

Compensation Plan for SW Pay Area as of November 25, 2004

<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>Overtime Pre-Approval</u>
19011	Admin and Office Spec I	1	\$13,798	\$28,318	38	Y
19012	Admin and Office Spec II	2	\$18,026	\$36,995	3464	Y
19013	Admin and Office Spec III	3	\$21,543	\$44,213	7823	Y
19031	Finan Svcs Spec I	4	\$28,143	\$57,759	1129	C
19032	Finan Svcs Spec II	5	\$36,766	\$75,456	215	C
19033	Finan Svcs Spec III	6	\$48,032	\$98,576	23	C
19034	Financial Services Manager I	5	\$36,766	\$75,456	291	N
19035	Financial Services Manager II	6	\$48,032	\$98,576	107	N
19036	Financial Services Manager III	7	\$62,750	\$128,783	27	N
19037	Financial Services Manager IV	8	\$81,876	\$168,242	1	N
19071	Hearing Legal Servcs Offcr I	4	\$28,143	\$57,759	117	C
19072	Hearing Legal Servcs Offcr II	5	\$36,766	\$75,456	65	C
19073	Hearing Legal Servcs Offcr III	6	\$48,032	\$98,576	23	C
19074	Hearing Legal Servcs Mgr I	5	\$36,766	\$75,456	5	N
19075	Hearing & Legal Svcs Mgr II	6	\$48,032	\$98,576	2	N
19076	Hearing Legal Servcs Mgr III	7	\$62,750	\$128,783	4	N
19091	Human Resource Analyst I	4	\$28,143	\$57,759	227	C
19092	Human Resource Analyst II	5	\$36,766	\$75,456	178	C
19093	Human Resource Analyst III	6	\$48,032	\$98,576	23	C
19094	Human Resource Manager I	5	\$36,766	\$75,456	87	N
19095	Human Resource Manager II	6	\$48,032	\$98,576	73	N
19096	Human Resource Manager III	7	\$62,750	\$128,783	8	N
19111	Lnd Acq & Prop Mgmt Agent I	3	\$21,543	\$44,213	7	Y
19112	Lnd Acq & Prop Mgmt Agent II	4	\$28,143	\$57,759	124	C
19113	Lnd Acq & Prop Mgmt Agent III	5	\$36,766	\$75,456	53	C
19114	Lnd Acq & Prop Mgmt Manager I	5	\$36,766	\$75,456	10	N
19115	Lnd Acq & Prop Mgmt Manager II	6	\$48,032	\$98,576	8	N
19131	Policy Planning Spcialst I	4	\$28,143	\$57,759	255	C
19132	Policy Planning Spcialst II	5	\$36,766	\$75,456	311	C
19133	Policy Planning Spcialst III	6	\$48,032	\$98,576	49	C
19134	Policy Planning Spcialst IV	7	\$62,750	\$128,783	0	N
19135	Policy Planning Manager I	5	\$36,766	\$75,456	29	N
19136	Policy Planning Manager II	6	\$48,032	\$98,576	40	N
19137	Policy Planning Manager III	7	\$62,750	\$128,783	8	N
19138	Policy Planning Manager IV	8	\$81,876	\$168,242	0	N
19151	Procurement Officer I	4	\$28,143	\$57,759	168	C
19152	Procurement Officer II	5	\$36,766	\$75,456	52	C
19153	Procurement Officer III	6	\$48,032	\$98,576	18	C
19154	Procurement Manager I	4	\$28,143	\$57,759	5	C
19155	Procurement Manager II	5	\$36,766	\$75,456	52	N
19156	Procurement Manager III	6	\$48,032	\$98,576	25	N
19157	Procurement Manager IV	7	\$62,750	\$128,783	2	N
19191	Auditor I	4	\$28,143	\$57,759	35	C
19192	Auditor II	5	\$36,766	\$75,456	73	C
19193	Auditor III	6	\$48,032	\$98,576	2	C
19194	Audit Services Manager I	5	\$36,766	\$75,456	1	N
