

Compensation Plan for SW Pay Area as of July 31, 2017

Role Code	Role Title	Pay Band	Range Minimum	Range Maximum	Number of Employees	Average Salary
19011	Admin and Office Spec I	1	\$16,472.00	\$46,778.00	22	\$27,568.76
19012	Admin and Office Spec II	2	\$21,521.00	\$57,644.00	1,778	\$31,424.82
19013	Admin and Office Spec III	3	\$25,718.00	\$66,683.00	5,730	\$38,047.65
19031	Financial Services Spec I	4	\$33,598.00	\$83,649.00	1,174	\$48,765.83
19032	Financial Services Spec II	5	\$43,892.00	\$105,811.00	405	\$65,955.64
19033	Financial Services Spec III	6	\$57,342.00	\$134,764.00	36	\$86,341.06
19034	Financial Services Manager I	5	\$43,892.00	\$105,811.00	234	\$71,045.91
19035	Financial Services Manager II	6	\$57,342.00	\$134,764.00	142	\$93,788.13
19036	Financial Services Manager III	7	\$74,913.00	\$172,594.00	26	\$127,710.77
19037	Financial Services Manager IV	8	\$97,863.00	\$222,012.00	3	\$163,560.67
19071	Hearing Legal Servcs Offcr I	4	\$33,598.00	\$83,649.00	110	\$44,744.04
19072	Hearing Legal Servcs Offcr II	5	\$43,892.00	\$105,811.00	76	\$63,320.96
19073	Hearing Legal Servcs Offcr III	6	\$57,342.00	\$134,764.00	29	\$85,230.11
19074	Hearing Legal Servcs Mgr I	5	\$43,892.00	\$105,811.00	6	\$75,641.00
19075	Hearing Legal Servcs Mgr II	6	\$57,342.00	\$134,764.00	7	\$85,390.14
19076	Hearing Legal Servcs Mgr III	7	\$74,913.00	\$172,594.00	4	\$112,601.50
19091	Human Resource Analyst I	4	\$33,598.00	\$83,649.00	248	\$48,910.36
19092	Human Resource Analyst II	5	\$43,892.00	\$105,811.00	201	\$67,486.51
19093	Human Resource Analyst III	6	\$57,342.00	\$134,764.00	31	\$91,061.45
19094	Human Resource Manager I	5	\$43,892.00	\$105,811.00	63	\$67,709.67
19095	Human Resource Manager II	6	\$57,342.00	\$134,764.00	73	\$94,698.52
19096	Human Resource Manager III	7	\$74,913.00	\$172,594.00	12	\$124,811.33
19111	Lnd Acq & Prop Mgmt Agent I	3	\$25,718.00	\$66,683.00	10	\$46,769.00
19112	Lnd Acq & Prop Mgmt Agent II	4	\$33,598.00	\$83,649.00	44	\$61,359.25
19113	Lnd Acq & Prop Mgmt Agent III	5	\$43,892.00	\$105,811.00	43	\$69,687.65
19114	Lnd Acq & Prop Mgmt Manager I	5	\$43,892.00	\$105,811.00	16	\$82,232.69
19115	Lnd Acq & Prop Mgmt Manager II	6	\$57,342.00	\$134,764.00	4	\$101,771.00
19131	Policy Planning Spec I	4	\$33,598.00	\$83,649.00	206	\$49,997.89
19132	Policy Planning Spec II	5	\$43,892.00	\$105,811.00	343	\$69,314.58
19133	Policy Planning Spec III	6	\$57,342.00	\$134,764.00	69	\$85,677.33
19134	Policy Planning Spec IV	7	\$74,913.00	\$172,594.00	10	\$127,982.70
19135	Policy Planning Manager I	5	\$43,892.00	\$105,811.00	19	\$75,141.00
19136	Policy Planning Manager II	6	\$57,342.00	\$134,764.00	43	\$93,366.74
