

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 10101 | MG1:Education Administrator | SWD | 19 | EDM010 | Mgr, Education Prgm | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10932 | MG1:Education Administrator | SWD | 21 | EDM011 | Sr Mgr, Education Prgm | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 11207 | MG1:Education Administrator | SWD | 19 | EDM011 | Sr Mgr, Education Prgm | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 11215 | MG2:Education Administrator | SWD | 21 | EDM011 | Sr Mgr, Education Prgm | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 10022 | MG2:Education Administrator | SWD | 22 | EDM012 | Dir, Education Prgm | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| 11201 | MG2:Education Administrator | SWD | 22 | EDM012 | Dir, Education Prgm | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| N/A | N/A | N/A | N/A | EDP010 | Librarian 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 10703 | PS:Lib & Media Svc Spec (WL) | SWD | 12 | EDP011 | Librarian 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 10711 | PS:Lib & Media Svc Spec (WL) | SWD | 13 | EDP011 | Librarian 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 11309 | PS:Lib & Media Svc Spec (WL) | SWD | 13 | EDP011 | Librarian 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 10704 | PS:Lib & Media Svc Spec (AL) | SWD | 13 | EDP012 | Librarian 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 10705 | PS:Lib & Media Svc Spec (SP) | SWD | 15 | EDP013 | Librarian Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 11003 | PS:Teaching & Inst Spec (AL) | SWD | 12 | EDP020 | Instructor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 10206 | PS:Teaching & Inst Spec (AL) | SWD | 14 | EDP021 | Instructor 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 10207 | PS:Teaching & Inst Spec (WL) | SWD | 13 | EDP021 | Instructor 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 10210 | PS:Teaching & Inst Spec (WL) | SWD | 14 | EDP021 | Instructor 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 11004 | PS:Teaching & Inst Spec (AL) | SWD | 14 | EDP021 | Instructor 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 10307 | PS:Teaching & Inst Spec (SP) | SWD | 15 | EDP022 | Instructor 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 11005 | PS:Teaching & Inst Spec (AL) | SWD | 17 | EDP022 | Instructor 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 11307 | PS:Teaching & Inst Spec (SP) | SWD | 15 | EDP022 | Instructor 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 10028 | PS:Teaching & Inst Spec (SP) | SWD | 20 | EDP023 | Instructor Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10051 | PS:Teaching & Inst Spec (SP) | SWD | 17 | EDP023 | Instructor Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10930 | PS:Teaching & Inst Spec (SP) | SWD | 19 | EDP023 | Instructor Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10934 | PS:Teaching & Inst Spec (SP) | SWD | 20 | EDP023 | Instructor Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 11131 | PS:Teaching & Inst Spec (SP) | SWD | 19 | EDP023 | Instructor Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | EDP030 | Education Prgm Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 10301 | PS:Prog Eval & Dvlpmt Spec(WL) | SWD | 15 | EDP031 | Education Prgm Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 10306 | PS:Prog Eval & Dvlpmt Spec(WL) | SWD | 16 | EDP031 | Education Prgm Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 11001 | PS:Prog Eval & Dvlpmt Spec(WL) | SWD | 15 | EDP031 | Education Prgm Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19992 | PS:Prog Eval & Dvlpmt Spec(WL) | SWD | 16 | EDP031 | Education Prgm Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 21301 | PS:Prog Eval & Dvlpmt Spec(WL) | SWD | 16 | EDP031 | Education Prgm Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 10009 | PS:Prog Eval & Dvlpmt Spec(AL) | SWD | 17 | EDP032 | Education Prgm Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 11311 | PS:Prog Eval & Dvlpmt Spec(AL) | SWD | 18 | EDP032 | Education Prgm Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 10002 | PS:Prog Eval & Dvlpmt Spec(AL) | SWD | 18 | EDP033 | Education Prgm Spec 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10066 | PS:Prog Eval & Dvlpmt Spec(SP) | SWD | 18 | EDP033 | Education Prgm Spec 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10102 | PS:Prog Eval & Dvlpmt Spec(AL) | SWD | 18 | EDP033 | Education Prgm Spec 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10601 | PS:Prog Eval & Dvlpmt Spec(AL) | SWD | 18 | EDP033 | Education Prgm Spec 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 11103 | PS:Prog Eval & Dvlpmt Spec(AL) | SWD | 17 | EDP033 | Education Prgm Spec 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10911 | PS: Research Specialist (WL) | SWD | 14 | EDP040 | Research Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 10931 | PS: Research Specialist (WL) | SWD | 16 | EDP041 | Research Analyst 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 10909 | PS: Research Specialist (AL) | SWD | 17 | EDP042 | Research Analyst 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 10921 | PS: Research Specialist (AL) | SWD | 17 | EDP042 | Research Analyst 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 10910 | Research Analyst Supervisor | SWD | 18 | EDP043 | Research Analyst Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10926 | PS: Research Specialist (AL) | SWD | 19 | EDP043 | Research Analyst Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10927 | PS: Research Specialist (AL) | SWD | 19 | EDP043 | Research Analyst Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10928 | PS: Research Specialist (AL) | SWD | 19 | EDP043 | Research Analyst Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10402 | PS: Career Counselor (WL) | SWD | 12 | EDP050 | Career Counselor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 10403 | PS: Career Counselor (WL) | SWD | 13 | EDP051 | Career Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 10501 | PS: Career Counselor (WL) | SWD | 15 | EDP051 | Career Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 10510 | PS: Career Counselor (WL) | SWD | 14 | EDP051 | Career Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 10018 | PS: Career Counselor (AL) | SWD | 17 | EDP052 | Career Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | EDP053 | Career Counselor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50900 | Certification Evaluator (EL) | SWD | 12 | EDP060 | Certification Evaluator 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 50901 | Certification Evaluator (WL-1) | SWD | 13 | EDP061 | Certification Evaluator 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 50902 | Certification Evaluator (WL-2) | SWD | 14 | EDP062 | Certification Evaluator 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 50903 | Certification Evaluator (AL) | SWD | 15 | EDP063 | Certification Evaluator 4 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50904 | Certification Evaluator (SP) | SWD | 16 | EDP064 | Certification Evaluator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | EDS010 | Instruction Paraprofessional 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$29,116.90 |
| 10012 | SS: Education Aide (WL) | SWD | 07 | EDS011 | Instruction Paraprofessional 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 10209 | SS: Education Aide (WL) | SWD | 05 | EDS011 | Instruction Paraprofessional 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 11403 | SS: Education Aide (WL) | SWD | 09 | EDS011 | Instruction Paraprofessional 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 10208 | SS: Education Aide (AL) | SWD | 10 | EDS012 | Instruction Paraprofessional 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | EDS013 | Instruction Paraprofession Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | EDT010 | Practical Instructor 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|-----------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 10801 | TS: Practical Instructor (WL) | SWD | 10 | EDT011 | Practical Instructor 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 11408 | TS: Practical Instructor (WL) | SWD | 11 | EDT011 | Practical Instructor 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 11411 | TS: Practical Instructor (WL) | SWD | 11 | EDT011 | Practical Instructor 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 11412 | TS: Practical Instructor (WL) | SWD | 12 | EDT011 | Practical Instructor 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 10319 | TS: Practical Instructor (AL) | SWD | 12 | EDT012 | Practical Instructor 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 11109 | TS: Practical Instructor (AL) | SWD | 13 | EDT012 | Practical Instructor 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 10320 | TS: Practical Instructor (SP) | SWD | 13 | EDT013 | Practical Instructor Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 10802 | TS: Practical Instructor (SP) | SWD | 12 | EDT013 | Practical Instructor Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | EDT020 | Admissions Coord 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 11105 | TS: Admissions Specialist (WL) | SWD | 14 | EDT021 | Admissions Coord 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | EDT022 | Admissions Coord 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | EDT023 | Admissions Coord Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 11112 | TS: Youth Trng & Supv (WL) | SWD | 11 | EDT030 | YouthCA Cadre Worker 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | EDT031 | YouthCA Cadre Worker 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 11111 | TS: Youth Trng & Supv (AL) | SWD | 13 | EDT032 | YouthCA Cadre Leader | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 11108 | TS: Youth Trng & Supv (SP) | SWD | 14 | EDT033 | YouthCA Cadre Dep Command | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 11107 | TS: Youth Trng & Supv (SP) | SWD | 16 | EDT034 | YouthCA Cadre Commandant | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19372 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20013 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20464 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20501 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20504 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20532 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20562 | MG: Engineer | SWD | 21 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 21315 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 21317 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 21331 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61023 | MG: Engineer | SWD | 18 | ETM040 | Mgr 1, Civil Engineering | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20408 | MG: Engineer | SWD | 19 | ETM041 | Mgr 2, Civil Engineering | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | ETM042 | Sr Mgr 1, Civil Engineering | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | ETM043 | Sr Mgr 2, Civil Engineering | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 13013 | PS: Engineer-Enviromntl (WL) | SWD | 17 | ETP020 | Environmental Engineer 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20703 | PS: Engineer-Enviromntl (EL) | SWD | 16 | ETP020 | Environmental Engineer 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20702 | Engineer-Enviromental (WL) | SWD | 17 | ETP021 | Environmental Engineer 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20701 | PS: Engineer-Enviromntl (AL) | SWD | 18 | ETP022 | Environmental Engineer 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 90502 | MG: Engineer | SWD | 18 | ETP023 | Environmental Engineer 4 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 99227 | Environmental Engineer SR (AL) | SWD | 18 | ETP023 | Environmental Engineer 4 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | ETP024 | Environmental Engineer Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20016 | PS: CivEng/Design/Const (EL) | SWD | 13 | ETP040 | Civil Engineering 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20495 | PS: CivEng/Design/Const (EL) | SWD | 12 | ETP040 | Civil Engineering 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20507 | PS: CivEng/Design/Const (EL) | SWD | 13 | ETP040 | Civil Engineering 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20515 | PS: CivEng/Design/Const (EL) | SWD | 13 | ETP040 | Civil Engineering 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20526 | PS: CivEng/Design/Const (EL) | SWD | 13 | ETP040 | Civil Engineering 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61018 | PS: CivEng/Design/Const (EL) | SWD | 13 | ETP040 | Civil Engineering 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20499 | PS: CivEng/Design/Const (EL) | SWD | 14 | ETP041 | Civil Engineering 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20503 | PS: CivEng/Design/Const (WL) | SWD | 14 | ETP041 | Civil Engineering 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20506 | PS: CivEng/Design/Const (WL) | SWD | 14 | ETP041 | Civil Engineering 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20516 | PS: CivEng/Design/Const (WL) | SWD | 14 | ETP041 | Civil Engineering 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21333 | PS: CivEng/Design/Const (WL) | SWD | 14 | ETP041 | Civil Engineering 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61017 | PS: CivEng/Design/Const (WL) | SWD | 14 | ETP041 | Civil Engineering 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90962 | PS: CivEng/Design/Const (WL) | SWD | 14 | ETP041 | Civil Engineering 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20019 | PS: CivEng/Design/Const (AL) | SWD | 17 | ETP042 | Civil Engineering 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20444 | PS: CivEng/Design/Const (AL) | SWD | 16 | ETP042 | Civil Engineering 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20514 | PS: CivEng/Design/Const (AL) | SWD | 15 | ETP042 | Civil Engineering 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20519 | Civil Engineer SENIOR | SWD | 15 | ETP042 | Civil Engineering 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20553 | PS: CivEng/Design/Const (AL) | SWD | 15 | ETP042 | Civil Engineering 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20555 | PS: CivEng/Design/Const (AL) | SWD | 15 | ETP042 | Civil Engineering 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20807 | PS: CivEng/Design/Const (AL) | SWD | 16 | ETP042 | Civil Engineering 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61507 | PS: CivEng/Design/Const (AL) | SWD | 14 | ETP042 | Civil Engineering 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20505 | Civil Engineer SENIOR | SWD | 16 | ETP043 | Civil Engineering 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20517 | Civil Engineer SENIOR | SWD | 16 | ETP043 | Civil Engineering 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90941 | Civil Engineer SENIOR | SWD | 16 | ETP043 | Civil Engineering 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20518 | MG: Engineer | SWD | 18 | ETP044 | Civil Engineering 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20527 | PS: CivEng/Design/Const (SP) | SWD | 17 | ETP044 | Civil Engineering 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |

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|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 20563 | PS:CivEng/Design/Const (AL) | SWD | 18 | ETP044 | Civil Engineering 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 21503 | PS:CivEng/Design/Const (SP) | SWD | 18 | ETP044 | Civil Engineering 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61016 | PS:CivEng/Design/Const (SP) | SWD | 16 | ETP044 | Civil Engineering 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | ETP045 | Civil Engineering Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | ETP090 | Modeler 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90708 | PS: Modeler (WL) | SWD | 16 | ETP091 | Modeler 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90709 | PS: Modeler (AL) | SWD | 17 | ETP092 | Modeler 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90710 | PS: Modeler (SP) | SWD | 18 | ETP093 | Modeler 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20538 | TS:Drafter (EL) | SWD | 09 | ETT010 | Drafter 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | ETT011 | Drafter 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20537 | TS: Drafter (AL) | SWD | 12 | ETT012 | Drafter 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20541 | TS: Drafter (AL) | SWD | 12 | ETT012 | Drafter 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20547 | TS: Drafter (AL) | SWD | 12 | ETT012 | Drafter 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20561 | TS: Drafter (SP) | SWD | N/A | ETT013 | Drafter Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30336 | PS:Construction Spec (SP) | SWD | 17 | ETT013 | Drafter Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | ETT050 | Electronics Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30502 | TS: Electronic Spec (WL) | SWD | 10 | ETT051 | Electronics Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30504 | TS: Electronic Spec (WL) | SWD | 11 | ETT051 | Electronics Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | ETT052 | Electronics Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17496 | TS: Electronic Spec (WL) | SWD | 16 | ETT053 | Electronics Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31910 | MG: Facilities | SWD | 17 | FEM020 | Mgr, Facilities | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 31918 | MG: Facilities | SWD | 18 | FEM020 | Mgr, Facilities | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 30038 | MG1: Facilities | SWD | 18 | FEM021 | Sr Mgr, Facilities | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 30066 | MG1: Facilities | SWD | 18 | FEM021 | Sr Mgr, Facilities | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 30047 | MG1: Facilities | SWD | 19 | FEM022 | Dir, Facilities | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 14684 | MG1: Facilities | SWD | 16 | FEM030 | Mgr, Facilities Maint/Const | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19301 | PS:Facilities Op/Pl Spec (SP) | SWD | 18 | FEM031 | Mgr 2, Facilities Maint/Const | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 30011 | MG1:Construction/Maintenance | SWD | 17 | FEM031 | Mgr 2, Facilities Maint/Const | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 30036 | MG1:Construction/Maintenance | SWD | 18 | FEM031 | Mgr 2, Facilities Maint/Const | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 30101 | MG1:Construction/Maintenance | SWD | 18 | FEM031 | Mgr 2, Facilities Maint/Const | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20031 | MG1:Construction/Maintenance | SWD | 19 | FEM032 | Sr Mgr, Facilities Maint/Const | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 20548 | MG1:Construction/Maintenance | SWD | 19 | FEM032 | Sr Mgr, Facilities Maint/Const | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 30326 | MG1:Construction/Maintenance | SWD | 19 | FEM032 | Sr Mgr, Facilities Maint/Const | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 30337 | MG1:Construction/Maintenance | SWD | 20 | FEM032 | Sr Mgr, Facilities Maint/Const | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | FEM033 | Sr Mgr 2, Fac Maint/Const | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 30323 | MG2:Construction/Maintenance | SWD | 23 | FEM034 | Dir, Facilities Maint/Const | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| N/A | N/A | N/A | N/A | FEM040 | Mgr, Equipment Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 32027 | MG1: Equipment Operations | SWD | 20 | FEM041 | Sr Mgr, Equipment Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 32057 | MG: Equipment Operations | SWD | 18 | FEM041 | Sr Mgr, Equipment Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 32058 | MG1: Equipment Operations | SWD | 18 | FEM041 | Sr Mgr, Equipment Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 32028 | MG2: Equipment Operations | SWD | 21 | FEM042 | Dir, Equipment Ops | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 30095 | MG1: Category Purch Manager | SWD | 19 | FEM050 | Mgr, Purchasing/Inventory | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 31742 | MG: Category Purch Manager | SWD | 18 | FEM050 | Mgr, Purchasing/Inventory | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 31767 | MG: Category Purch Manager | SWD | 19 | FEM050 | Mgr, Purchasing/Inventory | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 30041 | MG1: Category Purch Manager | SWD | 18 | FEM051 | Mgr 2, Purchase/Inventory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 30093 | MG1: Category Purch Manager | SWD | 19 | FEM051 | Mgr 2, Purchase/Inventory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 30096 | MG1: Category Purch Manager | SWD | 19 | FEM051 | Mgr 2, Purchase/Inventory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 31751 | MG1: Category Purch Manager | SWD | 18 | FEM051 | Mgr 2, Purchase/Inventory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 31766 | MG1: Category Purch Manager | SWD | 18 | FEM051 | Mgr 2, Purchase/Inventory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 31797 | MG1: Category Purch Manager | SWD | 19 | FEM051 | Mgr 2, Purchase/Inventory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 31813 | MG: Category Purch Manager | SWD | 19 | FEM051 | Mgr 2, Purchase/Inventory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 31710 | Purch, Procurmnt & Storage Mgr | SWD | 20 | FEM052 | Sr Mgr, Purchase/Inventory | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 31812 | MG1: Category Purch Manager | SWD | 21 | FEM052 | Sr Mgr, Purchase/Inventory | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 31745 | MG2: Category Purch Manager | SWD | 21 | FEM053 | Dir, Purchasing/Inventory | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 31798 | MG2: Category Purch Manager | SWD | 23 | FEM053 | Dir, Purchasing/Inventory | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 31799 | MG2: Category Purch Manager | SWD | 22 | FEM053 | Dir, Purchasing/Inventory | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 31001 | PS: Architect/Design Spec (WL) | SWD | 14 | FEP010 | Architect 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13411 | PS: Architect/Design Spec (WL) | SWD | 15 | FEP011 | Architect 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 30103 | PS: Architect/Design Spec (WL) | SWD | 15 | FEP011 | Architect 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 30018 | PS: Architect/Design Spec (AL) | SWD | 16 | FEP012 | Architect 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 30102 | PS: Architect/Design Spec (AL) | SWD | 16 | FEP012 | Architect 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 30104 | PS: Architect/Design Spec (AL) | SWD | 16 | FEP012 | Architect 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 30321 | PS: Architect/Design Spec (AL) | SWD | 16 | FEP012 | Architect 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 31202 | PS: Architect/Design Spec (AL) | SWD | 16 | FEP012 | Architect 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 40032 | PS: Architect/Design Spec (AL) | SWD | 19 | FEP012 | Architect 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40725 | PS: Architect/Design Spec (AL) | SWD | 17 | FEP012 | Architect 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 30322 | PS: Architect/Design Spec (SP) | SWD | 17 | FEP013 | Architect Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 31203 | PS: Architect/Design Spec (SP) | SWD | 17 | FEP013 | Architect Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 30051 | PS: Purch & Proc Spec (WL) | SWD | 13 | FEP020 | Purchase/Procurement Agent 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31701 | PS: Purch & Proc Spec (WL) | SWD | 13 | FEP020 | Purchase/Procurement Agent 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31703 | PS: Purch & Proc Spec (WL) | SWD | 12 | FEP020 | Purchase/Procurement Agent 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31715 | PS: Purch & Proc Spec (WL) | SWD | 13 | FEP020 | Purchase/Procurement Agent 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31716 | PS: Purch & Proc Spec (WL) | SWD | 11 | FEP020 | Purchase/Procurement Agent 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31749 | PS: Purch & Proc Spec (WL) | SWD | 13 | FEP020 | Purchase/Procurement Agent 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31781 | PS: Purch & Proc Spec (WL) | SWD | 12 | FEP020 | Purchase/Procurement Agent 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31651 | PS: Purch & Proc Spec (WL) | SWD | 14 | FEP021 | Purchase/Procurement Agent 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31704 | PS: Purch & Proc Spec (AL) | SWD | 14 | FEP021 | Purchase/Procurement Agent 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31718 | PS: Purch & Proc Spec (AL) | SWD | 14 | FEP021 | Purchase/Procurement Agent 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31728 | PS: Purch & Proc Spec (AL) | SWD | 14 | FEP021 | Purchase/Procurement Agent 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31756 | PS: Purch & Proc Spec (EL) | SWD | 14 | FEP021 | Purchase/Procurement Agent 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31783 | PS: Purch & Proc Spec (WL) | SWD | 14 | FEP021 | Purchase/Procurement Agent 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31795 | PS: Purch & Proc Spec (EL) | SWD | 14 | FEP021 | Purchase/Procurement Agent 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 30048 | PS: Purch & Proc Spec (AL) | SWD | 15 | FEP022 | Purchase/Procurement Agent 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31702 | PS: Purch & Proc Spec (AL) | SWD | 15 | FEP022 | Purchase/Procurement Agent 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31714 | PS: Purch & Proc Spec (AL) | SWD | 15 | FEP022 | Purchase/Procurement Agent 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31724 | PS: Purch & Proc Spec (WL) | SWD | 15 | FEP022 | Purchase/Procurement Agent 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31733 | PS: Purch & Proc Spec (WL) | SWD | 16 | FEP022 | Purchase/Procurement Agent 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31739 | PS: Purch & Proc Spec (AL) | SWD | 13 | FEP022 | Purchase/Procurement Agent 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31784 | PS: Purch & Proc Spec (AL) | SWD | 15 | FEP022 | Purchase/Procurement Agent 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31815 | PS: Purch & Proc Spec (WL) | SWD | 15 | FEP022 | Purchase/Procurement Agent 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13624 | PS: Purch & Proc Spec (SP) | SWD | 16 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 30014 | PS: Purch & Proc Spec (SP) | SWD | 16 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 30026 | PS: Purch & Proc Spec (SP) | SWD | 16 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31103 | PS: Purch & Proc Spec (SP) | SWD | 16 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31114 | PS: Purch & Proc Spec (SP) | SWD | 17 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31706 | PS: Purch & Proc Spec (SP) | SWD | 15 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31709 | PS: Purch & Proc Spec (SP) | SWD | 17 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31711 | PS: Purch & Proc Spec (SP) | SWD | 17 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31719 | PS: Purch & Proc Spec (SP) | SWD | 15 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31723 | PS: Purch & Proc Spec (SP) | SWD | 17 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31735 | PS: Purch & Proc Spec (SP) | SWD | 17 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31737 | PS: Purch & Proc Spec (SP) | SWD | 16 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31738 | PS: Purch & Proc Spec (SP) | SWD | 16 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31769 | PS: Purch & Proc Spec (SP) | SWD | 17 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31814 | PS: Purch & Proc Spec (AL) | SWD | 17 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40306 | PS: Purch & Proc Spec (SP) | SWD | 16 | FEP023 | Purchase/Procurement Agt Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | FEP040 | Fac Maintenance Engineer 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30015 | PS:Facilities Op/PI Spec(WL) | SWD | 14 | FEP041 | Fac Maintenance Engineer 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 30017 | PS:Facilities Op/PI Spec(WL) | SWD | 14 | FEP041 | Fac Maintenance Engineer 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 30028 | PS:Facilities Op/PI Spec(WL) | SWD | 12 | FEP041 | Fac Maintenance Engineer 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 30309 | PS:Facilities Op/PI Spec(WL) | SWD | 14 | FEP041 | Fac Maintenance Engineer 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31504 | PS:Facilities Op/PI Spec(WL) | SWD | 14 | FEP041 | Fac Maintenance Engineer 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31508 | PS:Facilities Op/PI Spec(WL) | SWD | 13 | FEP041 | Fac Maintenance Engineer 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60045 | PS:Facilities Op/PI Spec(WL) | SWD | 14 | FEP041 | Fac Maintenance Engineer 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19379 | PS:Facilities Op/PI Spec (AL) | SWD | 17 | FEP042 | Fac Maintenance Engineer 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21329 | PS: Purch & Proc Spec (AL) | SWD | 14 | FEP042 | Fac Maintenance Engineer 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 30302 | PS:Facilities Op/PI Spec (AL) | SWD | 16 | FEP042 | Fac Maintenance Engineer 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 30311 | PS:Facilities Op/PI Spec (AL) | SWD | 16 | FEP042 | Fac Maintenance Engineer 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 30325 | PS:Facilities Op/PI Spec (AL) | SWD | 16 | FEP042 | Fac Maintenance Engineer 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 30331 | PS:Facilities Op/PI Spec (AL) | SWD | 16 | FEP042 | Fac Maintenance Engineer 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31731 | PS:Facilities Op/PI Spec (AL) | SWD | 15 | FEP042 | Fac Maintenance Engineer 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31808 | PS:Facilities Op/PI Spec (AL) | SWD | 15 | FEP042 | Fac Maintenance Engineer 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19382 | PS:Facilities Op/PI Spec (SP) | SWD | 19 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30009 | PS:Facilities Op/PI Spec (SP) | SWD | 15 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30044 | PS:Facilities Op/PI Spec (SP) | SWD | 15 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30065 | PS:Facilities Op/PI Spec (SP) | SWD | 16 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30079 | PS:Facilities Op/PI Spec (SP) | SWD | 15 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30312 | PS:Facilities Op/PI Spec (SP) | SWD | 17 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 30313 | PS:Facilities Op/PI Spec (SP) | SWD | 18 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30329 | PS:Facilities Op/PI Spec (SP) | SWD | 17 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30333 | PS:Facilities Op/PI Spec (SP) | SWD | 16 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31505 | PS:Facilities Op/PI Spec (SP) | SWD | 15 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31512 | TS: Bldg/Const Trades Spec(AL) | SWD | 13 | FEP043 | Fac Maintenance Engineer Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | FEP050 | Construction Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 18005 | PS:Construction Spec (WL) | SWD | 15 | FEP051 | Construction Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 30025 | PS:Construction Spec (WL) | SWD | 14 | FEP051 | Construction Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 30515 | Construction Specialist (WL) | SWD | 14 | FEP051 | Construction Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 30324 | PS:Construction Spec (WL) | SWD | 13 | FEP052 | Construction Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 30348 | TS: Construction Spec (AL) | SWD | 14 | FEP052 | Construction Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 30301 | PS:Construction Spec (SP) | SWD | 16 | FEP053 | Construction Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30303 | PS:Construction Spec (SP) | SWD | 16 | FEP053 | Construction Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30304 | PS:Construction Spec (SP) | SWD | 15 | FEP053 | Construction Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30305 | PS:Construction Spec (SP) | SWD | 16 | FEP053 | Construction Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30306 | PS:Construction Spec (SP) | SWD | 15 | FEP053 | Construction Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31902 | SS:Supply/Inv/Warehse Wkr (EL) | SWD | 05 | FES010 | Supply/Warehouse Clerk 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 31909 | SS:Supply/Inv/Warehse Wkr (EL) | SWD | 07 | FES010 | Supply/Warehouse Clerk 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 31917 | SS:Supply/Inv/Warehse Wkr (EL) | SWD | 07 | FES010 | Supply/Warehouse Clerk 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 31925 | SS:Supply/Inv/Warehse Wkr (EL) | SWD | 06 | FES010 | Supply/Warehouse Clerk 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 30024 | SS:Supply/Inv/Warehse Wkr (WL) | SWD | 08 | FES011 | Supply/Warehouse Clerk 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 31901 | SS:Supply/Inv/Warehse Wkr (WL) | SWD | 08 | FES011 | Supply/Warehouse Clerk 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 31903 | SS:Supply/Inv/Warehse Wkr (WL) | SWD | 08 | FES011 | Supply/Warehouse Clerk 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 31906 | SS:Supply/Inv/Warehse Wkr (WL) | SWD | 08 | FES011 | Supply/Warehouse Clerk 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 31101 | SS:Supply/Inv/Warehse Wkr (AL) | SWD | 10 | FES012 | Supply/Warehouse Clerk 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 31108 | SS:Supply/Inv/Warehse Wkr (AL) | SWD | 10 | FES012 | Supply/Warehouse Clerk 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 31109 | SS:Supply/Inv/Warehse Wkr (AL) | SWD | 10 | FES012 | Supply/Warehouse Clerk 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 31725 | SS:Supply/Inv/Warehse Wkr (AL) | SWD | 09 | FES012 | Supply/Warehouse Clerk 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 31926 | SS:Supply/Inv/Warehse Wkr (AL) | SWD | 09 | FES012 | Supply/Warehouse Clerk 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 31927 | SS:Supply/Inv/Warehse Wkr (AL) | SWD | 09 | FES012 | Supply/Warehouse Clerk 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 31111 | SS:Supply/Inv/Warehse Wkr (SP) | SWD | 10 | FES013 | Supply/Warehouse Clerk Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31904 | SS:Supply/Inv/Warehse Wkr (SP) | SWD | 10 | FES013 | Supply/Warehouse Clerk Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31907 | SS:Supply/Inv/Warehse Wkr (SP) | SWD | 11 | FES013 | Supply/Warehouse Clerk Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31908 | SS:Supply/Inv/Warehse Wkr (SP) | SWD | 10 | FES013 | Supply/Warehouse Clerk Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31915 | SS:Supply/Inv/Warehse Wkr (SP) | SWD | 10 | FES013 | Supply/Warehouse Clerk Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31916 | SS:Supply/Inv/Warehse Wkr (SP) | SWD | 10 | FES013 | Supply/Warehouse Clerk Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30914 | SS: Parking Attendant (WL) | SWD | 06 | FES020 | Parking Attendant 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 31802 | TS: Production Op Spec (WL) | SWD | 08 | FES020 | Parking Attendant 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 30910 | SS: Parking Attendant (AL) | SWD | 07 | FES021 | Parking Attendant 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 31789 | SS: Parking Attendant (AL) | SWD | 10 | FES021 | Parking Attendant 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| N/A | N/A | N/A | N/A | FES022 | Parking Attendant 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 30912 | SS: Parking Attendant (SP) | SWD | 08 | FES023 | Parking Attendant Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 30704 | SS:Grounds/MaintenanceWkr(WL) | SWD | 05 | FES030 | Groundskeeper 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 30703 | SS:Grounds/MaintenanceWkr(WL) | SWD | 07 | FES031 | Groundskeeper 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 30705 | SS:Grounds/MaintenanceWkr(AL) | SWD | 07 | FES031 | Groundskeeper 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 30713 | SS:Grounds/MaintenanceWkr(WL) | SWD | 08 | FES031 | Groundskeeper 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 31507 | SS:Grounds/MaintenanceWkr(WL) | SWD | 07 | FES031 | Groundskeeper 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 30714 | SS:Grounds/MaintenanceWkr(AL) | SWD | 09 | FES032 | Groundskeeper 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 31506 | SS:Grounds/MaintenanceWkr(AL) | SWD | 09 | FES032 | Groundskeeper 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 30702 | SS:Grounds/MaintenanceWkr(SP) | SWD | 11 | FES033 | Groundskeeper Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30720 | SS:Grounds/MaintenanceWkr(AL) | SWD | 11 | FES033 | Groundskeeper Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61759 | SS:Grounds/MaintenanceWkr(SP) | SWD | 13 | FES033 | Groundskeeper Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30901 | SS: Housekeeper (EL) | SWD | 05 | FES040 | Housekeeper 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 30907 | SS: Housekeeper (EL) | SWD | 05 | FES040 | Housekeeper 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 30915 | SS: Housekeeper (EL) | SWD | 05 | FES040 | Housekeeper 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 30920 | SS: Housekeeper (EL) | SWD | 06 | FES040 | Housekeeper 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 31301 | SS: Housekeeper (EL) | SWD | 05 | FES040 | Housekeeper 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 31302 | SS: Housekeeper (EL) | SWD | 05 | FES040 | Housekeeper 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 31306 | SS: Housekeeper (EL) | SWD | 06 | FES040 | Housekeeper 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 30902 | SS: Housekeeper (WL) | SWD | 06 | FES041 | Housekeeper 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 30903 | SS: Housekeeper (AL) | SWD | 09 | FES042 | Housekeeper 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 30921 | SS: Housekeeper (AL) | SWD | 10 | FES042 | Housekeeper 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 30924 | SS: Housekeeper (AL) | SWD | 07 | FES042 | Housekeeper 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 31303 | SS: Housekeeper (AL) | SWD | 06 | FES042 | Housekeeper 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 31304 | SS: Housekeeper (AL) | SWD | 09 | FES042 | Housekeeper 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 31307 | SS: Housekeeper (AL) | SWD | 08 | FES042 | Housekeeper 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 30904 | SS: Housekeeper (SP) | SWD | 12 | FES043 | Housekeeper Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 30905 | SS: Housekeeper (SP) | SWD | 12 | FES043 | Housekeeper Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 30908 | SS: Housekeeper (SP) | SWD | 10 | FES043 | Housekeeper Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 31305 | SS: Housekeeper (SP) | SWD | 11 | FES043 | Housekeeper Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 30906 | SS: Facility Maint Wkr (WL) | SWD | 06 | FES050 | Facility Maintenance Wkr 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 30005 | SS: Facility Maint Wkr (WL) | SWD | 07 | FES051 | Facility Maintenance Wkr 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 30706 | SS: Facility Maint Wkr (AL) | SWD | 10 | FES052 | Facility Maintenance Wkr 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 30911 | SS: Facility Maint Wkr (AL) | SWD | 10 | FES053 | Facility Maintenance Wkr Spv | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | FET010 | Hwy Maintenance Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30343 | TS: Hwy Maintenance Tech (WL) | SWD | N/A | FET011 | Hwy Maintenance Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 15001 | TS: Hwy Maintenance Tech (AL) | SWD | 11 | FET012 | Hwy Maintenance Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 20497 | TS: Hwy Maintenance Tech (SP) | SWD | 15 | FET013 | Hwy Maintenance Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | FET020 | Printer 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14674 | TS: Production Op Spec (WL) | SWD | 11 | FET021 | Printer 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14603 | TS: Production Op Spec (AL) | SWD | 12 | FET022 | Printer 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 31801 | TS: Production Op Spec (AL) | SWD | 10 | FET022 | Printer 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 31811 | TS: Production Op Spec (AL) | SWD | 09 | FET022 | Printer 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 31803 | TS: Hwy Maintenance Tech (AL) | SWD | 12 | FET023 | Printer Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60806 | SS: Document Processor (SP) | SWD | 13 | FET023 | Printer Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30021 | TS: Bldg/Const Trades Spec (EL) | SWD | 09 | FET030 | General Trades Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30043 | TS: Bldg/Const Trades Spec (EL) | SWD | 09 | FET030 | General Trades Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30054 | TS: Bldg/Const Trades Spec (EL) | SWD | 10 | FET030 | General Trades Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30517 | TS: Bldg/Const Trades Spec(WL) | SWD | 08 | FET030 | General Trades Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30601 | TS: Bldg/Const Trades Spec(WL) | SWD | 09 | FET030 | General Trades Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30802 | TS: Bldg/Const Trades Spec(WL) | SWD | 09 | FET030 | General Trades Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 31501 | TS: Bldg/Const Trades Spec(WL) | SWD | 09 | FET030 | General Trades Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30003 | TS: Bldg/Const Trades Spec(AL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30022 | TS: Bldg/Const Trades Spec(WL) | SWD | 10 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30032 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30042 | TS: Bldg/Const Trades Spec(WL) | SWD | 10 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30055 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30100 | TS: Bldg/Const Trades Spec (EL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30201 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30202 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30401 | TS: Bldg/Const Trades Spec(AL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30404 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30510 | General Trades Technician (AL) | SWD | 14 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30801 | TS: Bldg/Const Trades Spec(AL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30806 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31503 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31514 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31515 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31601 | TS: Bldg/Const Trades Spec(AL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31602 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 32301 | TS: Bldg/Const Trades Spec(WL) | SWD | 11 | FET031 | General Trades Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30056 | TS: Bldg/Const Trades Spec(AL) | SWD | 12 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30072 | TS: Bldg/Const Trades Spec(AL) | SWD | 12 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30076 | TS: Bldg/Const Trades Spec(AL) | SWD | 12 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30307 | TS: Bldg/Const Trades Spec(AL) | SWD | 12 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30315 | TS: Bldg/Const Trades Spec(AL) | SWD | 15 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30403 | TS: Bldg/Const Trades Spec(AL) | SWD | 12 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30602 | TS: Bldg/Const Trades Spec(AL) | SWD | 12 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30803 | TS: Bldg/Const Trades Spec(AL) | SWD | 12 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 31502 | TS: Bldg/Const Trades Spec(AL) | SWD | 11 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 31517 | TS: Bldg/Const Trades Spec(AL) | SWD | 12 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 31518 | TS: Bldg/Const Trades Spec(AL) | SWD | 13 | FET032 | General Trades Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30004 | TS: Bldg/Const Trades Spec(SP) | SWD | 13 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30023 | TS: Bldg/Const Trades Spec(SP) | SWD | 12 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30033 | TS: Bldg/Const Trades Spec(SP) | SWD | 13 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30034 | TS: Bldg/Const Trades Spec(SP) | SWD | 14 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30057 | TS: Bldg/Const Trades Spec(SP) | SWD | 14 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30078 | TS: Bldg/Const Trades Spec(SP) | SWD | 14 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 30308 | TS: Bldg/Const Trades Spec(SP) | SWD | 13 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30316 | TS: Bldg/Const Trades Spec(SP) | SWD | 15 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 31115 | TS: Bldg/Const Trades Spec(SP) | SWD | 13 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 31523 | TS: Bldg/Const Trades Spec(SP) | SWD | 13 | FET033 | General Trades Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 31721 | TS:Proc,Supply,Warhse Tech(WL) | SWD | 09 | FET040 | Purchasing Asst 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30001 | TS:Proc,Supply,Warhse Tech(WL) | SWD | 10 | FET041 | Purchasing Asst 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30716 | TS:Proc,Supply,Warhse Tech(WL) | SWD | 11 | FET041 | Purchasing Asst 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31722 | TS:Proc,Supply,Warhse Tech(AL) | SWD | 10 | FET041 | Purchasing Asst 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31921 | SS:Supply/Inv/Warhse Wkr (AL) | SWD | 10 | FET041 | Purchasing Asst 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 40313 | TS:Proc,Supply,Warhse Tech(WL) | SWD | 11 | FET041 | Purchasing Asst 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60136 | TS:Proc,Supply,Warhse Tech(WL) | SWD | 10 | FET041 | Purchasing Asst 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61727 | TS:Proc,Supply,Warhse Tech(AL) | SWD | 11 | FET041 | Purchasing Asst 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 80235 | TS:Proc,Supply,Warhse Tech(WL) | SWD | 11 | FET041 | Purchasing Asst 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 13385 | TS:Proc,Supply,Warhse Tech(AL) | SWD | 12 | FET042 | Purchasing Asst 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30002 | TS:Proc,Supply,Warhse Tech(AL) | SWD | 12 | FET042 | Purchasing Asst 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 31104 | TS:Proc,Supply,Warhse Tech(WL) | SWD | 11 | FET042 | Purchasing Asst 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 31105 | TS:Proc,Supply,Warhse Tech(AL) | SWD | 12 | FET042 | Purchasing Asst 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 31707 | TS:Proc,Supply,Warhse Tech(AL) | SWD | 13 | FET042 | Purchasing Asst 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 31914 | TS:Proc,Supply,Warhse Tech(AL) | SWD | 13 | FET042 | Purchasing Asst 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 31911 | TS:Proc,Supply,Warhse Tech(SP) | SWD | 13 | FET043 | Purchasing Asst Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31912 | TS:Proc,Supply,Warhse Tech(SP) | SWD | 15 | FET043 | Purchasing Asst Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 32061 | TS: Mechanic (WL) | SWD | 10 | FET050 | Fleet/Motor Pool Spec 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 32025 | TS: Fleet/Motor Pool Spec (WL) | SWD | 10 | FET051 | Fleet/Motor Pool Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 32037 | TS: Mechanic (AL) | SWD | 11 | FET051 | Fleet/Motor Pool Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 32062 | TS: Mechanic (AL) | SWD | 11 | FET051 | Fleet/Motor Pool Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 21607 | TS: Fleet/Motor Pool Spec (AL) | SWD | 11 | FET052 | Fleet/Motor Pool Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30068 | PS:Facilities Op/PI Spec(WL) | SWD | 14 | FET052 | Fleet/Motor Pool Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 32031 | PS: Purch & Proc Spec (AL) | SWD | 13 | FET052 | Fleet/Motor Pool Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 15014 | TS: Fleet/Motor Pool Spec (SP) | SWD | 12 | FET053 | Fleet/Motor Pool Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 32019 | TS: Mechanic (SP) | SWD | 15 | FET053 | Fleet/Motor Pool Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 32029 | PS: Purch & Proc Spec (SP) | SWD | 16 | FET053 | Fleet/Motor Pool Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 32034 | TS: Fleet/Motor Pool Spec (SP) | SWD | 12 | FET053 | Fleet/Motor Pool Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 32038 | TS: Mechanic (WL) | SWD | 10 | FET060 | Mechanic 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 31509 | TS: Mechanic (WL) | SWD | 11 | FET061 | Mechanic 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 32003 | TS: Mechanic (WL) | SWD | 11 | FET061 | Mechanic 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 32032 | TS: Mechanic (WL) | SWD | 11 | FET061 | Mechanic 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 32035 | TS: Mechanic (WL) | SWD | 11 | FET061 | Mechanic 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 32051 | TS: Mechanic (WL) | SWD | 11 | FET061 | Mechanic 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 32053 | TS: Mechanic (WL) | SWD | 11 | FET061 | Mechanic 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30012 | TS: Mechanic (AL) | SWD | 12 | FET062 | Mechanic 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 32005 | TS: Mechanic (AL) | SWD | 12 | FET062 | Mechanic 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 32052 | TS: Mechanic (AL) | SWD | 12 | FET062 | Mechanic 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17306 | TS: Mechanic (SP) | SWD | 14 | FET063 | Mechanic Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 32007 | TS: Mechanic (SP) | SWD | 14 | FET063 | Mechanic Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 30723 | SS:Grounds/MaintenanceWkr(WL) | SWD | 10 | FET071 | Grounds Maintenance Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30718 | SS:Grounds/MaintenanceWkr(WL) | SWD | 11 | FET072 | Grounds Maintenance Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30701 | TS: Grounds Maint Tech (SP) | SWD | 13 | FET073 | Grounds Maintenance Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 30721 | SS:Grounds/MaintenanceWkr(SP) | SWD | 14 | FET073 | Grounds Maintenance Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61760 | TS: Grounds Maint Tech (SP) | SWD | 14 | FET073 | Grounds Maintenance Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | FET080 | Aircraft Mechanic 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30700 | Aircraft Mechanic (WL) | SWD | 14 | FET081 | Aircraft Mechanic 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 15102 | Aircraft Mechanic (AL) | SWD | 14 | FET082 | Aircraft Mechanic 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30711 | Aircraft Mechanic (AL) | SWD | 15 | FET082 | Aircraft Mechanic 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 15101 | Aircraft Mechanic (SP) | SWD | 15 | FET083 | Aircraft Mechanic Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 30710 | Aircraft Mechanic (SP) | SWD | 16 | FET083 | Aircraft Mechanic Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | FET090 | Fabricator/Welder 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | FET091 | Fabricator/Welder 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | FET092 | Fabricator/Welder 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | FET093 | Fabricator/Welder Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 50305 | MG1: Food Services Operations | SWD | 14 | FFM010 | Mgr, Food Svcs | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50310 | MG: Food Services Operations | SWD | 14 | FFM010 | Mgr, Food Svcs | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50321 | MG1: Food Services Operations | SWD | 14 | FFM010 | Mgr, Food Svcs | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50327 | MG1: Food Services Operations | SWD | 14 | FFM010 | Mgr, Food Svcs | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50307 | MG: Food Services Operations | SWD | 15 | FFM011 | Mgr 2, Food Svcs | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 50315 | MG1: Food Services Operations | SWD | 15 | FFM011 | Mgr 2, Food Svcs | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 50325 | MG1: Food Services Operations | SWD | 15 | FFM011 | Mgr 2, Food Svcs | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | FFM012 | Sr Mgr, Food Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 50003 | MG2: Food Services Operations | SWD | 19 | FFM013 | Dir, Food Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 50005 | MG1: Food Services Operations | SWD | 20 | FFM013 | Dir, Food Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 50702 | MG: Food Services Operations | SWD | 18 | FFM013 | Dir, Food Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 50602 | MG: Farm Operations | SWD | 14 | FFM020 | Mgr, Farm Ops | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50603 | MG: Farm Operations | SWD | 15 | FFM021 | Mgr 2, Farm Ops | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 50002 | MG1: Farm Operations | SWD | 15 | FFM022 | Sr Mgr, Farm Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 50001 | MG2: Farm Operations | SWD | 19 | FFM023 | Dir, Farm Operations | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 50203 | SS:Food Svc Operation Wkr (WL) | SWD | 05 | FFS010 | Food Svc Worker 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 50301 | SS:Food Svc Operation Wkr (WL) | SWD | 06 | FFS010 | Food Svc Worker 1 | SWD | A | \$15,080.00 | \$20,345.52 | \$23,499.07 |