19195	Audit Services Manager II	6	\$48,032	\$98,576	24	N

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19196	Audit Services Manager III	7	\$62,750	\$128,783	12	N
19197	Audit Services Manager IV	8	\$81,876	\$168,242	1	N
19211	Prog Admin Specialist I	4	\$28,143	\$57,759	1544	C
19212	Prog Admin Specialist II	5	\$36,766	\$75,456	781	C
19213	Prog Admin Specialist III	6	\$48,032	\$98,576	26	C
19214	Prog Admin Manager I	4	\$28,143	\$57,759	16	C
19215	Prog Admin Manager II	5	\$36,766	\$75,456	219	N
19216	Prog Admin Manager III	6	\$48,032	\$98,576	225	N
19221	Gen Admin Supv I/Coord I	4	\$28,143	\$57,759	516	C
19222	Gen Admin Supv II/Coord II	5	\$36,766	\$75,456	89	C
19223	Gen Admin Manager I	5	\$36,766	\$75,456	207	N
19224	Gen Admin Manager II	6	\$48,032	\$98,576	147	N
19225	Gen Admin Manager III	7	\$62,750	\$128,783	106	N
19226	Gen Admin Manager IV	8	\$81,876	\$168,242	7	N
29031	Hist/Arch & Preserv I	3	\$21,543	\$44,213	2	Y
29032	Hist/Arch & Preserv II	4	\$28,143	\$57,759	5	C
29033	Hist/Arch & Preserv III	5	\$36,766	\$75,456	9	C
29034	Hist/Arch & Pres Mgr	5	\$36,766	\$75,456	14	N
29051	Library Specialist I	3	\$21,543	\$44,213	248	Y
29052	Library Specialist II	4	\$28,143	\$57,759	186	C
29053	Library Specialist III	5	\$36,766	\$75,456	31	C
29054	Library Manager	6	\$48,032	\$98,576	8	N
29071	Media Specialist I	2	\$18,026	\$36,995	1	Y
29072	Media Specialst II	3	\$21,543	\$44,213	119	Y
29073	Media Specialst III	4	\$28,143	\$57,759	155	C
29074	Media Specialst IV	5	\$36,766	\$75,456	27	C
29075	Media Manager I	4	\$28,143	\$57,759	6	C
29076	Media Manager II	5	\$36,766	\$75,456	8	N
29091	PR & Mktg Spec I	2	\$18,026	\$36,995	5	Y
29092	PR & Mktg Spec II	3	\$21,543	\$44,213	69	Y
29093	PR & Mktg Spec III	4	\$28,143	\$57,759	205	C
29094	PR & Mktg Spec IV	5	\$36,766	\$75,456	141	C
29095	PR & Mktg Spec V	6	\$48,032	\$98,576	32	C
29096	PR & Mktg Mgr I	4	\$28,143	\$57,759	5	C
29097	PR & Mktg Mgr II	5	\$36,766	\$75,456	32	N
29098	PR & Mktg Mgr III	6	\$48,032	\$98,576	19	N
29099	PR & Mktg Mgr IV	7	\$62,750	\$128,783	8	N
29111	Trainer Instructor I	3	\$21,543	\$44,213	142	Y
29112	Trainer Instructor II	4	\$28,143	\$57,759	701	C
29113	Trainer Instructor III	5	\$36,766	\$75,456	155	C
29114	Trng & Instruct Mgr I	5	\$36,766	\$75,456	36	N
29115	Trng & Instruct Mgr II	6	\$48,032	\$98,576	5	N
29131	Education Coordinator I	5	\$36,766	\$75,456	115	C
29132	Education Coordinator II	6	\$48,032	\$98,576	24	C
29133	Education Administrator I	4	\$28,143	\$57,759	18	C
29134	Education Administrator II	5	\$36,766	\$75,456	38	C
29135	Education Administrator III	6	\$48,032	\$98,576	57	C

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29136	Education Administrator IV	7	\$62,750	\$128,783	9	N
29141	Education Support Assistant	1	\$13,798	\$28,318	2	Y