19137	Policy Planning Manager III	7	\$74,913.00	\$172,594.00	20	\$125,035.80
19151	Procurement Officer I	4	\$33,598.00	\$83,649.00	161	\$49,567.44
19152	Procurement Officer II	5	\$43,892.00	\$105,811.00	111	\$63,794.05
19153	Procurement Officer III	6	\$57,342.00	\$134,764.00	37	\$85,232.03
19154	Procurement Manager I	4	\$33,598.00	\$83,649.00	3	\$40,836.00
19155	Procurement Manager II	5	\$43,892.00	\$105,811.00	73	\$71,268.10
19156	Procurement Manager III	6	\$57,342.00	\$134,764.00	30	\$99,083.07
19157	Procurement Manager IV	7	\$74,913.00	\$172,594.00	3	\$133,636.00
19191	Auditor I	4	\$33,598.00	\$83,649.00	95	\$48,720.04
19192	Auditor II	5	\$43,892.00	\$105,811.00	119	\$69,573.17
19193	Auditor III	6	\$57,342.00	\$134,764.00	6	\$91,358.17
19194	Audit Services Manager I	5	\$43,892.00	\$105,811.00	10	\$85,754.00
19195	Audit Services Manager II	6	\$57,342.00	\$134,764.00	28	\$94,664.68
19196	Audit Services Manager III	7	\$74,913.00	\$172,594.00	12	\$120,723.50
19211	Prog Admin Specialist I	4	\$33,598.00	\$83,649.00	1,683	\$44,647.86
19212	Prog Admin Specialist II	5	\$43,892.00	\$105,811.00	1,451	\$63,425.19
19213	Prog Admin Specialist III	6	\$57,342.00	\$134,764.00	147	\$88,435.60
19214	Prog Admin Manager I	4	\$33,598.00	\$83,649.00	52	\$51,024.33
19215	Prog Admin Manager II	5	\$43,892.00	\$105,811.00	265	\$66,017.02
19216	Prog Admin Manager III	6	\$57,342.00	\$134,764.00	318	\$91,837.99
19221	Gen Admin Supv I/Coord I	4	\$33,598.00	\$83,649.00	900	\$49,288.36
19222	Gen Admin Supv II/Coord II	5	\$43,892.00	\$105,811.00	165	\$62,925.68

Compensation Plan for SW Pay Area as of July 31, 2017

Role Code	Role Title	Pay Band	Range Minimum	Range Maximum	Number of Employees	Average Salary
19223	Gen Admin Manager I	5	\$43,892.00	\$105,811.00	247	\$68,961.33
19224	Gen Admin Manager II	6	\$57,342.00	\$134,764.00	205	\$96,290.32
19225	Gen Admin Manager III	7	\$74,913.00	\$172,594.00	138	\$119,535.04
19226	Gen Admin Manager IV	8	\$97,863.00	\$222,012.00	27	\$153,796.07
29031	Hist/Arch & Preserv I	3	\$25,718.00	\$66,683.00	3	\$39,823.33
29032	Hist/Arch & Preserv II	4	\$33,598.00	\$83,649.00	6	\$47,271.17
29033	Hist/Arch & Preserv III	5	\$43,892.00	\$105,811.00	30	\$59,386.13
29034	Hist/Arch & Preserv Mgr	5	\$43,892.00	\$105,811.00	9	\$68,840.56
29051	Library Specialist I	3	\$25,718.00	\$66,683.00	173	\$36,835.21
29052	Library Specialist II	4	\$33,598.00	\$83,649.00	174	\$45,089.14
29053	Library Specialist III	5	\$43,892.00	\$105,811.00	24	\$56,538.96
29054	Library Manager	6	\$57,342.00	\$134,764.00	5	\$70,545.20
29071	Media Specialist I	2	\$21,521.00	\$57,644.00	2	\$32,509.50
29072	Media Specialist II	3	\$25,718.00	\$66,683.00	70	\$37,911.90
29073	Media Specialist III	4	\$33,598.00	\$83,649.00	191	\$47,723.96
