FP	160	\$83,688
39113	Info Technology Specialist III	6	\$63,219	\$158,482	SW	938	\$100,897
39113	Info Technology Specialist III	6	\$63,219	\$203,632	FP	83	\$109,797
39114	Info Technology Specialist IV	7	\$82,592	\$202,971	SW	90	\$126,388
39114	Info Technology Specialist IV	7	\$82,592	\$241,968	FP	1	\$143,325
39115	Info Technology Manager I	6	\$63,219	\$158,482	SW	118	\$114,533
39115	Info Technology Manager I	6	\$63,219	\$203,632	FP	13	\$115,864
39116	Info Technology Manager II	7	\$82,592	\$202,971	SW	74	\$142,191
39116	Info Technology Manager II	7	\$82,592	\$241,968	FP	3	\$144,502
39117	Info Technology Manager III	8	\$107,894	\$261,087	SW	4	\$174,132
49011	Counselor I	3	\$28,354	\$78,419	SW	53	\$44,913
49012	Counselor II	4	\$37,042	\$98,371	SW	766	\$51,388
49012	Counselor II	4	\$37,042	\$125,485	FP	58	\$69,079
49013	Counselor Manager	5	\$48,391	\$124,434	SW	83	\$65,950
49013	Counselor Manager	5	\$48,391	\$159,367	FP	5	\$97,382
49031	Dentist I	6	\$63,219	\$158,482	SW	29	\$150,192
49031	Dentist I	6	\$63,219	\$203,632	FP	1	\$135,158
49033	Dental Manager	7	\$82,592	\$202,971	SW	2	\$177,885
49051	Direct Service Associate I	1	\$19,760	\$55,011	SW	20	\$25,670
49051	Direct Service Associate I	1	\$19,760	\$69,117	FP	5	\$33,732
49052	Direct Service Associate II	2	\$23,727	\$67,789	SW	1078	\$32,654
49052	Direct Service Associate II	2	\$23,727	\$85,729	FP	102	\$41,644
49053	Direct Service Associate III	3	\$28,354	\$78,419	SW	974	\$36,583
49053	Direct Service Associate III	3	\$28,354	\$99,550	FP	25	\$47,966
49091	Health Care Technician I	2	\$23,727	\$67,789	SW	7	\$37,601
49092	Health Care Technologist I	3	\$28,354	\$78,419	SW	2	\$60,554
49093	Health Care Technologist II	4	\$37,042	\$98,371	SW	65	\$57,461
49093	Health Care Technologist II	4	\$37,042	\$125,485	FP	3	\$89,124
49094	Health Care Technologist III	5	\$48,391	\$124,434	SW	4	\$84,808
49095	Health Care Manager	5	\$48,391	\$124,434	SW	1	\$91,657
49111	Licensed Practical Nurse	3	\$28,354	\$78,419	SW	393	\$50,330

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
49111	Licensed Practical Nurse	3	\$28,354	\$99,550	FP	11	\$58,434
49112	Registered Nurse I	4	\$37,042	\$98,371	SW	417	\$63,431
49112	Registered Nurse I	4	\$37,042	\$125,485	FP	58	\$72,310
49113	RN II/Nurse Prct I/Phy Asst	5	\$48,391	\$124,434	SW	634	\$74,697
49113	RN II/Nurse Prct I/Phy Asst	5	\$48,391	\$159,367	FP	57	\$85,750
49114	RN III/Nurse Prct II	6	\$63,219	\$158,482	SW	79	\$108,687
49114	RN III/Nurse Prct II	6	\$63,219	\$203,632	FP	3	\$120,398
49115	Registered Nurse Manager I	5	\$48,391	\$124,434	SW	149	\$86,020
49115	Registered Nurse Manager I	5	\$48,391	\$159,367	FP	12	\$101,508