29142	Education Support Specialist I	2	\$18,026	\$36,995	92	Y
29143	Education Support Spec II	3	\$21,543	\$44,213	688	Y
29144	Education Support Spec III	4	\$28,143	\$57,759	258	C
39011	Computer Operations Techn I	3	\$21,543	\$44,213	139	Y
39012	Computer Operations Techn II	4	\$28,143	\$57,759	66	C
39013	Computer Operations Manager I	5	\$36,766	\$75,456	27	N
39014	Computer Operations Manager II	6	\$48,032	\$98,576	8	N
39031	Electronic Technician I	3	\$21,543	\$44,213	57	Y
39032	Electronic Technician II	4	\$28,143	\$57,759	190	C
39033	Electronic Technician III	5	\$36,766	\$75,456	3	C
39034	Electronics Manager I	5	\$36,766	\$75,456	13	N
39051	Architect/Engineer I	5	\$36,766	\$75,456	728	C
39052	Architect/Engineer II	6	\$48,032	\$98,576	104	C
39053	Arch/Engring Mgr I	5	\$36,766	\$75,456	171	N
39054	Arch/Engring Mgr II	6	\$48,032	\$98,576	173	N
39055	Arch/Engring Mgr III	7	\$62,750	\$128,783	14	N
39071	Engineering Technician I	2	\$18,026	\$36,995	26	Y
39072	Engineering Technician II	3	\$21,543	\$44,213	227	Y
39073	Engineering Technician III	4	\$28,143	\$57,759	1096	C
39074	Engineering Technician IV	5	\$36,766	\$75,456	93	C
39111	Info Technology Specialist I	4	\$28,143	\$57,759	665	C
39112	Info Technology Specialist II	5	\$36,766	\$75,456	1354	C
39113	Info Technology Specialist III	6	\$48,032	\$98,576	991	C
39114	Info Technology Specialist IV	7	\$62,750	\$128,783	44	N
39115	Info Technology Manager I	6	\$48,032	\$98,576	73	N
39116	Info Technology Manager II	7	\$62,750	\$128,783	77	N
39117	Info Technology Manager III	8	\$81,876	\$168,242	11	N
49011	Counselor I	3	\$21,543	\$44,213	76	Y
49012	Counselor II	4	\$28,143	\$57,759	907	C
49013	Counselor Manager	5	\$36,766	\$75,456	24	N
49031	Dentist I	6	\$48,032	\$98,576	48	C
49032	Dentist II	7	\$62,750	\$128,783	1	N
49033	Dental Manager	7	\$62,750	\$128,783	2	N
49051	Direct Service Associate I	1	\$13,798	\$28,318	26	Y
49052	Direct Service Associate II	2	\$18,026	\$36,995	3298	Y
49053	Direct Service Associate III	3	\$21,543	\$44,213	869	Y
49091	Health Care Technician I	2	\$18,026	\$36,995	6	Y
49092	Health Care Technologist I	3	\$21,543	\$44,213	11	Y
49093	Health Care Technologist II	4	\$28,143	\$57,759	74	C
49094	Health Care Technologist III	5	\$36,766	\$75,456	16	C
49095	Health Care Manager	5	\$36,766	\$75,456	3	C
49111	Licensed Practical Nurse	3	\$21,543	\$44,213	578	Y
49112	Registered Nurse I	4	\$28,143	\$57,759	589	C
49113	Rn II/Nurse Prct I/Phy Asst	5	\$36,766	\$75,456	645	C
49114	Rn III/Nurse Prct II	6	\$48,032	\$98,576	71	C

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49115	Registered Nurse Manager I	5	\$36,766	\$75,456	319	N
49116	Registered Nurse Manager II	6	\$48,032	\$98,576	46	N
49131	Pharmacist I	5	\$36,766	\$75,456	32	C
49132	Pharmacist II	6	\$48,032	\$98,576	21	C