29074	Media Specialist IV	5	\$43,892.00	\$105,811.00	32	\$58,287.59
29075	Media Manager I	4	\$33,598.00	\$83,649.00	11	\$55,298.36
29076	Media Manager II	5	\$43,892.00	\$105,811.00	14	\$64,995.21
29091	PR & Mktg Spec I	2	\$21,521.00	\$57,644.00	2	\$19,000.00
29092	PR & Mktg Spec II	3	\$25,718.00	\$66,683.00	65	\$38,054.01
29093	PR & Mktg Spec III	4	\$33,598.00	\$83,649.00	248	\$46,978.19
29094	PR & Mktg Spec IV	5	\$43,892.00	\$105,811.00	138	\$60,744.25
29095	PR & Mktg Spec V	6	\$57,342.00	\$134,764.00	18	\$78,361.67
29096	PR & Mktg Mgr I	4	\$33,598.00	\$83,649.00	18	\$49,412.56
29097	PR & Mktg Mgr II	5	\$43,892.00	\$105,811.00	37	\$71,249.92
29098	PR & Mktg Mgr III	6	\$57,342.00	\$134,764.00	24	\$91,587.88
29099	PR & Mktg Mgr IV	7	\$74,913.00	\$172,594.00	9	\$109,774.89
29111	Trainer and Instructor I	3	\$25,718.00	\$66,683.00	82	\$36,537.12
29112	Trainer and Instructor II	4	\$33,598.00	\$83,649.00	487	\$50,546.20
29113	Trainer and Instructor III	5	\$43,892.00	\$105,811.00	174	\$61,331.25
29114	Training & Instruction Mgr I	5	\$43,892.00	\$105,811.00	40	\$72,420.36
29115	Training & Instruction Mgr II	6	\$57,342.00	\$134,764.00	10	\$87,283.90
29131	Education Coordinator I	5	\$43,892.00	\$105,811.00	154	\$68,901.44
29132	Education Coordinator II	6	\$57,342.00	\$134,764.00	31	\$92,388.78
29133	Education Administrator I	4	\$33,598.00	\$83,649.00	48	\$46,828.17
29134	Education Administrator II	5	\$43,892.00	\$105,811.00	50	\$61,458.47
29135	Education Administrator III	6	\$57,342.00	\$134,764.00	57	\$95,470.72
29136	Education Administrator IV	7	\$74,913.00	\$172,594.00	8	\$131,189.25
29141	Education Support Assistant	1	\$16,472.00	\$46,778.00	1	\$36,488.00
29142	Education Support Spec I	2	\$21,521.00	\$57,644.00	36	\$29,765.81
29143	Education Support Spec II	3	\$25,718.00	\$66,683.00	645	\$36,332.73
29144	Education Support Spec III	4	\$33,598.00	\$83,649.00	576	\$44,625.44
39011	Computer Operations Techn I	3	\$25,718.00	\$66,683.00	38	\$37,259.86
39012	Computer Operations Techn II	4	\$33,598.00	\$83,649.00	31	\$50,854.37
39013	Computer Operations Manager I	5	\$43,892.00	\$105,811.00	3	\$58,921.00
39031	Electronic Technician I	3	\$25,718.00	\$66,683.00	22	\$42,571.50
39032	Electronic Technician II	4	\$33,598.00	\$83,649.00	163	\$54,077.99
39033	Electronic Technician III	5	\$43,892.00	\$105,811.00	6	\$64,695.50
39034	Electronics Manager I	5	\$43,892.00	\$105,811.00	16	\$73,891.25
39051	Architect/Engineer I	5	\$43,892.00	\$105,811.00	520	\$72,266.38
39052	Architect/Engineer II	6	\$57,342.00	\$134,764.00	226	\$93,516.25
39053	Architect/Engineering Mgr I	5	\$43,892.00	\$105,811.00	40	\$82,430.00