49116	Registered Nurse Manager II	6	\$63,219	\$158,482	SW	55	\$101,867
49116	Registered Nurse Manager II	6	\$63,219	\$203,632	FP	5	\$118,179
49131	Pharmacist I	5	\$48,391	\$124,434	SW	14	\$111,947
49131	Pharmacist I	5	\$48,391	\$159,367	FP	2	\$106,606
49132	Pharmacist II	6	\$63,219	\$158,482	SW	36	\$130,756
49132	Pharmacist II	6	\$63,219	\$203,632	FP	1	\$141,164
49133	Pharmacy Manager	6	\$63,219	\$158,482	SW	9	\$147,311
49133	Pharmacy Manager	6	\$63,219	\$203,632	FP	1	\$153,036
49152	Physician II	8	\$107,894	\$261,087	SW	93	\$237,665
49152	Physician II	8	\$107,894	\$311,705	FP	18	\$225,428
49153	Physician Manager I	8	\$107,894	\$261,087	SW	28	\$206,412
49153	Physician Manager I	8	\$107,894	\$311,705	FP	2	\$199,344
49154	Physician Manager II	9	\$140,957	\$500,000	FP	1	\$295,855
49154	Physician Manager II	9	\$140,957	\$500,000	SW	14	\$281,838
49171	Health Care Compliance Spec I	4	\$37,042	\$98,371	SW	247	\$47,992
49171	Health Care Compliance Spec I	4	\$37,042	\$125,485	FP	34	\$57,642
49172	Health Care Compliance Spec II	5	\$48,391	\$124,434	SW	236	\$69,811
49172	Health Care Compliance Spec II	5	\$48,391	\$159,367	FP	17	\$74,579
49173	Health Care Compliance Manager	6	\$63,219	\$158,482	SW	17	\$100,385
49173	Health Care Compliance Manager	6	\$63,219	\$203,632	FP	1	\$86,103
49211	Psych I/Psychology Assoc I	4	\$37,042	\$98,371	SW	101	\$57,158
49211	Psych I/Psychology Assoc I	4	\$37,042	\$125,485	FP	3	\$70,038
49212	Psych II/Psychology Assoc II	5	\$48,391	\$124,434	SW	111	\$77,736
49212	Psych II/Psychology Assoc II	5	\$48,391	\$159,367	FP	8	\$91,379
49213	Psych III/Psychology Assoc III	6	\$63,219	\$158,482	SW	37	\$98,109
49213	Psych III/Psychology Assoc III	6	\$63,219	\$203,632	FP	1	\$94,500
49214	Psychology Manager	6	\$63,219	\$158,482	SW	10	\$111,577
49214	Psychology Manager	6	\$63,219	\$203,632	FP	1	\$134,864
49231	Therapy Assistant/Therapist I	3	\$28,354	\$78,419	SW	80	\$48,711
49231	Therapy Assistant/Therapist I	3	\$28,354	\$99,550	FP	7	\$48,213
49232	Therapist II	4	\$37,042	\$98,371	SW	42	\$51,004
49232	Therapist II	4	\$37,042	\$125,485	FP	2	\$67,601
49233	Therapist III	5	\$48,391	\$124,434	SW	49	\$84,602
49233	Therapist III	5	\$48,391	\$159,367	FP	6	\$88,253
49234	Therapy Manager I	5	\$48,391	\$124,434	SW	1	\$85,817
49235	Therapy Manager II	6	\$63,219	\$158,482	SW	10	\$103,805

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
49235	Therapy Manager II	6	\$63,219	\$203,632	FP	1	\$118,650
59011	Agricultural Specialist I	1	\$19,760	\$55,011	SW	4	\$35,295
59012	Agricultural Specialist II	2	\$23,727	\$67,789	SW	6	\$42,283
59013	Agricultural Specialist III	3	\$28,354	\$78,419	SW	104	\$43,847
59013	Agricultural Specialist III	3	\$28,354	\$99,550	FP	1	\$65,000