49133	Pharmacy Manager	6	\$48,032	\$98,576	5	N
49151	Physician I	7	\$62,750	\$128,783	11	N
49152	Physician II	8	\$81,876	\$168,242	137	N
49153	Physician Manager I	8	\$81,876	\$168,242	33	N
49154	Physician Manager II	9	\$107,094	\$400,000	15	N
49171	HlthCare Comp Spec I	4	\$28,143	\$57,759	70	C
49172	HlthCare Comp Spec II	5	\$36,766	\$75,456	182	C
49173	Health Care Compliance Manager	6	\$48,032	\$98,576	8	N
49211	Psychologist I	4	\$28,143	\$57,759	77	C
49212	Psychologist II	5	\$36,766	\$75,456	132	C
49213	Psychologist III	6	\$48,032	\$98,576	39	C
49214	Psychology Manager	6	\$48,032	\$98,576	11	N
49231	Therapy Assistant/Therapist I	3	\$21,543	\$44,213	107	Y
49232	Therapist II	4	\$28,143	\$57,759	51	C
49233	Therapist III	5	\$36,766	\$75,456	81	C
49234	Therapy Manager I	5	\$36,766	\$75,456	4	N
49235	Therapy Manager II	6	\$48,032	\$98,576	12	N
59011	Agricultural Specialist I	1	\$13,798	\$28,318	2	Y
59012	Agricultural Specialist II	2	\$18,026	\$36,995	15	Y
59013	Agricultural Specialist III	3	\$21,543	\$44,213	123	Y
59014	Agricultural Specialist IV	4	\$28,143	\$57,759	49	C
59015	Agricultural Specialist V	5	\$36,766	\$75,456	6	C
59016	Agricultural Manager I	4	\$28,143	\$57,759	29	C
59017	Agricultural Manager II	5	\$36,766	\$75,456	19	N
59018	Agricultural Manager III	6	\$48,032	\$98,576	2	N
59019	Agricultural Manager IV	7	\$62,750	\$128,783	1	N
59031	Environmental Specialist I	4	\$28,143	\$57,759	571	C
59032	Environmental Specialist II	5	\$36,766	\$75,456	625	C
59033	Environmental Manager I	5	\$36,766	\$75,456	67	N
59034	Environmental Manager II	6	\$48,032	\$98,576	90	N
59035	Environmental Manager III	7	\$62,750	\$128,783	15	N
59071	Laboratory and Research Aide	1	\$13,798	\$28,318	6	Y
59072	Lab & Research Tech	2	\$18,026	\$36,995	115	Y
59073	Lab & Research Spec I	3	\$21,543	\$44,213	496	Y
59074	Lab & Resrch Spec II	4	\$28,143	\$57,759	536	C
59075	Lab & Research Mgr	5	\$36,766	\$75,456	33	N
59091	Minerals Specialist I	5	\$36,766	\$75,456	112	C
59092	Minerals Specialist II	6	\$48,032	\$98,576	5	C
59093	Minerals Manager I	6	\$48,032	\$98,576	6	N
59094	Minerals Manager II	7	\$62,750	\$128,783	1	N
59111	Natural Resource Specialist I	2	\$18,026	\$36,995	40	Y
59112	Natural Resource Specialist II	3	\$21,543	\$44,213	171	Y
59113	Natural Resource Specialist III	4	\$28,143	\$57,759	109	C

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59114	Natural Resource Specialist IV	5	\$36,766	\$75,456	4	C
59115	Natural Resource Manager I	4	\$28,143	\$57,759	15	C
59116	Natural Resource Manager II	5	\$36,766	\$75,456	57	N
59117	Natural Resource Manager III	6	\$48,032	\$98,576	3	N
59131	Scientist I	4	\$28,143	\$57,759	159	C
59132	Scientist II	5	\$36,766	\$75,456	176	C
59133	Scientist III	6	\$48,032	\$98,576	38	C
59134	Scientist Manager I	5	\$36,766	\$75,456	35	N
