

Compensation Plan for SW Pay Area as of August 10, 2015

<u>Role Code</u>	<u>Role title</u>	<u>Pay Band</u>	<u>Range Minimum</u>	<u>Range Maximum</u>	<u>Number of Employees</u>	<u>Average Salary</u>
19011	Admin and Office Spec I	1	15992	38820	27	23172
19012	Admin and Office Spec II	2	20894	49370	2316	26477
19013	Admin and Office Spec III	3	24969	58146	6977	33359
19031	Financial Services Spec I	4	32619	74617	1339	43125
19032	Financial Services Spec II	5	42614	96134	422	56437
19033	Financial Services Spec III	6	55672	124244	43	58257
19034	Financial Services Manager I	5	42614	96134	273	61201
19035	Financial Services Manager II	6	55672	124244	144	80439
19036	Financial Services Manager III	7	72731	160972	30	113567
19037	Financial Services Manager IV	8	95013	208950	5	93484
19071	Hearing Legal Servcs Offcr I	4	32619	74617	152	32392
19072	Hearing Legal Servcs Offcr II	5	42614	96134	102	43172
19073	Hearing Legal Servcs Offcr III	6	55672	124244	35	72730
19074	Hearing Legal Servcs Mgr I	5	42614	96134	12	68300
19075	Hearing Legal Servcs Mgr II	6	55672	124244	3	59862
19076	Hearing Legal Servcs Mgr III	7	72731	160972	7	61782
19091	Human Resource Analyst I	4	32619	74617	282	43636
19092	Human Resource Analyst II	5	42614	96134	198	58516
19093	Human Resource Analyst III	6	55672	124244	8	79830
19094	Human Resource Manager I	5	42614	96134	75	54943
19095	Human Resource Manager II	6	55672	124244	71	75566
19096	Human Resource Manager III	7	72731	160972	9	122206
19112	Lnd Acq & Prop Mgmt Agent II	4	32619	74617	50	55397
19113	Lnd Acq & Prop Mgmt Agent III	5	42614	96134	44	62997
19114	Lnd Acq & Prop Mgmt Manager I	5	42614	96134	16	68872
19115	Lnd Acq & Prop Mgmt Manager II	6	55672	124244	4	95733
19131	Policy Planning Spec I	4	32619	74617	231	42299
19132	Policy Planning Spec II	5	42614	96134	371	60483
19133	Policy Planning Spec III	6	55672	124244	76	66576
19134	Policy Planning Spec IV	7	72731	160972	6	108129
19135	Policy Planning Manager I	5	42614	96134	21	62225
19136	Policy Planning Manager II	6	55672	124244	46	81733
19137	Policy Planning Manager III	7	72731	160972	19	114123
19151	Procurement Officer I	4	32619	74617	187	43630
19152	Procurement Officer II	5	42614	96134	107	56360
19153	Procurement Officer III	6	55672	124244	39	70764
19154	Procurement Manager I	4	32619	74617	7	53694
19155	Procurement Manager II	5	42614	96134	76	62535
19156	Procurement Manager III	6	55672	124244	28	87922
19157	Procurement Manager IV	7	72731	160972	4	97308
19191	Auditor I	4	32619	74617	107	39948
19192	Auditor II	5	42614	96134	138	57710
19193	Auditor III	6	55672	124244	7	57717
19194	Audit Services Manager I	5	42614	96134	11	80678
19195	Audit Services Manager II	6	55672	124244	33	87289
19196	Audit Services Manager III	7	72731	160972	11	105869
19197	Audit Services Manager IV	8	95013	208950	1	125122
19211	Prog Admin Specialist I	4	32619	74617	1963	36745
19212	Prog Admin Specialist II	5	42614	96134	1517	54785

19213	Prog Admin Specialist III	6	55672	124244	148	77644
19214	Prog Admin Manager I	4	32619	74617	52	39056
19215	Prog Admin Manager II	5	42614	96134	272	58264
19216	Prog Admin Manager III	6	55672	124244	335	81892