59014	Agricultural Specialist IV	4	\$37,042	\$98,371	SW	83	\$42,861
59014	Agricultural Specialist IV	4	\$37,042	\$125,485	FP	1	\$64,586
59015	Agricultural Specialist V	5	\$48,391	\$124,434	SW	11	\$67,196
59016	Agricultural Manager I	4	\$37,042	\$98,371	SW	35	\$54,730
59017	Agricultural Manager II	5	\$48,391	\$124,434	SW	15	\$71,224
59018	Agricultural Manager III	6	\$63,219	\$158,482	SW	8	\$86,680
59031	Environmental Specialist I	4	\$37,042	\$98,371	SW	466	\$50,833
59031	Environmental Specialist I	4	\$37,042	\$125,485	FP	38	\$57,109
59032	Environmental Specialist II	5	\$48,391	\$124,434	SW	674	\$70,111
59032	Environmental Specialist II	5	\$48,391	\$159,367	FP	82	\$69,976
59033	Environmental Manager I	5	\$48,391	\$124,434	SW	73	\$82,799
59033	Environmental Manager I	5	\$48,391	\$159,367	FP	8	\$93,256
59034	Environmental Manager II	6	\$63,219	\$158,482	SW	98	\$99,415
59034	Environmental Manager II	6	\$63,219	\$203,632	FP	9	\$101,268
59035	Environmental Manager III	7	\$82,592	\$202,971	SW	14	\$126,292
59035	Environmental Manager III	7	\$82,592	\$241,968	FP	1	\$132,094
59071	Laboratory and Research Aide	1	\$19,760	\$55,011	SW	5	\$29,837
59072	Laboratory and Research Tech	2	\$23,727	\$67,789	SW	35	\$36,386
59073	Laboratory & Research Spec I	3	\$28,354	\$78,419	SW	230	\$39,811
59073	Laboratory & Research Spec I	3	\$28,354	\$99,550	FP	25	\$46,921
59074	Laboratory & Research Spec II	4	\$37,042	\$98,371	SW	247	\$51,485
59074	Laboratory & Research Spec II	4	\$37,042	\$125,485	FP	13	\$64,528
59075	Laboratory & Research Manager	5	\$48,391	\$124,434	SW	22	\$72,990
59075	Laboratory & Research Manager	5	\$48,391	\$159,367	FP	2	\$70,301
59091	Minerals Specialist I	5	\$48,391	\$124,434	SW	74	\$72,765
59092	Minerals Specialist II	6	\$63,219	\$158,482	SW	2	\$110,422
59093	Minerals Manager I	6	\$63,219	\$158,482	SW	4	\$117,950
59112	Natural Resource Spec II	3	\$28,354	\$78,419	SW	178	\$41,472
59112	Natural Resource Spec II	3	\$28,354	\$99,550	FP	5	\$46,995
59113	Natural Resource Spec III	4	\$37,042	\$98,371	SW	127	\$49,641
59113	Natural Resource Spec III	4	\$37,042	\$125,485	FP	4	\$43,629
59114	Natural Resource Spec IV	5	\$48,391	\$124,434	SW	4	\$69,910
59115	Natural Resource Manager I	4	\$37,042	\$98,371	SW	28	\$56,989
59116	Natural Resource Manager II	5	\$48,391	\$124,434	SW	79	\$71,030
59116	Natural Resource Manager II	5	\$48,391	\$159,367	FP	5	\$67,484
59117	Natural Resource Manager III	6	\$63,219	\$158,482	SW	8	\$99,912
59131	Scientist I	4	\$37,042	\$98,371	SW	136	\$50,854
59131	Scientist I	4	\$37,042	\$125,485	FP	1	\$53,887
59132	Scientist II	5	\$48,391	\$124,434	SW	282	\$67,092
59132	Scientist II	5	\$48,391	\$159,367	FP	10	\$79,949