39054	Architect/Engineering Mgr II	6	\$57,342.00	\$134,764.00	228	\$106,731.14
39055	Architect/Engineering Mgr III	7	\$74,913.00	\$172,594.00	14	\$140,382.64
39056	Architect/Engineering Mgr IV	8	\$97,863.00	\$222,012.00	2	\$176,019.50

Compensation Plan for SW Pay Area as of July 31, 2017

Role Code	Role Title	Pay Band	Range Minimum	Range Maximum	Number of Employees	Average Salary
39071	Engineering Technician I	2	\$21,521.00	\$57,644.00	55	\$39,192.98
39072	Engineering Technician II	3	\$25,718.00	\$66,683.00	81	\$46,671.25
39073	Engineering Technician III	4	\$33,598.00	\$83,649.00	527	\$53,197.28
39074	Engineering Technician IV	5	\$43,892.00	\$105,811.00	138	\$70,626.80
39111	Info Technology Specialist I	4	\$33,598.00	\$83,649.00	397	\$47,612.28
39112	Info Technology Specialist II	5	\$43,892.00	\$105,811.00	1,189	\$64,858.23
39113	Info Technology Specialist III	6	\$57,342.00	\$134,764.00	1,028	\$91,823.29
39114	Info Technology Specialist IV	7	\$74,913.00	\$172,594.00	93	\$113,593.91
39115	Info Technology Manager I	6	\$57,342.00	\$134,764.00	90	\$101,870.08
39116	Info Technology Manager II	7	\$74,913.00	\$172,594.00	70	\$125,325.16
39117	Info Technology Manager III	8	\$97,863.00	\$222,012.00	11	\$152,015.09
49011	Counselor I	3	\$25,718.00	\$66,683.00	89	\$39,290.45
49012	Counselor II	4	\$33,598.00	\$83,649.00	804	\$46,247.66
49013	Counselor Manager	5	\$43,892.00	\$105,811.00	77	\$59,172.47
49031	Dentist I	6	\$57,342.00	\$134,764.00	29	\$117,059.98
49032	Dentist II	7	\$74,913.00	\$172,594.00	1	\$162,648.00
49033	Dental Manager	7	\$74,913.00	\$172,594.00	2	\$141,181.50
49051	Direct Service Associate I	1	\$16,472.00	\$46,778.00	14	\$23,759.12
49052	Direct Service Associate II	2	\$21,521.00	\$57,644.00	1,851	\$26,774.90
49053	Direct Service Associate III	3	\$25,718.00	\$66,683.00	943	\$32,150.35
49091	Health Care Technician I	2	\$21,521.00	\$57,644.00	5	\$36,741.40
49092	Health Care Technologist I	3	\$25,718.00	\$66,683.00	2	\$50,740.00
49093	Health Care Technologist II	4	\$33,598.00	\$83,649.00	50	\$53,060.59
49094	Health Care Technologist III	5	\$43,892.00	\$105,811.00	6	\$71,986.50
49095	Health Care Manager	5	\$43,892.00	\$105,811.00	3	\$71,010.67
49111	Licensed Practical Nurse	3	\$25,718.00	\$66,683.00	479	\$41,507.33
49112	Registered Nurse I	4	\$33,598.00	\$83,649.00	428	\$53,906.73
49113	RN II/Nurse Prct I/Phy Asst	5	\$43,892.00	\$105,811.00	585	\$62,978.04
49114	RN III/Nurse Prct II	6	\$57,342.00	\$134,764.00	61	\$89,098.08
49115	Registered Nurse Manager I	5	\$43,892.00	\$105,811.00	190	\$71,973.07
49116	Registered Nurse Manager II	6	\$57,342.00	\$134,764.00	47	\$88,538.62
49131	Pharmacist I	5	\$43,892.00	\$105,811.00	23	\$98,990.52
49132	Pharmacist II	6	\$57,342.00	\$134,764.00	26	\$113,944.84