59135	Scientist Manager II	6	\$48,032	\$98,576	18	N
59136	Scientist Manager III	7	\$62,750	\$128,783	1	N
59151	Veterinary Technician I	4	\$28,143	\$57,759	20	C
59152	VetTech II/Vetnarian I	5	\$36,766	\$75,456	15	C
59153	Veterinarian II	6	\$48,032	\$98,576	3	C
59154	Veterinarian III	7	\$62,750	\$128,783	2	N
59155	Veterinary Manager	7	\$62,750	\$128,783	1	N
69031	Compliance/Safety Officer I	2	\$18,026	\$36,995	2	Y
69032	Compliance/Safety Officer II	3	\$21,543	\$44,213	21	Y
69033	Compliance/Safety Officer III	4	\$28,143	\$57,759	212	C
69034	Compliance/Safety Officer IV	5	\$36,766	\$75,456	98	C
69035	Compliance Manager I	5	\$36,766	\$75,456	17	N
69036	Compliance Manager II	6	\$48,032	\$98,576	19	N
69037	Compliance Manager III	7	\$62,750	\$128,783	3	N
69071	Law Enforcement Officer I	3	\$21,543	\$44,213	207	Y
69072	Law Enforcement Officer II	4	\$28,143	\$57,759	1102	C
69073	Law Enforcement Officer III	5	\$36,766	\$75,456	708	C
69074	Law Enforcement Manager I	5	\$36,766	\$75,456	190	N
69075	Law Enforcement Manager II	6	\$48,032	\$98,576	172	N
69076	Law Enforcement Manager III	7	\$62,750	\$128,783	9	N
69091	Probation Officer I	4	\$28,143	\$57,759	1073	C
69092	Probation Officer II	5	\$36,766	\$75,456	123	C
69093	Probation Manager I	5	\$36,766	\$75,456	56	N
69094	Probation Manager II	6	\$48,032	\$98,576	18	N
69111	Security Officer I	1	\$13,798	\$28,318	60	Y
69112	Security Officer II	2	\$18,026	\$36,995	126	Y
69113	Security Officer III	3	\$21,543	\$44,213	7190	Y
69114	Security Officer IV	4	\$28,143	\$57,759	712	C
69115	Security Manager I	4	\$28,143	\$57,759	397	C
69116	Security Manager II	5	\$36,766	\$75,456	249	N
69117	Security Manager III	6	\$48,032	\$98,576	40	N
69118	Security Manager IV	7	\$62,750	\$128,783	10	N
69119	Security Manager V	8	\$81,876	\$168,242	2	N
69131	Forensic Science Specialist I	3	\$21,543	\$44,213	19	Y
69132	For Sci Spec II/For Scientist I	4	\$28,143	\$57,759	6	C
69133	For Sci Spec III/F Scientist II	5	\$36,766	\$75,456	95	C
69134	Forensic Scientist III	6	\$48,032	\$98,576	25	C
69135	Forensic Science Manager I	7	\$62,750	\$128,783	16	N
69136	Forensic Science Manager II	8	\$81,876	\$168,242	1	N

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69151	Emergency Coordinator I	3	\$21,543	\$44,213	89	Y
69152	Emergency Coordinator II	4	\$28,143	\$57,759	115	C
69153	Emergency Coordinator III	5	\$36,766	\$75,456	11	C
69154	Emergency Coordinator Mgr I	5	\$36,766	\$75,456	25	N
69155	Emergency Coordinator Mgr II	6	\$48,032	\$98,576	6	N
69156	Emergency Coordinator Mgr III	7	\$62,750	\$128,783	1	N
79011	Pilot I	4	\$28,143	\$57,759	4	C
79012	Pilot II	5	\$36,766	\$75,456	8	C
79013	Aviation Manager	6	\$48,032	\$98,576	2	N
79031	Trades Technician I	1	\$13,798	\$28,318	298	Y
79032	Trades Technician II	2	\$18,026	\$36,995	73	Y