59133	Scientist III	6	\$63,219	\$158,482	SW	36	\$101,648

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
59133	Scientist III	6	\$63,219	\$203,632	FP	3	\$111,791
59134	Scientist Manager I	5	\$48,391	\$124,434	SW	30	\$83,272
59135	Scientist Manager II	6	\$63,219	\$158,482	SW	20	\$109,148
59136	Scientist Manager III	7	\$82,592	\$202,971	SW	2	\$150,284
59151	Veterinary Technician I	4	\$37,042	\$98,371	SW	40	\$46,785
59151	Veterinary Technician I	4	\$37,042	\$125,485	FP	6	\$54,101
59152	VetTech II/Veterinarian I	5	\$48,391	\$124,434	SW	12	\$83,941
59152	VetTech II/Veterinarian I	5	\$48,391	\$159,367	FP	1	\$77,376
59153	Veterinarian II	6	\$63,219	\$158,482	SW	2	\$108,205
59154	Veterinarian III	7	\$82,592	\$202,971	SW	3	\$122,524
59155	Veterinary Manager	7	\$82,592	\$202,971	SW	2	\$121,667
69031	Compliance/Safety Officer I	2	\$23,727	\$85,729	FP	2	\$53,750
69032	Compliance/Safety Officer II	3	\$28,354	\$78,419	SW	21	\$46,250
69032	Compliance/Safety Officer II	3	\$28,354	\$99,550	FP	12	\$59,823
69033	Compliance/Safety Officer III	4	\$37,042	\$98,371	SW	197	\$52,501
69033	Compliance/Safety Officer III	4	\$37,042	\$125,485	FP	26	\$67,240
69034	Compliance/Safety Officer IV	5	\$48,391	\$124,434	SW	121	\$70,574
69034	Compliance/Safety Officer IV	5	\$48,391	\$159,367	FP	10	\$77,356
69035	Compliance Manager I	5	\$48,391	\$124,434	SW	24	\$76,852
69035	Compliance Manager I	5	\$48,391	\$159,367	FP	3	\$77,268
69036	Compliance Manager II	6	\$63,219	\$158,482	SW	30	\$96,523
69036	Compliance Manager II	6	\$63,219	\$203,632	FP	1	\$88,285
69037	Compliance Manager III	7	\$82,592	\$202,971	SW	2	\$136,845
69071	Law Enforcement Officer I	3	\$28,354	\$78,419	SW	189	\$47,796
69071	Law Enforcement Officer I	3	\$28,354	\$99,550	FP	32	\$62,793
69072	Law Enforcement Officer II	4	\$37,042	\$98,371	SW	944	\$54,292
69072	Law Enforcement Officer II	4	\$37,042	\$125,485	FP	173	\$66,603
69073	Law Enforcement Officer III	5	\$48,391	\$124,434	SW	743	\$75,554
69073	Law Enforcement Officer III	5	\$48,391	\$159,367	FP	155	\$87,754
69074	Law Enforcement Manager I	5	\$48,391	\$124,434	SW	219	\$78,985
69074	Law Enforcement Manager I	5	\$48,391	\$159,367	FP	45	\$95,311
69075	Law Enforcement Manager II	6	\$63,219	\$158,482	SW	191	\$98,427
69075	Law Enforcement Manager II	6	\$63,219	\$203,632	FP	22	\$125,172
69076	Law Enforcement Manager III	7	\$82,592	\$202,971	SW	13	\$135,887
69091	Probation Officer I	4	\$37,042	\$98,371	SW	1046	\$46,626
69091	Probation Officer I	4	\$37,042	\$125,485	FP	148	\$54,087
69092	Probation Officer II	5	\$48,391	\$124,434	SW	153	\$63,101
69092	Probation Officer II	5	\$48,391	\$159,367	FP	21	\$76,639
69093	Probation Manager I	5	\$48,391	\$124,434	SW	18	\$80,877