49133	Pharmacy Manager	6	\$57,342.00	\$134,764.00	9	\$132,383.78
49151	Physician I	7	\$74,913.00	\$172,594.00	2	\$141,951.00
49152	Physician II	8	\$97,863.00	\$222,012.00	97	\$191,311.02
49153	Physician Manager I	8	\$97,863.00	\$222,012.00	31	\$169,268.06
49154	Physician Manager II	9	\$127,852.00	\$500,000.00	15	\$229,704.87
49171	Health Care Compliance Spec I	4	\$33,598.00	\$83,649.00	42	\$48,030.90
49172	Health Care Compliance Spec II	5	\$43,892.00	\$105,811.00	208	\$62,856.08
49173	Health Care Compliance Manager	6	\$57,342.00	\$134,764.00	3	\$87,399.33
49211	Psych I/Psychology Assoc I	4	\$33,598.00	\$83,649.00	85	\$48,859.14
49212	Psych II/Psychology Assoc II	5	\$43,892.00	\$105,811.00	120	\$69,134.64
49213	Psych III/Psychology Assoc III	6	\$57,342.00	\$134,764.00	30	\$89,253.07
49214	Psychology Manager	6	\$57,342.00	\$134,764.00	12	\$103,522.00
49231	Therapy Assistant/Therapist I	3	\$25,718.00	\$66,683.00	85	\$43,658.63
49232	Therapist II	4	\$33,598.00	\$83,649.00	45	\$45,863.00
49233	Therapist III	5	\$43,892.00	\$105,811.00	62	\$73,402.65
49234	Therapy Manager I	5	\$43,892.00	\$105,811.00	3	\$82,501.67
49235	Therapy Manager II	6	\$57,342.00	\$134,764.00	11	\$97,437.36
59011	Agricultural Specialist I	1	\$16,472.00	\$46,778.00	4	\$30,562.50
59012	Agricultural Specialist II	2	\$21,521.00	\$57,644.00	3	\$39,689.67
59013	Agricultural Specialist III	3	\$25,718.00	\$66,683.00	95	\$39,257.38
59014	Agricultural Specialist IV	4	\$33,598.00	\$83,649.00	61	\$42,803.03
59015	Agricultural Specialist V	5	\$43,892.00	\$105,811.00	8	\$61,970.63

Compensation Plan for SW Pay Area as of July 31, 2017

Role Code	Role Title	Pay Band	Range Minimum	Range Maximum	Number of Employees	Average Salary
59016	Agricultural Manager I	4	\$33,598.00	\$83,649.00	32	\$50,745.91
59017	Agricultural Manager II	5	\$43,892.00	\$105,811.00	18	\$70,018.22
59018	Agricultural Manager III	6	\$57,342.00	\$134,764.00	2	\$79,780.00
59031	Environmental Specialist I	4	\$33,598.00	\$83,649.00	476	\$46,881.16
59032	Environmental Specialist II	5	\$43,892.00	\$105,811.00	678	\$63,347.68
59033	Environmental Manager I	5	\$43,892.00	\$105,811.00	74	\$74,957.66
59034	Environmental Manager II	6	\$57,342.00	\$134,764.00	95	\$90,444.15
59035	Environmental Manager III	7	\$74,913.00	\$172,594.00	13	\$116,406.31
59071	Laboratory and Research Aide	1	\$16,472.00	\$46,778.00	2	\$27,055.00
59072	Laboratory and Research Tech	2	\$21,521.00	\$57,644.00	61	\$30,776.52
59073	Laboratory & Research Spec I	3	\$25,718.00	\$66,683.00	195	\$36,819.06
59074	Laboratory & Research Spec II	4	\$33,598.00	\$83,649.00	266	\$47,661.74
59075	Laboratory & Research Manager	5	\$43,892.00	\$105,811.00	43	\$65,202.27