| 50302 | SS:Food Svc Operation Wkr (AL) | SWD | 08 | FFS011 | Food Svc Worker 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 50316 | TS:Food Svc Operation Spec(WL) | SWD | 08 | FFS011 | Food Svc Worker 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 50324 | SS:Food Svc Operation Wkr (AL) | SWD | 08 | FFS011 | Food Svc Worker 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 50501 | SS:Food Svc Operation Wkr (AL) | SWD | 09 | FFS011 | Food Svc Worker 2 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| N/A | N/A | N/A | N/A | FFS012 | Food Svc Worker 3 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 50204 | SS:Food Svc Operation Wkr (SP) | SWD | 07 | FFS013 | Food Svc Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 50304 | SS:Food Svc Operation Wkr (SP) | SWD | 09 | FFS013 | Food Svc Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 50306 | SS:Food Svc Operation Wkr (SP) | SWD | 08 | FFS013 | Food Svc Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 50317 | TS:Food Svc Operation Spec(SP) | SWD | 09 | FFS013 | Food Svc Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 50323 | SS:Food Svc Operation Wkr (SP) | SWD | 09 | FFS013 | Food Svc Spv | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 50330 | TS:Food Svc Operation Spec(WL) | SWD | 10 | FFT010 | Food Svc Spec 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 50006 | MG: Food Services Operations | SWD | 11 | FFT011 | Food Svc Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 50303 | TS:Food Svc Operation Spec(WL) | SWD | 11 | FFT011 | Food Svc Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 50308 | TS:Food Svc Operation Spec(AL) | SWD | 11 | FFT011 | Food Svc Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 50322 | TS:Food Svc Operation Spec(SP) | SWD | 11 | FFT011 | Food Svc Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 50309 | TS:Food Svc Operation Spec(AL) | SWD | 13 | FFT012 | Food Svc Spec 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 50338 | TS:Food Svc Operation Spec(AL) | SWD | 13 | FFT012 | Food Svc Spec 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 50318 | TS:Food Svc Operation Spec(SP) | SWD | 13 | FFT013 | Food Svc Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 50331 | TS:Food Svc Operation Spec(SP) | SWD | 16 | FFT013 | Food Svc Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | FFT020 | Plant Operator 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 50402 | TS: Plant Operator (WL) | SWD | 08 | FFT021 | Plant Operator 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 50405 | TS: Plant Operator (AL) | SWD | 10 | FFT022 | Plant Operator 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 50411 | TS: Plant Operator (AL) | SWD | 10 | FFT022 | Plant Operator 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 50401 | TS: Plant Operator (SP) | SWD | 13 | FFT023 | Plant Operator 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 50412 | TS: Plant Operator (SP) | SWD | 13 | FFT023 | Plant Operator 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 50413 | TS: Plant Operator (SP) | SWD | 12 | FFT023 | Plant Operator 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 50202 | MG2: Food Services Operations | SWD | 17 | FFT024 | Plant Operator Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 50404 | TS: Plant Operator (SP) | SWD | 13 | FFT024 | Plant Operator Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | FFT030 | Farm and Livestock Spec 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 50601 | TS:Farm & Livestock Spec(WL) | SWD | 12 | FFT031 | Farm and Livestock Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 50604 | TS:Farm & Livestock Spec(AL) | SWD | 13 | FFT032 | Farm and Livestock Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | FFT033 | Farm & Livestock Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | FFT050 | Banquet Svcs Spec 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 50326 | TS: Banquet Services Spec (WL) | SWD | 11 | FFT051 | Banquet Svcs Spec 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 50332 | TS: Banquet Services Spec (WL) | SWD | 10 | FFT051 | Banquet Svcs Spec 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 50334 | TS: Banquet Services Spec (WL) | SWD | 11 | FFT051 | Banquet Svcs Spec 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 50335 | TS: Banquet Services Spec (WL) | SWD | 15 | FFT051 | Banquet Svcs Spec 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| N/A | N/A | N/A | N/A | FFT052 | Banquet Svcs Spec 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | FFT053 | Banquet Svcs Spec Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 40015 | MG: Accountant/Financial | SWD | 17 | FIM010 | Mgr, Accounting/Financial Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40027 | MG: Accountant/Financial | SWD | 17 | FIM010 | Mgr, Accounting/Financial Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40223 | PS: Financial Ops Spec (SP) | SWD | 18 | FIM010 | Mgr, Accounting/Financial Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40231 | PS: Financial Ops Spec (SP) | SWD | 18 | FIM010 | Mgr, Accounting/Financial Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40709 | MG: Accountant/Financial | SWD | 17 | FIM010 | Mgr, Accounting/Financial Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40803 | MG: Accountant/Financial | SWD | 17 | FIM010 | Mgr, Accounting/Financial Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41006 | PS: Financial Ops Spec (SP) | SWD | 18 | FIM010 | Mgr, Accounting/Financial Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41103 | MG:Accountant/Financial | SWD | 18 | FIM010 | Mgr, Accounting/Financial Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41504 | MG1: Accountant/Financial | SWD | 18 | FIM010 | Mgr, Accounting/Financial Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 15012 | MG: Accountant/Financial | SWD | 19 | FIM011 | Mgr 2, Account/Financial Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40407 | MG1: Accountant/Financial | SWD | 19 | FIM011 | Mgr 2, Account/Financial Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40423 | MG1: Accountant/Financial | SWD | 19 | FIM011 | Mgr 2, Account/Financial Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40802 | MG1: Accountant/Financial | SWD | 19 | FIM011 | Mgr 2, Account/Financial Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|-----------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 40809 | MG1: Accountant/Financial | SWD | 19 | FIM011 | Mgr 2, Account/Financial Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40862 | MG1: Accountant/Financial | SWD | 19 | FIM011 | Mgr 2, Account/Financial Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10520 | MG1: Accountant/Financial | SWD | 21 | FIM012 | Sr Mgr, Account/Financial Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40021 | MG1: Accountant/Financial | SWD | 20 | FIM012 | Sr Mgr, Account/Financial Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40063 | MG2: Accountant/Financial | SWD | 20 | FIM012 | Sr Mgr, Account/Financial Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40432 | MG1: Accountant/Financial | SWD | 20 | FIM012 | Sr Mgr, Account/Financial Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40518 | MG1: Accountant/Financial | SWD | 20 | FIM012 | Sr Mgr, Account/Financial Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40731 | MG1: Accountant/Financial | SWD | 20 | FIM012 | Sr Mgr, Account/Financial Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40801 | MG2: Accountant/Financial | SWD | 21 | FIM012 | Sr Mgr, Account/Financial Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40839 | MG1: Accountant/Financial | SWD | 20 | FIM012 | Sr Mgr, Account/Financial Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 99004 | MG1: Accountant/Investment | SWD | 23 | FIM012 | Sr Mgr, Account/Financial Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40019 | MG2: Accountant/Financial | SWD | 21 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 40047 | MG2: Accountant/Financial | SWD | 23 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 40418 | MG2: Accountant/Financial | SWD | 21 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 40507 | MG2: Accountant/Financial | SWD | 21 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 40508 | MG2: Accountant/Financial | SWD | 22 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 40524 | MG2: Accountant/Financial | SWD | 22 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 40800 | MG2: Accountant/Financial | SWD | 19 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 41020 | MG2: Accountant/Financial | SWD | 27 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 41149 | MG2: Accountant/Financial | SWD | 23 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 41505 | MG2: Accountant/Financial | SWD | 22 | FIM013 | Sr Mgr 2, Account/Finance Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | FIM014 | Dir, Accounting/Financial Svcs | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 60007 | MG:Tax Collection/Audit | SWD | 16 | FIM020 | Mgr, Revenue | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40205 | MG1:Tax Collection/Audit | SWD | 17 | FIM021 | Mgr 2, Revenue | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41467 | MG1:Tax Collection/Audit | SWD | 17 | FIM021 | Mgr 2, Revenue | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 48003 | MG1:Tax Collection/Audit | SWD | 17 | FIM021 | Mgr 2, Revenue | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61406 | MG1:Tax Collection/Audit | SWD | 17 | FIM021 | Mgr 2, Revenue | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41408 | MG1:Tax Collection/Audit | SWD | 18 | FIM022 | Sr Mgr, Revenue | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 41499 | MG1:Tax Collection/Audit | SWD | 19 | FIM022 | Sr Mgr, Revenue | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16719 | MG2:Tax Collection/Audit | SWD | 20 | FIM023 | Sr Mgr 2, Revenue | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 41412 | MG2:Tax Collection/Audit | SWD | 18 | FIM023 | Sr Mgr 2, Revenue | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 41494 | MG2:Tax Collection/Audit | SWD | 20 | FIM023 | Sr Mgr 2, Revenue | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40627 | MG1: Budget/Portfolio | SWD | 18 | FIM030 | Mgr, Budget | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40636 | MG: Budget/Portfolio | SWD | 19 | FIM030 | Mgr, Budget | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40009 | MG1: Budget/Portfolio | SWD | 19 | FIM031 | Sr Mgr, Budget | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40305 | MG1: Budget/Portfolio | SWD | 19 | FIM031 | Sr Mgr, Budget | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40601 | MG1: Budget/Portfolio | SWD | 19 | FIM031 | Sr Mgr, Budget | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40616 | MG1: Budget/Portfolio | SWD | 19 | FIM031 | Sr Mgr, Budget | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40617 | MG1: Budget/Portfolio | SWD | 20 | FIM031 | Sr Mgr, Budget | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40624 | MG1: Budget/Portfolio | SWD | 20 | FIM031 | Sr Mgr, Budget | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40635 | MG1: Budget/Portfolio | SWD | 19 | FIM031 | Sr Mgr, Budget | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40613 | MG1: Budget/Portfolio | SWD | 21 | FIM032 | Dir, Budget | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 40819 | MG2: Budget/Portfolio | SWD | 21 | FIM032 | Dir, Budget | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| N/A | N/A | N/A | N/A | FIM040 | Mgr, Investment | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | FIM041 | Sr Mgr, Investment | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| N/A | N/A | N/A | N/A | FIM042 | Dir, Investment | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| 40604 | PS: Budget Spec (WL) | SWD | 14 | FIP010 | Budget Analyst 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40628 | PS: Budget Spec (EL) | SWD | 12 | FIP010 | Budget Analyst 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40631 | PS: Budget Spec (WL) | SWD | 13 | FIP010 | Budget Analyst 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40906 | PS: Budget Spec (EL) | SWD | 13 | FIP010 | Budget Analyst 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40603 | PS: Budget Spec (AL) | SWD | 15 | FIP011 | Budget Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40607 | PS: Budget Spec (WL) | SWD | 14 | FIP011 | Budget Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40041 | PS: Budget Spec (AL) | SWD | 16 | FIP012 | Budget Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40618 | PS: Budget Spec (AL) | SWD | 16 | FIP012 | Budget Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40622 | PS: Budget Spec (WL) | SWD | 17 | FIP012 | Budget Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40625 | PS: Budget Spec (AL) | SWD | 17 | FIP012 | Budget Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60082 | PS: Budget Spec (WL) | SWD | 17 | FIP012 | Budget Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40602 | PS: Budget Spec (SP) | SWD | 17 | FIP013 | Budget Analyst Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40638 | PS: Budget Spec (WL) | SWD | 19 | FIP013 | Budget Analyst Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40402 | TS: Financial Ops Gen (AL) | SWD | 12 | FIP020 | Accountant 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40452 | PS: Accountant (EL) | SWD | 12 | FIP020 | Accountant 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40810 | PS: Accountant (AL) | SWD | 13 | FIP020 | Accountant 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40814 | PS: Accountant (EL) | SWD | 12 | FIP020 | Accountant 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40203 | PS: Financial Ops Spec (WL) | SWD | 14 | FIP021 | Accountant 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|-----------------------------------|----------|-----------|---|----------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 40415 | PS: Accountant (WL) | SWD | 15 | FIP021 | Accountant 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40805 | PS: Accountant (WL) | SWD | 14 | FIP021 | Accountant 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40824 | PS: Accountant (EL) | SWD | 14 | FIP021 | Accountant 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40222 | PS: Accountant (AL) | SWD | 16 | FIP022 | Accountant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40804 | PS: Accountant (AL) | SWD | 15 | FIP022 | Accountant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40813 | PS: Accountant (AL) | SWD | 15 | FIP022 | Accountant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40831 | PS: Accountant (WL) | SWD | 16 | FIP022 | Accountant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41019 | PS: Accountant (AL) | SWD | 16 | FIP022 | Accountant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40829 | PS: Accountant (AL) | SWD | 17 | FIP023 | Accountant 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41503 | PS: Accountant (AL) | SWD | 17 | FIP023 | Accountant 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40042 | PS: Accountant (SP) | SWD | 17 | FIP024 | Accountant Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40050 | PS: Accountant (SP) | SWD | 15 | FIP024 | Accountant Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40823 | PS: Financial Ops Spec (SP) | SWD | 16 | FIP024 | Accountant Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40403 | PS: Auditor/Examiner (EL) | SWD | 12 | FIP030 | Auditor/Examiner 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40856 | PS: Auditor/Examiner (WL) | SWD | 13 | FIP030 | Auditor/Examiner 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41401 | PS: Auditor/Examiner (EL) | SWD | 12 | FIP030 | Auditor/Examiner 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41477 | PS: Auditor/Examiner (WL) | SWD | 13 | FIP030 | Auditor/Examiner 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 15008 | PS: Auditor/Examiner (WL) | SWD | 14 | FIP031 | Auditor/Examiner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31650 | PS: Purch & Proc Spec (AL) | SWD | 15 | FIP031 | Auditor/Examiner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40404 | PS: Auditor/Examiner (WL) | SWD | 14 | FIP031 | Auditor/Examiner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41403 | PS: Auditor/Examiner (WL) | SWD | 14 | FIP031 | Auditor/Examiner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41464 | PS: Auditor/Examiner (AL) | SWD | 14 | FIP031 | Auditor/Examiner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41468 | PS: Auditor/Examiner (AL) | SWD | 14 | FIP031 | Auditor/Examiner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20203 | PS: Auditor/Examiner (AL) | SWD | 17 | FIP032 | Auditor/Examiner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30508 | PS: Auditor/Examiner (WL) | SWD | 15 | FIP032 | Auditor/Examiner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 30509 | PS: Auditor/Examiner (AL) | SWD | 16 | FIP032 | Auditor/Examiner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40405 | PS: Auditor/Examiner (AL) | SWD | 15 | FIP032 | Auditor/Examiner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40422 | PS: Auditor/Examiner (AL) | SWD | 16 | FIP032 | Auditor/Examiner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40438 | PS: Auditor/Examiner (AL) | SWD | 16 | FIP032 | Auditor/Examiner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41404 | PS: Auditor/Examiner (AL) | SWD | 15 | FIP032 | Auditor/Examiner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41405 | PS: Auditor/Examiner (AL) | SWD | 16 | FIP032 | Auditor/Examiner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 15016 | PS: Auditor/Examiner (SP) | SWD | 18 | FIP033 | Auditor/Examiner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 31649 | PS: Purch & Proc Spec (SP) | SWD | 17 | FIP033 | Auditor/Examiner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40406 | PS: Auditor/Examiner (SP) | SWD | 17 | FIP033 | Auditor/Examiner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41406 | PS: Auditor/Examiner (SP) | SWD | 17 | FIP033 | Auditor/Examiner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41416 | PS: Auditor/Examiner (SP) | SWD | 16 | FIP033 | Auditor/Examiner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41465 | PS: Auditor/Examiner (SP) | SWD | 15 | FIP033 | Auditor/Examiner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41221 | PS: Payroll Spec 1 | SWD | 12 | FIP040 | Payroll Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 41203 | PS: Payroll Spec (AL) | SWD | 13 | FIP041 | Payroll Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41202 | PS: Payroll Spec (SP) | SWD | 15 | FIP042 | Payroll Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41222 | PS: Payroll Spec (Non SPV) | SWD | 15 | FIP042 | Payroll Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41201 | PS: Payroll Spec (SP) | SWD | 17 | FIP043 | Payroll Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41207 | PS: Payroll Spec (SP) | SWD | 16 | FIP043 | Payroll Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14534 | PS: Financial Ops Spec (WL) | SWD | 13 | FIP050 | Grants Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40115 | PS: Grants Specialist (WL) | SWD | 14 | FIP050 | Grants Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41122 | PS: Grants Specialist (WL) | SWD | 13 | FIP050 | Grants Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41123 | PS: Grants Specialist (WL) | SWD | 14 | FIP050 | Grants Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41130 | PS: Grants Specialist (EL) | SWD | 13 | FIP050 | Grants Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41135 | PS: Grants Specialist (WL) | SWD | 13 | FIP050 | Grants Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41145 | PS: Grants Specialist (WL) | SWD | 14 | FIP050 | Grants Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41331 | PS: Financial Ops Spec (WL) | SWD | 14 | FIP050 | Grants Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61006 | PS: Plannng & Policy Dev Spec(WL) | SWD | 14 | FIP050 | Grants Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13622 | PS: Grants Specialist (AL) | SWD | 15 | FIP051 | Grants Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40116 | PS: Grants Specialist (AL) | SWD | 15 | FIP051 | Grants Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41104 | PS: Grants Specialist (WL) | SWD | 14 | FIP051 | Grants Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41124 | PS: Grants Specialist (AL) | SWD | 15 | FIP051 | Grants Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41134 | PS: Grants Specialist (WL) | SWD | 14 | FIP051 | Grants Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41143 | PS: Grants Specialist (AL) | SWD | 15 | FIP051 | Grants Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41148 | PS: Grants Specialist (AL) | SWD | 15 | FIP051 | Grants Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41153 | PS: Grants Specialist (AL) | SWD | 15 | FIP051 | Grants Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40713 | PS: Grants Specialist (WL) | SWD | 16 | FIP052 | Grants Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41105 | PS: Grants Specialist (AL) | SWD | 17 | FIP052 | Grants Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41107 | PS: Grants Specialist (AL) | SWD | 17 | FIP052 | Grants Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41113 | PS: Grants Specialist (AL) | SWD | 17 | FIP052 | Grants Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 41121 | PS: Grants Specialist (AL) | SWD | 17 | FIP052 | Grants Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41125 | PS: Grants Specialist (AL) | SWD | 16 | FIP052 | Grants Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41144 | PS: Grants Specialist (AL) | SWD | 17 | FIP052 | Grants Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41154 | PS: Grants Specialist (AL) | SWD | 16 | FIP052 | Grants Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 10508 | PS: Grants Specialist (SP) | SWD | 17 | FIP053 | Grants Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14683 | PS: Grants Specialist (AL) | SWD | 18 | FIP053 | Grants Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16722 | PS: Grants Specialist (SP) | SWD | 19 | FIP053 | Grants Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41157 | PS: Grants Specialist (SP) | SWD | 17 | FIP053 | Grants Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60506 | PS: Grants Specialist (SP) | SWD | 16 | FIP053 | Grants Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40110 | TS:Business Op Generalist (WL) | SWD | 14 | FIP060 | Financial Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40237 | PS: Financial Ops Spec (AL) | SWD | 13 | FIP060 | Financial Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 41008 | PS: Financial Ops Spec (WL) | SWD | 12 | FIP060 | Financial Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 41012 | PS: Accountant (WL) | SWD | 13 | FIP060 | Financial Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61052 | PS: Financial Ops Spec (WL) | SWD | 12 | FIP060 | Financial Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14531 | PS: Financial Ops Spec (WL) | SWD | 16 | FIP061 | Financial Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 15018 | PS: Financial Ops Spec (AL) | SWD | 15 | FIP061 | Financial Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40119 | PS: Financial Ops Spec (AL) | SWD | 15 | FIP061 | Financial Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40206 | PS: Financial Ops Spec (AL) | SWD | 15 | FIP061 | Financial Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40848 | PS: Financial Ops Spec (AL) | SWD | 15 | FIP061 | Financial Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40866 | PS: Financial Ops Spec (AL) | SWD | 14 | FIP061 | Financial Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41013 | PS: Financial Ops Spec (AL) | SWD | 14 | FIP061 | Financial Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41106 | PS: Financial Ops Spec (WL) | SWD | 14 | FIP061 | Financial Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61509 | PS: Financial Ops Spec (WL) | SWD | 14 | FIP061 | Financial Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14493 | PS: Financial Ops Spec (AL) | SWD | 18 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14525 | PS: Financial Ops Spec (AL) | SWD | 17 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14533 | PS: Financial Ops Spec (AL) | SWD | 16 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40010 | PS: Financial Ops Spec (AL) | SWD | 19 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40312 | PS: Financial Ops Spec (AL) | SWD | 17 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40715 | PS: Financial Ops Spec (AL) | SWD | 18 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40901 | PS:PolicyFiscalAnalysisSpec(WL) | SWD | 16 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41127 | PS: Financial Ops Spec (AL) | SWD | 16 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41323 | PS: Financial Ops Spec (AL) | SWD | 16 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41332 | PS: Financial Ops Spec (AL) | SWD | 16 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41506 | PS: Financial Ops Spec (AL) | SWD | 18 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61061 | PS: Financial Ops Spec (AL) | SWD | 16 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70426 | PS: Financial Ops Spec (AL) | SWD | 16 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80118 | PS:Computer Sys Analyst (AL) | SWD | 18 | FIP062 | Financial Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40416 | PS: Financial Ops Spec (SP) | SWD | 17 | FIP063 | Financial Analyst Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40847 | PS: Financial Ops Spec (SP) | SWD | 17 | FIP063 | Financial Analyst Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41216 | PS: Financial Ops Spec (SP) | SWD | 14 | FIP063 | Financial Analyst Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | FIP070 | Billings Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40200 | PS: Billing Spec (AL) | SWD | 14 | FIP071 | Billings Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40217 | PS: Billings Spec (AL) | SWD | 15 | FIP072 | Billings Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40227 | PS: Billings Spec (AL) | SWD | 15 | FIP072 | Billings Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40232 | PS: Billings Spec (AL) | SWD | 16 | FIP072 | Billings Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40218 | PS: Billings Spec (SP) | SWD | 16 | FIP073 | Billings Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60079 | PS:PolicyFiscalAnalysisSpec(WL) | SWD | 15 | FIP080 | Fiscal Policy Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60083 | PS:PolicyFiscalAnalysisSpec(EL) | SWD | 14 | FIP080 | Fiscal Policy Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60084 | PS:PolicyFiscalAnalysisSpec(WL) | SWD | 16 | FIP081 | Fiscal Policy Analyst 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40527 | PS: Auditor/Examiner (AL) | SWD | 18 | FIP082 | Fiscal Policy Analyst 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40614 | PS:PolicyFiscalAnalysisSpec(AL) | SWD | 17 | FIP082 | Fiscal Policy Analyst 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61030 | PS:PolicyFiscalAnalysisSpec(AL) | SWD | 19 | FIP082 | Fiscal Policy Analyst 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40620 | PS:PolicyFiscalAnalysisSpec(SP) | SWD | 19 | FIP083 | Fiscal Policy Analyst Spv | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40621 | PS:PolicyFiscalAnalysisSpec(SP) | SWD | 21 | FIP083 | Fiscal Policy Analyst Spv | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 60081 | PS:PolicyFiscalAnalysisSpec(AL) | SWD | 19 | FIP083 | Fiscal Policy Analyst Spv | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 60276 | PS:PolicyFiscalAnalysisSpec(SP) | SWD | 20 | FIP083 | Fiscal Policy Analyst Spv | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 99000 | MG: Accounting/Investment | SWD | 21 | FIP090 | Financial Investment Analyst 1 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| N/A | N/A | N/A | N/A | FIP091 | Financial Investment Analyst 2 | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| 99002 | MG1: Accountant/Investment | SWD | 25 | FIP092 | Financial Investment Analyst 3 | SWD | S | \$96,416.69 | \$137,738.13 | \$168,729.21 |
| N/A | N/A | N/A | N/A | FIP101 | Financial Reporting Anlyst | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41501 | MG: Accountant/Financial | SWD | 19 | FIP102 | Financial Reporting Mgr | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | FIP103 | Financial Reporting Sr Mgr | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 41435 | PS: Auditor/Examiner (AL) | SWD | 19 | FIP111 | Out of State Auditor 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | FIP112 | Out of State Auditor 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| N/A | N/A | N/A | N/A | FIS010 | Finance Clerk 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 40201 | SS: Financial Wkr (WL) | SWD | 09 | FIS011 | Finance Clerk 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 40605 | SS: Financial Wkr (WL) | SWD | 10 | FIS011 | Finance Clerk 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 40807 | SS: Financial Wkr (WL) | SWD | 09 | FIS011 | Finance Clerk 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 41205 | SS: Financial Wkr (WL) | SWD | 09 | FIS011 | Finance Clerk 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 40102 | SS: Financial Wkr(AL) | SWD | 10 | FIS012 | Finance Clerk 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 40202 | SS: Financial Wkr(AL) | SWD | 10 | FIS012 | Finance Clerk 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 40209 | SS: Financial Wkr(AL) | SWD | 11 | FIS012 | Finance Clerk 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60194 | SS: Financial Wkr(AL) | SWD | 10 | FIS012 | Finance Clerk 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | FIS013 | Finance Clerk Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 48004 | Tax Examiner (EL) | SWD | N/A | FIT010 | Tax Examiner 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14544 | TS:Examnr/Coletr/Rev Agts (WL) | SWD | 11 | FIT010 | Tax Examiner 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 41443 | Tax Examiner (EL) | SWD | 10 | FIT010 | Tax Examiner 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14545 | TS:Examnr/Coletr/Rev Agts (AL) | SWD | 12 | FIT011 | Tax Examiner 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41415 | Tax Examiner (WL) | SWD | 11 | FIT011 | Tax Examiner 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41446 | Tax Examiner 2 (M) | SWD | 11 | FIT011 | Tax Examiner 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41454 | Tax Examiner (WL) | SWD | 12 | FIT011 | Tax Examiner 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41455 | Tax Examiner 3 (P) | SWD | 12 | FIT011 | Tax Examiner 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41491 | Tax Examiner 2 (D) | SWD | 11 | FIT011 | Tax Examiner 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60199 | TS:Examnr/Coletr/Rev Agts (WL) | SWD | 11 | FIT011 | Tax Examiner 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14546 | TS:Examnr/Coletr/Rev Agts (SP) | SWD | 13 | FIT012 | Tax Examiner 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41431 | Tax Examiner (sp) | SWD | 14 | FIT012 | Tax Examiner 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41432 | Tax Examiner (SP) | SWD | 14 | FIT012 | Tax Examiner 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41447 | Tax Examiner (AL) | SWD | 13 | FIT012 | Tax Examiner 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41458 | Tax Examiner 4 (N) | SWD | 13 | FIT012 | Tax Examiner 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41459 | Tax Examiner (AL) | SWD | 13 | FIT012 | Tax Examiner 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60008 | Tax Examiner (SP) | SWD | 15 | FIT013 | Tax Examiner Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60009 | Tax Examiner (SP) | SWD | 14 | FIT013 | Tax Examiner Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17038 | TS:Financial Opns Gen. (AL) | SWD | 11 | FIT020 | Financial Ops Generalist 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 31102 | PS: Auditor/Examiner (SP) | SWD | 15 | FIT020 | Financial Ops Generalist 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 40451 | PS: Financial Ops Spec (WL) | SWD | 12 | FIT020 | Financial Ops Generalist 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 40619 | TS: Financial Ops Gen (WL) | SWD | 11 | FIT020 | Financial Ops Generalist 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 40806 | TS: Financial Ops Gen (AL) | SWD | 11 | FIT020 | Financial Ops Generalist 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61201 | TS:Business Op Generalist (SP) | SWD | 14 | FIT020 | Financial Ops Generalist 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 40815 | TS: Financial Ops Gen (AL) | SWD | 12 | FIT021 | Financial Ops Generalist 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40836 | TS: Financial Ops Gen (AL) | SWD | 12 | FIT021 | Financial Ops Generalist 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40841 | TS: Financial Ops Gen (AL) | SWD | 12 | FIT021 | Financial Ops Generalist 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 41152 | TS: Financial Ops Gen (WL) | SWD | 12 | FIT021 | Financial Ops Generalist 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 41411 | TS: Financial Ops Gen (WL) | SWD | 12 | FIT021 | Financial Ops Generalist 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14491 | TS: Financial Ops Gen (AL) | SWD | 13 | FIT022 | Financial Ops Generalist 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14492 | TS: Financial Ops Gen (AL) | SWD | 13 | FIT022 | Financial Ops Generalist 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14494 | TS: Financial Ops Gen (AL) | SWD | 13 | FIT022 | Financial Ops Generalist 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40825 | TS: Financial Ops Gen (WL) | SWD | 13 | FIT022 | Financial Ops Generalist 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41126 | TS: Financial Ops Gen (AL) | SWD | 13 | FIT022 | Financial Ops Generalist 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40037 | PS: Financial Ops Spec (SP) | SWD | 16 | FIT023 | Financial Ops Generalist Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40208 | TS: Financial Ops Gen(SP) | SWD | 13 | FIT023 | Financial Ops Generalist Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40225 | TS: Financial Ops Gen(SP) | SWD | 16 | FIT023 | Financial Ops Generalist Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40226 | TS: Financial Ops Gen(SP) | SWD | 16 | FIT023 | Financial Ops Generalist Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40240 | TS: Financial Ops Gen(SP) | SWD | 14 | FIT023 | Financial Ops Generalist Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41214 | TS: Financial Ops Gen (SP) | SWD | 15 | FIT023 | Financial Ops Generalist Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | FIT030 | Billing Clerk 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 40207 | TS: Billings Generalist (WL) | SWD | 11 | FIT031 | Billing Clerk 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 40216 | TS: Billings Generalist (WL) | SWD | 12 | FIT031 | Billing Clerk 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 40221 | TS: Billings Generalist (WL) | SWD | 11 | FIT031 | Billing Clerk 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14542 | TS: Billings Generalist (AL) | SWD | 12 | FIT032 | Billing Clerk 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 40213 | TS: Billings Generalist (AL) | SWD | 11 | FIT032 | Billing Clerk 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 40907 | TS: Billings Generalist (AL) | SWD | 12 | FIT032 | Billing Clerk 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 41215 | TS: Billings Generalist (AL) | SWD | 12 | FIT032 | Billing Clerk 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | FIT033 | Billing Clerk Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 10505 | TS: Claims Examiner (WL) | SWD | 11 | FIT040 | Claims Examiner 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 40417 | TS: Claims Examiner (WL) | SWD | 10 | FIT040 | Claims Examiner 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41301 | TS: Claims Examiner (WL) | SWD | 11 | FIT040 | Claims Examiner 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41306 | TS: Claims Examiner (WL) | SWD | 10 | FIT040 | Claims Examiner 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 71213 | TS: Claims Examiner (WL) | SWD | 11 | FIT040 | Claims Examiner 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|----------------------------------|----------|-----------|---|---------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 41302 | TS: Claims Examiner (WL) | SWD | 14 | FIT041 | Claims Examiner 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 41305 | TS: Claims Examiner (AL) | SWD | 13 | FIT041 | Claims Examiner 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40112 | TS: Claims Examiner (AL) | SWD | 14 | FIT042 | Claims Examiner 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41303 | TS: Claims Examiner (AL) | SWD | 15 | FIT042 | Claims Examiner 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40125 | Claims Examiner (SP) | SWD | 16 | FIT043 | Claims Examiner Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41204 | TS: Payroll Technician (WL) | SWD | 11 | FIT050 | Payroll Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41210 | TS: Payroll Technician (AL) | SWD | 12 | FIT050 | Payroll Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41206 | TS: Payroll Technician (AL) | SWD | 12 | FIT051 | Payroll Tech 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 41208 | TS: Payroll Technician (AL) | SWD | 13 | FIT052 | Payroll Tech 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41212 | TS: Payroll Technician (AL) | SWD | 13 | FIT052 | Payroll Tech 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | FIT053 | Payroll Tech Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41482 | Revenue Agent (EL) | SWD | 11 | FIT060 | Revenue Agent 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41487 | Revenue Agent (WL) | SWD | 13 | FIT061 | Revenue Agent 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41492 | Revenue Agent (AL) | SWD | 14 | FIT062 | Revenue Agent 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41426 | Revenue Agent (SP) | SWD | 16 | FIT063 | Revenue Agent Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41488 | Revenue Agent (SP) | SWD | 16 | FIT063 | Revenue Agent Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40107 | TS: Claims Examiner (EL) | SWD | 11 | FIT070 | Retirement Specialist 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40103 | TS: Claims Examiner (WL) | SWD | 12 | FIT071 | Retirement Specialist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40108 | TS: Claims Examiner (WL) | SWD | 13 | FIT071 | Retirement Specialist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40104 | TS: Claims Examiner (AL) | SWD | 14 | FIT072 | Retirement Specialist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40109 | TS: Claims Examiner (AL) | SWD | 15 | FIT072 | Retirement Specialist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40106 | PS: Financial Ops Spec (SP) | SWD | 16 | FIT073 | Retirement Specialist Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 10024 | MG: Business Operations | SWD | 17 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 13859 | MG: Business Operations | SWD | 17 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14059 | MG: Business Operations | SWD | 17 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14477 | PS:Economic Support Spec (SP) | SWD | 16 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21309 | MG: Business Operations | SWD | 18 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21335 | MG: Business Ops | SWD | 18 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 30114 | Contracts & Fiscal Specialist | SWD | 17 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40023 | MG: Accountant/Financial | SWD | 16 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60014 | MG1: Business Operations | SWD | 18 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60022 | MG: Business Operations | SWD | 16 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60091 | MG1: Business Operations | SWD | 18 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60202 | MG: Business Operations | SWD | 18 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60212 | MG: Business Operations | SWD | 18 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60217 | MG: Business Operations | SWD | 18 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60238 | PS:Document & Records Spec(SP) | SWD | 17 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60912 | MG1: Business Operations | SWD | 18 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61042 | MG1: Business Operations | SWD | 17 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61083 | PS:Plannng & Policy Dev Spec(SP) | SWD | 17 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61818 | PS:Business Operation Spec(AL) | SWD | 16 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80328 | MG: Business Operations | SWD | 18 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80721 | MG: Business Operations | SWD | 17 | GSM010 | Mgr, Business Ops | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 13386 | MG: Regulatory Compliance | SWD | 18 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14680 | PS: Grants Specialist (SP) | SWD | 18 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16098 | MG1: Business Operations | SWD | 18 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19012 | MG2: Business Operations | SWD | 18 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19032 | MG: Business Operations | SWD | 19 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40204 | MG: Business Operations | SWD | 19 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41132 | PS: Comp Auditor/Monitor (SP) | SWD | 18 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60047 | MG1: Business Operations | SWD | 18 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60075 | MG: Business Operations | SWD | 19 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61004 | MG: Business Operations | SWD | 18 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61301 | MG: Business Operations | SWD | 18 | GSM011 | Mgr 2, Business Ops | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13325 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 15006 | MG1: Business Operations | SWD | 20 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 15026 | MG: Business Operations | SWD | 20 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 17018 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 30049 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40012 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40024 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40038 | MG1: Business Operations | SWD | 20 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40721 | MG1: Business Operations | SWD | 20 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 41325 | MG1: Business Operations | SWD | 20 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 41327 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 41498 | MG1: Business Operations | SWD | 20 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 60015 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 60046 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 60058 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 60077 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 60086 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 60731 | MG1: Business Operations | SWD | 21 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 60937 | MG1: Business Operations | SWD | 20 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61084 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61858 | MG1: Business Operations | SWD | 20 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61904 | PS:PolicyFiscalAnlysisSpec(AL) | SWD | 20 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80043 | MG1: Business Operations | SWD | 19 | GSM012 | Sr Mgr, Business Ops | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 17492 | MG1: Investigations | SWD | 18 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19033 | MG2: Business Operations | SWD | 20 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19037 | MG1: Business Operations | SWD | 21 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19671 | MG1: Business Operations | SWD | 21 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 40034 | MG2: Business Operations | SWD | 21 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 40519 | MG2: Business Operations | SWD | 21 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 60071 | MG1: Business Operations | SWD | 20 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 60916 | MG2: Business Operations | SWD | 21 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 61716 | MG1: Business Operations | SWD | 20 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 61925 | MG2: Business Operation Spec | SWD | 19 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80088 | MG1: Business Operations | SWD | 20 | GSM013 | Sr Mgr 2, Business Ops | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 10031 | MG2: Business Operations | SWD | 23 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 10054 | MG2: Business Operations | SWD | 23 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 10519 | MG2: Business Operations | SWD | 22 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 13007 | MG2: Business Operations | SWD | 23 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 19056 | MG2: Business Operations | SWD | 22 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 40435 | MG2: Business Operations | SWD | 23 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 60066 | MG2: Business Operations | SWD | 22 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 61069 | MG2: Business Operations | SWD | 21 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 61151 | MG2: Business Operations | SWD | 21 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 61211 | MG2: Business Operations | SWD | 24 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 61717 | MG2: Business Operations | SWD | 21 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 62001 | MG2: Business Operations | SWD | 23 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 70885 | MG2: Business Operations | SWD | 23 | GSM014 | Dir, Business Ops | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 16095 | MG: Human Resources | SWD | 18 | GSM020 | Mgr, Training | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16918 | PS: Trng & Devlpmnt Spec (SP) | SWD | 18 | GSM020 | Mgr, Training | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16919 | MG: Human Resources | SWD | 18 | GSM020 | Mgr, Training | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16939 | PS: Trng & Devlpmnt Spec (SP) | SWD | 20 | GSM020 | Mgr, Training | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60407 | MG1: Business Operations | SWD | 18 | GSM020 | Mgr, Training | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16073 | MG1: Social Services | SWD | 19 | GSM021 | Sr Mgr, Training | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16810 | MG1: Human Resources | SWD | 19 | GSM021 | Sr Mgr, Training | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16913 | MG1: Human Resources | SWD | 19 | GSM021 | Sr Mgr, Training | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 10302 | MG2: Regulatory Compliance | SWD | 21 | GSM022 | Dir, Training | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 16928 | MG2: Human Resources | SWD | 21 | GSM022 | Dir, Training | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 21207 | PS:Graphics & Vis Art Spec(AL) | SWD | 11 | GSP030 | Graphics and Visual Art Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60303 | PS:Graphics & Vis Art Spec(WL) | SWD | 11 | GSP030 | Graphics and Visual Art Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60305 | PS:Graphics & Vis Art Spec(WL) | SWD | 11 | GSP030 | Graphics and Visual Art Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60512 | PS:Graphics & Vis Art Spec(WL) | SWD | 12 | GSP030 | Graphics and Visual Art Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90617 | PS:Graphics & Vis Art Spec(WL) | SWD | 11 | GSP030 | Graphics and Visual Art Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60215 | PS:Graphics & Vis Art Spec(WL) | SWD | 12 | GSP031 | Graphics and Visual Art Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60301 | PS:Graphics & Vis Art Spec(AL) | SWD | 13 | GSP031 | Graphics and Visual Art Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60302 | PS:Graphics & Vis Art Spec(WL) | SWD | 12 | GSP031 | Graphics and Visual Art Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60502 | PS:Graphics & Vis Art Spec(AL) | SWD | 12 | GSP031 | Graphics and Visual Art Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60508 | PS:Graphics & Vis Art Spec(AL) | SWD | 13 | GSP031 | Graphics and Visual Art Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60812 | PS:Graphics & Vis Art Spec(WL) | SWD | 13 | GSP031 | Graphics and Visual Art Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90626 | PS:Graphics & Vis Art Spec(AL) | SWD | 12 | GSP031 | Graphics and Visual Art Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16926 | PS:Graphics & Vis Art Spec(AL) | SWD | 14 | GSP032 | Graphics and Visual Art Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17462 | PS:Graphics & Vis Art Spec(AL) | SWD | 15 | GSP032 | Graphics and Visual Art Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60313 | PS:Graphics & Vis Art Spec(AL) | SWD | 15 | GSP032 | Graphics and Visual Art Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60515 | PS:Graphics & Vis Art Spec(AL) | SWD | 14 | GSP032 | Graphics and Visual Art Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61856 | PS:Graphics & Vis Art Spec(AL) | SWD | 17 | GSP032 | Graphics and Visual Art Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|----------------------------------|----------|-----------|---|-----------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 60959 | PS:Comunicatn/Outrch Spec (SP) | SWD | 16 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60965 | PS:Comunicatn/Outrch Spec (SP) | SWD | 18 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60966 | PS:Comunicatn/Outrch Spec (SP) | SWD | 19 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60967 | PS:Comunicatn/Outrch Spec(AL) | SWD | 17 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60968 | PS:Comunicatn/Outrch Spec (SP) | SWD | 16 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61066 | PS:Comunicatn/Outrch Spec (SP) | SWD | 16 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61070 | PS:Communicatn/Outrch Spec(AL) | SWD | 17 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61157 | PS:Comunicatn/Outrch Spec (SP) | SWD | 18 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61901 | PS:Comunicatn/Outrch Spec (SP) | SWD | 17 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61913 | PS:Comunicatn/Outrch Spec (SP) | SWD | 19 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61924 | PS: Communicatn/OutrchSpec (SP) | SWD | 20 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81108 | PS:Comunicatn/Outrch Spec (SP) | SWD | 16 | GSP043 | Communications Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19457 | PS:Plannng & Polcy Dev Spec(EL) | SWD | 14 | GSP050 | Planner 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61040 | PS:Plannng & Polcy Dev Spec(EL) | SWD | 13 | GSP050 | Planner 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61732 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 13 | GSP050 | Planner 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19628 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20704 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60033 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 15 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60034 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60068 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60504 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 15 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60505 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60507 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61005 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 16 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61011 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61027 | PS:Plang & Polcy Dev Spec (AL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61039 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 15 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61058 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61091 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61411 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61779 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70851 | PS:Plannng & Polcy Dev Spec(WL) | SWD | 14 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70896 | PS:Beh Hlth/Provider (AL) | SWD | 13 | GSP051 | Planner 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40714 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 17 | GSP052 | Planner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40726 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 16 | GSP052 | Planner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60997 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 15 | GSP052 | Planner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61022 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 16 | GSP052 | Planner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61062 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 15 | GSP052 | Planner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61064 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 15 | GSP052 | Planner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61072 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 15 | GSP052 | Planner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61124 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 15 | GSP052 | Planner 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14497 | PS:Plannng & Polcy Dev Spec(SP) | SWD | 17 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14678 | PS:Plannng & Polcy Dev Spec(SP) | SWD | 17 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19026 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 16 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19815 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 16 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40719 | PS:Plannng & Polcy Dev Spec(SP) | SWD | 16 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60053 | PS:Plannng & Polcy Dev Spec(SP) | SWD | 17 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60099 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 16 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60950 | PS:Business Operation Spec(SP) | SWD | 15 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61128 | PS:Plannng & Polcy Dev Spec (AL) | SWD | 16 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61743 | PS:Plannng & Polcy Dev Spec(SP) | SWD | 17 | GSP053 | Planner Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19023 | PS: Marketing Spec (EL) | SWD | 12 | GSP070 | Marketing Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61221 | PS: Marketing Spec (WL) | SWD | 14 | GSP070 | Marketing Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61223 | PS: Marketing Spec (WL) | SWD | 14 | GSP070 | Marketing Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19024 | PS: Marketing Spec (WL) | SWD | 15 | GSP071 | Marketing Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19141 | TS: Market Operations Spec(AL) | SWD | 13 | GSP071 | Marketing Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60905 | PS: Marketing Spec (WL) | SWD | 15 | GSP071 | Marketing Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60935 | PS: Marketing Spec (AL) | SWD | 15 | GSP071 | Marketing Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 10064 | PS: Marketing Spec (AL) | SWD | 17 | GSP072 | Marketing Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14498 | PS: Marketing Spec (AL) | SWD | 17 | GSP072 | Marketing Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14499 | PS: Marketing Spec (SP) | SWD | 18 | GSP072 | Marketing Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19028 | PS: Marketing Spec (AL) | SWD | 17 | GSP072 | Marketing Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40729 | PS: Marketing Spec (AL) | SWD | 18 | GSP072 | Marketing Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60920 | PS: Marketing Spec (AL) | SWD | 18 | GSP072 | Marketing Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|-----------------------------------|----------|-----------|---|-------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 61212 | PS: Marketing Spec (AL) | SWD | 16 | GSP072 | Marketing Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61780 | PS: Marketing Spec (AL) | SWD | 12 | GSP072 | Marketing Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60915 | PS: Marketing Spec (SP) | SWD | 16 | GSP073 | Marketing Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60930 | PS: Marketing Spec (SP) | SWD | 18 | GSP073 | Marketing Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60947 | PS: Marketing Spec (SP) | SWD | 16 | GSP073 | Marketing Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61516 | PS: Marketing Spec (SP) | SWD | 16 | GSP073 | Marketing Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14051 | PS: Program Eval Spec (EL) | SWD | 15 | GSP090 | Prgm Consultant 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40710 | PS: Program Eval Spec (AL) | SWD | 16 | GSP091 | Prgm Consultant 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61076 | PS: Program Eval Spec (AL) | SWD | 17 | GSP091 | Prgm Consultant 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61088 | PS: Program Eval Spec (WL) | SWD | 16 | GSP091 | Prgm Consultant 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61087 | PS: Program Eval Spec (AL) | SWD | 19 | GSP092 | Prgm Consultant 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | GSP093 | Prgm Consultant Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | GSP100 | Strategic Planning Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61097 | PS:Strategic Planning Spec(WL) | SWD | 16 | GSP101 | Strategic Planning Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61098 | PS:Strategic Planning Spec(EL) | SWD | 15 | GSP101 | Strategic Planning Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17510 | PS:Strategic Planning Spec(AL) | SWD | 18 | GSP102 | Strategic Planning Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61068 | PS: Legal Analysis Spec (AL) | SWD | 18 | GSP102 | Strategic Planning Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61085 | PS:Strategic Planning Spec(AL) | SWD | 19 | GSP102 | Strategic Planning Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61903 | PS:Strategic Planning Spec(AL) | SWD | 17 | GSP102 | Strategic Planning Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60821 | PS:Strategic Planning Spec(SP) | SWD | 20 | GSP103 | Strategic Planning Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14479 | PS:Plannng & Policy Dev Spec(SP) | SWD | 17 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19009 | PS:Plannng & Policy Dev Spec (AL) | SWD | 17 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19449 | PS:Plannng & Policy Dev Spec(WL) | SWD | 16 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19452 | PS:Plannng & Policy Dev Spec (AL) | SWD | 17 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20558 | PS:Plan & Policy Dev Spec(AL) | SWD | 17 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40724 | PS:Plannng & Policy Dev Spec (AL) | SWD | 17 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61041 | PS:Plannng & Policy Dev Spec (AL) | SWD | 17 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61047 | PS:Plannng & Policy Dev Spec(SP) | SWD | 17 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61412 | PS:Plannng & Policy Dev Spec (AL) | SWD | 17 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70871 | PS:Plannng & Policy Dev Spec (AL) | SWD | 17 | GSP110 | Project Mgr (Non-IT) 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19035 | PS:Plannng & Policy Dev Spec (AL) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20559 | PS:Business Operation Spec(SP) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40704 | PS:Plannng & Policy Dev Spec(WL) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40705 | PS:Plannng & Policy Dev Spec(WL) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40707 | PS:Plannng & Policy Dev Spec(WL) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60039 | PS:Plannng & Policy Dev Spec (AL) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60069 | PS:Plannng & Policy Dev Spec(SP) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61009 | PS:Plannng & Policy Dev Spec(SP) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61015 | PS:Plannng & Policy Dev Spec(SP) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61048 | PS:Plannng & Policy Dev Spec (AL) | SWD | 18 | GSP111 | Project Mgr (Non-IT) 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19126 | MG1: Regulatory Compliance | SWD | 18 | GSP112 | Project Consultant (Non-IT) 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20026 | PS:Plannng & Policy Dev Spec (AL) | SWD | 19 | GSP112 | Project Consultant (Non-IT) 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 70717 | PS:Plannng & Policy Dev Spec(SP) | SWD | 19 | GSP112 | Project Consultant (Non-IT) 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81138 | PS:Plannng & Policy Dev Spec(WL) | SWD | 19 | GSP112 | Project Consultant (Non-IT) 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19025 | PS: Marketing Spec (AL) | SWD | 20 | GSP113 | Project Consultant (Non-IT) 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19209 | MG1: Business Operations | SWD | 20 | GSP113 | Project Consultant (Non-IT) 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 60080 | PS:Plannng & Policy Dev Spec(SP) | SWD | 20 | GSP113 | Project Consultant (Non-IT) 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61602 | PS:Plannng & Policy Dev Spec(SP) | SWD | 18 | GSP113 | Project Consultant (Non-IT) 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20560 | MG: Business Operations | SWD | 19 | GSP114 | Program Mgr (Non-IT) 1 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 99230 | Program Manager | SWD | 21 | GSP115 | Program Mgr (Non-IT) 2 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 14605 | TS:Trng/Employment Tech (WL) | SWD | 09 | GSP120 | Training & Dev Spec 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16907 | SS: Clerk (WL) | SWD | 09 | GSP120 | Training & Dev Spec 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16908 | Training & Devlpmnt Spec (EL) | SWD | 12 | GSP120 | Training & Dev Spec 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80312 | TS: Computer Op Spec (WL) | SWD | 10 | GSP120 | Training & Dev Spec 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14604 | TS:Trng/Employment Tech (AL) | SWD | 11 | GSP121 | Training & Dev Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16146 | PS: Trng & Devlpmnt Spec (WL) | SWD | 13 | GSP121 | Training & Dev Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16811 | PS: Purch & Proc Spec (EL) | SWD | 13 | GSP121 | Training & Dev Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16909 | PS: Trng & Devlpmnt Spec (WL) | SWD | 14 | GSP121 | Training & Dev Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16923 | PS: Trng & Devlpmnt Spec (WL) | SWD | 14 | GSP121 | Training & Dev Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16924 | PS: Trng & Devlpmnt Spec (WL) | SWD | 14 | GSP121 | Training & Dev Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16932 | PS: Trng & Devlpmnt Spec (WL) | SWD | 14 | GSP121 | Training & Dev Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60942 | TS:Business Op Generalist (AL) | SWD | 11 | GSP121 | Training & Dev Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 10304 | PS: Comp Auditor/Monitor(WL) | SWD | 13 | GSP122 | Training & Dev Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16812 | PS: Purch & Proc Spec (AL) | SWD | 16 | GSP122 | Training & Dev Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|-------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 16902 | PS: Trng & Devlpmnt Spec (AL) | SWD | 14 | GSP122 | Training & Dev Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16903 | TS: Help Desk Spec (SP) | SWD | 14 | GSP122 | Training & Dev Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16910 | PS: Trng & Devlpmnt Spec (AL) | SWD | 18 | GSP122 | Training & Dev Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16911 | PS: Trng & Devlpmnt Spec (AL) | SWD | 15 | GSP122 | Training & Dev Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70601 | PS: Trng & Devlpmnt Spec (AL) | SWD | 14 | GSP122 | Training & Dev Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81350 | PS: Trng & Devlpmnt Spec (AL) | SWD | 16 | GSP122 | Training & Dev Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95575 | PS: Trng & Devlpmnt Spec (AL) | SWD | 18 | GSP122 | Training & Dev Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 10021 | PS: Trng & Devlpmnt Spec (SP) | SWD | 17 | GSP123 | Training & Dev Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 10303 | PS: Comp Auditor/Monitor (AL) | SWD | 17 | GSP123 | Training & Dev Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16063 | PS: Trng & Devlpmnt Spec (AL) | SWD | 17 | GSP123 | Training & Dev Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16916 | PS: Trng & Devlpmnt Spec (SP) | SWD | 17 | GSP123 | Training & Dev Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16917 | PS: Trng & Devlpmnt Spec (AL) | SWD | 16 | GSP123 | Training & Dev Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16929 | PS: Trng & Devlpmnt Spec (AL) | SWD | 16 | GSP123 | Training & Dev Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16945 | PS: Trng & Devlpmnt Spec (SP) | SWD | 17 | GSP123 | Training & Dev Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60316 | PS: Trng & Devlpmnt Spec (AL) | SWD | 16 | GSP123 | Training & Dev Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 10904 | PS: Operations Analyst (AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 10906 | PS: Operations Analyst (WL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 10915 | PS: Operations Analyst (WL) | SWD | 14 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 11308 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17263 | PS: Operations Analyst, (WL) | SWD | 14 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17331 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19053 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21002 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 31744 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40003 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60002 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60029 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60035 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60119 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60155 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60170 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60190 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60207 | PS:Document & Records Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60269 | PS:Business Operation Spec(WL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60701 | PS:Document & Records Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60714 | PS: Operations Analyst (WL) | SWD | 14 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60715 | PS: Operations Analyst (AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61043 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61045 | PS: Operations Analyst (AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61074 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61107 | PS: Operations Analyst (AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61401 | PS: Operations Analyst (AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61502 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61709 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61757 | PS:Business Operation Spec(AL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80330 | PS:Business Operation Spec(WL) | SWD | 14 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80333 | TS:Business Op Generalist (AL) | SWD | 14 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80705 | PS: Operations Analyst (WL) | SWD | 15 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80724 | PS:Business Operation Spec(WL) | SWD | 14 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 81008 | TS:Quality Assurance Spec (WL) | SWD | 14 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 81203 | PS:Computer Sys Analyst (WL) | SWD | 14 | GSP130 | Busi Support Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21316 | PS: Operations Analyst (AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31796 | PS: Purch & Proc Spec (WL) | SWD | 15 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40039 | PS:Business Operation Spec(AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40838 | PS:Business Operation Spec(AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60038 | PS:Business Operation Spec(AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60186 | PS:Business Operation Spec(AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60756 | PS: Operations Analyst (AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61067 | PS: Operations Analyst (AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61082 | PS:Business Operation Spec(AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61127 | PS: Operations Analyst (AL) | SWD | 15 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61305 | PS:Bus Audit/Investigator(WL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61408 | PS: Operations Analyst (WL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61413 | PS: Operations Analyst (AL) | SWD | 17 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 61415 | PS: Operations Analyst (AL) | SWD | 17 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80086 | PS: Operations Analyst (AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80172 | PS: Systems Administrator (AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80222 | PS:Database Administrator(AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80329 | PS:Business Operation Spec(AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80812 | PS:Business Operation Spec(AL) | SWD | 16 | GSP131 | Busi Support Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 10902 | PS: Operations Analyst (SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 10935 | PS: Operations Analyst (SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14526 | PS:Business Operation Spec(AL) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 15019 | PS:Business Operation Spec(SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16087 | PS:Business Operation Spec(SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 17037 | PS: Corrections Officer(WL) | SWD | 11 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19214 | PS:Business Operation Spec(SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 30922 | PS:Business Operation Spec(SP) | SWD | 18 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40059 | PS:Business Operation Spec(AL) | SWD | 18 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40711 | PS:Business Operation Spec(SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40718 | PS:Business Operation Spec(AL) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40837 | PS:Business Operation Spec(SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41011 | PS:Business Operation Spec(SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60012 | PS:Business Operation Spec(SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60042 | PS:Business Operation Spec(SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60048 | PS:Business Operation Spec(SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60056 | PS:Business Operation Spec(AL) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60092 | PS:Business Operation Spec(SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60220 | PS:Business Operation Spec(AL) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60233 | PS:Business Operation Spec(SP) | SWD | 19 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60242 | PS:Business Operation Spec(AL) | SWD | 19 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60257 | PS:Operations Analyst (AL) | SWD | 18 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60272 | PS:OperationsAnalysisSpec (SP) | SWD | 18 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60611 | PS:Business Operation Spec(SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60716 | PS: Operations Analyst (SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60727 | PS: Operations Analyst (SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60754 | PS:Business Operation Spec(SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60962 | PS:Business Operation Spec(SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61063 | PS:Business Operation Spec(SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61099 | PS:Business Operation Spec(SP) | SWD | 18 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61140 | PS: Operations Analyst (SP) | SWD | 20 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61162 | PS: Operations Analyst (SP) | SWD | 18 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61302 | PS:Business Operation Spec(SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61405 | PS: Operations Analyst (SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61407 | PS: Operations Analyst (SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61414 | PS: Operations Analyst (SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61705 | PS:Business Operation Spec(SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61708 | PS:Business Operation Spec(SP) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61711 | PS:Business Operation Spec(AL) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61756 | PS:Business Operation Spec(SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80044 | PS: Operations Analyst (SP) | SWD | 16 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80534 | PS:Business Operation Spec(AL) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80813 | PS:Business Operation Spec(WL) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81002 | PS:Business Operation Spec(AL) | SWD | 17 | GSP132 | Busi Support Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | GSP133 | Busi Support Analyst Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60097 | PS: Office Administrator (AL) | SWD | 16 | GSP141 | Executive Admin Assist 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60177 | PS:Business Operation Spec(AL) | SWD | 17 | GSP141 | Executive Admin Assist 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60758 | TS:Office Admin Generlist (AL) | SWD | 17 | GSP141 | Executive Admin Assist 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61807 | PS:Business Operation Spec(AL) | SWD | 16 | GSP141 | Executive Admin Assist 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61876 | PS: Office Administrator (AL) | SWD | 15 | GSP141 | Executive Admin Assist 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 10029 | MG1: Business Operations | SWD | 21 | GSP142 | Executive Admin Assist 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19211 | MG2: Business Operations | SWD | 21 | GSP142 | Executive Admin Assist 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61702 | TS:Office Admin Generlist (AL) | SWD | 18 | GSP142 | Executive Admin Assist 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61735 | MG1: Business Operations | SWD | 18 | GSP142 | Executive Admin Assist 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | GSP150 | Media Relations Specialist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | GSP151 | Media Relations Specialist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60826 | Media Relations Specialist 3 | SWD | 17 | GSP152 | Media Relations Specialist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61303 | MG1: Business Operations | SWD | 18 | GSP153 | Media Relations Specialist 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|-------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| N/A | N/A | N/A | N/A | GSP160 | Forensic Artist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | GSP161 | Forensic Artist 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | GSP162 | Forensic Artist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | GSP163 | Forensic Artist 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 60023 | SS: Clerk (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60055 | SS: Document Processor (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60101 | SS: Secretary (WL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60105 | SS: Receptionist (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60107 | SS: Clerk (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60111 | SS: Clerk (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60126 | SS: Receptionist (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60135 | SS: Receptionist (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60156 | SS: Document Processor (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60171 | SS: Data Processor (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60181 | SS: Document Processor (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60222 | SS: Document Processor (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60601 | SS: Mail Services Wkr (WL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60604 | SS: Mail Services Wkr (WL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60607 | SS: Mail Services Wkr (WL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60609 | SS: Mail Services Wkr (WL) | SWD | 09 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60801 | SS: Document Processor (WL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60923 | SS: Clerk (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 61144 | SS: Clerk (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 61205 | SS: Clerk (WL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 61742 | TS:Business Op Generalist (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 80501 | SS: Data Processor (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 80502 | SS: Data Processor (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 80519 | SS: Data Processor (EL) | SWD | 08 | GSS080 | Admin Support 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 16702 | TS:Quality Assurance Spec (EL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 17528 | TS:Business Op Generalist (EL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60102 | SS: Secretary (AL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60108 | SS: Clerk (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60112 | SS: Clerk (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60123 | SS: Clerk (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60168 | SS: Clerk (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60174 | SS: Data Processor (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60176 | SS: Data Processor (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60183 | SS: Clerk (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60218 | SS: Document Processor (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60234 | SS: Receptionist (WL) | SWD | 10 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60602 | SS: Mail Services Wkr (AL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60802 | Document Processor (AL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60804 | SS: Document Processor (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60951 | SS: Receptionist (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60952 | SS: Receptionist (WL) | SWD | 10 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 60954 | SS: Receptionist (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 61145 | SS: Clerk (AL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 61204 | SS: Clerk (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 61219 | SS: Clerk (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 61222 | SS: Secretary (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 61819 | SS: Receptionist (WL) | SWD | 10 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 61833 | SS: Receptionist (WL) | SWD | 10 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 61877 | SS: Receptionist (WL) | SWD | 08 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 80443 | SS: Document Processor (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 80503 | SS: Data Processor (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 80522 | SS: Data Processor (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 80525 | SS: Data Processor (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 80538 | SS: Data Processor (WL) | SWD | 09 | GSS081 | Admin Support 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 16105 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 17073 | TS:Quality Assurance Spec (AL) | SWD | 11 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 20401 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 21321 | TS:Quality Assurance Spec (AL) | SWD | 11 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60000 | PS:Document & Records Spec(AL) | SWD | 11 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60057 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 60072 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60113 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60116 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60152 | SS: Secretary (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60164 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60165 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60169 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60172 | SS: Clerk (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60173 | TS:Business Op Generalist (WL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60185 | SS: Data Processor (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60219 | Document Processor (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60503 | Document Processor (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 60807 | Document Processor (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 80445 | Document Processor (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 80447 | Document Processor (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 80454 | Document Processor (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 80518 | SS: Data Processor (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 80601 | SS: Data Processor (AL) | SWD | 10 | GSS082 | Admin Support 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 17039 | SS: Clerk (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 48002 | TS:Office Admin Generlist (SP) | SWD | 12 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60095 | SS: Clerk (SP) | SWD | 12 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60106 | SS: Clerk (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60157 | SS: Clerk (SP) | SWD | 12 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60162 | TS:Office Admin Generlist (SP) | SWD | 13 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60163 | TS:Office Admin Generlist (SP) | SWD | 13 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60263 | SS: Document Processor (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60603 | SS: Mail Services Wkr (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60606 | SS: Mail Services Wkr (SP) | SWD | 10 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60608 | TS:Business Op Generalist (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60803 | SS: Document Processor (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61206 | SS: Clerk (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61704 | TS:Office Admin Generlist (SP) | SWD | 13 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61853 | SS: Secretary (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 80504 | SS: Data Processor (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 80505 | SS: Data Processor (SP) | SWD | 12 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 80528 | SS: Data Processor (SP) | SWD | 11 | GSS083 | Admin Support Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 13412 | SS:Customer Service Spec (EL) | SWD | 07 | GSS090 | Customer Svc Associate 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 80420 | SS:Customer Service Spec (EL) | SWD | 08 | GSS090 | Customer Svc Associate 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| N/A | N/A | N/A | N/A | GSS091 | Customer Svc Associate 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 10503 | TS:Quality Assurance Spec (WL) | SWD | 10 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 10907 | PS: Operations Analyst (EL) | SWD | 12 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14520 | SS: Secretary (WL) | SWD | 10 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 17103 | TS:Quality Assurance Spec (WL) | SWD | 10 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19003 | SS: Clerk (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 40002 | TS:Business Op Generalist (WL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 42220 | TS:Business Op Generalist (EL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60063 | TS:Business Op Generalist (WL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60103 | SS: Secretary (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60114 | SS: Secretary (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60115 | TS:Business Op Generalist (WL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60146 | SS: Clerk (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60167 | SS: Data Processor (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60195 | SS: Clerk (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60196 | SS: Secretary (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60232 | SS: Clerk (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60241 | SS: Clerk (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60615 | SS: Clerk (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60712 | PS: Operations Analyst (EL) | SWD | 10 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60805 | Document Processor (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60809 | Document Processor (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61404 | PS: Operations Analyst (EL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61803 | SS: Clerk (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 80054 | PS: Operations Analyst (EL) | SWD | 12 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 80224 | PS: Operations Analyst (WL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|-------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 80448 | TS:Quality Assurance Spec (WL) | SWD | 10 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 80512 | TS:Quality Assurance Spec (EL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 95116 | TS: Contract Comp Tech (AL) | SWD | 11 | GST050 | Admin Assistant 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 10063 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 15002 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 15030 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 17016 | TS:Quality Assurance Spec (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 17327 | SS: Secretary (WL) | SWD | 09 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 21602 | PS: Transp Maint Spec (EL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 40099 | TS:Business Op Generalist (EL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 40233 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 40409 | Quality Assurance Spec-WL | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60028 | SS: Secretary (AL) | SWD | 10 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60044 | TS:Business Op Generalist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60104 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60118 | TS:Business Op Generalist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60140 | SS: Receptionist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60144 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60148 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60178 | TS:Business Op Generalist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60204 | PS:Document & Records Spec(WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60221 | TS:Quality Assurance Spec (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60223 | PS:Document & Records Spec(WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60713 | PS: Operations Analyst (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60718 | TS:Quality Assurance Spec (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60759 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60922 | TS:Quality Assurance Spec (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61034 | TS:Business Op Generalist (WL) | SWD | 11 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61209 | TS:Business Op Generalist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61403 | PS: Operations Analyst (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61737 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61741 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61744 | TS:Office Admin Generlist (AL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61746 | PS: Operations Analyst (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61753 