69093	Probation Manager I	5	\$48,391	\$159,367	FP	2	\$95,804
69094	Probation Manager II	6	\$63,219	\$158,482	SW	52	\$78,485
69094	Probation Manager II	6	\$63,219	\$203,632	FP	6	\$99,053
69095	Probation Officer Assistant	3	\$28,354	\$78,419	SW	70	\$35,390
69095	Probation Officer Assistant	3	\$28,354	\$99,550	FP	14	\$40,700
69111	Security Officer I	1	\$19,760	\$55,011	SW	13	\$33,356
69112	Security Officer II	2	\$23,727	\$67,789	SW	41	\$29,950

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
69112	Security Officer II	2	\$23,727	\$85,729	FP	2	\$37,905
69113	Security Officer III	3	\$28,354	\$78,419	SW	4858	\$39,942
69113	Security Officer III	3	\$28,354	\$99,550	FP	21	\$43,803
69114	Security Officer IV	4	\$37,042	\$98,371	SW	796	\$44,370
69115	Security Manager I	4	\$37,042	\$98,371	SW	419	\$50,358
69115	Security Manager I	4	\$37,042	\$125,485	FP	1	\$53,405
69116	Security Manager II	5	\$48,391	\$124,434	SW	283	\$57,805
69117	Security Manager III	6	\$63,219	\$158,482	SW	83	\$85,712
69118	Security Manager IV	7	\$82,592	\$202,971	SW	6	\$147,608
69119	Security Manager V	8	\$107,894	\$261,087	SW	3	\$178,794
69131	Forensic Science Specialist I	3	\$28,354	\$78,419	SW	21	\$46,920
69131	Forensic Science Specialist I	3	\$28,354	\$99,550	FP	2	\$41,665
69132	For Sci Spec II/For Scintist I	4	\$37,042	\$98,371	SW	22	\$53,735
69132	For Sci Spec II/For Scintist I	4	\$37,042	\$125,485	FP	4	\$54,595
69133	For Sci Spec III/F Scintist II	5	\$48,391	\$124,434	SW	118	\$81,447
69133	For Sci Spec III/F Scintist II	5	\$48,391	\$159,367	FP	29	\$80,737
69134	Forensic Scientist III	6	\$63,219	\$158,482	SW	46	\$109,486
69134	Forensic Scientist III	6	\$63,219	\$203,632	FP	6	\$119,978
69135	Forensic Science Manager I	7	\$82,592	\$202,971	SW	9	\$150,827
69135	Forensic Science Manager I	7	\$82,592	\$241,968	FP	1	\$157,583
69151	Emergency Coordinator I	3	\$28,354	\$78,419	SW	95	\$40,417
69151	Emergency Coordinator I	3	\$28,354	\$99,550	FP	9	\$47,463
69152	Emergency Coordinator II	4	\$37,042	\$98,371	SW	122	\$47,533
69152	Emergency Coordinator II	4	\$37,042	\$125,485	FP	23	\$60,952
69153	Emergency Coordinator III	5	\$48,391	\$124,434	SW	56	\$69,275
69153	Emergency Coordinator III	5	\$48,391	\$159,367	FP	6	\$88,992
69154	Emergency Coordinator Mgr I	5	\$48,391	\$124,434	SW	21	\$80,709
69154	Emergency Coordinator Mgr I	5	\$48,391	\$159,367	FP	5	\$94,307
69155	Emergency Coordinator Mgr II	6	\$63,219	\$158,482	SW	10	\$102,492
69156	Emergency Coordinator Mgr III	7	\$82,592	\$202,971	SW	2	\$140,684
79012	Pilot II	5	\$48,391	\$124,434	SW	4	\$84,145
79013	Pilot III	6	\$63,219	\$158,482	SW	1	\$102,071
79031	Trades Technician I	1	\$19,760	\$55,011	SW	142	\$29,483