79033	Trades Technician III	3	\$21,543	\$44,213	1419	Y
79034	Trades Technician IV	4	\$28,143	\$57,759	667	C
79035	Trades Manager I	5	\$36,766	\$75,456	128	N
79036	Trades Manager II	6	\$48,032	\$98,576	10	N
79051	Equipmt Serv Repair Tech I	3	\$21,543	\$44,213	369	Y
79052	Equipmt Serv Repair Tech II	4	\$28,143	\$57,759	128	C
79053	Equipmt Serv Repair Managr I	4	\$28,143	\$57,759	84	C
79054	Equipmt Serv Repair Managr II	5	\$36,766	\$75,456	8	N
79071	Hsekeep &/or Apparel Workr I	1	\$13,798	\$28,318	1747	Y
79072	Hsekeep &/or Apparel Workr II	2	\$18,026	\$36,995	121	Y
79073	Hsekeep &/or Apparel Managr I	3	\$21,543	\$44,213	118	Y
79074	Hsekeep &/or Apparel Managr II	4	\$28,143	\$57,759	21	C
79091	Printing Technician I	1	\$13,798	\$28,318	3	Y
79092	Printing Technician II	2	\$18,026	\$36,995	40	Y
79093	Printing Technician III	3	\$21,543	\$44,213	51	Y
79094	Printing Technician IV	4	\$28,143	\$57,759	3	C
79095	Printing Services Manager I	4	\$28,143	\$57,759	8	C
79096	Printing Services Manager II	5	\$36,766	\$75,456	1	N
79111	Retail Specialist I	2	\$18,026	\$36,995	46	Y
79112	Retail Specialist II	3	\$21,543	\$44,213	175	Y
79113	Retail Manager I	3	\$21,543	\$44,213	156	Y
79114	Retail Manager II	4	\$28,143	\$57,759	84	C
79115	Retail Manager III	5	\$36,766	\$75,456	14	N
79131	Store & Ware Spec I	1	\$13,798	\$28,318	8	Y
79132	Store & Ware Spec II	2	\$18,026	\$36,995	141	Y
79133	Store & Ware Spec III	3	\$21,543	\$44,213	205	Y
79134	Warehouse Manager I	4	\$28,143	\$57,759	28	C
79135	Warehouse Manager II	5	\$36,766	\$75,456	6	N
79151	Transportation Operator I	1	\$13,798	\$28,318	83	Y
79152	Transportation Operator II	2	\$18,026	\$36,995	2852	Y
79153	Transportation Operator III	3	\$21,543	\$44,213	32	Y
79154	Transport Opertns Manager I	3	\$21,543	\$44,213	366	Y
79155	Transport Opertns Manager II	4	\$28,143	\$57,759	257	C
79156	Transport Opertns Manager III	5	\$36,766	\$75,456	55	N
79171	Utility Plant Specialist I	2	\$18,026	\$36,995	10	Y
79172	Utility Plant Specialist II	3	\$21,543	\$44,213	244	Y

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79174	Utility Plant Manager I	4	\$28,143	\$57,759	46	C
79175	Utility Plant Manager II	5	\$36,766	\$75,456	2	C
79191	Watercraft Operator I	2	\$18,026	\$36,995	30	Y
79192	Watercraft Operator II	3	\$21,543	\$44,213	13	Y
79193	Watercraft Operatns Manager I	4	\$28,143	\$57,759	19	C
79194	Watercraft Operatns Manager II	5	\$36,766	\$75,456	3	N
79211	Food Service Technician I	1	\$13,798	\$28,318	501	Y
79212	Food Service Technician II	2	\$18,026	\$36,995	147	Y
79213	Food Service Technician III	3	\$21,543	\$44,213	231	Y
79214	Food Service Manager I	3	\$21,543	\$44,213	56	Y
79215	Food Service Manager II	4	\$28,143	\$57,759	75	C
79216	Food Service Manager III	5	\$36,766	\$75,456	43	N