19221	Gen Admin Supv I/Coord I	4	32619	74617	1031	44290
19222	Gen Admin Supv II/Coord II	5	42614	96134	174	54853
19223	Gen Admin Manager I	5	42614	96134	259	60269
19224	Gen Admin Manager II	6	55672	124244	202	86299
19225	Gen Admin Manager III	7	72731	160972	151	108133
19226	Gen Admin Manager IV	8	95013	208950	26	130968
29031	Hist/Arch & Preserv I	3	24969	58146	3	37232
29032	Hist/Arch & Preserv II	4	32619	74617	6	44948
29033	Hist/Arch & Preserv III	5	42614	96134	27	50660
29034	Hist/Arch & Preserv Mgr	5	42614	96134	10	62608
29051	Library Specialist I	3	24969	58146	213	34007
29052	Library Specialist II	4	32619	74617	197	38276
29053	Library Specialist III	5	42614	96134	27	54480
29054	Library Manager	6	55672	124244	8	46351
29071	Media Specialist I	2	20894	49370	2	19078
29072	Media Specialist II	3	24969	58146	116	33325
29073	Media Specialist III	4	32619	74617	229	41584
29074	Media Specialist IV	5	42614	96134	39	56183
29075	Media Manager I	4	32619	74617	11	51360
29076	Media Manager II	5	42614	96134	13	58910
29091	PR & Mktg Spec I	2	20894	49370	5	18820
29092	PR & Mktg Spec II	3	24969	58146	85	31187
29093	PR & Mktg Spec III	4	32619	74617	329	39120
29094	PR & Mktg Spec IV	5	42614	96134	139	52671
29095	PR & Mktg Spec V	6	55672	124244	19	53404
29096	PR & Mktg Mgr I	4	32619	74617	15	42868
29097	PR & Mktg Mgr II	5	42614	96134	39	61850
29098	PR & Mktg Mgr III	6	55672	124244	26	79244
29099	PR & Mktg Mgr IV	7	72731	160972	9	93879
29111	Trainer and Instructor I	3	24969	58146	107	30767
29112	Trainer and Instructor II	4	32619	74617	585	39920
29113	Trainer and Instructor III	5	42614	96134	190	55065
29114	Training & Instruction Mgr I	5	42614	96134	38	62529
29115	Training & Instruction Mgr II	6	55672	124244	11	75722
29131	Education Coordinator I	5	42614	96134	168	52017
29132	Education Coordinator II	6	55672	124244	30	78756
29133	Education Administrator I	4	32619	74617	37	41842
29134	Education Administrator II	5	42614	96134	72	48072
29135	Education Administrator III	6	55672	124244	72	78664
29136	Education Administrator IV	7	72731	160972	10	112305
29141	Education Support Assistant	1	15992	38820	1	35425
29142	Education Support Spec I	2	20894	49370	72	27110
29143	Education Support Spec II	3	24969	58146	840	31651
29144	Education Support Spec III	4	32619	74617	696	36793
39011	Computer Operations Techn I	3	24969	58146	62	29228
39012	Computer Operations Techn II	4	32619	74617	34	38182
39013	Computer Operations Manager I	5	42614	96134	5	60580
39031	Electronic Technician I	3	24969	58146	46	36776
39032	Electronic Technician II	4	32619	74617	203	46811
39033	Electronic Technician III	5	42614	96134	9	64755

39034 Electronics Manager I	5	42614	96134	19	63440
39051 Architect/Engineer I	5	42614	96134	575	59806
39052 Architect/Engineer II	6	55672	124244	226	78949
39053 Architect/Engineering Mgr I	5	42614	96134	50	66769
39054 Architect/Engineering Mgr II	6	55672	124244	213	96120
39055 Architect/Engineering Mgr III	7	72731	160972	15	123296
39056 Architect/Engineering Mgr IV	8	95013	208950	2	170893
39071 Engineering Technician I	2	20894	49370	51	7354
39072 Engineering Technician II	3	24969	58146	70	34543
39073 Engineering Technician III	4	32619	74617	580	49373