59091	Minerals Specialist I	5	\$43,892.00	\$105,811.00	95	\$66,949.74
59092	Minerals Specialist II	6	\$57,342.00	\$134,764.00	5	\$94,764.80
59093	Minerals Manager I	6	\$57,342.00	\$134,764.00	5	\$99,778.40
59094	Minerals Manager II	7	\$74,913.00	\$172,594.00	1	\$108,669.00
59112	Natural Resource Spec II	3	\$25,718.00	\$66,683.00	173	\$38,312.45
59113	Natural Resource Spec III	4	\$33,598.00	\$83,649.00	119	\$46,988.21
59114	Natural Resource Spec IV	5	\$43,892.00	\$105,811.00	7	\$55,336.57
59115	Natural Resource Manager I	4	\$33,598.00	\$83,649.00	22	\$52,863.45
59116	Natural Resource Manager II	5	\$43,892.00	\$105,811.00	75	\$64,214.67
59117	Natural Resource Manager III	6	\$57,342.00	\$134,764.00	7	\$89,759.71
59131	Scientist I	4	\$33,598.00	\$83,649.00	149	\$48,696.67
59132	Scientist II	5	\$43,892.00	\$105,811.00	253	\$62,265.66
59133	Scientist III	6	\$57,342.00	\$134,764.00	30	\$94,448.70
59134	Scientist Manager I	5	\$43,892.00	\$105,811.00	24	\$76,659.29
59135	Scientist Manager II	6	\$57,342.00	\$134,764.00	26	\$95,287.34
59136	Scientist Manager III	7	\$74,913.00	\$172,594.00	2	\$129,212.00
59151	Veterinary Technician I	4	\$33,598.00	\$83,649.00	9	\$46,778.56
59152	VetTech II/Veterinarian I	5	\$43,892.00	\$105,811.00	13	\$76,049.69
59153	Veterinarian II	6	\$57,342.00	\$134,764.00	5	\$92,159.20
59154	Veterinarian III	7	\$74,913.00	\$172,594.00	2	\$103,158.50
59155	Veterinary Manager	7	\$74,913.00	\$172,594.00	1	\$115,949.00
69032	Compliance/Safety Officer II	3	\$25,718.00	\$66,683.00	25	\$41,962.28
69033	Compliance/Safety Officer III	4	\$33,598.00	\$83,649.00	215	\$49,472.97
69034	Compliance/Safety Officer IV	5	\$43,892.00	\$105,811.00	122	\$62,441.96
69035	Compliance Manager I	5	\$43,892.00	\$105,811.00	21	\$73,362.00
69036	Compliance Manager II	6	\$57,342.00	\$134,764.00	33	\$88,880.45
69037	Compliance Manager III	7	\$74,913.00	\$172,594.00	2	\$125,461.00
69071	Law Enforcement Officer I	3	\$25,718.00	\$66,683.00	224	\$41,419.59
69072	Law Enforcement Officer II	4	\$33,598.00	\$83,649.00	930	\$49,786.33
69073	Law Enforcement Officer III	5	\$43,892.00	\$105,811.00	824	\$67,160.29
69074	Law Enforcement Manager I	5	\$43,892.00	\$105,811.00	214	\$72,065.23
69075	Law Enforcement Manager II	6	\$57,342.00	\$134,764.00	194	\$88,614.52
69076	Law Enforcement Manager III	7	\$74,913.00	\$172,594.00	8	\$129,711.00
69091	Probation Officer I	4	\$33,598.00	\$83,649.00	1,057	\$43,757.28
69092	Probation Officer II	5	\$43,892.00	\$105,811.00	143	\$59,091.54
69093	Probation Manager I	5	\$43,892.00	\$105,811.00	21	\$75,468.00
69094	Probation Manager II	6	\$57,342.00	\$134,764.00	49	\$73,090.43
69095	Probation Officer Assistant	3	\$25,718.00	\$66,683.00	77	\$32,823.00