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61781 | PS: Office Administrator (AL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61806 | TS:Business Op Generalist (AL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61808 | SS: Clerk (WL) | SWD | 11 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61849 | TS:Office Admin Generlist (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80015 | PS: Operations Analyst (WL) | SWD | 11 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80331 | PS:Business Operation Spec(WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80513 | TS:Quality Assurance Spec (WL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80526 | SS: Data Processor (AL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 90607 | TS: Forensics Tech (EL) | SWD | 11 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 95411 | SS: Secretary (AL) | SWD | 12 | GST051 | Admin Assistant 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 13214 | TS:Business Op Generalist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14112 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14570 | TS:Quality Assurance Spec (WL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 15003 | TS:Business Op Generalist (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 15013 | TS:Business Op Generalist (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 15025 | TS:Business Op Generalist (AL) | SWD | 16 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17021 | TS:Quality Assurance Spec (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17042 | TS: Office Admin. Gen. (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20005 | PS: Transp Data Mgmt Spec (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40001 | TS:Business Op Generalist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 41483 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60003 | TS:Business Op Generalist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60011 | TS:Business Op Generalist (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60049 | TS:Business Op Generalist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60054 | TS:Quality Assurance Spec (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60076 | PS: Office Administrator (AL) | SWD | 16 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60110 | TS:Office Admin Generlist (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60134 | PS: Office Administrator (AL) | SWD | 16 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60151 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|---------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 60189 | TS:Office Admin Generlist (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60205 | PS:Document & Records Spec(AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60206 | PS:Document & Records Spec(AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60224 | PS:Business Operation Spec(WL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60235 | TS:Quality Assurance Spec (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60612 | PS:Business Operation Spec(AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60728 | TS:Quality Assurance Spec (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60924 | SS: Clerk (WL) | SWD | 09 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60960 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61051 | PS: Operations Analyst (WL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61073 | TS:Business Op Generalist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61081 | TS:Business Op Generalist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61106 | TS:Quality Assurance Spec (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61113 | TS:Quality Assurance Spec (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61122 | TS:Quality Assurance Spec (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61134 | TS:Quality Assurance Spec (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61402 | PS: Operations Analyst (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61701 | TS:Office Admin Generlist (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61703 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61706 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61713 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61719 | TS:Business Op Generalist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61782 | PS: Office Administrator (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61814 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61816 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61835 | PS: Office Administrator (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61838 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80046 | PS: Operations Analyst (WL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80055 | PS: Operations Analyst (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80324 | TS:Quality Assurance Spec (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80350 | TS:Business Op Generalist (WL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80516 | TS:Quality Assurance Spec (WL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80540 | SS: Data Processor (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80723 | PS:Business Operation Spec(WL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 81004 | TS:Quality Assurance Spec (AL) | SWD | 14 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90606 | TS:Office Admin Generlist (WL) | SWD | 11 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 95229 | TS:Office Admin Generlist (AL) | SWD | 13 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 95427 | TS:Office Admin Generlist (AL) | SWD | 15 | GST052 | Admin Assistant 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 10033 | TS:Business Op Generalist (AL) | SWD | 14 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13613 | PS:Business Operation Spec(SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 15029 | TS:Business Op Generalist (SP) | SWD | 16 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19016 | TS:Office Admin Generlist (SP) | SWD | 14 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40014 | PS:Business Operation Spec(SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40051 | TS:Business Op Generalist (SP) | SWD | 14 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40722 | TS:Business Op Generalist (SP) | SWD | 14 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60005 | TS:Business Op Generalist (SP) | SWD | 14 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60026 | PS:Business Operation Spec(SP) | SWD | 14 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60031 | TS:Business Op Generalist (SP) | SWD | 16 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60051 | PS:Business Operation Spec(SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60124 | TS:Business Op Generalist (SP) | SWD | 14 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60159 | TS:Office Admin Generlist (SP) | SWD | 14 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60211 | PS:Document & Records Spec(SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60216 | PS:Document & Records Spec(SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60225 | PS:Document & Records Spec(SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60226 | PS:Document & Records Spec(SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60228 | PS:Document & Records Spec(SP) | SWD | 16 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60613 | TS:Business Op Generalist (SP) | SWD | 14 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60901 | TS:Business Op Generalist (SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61160 | PS:Operations Analyst (SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61761 | PS:Business Operation Spec(SP) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70875 | TS:Quality Assurance Spec (SP) | SWD | 16 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80834 | TS:Quality Assurance Spec (SP) | SWD | 16 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 81003 | TS:Quality Assurance Spec (AL) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 81044 | TS:Quality Assurance Spec (AL) | SWD | 15 | GST053 | Admin Assistant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 70007 | Graduate Intern | SWD | 07 | GST062 | Graduate Intern | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 19041 | SS:Customer Service Spec (WL) | SWD | 10 | GST120 | Customer Svc Rep 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60122 | SS: Clerk (AL) | SWD | 10 | GST120 | Customer Svc Rep 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60147 | SS:Customer Service Spec (WL) | SWD | 10 | GST120 | Customer Svc Rep 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60166 | SS:Customer Service Spec (WL) | SWD | 10 | GST120 | Customer Svc Rep 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60911 | SS:Customer Service Spec (WL) | SWD | 10 | GST120 | Customer Svc Rep 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60928 | SS:Customer Service Spec (WL) | SWD | 10 | GST120 | Customer Svc Rep 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61839 | SS:Customer Service Spec (WL) | SWD | 11 | GST120 | Customer Svc Rep 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61866 | SS:Customer Service Spec (EL) | SWD | 10 | GST120 | Customer Svc Rep 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 95037 | SS:Customer Service Spec (EL) | SWD | 11 | GST120 | Customer Svc Rep 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60903 | SS:Customer Service Spec (WL) | SWD | 11 | GST121 | Customer Svc Rep 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60925 | SS:Customer Service Spec (AL) | SWD | 11 | GST121 | Customer Svc Rep 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61840 | SS:Customer Service Spec (WL) | SWD | 12 | GST121 | Customer Svc Rep 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61867 | SS:Customer Service Spec (WL) | SWD | 11 | GST121 | Customer Svc Rep 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61872 | SS:Customer Service Spec (WL) | SWD | 11 | GST121 | Customer Svc Rep 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61873 | SS:Customer Service Spec (WL) | SWD | 12 | GST121 | Customer Svc Rep 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61920 | Customer Specialist (WL) | SWD | 12 | GST121 | Customer Svc Rep 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80410 | SS:Customer Service Spec (WL) | SWD | 12 | GST121 | Customer Svc Rep 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 95038 | SS:Customer Service Spec (WL) | SWD | 12 | GST121 | Customer Svc Rep 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19042 | SS:Customer Service Spec (AL) | SWD | 12 | GST122 | Customer Svc Rep 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19043 | SS:Customer Service Spec (AL) | SWD | 12 | GST122 | Customer Svc Rep 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 40105 | SS:Customer Service Spec (AL) | SWD | 15 | GST122 | Customer Svc Rep 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60902 | SS:Customer Service Spec (AL) | SWD | 12 | GST122 | Customer Svc Rep 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61868 | SS:Customer Service Spec (AL) | SWD | 12 | GST122 | Customer Svc Rep 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61870 | SS:Customer Service Spec (AL) | SWD | 13 | GST122 | Customer Svc Rep 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61874 | SS:Customer Service Spec (AL) | SWD | 13 | GST122 | Customer Svc Rep 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61869 | SS:Customer Service Spec (SP) | SWD | 15 | GST123 | Customer Svc Rep Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61880 | SS: Customer Service Spec (SP) | SWD | 13 | GST123 | Customer Svc Rep Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61881 | SS: Customer Service Spec (SP) | SWD | 14 | GST123 | Customer Svc Rep Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | GST124 | Customer Svc Rep Spv 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20036 | MG: Health Care | SWD | 15 | HCM010 | Mgr, Health Care | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70817 | MG: Health Care | SWD | 15 | HCM010 | Mgr, Health Care | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70825 | MG: Health Care | SWD | 14 | HCM010 | Mgr, Health Care | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70965 | MG: Health Care | SWD | 14 | HCM010 | Mgr, Health Care | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14066 | MG: Health Care | SWD | 16 | HCM011 | Mgr 2, Health Care | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70822 | MG: Health Care | SWD | 17 | HCM011 | Mgr 2, Health Care | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70832 | MG: Health Care | SWD | 16 | HCM011 | Mgr 2, Health Care | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70903 | MG: Health Care | SWD | 17 | HCM011 | Mgr 2, Health Care | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70927 | MG: Health Care | SWD | 16 | HCM011 | Mgr 2, Health Care | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70972 | MG: Health Care | SWD | 17 | HCM011 | Mgr 2, Health Care | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70008 | MG: Health Care | SWD | 18 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 70806 | MG1: Health Care | SWD | 19 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 70821 | MG: Health Care | SWD | 18 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 70848 | MG1: Health Care | SWD | 18 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 70854 | MG1: Health Care | SWD | 18 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 70857 | MG1: Health Care | SWD | 19 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 70926 | MG1: Health Care | SWD | 19 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71143 | MG1: Health Care | SWD | 18 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71204 | MG1: Health Care | SWD | 19 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71312 | MG: Health Care | SWD | 18 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71314 | MG: Health Care | SWD | 18 | HCM012 | Mgr 3, Health Care | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14303 | MG1: Health Care | SWD | 21 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 60052 | MG1: Health Care | SWD | 22 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70307 | MG1: Health Care | SWD | 22 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70315 | MG1: Health Care | SWD | 21 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70505 | MG1: Health Care | SWD | 21 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70816 | MG1: Health Care | SWD | 20 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70841 | MG1: Health Care | SWD | 20 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70887 | MG1: Health Care | SWD | 20 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70890 | MG1: Health Care | SWD | 20 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70892 | MG1: Health Care | SWD | 20 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70902 | MG: Health Care | SWD | 20 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70930 | MG: Health Care | SWD | 20 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71207 | MG1: Health Care | SWD | 20 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|-------------------------------|----------|-----------|---|-------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 71216 | MG1: Health Care | SWD | 21 | HCM013 | Sr Mgr, Health Care | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70856 | MG2: Health Care | SWD | 21 | HCM014 | Dir, Health Care | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 70884 | MG2: Health Care | SWD | 22 | HCM014 | Dir, Health Care | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 70891 | MG2: Health Care | SWD | 23 | HCM014 | Dir, Health Care | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 70894 | MG2: Health Care | SWD | 23 | HCM014 | Dir, Health Care | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 71413 | MG2: Health Care | SWD | 23 | HCM014 | Dir, Health Care | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 71414 | MG2: Health Care | SWD | 26 | HCM014 | Dir, Health Care | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 71415 | MG2: Health Care | SWD | 25 | HCM014 | Dir, Health Care | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 71111 | PS: Registered Nurse (SP) | SWD | 16 | HCM030 | Mgr, Nurse | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71112 | PS: Registered Nurse (SP) | SWD | 16 | HCM030 | Mgr, Nurse | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71133 | PS: Registered Nurse (SP) | SWD | 16 | HCM030 | Mgr, Nurse | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 70986 | Nurse Manager (MG) | SWD | 16 | HCM031 | Mgr 2, Nurse | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71115 | MG: Nurse | SWD | 17 | HCM031 | Mgr 2, Nurse | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71171 | MG: Nurse | SWD | 17 | HCM031 | Mgr 2, Nurse | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71179 | MG:Nursing Manager | SWD | 16 | HCM031 | Mgr 2, Nurse | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70985 | Nurse Manager (MG1) | SWD | 17 | HCM032 | Sr Mgr, Nurse | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71114 | MG1: Nurse | SWD | 18 | HCM032 | Sr Mgr, Nurse | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70982 | Nurse Manager (MG2) | SWD | 18 | HCM033 | Dir, Nurse | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 70983 | Nurse Manager (MG2) | SWD | 19 | HCM033 | Dir, Nurse | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 70984 | Nurse Manager (MG2) | SWD | 20 | HCM033 | Dir, Nurse | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 71169 | MG1: Nurse | SWD | 20 | HCM033 | Dir, Nurse | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 71601 | Nutrition Manager 1 (MG) | SWD | 16 | HCM040 | Mgr, Nutrition | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 71608 | Nutrition Manager 1 (MG) | SWD | 15 | HCM040 | Mgr, Nutrition | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 10027 | Nutrition Manager 2 (MG1) | SWD | 20 | HCM041 | Sr Mgr, Nutrition | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71609 | Nutrition Manager 2 (MG1) | SWD | 17 | HCM041 | Sr Mgr, Nutrition | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | HCM042 | Dir, Nutrition | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71318 | MG: Therapy Services | SWD | 18 | HCM050 | Mgr, Therapy Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71339 | MG1: Therapy Services | SWD | 18 | HCM051 | Sr Mgr, Therapy Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | HCM052 | Dir, Therapy Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | HCM060 | Mgr, Nutrition Prgm | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | HCM061 | Sr Mgr, Nutrition Prgm | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | HCM062 | Dir, Nutrition Prgm | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 90016 | PS: Epidemiologist (SP) | SWD | 19 | HCM070 | Chief Epidemiologist | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 90017 | PS: Epidemiologist (SP) | SWD | 21 | HCM071 | Medical Epidemiologist | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 71131 | MG: Nurse | SWD | 17 | HCM080 | PH Manager 1 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71116 | MG1: Nurse | SWD | 18 | HCM081 | PH Manager 2 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71168 | MG: Nurse | SWD | 17 | HCM082 | PH Manager 3 | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 71177 | MG1: Nurse | SWD | 19 | HCM083 | PH Senior Manager 1 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 71134 | MG1: Nurse | SWD | 20 | HCM084 | PH Senior Manager 2 | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| N/A | N/A | N/A | N/A | HCP010 | Aud/Speech Pathologist 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71301 | PS:Audlg & Spch Lang Path(WL) | SWD | 16 | HCP011 | Aud/Speech Pathologist 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 71325 | PS:Audlg & Spch Lang Path(WL) | SWD | 16 | HCP011 | Aud/Speech Pathologist 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 71326 | PS:Audlg & Spch Lang Path(WL) | SWD | 16 | HCP011 | Aud/Speech Pathologist 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | HCP012 | Aud/Speech Pathologist 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | HCP013 | Aud/Speech Pathologist Spv | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 70018 | TS: Phy/Occ Therapy Tech (AL) | SWD | 12 | HCP020 | Dietitian/Nutritionist 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 71602 | Dietitian & Nutritionist (WL) | SWD | 13 | HCP021 | Dietitian/Nutritionist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 50502 | Dietitian & Nutritionist (AL) | SWD | 14 | HCP022 | Dietitian/Nutritionist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50504 | Dietitian & Nutritionist (AL) | SWD | 14 | HCP022 | Dietitian/Nutritionist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50505 | Dietitian & Nutritionist (AL) | SWD | 15 | HCP022 | Dietitian/Nutritionist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 71603 | Dietitian & Nutritionist (AL) | SWD | 14 | HCP022 | Dietitian/Nutritionist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 71604 | Dietitian & Nutritionist (AL) | SWD | 14 | HCP022 | Dietitian/Nutritionist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 50503 | Dietitian & Nutritionist (SP) | SWD | 16 | HCP023 | Dietitian/Nutritionist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 50506 | Dietitian & Nutritionist (SP) | SWD | 15 | HCP023 | Dietitian/Nutritionist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 71607 | Dietitian & Nutritionist (SP) | SWD | 15 | HCP023 | Dietitian/Nutritionist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 71611 | Dietitian & Nutritionist (SP) | SWD | 16 | HCP023 | Dietitian/Nutritionist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | HCP030 | Hlth Educator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70701 | PS: Health Educator (WL) | SWD | 13 | HCP031 | Hlth Educator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70705 | PS: Health Educator (WL) | SWD | 12 | HCP031 | Hlth Educator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70707 | PS: Health Educator (AL) | SWD | 14 | HCP032 | Hlth Educator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70702 | PS: Health Educator (SP) | SWD | 15 | HCP033 | Hlth Educator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | HCP040 | Phys/Occupational Therapist 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71313 | PS: Phy/Occ Therapist (WL) | SWD | 16 | HCP041 | Phys/Occupational Therapist 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 71317 | PS: Phy/Occ Therapist (WL) | SWD | 16 | HCP041 | Phys/Occupational Therapist 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 71333 | PS: Phy/Occ Therapist (WL) | SWD | 16 | HCP041 | Phys/Occupational Therapist 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 71342 | PS: Phy/Occ Therapist (AL) | SWD | 17 | HCP042 | Phys/Occupational Therapist 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71343 | PS: Phy/Occ Therapist (AL) | SWD | 17 | HCP042 | Phys/Occupational Therapist 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | HCP043 | Phys/Occupation Therapist Spv | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | HCP050 | Social Worker, Licensed 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70918 | PS: Beh Hlth/Provider Lic (WL) | SWD | 13 | HCP051 | Social Worker, Licensed 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70429 | PS: Beh Hlth/Provider Lic (AL) | SWD | 15 | HCP052 | Social Worker, Licensed 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70916 | PS: Beh Hlth/Provider Lic (AL) | SWD | 14 | HCP052 | Social Worker, Licensed 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70913 | PS: Beh Hlth/Provider Lic (SP) | SWD | 17 | HCP053 | Social Worker, Licensed Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70915 | PS: Beh Hlth/Provider Lic (SP) | SWD | 16 | HCP053 | Social Worker, Licensed Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70939 | PS: Beh Hlth/Provider Lic (SP) | SWD | 15 | HCP053 | Social Worker, Licensed Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | HCP060 | Activity Therapist 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 71305 | PS: Activity Therapist (WL) | SWD | 12 | HCP061 | Activity Therapist 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 71321 | PS: Activity Therapist (WL) | SWD | 12 | HCP061 | Activity Therapist 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 71328 | PS: Activity Therapist (WL) | SWD | 12 | HCP061 | Activity Therapist 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70973 | PS: Activity Therapist (AL) | SWD | 13 | HCP062 | Activity Therapist 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 71306 | PS: Activity Therapist (AL) | SWD | 14 | HCP062 | Activity Therapist 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 71319 | PS: Activity Therapist (SP) | SWD | 14 | HCP062 | Activity Therapist 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 71315 | MG: Health Care | SWD | 16 | HCP063 | Activity Therapist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | HCP070 | Registered Nurse 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 71113 | PS: Registered Nurse (WL) | SWD | 14 | HCP071 | Registered Nurse 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 71127 | PS: Registered Nurse (WL) | SWD | 14 | HCP071 | Registered Nurse 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 71128 | PS: Registered Nurse (WL) | SWD | 14 | HCP071 | Registered Nurse 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 71137 | PS: Registered Nurse (WL) | SWD | 14 | HCP071 | Registered Nurse 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 71175 | PS: Registered Nurse (WL) | SWD | 14 | HCP071 | Registered Nurse 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 71101 | PS: Registered Nurse (SP) | SWD | 15 | HCP072 | Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71108 | PS: Registered Nurse (AL) | SWD | 16 | HCP072 | Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71118 | PS: Registered Nurse (SP) | SWD | 15 | HCP072 | Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71132 | PS: Registered Nurse (AL) | SWD | 15 | HCP072 | Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71157 | PS: Registered Nurse (AL) | SWD | 16 | HCP072 | Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71166 | PS: Registered Nurse (AL) | SWD | 14 | HCP072 | Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71173 | PS: Registered Nurse (AL) | SWD | 15 | HCP072 | Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71176 | PS: Registered Nurse (AL) | SWD | 15 | HCP072 | Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71178 | PS: Registered Nurse (SP) | SWD | 15 | HCP072 | Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71102 | PS: Registered Nurse (AL) | SWD | 16 | HCP073 | Registered Nurse Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 71151 | PS: Registered Nurse (SP) | SWD | 17 | HCP073 | Registered Nurse Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | HCP080 | Communicable Disease Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70502 | PS: Communicable Disease Sp(WL) | SWD | 13 | HCP081 | Communicable Disease Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70503 | PS: Communicable Disease Sp(AL) | SWD | 14 | HCP082 | Communicable Disease Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70501 | PS: Communicable Disease Sp(SP) | SWD | 15 | HCP083 | Communicable Disease Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | HCP090 | Healthcare Prgm Consultant 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70002 | PS: Program Consultant (WL) | SWD | 15 | HCP091 | Healthcare Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70704 | PS: Program Consultant (WL) | SWD | 14 | HCP091 | Healthcare Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70873 | PS: Program Consultant (WL) | SWD | 14 | HCP091 | Healthcare Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 71605 | Program Consultant (WL) | SWD | 13 | HCP091 | Healthcare Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70011 | PS: Program Consultant (AL) | SWD | 16 | HCP092 | Healthcare Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70102 | PS: Program Consultant (AL) | SWD | 17 | HCP092 | Healthcare Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70842 | PS: Program Consultant (AL) | SWD | 16 | HCP092 | Healthcare Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70845 | PS: Program Consultant (AL) | SWD | 15 | HCP092 | Healthcare Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70849 | PS: Program Consultant (AL) | SWD | 16 | HCP092 | Healthcare Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70888 | PS: Program Consultant (AL) | SWD | 15 | HCP092 | Healthcare Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70005 | PS: Program Consultant (SP) | SWD | 15 | HCP093 | Healthcare Prgm Consultant Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70006 | PS: Program Consultant (SP) | SWD | 16 | HCP093 | Healthcare Prgm Consultant Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70853 | PS: Program Consultant (SP) | SWD | 16 | HCP093 | Healthcare Prgm Consultant Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70877 | PS: Program Consultant (SP) | SWD | 17 | HCP093 | Healthcare Prgm Consultant Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14513 | PS: Beh Health/Counselor (EL) | SWD | 12 | HCP100 | Behavioral Hlth Counselor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 70933 | PS: Beh Health/Counselor (EL) | SWD | 11 | HCP100 | Behavioral Hlth Counselor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14506 | PS: Beh Health/Counselor (WL) | SWD | 13 | HCP101 | Behavioral Hlth Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14508 | PS: Beh Health/Counselor (WL) | SWD | 13 | HCP101 | Behavioral Hlth Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14538 | PS: Beh Health/Counselor (WL) | SWD | 13 | HCP101 | Behavioral Hlth Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70904 | PS: Beh Health/Counselor (WL) | SWD | 13 | HCP101 | Behavioral Hlth Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70944 | PS: Beh Health/Counselor (WL) | SWD | 13 | HCP101 | Behavioral Hlth Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14536 | PS: Beh Health/Counselor (AL) | SWD | 15 | HCP102 | Behavioral Hlth Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60271 | PS: Beh Health/Counselor (AL) | SWD | 14 | HCP102 | Behavioral Hlth Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 70430 | PS: Beh Health/Counselor (WL) | SWD | 14 | HCP102 | Behavioral Hlth Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70823 | PS: Beh Health/Counselor (AL) | SWD | 15 | HCP102 | Behavioral Hlth Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70837 | PS: Beh Health/Counselor (AL) | SWD | 15 | HCP102 | Behavioral Hlth Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70987 | PS: Beh Health/Counselor (AL) | SWD | 14 | HCP102 | Behavioral Hlth Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 71147 | PS: Beh Health/Counselor (AL) | SWD | 16 | HCP102 | Behavioral Hlth Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14501 | PS: Beh Health/Counselor (SP) | SWD | 15 | HCP103 | Behavioral Hlth Counselor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14504 | PS: Beh Health/Counselor (SP) | SWD | 15 | HCP103 | Behavioral Hlth Counselor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14511 | PS: Beh Health/Counselor (SP) | SWD | 13 | HCP103 | Behavioral Hlth Counselor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14515 | PS: Beh Health/Counselor (SP) | SWD | 15 | HCP103 | Behavioral Hlth Counselor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70988 | PS: Beh Health/Counselor (SP) | SWD | 16 | HCP103 | Behavioral Hlth Counselor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 92015 | Physician Extender 1 | SWD | 19 | HCP110 | Physician Assistant/Extender 1 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 71103 | PS:Phy Asst & Practitioner(WL) | SWD | 16 | HCP111 | Physician Assistant/Extender 2 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71180 | PS:Phy Asst & Practitioner(WL) | SWD | 18 | HCP111 | Physician Assistant/Extender 2 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71411 | PS:Phy Asst & Practitioner(WL) | SWD | 16 | HCP111 | Physician Assistant/Extender 2 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 92016 | Physician Extender 2 | SWD | 20 | HCP111 | Physician Assistant/Extender 2 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 92017 | Physician Extender 3 | SWD | 21 | HCP112 | Physician Assistant/Extender 3 | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | HCP113 | Physician Assistant/Extender 4 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 70917 | PS:Beh Hlth/Provider (WL) | SWD | 12 | HCP120 | Social Worker, NonLicensed 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14301 | PS:Beh Hlth/Provider (AL) | SWD | 13 | HCP121 | Social Worker, NonLicensed 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70908 | PS:Beh Hlth/Provider (AL) | SWD | 13 | HCP121 | Social Worker, NonLicensed 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70909 | PS:Beh Hlth/Provider (WL) | SWD | 13 | HCP121 | Social Worker, NonLicensed 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70919 | PS:Beh Hlth/Provider (WL) | SWD | 13 | HCP121 | Social Worker, NonLicensed 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70945 | PS:Beh Hlth/Provider (WL) | SWD | 13 | HCP121 | Social Worker, NonLicensed 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70921 | PS: Beh Hlth/Provider Lic (AL) | SWD | 14 | HCP122 | Social Worker, NonLicensed 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70946 | PS:Beh Hlth/Provider (AL) | SWD | 14 | HCP122 | Social Worker, NonLicensed 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14804 | PS:Beh Hlth/Provider (SP) | SWD | 13 | HCP123 | Social Worker, NonLicensed Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70912 | PS:Beh Hlth/Provider (SP) | SWD | 16 | HCP123 | Social Worker, NonLicensed Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70914 | PS:Beh Hlth/Provider (SP) | SWD | 15 | HCP123 | Social Worker, NonLicensed Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70938 | PS:Beh Hlth/Provider (SP) | SWD | 15 | HCP123 | Social Worker, NonLicensed Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70956 | PS:Beh Hlth/Provider (SP) | SWD | 14 | HCP123 | Social Worker, NonLicensed Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | HCP130 | Dentist 1 | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 70304 | PS: Dentist (WL) | SWD | 21 | HCP131 | Dentist 2 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 70306 | PS: Dentist (WL) | SWD | 20 | HCP131 | Dentist 2 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| N/A | N/A | N/A | N/A | HCP132 | Dentist 3 | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| N/A | N/A | N/A | N/A | HCP133 | Dentist Spv | SWD | S | \$96,416.69 | \$137,738.13 | \$168,729.21 |
| 70964 | PS: Psychologist (EL) | SWD | 15 | HCP140 | Psychologist 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 70925 | PS: Psychologist (WL) | SWD | 19 | HCP141 | Psychologist 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 70941 | PS: Psychologist (WL) | SWD | 19 | HCP141 | Psychologist 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 70943 | PS: Psychologist (WL) | SWD | 19 | HCP141 | Psychologist 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | HCP142 | Psychologist 3 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | HCP143 | Psychologist Spv | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | HCP150 | Pharmacist 1 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71202 | PS: Pharmacist (WL) | SWD | 17 | HCP151 | Pharmacist 2 | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19611 | PS: Pharmacist (AL) | SWD | 20 | HCP152 | Pharmacist 3 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 70316 | MG2: Health Care | SWD | 22 | HCP152 | Pharmacist 3 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 71205 | PS: Pharmacist (AL) | SWD | 18 | HCP152 | Pharmacist 3 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 71215 | PS: Pharmacist (AL) | SWD | 20 | HCP152 | Pharmacist 3 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 71203 | PS: Pharmacist (SP) | SWD | 18 | HCP153 | Pharmacist Spv | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| 71206 | PS: Pharmacist (SP) | SWD | 19 | HCP153 | Pharmacist Spv | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| N/A | N/A | N/A | N/A | HCP160 | Physician 1 | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| N/A | N/A | N/A | N/A | HCP161 | Physician 2 | SWD | S | \$96,416.69 | \$137,738.13 | \$168,729.21 |
| N/A | N/A | N/A | N/A | HCP162 | Physician 3 | SWD | T | \$108,950.86 | \$155,644.08 | \$190,664.00 |
| N/A | N/A | N/A | N/A | HCP163 | Physician Spv | SWD | T | \$108,950.86 | \$155,644.08 | \$190,664.00 |
| N/A | N/A | N/A | N/A | HCP170 | Veterinarian 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19647 | PS:Veterinarian (WL) | SWD | 18 | HCP171 | Veterinarian 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19601 | PS:Veterinarian (AL) | SWD | 18 | HCP172 | Veterinarian 3 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19674 | PS:Veterinarian (AL) | SWD | 18 | HCP172 | Veterinarian 3 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | HCP173 | Veterinarian Spv | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 90013 | PS: Epidemiologist (EL) | SWD | 15 | HCP180 | Epidemiologist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90014 | PS: Epidemiologist (WL) | SWD | 16 | HCP181 | Epidemiologist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90018 | PS: Epidemiologist (WL) | SWD | 16 | HCP181 | Epidemiologist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90015 | PS: Epidemiologist (AL) | SWD | 17 | HCP182 | Epidemiologist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19625 | PS: Epidemiologist (SP) | SWD | 17 | HCP183 | Epidemiologist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 90019 | PS: Epidemiologist (SP) | SWD | 17 | HCP183 | Epidemiologist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| N/A | N/A | N/A | N/A | HCP190 | PH Registered Nurse 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 71122 | PS: Registered Nurse (WL) | SWD | 14 | HCP191 | PH Registered Nurse 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 71121 | PS: Registered Nurse (AL) | SWD | 15 | HCP192 | PH Registered Nurse 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71119 | PS: Registered Nurse (SP) | SWD | 16 | HCP193 | PH Registered Nurse Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 71126 | PS: Registered Nurse (AL) | SWD | 15 | HCP193 | PH Registered Nurse Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 71117 | PS: Registered Nurse (SP) | SWD | 16 | HCP194 | PH Nursing Supervisor 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | HCP195 | PH Nursing Supervisor 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | HCP200 | Advanced Practice RN 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 71123 | PS:Phy Asst & Practitioner(WL) | SWD | 17 | HCP201 | Advanced Practice RN 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | HCP202 | Advanced Practice RN 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | HCP203 | Advanced Practice RN Spv | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 71135 | PS: Program Consultant (AL) | SWD | 16 | HCP210 | PH Nursing Prog Consultant 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | HCP211 | PH Nursing Prog Consultant 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | HCP212 | PH Nursing Prog Consultant 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 70001 | MG: Health Care | SWD | 17 | HCP213 | PH Nursing Prog Consultant Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | HCS010 | Dental Asst 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 70305 | SS: Dental Wkr(WL) | SWD | 08 | HCS011 | Dental Asst 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| N/A | N/A | N/A | N/A | HCS012 | Dental Asst 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | HCS013 | Dental Asst Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70106 | SS: Health Aide (WL) | SWD | 07 | HCS020 | Health Aide 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70417 | SS: Health Aide (WL) | SWD | 07 | HCS020 | Health Aide 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70807 | SS: Health Aide (WL) | SWD | 08 | HCS020 | Health Aide 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70811 | SS: Health Aide (WL) | SWD | 07 | HCS020 | Health Aide 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70827 | SS: Health Aide (WL) | SWD | 07 | HCS020 | Health Aide 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70833 | SS: Health Aide (WL) | SWD | 07 | HCS020 | Health Aide 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 71329 | SS: Health Aide (WL) | SWD | 08 | HCS020 | Health Aide 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70812 | SS: Health Aide (AL) | SWD | 08 | HCS021 | Health Aide 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 70829 | SS: Health Aide (AL) | SWD | 08 | HCS021 | Health Aide 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 70834 | SS: Health Aide (AL) | SWD | 08 | HCS021 | Health Aide 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 70418 | SS: Health Aide (AL) | SWD | 10 | HCS022 | Health Aide 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 70808 | SS: Health Aide (AL) | SWD | 09 | HCS022 | Health Aide 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 71303 | SS: Health Aide (AL) | SWD | 09 | HCS022 | Health Aide 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 70815 | SS: Health Aide (SP) | SWD | 10 | HCS023 | Health Aide Spv | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70839 | SS: Health Aide (SP) | SWD | 10 | HCS023 | Health Aide Spv | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | HCS030 | Pharmacy Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 71201 | SS: Pharmacy Wkr (WL) | SWD | 09 | HCS031 | Pharmacy Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 71211 | SS: Pharmacy Wkr (WL) | SWD | 09 | HCS031 | Pharmacy Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | HCS032 | Pharmacy Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | HCS033 | Pharmacy Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | HCS040 | Nutrition Asst 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 71606 | Nutrition Worker (WL) | SWD | 09 | HCS041 | Nutrition Asst 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| N/A | N/A | N/A | N/A | HCS042 | Nutrition Asst 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | HCS043 | Nutrition Asst Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 71141 | SS: Nurse Assistant (WL) | SWD | 07 | HCS050 | Nursing Asst 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| N/A | N/A | N/A | N/A | HCS051 | Nursing Asst 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 71142 | SS: Nurse Assistant (AL) | SWD | 08 | HCS052 | Nursing Asst 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 71174 | SS: Health Aide (WL) | SWD | 09 | HCS052 | Nursing Asst 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| N/A | N/A | N/A | N/A | HCS053 | Nursing Asst Spv | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | HCT010 | Dental Hygienist 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70302 | TS:: Dental Hygienist (WL) | SWD | 11 | HCT011 | Dental Hygienist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70303 | TS:: Dental Hygienist (WL) | SWD | 11 | HCT011 | Dental Hygienist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70318 | TS:: Dental Hygienist (WL) | SWD | 11 | HCT011 | Dental Hygienist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | HCT012 | Dental Hygienist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | HCT013 | Dental Hygienist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | HCT020 | Emergency Medical Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 70603 | TS: Emergency Medical Tech(WL) | SWD | 09 | HCT021 | Emergency Medical Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | HCT022 | Emergency Medical Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | HCT023 | Emergency Medical Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | HCT030 | Licensed Practical Nurse 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 71109 | TS:Lic Prac Nurse (WL) | SWD | 09 | HCT031 | Licensed Practical Nurse 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 71129 | TS:Lic Prac Nurse (WL) | SWD | 09 | HCT031 | Licensed Practical Nurse 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70421 | TS: Lic Prac Nurse (AL) | SWD | 10 | HCT032 | Licensed Practical Nurse 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 71130 | TS: Lic Prac Nurse (AL) | SWD | 09 | HCT032 | Licensed Practical Nurse 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 71146 | TS:Lic Prac Nurse (SP) | SWD | 11 | HCT033 | Licensed Practical Nurse Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | HCT040 | Medical Records Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 70813 | TS:Med Recd/Hlth Info Tech(WL) | SWD | 09 | HCT041 | Medical Records Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70835 | TS:Med Recd/Hlth Info Tech(WL) | SWD | 10 | HCT041 | Medical Records Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70838 | TS:Med Recd/Hlth Info Tech(WL) | SWD | 10 | HCT041 | Medical Records Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70893 | TS:Med Recd/Hlth Info Tech(AL) | SWD | 13 | HCT042 | Medical Records Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70897 | Medical Records Technician | SWD | 12 | HCT042 | Medical Records Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 16144 | TS: Med Recds/Hlth Info Sp(SP) | SWD | 14 | HCT043 | Medical Records Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | HCT050 | Physical /Occup Therapy Tech 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 71327 | TS: Phy/Occ Therapy Tech (WL) | SWD | 12 | HCT051 | Physical /Occup Therapy Tech 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 71344 | TS: Phy/Occ Therapy Tech (WL) | SWD | 12 | HCT051 | Physical /Occup Therapy Tech 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | HCT052 | Physical /Occup Therapy Tech 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | HCT053 | Phys/Occup Therapy Tech Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | HCT060 | Orthotics Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70105 | TS: Orthotics Tech (WL) | SWD | 10 | HCT061 | Orthotics Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70107 | TS: Orthotics Tech (AL) | SWD | 11 | HCT062 | Orthotics Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | HCT063 | Orthotics Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | HCT070 | Radiologist 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 70402 | TS: Radiologist (WL) | SWD | 12 | HCT071 | Radiologist 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | HCT072 | Radiologist 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70419 | TS: Radiologist (SP) | SWD | 15 | HCT073 | Radiologist Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | HCT080 | Respiratory Therapy Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 70422 | TS:RespiratoryTherapy Tech(WL) | SWD | 12 | HCT081 | Respiratory Therapy Tech 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | HCT082 | Respiratory Therapy Tech 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | HCT083 | Respiratory Therapy Tech Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | HCT090 | Dental Technician 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70319 | TS:Dental-Prosthetics Tech(WL) | SWD | 12 | HCT091 | Dental Technician 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | HCT092 | Dental Technician 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | HCT093 | Dental Technician Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | HCT100 | Medical Assistant 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70427 | TS: Medical Assistant (WL) | SWD | 10 | HCT101 | Medical Assistant 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | HCT102 | Medical Assistant 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | HCT103 | Medical Assistant Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | HCT110 | PH LPN 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 71125 | TS:Lic Prac Nurse (WL) | SWD | 09 | HCT111 | PH LPN 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 71139 | TS:Lic Prac Nurse (WL) | SWD | 09 | HCT111 | PH LPN 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | HCT112 | PH LPN 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | HCT113 | PH LPN Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14474 | MG1: Human Resources | SWD | 17 | HRM010 | Mgr, Human Resources | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16002 | MG1: Human Resources | SWD | 19 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16010 | MG: Human Resources | SWD | 19 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16014 | MG1: Human Resources | SWD | 19 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16067 | MG: Human Resources | SWD | 19 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16072 | MG1: Human Resources | SWD | 19 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16236 | MG1: Human Resources | SWD | 18 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16616 | MG1: Human Resources | SWD | 19 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16803 | MG1: Human Resources | SWD | 19 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16920 | MG1: Human Resources | SWD | 18 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61906 | MG1: Human Resources | SWD | 18 | HRM011 | Mgr 2, Human Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16049 | MG1:Human Resources | SWD | 20 | HRM012 | Sr Mgr, Human Resources | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 16069 | MG2: Human Resources | SWD | 20 | HRM012 | Sr Mgr, Human Resources | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 16090 | MG1: Human Resources | SWD | 20 | HRM012 | Sr Mgr, Human Resources | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 16001 | MG2: Human Resources | SWD | 21 | HRM013 | Dir, Human Resources | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 16084 | MG2: Human Resources | SWD | 21 | HRM013 | Dir, Human Resources | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19383 | MG2: Human Resources | SWD | 22 | HRM013 | Dir, Human Resources | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 16019 | PS: Hum Res Generalist (WL) | SWD | 15 | HRP010 | HR Generalist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16141 | PS: HR Generalist (EL) | SWD | 13 | HRP010 | HR Generalist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16145 | Human Resources Generalist AL | SWD | 15 | HRP010 | HR Generalist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16904 | PS: Hum Res Generalist (WL) | SWD | 15 | HRP010 | HR Generalist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16017 | HR Regional Administrator | SWD | 16 | HRP011 | HR Generalist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16021 | PS: Hum Res Generalist (AL) | SWD | 16 | HRP011 | HR Generalist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16035 | PS:HR Generalist (AL) | SWD | 16 | HRP011 | HR Generalist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16099 | PS: Hum Res Generalist (AL) | SWD | 16 | HRP011 | HR Generalist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16814 | PS: Hum Res Generalist (WL) | SWD | 16 | HRP011 | HR Generalist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16940 | PS: Hum Res Generalist (AL) | SWD | 16 | HRP011 | HR Generalist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16096 | PS: Hum Res Generalist (AL) | SWD | 17 | HRP012 | HR Generalist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|-----------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 16815 | PS: Hum Res Generalist (WL) | SWD | 16 | HRP012 | HR Generalist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16004 | PS: Hum Res Generalist (SP) | SWD | 17 | HRP013 | HR Generalist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16025 | PS: Hum Res Generalist (SP) | SWD | 16 | HRP013 | HR Generalist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16051 | PS: Hum Res Generalist (SP) | SWD | 17 | HRP013 | HR Generalist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16071 | PS: Hum Res Generalist (SP) | SWD | 17 | HRP013 | HR Generalist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16935 | PS: Hum Res Generalist (SP) | SWD | 18 | HRP013 | HR Generalist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95576 | PS:Benefits Tech (SP) | SWD | 18 | HRP013 | HR Generalist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16065 | PS: Hum Res Specialist (WL) | SWD | 15 | HRP020 | HR Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16237 | PS: Hum Res Specialist (AL) | SWD | 15 | HRP020 | HR Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16934 | PS: Hum Res Specialist (AL) | SWD | 15 | HRP020 | HR Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16066 | PS: Hum Res Specialist (AL) | SWD | 16 | HRP021 | HR Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16138 | PS: Hum Res Specialist (AL) | SWD | 17 | HRP021 | HR Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16607 | PS:Equal Opp Comp Officer (AL) | SWD | 18 | HRP021 | HR Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16612 | PS: Hum Res Specialist (AL) | SWD | 16 | HRP021 | HR Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16615 | PS:Equal Opp Comp Officer (AL) | SWD | 17 | HRP021 | HR Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40118 | PS: Hum Res Specialist (AL) | SWD | 19 | HRP022 | HR Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16003 | PS:Hum Res Specialist (SP) | SWD | 17 | HRP023 | HR Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16043 | PS:Hum Res Specialist (SP) | SWD | 17 | HRP023 | HR Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16078 | PS:Hum Res Specialist (SP) | SWD | 18 | HRP023 | HR Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16111 | PS: Hum Res Spec (SP) | SWD | 16 | HRP023 | HR Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95578 | PS: Hum Res Spec (SP) | SWD | 16 | HRP023 | HR Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16008 | PS: Hum Res Specialist (EL) | SWD | 12 | HRP050 | HR Analyst 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16203 | TS: Benefits Tech (WL) | SWD | 12 | HRP050 | HR Analyst 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 10509 | PS: Hum Res Specialist (EL) | SWD | 13 | HRP051 | HR Analyst 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16005 | PS: Hum Res Generalist (AL) | SWD | 14 | HRP051 | HR Analyst 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16009 | PS: Hum Res Specialist (WL) | SWD | 14 | HRP051 | HR Analyst 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16026 | TS: HR Transactions Tech (AL) | SWD | 13 | HRP051 | HR Analyst 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16064 | PS: Hum Res Specialist (EL) | SWD | 14 | HRP051 | HR Analyst 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16135 | PS: HR Generalist (WL) | SWD | 14 | HRP051 | HR Analyst 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16202 | TS: Benefits Tech (WL) | SWD | 13 | HRP051 | HR Analyst 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16205 | TS: Benefits Tech (AL) | SWD | 14 | HRP051 | HR Analyst 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16006 | PS: Hum Res Generalist (SP) | SWD | 14 | HRP052 | HR Analyst 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16011 | PS: Hum Res Specialist (AL) | SWD | 15 | HRP052 | HR Analyst 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16028 | TS: HR Transactions Tech (AL) | SWD | 14 | HRP052 | HR Analyst 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16201 | TS: Benefits Tech (AL) | SWD | 15 | HRP052 | HR Analyst 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16018 | PS:Hum Res Specialist (SP) | SWD | 15 | HRP053 | HR Analyst Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16024 | PS: Hum Res Generalist (SP) | SWD | 15 | HRP053 | HR Analyst Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16082 | PS:Hum Res Specialist (SP) | SWD | 14 | HRP053 | HR Analyst Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16089 | PS: Hum Res Generalist (SP) | SWD | 14 | HRP053 | HR Analyst Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16807 | PS: Hum Res Generalist (SP) | SWD | 15 | HRP053 | HR Analyst Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16809 | Human Resources Generalist(AL) | SWD | 15 | HRP053 | HR Analyst Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16801 | TS: HR Transactions Tech (WL) | SWD | 11 | HRT010 | HR Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 16941 | TS: HR Transactions Tech (WL) | SWD | 10 | HRT010 | HR Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 16015 | TS: HR Transactions Tech (WL) | SWD | 12 | HRT011 | HR Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16104 | TS: Benefits Tech (EL) | SWD | 11 | HRT011 | HR Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16108 | TS: Benefits Tech (WL) | SWD | 12 | HRT011 | HR Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16802 | TS: HR Transactions Tech (AL) | SWD | 12 | HRT011 | HR Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16938 | TS: HR Transactions Tech (WL) | SWD | 11 | HRT011 | HR Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16942 | TS: HR Transactions Tech (WL) | SWD | 11 | HRT011 | HR Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16007 | TS: HR Transactions Tech (AL) | SWD | 12 | HRT012 | HR Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16093 | TS: HR Transactions Tech (AL) | SWD | 13 | HRT012 | HR Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16143 | TS: HR Transactions Tech (WL) | SWD | 13 | HRT012 | HR Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16805 | TS: Benefits Tech (WL) | SWD | 13 | HRT012 | HR Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16943 | TS: HR Transactions Tech (AL) | SWD | 12 | HRT012 | HR Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16012 | TS: HR Transactions Tech (SP) | SWD | 13 | HRT013 | HR Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16109 | PS: Hum Res Specialist (WL) | SWD | 13 | HRT013 | HR Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16944 | TS: HR Transactions Tech (SP) | SWD | 14 | HRT013 | HR Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80198 | MG: Systems Development & Supt | SWD | 17 | ITM010 | Mgr, Systems Dev | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | ITM011 | Mgr 2, Systems Dev | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80075 | PS: Systems Administrator (SP) | SWD | 20 | ITM012 | Sr Mgr, Systems Dev | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80603 | MG1: Systems Development & Supt | SWD | 18 | ITM012 | Sr Mgr, Systems Dev | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | ITM013 | Dir, Systems Dev | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80012 | MG1: Information Technology | SWD | 18 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80024 | PS:Database Administrator(SP) | SWD | 16 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|-------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 80084 | MG: Information Technology | SWD | 18 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80093 | PS: Systems Administrator (SP) | SWD | 17 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80136 | MG1: Information Technology | SWD | 18 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80163 | PS: Business Analyst (SP) | SWD | 17 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80335 | MG: Information Technology | SWD | 17 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80338 | MG: Systems Development & Supt | SWD | 18 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80417 | MG1: Information Technology | SWD | 19 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80426 | MG1: Information Technology | SWD | 17 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80717 | PS: Systems Administrator (SP) | SWD | 18 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81136 | PS: Telecommunications Sp (SP) | SWD | 18 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81202 | MG1: Information Technology | SWD | 18 | ITM020 | Mgr, Information Technology | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80001 | MG1: Systems Development & Supt | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80034 | MG1: Systems Development & Supt | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80065 | MG1: Systems Development & Supt | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80143 | MG1: Systems Development & Supt | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80179 | PS: Systems Administrator (SP) | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80208 | MG: Information Technology | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80311 | MG1: Systems Development & Supt | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80718 | PS: Computer Sys Analyst (SP) | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80722 | MG: Information Technology | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80758 | MG: Information Technology | SWD | 20 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80811 | MG1: Systems Development & Supt | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 81323 | MG: Systems Development & Supt | SWD | 19 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 81324 | PS: Programmer (SP) | SWD | 18 | ITM021 | Mgr 2, Information Technology | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80041 | MG1: Systems Development & Supt | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80045 | MG: Systems Development & Supt | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80047 | MG1: Information Technology | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80081 | MG1: Systems Development & Supt | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80105 | PS: Programmer (SP) | SWD | 19 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80122 | MG1: Systems Development & Supt | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80124 | MG1: Systems Development & Supt | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80142 | MG1: Systems Development & Supt | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80836 | MG2: Information Technology | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80864 | MG2: Information Technology | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 81178 | MG1: Information Technology | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 81804 | MG1: Systems Development & Supt | SWD | 20 | ITM022 | Mgr 3, Information Technology | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80049 | MG2: Information Technology | SWD | 22 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80053 | MG1: Systems Development & Supt | SWD | 22 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80076 | MG2: Systems Development & Supt | SWD | 21 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80082 | MG2: Systems Development & Supt | SWD | 21 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80083 | MG2: Information Technology | SWD | 22 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80109 | MG2: Systems Development & Supt | SWD | 21 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80115 | MG2: Information Technology | SWD | 21 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80149 | MG: Systems Development & Supt | SWD | 21 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80158 | MG2: Systems Development & Supt | SWD | 22 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 81068 | MG2: Information Technology | SWD | 21 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 81084 | MG1: Information Technology | SWD | 21 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 81208 | MG2: Information Technology | SWD | 22 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 81254 | MG2: Information Technology | SWD | 22 | ITM023 | Sr. Mgr, Info Technology | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80098 | MG2: Information Technology | SWD | 23 | ITM024 | Dir, Information Technology | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 81251 | MG2: Information Technology | SWD | 22 | ITM024 | Dir, Information Technology | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| N/A | N/A | N/A | N/A | ITM030 | Mgr, Infrastructure | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | ITM031 | Mgr 2, Infrastructure | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80092 | MG2: Information Technology | SWD | 24 | ITM032 | Sr. Mgr, Infrastructure | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| 80815 | MG2: Information Technology | SWD | 24 | ITM032 | Sr. Mgr, Infrastructure | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| 81807 | MG2: Systems Development & Supt | SWD | 23 | ITM032 | Sr. Mgr, Infrastructure | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| N/A | N/A | N/A | N/A | ITM033 | Dir, Infrastructure | SWD | S | \$96,416.69 | \$137,738.13 | \$168,729.21 |
| 80134 | PS: Computer Sys Analyst (AL) | SWD | 19 | ITM050 | IT Program Manager 1 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 81266 | MG1: Information Technology | SWD | 19 | ITM050 | IT Program Manager 1 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80116 | MG2: Systems Development & Supt | SWD | 21 | ITM051 | IT Program Manager 2 | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 81256 | MG1: Information Technology | SWD | 20 | ITM051 | IT Program Manager 2 | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | ITM052 | IT Sr. Program Manager | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 61734 | MG2: Business Operations | SWD | 23 | ITM053 | IT Program Director | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| 81252 | MG1: Information Technology | SWD | 22 | ITM053 | IT Program Director | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|--------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 81253 | PS:Computer Sys Analyst (AL) | SWD | 22 | ITM053 | IT Program Director | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| N/A | N/A | N/A | N/A | ITM060 | Mgr, IT Security | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | ITM061 | Mgr 2, IT Security | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | ITM062 | Sr. Mgr, IT Security | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| N/A | N/A | N/A | N/A | ITM063 | Dir, IT Security | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| 80435 | TS: Computer Op Spec (SP) | SWD | 15 | ITM070 | Mgr, Computer Operations | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80444 | PS: Systems Administrator (AL) | SWD | 15 | ITM070 | Mgr, Computer Operations | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80101 | PS: Programmer (EL) | SWD | 13 | ITP010 | Programmer 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | ITP011 | Programmer 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | ITP012 | Programmer 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81085 | PS: Programmer (SP) | SWD | 17 | ITP013 | Programmer Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80120 | PS:Computer Sys Analyst (WL) | SWD | 14 | ITP020 | Systems Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80213 | PS: Systems Administrator (WL) | SWD | 14 | ITP020 | Systems Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80325 | PS: Systems Administrator (WL) | SWD | 14 | ITP020 | Systems Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80714 | PS: Systems Administrator (WL) | SWD | 15 | ITP020 | Systems Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80715 | PS: Systems Administrator (WL) | SWD | 14 | ITP020 | Systems Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80102 | PS: Programmer (WL) | SWD | 15 | ITP021 | Systems Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80521 | PS: Systems Administrator (AL) | SWD | 15 | ITP021 | Systems Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81041 | PS: Business Analyst (WL) | SWD | 15 | ITP021 | Systems Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81070 | PS: Programmer (AL) | SWD | 15 | ITP021 | Systems Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81247 | PS: Business Analyst (AL) | SWD | 15 | ITP021 | Systems Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61730 | PS:Computer Sys Analyst (AL) | SWD | 16 | ITP022 | Systems Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80103 | PS: Programmer (AL) | SWD | 16 | ITP022 | Systems Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80106 | PS: Programmer (WL) | SWD | 16 | ITP022 | Systems Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80145 | PS: Business Analyst (AL) | SWD | 16 | ITP022 | Systems Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80216 | PS: Business Analyst (WL) | SWD | 16 | ITP022 | Systems Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80321 | PS: Systems Administrator (AL) | SWD | 16 | ITP022 | Systems Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80716 | PS: Systems Administrator (AL) | SWD | 16 | ITP022 | Systems Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80803 | PS: Programmer (WL) | SWD | 16 | ITP022 | Systems Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81805 | PS:Computer Sys Analyst (AL) | SWD | 17 | ITP022 | Systems Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80005 | PS:Computer Sys Analyst (AL) | SWD | 18 | ITP023 | Systems Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80104 | PS: Programmer (AL) | SWD | 17 | ITP023 | Systems Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80107 | PS: Programmer (AL) | SWD | 18 | ITP023 | Systems Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80152 | PS:Computer Sys Analyst (SP) | SWD | 18 | ITP023 | Systems Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80227 | PS: Programmer (SP) | SWD | 18 | ITP023 | Systems Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81042 | PS:Computer Sys Analyst (SP) | SWD | 18 | ITP023 | Systems Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81321 | PS: Programmer (AL) | SWD | 17 | ITP023 | Systems Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81322 | PS: Programmer (AL) | SWD | 18 | ITP023 | Systems Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | ITP024 | Systems Architect | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80217 | PS:Database Administrator (EL) | SWD | 17 | ITP030 | Database Administrator 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80220 | PS:Database Administrator (WL) | SWD | 19 | ITP031 | Database Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80247 | PS:Database Administrator(AL) | SWD | 17 | ITP031 | Database Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80533 | PS:Database Administrator(AL) | SWD | 17 | ITP031 | Database Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80114 | PS:Database Administrator(AL) | SWD | 18 | ITP032 | Database Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80344 | PS:Database Administrator (AL) | SWD | 19 | ITP032 | Database Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80255 | PS:Database Administrator (SP) | SWD | 19 | ITP033 | Database Administrator 4 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80218 | PS:Database Administrator(WL) | SWD | 20 | ITP034 | Database Architect | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80219 | PS:Database Administrator(AL) | SWD | 21 | ITP034 | Database Architect | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80232 | PS:Database Administrator(AL) | SWD | 20 | ITP034 | Database Architect | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80146 | PS: Systems Administrator (WL) | SWD | 16 | ITP040 | Systems Administrator 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40821 | PS: Business Analyst (AL) | SWD | 17 | ITP041 | Systems Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80019 | PS: Systems Administrator (SP) | SWD | 17 | ITP041 | Systems Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80126 | PS: Systems Administrator (WL) | SWD | 17 | ITP041 | Systems Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80147 | PS: Systems Administrator (AL) | SWD | 18 | ITP041 | Systems Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80155 | PS: Systems Administrator (SP) | SWD | 17 | ITP041 | Systems Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80168 | PS:Computer Sys Analyst (WL) | SWD | 17 | ITP041 | Systems Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81223 | PS: Systems Administrator (AL) | SWD | 17 | ITP041 | Systems Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81224 | PS: Systems Administrator (SP) | SWD | 17 | ITP041 | Systems Administrator 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80067 | PS: Systems Administrator (AL) | SWD | 14 | ITP042 | Systems Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80123 | MG1: Systems Development & Supt | SWD | 19 | ITP042 | Systems Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80127 | PS:Computer Sys Analyst (SP) | SWD | 19 | ITP042 | Systems Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80148 | PS: Systems Administrator (AL) | SWD | 19 | ITP042 | Systems Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80169 | PS:Computer Sys Analyst (AL) | SWD | 19 | ITP042 | Systems Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80186 | PS:Computer Sys Analyst (AL) | SWD | 18 | ITP042 | Systems Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 80231 | PS: Systems Administrator (SP) | SWD | 20 | ITP042 | Systems Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80801 | MG: Information Technology | SWD | 19 | ITP042 | Systems Administrator 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 13015 | PS: Engineer-Enviromntl (AL) | SWD | 19 | ITP043 | Systems Administrator 4 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | ITP044 | Infrastructure Architect | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80861 | PS: Web Site Manager (AL) | SWD | 16 | ITP050 | Webmaster 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80200 | PS: Web Site Manager (WL) | SWD | 16 | ITP051 | Webmaster 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81175 | PS: Web Site Manager (SP) | SWD | 18 | ITP051 | Webmaster 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80805 | PS: Web Site Manager (AL) | SWD | 17 | ITP052 | Webmaster 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | ITP053 | Webmaster Spv | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80062 | PS: Business Analyst (EL) | SWD | 13 | ITP060 | IT Business Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80111 | PS: Business Analyst (EL) | SWD | 12 | ITP060 | IT Business Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80170 | PS: Business Analyst (EL) | SWD | 14 | ITP060 | IT Business Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 81069 | PS: Business Analyst (WL) | SWD | 14 | ITP060 | IT Business Analyst 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80112 | PS: Business Analyst (WL) | SWD | 14 | ITP061 | IT Business Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80742 | PS: Programmer (AL) | SWD | 15 | ITP061 | IT Business Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81263 | PS: Business Analyst (AL) | SWD | 15 | ITP061 | IT Business Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81331 | PS: Business Analyst (EL) | SWD | 15 | ITP061 | IT Business Analyst 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61054 | PS: Business Analyst (AL) | SWD | 17 | ITP062 | IT Business Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80095 | PS: Business Analyst (WL) | SWD | 17 | ITP062 | IT Business Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80096 | PS: Business Analyst (WL) | SWD | 16 | ITP062 | IT Business Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81332 | PS: Business Analyst (AL) | SWD | 17 | ITP062 | IT Business Analyst 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80085 | PS: Business Analyst (SP) | SWD | 18 | ITP063 | IT Business Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80113 | PS: Business Analyst (SP) | SWD | 17 | ITP063 | IT Business Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95577 | PS: Business Analyst (SP) | SWD | 20 | ITP063 | IT Business Analyst 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81333 | PS: Business Analyst (AL) | SWD | 18 | ITP064 | IT Busi Solutions Architect | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 81334 | PS: Business Analyst (SP) | SWD | 19 | ITP064 | IT Busi Solutions Architect | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | ITP070 | Telecommunications Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 81102 | TS:Communicatns Hrdwre Sp (WL) | SWD | 13 | ITP071 | Telecommunications Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | ITP072 | Telecommunications Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 81133 | TS:Communicatns Hrdwre Sp (SP) | SWD | 16 | ITP073 | Telecommunications Spec 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | ITP074 | Telecommunications Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81080 | PS:Info Security Officer (WL) | SWD | 15 | ITP080 | Information Security Analyst 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81007 | PS:Info Security Officer (WL) | SWD | 16 | ITP081 | Information Security Analyst 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81010 | PS:Info Security Officer (EL) | SWD | 16 | ITP081 | Information Security Analyst 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81066 | PS:Info Security Officer (WL) | SWD | 17 | ITP081 | Information Security Analyst 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 30084 | PS: Telecommunications Sp (SP) | SWD | 17 | ITP082 | Information Security Analyst 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81011 | PS:Info Security Officer (AL) | SWD | 18 | ITP082 | Information Security Analyst 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | ITP083 | Info Security Analyst Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 81265 | PS: Programmer (AL) | SWD | 18 | ITP090 | Developer 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81354 | PS: Programmer (WL) | SWD | 18 | ITP090 | Developer 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81328 | PS: Programmer (AL) | SWD | 19 | ITP091 | Developer 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 81355 | PS: Programmer (AL) | SWD | 19 | ITP091 | Developer 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 90929 | PS:CartographyGeogrphySpec(SP) | SWD | 19 | ITP091 | Developer 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 81329 | PS: Programmer (AL) | SWD | 20 | ITP092 | Developer 3 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 81330 | PS: Programmer (SP) | SWD | 21 | ITP093 | Developer Spv | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 81356 | PS: Programmer (SP) | SWD | 21 | ITP093 | Developer Spv | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 20033 | TS:Engineering Tech (EL) | SWD | 07 | ITP100 | Network Engineer 1 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80072 | PS: Systems Administrator (AL) | SWD | 19 | ITP100 | Network Engineer 1 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 13014 | PS: Engineer-Enviromntl (WL) | SWD | 18 | ITP101 | Network Engineer 2 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80073 | PS: Systems Administrator (AL) | SWD | 20 | ITP101 | Network Engineer 2 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 80071 | PS: Systems Administrator (SP) | SWD | 21 | ITP102 | Network Engineer 3 | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | ITP103 | Network Engineer 4 | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 81259 | PS: Business Analyst (WL) | SWD | 15 | ITP110 | Project Coordinator 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81300 | Enterprise Programmer (WL) | SWD | 19 | ITP110 | Project Coordinator 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81320 | Enterprise Programmer (AL) | SWD | 20 | ITP110 | Project Coordinator 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80182 | PS:Computer Sys Analyst (WL) | SWD | 16 | ITP111 | Project Manager 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 81258 | PS: Business Analyst (AL) | SWD | 17 | ITP111 | Project Manager 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80021 | MG1: Systems Development & Supt | SWD | 18 | ITP112 | Project Manager 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80119 | PS:Computer Sys Analyst (WL) | SWD | 16 | ITP112 | Project Manager 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80162 | PS:Computer Sys Analyst (SP) | SWD | 18 | ITP112 | Project Manager 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 81255 | PS:Computer Sys Analyst (AL) | SWD | 18 | ITP112 | Project Manager 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | ITP113 | Project Manager 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | ITP120 | Programmer Analyst 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | ITP121 | Programmer Analyst 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|-------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| N/A | N/A | N/A | N/A | ITP122 | Programmer Analyst 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | ITP123 | Programmer Analyst Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80025 | PS:Database Administrator(WL) | SWD | 13 | ITP130 | Database Analyst 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80332 | TS: Help Desk Spec (WL) | SWD | 13 | ITP130 | Database Analyst 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80459 | PS:Database Administrator (EL) | SWD | 15 | ITP131 | Database Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | ITP132 | Database Analyst 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80017 | PS: Systems Administrator (EL) | SWD | 13 | ITP140 | Network Administrator 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80018 | PS: Systems Administrator (WL) | SWD | 15 | ITP140 | Network Administrator 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80079 | PS: Systems Administrator (WL) | SWD | 16 | ITP141 | Network Administrator 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80154 | PS: Systems Administrator (AL) | SWD | 16 | ITP141 | Network Administrator 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80175 | PS: Systems Administrator (WL) | SWD | 16 | ITP141 | Network Administrator 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81147 | PS: Telecommunications Sp (AL) | SWD | 16 | ITP141 | Network Administrator 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80074 | PS: Systems Administrator (AL) | SWD | 17 | ITP142 | Network Administrator 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80078 | PS: Systems Administrator (AL) | SWD | 17 | ITP142 | Network Administrator 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80176 | PS: Systems Administrator (AL) | SWD | 17 | ITP142 | Network Administrator 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80002 | PS: Systems Administrator (AL) | SWD | 18 | ITP143 | Network Administrator Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80177 | PS: Systems Administrator (AL) | SWD | 18 | ITP143 | Network Administrator Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80207 | PS: Systems Administrator (AL) | SWD | 18 | ITP143 | Network Administrator Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80209 | PS: Systems Administrator (AL) | SWD | 18 | ITP143 | Network Administrator Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60154 | SS:Customer Service Spec (EL) | SWD | 08 | ITP150 | Help Desk Analyst 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80709 | TS: Help Desk Spec (AL) | SWD | 14 | ITP151 | Help Desk Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80741 | PS: Business Analyst (WL) | SWD | 14 | ITP151 | Help Desk Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80704 | TS: Help Desk Spec (AL) | SWD | 16 | ITP152 | Help Desk Analyst 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60624 | SS: Customer Service Spec (SP) | SWD | 16 | ITP153 | Help Desk Analyst Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80507 | PS: Business Analyst (AL) | SWD | 16 | ITP153 | Help Desk Analyst Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80703 | TS: Help Desk Spec (SP) | SWD | 14 | ITP153 | Help Desk Analyst Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80719 | TS: Help Desk Spec (SP) | SWD | 15 | ITP153 | Help Desk Analyst Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80731 | MG: Information Technology | SWD | 16 | ITP153 | Help Desk Analyst Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 10604 | TS:Communicatns Hrdwre Sp (WL) | SWD | 13 | ITP160 | IT Support Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80006 | PS:Computer Sys Analyst (EL) | SWD | 13 | ITP160 | IT Support Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80009 | PS: Systems Administrator (WL) | SWD | 13 | ITP160 | IT Support Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80151 | PS: Systems Administrator (EL) | SWD | 13 | ITP160 | IT Support Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80508 | PS: Systems Administrator (EL) | SWD | 13 | ITP160 | IT Support Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80713 | PS: Systems Administrator (WL) | SWD | 12 | ITP160 | IT Support Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80039 | PS:Computer Sys Analyst (WL) | SWD | 14 | ITP161 | IT Support Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80052 | PS: Systems Administrator (AL) | SWD | 14 | ITP161 | IT Support Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80137 | PS: Systems Administrator (AL) | SWD | 14 | ITP161 | IT Support Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80188 | PS: Web Site Manager (WL) | SWD | 14 | ITP161 | IT Support Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80008 | PS: Business Analyst (AL) | SWD | 15 | ITP162 | IT Support Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80066 | PS: Systems Administrator (WL) | SWD | 15 | ITP162 | IT Support Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80327 | PS: Telecommunications Sp (AL) | SWD | 16 | ITP162 | IT Support Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | ITP163 | IT Support Specialist Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80185 | PS: Programmer (SP) | SWD | 14 | ITP171 | Information Technology Spv 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80326 | PS: Systems Administrator (AL) | SWD | 15 | ITP171 | Information Technology Spv 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80455 | PS:Computer Sys Analyst (WL) | SWD | 15 | ITP171 | Information Technology Spv 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80339 | PS: Business Analyst (AL) | SWD | 16 | ITP172 | Information Technology Spv 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80730 | TS:Communicatns Hrdwre Sp (SP) | SWD | 17 | ITP172 | Information Technology Spv 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80108 | PS: Programmer (SP) | SWD | 19 | ITP174 | Info Technology Architect | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 81083 | PS:Info Security Officer (AL) | SWD | 19 | ITP174 | Info Technology Architect | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 81131 | PS:Info Security Officer (AL) | SWD | 19 | ITP174 | Info Technology Architect | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 81806 | MG1: Systems Development & Supt | SWD | 19 | ITP174 | Info Technology Architect | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 80097 | PS:Computer Sys Analyst (AL) | SWD | 20 | ITP175 | Info Technology Architect Sr | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80128 | PS: Programmer (SP) | SWD | 20 | ITP175 | Info Technology Architect Sr | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80167 | PS:Computer Sys Analyst (SP) | SWD | 21 | ITP175 | Info Technology Architect Sr | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80855 | MG1: Systems Development & Supt | SWD | 22 | ITP175 | Info Technology Architect Sr | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 81081 | MG: Systems Development & Supt | SWD | 20 | ITP175 | Info Technology Architect Sr | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 81082 | MG2: Systems Development & Supt | SWD | 21 | ITP175 | Info Technology Architect Sr | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | ITP180 | IT Enterprise Busi Anlyst 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | ITP181 | IT Enterprise Busi Anlyst 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 91101 | PS: Business Analyst (AL) | SWD | 19 | ITP182 | IT Enterprise Busi Anlyst 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | ITP183 | IT Enterprise Busi Anlyst 4 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | ITP184 | IT Enterprise Busi Anlyst Spv | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 80139 | PS: Programmer (EL) | SWD | 13 | ITP191 | ER Project Manager 1 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | ITP192 | ER Project Manager 2 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|---------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| N/A | N/A | N/A | N/A | ITP193 | ER Project Manager 3 | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | ITP210 | Criminal Justice IS Analyst 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | ITP211 | Criminal Justice IS Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | ITP212 | Criminal Justice IS Analyst 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | ITP213 | Criminal Justice IS Analyst 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | ITP214 | Criminal Justice IS Analyst Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 80701 | TS: Help Desk Spec (WL) | SWD | 10 | ITT010 | Help Desk Support Spec 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 80702 | TS: Help Desk Spec (AL) | SWD | 11 | ITT010 | Help Desk Support Spec 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 80732 | TS: Help Desk Spec (AL) | SWD | 12 | ITT011 | Help Desk Support Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | ITT012 | Help Desk Support Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | ITT013 | Help Desk Support Spec Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | ITT020 | Communications Hardware Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | ITT021 | Communications Hardware Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | ITT022 | Communications Hardware Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | ITT023 | Comm Hardware Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 80401 | TS: Computer Op Spec (WL) | SWD | 10 | ITT030 | Computer Operator 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80402 | TS: Computer Op Spec (AL) | SWD | 11 | ITT030 | Computer Operator 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80406 | TS: Computer Op Spec (WL) | SWD | 10 | ITT030 | Computer Operator 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80431 | TS: Computer Op Spec (WL) | SWD | 11 | ITT030 | Computer Operator 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80433 | TS: Computer Op Spec (WL) | SWD | 10 | ITT030 | Computer Operator 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80434 | TS: Computer Op Spec (WL) | SWD | 09 | ITT030 | Computer Operator 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80437 | TS: Computer Op Spec (WL) | SWD | 11 | ITT030 | Computer Operator 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80063 | TS: Computer Op Spec (AL) | SWD | 12 | ITT031 | Computer Operator 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80429 | TS: Computer Op Spec (AL) | SWD | 12 | ITT031 | Computer Operator 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | ITT032 | Computer Operator 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80007 | TS: Computer Op Spec (SP) | SWD | 14 | ITT033 | Computer Operator Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80013 | TS: Computer Op Spec (SP) | SWD | 14 | ITT033 | Computer Operator Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80319 | TS: Computer Op Spec (SP) | SWD | 14 | ITT033 | Computer Operator Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80403 | TS: Computer Op Spec (SP) | SWD | 13 | ITT033 | Computer Operator Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80404 | TS: Computer Op Spec (SP) | SWD | 14 | ITT033 | Computer Operator Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80427 | TS: Computer Op Spec (SP) | SWD | 14 | ITT033 | Computer Operator Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80428 | TS: Computer Op Spec (SP) | SWD | 14 | ITT033 | Computer Operator Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80432 | TS: Computer Op Spec (AL) | SWD | 13 | ITT033 | Computer Operator Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 81121 | TS: Telecommunications Sp (WL) | SWD | 09 | ITT040 | Telecommunications Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 17022 | TS: Telecommunications Sp (AL) | SWD | 10 | ITT041 | Telecommunications Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19983 | TS: Telecommunications Sp (AL) | SWD | 10 | ITT041 | Telecommunications Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 81129 | TS: Telecommunications Sp (WL) | SWD | 10 | ITT041 | Telecommunications Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 17026 | TS: Computer Op Spec (AL) | SWD | 11 | ITT042 | Telecommunications Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60037 | TS:Communicatns Hrdwre Sp (AL) | SWD | 13 | ITT042 | Telecommunications Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60918 | TS:Communicatns Hrdwre Sp (AL) | SWD | 13 | ITT042 | Telecommunications Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80305 | TS:Communicatns Hrdwre Sp (WL) | SWD | 12 | ITT042 | Telecommunications Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 80309 | PS: Systems Administrator (WL) | SWD | 12 | ITT042 | Telecommunications Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 81115 | TS:Communicatns Hrdwre Sp (WL) | SWD | 12 | ITT042 | Telecommunications Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 81118 | PS: Telecommunications Sp (AL) | SWD | 11 | ITT042 | Telecommunications Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 81123 | TS: Telecommunications Sp (SP) | SWD | 11 | ITT042 | Telecommunications Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 81128 | TS: Telecommunications Sp (AL) | SWD | 11 | ITT042 | Telecommunications Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 81114 | PS: Telecommunications Sp (SP) | SWD | 15 | ITT043 | Telecommunications Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 81127 | PS: Telecommunications Sp (SP) | SWD | 13 | ITT043 | Telecommunications Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80004 | PS: Systems Administrator (WL) | SWD | 12 | ITT050 | Network Technician 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80301 | TS:Communicatns Hrdwre Sp (WL) | SWD | 12 | ITT050 | Network Technician 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 80003 | PS:Computer Sys Analyst (WL) | SWD | 13 | ITT051 | Network Technician 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80031 | PS: Systems Administrator (WL) | SWD | 13 | ITT051 | Network Technician 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80302 | TS:Communicatns Hrdwre Sp (AL) | SWD | 14 | ITT051 | Network Technician 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80727 | TS:Communicatns Hrdwre Sp (EL) | SWD | 13 | ITT051 | Network Technician 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80728 | TS:Communicatns Hrdwre Sp (WL) | SWD | 14 | ITT051 | Network Technician 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 80729 | TS:Communicatns Hrdwre Sp (AL) | SWD | 15 | ITT052 | Network Technician 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 81106 | TS:Communicatns Hrdwre Sp (AL) | SWD | 15 | ITT052 | Network Technician 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | ITT053 | Network Technician Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80904 | PS: Web Site Manager (WL) | SWD | 14 | ITT060 | Web Designer 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 81139 | PS: Web Site Manager (WL) | SWD | 12 | ITT060 | Web Designer 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80809 | PS: Web Site Manager (WL) | SWD | 15 | ITT061 | Web Designer 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81212 | PS: Web Site Manager (WL) | SWD | 15 | ITT061 | Web Designer 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 81144 | PS: Web Site Manager (AL) | SWD | 16 | ITT062 | Web Designer 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80016 | PS: Systems Administrator (EL) | SWD | 11 | ITT070 | Systems Support Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 80068 | PS: Systems Administrator (EL) | SWD | 11 | ITT070 | Systems Support Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 81072 | TS: Computer Op Spec (WL) | SWD | 10 | ITT070 | Systems Support Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | ITT071 | Systems Support Tech 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | ITT072 | Systems Support Tech 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | ITT080 | Criminal Justice IS Spec 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | ITT081 | Criminal Justice IS Spec 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | ITT082 | Criminal Justice IS Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 80334 | TS:Business Op Generalist (SP) | SWD | 15 | ITT083 | Criminal Justice IS Spec 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | ITT084 | Criminal Justice IS Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 17475 | MG: Program Services-Legal | SWD | 16 | LEM010 | Mgr, Legal Prgm Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 60017 | PS: Contract Comp Spec (SP) | SWD | 18 | LEM010 | Mgr, Legal Prgm Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95027 | PS: Contract Comp Spec (SP) | SWD | 17 | LEM010 | Mgr, Legal Prgm Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95137 | PS: Contract Comp Spec (SP) | SWD | 17 | LEM010 | Mgr, Legal Prgm Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14444 | MG1: Program Services-Legal | SWD | 19 | LEM011 | Sr Mgr, Legal Prgm Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14694 | MG1: Program Services-Legal | SWD | 20 | LEM011 | Sr Mgr, Legal Prgm Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14695 | MG1: Program Services-Legal | SWD | 19 | LEM011 | Sr Mgr, Legal Prgm Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14696 | MG1: Program Services-Legal | SWD | 18 | LEM011 | Sr Mgr, Legal Prgm Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16709 | MG1: Program Services-Legal | SWD | 18 | LEM011 | Sr Mgr, Legal Prgm Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95121 | MG1: Program Services-Legal | SWD | 19 | LEM011 | Sr Mgr, Legal Prgm Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95301 | MG1: Program Services-Legal | SWD | 19 | LEM011 | Sr Mgr, Legal Prgm Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95426 | MG1: Program Services-Legal | SWD | 19 | LEM011 | Sr Mgr, Legal Prgm Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95502 | MG1: Program Services-Legal | SWD | 17 | LEM011 | Sr Mgr, Legal Prgm Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14693 | MG2: Program Services-Legal | SWD | 22 | LEM012 | Dir, Legal Prgm Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 16711 | MG2: Program Services-Legal | SWD | 20 | LEM012 | Dir, Legal Prgm Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 95501 | MG2: Program Services-Legal | SWD | 20 | LEM012 | Dir, Legal Prgm Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 95511 | MG2: Program Services-Legal | SWD | 17 | LEM012 | Dir, Legal Prgm Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 14228 | MG1: Program Services-Legal | SWD | 19 | LEM020 | Mgr, Legal Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20205 | MG: Legal Services | SWD | 20 | LEM020 | Mgr, Legal Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 15221 | MG1: Legal Services | SWD | 21 | LEM021 | Sr Mgr, Legal Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 95202 | MG1: Legal Services | SWD | 21 | LEM021 | Sr Mgr, Legal Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19982 | MG2: Legal Services | SWD | 21 | LEM022 | Asst Dir, Legal Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 30507 | MG2: Legal Services | SWD | 22 | LEM022 | Asst Dir, Legal Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 95021 | MG2: Legal Services | SWD | 22 | LEM022 | Asst Dir, Legal Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 95218 | MG2: Legal Services | SWD | 22 | LEM022 | Asst Dir, Legal Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 95408 | MG2: Legal Services | SWD | 21 | LEM022 | Asst Dir, Legal Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 95517 | MG2: Legal Services | SWD | 23 | LEM022 | Asst Dir, Legal Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 95020 | MG2: Legal Services | SWD | 25 | LEM023 | Dir, Legal Svcs | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 95217 | MG2: Legal Services | SWD | 23 | LEM023 | Dir, Legal Svcs | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 95416 | MG2: Legal Services | SWD | 22 | LEM023 | Dir, Legal Svcs | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 95206 | MG2:Administrative Law Judge | SWD | 23 | LEM030 | Administrative Law Judge | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 95234 | MG2:Administrative Law Judge | SWD | 23 | LEM030 | Administrative Law Judge | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| N/A | N/A | N/A | N/A | LEM031 | Dep Div Dir, Admin Law Judge | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| N/A | N/A | N/A | N/A | LEM032 | Div Dir, Admin Law Judge | SWD | S | \$96,416.69 | \$137,738.13 | \$168,729.21 |