39074 Engineering Technician IV	5	42614	96134	148	60717
39111 Info Technology Specialist I	4	32619	74617	543	40729
39112 Info Technology Specialist II	5	42614	96134	1443	55012
39113 Info Technology Specialist III	6	55672	124244	1119	76916
39114 Info Technology Specialist IV	7	72731	160972	99	89303
39115 Info Technology Manager I	6	55672	124244	110	90259
39116 Info Technology Manager II	7	72731	160972	84	102817
39117 Info Technology Manager III	8	95013	208950	14	117499
49011 Counselor I	3	24969	58146	109	29244
49012 Counselor II	4	32619	74617	963	38007
49013 Counselor Manager	5	42614	96134	94	50951
49031 Dentist I	6	55672	124244	41	98222
49032 Dentist II	7	72731	160972	2	78956
49033 Dental Manager	7	72731	160972	2	137070
49051 Direct Service Associate I	1	15992	38820	18	12339
49052 Direct Service Associate II	2	20894	49370	3211	17835
49053 Direct Service Associate III	3	24969	58146	1233	26229
49091 Health Care Technician I	2	20894	49370	7	30244
49092 Health Care Technologist I	3	24969	58146	5	36298
49093 Health Care Technologist II	4	32619	74617	75	42574
49094 Health Care Technologist III	5	42614	96134	8	56389
49095 Health Care Manager	5	42614	96134	3	68942
49111 Licensed Practical Nurse	3	24969	58146	728	29213
49112 Registered Nurse I	4	32619	74617	627	39632
49113 RN II/Nurse Prct I/Phy Asst	5	42614	96134	775	45824
49114 RN III/Nurse Prct II	6	55672	124244	70	63489
49115 Registered Nurse Manager I	5	42614	96134	313	57060
49116 Registered Nurse Manager II	6	55672	124244	54	77462
49131 Pharmacist I	5	42614	96134	28	90187
49132 Pharmacist II	6	55672	124244	25	101820
49133 Pharmacy Manager	6	55672	124244	9	128831
49151 Physician I	7	72731	160972	4	31408
49152 Physician II	8	95013	208950	136	135400
49153 Physician Manager I	8	95013	208950	41	134033
49154 Physician Manager II	9	124128	500000	19	165799
49171 Health Care Compliance Spec I	4	32619	74617	48	38622
49172 Health Care Compliance Spec II	5	42614	96134	238	55295
49173 Health Care Compliance Manager	6	55672	124244	7	75313
49211 Psych I/Psychology Assoc I	4	32619	74617	95	33183
49212 Psych II/Psychology Assoc II	5	42614	96134	161	53531
49213 Psych III/Psychology Assoc III	6	55672	124244	36	65484
49214 Psychology Manager	6	55672	124244	12	83405
49231 Therapy Assistant/Therapist I	3	24969	58146	113	34661
49232 Therapist II	4	32619	74617	60	37115

49233 Therapist III	5	42614	96134	74	54362
49234 Therapy Manager I	5	42614	96134	4	81949
49235 Therapy Manager II	6	55672	124244	14	83009
59011 Agricultural Specialist I	1	15992	38820	3	27506
59012 Agricultural Specialist II	2	20894	49370	4	36820
59013 Agricultural Specialist III	3	24969	58146	101	35351
59014 Agricultural Specialist IV	4	32619	74617	75	37544
59015 Agricultural Specialist V	5	42614	96134	7	61826
59016 Agricultural Manager I	4	32619	74617	29	46812
59017 Agricultural Manager II	5	42614	96134	15	69691
59018 Agricultural Manager III	6	55672	124244	2	33010
59031 Environmental Specialist I	4	32619	74617	545	41261
59032 Environmental Specialist II	5	42614	96134	769	53579
59033 Environmental Manager I	5	42614	96134	77	67343
59034 Environmental Manager II	6	55672	124244	103	81130