69111	Security Officer I	1	\$16,472.00	\$46,778.00	16	\$29,934.25
69112	Security Officer II	2	\$21,521.00	\$57,644.00	39	\$26,806.15
69113	Security Officer III	3	\$25,718.00	\$66,683.00	5,802	\$35,500.04
69114	Security Officer IV	4	\$33,598.00	\$83,649.00	880	\$40,426.11

Compensation Plan for SW Pay Area as of July 31, 2017

Role Code	Role Title	Pay Band	Range Minimum	Range Maximum	Number of Employees	Average Salary
69115	Security Manager I	4	\$33,598.00	\$83,649.00	419	\$46,949.61
69116	Security Manager II	5	\$43,892.00	\$105,811.00	278	\$54,514.09
69117	Security Manager III	6	\$57,342.00	\$134,764.00	79	\$80,765.18
69118	Security Manager IV	7	\$74,913.00	\$172,594.00	5	\$123,740.40
69119	Security Manager V	8	\$97,863.00	\$222,012.00	3	\$133,460.00
69131	Forensic Science Specialist I	3	\$25,718.00	\$66,683.00	15	\$42,427.53
69132	For Sci Spec II/For Scintist I	4	\$33,598.00	\$83,649.00	22	\$48,841.36
69133	For Sci Spec III/F Scintist II	5	\$43,892.00	\$105,811.00	107	\$73,767.44
69134	Forensic Scientist III	6	\$57,342.00	\$134,764.00	42	\$99,831.14
69135	Forensic Science Manager I	7	\$74,913.00	\$172,594.00	9	\$136,370.00
69151	Emergency Coordinator I	3	\$25,718.00	\$66,683.00	95	\$36,546.07
69152	Emergency Coordinator II	4	\$33,598.00	\$83,649.00	121	\$42,094.27
69153	Emergency Coordinator III	5	\$43,892.00	\$105,811.00	38	\$59,062.76
69154	Emergency Coordinator Mgr I	5	\$43,892.00	\$105,811.00	24	\$68,370.35
69155	Emergency Coordinator Mgr II	6	\$57,342.00	\$134,764.00	12	\$94,714.55
69156	Emergency Coordinator Mgr III	7	\$74,913.00	\$172,594.00	3	\$125,151.33
79012	Pilot II	5	\$43,892.00	\$105,811.00	5	\$73,938.40
79013	Aviation Manager	6	\$57,342.00	\$134,764.00	1	\$84,952.00
79031	Trades Technician I	1	\$16,472.00	\$46,778.00	165	\$26,857.38
79032	Trades Technician II	2	\$21,521.00	\$57,644.00	82	\$30,261.27
79033	Trades Technician III	3	\$25,718.00	\$66,683.00	1,073	\$39,906.05
79034	Trades Technician IV	4	\$33,598.00	\$83,649.00	672	\$51,256.02
79035	Trades Manager I	5	\$43,892.00	\$105,811.00	140	\$67,336.37
79036	Trades Manager II	6	\$57,342.00	\$134,764.00	19	\$92,074.37
79051	Equipment Serv Repair Tech I	3	\$25,718.00	\$66,683.00	254	\$43,049.45
79052	Equipment Serv Repair Tech II	4	\$33,598.00	\$83,649.00	172	\$50,697.13
79053	Equipment Serv Repair Mgr I	4	\$33,598.00	\$83,649.00	49	\$57,469.98
79054	Equipment Serv Repair Mgr II	5	\$43,892.00	\$105,811.00	16	\$70,050.19
79071	Hsekeep &/or Apparel Worker I	1	\$16,472.00	\$46,778.00	1,348	\$23,556.69
79072	Hsekeep &/or Apparel Worker II	2	\$21,521.00	\$57,644.00	199	\$28,196.94
79073	Hsekeep &/or Apparel Mgr I	3	\$25,718.00	\$66,683.00	100	\$35,234.10