79031	Trades Technician I	1	\$19,760	\$69,117	FP	7	\$41,527
79032	Trades Technician II	2	\$23,727	\$67,789	SW	87	\$33,789
79032	Trades Technician II	2	\$23,727	\$85,729	FP	20	\$44,807
79033	Trades Technician III	3	\$28,354	\$78,419	SW	920	\$44,505
79033	Trades Technician III	3	\$28,354	\$99,550	FP	115	\$55,398
79034	Trades Technician IV	4	\$37,042	\$98,371	SW	596	\$56,186
79034	Trades Technician IV	4	\$37,042	\$125,485	FP	58	\$69,813
79035	Trades Manager I	5	\$48,391	\$124,434	SW	136	\$73,231
79035	Trades Manager I	5	\$48,391	\$159,367	FP	13	\$86,660
79036	Trades Manager II	6	\$63,219	\$158,482	SW	24	\$102,132
79036	Trades Manager II	6	\$63,219	\$203,632	FP	5	\$125,654
79051	Equipment Serv Repair Tech I	3	\$28,354	\$78,419	SW	247	\$48,130
79051	Equipment Serv Repair Tech I	3	\$28,354	\$99,550	FP	24	\$60,109

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
79052	Equipment Serv Repair Tech II	4	\$37,042	\$98,371	SW	171	\$56,888
79052	Equipment Serv Repair Tech II	4	\$37,042	\$125,485	FP	15	\$71,314
79053	Equipment Serv Repair Mgr I	4	\$37,042	\$98,371	SW	46	\$63,121
79053	Equipment Serv Repair Mgr I	4	\$37,042	\$125,485	FP	4	\$79,493
79054	Equipment Serv Repair Mgr II	5	\$48,391	\$124,434	SW	16	\$78,747
79054	Equipment Serv Repair Mgr II	5	\$48,391	\$159,367	FP	1	\$87,374
79071	Hsekeep &/or Apparel Worker I	1	\$19,760	\$55,011	SW	1249	\$26,562
79071	Hsekeep &/or Apparel Worker I	1	\$19,760	\$69,117	FP	76	\$34,786
79072	Hsekeep &/or Apparel Worker II	2	\$23,727	\$67,789	SW	198	\$31,205
79072	Hsekeep &/or Apparel Worker II	2	\$23,727	\$85,729	FP	14	\$40,180
79073	Hsekeep &/or Apparel Mgr I	3	\$28,354	\$78,419	SW	111	\$39,432
79073	Hsekeep &/or Apparel Mgr I	3	\$28,354	\$99,550	FP	1	\$51,301
79074	Hsekeep &/or Apparel Mgr II	4	\$37,042	\$98,371	SW	27	\$57,658
79074	Hsekeep &/or Apparel Mgr II	4	\$37,042	\$125,485	FP	1	\$85,393
79092	Printing Technician II	2	\$23,727	\$67,789	SW	14	\$37,464
79093	Printing Technician III	3	\$28,354	\$78,419	SW	30	\$42,108
79093	Printing Technician III	3	\$28,354	\$99,550	FP	1	\$44,450
79094	Printing Technician IV	4	\$37,042	\$98,371	SW	2	\$56,368
79094	Printing Technician IV	4	\$37,042	\$125,485	FP	2	\$69,127
79095	Printing Services Manager I	4	\$37,042	\$98,371	SW	4	\$62,211
79096	Printing Services Manager II	5	\$48,391	\$159,367	FP	1	\$88,335
79111	Retail Specialist I	2	\$23,727	\$67,789	SW	7	\$26,902
79112	Retail Specialist II	3	\$28,354	\$78,419	SW	8	\$34,900
79113	Retail Manager I	3	\$28,354	\$78,419	SW	6	\$46,048
79114	Retail Manager II	4	\$37,042	\$98,371	SW	4	\$50,972
79115	Retail Manager III	5	\$48,391	\$124,434	SW	4	\$65,778
79131	Store & Warehouse Spec I	1	\$19,760	\$55,011	SW	4	\$31,893