59035 Environmental Manager III	7	72731	160972	15	112112
59071 Laboratory and Research Aide	1	15992	38820	1	32146
59072 Laboratory and Research Tech	2	20894	49370	76	22672
59073 Laboratory & Research Spec I	3	24969	58146	401	22615
59074 Laboratory & Research Spec II	4	32619	74617	444	34479
59075 Laboratory & Research Manager	5	42614	96134	51	52256
59091 Minerals Specialist I	5	42614	96134	118	58257
59092 Minerals Specialist II	6	55672	124244	5	92005
59093 Minerals Manager I	6	55672	124244	6	80727
59094 Minerals Manager II	7	72731	160972	1	105504
59111 Natural Resource Spec I	2	20894	49370	1	33319
59112 Natural Resource Spec II	3	24969	58146	228	30322
59113 Natural Resource Spec III	4	32619	74617	111	43030
59114 Natural Resource Spec IV	5	42614	96134	6	47385
59115 Natural Resource Manager I	4	32619	74617	15	51280
59116 Natural Resource Manager II	5	42614	96134	80	59098
59117 Natural Resource Manager III	6	55672	124244	8	63184
59131 Scientist I	4	32619	74617	172	42525
59132 Scientist II	5	42614	96134	267	53679
59133 Scientist III	6	55672	124244	35	84663
59134 Scientist Manager I	5	42614	96134	28	64125
59135 Scientist Manager II	6	55672	124244	21	95097
59136 Scientist Manager III	7	72731	160972	1	133770
59151 Veterinary Technician I	4	32619	74617	38	40085
59152 VetTech II/Veterinarian I	5	42614	96134	18	57507
59153 Veterinarian II	6	55672	124244	6	75739
59154 Veterinarian III	7	72731	160972	3	33769
59155 Veterinary Manager	7	72731	160972	1	118139
69032 Compliance/Safety Officer II	3	24969	58146	30	36168
69033 Compliance/Safety Officer III	4	32619	74617	275	39506
69034 Compliance/Safety Officer IV	5	42614	96134	137	52720
69035 Compliance Manager I	5	42614	96134	24	64660
69036 Compliance Manager II	6	55672	124244	37	78245
69037 Compliance Manager III	7	72731	160972	3	126185
69071 Law Enforcement Officer I	3	24969	58146	277	35880
69072 Law Enforcement Officer II	4	32619	74617	1398	32869
69073 Law Enforcement Officer III	5	42614	96134	904	56133
69074 Law Enforcement Manager I	5	42614	96134	218	62430
69075 Law Enforcement Manager II	6	55672	124244	196	80059

69076	Law Enforcement Manager III	7	72731	160972	10	112798
69091	Probation Officer I	4	32619	74617	1144	39776
69092	Probation Officer II	5	42614	96134	146	55371
69093	Probation Manager I	5	42614	96134	53	69552
69094	Probation Manager II	6	55672	124244	19	71506
69095	Probation Officer Assistant	3	24969	58146	93	30048
69111	Security Officer I	1	15992	38820	22	25109
69112	Security Officer II	2	20894	49370	67	20326
69113	Security Officer III	3	24969	58146	7308	28967
69114	Security Officer IV	4	32619	74617	1132	29010
69115	Security Manager I	4	32619	74617	477	42009
69116	Security Manager II	5	42614	96134	373	48143
69117	Security Manager III	6	55672	124244	33	86337
69118	Security Manager IV	7	72731	160972	7	102911
69119	Security Manager V	8	95013	208950	2	138279
69131	Forensic Science Specialist I	3	24969	58146	20	38384
69132	For Sci Spec II/For Scintist I	4	32619	74617	11	36709
69133	For Sci Spec III/F Scintist II	5	42614	96134	113	61539
69134	Forensic Scientist III	6	55672	124244	43	97722
69135	Forensic Science Manager I	7	72731	160972	9	132850