79074	Hsekeep &/or Apparel Mgr II	4	\$33,598.00	\$83,649.00	27	\$50,292.70
79092	Printing Technician II	2	\$21,521.00	\$57,644.00	15	\$34,667.93
79093	Printing Technician III	3	\$25,718.00	\$66,683.00	36	\$39,271.47
79094	Printing Technician IV	4	\$33,598.00	\$83,649.00	4	\$50,111.00
79095	Printing Services Manager I	4	\$33,598.00	\$83,649.00	6	\$54,752.83
79096	Printing Services Manager II	5	\$43,892.00	\$105,811.00	1	\$64,473.00
79111	Retail Specialist I	2	\$21,521.00	\$57,644.00	36	\$26,574.36
79112	Retail Specialist II	3	\$25,718.00	\$66,683.00	234	\$32,360.11
79113	Retail Manager I	3	\$25,718.00	\$66,683.00	121	\$38,526.10
79114	Retail Manager II	4	\$33,598.00	\$83,649.00	132	\$45,553.23
79115	Retail Manager III	5	\$43,892.00	\$105,811.00	22	\$69,618.95
79131	Store & Warehouse Spec I	1	\$16,472.00	\$46,778.00	6	\$26,790.50
79132	Store & Warehouse Spec II	2	\$21,521.00	\$57,644.00	111	\$30,111.55
79133	Store & Warehouse Spec III	3	\$25,718.00	\$66,683.00	158	\$37,038.48
79134	Warehouse Manager I	4	\$33,598.00	\$83,649.00	37	\$49,064.46
79135	Warehouse Manager II	5	\$43,892.00	\$105,811.00	4	\$65,194.50
79151	Transportation Operator I	1	\$16,472.00	\$46,778.00	29	\$26,994.64
79152	Transportation Operator II	2	\$21,521.00	\$57,644.00	2,179	\$37,084.30
79153	Transportation Operator III	3	\$25,718.00	\$66,683.00	310	\$42,750.23
79154	Transport Opertns Manager I	3	\$25,718.00	\$66,683.00	323	\$47,503.35
79155	Transport Opertns Manager II	4	\$33,598.00	\$83,649.00	204	\$60,398.51
79156	Transport Opertns Manager III	5	\$43,892.00	\$105,811.00	59	\$70,025.75
79172	Utility Plant Specialist II	3	\$25,718.00	\$66,683.00	151	\$40,447.26
79174	Utility Plant Manager I	4	\$33,598.00	\$83,649.00	47	\$53,433.09

Compensation Plan for SW Pay Area as of July 31, 2017

Role Code	Role Title	Pay Band	Range Minimum	Range Maximum	Number of Employees	Average Salary
79175	Utility Plant Manager II	5	\$43,892.00	\$105,811.00	3	\$70,160.33
79191	Watercraft Operator I	2	\$21,521.00	\$57,644.00	31	\$35,455.13
79192	Watercraft Operator II	3	\$25,718.00	\$66,683.00	10	\$44,900.00
79193	Watercraft Operations Mgr I	4	\$33,598.00	\$83,649.00	27	\$65,875.33
79194	Watercraft Operations Mgr II	5	\$43,892.00	\$105,811.00	2	\$74,827.50
79211	Food Service Technician I	1	\$16,472.00	\$46,778.00	250	\$23,260.28
79212	Food Service Technician II	2	\$21,521.00	\$57,644.00	122	\$28,012.97
79213	Food Service Technician III	3	\$25,718.00	\$66,683.00	237	\$34,051.93
79214	Food Service Manager I	3	\$25,718.00	\$66,683.00	27	\$39,649.70
79215	Food Service Manager II	4	\$33,598.00	\$83,649.00	70	\$45,739.01
79216	Food Service Manager III	5	\$43,892.00	\$105,811.00	44	\$57,949.57