79131	Store & Warehouse Spec I	1	\$19,760	\$69,117	FP	1	\$34,480
79132	Store & Warehouse Spec II	2	\$23,727	\$67,789	SW	73	\$32,588
79132	Store & Warehouse Spec II	2	\$23,727	\$85,729	FP	1	\$43,158
79133	Store & Warehouse Spec III	3	\$28,354	\$78,419	SW	126	\$40,825
79133	Store & Warehouse Spec III	3	\$28,354	\$99,550	FP	18	\$48,549
79134	Warehouse Manager I	4	\$37,042	\$98,371	SW	34	\$54,470
79134	Warehouse Manager I	4	\$37,042	\$125,485	FP	1	\$70,127
79135	Warehouse Manager II	5	\$48,391	\$124,434	SW	1	\$68,524
79151	Transportation Operator I	1	\$19,760	\$55,011	SW	12	\$29,524
79152	Transportation Operator II	2	\$23,727	\$67,789	SW	2021	\$40,496
79152	Transportation Operator II	2	\$23,727	\$85,729	FP	168	\$53,059
79153	Transportation Operator III	3	\$28,354	\$78,419	SW	328	\$47,312
79153	Transportation Operator III	3	\$28,354	\$99,550	FP	33	\$61,864
79154	Transport Opertns Manager I	3	\$28,354	\$78,419	SW	307	\$52,339
79154	Transport Opertns Manager I	3	\$28,354	\$99,550	FP	24	\$68,189
79155	Transport Opertns Manager II	4	\$37,042	\$98,371	SW	206	\$67,712
79155	Transport Opertns Manager II	4	\$37,042	\$125,485	FP	23	\$81,648
79156	Transport Opertns Manager III	5	\$48,391	\$124,434	SW	61	\$79,985
79156	Transport Opertns Manager III	5	\$48,391	\$159,367	FP	7	\$95,318

ROLE CODE	Role Title	Pay Band	Range Minimum	Range Maximum	Pay Area	Number of Employees	Average Salary
79171	Utility Plant Specialist I	2	\$23,727	\$67,789	SW	2	\$34,665
79172	Utility Plant Specialist II	3	\$28,354	\$78,419	SW	161	\$44,991
79172	Utility Plant Specialist II	3	\$28,354	\$99,550	FP	6	\$46,102
79174	Utility Plant Manager I	4	\$37,042	\$98,371	SW	40	\$59,657
79175	Utility Plant Manager II	5	\$48,391	\$124,434	SW	4	\$79,381
79191	Watercraft Operator I	2	\$23,727	\$67,789	SW	30	\$37,851
79192	Watercraft Operator II	3	\$28,354	\$78,419	SW	12	\$48,407
79193	Watercraft Operations Mgr I	4	\$37,042	\$98,371	SW	28	\$72,089
79194	Watercraft Operations Mgr II	5	\$48,391	\$124,434	SW	3	\$89,824
79211	Food Service Technician I	1	\$19,760	\$55,011	SW	232	\$26,554
79211	Food Service Technician I	1	\$19,760	\$69,117	FP	8	\$31,529
79212	Food Service Technician II	2	\$23,727	\$67,789	SW	151	\$30,906
79212	Food Service Technician II	2	\$23,727	\$85,729	FP	4	\$37,290
79213	Food Service Technician III	3	\$28,354	\$78,419	SW	231	\$37,243
79214	Food Service Manager I	3	\$28,354	\$78,419	SW	23	\$41,576
79214	Food Service Manager I	3	\$28,354	\$99,550	FP	2	\$54,052
79215	Food Service Manager II	4	\$37,042	\$98,371	SW	93	\$51,007
79216	Food Service Manager III	5	\$48,391	\$124,434	SW	53	\$62,277
79216	Food Service Manager III	5	\$48,391	\$159,367	FP	1	\$94,498