69151	Emergency Coordinator I	3	24969	58146	125	31925
69152	Emergency Coordinator II	4	32619	74617	142	33816
69153	Emergency Coordinator III	5	42614	96134	33	52561
69154	Emergency Coordinator Mgr I	5	42614	96134	22	59084
69155	Emergency Coordinator Mgr II	6	55672	124244	9	89795
69156	Emergency Coordinator Mgr III	7	72731	160972	1	135893
79011	Pilot I	4	32619	74617	2	0
79012	Pilot II	5	42614	96134	6	63912
79013	Aviation Manager	6	55672	124244	1	74980
79031	Trades Technician I	1	15992	38820	209	22008
79032	Trades Technician II	2	20894	49370	124	23719
79033	Trades Technician III	3	24969	58146	1289	35623
79034	Trades Technician IV	4	32619	74617	750	46156
79035	Trades Manager I	5	42614	96134	148	59845
79036	Trades Manager II	6	55672	124244	17	78834
79051	Equipment Serv Repair Tech I	3	24969	58146	277	38753
79052	Equipment Serv Repair Tech II	4	32619	74617	187	46936
79053	Equipment Serv Repair Mgr I	4	32619	74617	50	54063
79054	Equipment Serv Repair Mgr II	5	42614	96134	16	67760
79071	Hsekeep &/or Apparel Worker I	1	15992	38820	1717	19882
79072	Hsekeep &/or Apparel Worker II	2	20894	49370	220	24592
79073	Hsekeep &/or Apparel Mgr I	3	24969	58146	118	29695
79074	Hsekeep &/or Apparel Mgr II	4	32619	74617	30	49000
79092	Printing Technician II	2	20894	49370	20	25063
79093	Printing Technician III	3	24969	58146	44	37526
79094	Printing Technician IV	4	32619	74617	5	37789
79095	Printing Services Manager I	4	32619	74617	7	53904
79096	Printing Services Manager II	5	42614	96134	1	56775
79111	Retail Specialist I	2	20894	49370	18	25495
79112	Retail Specialist II	3	24969	58146	263	26065
79113	Retail Manager I	3	24969	58146	132	32296
79114	Retail Manager II	4	32619	74617	135	42847
79115	Retail Manager III	5	42614	96134	21	63847
79131	Store & Warehouse Spec I	1	15992	38820	8	22430

79132 Store & Warehouse Spec II	2	20894	49370	135	27045
79133 Store & Warehouse Spec III	3	24969	58146	171	32968
79134 Warehouse Manager I	4	32619	74617	38	46078
79135 Warehouse Manager II	5	42614	96134	5	50637
79151 Transportation Operator I	1	15992	38820	52	17861
79152 Transportation Operator II	2	20894	49370	2365	34766
79153 Transportation Operator III	3	24969	58146	185	31763
79154 Transport Opertns Manager I	3	24969	58146	322	44658
79155 Transport Opertns Manager II	4	32619	74617	205	57502
79156 Transport Opertns Manager III	5	42614	96134	56	64050
79171 Utility Plant Specialist I	2	20894	49370	4	31786
79172 Utility Plant Specialist II	3	24969	58146	197	34458
79174 Utility Plant Manager I	4	32619	74617	49	48898
79175 Utility Plant Manager II	5	42614	96134	2	68157
79191 Watercraft Operator I	2	20894	49370	32	30818
79192 Watercraft Operator II	3	24969	58146	13	32682
79193 Watercraft Operations Mgr I	4	32619	74617	25	59709
79194 Watercraft Operations Mgr II	5	42614	96134	2	70733
79211 Food Service Technician I	1	15992	38820	472	18329
79212 Food Service Technician II	2	20894	49370	205	24813
79213 Food Service Technician III	3	24969	58146	296	29241
79214 Food Service Manager I	3	24969	58146	36	31769
79215 Food Service Manager II	4	32619	74617	106	39916
79216 Food Service Manager III	5	42614	96134	57	54866