| 14457 | PS:Adj/Hearing Officers (EL) | SWD | 13 | LEP010 | Adjudicator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 95507 | PS:Adj/Hearing Officers (EL) | SWD | 13 | LEP010 | Adjudicator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14458 | PS:Adj/Hearing Officers (WL) | SWD | 14 | LEP011 | Adjudicator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 95114 | PS:Adj/Hearing Officers (WL) | SWD | 14 | LEP011 | Adjudicator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 95504 | PS:Adj/Hearing Officers (WL) | SWD | 15 | LEP011 | Adjudicator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 95211 | PS:Adj/Hearing Officers (AL) | SWD | 16 | LEP012 | Adjudicator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95212 | PS:Adj/Hearing Officers (AL) | SWD | 15 | LEP012 | Adjudicator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95402 | PS:Adj/Hearing Officers (AL) | SWD | 14 | LEP012 | Adjudicator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95503 | PS:Adj/Hearing Officers (AL) | SWD | 16 | LEP012 | Adjudicator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95505 | PS:Adj/Hearing Officers (AL) | SWD | 16 | LEP012 | Adjudicator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14461 | PS:Adj/Hearing Officers (SP) | SWD | 16 | LEP013 | Adjudicator Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14465 | PS:Adj/Hearing Officers (SP) | SWD | 16 | LEP013 | Adjudicator Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14692 | PS:Adj/Hearing Officers (SP) | SWD | 17 | LEP013 | Adjudicator Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19206 | PS:Adj/Hearing Officers (SP) | SWD | 16 | LEP013 | Adjudicator Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90543 | PS: Legal Officer (WL) | SWD | 16 | LEP020 | Attorney 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95043 | PS: Legal Officer (WL) | SWD | 15 | LEP020 | Attorney 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95209 | PS: Legal Officer (WL) | SWD | 16 | LEP020 | Attorney 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95226 | PS: Legal Officer (WL) | SWD | 16 | LEP020 | Attorney 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| TJC002 | Legal Officer (EL) | SWD | 16 | LEP020 | Attorney 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90544 | PS: Legal Officer (WL) | SWD | 17 | LEP021 | Attorney 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 95012 | PS: Legal Officer (WL) | SWD | 16 | LEP021 | Attorney 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|-----------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 95014 | PS: Legal Officer (WL) | SWD | 17 | LEP021 | Attorney 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 95044 | PS: Legal Officer (WL) | SWD | 16 | LEP021 | Attorney 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 95523 | PS: Legal Officer (WL) | SWD | 17 | LEP021 | Attorney 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41409 | PS: Legal Analysis Spec (AL) | SWD | 16 | LEP022 | Attorney 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95011 | PS: Legal Officer (AL) | SWD | 18 | LEP022 | Attorney 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95045 | PS: Legal Officer (AL) | SWD | 17 | LEP022 | Attorney 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95201 | PS: Legal Officer (AL) | SWD | 18 | LEP022 | Attorney 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95227 | PS: Legal Officer (AL) | SWD | 18 | LEP022 | Attorney 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95425 | PS: Legal Officer (WL) | SWD | 18 | LEP022 | Attorney 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95015 | PS: Legal Officer (AL) | SWD | 19 | LEP023 | Attorney 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95023 | PS: Legal Officer (SP) | SWD | 19 | LEP023 | Attorney 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95046 | PS: Legal Officer (SP) | SWD | 19 | LEP023 | Attorney 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95126 | PS: Legal Officer (SP) | SWD | 18 | LEP023 | Attorney 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95231 | PS: Legal Officer (SP) | SWD | 18 | LEP023 | Attorney 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95524 | PS: Legal Officer (AL) | SWD | 19 | LEP023 | Attorney 4 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 95003 | PS: Contract Comp Spec (WL) | SWD | 13 | LEP030 | Contracts Administrator 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 95007 | PS: Contract Comp Spec (WL) | SWD | 12 | LEP030 | Contracts Administrator 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 95113 | PS: Contract Comp Spec (AL) | SWD | 13 | LEP030 | Contracts Administrator 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20045 | PS: Contract Comp Spec (WL) | SWD | 14 | LEP031 | Contracts Administrator 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40413 | PS: Contract Comp Spec (WL) | SWD | 13 | LEP031 | Contracts Administrator 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 95006 | PS: Contract Comp Spec (WL) | SWD | 13 | LEP031 | Contracts Administrator 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 95101 | PS: Contract Comp Spec (WL) | SWD | 14 | LEP031 | Contracts Administrator 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 95127 | PS: Contract Comp Spec (SP) | SWD | 14 | LEP031 | Contracts Administrator 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 95139 | PS: Contract Comp Spec (WL) | SWD | 12 | LEP031 | Contracts Administrator 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20805 | TS:Engineering Tech (WL) | SWD | 13 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95001 | PS: Contract Comp Spec (AL) | SWD | 16 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95024 | PS: Contract Comp Spec (AL) | SWD | 14 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95102 | PS: Contract Comp Spec (AL) | SWD | 15 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95111 | PS: Contract Comp Spec (AL) | SWD | 13 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95112 | PS: Contract Comp Spec (AL) | SWD | 13 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95118 | PS: Contract Comp Spec (AL) | SWD | 16 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95119 | PS: Contract Comp Spec (AL) | SWD | 15 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95124 | PS: Contract Comp Spec (AL) | SWD | 16 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95138 | PS: Contract Comp Spec (AL) | SWD | 15 | LEP032 | Contracts Administrator 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 40401 | PS: Contract Comp Spec (SP) | SWD | 15 | LEP033 | Contracts Administrator Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90999 | PS: Contract Comp Spec (SP) | SWD | 13 | LEP033 | Contracts Administrator Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 95002 | PS: Contract Comp Spec (SP) | SWD | 16 | LEP033 | Contracts Administrator Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 95004 | PS: Contract Comp Spec (SP) | SWD | 14 | LEP033 | Contracts Administrator Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 95008 | PS: Contract Comp Spec (SP) | SWD | 16 | LEP033 | Contracts Administrator Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16712 | PS: Legal Analysis Spec (WL) | SWD | 14 | LEP040 | Legal Analysis Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17476 | PS: Legal Analysis Spec (WL) | SWD | 13 | LEP040 | Legal Analysis Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61724 | PS: Legal Analysis Spec (AL) | SWD | 13 | LEP040 | Legal Analysis Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 95409 | PS: Legal Analysis Spec (AL) | SWD | 14 | LEP040 | Legal Analysis Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 95421 | PS: Legal Analysis Spec (AL) | SWD | 14 | LEP040 | Legal Analysis Spec 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17472 | PS: Legal Analysis Spec (AL) | SWD | 14 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41423 | PS: Legal Analysis Spec (AL) | SWD | 16 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41444 | PS: Legal Analysis Spec (AL) | SWD | 16 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41493 | PS: Legal Analysis Spec (AL) | SWD | 15 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41495 | PS: Legal Analysis Spec (AL) | SWD | 15 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61037 | PS: Legal Analysis Spec (AL) | SWD | 16 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 85004 | Gov & Legislative Relatns Spec | SWD | 17 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95136 | PS: Legal Analysis Spec (AL) | SWD | 16 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95208 | PS: Legal Analysis Spec (AL) | SWD | 15 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95401 | PS: Legal Analysis Spec (AL) | SWD | 16 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95509 | PS: Legal Analysis Spec (AL) | SWD | 16 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95513 | PS: Legal Analysis Spec (AL) | SWD | 15 | LEP041 | Legal Analysis Spec 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95302 | PS: Legal Analysis Spec (AL) | SWD | 18 | LEP042 | Legal Analysis Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 95516 | PS: Legal Analysis Spec (AL) | SWD | 17 | LEP042 | Legal Analysis Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16708 | PS: Legal Analysis Spec (SP) | SWD | 17 | LEP043 | Legal Analysis Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40517 | PS: Legal Analysis Spec (SP) | SWD | 20 | LEP043 | Legal Analysis Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 41433 | PS: Legal Analysis Spec (SP) | SWD | 17 | LEP043 | Legal Analysis Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95417 | PS: Legal Analysis Spec (SP) | SWD | 18 | LEP043 | Legal Analysis Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 95512 | PS: Legal Analysis Spec (SP) | SWD | 19 | LEP043 | Legal Analysis Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14440 | PS:Claims&AppealsOfficer (EL) | SWD | 13 | LEP060 | Vets Claims & Appeals Ofc 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|-------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 14449 | PS:Claims&AppealsOfficer (WL) | SWD | 15 | LEP061 | Vets Claims & Appeals Ofc 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14448 | PS:Claims&Appeals Officer (AL) | SWD | 16 | LEP062 | Vets Sr Claims & Appeals Ofc | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14446 | PS:ClaimsAppeals Supvr (SP) | SWD | 14 | LEP063 | Vets Claims & Appeals Ofc Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14490 | PS:ClaimsAppeals Supvr (SP) | SWD | 17 | LEP063 | Vets Claims & Appeals Ofc Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14447 | PS:Vet Field Srv Officer (EL) | SWD | 11 | LEP070 | Veterans Field Svc Ofc 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14450 | PS:Vet Field Srv Officer (EL) | SWD | 11 | LEP070 | Veterans Field Svc Ofc 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14445 | PS:Vet Field Srv Officer (WL) | SWD | 13 | LEP071 | Veterans Field Svc Ofc 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14460 | PS:Vet Field Srv Officer (WL) | SWD | 13 | LEP071 | Veterans Field Svc Ofc 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14470 | PS:Vet Field SvcOfficer(AL) | SWD | 14 | LEP072 | Veterans Sr Field Svc Ofc | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14480 | PS:Veterans Field (SP) | SWD | 17 | LEP073 | Veterans Field Svc Ofc Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | LET010 | Child Enforcement 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | LET011 | Child Enforcement 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | LET012 | Child Enforcement 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | LET013 | Child Enforcement Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 95405 | TS: Secretaries-Legal (WL) | SWD | 11 | LET020 | Legal Secretary 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 95413 | TS: Secretaries-Legal (WL) | SWD | 10 | LET020 | Legal Secretary 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 95028 | TS: Secretaries-Legal (WL) | SWD | 11 | LET021 | Legal Secretary 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 95029 | TS: Secretaries-Legal (AL) | SWD | 12 | LET021 | Legal Secretary 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 95404 | TS: Secretaries-Legal (WL) | SWD | 11 | LET021 | Legal Secretary 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 95414 | TS: Secretaries-Legal (AL) | SWD | 12 | LET021 | Legal Secretary 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 95419 | TS: Secretaries-Legal (WL) | SWD | 12 | LET021 | Legal Secretary 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | LET022 | Legal Secretary 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60120 | TS: Secretaries-Legal (SP) | SWD | 16 | LET023 | Legal Secretary Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 95236 | TS: Secretaries-Legal (SP) | SWD | 14 | LET023 | Legal Secretary Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | LET030 | Paralegal 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 95406 | TS: Paralegal (WL) | SWD | 12 | LET031 | Paralegal 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 95412 | TS: Paralegal (WL) | SWD | 12 | LET031 | Paralegal 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 95219 | TS: Paralegal (AL) | SWD | 14 | LET032 | Paralegal 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 95418 | TS: Paralegal (AL) | SWD | 13 | LET032 | Paralegal 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 95534 | TS: Paralegal (SP) | SWD | N/A | LET033 | Paralegal 4 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | LET034 | Paralegal Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | LET040 | Contract Complnc Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 16713 | PS: Legal Analysis Spec (EL) | SWD | 11 | LET041 | Contract Complnc Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 95117 | TS: Contract Comp Tech (WL) | SWD | 12 | LET041 | Contract Complnc Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 95122 | TS: Contract Comp Tech (WL) | SWD | 11 | LET041 | Contract Complnc Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 95123 | TS: Contract Comp Tech (WL) | SWD | 12 | LET041 | Contract Complnc Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 95129 | TS: Contract Comp Tech (WL) | SWD | 11 | LET041 | Contract Complnc Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | LET042 | Contract Complnc Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17473 | PS: Legal Analysis Spec (SP) | SWD | 14 | LET043 | Contract Complnc Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70409 | MG: Laboratory | SWD | 16 | LSM010 | Mgr, Health Laboratory | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70425 | MG: Laboratory | SWD | 17 | LSM010 | Mgr, Health Laboratory | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 70423 | MG1: Laboratory | SWD | 18 | LSM011 | Sr. Mgr, Health Laboratory | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 90412 | MG1: Laboratory | SWD | 18 | LSM011 | Sr. Mgr, Health Laboratory | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 90413 | MG1: Laboratory | SWD | 18 | LSM011 | Sr. Mgr, Health Laboratory | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 90411 | MG2: Laboratory | SWD | 20 | LSM012 | Sr. Mgr 2, Health Laboratory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 90419 | MG: Laboratory | SWD | 20 | LSM012 | Sr. Mgr 2, Health Laboratory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 90538 | MG1: Laboratory | SWD | 19 | LSM012 | Sr. Mgr 2, Health Laboratory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 90539 | MG1: Laboratory | SWD | 19 | LSM012 | Sr. Mgr 2, Health Laboratory | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 90537 | MG2: Laboratory | SWD | 20 | LSM013 | Dir, Health Laboratory | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | LSM030 | Mgr, Chem/Materials Analysis | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | LSP010 | Medical/Clinical Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90011 | PS: Medical/Clinical Spec (WL) | SWD | 14 | LSP011 | Medical/Clinical Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70411 | PS: Medical/ClinicalSpec (AL) | SWD | 14 | LSP012 | Medical/Clinical Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70406 | PS: Medical/ClinicalSpec (SP) | SWD | 15 | LSP013 | Med/Clinical Specialist Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90012 | PS: Medical/ClinicalSpec (SP) | SWD | 16 | LSP013 | Med/Clinical Specialist Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90404 | PS:Chem/Mat Analys Spec(EL) | SWD | 12 | LSP030 | Chemical/Material Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90416 | PS:Chem/Mat Analys Spec(EL) | SWD | 12 | LSP030 | Chemical/Material Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90528 | PS:Chem/Mat Analys Spec(EL) | SWD | 13 | LSP030 | Chemical/Material Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90403 | PS:Chem/Mat Analys Spec (WL) | SWD | 14 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90415 | PS:Chem/Mat Analys Spec (WL) | SWD | 13 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90501 | PS:Chem/Mat Analys Spec (WL) | SWD | 15 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90527 | PS:Chem/Mat Analys Spec (WL) | SWD | 14 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90921 | PS:Chem/Mat Analys Spec (WL) | SWD | 13 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90923 | PS:Chem/Mat Analys Spec (WL) | SWD | 13 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|-------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 90955 | PS:Chem/Mat Analys Spec (WL) | SWD | 13 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90987 | PS:Chem/Mat Analys Spec (WL) | SWD | 13 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90994 | PS:CivEng/Design/Const (EL) | SWD | 13 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 91202 | PS:Chem/Mat Analys Spec(AL) | SWD | 14 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 91203 | PS:Chem/Mat Analys Spec (WL) | SWD | 11 | LSP031 | Chemical/Material Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90523 | PS:Chem/Mat Analys Spec(AL) | SWD | 15 | LSP032 | Chemical/Material Analyst 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90952 | PS:CivEng/Design/Const (WL) | SWD | 14 | LSP032 | Chemical/Material Analyst 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90983 | PS:CivEng/Design/Const (WL) | SWD | 14 | LSP032 | Chemical/Material Analyst 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90402 | PS:Chem/Mat Analys Spec(SP) | SWD | 16 | LSP033 | Chemical/Material Analyst 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90414 | PS:Chem/Mat Analys Spec(SP) | SWD | 15 | LSP033 | Chemical/Material Analyst 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90526 | PS:Chem/Mat Analys Spec(SP) | SWD | 16 | LSP033 | Chemical/Material Analyst 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90902 | PS:Chem/Mat Analys Spec(SP) | SWD | 16 | LSP033 | Chemical/Material Analyst 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90948 | PS: Transp Data Mgmt Spec (AL) | SWD | 16 | LSP033 | Chemical/Material Analyst 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90993 | PS:Chem/Mat Analys Spec(SP) | SWD | 16 | LSP033 | Chemical/Material Analyst 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 91201 | PS:Chem/Mat Analys Spec(SP) | SWD | 15 | LSP033 | Chemical/Material Analyst 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90951 | PS:Chem/Mat Analys Spec(SP) | SWD | 16 | LSP034 | Chemical/Material Analyst Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | LSP040 | Environmental Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13016 | PS: Environmentalist (WL) | SWD | 13 | LSP041 | Environmental Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13017 | PS: Environmentalist (WL) | SWD | 15 | LSP041 | Environmental Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90916 | PS: Environmentalist (WL) | SWD | 13 | LSP041 | Environmental Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13018 | PS: Environmentalist (AL) | SWD | 17 | LSP042 | Environmental Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90906 | PS: Environmentalist (AL) | SWD | 13 | LSP042 | Environmental Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90917 | PS: Environmentalist (AL) | SWD | 14 | LSP042 | Environmental Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | LSP043 | Environmental Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90707 | PS: Geologist (EL) | SWD | 15 | LSP050 | Geologist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90701 | PS: Geologist (WL) | SWD | 17 | LSP051 | Geologist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90703 | PS: Geologist (WL) | SWD | 16 | LSP051 | Geologist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90965 | PS: Geologist (WL) | SWD | 16 | LSP051 | Geologist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90702 | PS: Geologist (AL) | SWD | 18 | LSP052 | Geologist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | LSP053 | Geologist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20209 | PS:CartographyGeogrphySpec(WL) | SWD | 13 | LSP060 | GIS Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20210 | PS:CartographyGeogrphySpec(WL) | SWD | 13 | LSP060 | GIS Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20208 | TS: Survey & Cartog Spec (WL) | SWD | 12 | LSP061 | GIS Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20213 | PS:CartographyGeogrphySpec(WL) | SWD | 14 | LSP061 | GIS Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90927 | PS:CartographyGeogrphySpec(WL) | SWD | 16 | LSP061 | GIS Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20207 | PS:CartographyGeogrphySpec(AL) | SWD | 15 | LSP062 | GIS Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20214 | PS:CartographyGeogrphySpec(AL) | SWD | 16 | LSP062 | GIS Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 80531 | PS:CartographyGeogrphySpec(AL) | SWD | 16 | LSP062 | GIS Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90928 | PS:CartographyGeogrphySpec(AL) | SWD | 18 | LSP062 | GIS Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20211 | PS:CartographyGeogrphySpec(SP) | SWD | 18 | LSP063 | GIS Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20212 | PS:CartographyGeogrphySpec(SP) | SWD | 17 | LSP063 | GIS Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 90420 | Meteorologist | SWD | 15 | LSP080 | Meteorologist | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | LSP081 | Sr Meteorologist | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | LSP082 | Chief Meteorologist | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 90006 | SS: Laboratory Wkr (EL) | SWD | 09 | LSS010 | Laboratory Aide 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 70407 | SS: Laboratory Wkr (WL) | SWD | 07 | LSS011 | Laboratory Aide 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90005 | SS: Laboratory Wkr (WL) | SWD | 07 | LSS011 | Laboratory Aide 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90007 | SS: Laboratory Wkr (WL) | SWD | 10 | LSS011 | Laboratory Aide 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90407 | SS: Laboratory Wkr (WL) | SWD | 09 | LSS011 | Laboratory Aide 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90533 | SS: Laboratory Wkr (WL) | SWD | 07 | LSS011 | Laboratory Aide 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90008 | SS: Laboratory Wkr (AL) | SWD | 11 | LSS012 | Laboratory Aide 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 90406 | SS: Laboratory Wkr (AL) | SWD | 10 | LSS012 | Laboratory Aide 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 90417 | SS: Laboratory Wkr (AL) | SWD | 11 | LSS012 | Laboratory Aide 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | LSS013 | Laboratory Aide Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90945 | TS:Materials Analysis Tech(EL) | SWD | 08 | LST010 | Materials Analysis Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90946 | TS:Materials Analysis Tech(WL) | SWD | 10 | LST011 | Materials Analysis Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 90989 | TS:Materials Analysis Tech(WL) | SWD | 10 | LST011 | Materials Analysis Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 90905 | TS:Materials Analysis Tech(AL) | SWD | 11 | LST012 | Materials Analysis Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90907 | TS:Materials Analysis Tech(AL) | SWD | 12 | LST012 | Materials Analysis Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90954 | TS:Materials Analysis Tech(AL) | SWD | 13 | LST012 | Materials Analysis Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90975 | TS:Materials Analysis Tech(AL) | SWD | 11 | LST012 | Materials Analysis Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90991 | TS:Materials Analysis Tech(AL) | SWD | 11 | LST012 | Materials Analysis Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90943 | TS:Materials Analysis Tech(SP) | SWD | 13 | LST013 | Materials Analysis Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | LST020 | Chemical Analysis Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 91204 | TS: Chemical Analysis Tech(WL) | SWD | 10 | LST021 | Chemical Analysis Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | LST022 | Chemical Analysis Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | LST023 | Chemical Analysis Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90003 | TS: Laboratory Tech (EL) | SWD | 08 | LST030 | Laboratory Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90302 | TS: Laboratory Tech (EL) | SWD | 10 | LST030 | Laboratory Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90418 | SS: Laboratory Wkr (EL) | SWD | 10 | LST030 | Laboratory Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90531 | TS: Laboratory Tech (EL) | SWD | 09 | LST030 | Laboratory Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 90002 | TS: Laboratory Tech (WL) | SWD | 10 | LST031 | Laboratory Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 90301 | TS: Laboratory Tech (WL) | SWD | 12 | LST031 | Laboratory Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 90525 | TS: Laboratory Tech (WL) | SWD | 10 | LST031 | Laboratory Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70412 | TS: Laboratory Tech (AL) | SWD | 11 | LST032 | Laboratory Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90308 | TS: Laboratory Tech (AL) | SWD | 13 | LST032 | Laboratory Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90529 | TS: Laboratory Tech (AL) | SWD | 11 | LST032 | Laboratory Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19102 | TS: Laboratory Tech (SP) | SWD | 12 | LST033 | Laboratory Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | LST050 | Evidence Receiving Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | LST051 | Evidence Receiving Tech 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | LST052 | Evidence Receiving Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13400 | MG: Parks & Preservation | SWD | N/A | NRM030 | Mgr 1, Parks & Preservation | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13409 | MG1: Parks & Preservation | SWD | 18 | NRM030 | Mgr 1, Parks & Preservation | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13851 | PS: Parks Fac Mgt Spec (SP) | SWD | 18 | NRM030 | Mgr 1, Parks & Preservation | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13005 | MG1: Parks & Preservation | SWD | 18 | NRM031 | Mgr 2, Parks & Preservation | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 13609 | MG2: Parks & Preservation | SWD | 19 | NRM031 | Mgr 2, Parks & Preservation | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 13611 | MG1: Parks & Preservation | SWD | 19 | NRM031 | Mgr 2, Parks & Preservation | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | NRM032 | Sr Mgr 1, Parks & Preservation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 13009 | MG2: Parks & Preservation | SWD | 23 | NRM033 | Sr Mgr 2, Parks & Preservation | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 13854 | MG2: Parks & Preservation | SWD | 23 | NRM033 | Sr Mgr 2, Parks & Preservation | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 13024 | PS: Nat Res Biologists (AL) | SWD | 18 | NRM040 | Mgr 1, Natural Resources | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13828 | MG1: Natural Resources | SWD | 19 | NRM040 | Mgr 1, Natural Resources | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13803 | MG2: Natural Resources | SWD | 20 | NRM041 | Mgr 2, Natural Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 13804 | MG2: Natural Resources | SWD | 20 | NRM041 | Mgr 2, Natural Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 13806 | MG1: Natural Resources | SWD | 19 | NRM041 | Mgr 2, Natural Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 13861 | MG1: Natural Resources | SWD | 19 | NRM041 | Mgr 2, Natural Resources | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 13383 | MG1: Natural Resources | SWD | 18 | NRM042 | Sr Mgr 1, Natural Resources | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 13805 | MG1: Natural Resources | SWD | 19 | NRM042 | Sr Mgr 1, Natural Resources | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 13827 | MG1: Natural Resources | SWD | 18 | NRM042 | Sr Mgr 1, Natural Resources | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 13841 | MG2: Natural Resources | SWD | 21 | NRM042 | Sr Mgr 1, Natural Resources | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 13855 | MG2: Natural Resources | SWD | 21 | NRM042 | Sr Mgr 1, Natural Resources | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 13856 | MG2: Natural Resources | SWD | 21 | NRM043 | Sr Mgr 2, Natural Resources | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 13327 | MG: Forestry | SWD | 18 | NRM060 | Mgr, Forestry | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13328 | MG1: Forestry | SWD | 18 | NRM060 | Mgr, Forestry | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13329 | MG: Forestry | SWD | 18 | NRM060 | Mgr, Forestry | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13378 | MG1: Forestry | SWD | 19 | NRM061 | Associate Chief GFC | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 13323 | MG2: Forestry | SWD | 21 | NRM062 | Chief GFC | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 13002 | PS: Parks Fac Mgt Spec (WL) | SWD | 13 | NRP011 | Asst Park/Historic Site Mgr | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13003 | PS: Parks Fac Mgt Spec (WL) | SWD | 11 | NRP011 | Asst Park/Historic Site Mgr | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13004 | PS: Parks Fac Mgt Spec (EL) | SWD | 12 | NRP011 | Asst Park/Historic Site Mgr | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13501 | PS: Parks Fac Mgt Spec (AL) | SWD | 14 | NRP011 | Asst Park/Historic Site Mgr | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13604 | PS: Parks Fac Mgt Spec (WL) | SWD | 13 | NRP011 | Asst Park/Historic Site Mgr | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13605 | PS: Parks Fac Mgt Spec (EL) | SWD | 12 | NRP011 | Asst Park/Historic Site Mgr | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13616 | PS: Parks Fac Mgt Spec (EL) | SWD | 12 | NRP011 | Asst Park/Historic Site Mgr | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13617 | PS: Parks Fac Mgt Spec (WL) | SWD | 13 | NRP011 | Asst Park/Historic Site Mgr | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13832 | PS: Parks Fac Mgt Spec (AL) | SWD | 14 | NRP011 | Asst Park/Historic Site Mgr | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13401 | PS: Parks Fac Mgt Spec (WL) | SWD | 14 | NRP012 | Park/Historic Site Manager 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13603 | PS: Parks Fac Mgt Spec (AL) | SWD | 14 | NRP012 | Park/Historic Site Manager 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13618 | PS: Parks Fac Mgt Spec (WL) | SWD | 14 | NRP012 | Park/Historic Site Manager 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13623 | PS: Parks Fac Mgt Spec (AL) | SWD | 15 | NRP012 | Park/Historic Site Manager 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13833 | PS: Parks Fac Mgt Spec (SP) | SWD | 15 | NRP012 | Park/Historic Site Manager 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13402 | PS: Parks Fac Mgt Spec (AL) | SWD | 15 | NRP013 | Park/Historic Site Manager 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13504 | PS: Parks Fac Mgt Spec (SP) | SWD | 16 | NRP013 | Park/Historic Site Manager 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13601 | PS: Parks Fac Mgt Spec (SP) | SWD | 16 | NRP013 | Park/Historic Site Manager 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13602 | PS: Parks Fac Mgt Spec (AL) | SWD | 15 | NRP013 | Park/Historic Site Manager 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13849 | PS: Parks Fac Mgt Spec (SP) | SWD | 17 | NRP013 | Park/Historic Site Manager 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13403 | PS:Nat/Curators/Preservtn (SP) | SWD | 16 | NRP014 | Park/Historic Site Manager 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13848 | PS: Parks Fac Mgt Spec (AL) | SWD | 16 | NRP014 | Park/Historic Site Manager 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 13852 | PS: Parks Fac Mgt Spec (SP) | SWD | 16 | NRP014 | Park/Historic Site Manager 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61755 | PS:Communicatn/Outrch Spec(AL) | SWD | 15 | NRP014 | Park/Historic Site Manager 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13338 | PS:Forester (EL) | SWD | 13 | NRP020 | Forester 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13376 | PS: Forester (WL) | SWD | 14 | NRP021 | Forester 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13346 | PS: Forester (AL) | SWD | 15 | NRP022 | Forester 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13387 | Forester (SP) | SWD | N/A | NRP023 | Forester 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13320 | Forester Advanced Level 2 | SWD | 16 | NRP023 | Forester 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13330 | Forester (SP) | SWD | 17 | NRP023 | Forester 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13382 | PS: Forester (AL) | SWD | 18 | NRP023 | Forester 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13404 | PS:Nat/Curators/Preservtn (WL) | SWD | 11 | NRP030 | Curator/Preservationist 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13414 | PS:Nat/Curators/Preservtn (WL) | SWD | 11 | NRP030 | Curator/Preservationist 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13012 | PS:Nat/Curators/Preservtn (WL) | SWD | 14 | NRP031 | Curator/Preservationist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13845 | PS:Nat/Curators/Preservtn (WL) | SWD | 14 | NRP031 | Curator/Preservationist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13201 | PS:Nat/Curators/Preservtn (AL) | SWD | 15 | NRP032 | Curator/Preservationist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13377 | PS:Nat/Curators/Preservtn (AL) | SWD | 14 | NRP032 | Curator/Preservationist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13405 | PS:Nat/Curators/Preservtn (AL) | SWD | 15 | NRP032 | Curator/Preservationist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13406 | PS:Nat/Curators/Preservtn (AL) | SWD | 15 | NRP032 | Curator/Preservationist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13407 | PS:Nat/Curators/Preservtn (AL) | SWD | 15 | NRP032 | Curator/Preservationist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13844 | PS:Nat/Curators/Preservtn (AL) | SWD | 14 | NRP032 | Curator/Preservationist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13384 | PS:Nat/Curators/Preservtn (SP) | SWD | 15 | NRP033 | Curator/Preservationist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13408 | PS:Nat/Curators/Preservtn (SP) | SWD | 17 | NRP033 | Curator/Preservationist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13413 | PS:Nat/Curators/Preservtn (SP) | SWD | 16 | NRP033 | Curator/Preservationist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13612 | PS:Nat/Curators/Preservtn (SP) | SWD | 13 | NRP033 | Curator/Preservationist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13836 | Marine Biologist (EL) | SWD | 16 | NRP040 | Marine Biologist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13619 | PS: Nat Res Biologists (WL) | SWD | 17 | NRP041 | Marine Biologist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13813 | Marine Biologist (WL) | SWD | 17 | NRP041 | Marine Biologist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13023 | PS: Nat Res Biologists (AL) | SWD | 17 | NRP042 | Marine Biologist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 13615 | PS: Nat Res Biologists (AL) | SWD | 16 | NRP042 | Marine Biologist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 13809 | Marine Biologist (AL) | SWD | 18 | NRP042 | Marine Biologist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 13842 | PS: Nat Res Biologists (AL) | SWD | 17 | NRP042 | Marine Biologist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 13019 | MG: Business Operations | SWD | 18 | NRP043 | Marine Biologist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | NRP060 | Wildlife Biologist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13811 | Wildlife Biologist (WL) | SWD | 17 | NRP061 | Wildlife Biologist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13807 | Wildlife Biologist (AL) | SWD | 18 | NRP062 | Wildlife Biologist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | NRP063 | Wildlife Biologist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | NRP070 | Fisheries Biologist 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13812 | Fisheries Biologist (WL) | SWD | 17 | NRP071 | Fisheries Biologist 2 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13808 | Fisheries Biologist (AL) | SWD | 18 | NRP072 | Fisheries Biologist 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | NRP073 | Fisheries Biologist Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 13823 | WildlifeTech(EL) | SWD | 13 | NRT010 | Wildlife Tech 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13819 | WildlifeTech(WL) | SWD | 14 | NRT011 | Wildlife Tech 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13817 | WildlifeTech (AL) | SWD | 15 | NRT012 | Wildlife Tech 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13815 | Wildlife Tech (SP) | SWD | 17 | NRT013 | Wildlife Tech Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 13829 | TS: Natural Resources Tech(SP) | SWD | 17 | NRT013 | Wildlife Tech Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | NRT020 | Forestry Nursery Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 13362 | TS: Forestry-Nursery Tech(WL) | SWD | 10 | NRT021 | Forestry Nursery Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 13371 | TS: Forestry - Nursery Tech(AL) | SWD | 12 | NRT022 | Forestry Nursery Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 13375 | TS: Forestry-Nursery Tech(AL) | SWD | 12 | NRT022 | Forestry Nursery Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 13379 | TS: Forestry-NurseryTech(AL) | SWD | 12 | NRT022 | Forestry Nursery Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 13345 | TS:Forestry-Nursery Tech (SP) | SWD | 17 | NRT023 | Forestry Nursery Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 13351 | TS: Forestry - NurseryTech(SP) | SWD | 12 | NRT023 | Forestry Nursery Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 13381 | TS: Forestry-Nursery Tech (AL) | SWD | 12 | NRT023 | Forestry Nursery Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | NRT030 | Parks Maintenance Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 13503 | TS: Parks/Golf Maint Tech (WL) | SWD | 10 | NRT031 | Parks Maintenance Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 13607 | TS: Parks/Golf Maint Tech (WL) | SWD | 11 | NRT031 | Parks Maintenance Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 13502 | TS: Parks/Golf Maint Tech (AL) | SWD | 12 | NRT032 | Parks Maintenance Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 13606 | TS: Parks/Golf Maint Tech (AL) | SWD | 12 | NRT032 | Parks Maintenance Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | NRT033 | Parks Maintenance Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90040 | TS:Forester-FIA (EL) | SWD | 12 | NRT040 | Forester FIA 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 90041 | TS:Forester FIA (WL) | SWD | 13 | NRT041 | Forester FIA 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90042 | TS:Forester FIA (AL) | SWD | 14 | NRT042 | Forester FIA 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90043 | TS:Forester FIA (SP) | SWD | 15 | NRT043 | Forester FIA Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13837 | Marine Tech (EL) | SWD | 13 | NRT050 | Marine Tech 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13822 | Marine Tech (WL) | SWD | 14 | NRT051 | Marine Tech 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 13860 | TS: Natural Resources Tech(WL) | SWD | 14 | NRT051 | Marine Tech 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13838 | Marine Tech (AL) | SWD | 15 | NRT052 | Marine Tech 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | NRT053 | Marine Tech Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | NRT060 | Fisheries Tech 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 13821 | Fisheries Tech (WL) | SWD | 14 | NRT061 | Fisheries Tech 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 13818 | Fisheries Tech (AL) | SWD | 15 | NRT062 | Fisheries Tech 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 13816 | Fisheries Tech (SP) | SWD | 17 | NRT063 | Fisheries Tech Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| TJC003 | Forest Technician 1 | SWD | 12 | NRT070 | Forest Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| TJC004 | Forest Technician 2 | SWD | 13 | NRT071 | Forest Tech 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| TJC005 | Forest Technician 3 | SWD | 14 | NRT072 | Forest Tech 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | NRT073 | Forest Tech Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17345 | MG: Firefighting & Prevention | SWD | 16 | PSM050 | Mgr, Firefighting & Prevention | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 17305 | MG1: Firefighting & Prevention | SWD | 17 | PSM051 | Sr Mgr, Firefight/Prevention | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 17346 | MG1: Firefighting & Prevention | SWD | 17 | PSM051 | Sr Mgr, Firefight/Prevention | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | PSM052 | Sr Mgr 2, Fire & Prevention | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 17342 | PS:FirefightngPreventnSpec(EL) | SWD | 11 | PSP050 | Fire Prevention Spec 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | PSP051 | Fire Prevention Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 17041 | PS:FirefightngPreventnSpec(AL) | SWD | 13 | PSP052 | Fire Prevention Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17343 | PS:FirefightngPreventnSpec(AL) | SWD | 12 | PSP052 | Fire Prevention Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17344 | PS:FirefightngPreventnSpec(SP) | SWD | 14 | PSP053 | Fire Prevention Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | PSP070 | Emergency Mgt Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 11205 | PS: Emergency Mgt Spec (WL) | SWD | 14 | PSP071 | Emergency Mgt Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19663 | PS: Emergency Mgt Spec (WL) | SWD | 15 | PSP071 | Emergency Mgt Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70014 | PS: Emergency Mgt Spec (WL) | SWD | 14 | PSP071 | Emergency Mgt Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17315 | PS: Emergency Mgt Spec (AL) | SWD | 15 | PSP072 | Emergency Mgt Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70012 | PS: Emergency Mgt Spec (AL) | SWD | 15 | PSP072 | Emergency Mgt Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70013 | PS: Emergency Mgt Spec (SP) | SWD | 17 | PSP073 | Emergency Mgt Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 17013 | PS:Compliance Investigator(WL) | SWD | 13 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17055 | PS:Compliance Investigator(WL) | SWD | 13 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17056 | PS:Compliance Investigator(AL) | SWD | 14 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17341 | PS:Compliance Investigator(WL) | SWD | 12 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17405 | PS:Compliance Investigator(WL) | SWD | 13 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17431 | PS:Compliance Investigator(WL) | SWD | 13 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17469 | PS:Compliance Investigator(WL) | SWD | 13 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17470 | PS:Compliance Investigator(WL) | SWD | 13 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19963 | PS:Compliance Investigator(WL) | SWD | 13 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17546 | PS:Compliance Investigator(EL) | SWD | 12 | PSP080 | Complnc Investigator 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17012 | PS:Compliance Investigator(AL) | SWD | 14 | PSP081 | Complnc Investigator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17014 | PS:Compliance Investigator(AL) | SWD | 14 | PSP081 | Complnc Investigator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17054 | PS:Compliance Investigator(AL) | SWD | 14 | PSP081 | Complnc Investigator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17058 | PS:Compliance Investigator(AL) | SWD | 15 | PSP081 | Complnc Investigator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17404 | PS:Compliance Investigator(WL) | SWD | 14 | PSP081 | Complnc Investigator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17471 | PS:Compliance Investigator(WL) | SWD | 15 | PSP081 | Complnc Investigator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17484 | PS:Compliance Investigator(WL) | SWD | 14 | PSP081 | Complnc Investigator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19964 | PS:Compliance Investigator(AL) | SWD | 15 | PSP081 | Complnc Investigator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 95017 | PS:Compliance Investigator(AL) | SWD | 14 | PSP081 | Complnc Investigator 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14229 | PS:Compliance Investigator(SP) | SWD | 16 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17053 | PS:Compliance Investigator(AL) | SWD | 16 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17057 | PS:Compliance Investigator(AL) | SWD | 15 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17071 | PS:Compliance Investigator(AL) | SWD | 16 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17468 | PS:Compliance Investigator(AL) | SWD | 15 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17486 | PS:Compliance Investigator(AL) | SWD | 15 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17490 | PS:Compliance Investigator(AL) | SWD | 15 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17493 | PS:Compliance Investigator(AL) | SWD | 16 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19048 | PS:Compliance Investigator(AL) | SWD | 15 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19062 | PS:Compliance Investigator(SP) | SWD | 16 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19988 | PS:Compliance Investigator(AL) | SWD | 15 | PSP082 | Complnc Investigator 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17059 | PS:Compliance Investigator(SP) | SWD | 18 | PSP083 | Complnc Investigator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17070 | PS:Compliance Investigator(AL) | SWD | 17 | PSP083 | Complnc Investigator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17072 | PS:Compliance Investigator(AL) | SWD | 17 | PSP083 | Complnc Investigator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17403 | PS:Compliance Investigator(SP) | SWD | 16 | PSP083 | Complnc Investigator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17509 | PS: Investigative Comp Inv(SP) | SWD | 17 | PSP083 | Complnc Investigator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17609 | PS:Compliance Investigator(WL) | SWD | 18 | PSP083 | Complnc Investigator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19911 | PS:Compliance Investigator(AL) | SWD | 18 | PSP083 | Complnc Investigator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 19995 | PS:Compliance Investigator(AL) | SWD | 17 | PSP083 | Complnc Investigator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17011 | PS:Compliance Investigator(SP) | SWD | 15 | PSP083 | Complnc Investigator Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17921 | Intelligence Analyst 1 | SWD | 12 | PSP150 | Civil Intelligence Analyst 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17922 | Intelligence Analyst 2 | SWD | 14 | PSP151 | Civil Intelligence Analyst 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17923 | PS: Civil Intelligence Ana (AL) | SWD | 15 | PSP152 | Civil Intelligence Analyst 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | PSP153 | Civil Intelligence Analyst Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 17320 | PS:Ranger (EL) | SWD | 11 | PSP170 | Ranger 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 17302 | PS:Ranger(WL) | SWD | 12 | PSP171 | Ranger 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 17330 | PS:Ranger (WL) | SWD | 12 | PSP171 | Ranger 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 17340 | PS:Ranger (AL) | SWD | 12 | PSP172 | Ranger 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17307 | PS:Ranger (SP) | SWD | 13 | PSP173 | Chief Ranger 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17350 | PS:Ranger (SP) | SWD | 14 | PSP173 | Chief Ranger 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17308 | MG: Business Operations | SWD | 15 | PSP174 | Chief Ranger 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | PSP175 | Chief Ranger 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17505 | TS:Probation/Parole Tech(EL) | SWD | 10 | PST010 | Probation Aide | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| N/A | N/A | N/A | N/A | PST040 | Emergency Mgt Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 81122 | TS: Telecommunications Sp (AL) | SWD | 10 | PST041 | Emergency Mgt Tech 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17316 | TS:Emergency Mgt Tech (WL) | SWD | 14 | PST042 | Emergency Mgt Tech 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | PST043 | Emergency Mgt Tech Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17551 | TS:Commercial Transport (AL) | SWD | 10 | PST060 | Weight Inspector 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 17552 | TS:Commercial Transport (AL) | SWD | 11 | PST061 | Weight Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | PST062 | Weight Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | PST063 | Weight Inspector Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17309 | TS: Facility Safety Offcr (WL) | SWD | 09 | PST080 | Firefighter | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 17311 | TS: Facility Safety Offcr (AL) | SWD | 10 | PST081 | Firefighter Sergeant | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 17313 | TS: Facility Safety Offcr (SP) | SWD | 13 | PST082 | Firefighter Captain | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19007 | MG: Environ Health/Protection | SWD | 15 | RCM010 | Mgr 1, Env. Protection | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19417 | MG: Environ Health/Protection | SWD | 19 | RCM010 | Mgr 1, Env. Protection | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19620 | MG1: Environ Health/Protection | SWD | 18 | RCM010 | Mgr 1, Env. Protection | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20706 | MG1: Environ Health/Protection | SWD | 17 | RCM010 | Mgr 1, Env. Protection | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20707 | MG1: Environ Health/Protection | SWD | 17 | RCM010 | Mgr 1, Env. Protection | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19143 | MG: Environ Health/Protection | SWD | 19 | RCM011 | Mgr 2, Env Protection | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19410 | PS: Environ Compliance Spc(AL) | SWD | 19 | RCM011 | Mgr 2, Env Protection | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19416 | MG1: Environ Health/Protection | SWD | 20 | RCM011 | Mgr 2, Env Protection | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19461 | MG1: Environ Health/Protection | SWD | 19 | RCM011 | Mgr 2, Env Protection | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61909 | MG1: Environ Health/Protection | SWD | 21 | RCM011 | Mgr 2, Env Protection | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19435 | MG1: Environ Health/Protection | SWD | 20 | RCM012 | Sr Mgr 1, Env Protection | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19459 | MG1: Environ Health/Protection | SWD | 20 | RCM012 | Sr Mgr 1, Env Protection | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19215 | MG2: Environ Health/Protection | SWD | 23 | RCM013 | Sr Mgr 2, Env Protection | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 20038 | MG2: Environ Health/Protection | SWD | 21 | RCM013 | Sr Mgr 2, Env Protection | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19934 | MG1:Utilities & Pipeline Comp | SWD | 18 | RCM020 | Mgr, Utils & Pipeline Complnc | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19985 | MG2:Utilities & Pipeline Comp | SWD | 21 | RCM021 | Mgr 2, Utils/Pipeline Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19986 | MG2:Utilities & Pipeline Comp | SWD | 22 | RCM022 | Sr Mgr Utils Pipeline Complnc | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 19219 | MG2:Utilities & Pipeline Comp | SWD | 23 | RCM023 | Dir, Utils & Pipeline Complnc | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| 17347 | MG: Financial Compliance | SWD | 19 | RCM030 | Mgr, Financial Complnc | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40007 | MG1: Financial Compliance | SWD | 18 | RCM030 | Mgr, Financial Complnc | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40520 | MG1: Financial Compliance | SWD | 17 | RCM030 | Mgr, Financial Complnc | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 40006 | MG1: Financial Compliance | SWD | 19 | RCM031 | Sr Mgr, Financial Complnc | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40516 | MG1: Financial Compliance | SWD | 20 | RCM031 | Sr Mgr, Financial Complnc | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19506 | MG2: Financial Compliance | SWD | 21 | RCM032 | Dir, Financial Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 41485 | MG: Financial Compliance | SWD | 21 | RCM032 | Dir, Financial Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 48001 | MG2: Financial Compliance | SWD | 21 | RCM032 | Dir, Financial Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 17488 | MG: Insurance Investigation | SWD | 20 | RCM040 | Mgr, Insurance Investigation | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19065 | MG: Insurance Investigation | SWD | 20 | RCM040 | Mgr, Insurance Investigation | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19218 | MG: Insurance Investigation | SWD | 18 | RCM040 | Mgr, Insurance Investigation | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61306 | MG1: Insurance Investigation | SWD | 20 | RCM040 | Mgr, Insurance Investigation | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19955 | MG1: Insurance Investigation | SWD | 18 | RCM041 | Sr Mgr Insurance Investigation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19956 | MG1: Insurance Investigation | SWD | 18 | RCM041 | Sr Mgr Insurance Investigation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19958 | MG1: Insurance Investigation | SWD | 22 | RCM041 | Sr Mgr Insurance Investigation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 41308 | MG1: Insurance Investigation | SWD | 20 | RCM041 | Sr Mgr Insurance Investigation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 41309 | MG1:Real Estate Property Offcr | SWD | 20 | RCM041 | Sr Mgr Insurance Investigation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 41322 | PS: Financial Ops Spec (SP) | SWD | 20 | RCM041 | Sr Mgr Insurance Investigation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 41333 | PS: Financial Ops Spec (SP) | SWD | 18 | RCM041 | Sr Mgr Insurance Investigation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 41473 | MG1: Insurance Investigation | SWD | 17 | RCM041 | Sr Mgr Insurance Investigation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 61304 | MG1: Insurance Investigation | SWD | 20 | RCM041 | Sr Mgr Insurance Investigation | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | RCM042 | Dir, Insurance Investigation | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 17031 | MG: Regulatory Compliance | SWD | 16 | RCM050 | Mgr, Regulatory Complnc | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19132 | PS: Agri Compliance Spec (SP) | SWD | 16 | RCM050 | Mgr, Regulatory Complnc | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19631 | PS: Agri Compliance Spec (SP) | SWD | 17 | RCM050 | Mgr, Regulatory Complnc | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19638 | MG: Regulatory Compliance | SWD | 17 | RCM050 | Mgr, Regulatory Complnc | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61115 | MG2: Program Services-Legal | SWD | 17 | RCM050 | Mgr, Regulatory Complnc | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61721 | MG1: Regulatory Compliance | SWD | 16 | RCM050 | Mgr, Regulatory Complnc | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19217 | MG: Regulatory Compliance | SWD | 19 | RCM051 | Mgr 2, Regulatory Complnc | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19623 | MG1: Regulatory Compliance | SWD | 18 | RCM051 | Mgr 2, Regulatory Complnc | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19808 | MG1: Regulatory Compliance | SWD | 18 | RCM051 | Mgr 2, Regulatory Complnc | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19994 | MG1: Regulatory Compliance | SWD | 18 | RCM051 | Mgr 2, Regulatory Complnc | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16905 | MG1: Regulatory Compliance | SWD | 20 | RCM052 | Sr Mgr, Regulatory Complnc | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19645 | MG1: Regulatory Compliance | SWD | 20 | RCM052 | Sr Mgr, Regulatory Complnc | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 16707 | MG2: Regulatory Compliance | SWD | 19 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19136 | MG2: Regulatory Compliance | SWD | 20 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19660 | MG2: Regulatory Compliance | SWD | 17 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19672 | MG2: Regulatory Compliance | SWD | 21 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19673 | MG2: Regulatory Compliance | SWD | 20 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19807 | MG1: Regulatory Compliance | SWD | 19 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19918 | MG2: Regulatory Compliance | SWD | 21 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19929 | MG2: Regulatory Compliance | SWD | 21 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19961 | MG2: Regulatory Compliance | SWD | 21 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 70878 | MG2: Regulatory Compliance | SWD | 26 | RCM053 | Dir, Regulatory Complnc | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19430 | Envir Health County Manager 2 | SWD | 17 | RCM060 | County Mgr, PH Environ | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19431 | PS: Environ Compliance Spc(SP) | SWD | 16 | RCM060 | County Mgr, PH Environ | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | RCM061 | Dist Dep Dir, PH Environ | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19432 | MG: Environ Health/Protection | SWD | 18 | RCM062 | District Dir 1, PH Environ | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19439 | Environ Health Dist Director 2 | SWD | 19 | RCM063 | Dist Dir 2, Environ Health | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19055 | MG1: Regulatory Compliance | SWD | 21 | RCM064 | Deputy Dir, Environ Health | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | RCM065 | Dir, Environ Health | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19704 | PS: Safety & Comp Spec(WL) | SWD | 13 | RCP010 | Safety & Complnc Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19706 | PS: Safety & Comp Spec(EL) | SWD | 13 | RCP010 | Safety & Complnc Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19812 | PS: Safety & Comp Spec(AL) | SWD | 14 | RCP010 | Safety & Complnc Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19936 | PS: Safety & Comp Spec(WL) | SWD | 14 | RCP010 | Safety & Complnc Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19945 | PS: Safety & Comp Spec(WL) | SWD | 12 | RCP010 | Safety & Complnc Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19057 | PS: Safety & Comp Spec(WL) | SWD | 14 | RCP011 | Safety & Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19059 | PS: Safety & Comp Spec(AL) | SWD | 15 | RCP011 | Safety & Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19703 | PS: Safety & Comp Spec(AL) | SWD | 15 | RCP011 | Safety & Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19801 | PS: Safety & Comp Spec(AL) | SWD | 15 | RCP011 | Safety & Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19804 | PS: Safety & Comp Spec(AL) | SWD | 16 | RCP011 | Safety & Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19806 | PS: Safety & Comp Spec(AL) | SWD | 16 | RCP011 | Safety & Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61112 | PS: Safety & Comp Spec(SP) | SWD | 16 | RCP011 | Safety & Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19060 | PS: Safety & Comp Spec(SP) | SWD | 17 | RCP012 | Safety & Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19702 | PS: Safety & Comp Spec(AL) | SWD | 16 | RCP012 | Safety & Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19816 | PS: Safety & Comp Spec(WL) | SWD | 17 | RCP012 | Safety & Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19820 | PS: Safety & Comp Spec(AL) | SWD | 16 | RCP012 | Safety & Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19935 | PS: Safety & Comp Spec(AL) | SWD | 16 | RCP012 | Safety & Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41329 | PS: Safety & Comp Spec(AL) | SWD | 16 | RCP012 | Safety & Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19701 | PS: Safety & Comp Spec(SP) | SWD | 18 | RCP013 | Safety & Complnc Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19817 | PS: Safety & Comp Spec(SP) | SWD | 16 | RCP013 | Safety & Complnc Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19408 | PS: Environ Compliance Spc(EL) | SWD | 11 | RCP020 | Environmental Complnc Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19409 | PS: Environ Compliance Spc(EL) | SWD | 13 | RCP020 | Environmental Complnc Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19414 | PS: Environ Compliance Spc(WL) | SWD | 13 | RCP020 | Environmental Complnc Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19415 | PS: Environ Compliance Spc(EL) | SWD | 12 | RCP020 | Environmental Complnc Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19433 | PS: Environ Compliance Spc(WL) | SWD | 13 | RCP020 | Environmental Complnc Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19441 | PS: Environ Compliance Spc(EL) | SWD | 12 | RCP020 | Environmental Complnc Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19456 | PS: Environ Compliance Spc(EL) | SWD | 12 | RCP020 | Environmental Complnc Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20711 | PS: Environ Compliance Spc (EL) | SWD | 12 | RCP020 | Environmental Complnc Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19376 | PS: Environ Compliance Spc(WL) | SWD | 15 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19413 | PS: Environ Compliance Spc(WL) | SWD | 14 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19434 | PS: Environ Compliance Spc(AL) | SWD | 15 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19437 | PS: Environ Compliance Spc(WL) | SWD | 15 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19438 | PS: Environ Compliance Spc(WL) | SWD | 14 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 19442 | PS: Environ Compliance Spc(WL) | SWD | 14 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20037 | PS: Environ Compliance Spc(WL) | SWD | 14 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20046 | MG: Environ Health/Protection | SWD | 15 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20712 | PS: Environ Compliance Spc(AL) | SWD | 15 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90535 | PS: Environ Compliance Spc(WL) | SWD | 14 | RCP021 | Environmental Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 09403 | PS: Environ Compliance Spc(AL) | SWD | 17 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19377 | PS: Environ Compliance Spc(WL) | SWD | 17 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19411 | PS: Environ Compliance Spc(AL) | SWD | 15 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19421 | PS: Environ Compliance Spc(WL) | SWD | 16 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19436 | PS: Environ Compliance Spc(WL) | SWD | 16 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19443 | PS: Environ Compliance Spc(AL) | SWD | 16 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19458 | PS: Environ Compliance Spc(AL) | SWD | 17 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19460 | PS: Environ Compliance Spc(WL) | SWD | 14 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19811 | PS: Environ Compliance Spc(WL) | SWD | 16 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19981 | PS: Environ Compliance Spc(AL) | SWD | 17 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20035 | PS: Environ Compliance Spc (AL) | SWD | 16 | RCP022 | Environmental Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19412 | PS: Environ Compliance Spc(SP) | SWD | 16 | RCP023 | Environmental Complnc Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20705 | PS: Environ Compliance Spc(SP) | SWD | 18 | RCP023 | Environmental Complnc Spec 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19503 | PS:Bus Audit/Investigator(WL) | SWD | 13 | RCP030 | Complnc Business Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19948 | PS:Bus Audit/Investigator(EL) | SWD | 14 | RCP030 | Complnc Business Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19974 | PS:Bus Audit/Investigator(EL) | SWD | 13 | RCP030 | Complnc Business Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19975 | PS:Bus Audit/Investigator(WL) | SWD | 12 | RCP030 | Complnc Business Analyst 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16102 | PS:Bus Audit/Investigator(WL) | SWD | 14 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19504 | PS:Bus Audit/Investigator(AL) | SWD | 15 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19615 | PS:Bus Audit/Investigator(WL) | SWD | 14 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19902 | PS:Bus Audit/Investigator(WL) | SWD | 15 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19903 | PS:Bus Audit/Investigator(WL) | SWD | 14 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19947 | PS:Bus Audit/Investigator(WL) | SWD | 15 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19952 | PS:Bus Audit/Investigator(WL) | SWD | 14 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19973 | PS:Bus Audit/Investigator(WL) | SWD | 15 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41474 | PS:Bus Audit/Investigator(AL) | SWD | 14 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 41475 | PS:Bus Audit/Investigator(WL) | SWD | 13 | RCP031 | Complnc Business Analyst 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19617 | PS:Bus Audit/Investigator(AL) | SWD | 15 | RCP032 | Complnc Business Analyst 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19951 | PS:Bus Audit/Investigator(AL) | SWD | 16 | RCP032 | Complnc Business Analyst 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19969 | PS:Bus Audit/Investigator(WL) | SWD | 16 | RCP032 | Complnc Business Analyst 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19993 | PS:Bus Audit/Investigator(AL) | SWD | 15 | RCP032 | Complnc Business Analyst 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19905 | PS: Agri Compliance Spec (AL) | SWD | 13 | RCP033 | Complnc Business Analyst Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19965 | PS:Bus Audit/Investigator(SP) | SWD | 18 | RCP033 | Complnc Business Analyst Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19604 | PS: Agri Compliance Spec (EL) | SWD | 12 | RCP040 | Agriculture Complnc Spec 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19603 | PS: Agri Compliance Spec (WL) | SWD | 13 | RCP041 | Agriculture Complnc Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19904 | PS: Agri Compliance Spec (WL) | SWD | 11 | RCP041 | Agriculture Complnc Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19129 | PS: Agri Compliance Spec (AL) | SWD | 15 | RCP042 | Agriculture Complnc Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19602 | PS: Agri Compliance Spec (AL) | SWD | 14 | RCP042 | Agriculture Complnc Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19606 | PS: Agri Compliance Spec (AL) | SWD | 15 | RCP042 | Agriculture Complnc Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19607 | PS: Agri Compliance Spec (AL) | SWD | 15 | RCP042 | Agriculture Complnc Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19134 | PS: Agri Compliance Spec (SP) | SWD | 16 | RCP043 | Agriculture Complnc Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19135 | PS: Agri Compliance Spec (SP) | SWD | 17 | RCP043 | Agriculture Complnc Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19648 | PS: Agri Compliance Spec (SP) | SWD | 16 | RCP043 | Agriculture Complnc Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | RCP050 | Building Safety Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19303 | PS:Bldg Const & Safty Spec(WL) | SWD | 16 | RCP051 | Building Safety Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19358 | PS:Bldg Const & Safty Spec(WL) | SWD | 15 | RCP051 | Building Safety Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19370 | PS:Bldg Const & Safty Spec(WL) | SWD | 17 | RCP051 | Building Safety Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19373 | PS:Bldg Const & Safty Spec(AL) | SWD | 16 | RCP052 | Building Safety Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19374 | PS:Bldg Const & Safty Spec(AL) | SWD | 16 | RCP052 | Building Safety Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | RCP053 | Building Safety Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16094 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCP060 | Complnc Specialist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16614 | PS: Environ Compliance Spc(AL) | SWD | 15 | RCP060 | Complnc Specialist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19066 | PS: Comp Auditor/Monitor(WL) | SWD | 15 | RCP060 | Complnc Specialist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19205 | PS: Comp Auditor/Monitor(WL) | SWD | 14 | RCP060 | Complnc Specialist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19614 | PS: Comp Auditor/Monitor(WL) | SWD | 15 | RCP060 | Complnc Specialist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19654 | PS: Comp Auditor/Monitor(WL) | SWD | 15 | RCP060 | Complnc Specialist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19667 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCP060 | Complnc Specialist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19676 | PS: Comp Auditor/Monitor(WL) | SWD | 16 | RCP060 | Complnc Specialist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19944 | PS:Bus Audit/Investigator(WL) | SWD | 15 | RCP060 | Complnc Specialist 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 14801 | PS: Auditor/Examiner (AL) | SWD | 16 | RCP061 | Complnc Specialist 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16613 | PS: Contract Comp Spec (AL) | SWD | 16 | RCP061 | Complnc Specialist 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19207 | PS: Comp Auditor/Monitor (AL) | SWD | 16 | RCP061 | Complnc Specialist 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19446 | PS: Comp Auditor/Monitor(WL) | SWD | 16 | RCP061 | Complnc Specialist 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19451 | PS: Comp Auditor/Monitor (AL) | SWD | 16 | RCP061 | Complnc Specialist 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19946 | PS:Bus Audit/Investigator(AL) | SWD | 16 | RCP061 | Complnc Specialist 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 60065 | PS: Comp Auditor/Monitor (AL) | SWD | 16 | RCP061 | Complnc Specialist 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61125 | PS: Comp Auditor/Monitor (AL) | SWD | 16 | RCP061 | Complnc Specialist 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19208 | PS: Comp Auditor/Monitor(WL) | SWD | 17 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19609 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19618 | PS: Comp Auditor/Monitor (AL) | SWD | 18 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19624 | PS: Comp Auditor/Monitor (AL) | SWD | 18 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19632 | PS: Comp Auditor/Monitor (AL) | SWD | 17 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19653 | PS: Comp Auditor/Monitor (AL) | SWD | 17 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19658 | PS: Comp Auditor/Monitor (AL) | SWD | 17 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19943 | PS:Bus Audit/Investigator(AL) | SWD | 17 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19972 | PS:Bus Audit/Investigator(AL) | SWD | 19 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40457 | PS: Comp Auditor/Monitor (AL) | SWD | 17 | RCP062 | Complnc Specialist 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19006 | PS: Comp Auditor/Monitor (SP) | SWD | 19 | RCP063 | Complnc Specialist Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19029 | PS: Comp Auditor/Monitor (SP) | SWD | 17 | RCP063 | Complnc Specialist Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19226 | PS: Comp Auditor/Monitor (SP) | SWD | 18 | RCP063 | Complnc Specialist Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16723 | PS: Comp-Emp Spec (EL) | SWD | 11 | RCP070 | UI Claims Examiner 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61772 | PS: Comp-Emp Spec (EL) | SWD | 11 | RCP070 | UI Claims Examiner 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 16701 | PS: Comp-Emp Spec (WL) | SWD | 12 | RCP071 | UI Claims Examiner 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16704 | PS: Comp-Emp Spec (WL) | SWD | 12 | RCP071 | UI Claims Examiner 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61773 | PS: Comp-Emp Spec (WL) | SWD | 12 | RCP072 | UI Claims Examiner 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16714 | TS:Office Admin Generlist (SP) | SWD | 14 | RCP073 | UI Claims Examiner Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | RCP080 | EEO Ofc 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19040 | SS:Customer Service Spec (WL) | SWD | 10 | RCP081 | EEO Ofc 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19044 | PS:Equal Opp Comp Officer (WL) | SWD | 12 | RCP081 | EEO Ofc 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19045 | PS:Equal Opp Comp Officer (WL) | SWD | 12 | RCP081 | EEO Ofc 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19203 | PS:Equal Opp Comp Officer (WL) | SWD | 12 | RCP081 | EEO Ofc 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16601 | PS:Equal Opp Comp Officer (WL) | SWD | 14 | RCP082 | EEO Ofc 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19046 | PS:Equal Opp Comp Officer (AL) | SWD | 13 | RCP082 | EEO Ofc 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19047 | PS:Equal Opp Comp Officer (AL) | SWD | 13 | RCP082 | EEO Ofc 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19049 | PS:Equal Opp Comp Officer (SP) | SWD | 15 | RCP083 | EEO Ofc Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19050 | PS:Equal Opp Comp Officer (SP) | SWD | 16 | RCP083 | EEO Ofc Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19051 | PS:Equal Opp Comp Officer (SP) | SWD | 16 | RCP083 | EEO Ofc Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19922 | PS:Utilities Regulatn Spec(EL) | SWD | 15 | RCP090 | Utilities Analyst 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19921 | PS:Utilities Regulatn Spec(WL) | SWD | 17 | RCP091 | Utilities Analyst 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19926 | PS:Utilities Regulatn Spec(WL) | SWD | 17 | RCP091 | Utilities Analyst 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19919 | PS:Utilities Regulatn Spec(AL) | SWD | 19 | RCP092 | Utilities Analyst 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19924 | MG2:Utilities & Pipeline Comp | SWD | 21 | RCP092 | Utilities Analyst 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19925 | PS:Utilities Regulatn Spec(AL) | SWD | 19 | RCP092 | Utilities Analyst 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19987 | MG2:Utilities & Pipeline Comp | SWD | 22 | RCP092 | Utilities Analyst 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | RCP093 | Utilities Analyst Spv | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 40412 | PS:Criminal Just Comp Spec(WL) | SWD | 13 | RCP100 | Criminal Just Complnc Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 40419 | PS:Criminal Just Comp Spec(AL) | SWD | 15 | RCP101 | Criminal Just Complnc Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | RCP102 | Criminal Just Complnc Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| N/A | N/A | N/A | N/A | RCP103 | Criminal Just Complnc Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40505 | Financial Examiner (EL) | SWD | 13 | RCP110 | Financial Examiner 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 40503 | Financial Examiner (WL) | SWD | 16 | RCP111 | Financial Examiner 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 40502 | Financial Examiner (AL) | SWD | 18 | RCP112 | Financial Examiner 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40525 | Financial Examiner (AL) | SWD | 18 | RCP112 | Financial Examiner 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40526 | Financial Examiner (AL) | SWD | 18 | RCP112 | Financial Examiner 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40504 | Financial Examiner (SP) | SWD | 19 | RCP113 | Financial Examiner Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19423 | PS: Environ Compliance Spc(EL) | SWD | 12 | RCP120 | PH Envir Compl Specialist 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19424 | PS: Environ Compliance Spc(WL) | SWD | 13 | RCP121 | PH Envir Compl Specialist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19425 | PS: Environ Compliance Spc(AL) | SWD | 14 | RCP122 | PH Envir Compl Specialist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19426 | PS: Environ Compliance Spc(SP) | SWD | 15 | RCP123 | PH Envir Compl Specialist 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19420 | Environ Health Specialist 5 | SWD | 15 | RCP124 | PH Envir Compl Specialist 5 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | RCP130 | Env Transportation Analyst 1 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90503 | Environmental Engineer (SP) | SWD | 16 | RCP131 | Env Transportation Analyst 2 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | RCP132 | Env Transportation Analyst 3 | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|-----------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 90506 | PS: Env Planning Spec (EL) | SWD | 12 | RCP140 | Env Transportation Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90516 | PS: Env Planning Spec (EL) | SWD | 12 | RCP140 | Env Transportation Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90518 | PS: Env Planning Spec (EL) | SWD | 12 | RCP140 | Env Transportation Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90522 | PS: Env Planning Spec (EL) | SWD | 12 | RCP140 | Env Transportation Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90534 | PS: Env Planning Spec (EL) | SWD | 12 | RCP140 | Env Transportation Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90504 | PS: Env Planning Spec (WL) | SWD | 14 | RCP141 | Env Transportation Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90511 | PS: Env Planning Spec(WL) | SWD | 14 | RCP141 | Env Transportation Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90514 | PS: Env Planning Spec(WL) | SWD | 14 | RCP141 | Env Transportation Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90517 | PS: Env Planning Spec(WL) | SWD | 14 | RCP141 | Env Transportation Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90519 | PS: Env Planning Spec(WL) | SWD | 14 | RCP141 | Env Transportation Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90521 | PS: Env Planning Spec (WL) | SWD | 14 | RCP141 | Env Transportation Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90540 | PS: Env Planning Spec (AL) | SWD | 15 | RCP142 | Env Transportation Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | RCP143 | Env Transportation Spec 4 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 11312 | TS:Comp & Licensing Tech (EL) | SWD | 11 | RCT010 | Licensing Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19202 | TS:Comp & Licensing Tech (WL) | SWD | 13 | RCT010 | Licensing Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 41439 | TS:Comp & Licensing Tech (WL) | SWD | 10 | RCT010 | Licensing Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60109 | TS:Comp & Licensing Tech (WL) | SWD | 10 | RCT010 | Licensing Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 61712 | TS:Comp & Licensing Tech (EL) | SWD | 11 | RCT010 | Licensing Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 81141 | TS:Comp & Licensing Tech (AL) | SWD | 11 | RCT010 | Licensing Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 11302 | TS:Comp & Licensing Tech (WL) | SWD | 12 | RCT011 | Licensing Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 16116 | TS:Comp & Licensing Tech (WL) | SWD | 12 | RCT011 | Licensing Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 18604 | TS:Comp & Licensing Tech (AL) | SWD | 11 | RCT011 | Licensing Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19907 | TS:Comp & Licensing Tech (WL) | SWD | 11 | RCT011 | Licensing Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19933 | TS:Comp & Licensing Tech (WL) | SWD | 12 | RCT011 | Licensing Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 32011 | TS:Comp & Licensing Tech (WL) | SWD | 12 | RCT011 | Licensing Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 41438 | TS:Comp & Licensing Tech (AL) | SWD | 11 | RCT011 | Licensing Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61714 | TS:Comp & Licensing Tech (WL) | SWD | 12 | RCT011 | Licensing Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 11303 | TS:Comp & Licensing Tech (AL) | SWD | 13 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16117 | TS:Comp & Licensing Tech (AL) | SWD | 13 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19058 | TS:Comp & Licensing Tech (AL) | SWD | 13 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19201 | TS:Comp & Licensing Tech (AL) | SWD | 14 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19928 | TS:Comp & Licensing Tech (AL) | SWD | 12 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19939 | TS:Comp & Licensing Tech (AL) | SWD | 13 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19941 | TS:Comp & Licensing Tech (WL) | SWD | 12 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 32009 | TS:Comp & Licensing Tech (AL) | SWD | 13 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60145 | TS:Comp & Licensing Tech (AL) | SWD | 13 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61923 | TS:Comp & Licensing Tech (AL) | SWD | 12 | RCT012 | Licensing Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 11304 | TS:Comp & Licensing Tech (SP) | SWD | 14 | RCT013 | Licensing Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19001 | TS:Comp & Licensing Tech (SP) | SWD | 13 | RCT013 | Licensing Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19002 | TS:Comp & Licensing Tech (SP) | SWD | 14 | RCT013 | Licensing Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19008 | TS:Comp & Licensing Tech (SP) | SWD | 15 | RCT013 | Licensing Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19031 | TS:Comp & Licensing Tech (SP) | SWD | 14 | RCT013 | Licensing Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 32012 | TS:Comp & Licensing Tech (SP) | SWD | 15 | RCT013 | Licensing Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | RCT020 | Construction Inspector 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | RCT021 | Construction Inspector 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | RCT022 | Construction Inspector 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19397 | TS:Const & Infrastr Tech (SP) | SWD | N/A | RCT023 | Construction Inspector Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19453 | TS:Hlth & Safety Inspector(EL) | SWD | 09 | RCT030 | Hlth & Safety Inspector 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 19418 | TS:Hlth & Safety Inspector(WL) | SWD | 10 | RCT031 | Hlth & Safety Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19422 | TS:Hlth & Safety Inspector(WL) | SWD | 09 | RCT031 | Hlth & Safety Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19634 | TS:Hlth & Safety Inspector(WL) | SWD | 08 | RCT031 | Hlth & Safety Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19707 | TS:Hlth & Safety Inspector(WL) | SWD | 09 | RCT031 | Hlth & Safety Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19454 | TS:Hlth & Safety Inspector(AL) | SWD | 11 | RCT032 | Hlth & Safety Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19656 | TS:Hlth & Safety Inspector(AL) | SWD | 13 | RCT032 | Hlth & Safety Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19803 | TS:Hlth & Safety Inspector(AL) | SWD | 13 | RCT032 | Hlth & Safety Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19805 | TS:Hlth & Safety Inspector(AL) | SWD | 13 | RCT032 | Hlth & Safety Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61111 | TS:Hlth & Safety Inspector(AL) | SWD | 13 | RCT032 | Hlth & Safety Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19633 | TS:Hlth & Safety Inspector(SP) | SWD | 09 | RCT033 | Hlth & Safety Inspector Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19107 | TS: Agriculture Inspector (WL) | SWD | 10 | RCT040 | Agriculture Inspector 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 19111 | TS: Agriculture Inspector (EL) | SWD | 09 | RCT040 | Agriculture Inspector 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 19115 | TS: Agriculture Inspector (EL) | SWD | 09 | RCT040 | Agriculture Inspector 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 19128 | TS: Agriculture Inspector (EL) | SWD | 10 | RCT040 | Agriculture Inspector 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 19137 | TS: Agriculture Inspector (WL) | SWD | 10 | RCT040 | Agriculture Inspector 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 19669 | TS: Agriculture Inspector (EL) | SWD | 11 | RCT040 | Agriculture Inspector 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|----------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 19106 | TS: Agriculture Inspector (AL) | SWD | 11 | RCT041 | Agriculture Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19108 | TS: Agriculture Inspector (WL) | SWD | 10 | RCT041 | Agriculture Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19112 | TS: Agriculture Inspector (WL) | SWD | 11 | RCT041 | Agriculture Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19113 | TS: Agriculture Inspector (WL) | SWD | 11 | RCT041 | Agriculture Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19119 | TS: Agriculture Inspector (AL) | SWD | 10 | RCT041 | Agriculture Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19127 | TS: Agriculture Inspector (EL) | SWD | 11 | RCT041 | Agriculture Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19138 | TS: Agriculture Inspector (AL) | SWD | 11 | RCT041 | Agriculture Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19621 | TS: Agriculture Inspector (WL) | SWD | 12 | RCT041 | Agriculture Inspector 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19101 | TS: Agriculture Inspector (AL) | SWD | 10 | RCT042 | Agriculture Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19116 | TS: Agriculture Inspector (WL) | SWD | 12 | RCT042 | Agriculture Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19117 | TS: Agriculture Inspector (WL) | SWD | 12 | RCT042 | Agriculture Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19124 | TS: Agriculture Inspector (WL) | SWD | 10 | RCT042 | Agriculture Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19612 | TS: Agriculture Inspector (AL) | SWD | 14 | RCT042 | Agriculture Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19622 | TS: Agriculture Inspector (AL) | SWD | 13 | RCT042 | Agriculture Inspector 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19123 | TS: Agriculture Inspector (SP) | SWD | 12 | RCT043 | Agriculture Inspector Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19125 | TS: Agriculture Inspector (SP) | SWD | 12 | RCT043 | Agriculture Inspector Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19131 | TS: Agriculture Inspector (SP) | SWD | 13 | RCT043 | Agriculture Inspector Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17025 | TS: Driver Examiner (EL) | SWD | 09 | RCT050 | Driver Examiner 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 17032 | TS: Driver Examiner (WL) | SWD | 10 | RCT051 | Driver Examiner 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 17074 | TS: Driver Examiner (AL) | SWD | 11 | RCT052 | Driver Examiner 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 40701 | TS: Market Operations Spec(WL) | SWD | 11 | RCT060 | Market Ops Spec 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 19103 | TS: Market Operations Spec(AL) | SWD | 13 | RCT061 | Market Ops Spec 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 19105 | TS: Market Operations Spec(WL) | SWD | 11 | RCT062 | Market Ops Spec 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19104 | TS: Market Operations Spec(WL) | SWD | 11 | RCT063 | Market Ops Spec Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19114 | TS: Market Operations Spec(WL) | SWD | 11 | RCT063 | Market Ops Spec Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60703 | PS: Comp Auditor/Monitor(WL) | SWD | 13 | RCT070 | Compliance Monitor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 60717 | PS: Comp Auditor/Monitor(WL) | SWD | 12 | RCT070 | Compliance Monitor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19212 | PS: Comp Auditor/Monitor(WL) | SWD | 13 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19627 | PS: Comp Auditor/Monitor(WL) | SWD | 15 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 41108 | PS: Grants Specialist (WL) | SWD | 13 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60016 | PS: Comp Auditor/Monitor(WL) | SWD | 15 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61105 | PS: Comp Auditor/Monitor(WL) | SWD | 14 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61118 | PS: Comp Auditor/Monitor(WL) | SWD | 15 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61119 | PS: Comp Auditor/Monitor(WL) | SWD | 14 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61121 | PS: Comp Auditor/Monitor(WL) | SWD | 14 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61850 | PS: Comp Auditor/Monitor(WL) | SWD | 13 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70801 | PS: Comp Auditor/Monitor(WL) | SWD | 13 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 70844 | PS: Comp Auditor/Monitor(WL) | SWD | 13 | RCT071 | Compliance Monitor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14031 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCT072 | Compliance Monitor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14070 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCT072 | Compliance Monitor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 17494 | PS: Comp Auditor/Monitor(WL) | SWD | 16 | RCT072 | Compliance Monitor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19000 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCT072 | Compliance Monitor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19643 | PS: Comp Auditor/Monitor (AL) | SWD | 14 | RCT072 | Compliance Monitor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19665 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCT072 | Compliance Monitor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19675 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCT072 | Compliance Monitor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70879 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCT072 | Compliance Monitor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 71316 | PS: Comp Auditor/Monitor (AL) | SWD | 15 | RCT072 | Compliance Monitor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19668 | PS: Comp Auditor/Monitor (SP) | SWD | 16 | RCT073 | Compliance Monitor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 41128 | PS: Comp Auditor/Monitor(WL) | SWD | 13 | RCT073 | Compliance Monitor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61126 | PS: Comp Auditor/Monitor (SP) | SWD | 16 | RCT073 | Compliance Monitor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61133 | PS: Comp Auditor/Monitor (SP) | SWD | 15 | RCT073 | Compliance Monitor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17027 | TS: Driver Examiner (SP) | SWD | 11 | RCT080 | CSC Supervisor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 17028 | TS: Driver Examiner (SP) | SWD | 12 | RCT081 | CSC Supervisor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17029 | TS: Driver Examiner (SP) | SWD | 13 | RCT082 | CSC Supervisor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | RCT090 | Meat Inspector 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19605 | TS: Agriculture Inspector (WL) | SWD | 12 | RCT091 | Meat Inspector 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19608 | TS: Agriculture Inspector (WL) | SWD | 13 | RCT091 | Meat Inspector 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19637 | TS: Agriculture Inspector (AL) | SWD | 13 | RCT091 | Meat Inspector 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19629 | TS: Agriculture Inspector (WL) | SWD | 13 | RCT092 | Meat Inspector 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | RCT093 | Meat Inspector Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | REM010 | Mgr, Property Insurance | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | REM011 | Sr Mgr, Property Insurance | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | REM012 | Dir, Property Insurance | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 18101 | MG: Right of Way Services | SWD | 18 | REM020 | Mgr, Right of Way Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|---------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 18104 | MG:Right of Way Services | SWD | 18 | REM020 | Mgr, Right of Way Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 18201 | MG:Right of Way Services | SWD | 18 | REM020 | Mgr, Right of Way Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 18405 | MG:Right of Way Services | SWD | 18 | REM020 | Mgr, Right of Way Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | REM021 | Sr Mgr, Right of Way Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 18001 | MG2:Right of Way Services | SWD | 21 | REM022 | Dir, Right of Way Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | REM030 | Mgr, Housing | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| N/A | N/A | N/A | N/A | REM031 | Mgr 2, Housing | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | REM032 | Sr Mgr, Housing | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | REP010 | Real Estate Appraiser 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 18203 | PS: Real Estate Appraiser (WL) | SWD | 14 | REP011 | Real Estate Appraiser 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 18209 | PS: Real Estate Appraiser (WL) | SWD | 15 | REP011 | Real Estate Appraiser 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 18202 | PS: Real Estate Appraiser (AL) | SWD | 16 | REP012 | Real Estate Appraiser 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18208 | PS: Real Estate Appraiser (AL) | SWD | 16 | REP012 | Real Estate Appraiser 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18213 | PS: Real Estate Appraiser (AL) | SWD | 15 | REP012 | Real Estate Appraiser 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18403 | PS: Environ Compliance Spc(AL) | SWD | 16 | REP012 | Real Estate Appraiser 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41417 | PS: Real Estate Appraiser (AL) | SWD | 17 | REP012 | Real Estate Appraiser 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 41463 | PS: Real Estate Appraiser (AL) | SWD | 16 | REP012 | Real Estate Appraiser 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18212 | PS: Real Estate Appraiser (SP) | SWD | 17 | REP013 | Real Estate Appraiser Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 18111 | PS:Right of Way Spec(EL) | SWD | 12 | REP020 | Right of Way Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 18105 | PS:Right of Way Spec (WL) | SWD | 13 | REP021 | Right of Way Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 18117 | PS:Right of Way Spec (WL) | SWD | 13 | REP021 | Right of Way Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 18119 | PS:Right of Way Spec (WL) | SWD | 12 | REP021 | Right of Way Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19462 | PS:Right of Way Spec (WL) | SWD | 12 | REP021 | Right of Way Spec 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 18102 | PS:Right of Way Spec(AL) | SWD | 15 | REP022 | Right of Way Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 18103 | PS:Right of Way Spec (AL) | SWD | 14 | REP022 | Right of Way Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 18109 | PS:Right of Way Spec(AL) | SWD | 14 | REP022 | Right of Way Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 18404 | PS:Right of Way Spec(AL) | SWD | 15 | REP022 | Right of Way Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 18406 | PS:Right of Way Spec(AL) | SWD | 14 | REP022 | Right of Way Spec 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 18108 | PS:Right of Way Spec(AL) | SWD | 15 | REP023 | Right of Way Spec Spv 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18113 | PS:Right of Way Spec (SP) | SWD | 15 | REP023 | Right of Way Spec Spv 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18115 | PS:Right of Way Spec (SP) | SWD | 15 | REP023 | Right of Way Spec Spv 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18116 | PS:Right of Way Spec (SP) | SWD | 16 | REP023 | Right of Way Spec Spv 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18118 | PS:Right of Way Spec (SP) | SWD | 17 | REP023 | Right of Way Spec Spv 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18401 | PS: Property Mgmt Spec (SP) | SWD | 16 | REP023 | Right of Way Spec Spv 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18107 | PS:Right of Way Spec (SP) | SWD | 16 | REP024 | Right of Way Spec Spv 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14111 | Housing Loan Specialist (EL) | SWD | 11 | REP030 | Housing Loan Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14802 | Housing Loan Specialist (WL) | SWD | 14 | REP031 | Housing Loan Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14486 | PS: Housing Loan Spec (AL) | SWD | 16 | REP032 | Housing Loan Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14524 | Housing Loan Specialist (AL) | SWD | 17 | REP032 | Housing Loan Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14705 | PS: Housing Loan Spec (AL) | SWD | 17 | REP032 | Housing Loan Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14806 | PS: Housing Loan Spec (AL) | SWD | 16 | REP032 | Housing Loan Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 41141 | Housing Loan Specialist (AL) | SWD | 16 | REP032 | Housing Loan Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14517 | Housing Loan Specialist (SP) | SWD | 17 | REP033 | Housing Loan Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 40309 | Housing Loan Specialist (SP) | SWD | 18 | REP033 | Housing Loan Spec Spv | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 18302 | PS: Property Mgmt Spec (WL) | SWD | 13 | REP040 | Property Mgt Spec 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 18402 | PS: Property Mgmt Spec (AL) | SWD | 14 | REP041 | Property Mgt Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60709 | PS: Property Mgmt Spec (AL) | SWD | 15 | REP042 | Property Mgt Spec 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 18006 | PS: Property Mgmt Spec (AL) | SWD | 17 | REP043 | Property Mgt Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61102 | PS: Property Mgmt Spec (SP) | SWD | 15 | REP043 | Property Mgt Spec Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19819 | TS:Quality Assurance Spec (WL) | SWD | 13 | REP060 | Housing Processor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 61147 | TS:Quality Assurance Spec (WL) | SWD | 11 | REP060 | Housing Processor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | REP061 | Housing Processor 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61135 | PS: Comp Auditor/Monitor(WL) | SWD | 14 | REP062 | Housing Counselor 1 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | REP063 | Housing Counselor 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 18112 | PS:Right of Way Spec(EL) | SWD | 11 | RET010 | Real Estate Tech 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14528 | TS:Proprty & Real Est Tech(WL) | SWD | 11 | RET011 | Real Estate Tech 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 18303 | TS:Proprty & Real Est Tech(WL) | SWD | 13 | RET011 | Real Estate Tech 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 18407 | TS:Proprty & Real Est Tech(WL) | SWD | 13 | RET011 | Real Estate Tech 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | RET012 | Real Estate Tech 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | RET013 | Real Estate Tech Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 10020 | MG: Business Operations | SWD | 16 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14012 | MG:Social Services | SWD | 17 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14036 | MG1: Social Services | SWD | 17 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14037 | MG:Social Services | SWD | 16 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|---------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 14038 | MG:Social Services | SWD | 17 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14202 | MG:Social Services | SWD | 16 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14214 | MG1: Social Services | SWD | 17 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14409 | MG:Social Services | SWD | 16 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14419 | MG:Social Services | SWD | 16 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14420 | MG1: Social Services | SWD | 17 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14473 | MG1: Social Services | SWD | 17 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14657 | MG:Social Services | SWD | 17 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 16033 | MG1: Social Services | SWD | 17 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 17425 | MG: Social Services | SWD | 16 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 17491 | MG: Social Services | SWD | 16 | SSM010 | Mgr, Social Svcs | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 11203 | Social Services Manager | SWD | 18 | SSM011 | Mgr 2, Social Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14035 | MG1: Social Services | SWD | 18 | SSM011 | Mgr 2, Social Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14039 | MG1: Social Services | SWD | 18 | SSM011 | Mgr 2, Social Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14115 | MG1: Social Services | SWD | 18 | SSM011 | Mgr 2, Social Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14211 | MG1: Social Services | SWD | 17 | SSM011 | Mgr 2, Social Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 14653 | MG1: Social Services | SWD | 18 | SSM011 | Mgr 2, Social Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 16032 | MG1: Social Services | SWD | 18 | SSM011 | Mgr 2, Social Svcs | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 11202 | MG1: Social Services | SWD | 19 | SSM012 | Mgr 3, Social Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14025 | MG1: Social Services | SWD | 19 | SSM012 | Mgr 3, Social Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14032 | MG1: Social Services | SWD | 19 | SSM012 | Mgr 3, Social Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14068 | MG1: Social Services | SWD | 19 | SSM012 | Mgr 3, Social Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14118 | MG1: Social Services | SWD | 19 | SSM012 | Mgr 3, Social Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14437 | MG1: Social Services | SWD | 19 | SSM012 | Mgr 3, Social Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14455 | MG1: Social Services | SWD | 19 | SSM012 | Mgr 3, Social Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14656 | MG1: Social Services | SWD | 19 | SSM012 | Mgr 3, Social Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 16721 | MG1: Social Services | SWD | 19 | SSM012 | Mgr 3, Social Svcs | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 14013 | MG2: Social Services | SWD | 20 | SSM013 | Sr Mgr, Social Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 14054 | MG1: Social Services | SWD | 22 | SSM013 | Sr Mgr, Social Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 14062 | MG2: Social Services | SWD | 21 | SSM013 | Sr Mgr, Social Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 16077 | MG2: Social Services | SWD | 20 | SSM013 | Sr Mgr, Social Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 61146 | MG2: Social Services | SWD | 20 | SSM013 | Sr Mgr, Social Svcs | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 14034 | MG2: Social Services | SWD | 22 | SSM014 | Dir, Social Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 14058 | MG2: Social Services | SWD | 22 | SSM014 | Dir, Social Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 14064 | MG2: Social Services | SWD | 22 | SSM014 | Dir, Social Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 14071 | MG1: Social Services | SWD | 21 | SSM014 | Dir, Social Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 14072 | MG2: Social Services | SWD | 21 | SSM014 | Dir, Social Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 14232 | MG2: Social Services | SWD | 22 | SSM014 | Dir, Social Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 14523 | MG2: Social Services | SWD | 20 | SSM014 | Dir, Social Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 17542 | MG2: Social Services | SWD | 20 | SSM014 | Dir, Social Svcs | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| N/A | N/A | N/A | N/A | SSP010 | Vocational Consultant 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14663 | PS: Vocational Consultant (WL) | SWD | 13 | SSP011 | Vocational Consultant 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14669 | PS: Vocational Consultant (WL) | SWD | 15 | SSP011 | Vocational Consultant 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14675 | PS: Vocational Consultant (WL) | SWD | 13 | SSP011 | Vocational Consultant 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | SSP012 | Vocational Consultant 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 10013 | PS: Vocational Consultant (SP) | SWD | 13 | SSP013 | Vocational Consultant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14662 | PS: Vocational Consultant (SP) | SWD | 13 | SSP013 | Vocational Consultant Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14102 | PS: Soc Svcs Prog Mgt (WL) | SWD | 13 | SSP020 | Social Svcs Prgm Mgr 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14672 | PS: Soc Svcs Prog Mgt (SP) | SWD | 13 | SSP020 | Social Svcs Prgm Mgr 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61055 | PS: Soc Svcs Prog Mgt (WL) | SWD | 13 | SSP020 | Social Svcs Prgm Mgr 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70957 | PS: Soc Svcs Prog Mgt (SP) | SWD | 13 | SSP020 | Social Svcs Prgm Mgr 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61075 | PS: Soc Svcs Prog Mgt (WL) | SWD | 14 | SSP021 | Social Svcs Prgm Mgr 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 70831 | PS: Soc Svcs Prog Mgt (SP) | SWD | 14 | SSP021 | Social Svcs Prgm Mgr 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14222 | PS: Soc Svcs Prog Mgt (AL) | SWD | 15 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14226 | PS: Soc Svcs Prog Mgt (AL) | SWD | 15 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14416 | MG:Social Services | SWD | 15 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14647 | PS: Soc Svcs Prog Mgt (SP) | SWD | 15 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14654 | MG:Social Services | SWD | 15 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16031 | MG:Social Services | SWD | 16 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17252 | MG: Social Services | SWD | 15 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17256 | MG:Social Services | SWD | 15 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17424 | PS: Soc Svcs Prog Mgt (SP) | SWD | 15 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31929 | Housing Coordinator | SWD | 16 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31930 | Community Coordinator | SWD | 16 | SSP022 | Social Svcs Prgm Mgr 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|---------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 14047 | PS: Soc Svcs Prog Mgt (SP) | SWD | 16 | SSP023 | Social Svcs Prgm Mgr Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14069 | PS: Soc Svcs Prog Mgt (SP) | SWD | 17 | SSP023 | Social Svcs Prgm Mgr Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14223 | PS: Soc Svcs Prog Mgt (AL) | SWD | 16 | SSP023 | Social Svcs Prgm Mgr Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14608 | PS: Soc Svcs Prog Mgt (SP) | SWD | 17 | SSP023 | Social Svcs Prgm Mgr Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14113 | PS:Soc Svcs Prog Coord (WL) | SWD | 12 | SSP030 | Social Svcs Prgm Coord 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14606 | PS:Soc Svcs Prog Coord (WL) | SWD | 12 | SSP030 | Social Svcs Prgm Coord 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14901 | PS:Soc Svcs Prog Coord (WL) | SWD | 13 | SSP030 | Social Svcs Prgm Coord 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14040 | PS:Soc Svcs Prog Coord (WL) | SWD | 16 | SSP031 | Social Svcs Prgm Coord 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 60018 | PS:Soc Svcs Prog Coord (WL) | SWD | 15 | SSP031 | Social Svcs Prgm Coord 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61096 | PS:Soc Svcs Prog Coord (WL) | SWD | 14 | SSP031 | Social Svcs Prgm Coord 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70876 | PS:Soc Svcs Prog Coord (WL) | SWD | 15 | SSP031 | Social Svcs Prgm Coord 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14073 | PS:Soc Svcs Prog Coord (AL) | SWD | 17 | SSP032 | Social Svcs Prgm Coord 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16034 | MG:Social Services | SWD | 15 | SSP032 | Social Svcs Prgm Coord 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 10016 | PS:Soc Svcs Prog Coord (SP) | SWD | 16 | SSP033 | Social Svcs Prgm Coord Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14426 | PS: Soc Svcs Prog Coord (SP) | SWD | 17 | SSP033 | Social Svcs Prgm Coord Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61071 | PS:Soc Svcs Prog Coord (SP) | SWD | 16 | SSP033 | Social Svcs Prgm Coord Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 70932 | PS:Soc Svcs Prog Coord (SP) | SWD | 13 | SSP033 | Social Svcs Prgm Coord Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14679 | PS:Soc Svcs Prog Consul (WL) | SWD | 13 | SSP040 | Social Svcs Prgm Consultant 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 16076 | PS:Soc Svcs Prog Consul (WL) | SWD | 14 | SSP040 | Social Svcs Prgm Consultant 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 70858 | PS:Soc Svcs Prog Consul (WL) | SWD | 14 | SSP040 | Social Svcs Prgm Consultant 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14011 | PS:Soc Svcs Prog Consul (WL) | SWD | 15 | SSP041 | Social Svcs Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14041 | PS:Soc Svcs Prog Consul (WL) | SWD | 16 | SSP041 | Social Svcs Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14075 | PS:Soc Svcs Prog Consul (WL) | SWD | 15 | SSP041 | Social Svcs Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14442 | PS:Soc Svcs Prog Consul (AL) | SWD | 15 | SSP041 | Social Svcs Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14607 | PS:Soc Svcs Prog Consul (WL) | SWD | 15 | SSP041 | Social Svcs Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14667 | PS:Soc Svcs Prog Consul (WL) | SWD | 15 | SSP041 | Social Svcs Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14668 | PS:Soc Svcs Prog Consul (WL) | SWD | 15 | SSP041 | Social Svcs Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16075 | PS:Soc Svcs Prog Consul (WL) | SWD | 16 | SSP041 | Social Svcs Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17421 | PS:Soc Svcs Prog Consul (AL) | SWD | 15 | SSP041 | Social Svcs Prgm Consultant 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14063 | PS:Soc Svcs Prog Coord (WL) | SWD | 17 | SSP042 | Social Svcs Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14074 | PS:Soc Svcs Prog Consul (WL) | SWD | 16 | SSP042 | Social Svcs Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14462 | PS:Soc Svcs Prog Consul (WL) | SWD | 16 | SSP042 | Social Svcs Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 16074 | PS:Soc Svcs Prog Consul (AL) | SWD | 17 | SSP042 | Social Svcs Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 17061 | PS:Soc Svcs Prog Consul (AL) | SWD | 16 | SSP042 | Social Svcs Prgm Consultant 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14079 | PS:Soc Svcs Prog Consul (SP) | SWD | N/A | SSP043 | Social Svcs Prgm Consultant Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14053 | PS:Soc Svcs Prog Coord (WL) | SWD | 17 | SSP043 | Social Svcs Prgm Consultant Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 14119 | PS:Economic Support Spec (WL) | SWD | 12 | SSP050 | Economic Support Cons 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14540 | PS:Economic Support Spec (EL) | SWD | 13 | SSP050 | Economic Support Cons 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14121 | PS:Economic Support Spec (AL) | SWD | 14 | SSP051 | Economic Support Cons 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14476 | PS:Economic Support Spec (WL) | SWD | 14 | SSP051 | Economic Support Cons 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14484 | PS:Economic Support Spec (WL) | SWD | 13 | SSP051 | Economic Support Cons 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | SSP052 | Economic Support Cons 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14230 | PS:Economic Support Spec (SP) | SWD | 14 | SSP053 | Economic Support Cons Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14689 | PS:Rehab/Suptv Counselor (EL) | SWD | 12 | SSP060 | Rehabilitation Counselor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 17272 | PS:Rehab/Suptv Counselor (EL) | SWD | 12 | SSP060 | Rehabilitation Counselor 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14122 | PS:Rehab/Suptv Counselor (WL) | SWD | 13 | SSP061 | Rehabilitation Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14302 | PS:Rehab/Suptv Counselor (WL) | SWD | 14 | SSP061 | Rehabilitation Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14655 | PS:Rehab/Suptv Counselor (WL) | SWD | 13 | SSP061 | Rehabilitation Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14659 | PS:Rehab/Suptv Counselor (WL) | SWD | 13 | SSP061 | Rehabilitation Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14681 | PS:Rehab/Suptv Counselor (WL) | SWD | 14 | SSP061 | Rehabilitation Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14702 | PS:Rehab/Suptv Counselor (WL) | SWD | 13 | SSP061 | Rehabilitation Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17255 | PS:Rehab/Suptv Counselor (WL) | SWD | 13 | SSP061 | Rehabilitation Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 17273 | PS:Rehab/Suptv Counselor (WL) | SWD | 13 | SSP061 | Rehabilitation Counselor 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 10401 | PS:Rehab/Suptv Counselor (AL) | SWD | 14 | SSP062 | Rehabilitation Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14065 | PS:Rehab/Suptv Counselor (AL) | SWD | 14 | SSP062 | Rehabilitation Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14514 | PS:Rehab/Suptv Counselor (AL) | SWD | 13 | SSP062 | Rehabilitation Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14698 | PS:Rehab/Suptv Counselor (AL) | SWD | 14 | SSP062 | Rehabilitation Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14706 | PS:Rehab/Suptv Counselor (AL) | SWD | 14 | SSP062 | Rehabilitation Counselor 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14701 | PS:Rehab/Suptv Counselor (SP) | SWD | 15 | SSP063 | Rehabilitation Counselor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17249 | PS:Rehab/Suptv Counselor (SP) | SWD | 13 | SSP063 | Rehabilitation Counselor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 17274 | PS:Rehab/Suptv Counselor (SP) | SWD | 14 | SSP063 | Rehabilitation Counselor Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14212 | PS:Protect & Placemnt Spec(EL) | SWD | 12 | SSP070 | Social Svcs Spec 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14203 | PS:Protect & Placemnt Spec(WL) | SWD | 13 | SSP071 | Social Svcs Spec 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14205 | PS:Protect & Placemnt Spec(WL) | SWD | 13 | SSP071 | Social Svcs Spec 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 14234 | PS:Protect & Placemnt Spec(WL) | SWD | 13 | SSP071 | Social Svcs Spec 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14238 | PS:Protect & Placemnt Spec(WL) | SWD | 14 | SSP071 | Social Svcs Spec 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14204 | PS:Protect & Placemnt Spec(AL) | SWD | 14 | SSP072 | Social Svcs Spec 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14231 | PS:Protect & Placemnt Spec(AL) | SWD | 15 | SSP072 | Social Svcs Spec 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14236 | PS:Protect & Placemnt Spec(AL) | SWD | 14 | SSP072 | Social Svcs Spec 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14201 | PS:Protect & Placemnt Spec(SP) | SWD | 15 | SSP073 | Social Svcs Spec Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14237 | PS:Protect & Placemnt Spec(SP) | SWD | 15 | SSP073 | Social Svcs Spec Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | SSP080 | Advocate 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14008 | PS:Advocate (WL) | SWD | 13 | SSP081 | Advocate 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14452 | PS:Advocate (WL) | SWD | 11 | SSP081 | Advocate 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14685 | PS:Advocate (WL) | SWD | 10 | SSP081 | Advocate 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14690 | PS:Advocate (WL) | SWD | 12 | SSP081 | Advocate 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14710 | PS:Advocate (WL) | SWD | 11 | SSP081 | Advocate 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14708 | PS:Advocate (AL) | SWD | 14 | SSP082 | Advocate 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14707 | PS:Advocate (SP) | SWD | 17 | SSP083 | Advocate Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14709 | PS:Advocate (SP) | SWD | 16 | SSP083 | Advocate Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 16047 | PS: Employment Svcs Spec (WL) | SWD | 11 | SSP090 | Employment Svcs Spec 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | SSP091 | Employment Svcs Spec 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 11404 | PS: Employment Svcs Spec (AL) | SWD | 12 | SSP092 | Employment Svcs Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14539 | PS: Corrections Officer(AL) | SWD | 13 | SSP092 | Employment Svcs Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16027 | PS: Employment Svcs Spec (AL) | SWD | 12 | SSP092 | Employment Svcs Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16042 | PS: Employment Svcs Spec (AL) | SWD | 12 | SSP092 | Employment Svcs Spec 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 16046 | PS: Employment Svcs Spec (SP) | SWD | 14 | SSP093 | Employment Svcs Spec Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | SSP110 | Rehabilitation Technologist 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14665 | PS: Rehab Technologist (WL) | SWD | 11 | SSP111 | Rehabilitation Technologist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14666 | PS: Rehab Technologist (WL) | SWD | 14 | SSP111 | Rehabilitation Technologist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20025 | PS: Rehab Technologist (WL) | SWD | 15 | SSP111 | Rehabilitation Technologist 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | SSP112 | Rehabilitation Technologist 3 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 14682 | PS: Rehab Technologist (SP) | SWD | 16 | SSP113 | Rehab Technologist Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 14009 | PS:Rehab/Suptv Counselor (WL) | SWD | 13 | SSP121 | Chaplain | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14007 | PS:Rehab/Suptv Counselor (AL) | SWD | 14 | SSP122 | Clinical Chaplain | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | SSP130 | Juv. Probation/Parole Spec 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | SSP131 | Juv. Probation/Parole Spec 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | SSP132 | Juv. Probation/Parole Spec 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | SSP133 | Juv. Probation/Parole Spec Spv | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 10006 | SS: Client Support Worker (WL) | SWD | 08 | SSS010 | Client Support Worker 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 14108 | SS: Client Support Worker (EL) | SWD | 06 | SSS010 | Client Support Worker 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 14125 | SS: Client Support Worker (WL) | SWD | 07 | SSS010 | Client Support Worker 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70201 | SS: Client Support Worker (WL) | SWD | 07 | SSS010 | Client Support Worker 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70703 | SS: Client Support Worker (EL) | SWD | 07 | SSS010 | Client Support Worker 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70947 | SS: Client Support Worker (EL) | SWD | 07 | SSS010 | Client Support Worker 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 70958 | SS: Client Support Worker (EL) | SWD | 07 | SSS010 | Client Support Worker 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 10005 | SS: Client Support Worker (WL) | SWD | 09 | SSS011 | Client Support Worker 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 14107 | SS: Client Support Worker (WL) | SWD | 07 | SSS011 | Client Support Worker 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 14652 | SS: Client Support Worker (WL) | SWD | 09 | SSS011 | Client Support Worker 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 70208 | SS: Client Support Worker (WL) | SWD | 08 | SSS011 | Client Support Worker 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 70954 | SS: Client Support Worker (EL) | SWD | 08 | SSS011 | Client Support Worker 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 10007 | SS: Client Support Worker (AL) | SWD | 10 | SSS012 | Client Support Worker 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 10071 | SS: Client Support Worker (AL) | SWD | 09 | SSS012 | Client Support Worker 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 70207 | SS: Client Support Worker (WL) | SWD | 10 | SSS012 | Client Support Worker 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 70209 | SS: Client Support Worker (AL) | SWD | 10 | SSS012 | Client Support Worker 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 70981 | SS: Client Support Worker (AL) | SWD | 09 | SSS012 | Client Support Worker 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 70206 | SS: Client Support Worker (SP) | SWD | 09 | SSS013 | Client Support Worker Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70413 | SS: Client Support Worker (SP) | SWD | 11 | SSS013 | Client Support Worker Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70718 | SS: Client Support Worker (SP) | SWD | 09 | SSS013 | Client Support Worker Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70924 | TS:Comm & Soc Svcs Tech (EL) | SWD | 08 | SST010 | Social Svcs Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 14002 | TS:Comm & Soc Svcs Tech (WL) | SWD | 10 | SST011 | Social Svcs Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14077 | TS:Comm & Soc Svcs Tech (WL) | SWD | 11 | SST011 | Social Svcs Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14101 | TS:Comm & Soc Svcs Tech (WL) | SWD | 11 | SST011 | Social Svcs Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14114 | TS:Comm & Soc Svcs Tech (WL) | SWD | 10 | SST011 | Social Svcs Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70911 | TS:Comm & Soc Svcs Tech (WL) | SWD | 11 | SST011 | Social Svcs Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70923 | TS:Comm & Soc Svcs Tech (WL) | SWD | 09 | SST011 | Social Svcs Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70929 | TS: Comm & Soc Svcs Tech (WL) | SWD | 11 | SST011 | Social Svcs Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70949 | TS:Comm & Soc Svcs Tech (WL) | SWD | 08 | SST011 | Social Svcs Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 70922 | TS:Comm & Soc Svcs Tech (AL) | SWD | 11 | SST012 | Social Svcs Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70953 | TS:Comm & Soc Svcs Tech (AL) | SWD | 09 | SST012 | Social Svcs Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70928 | TS:Comm & Soc Svcs Tech (SP) | SWD | 13 | SST013 | Social Svcs Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 70942 | TS:Comm & Soc Svcs Tech (SP) | SWD | 12 | SST013 | Social Svcs Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14109 | TS: Claims/Benefits Tech (WL) | SWD | 11 | SST030 | Soc Svc Claims/Benefits Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14439 | TS: Claims/Benefits Tech (WL) | SWD | 10 | SST030 | Soc Svc Claims/Benefits Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14686 | TS: Claims/Benefits Tech (WL) | SWD | 11 | SST030 | Soc Svc Claims/Benefits Tech 1 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14123 | TS: Claims/Benefits Tech (WL) | SWD | 11 | SST031 | Soc Svc Claims/Benefits Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14415 | TS: Claims/Benefits Tech (WL) | SWD | 11 | SST031 | Soc Svc Claims/Benefits Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14417 | TS: Claims/Benefits Tech (WL) | SWD | 12 | SST031 | Soc Svc Claims/Benefits Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14687 | TS: Claims/Benefits Tech (AL) | SWD | 12 | SST031 | Soc Svc Claims/Benefits Tech 2 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14475 | TS: Claims/Benefits Tech (WL) | SWD | 13 | SST032 | Soc Svc Claims/Benefits Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14670 | TS: Claims/Benefits Tech (AL) | SWD | 15 | SST032 | Soc Svc Claims/Benefits Tech 3 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 61141 | TS: Claims/Benefits Tech (SP) | SWD | 16 | SST033 | Soc Svc Claims/Bfts Tech Spv | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 14001 | TS: Interpreter (WL) | SWD | 08 | SST040 | Interpreter 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 14000 | TS: Interpreter (AL) | SWD | 10 | SST041 | Interpreter 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| N/A | N/A | N/A | N/A | SST042 | Interpreter 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | SST043 | Interpreter Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | SST050 | Training/Employment Tech 1 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 11106 | TS:Trng/Employment Tech (WL) | SWD | 13 | SST051 | Training/Employment Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14661 | TS:Trng/Employment Tech (WL) | SWD | 10 | SST051 | Training/Employment Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14697 | TS:Trng/Employment Tech (WL) | SWD | 10 | SST051 | Training/Employment Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 16048 | TS:Trng/Employment Tech (WL) | SWD | 09 | SST051 | Training/Employment Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 16118 | TS:Trng/Employment Tech (WL) | SWD | 09 | SST051 | Training/Employment Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 70009 | TS:Trng/Employment Tech (WL) | SWD | 11 | SST051 | Training/Employment Tech 2 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14651 | TS:Trng/Employment Tech (AL) | SWD | 13 | SST052 | Training/Employment Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70010 | TS:Trng/Employment Tech (AL) | SWD | 13 | SST052 | Training/Employment Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 70706 | TS:Trng/Employment Tech (AL) | SWD | 13 | SST052 | Training/Employment Tech 3 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14601 | TS:Trng/Employment Tech (SP) | SWD | 12 | SST053 | Training/Employment Tech Spv | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14407 | TS: Child Supt Svcs Offcr (EL) | SWD | 09 | SST060 | Child Support Svcs Agent 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14424 | TS: Child Supt Svcs Offcr (EL) | SWD | 11 | SST060 | Child Support Svcs Agent 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14401 | TS: Child Supt Svcs Offcr (WL) | SWD | 12 | SST061 | Child Support Svcs Agent 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14408 | TS: Child Supt Svcs Offcr (AL) | SWD | 13 | SST062 | Child Support Svcs Agent 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14402 | TS: Child Supt Svcs Offcr (SP) | SWD | 13 | SST063 | Child Support Svcs Agent Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14425 | TS: Child Supt Svcs Offcr (SP) | SWD | 14 | SST063 | Child Support Svcs Agent Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14456 | TS: Economic Support Spec (EL) | SWD | 10 | SST070 | Economic Support Spec 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 14405 | TS: Economic Support Spec (AL) | SWD | 11 | SST071 | Economic Support Spec 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14411 | TS: Economic Support Spec (WL) | SWD | 11 | SST071 | Economic Support Spec 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14412 | TS: Economic Support Spec (WL) | SWD | 11 | SST071 | Economic Support Spec 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 14006 | TS: Economic Support Spec (AL) | SWD | 12 | SST072 | Economic Support Spec 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14414 | TS: Economic Support Spec (AL) | SWD | 12 | SST072 | Economic Support Spec 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14454 | TS: Economic Support Spec (AL) | SWD | 12 | SST072 | Economic Support Spec 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 14413 | TS: Economic Support Spec (SP) | SWD | 13 | SST073 | Economic Support Spec Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 14427 | TS: Economic Support Spec (SP) | SWD | 14 | SST073 | Economic Support Spec Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | TRM010 | Mgr, Air Transport Admin | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 15111 | MG1: Air Transportation Admin | SWD | 19 | TRM011 | Sr Mgr, Air Transport Admin | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | TRM012 | Dir, Air Transport Admin | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| N/A | N/A | N/A | N/A | TRM020 | Mgr, Intermodal Prgm | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61026 | Intermodal Program Manager-MG1 | SWD | 19 | TRM021 | Sr. Mgr, Intermodal Prgm | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | TRM022 | Dir, Intermodal Prgm | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 19323 | PS:CivEng/Design/Const (AL) | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19324 | PS:CivEng/Design/Const (AL) | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20003 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20412 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20413 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20426 | Civil Engineer SENIOR | SWD | 16 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20470 | PS:CivEng/Design/Const (SP) | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20473 | PS:CivEng/Design/Const (SP) | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20475 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20477 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20491 | PS:CivEng/Design/Const (SP) | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20549 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 20802 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 21324 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|--------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 21510 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 23302 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 30503 | MG: Equipment Operations | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61032 | Intermodal Program Manager-MG1 | SWD | 19 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 90947 | MG: Engineer | SWD | 18 | TRM030 | Mgr 1, Transport Specialist | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 19314 | MG: Engineer | SWD | 19 | TRM031 | Mgr 2, Transport Specialist | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 20435 | MG: Engineer | SWD | 19 | TRM031 | Mgr 2, Transport Specialist | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 20492 | MG: Engineer | SWD | 19 | TRM031 | Mgr 2, Transport Specialist | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 21304 | MG: Engineer | SWD | 19 | TRM031 | Mgr 2, Transport Specialist | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 61028 | Intermodal Program Manager-MG1 | SWD | 19 | TRM031 | Mgr 2, Transport Specialist | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 61035 | Intermodal Program Manager-MG1 | SWD | 19 | TRM031 | Mgr 2, Transport Specialist | SWD | O | \$59,134.16 | \$84,477.37 | \$103,484.78 |
| 18002 | MG1:Right of Way Services | SWD | 20 | TRM032 | Mgr 3, Transport Specialist | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 19312 | MG: Engineer | SWD | 19 | TRM032 | Mgr 3, Transport Specialist | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 20034 | MG2: Engineer | SWD | 20 | TRM032 | Mgr 3, Transport Specialist | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 20421 | MG1: Engineer | SWD | 20 | TRM032 | Mgr 3, Transport Specialist | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 20462 | MG1: Engineer | SWD | 20 | TRM032 | Mgr 3, Transport Specialist | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 20463 | MG1: Engineer | SWD | 20 | TRM032 | Mgr 3, Transport Specialist | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 21701 | MG2: Engineer | SWD | 21 | TRM032 | Mgr 3, Transport Specialist | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 61003 | MG1: Business Operations | SWD | 20 | TRM032 | Mgr 3, Transport Specialist | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 20017 | MG2: Business Operations | SWD | 21 | TRM033 | Sr Mgr 1, Transport Specialist | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 20409 | MG2: Engineer | SWD | 21 | TRM033 | Sr Mgr 1, Transport Specialist | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 20419 | MG2: Engineer | SWD | 21 | TRM033 | Sr Mgr 1, Transport Specialist | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 20434 | MG1: Engineer | SWD | 20 | TRM033 | Sr Mgr 1, Transport Specialist | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 20461 | MG2: Engineer | SWD | 21 | TRM033 | Sr Mgr 1, Transport Specialist | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 21366 | MG2: Engineer | SWD | 21 | TRM033 | Sr Mgr 1, Transport Specialist | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 61029 | MG2: Business Operations | SWD | 21 | TRM033 | Sr Mgr 1, Transport Specialist | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| 20007 | MG2: Business Operations | SWD | 22 | TRM034 | Sr Mgr 2, Transport Specialist | SWD | R | \$85,324.50 | \$121,892.15 | \$149,317.88 |
| N/A | N/A | N/A | N/A | TRM040 | HERO Manager | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| N/A | N/A | N/A | N/A | TRM063 | Mgr 1, Planning Group Ldr | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 61007 | MG1: Business Operations | SWD | 20 | TRM064 | Sr.Mgr1,Planning Ast Off Head | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 61012 | MG1: Business Operations | SWD | 20 | TRM064 | Sr.Mgr1,Planning Ast Off Head | SWD | P | \$66,821.60 | \$95,459.43 | \$116,937.80 |
| 61001 | MG2: Business Operations | SWD | 21 | TRM065 | Sr Mgr 2,Planning Office Head | SWD | Q | \$75,508.41 | \$107,869.16 | \$132,139.72 |
| TJC010 | Aircraft Pilot (EL) | SWD | 12 | TRP010 | Pilot 1 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 15105 | PS: Aircraft Specialist (WL) | SWD | 13 | TRP011 | Pilot 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 15107 | PS: Aircraft Specialist (WL) | SWD | 14 | TRP011 | Pilot 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 15112 | PS: Aircraft Specialist (WL) | SWD | 13 | TRP011 | Pilot 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 15114 | PS: Aircraft Specialist (WL) | SWD | 15 | TRP011 | Pilot 2 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 15103 | PS: Aircraft Specialist (AL) | SWD | 15 | TRP012 | Pilot 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 15108 | PS: Aircraft Specialist (AL) | SWD | 15 | TRP012 | Pilot 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 17909 | MG1: Conservation & Wildlife | SWD | 18 | TRP012 | Pilot 3 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 15109 | PS: Aircraft Specialist (SP) | SWD | 16 | TRP013 | Pilot Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 15113 | PS: Aircraft Specialist (SP) | SWD | 16 | TRP013 | Pilot Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 17908 | MG1: Conservation & Wildlife | SWD | 19 | TRP013 | Pilot Spv | SWD | N | \$52,331.12 | \$74,758.74 | \$91,579.45 |
| 21357 | PS: HERO Spec (SP) | SWD | 16 | TRP023 | HERO Assistant Manager | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | TRP030 | Fleet Ops Spec 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 32023 | PS: Fleet Operations Spec (WL) | SWD | 13 | TRP031 | Fleet Ops Spec 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 60208 | PS: Fleet Operations Spec (WL) | SWD | 13 | TRP031 | Fleet Ops Spec 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| N/A | N/A | N/A | N/A | TRP032 | Fleet Ops Spec 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 32021 | PS: Fleet Operations Spec (SP) | SWD | 17 | TRP033 | Fleet Ops Spec Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 32059 | PS: Fleet Operations Spec (SP) | SWD | 17 | TRP033 | Fleet Ops Spec Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | TRP040 | Vessel Captain 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| N/A | N/A | N/A | N/A | TRP041 | Vessel Captain 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 15409 | PS: Vessel Spec (AL) | SWD | 15 | TRP042 | Vessel Captain 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 15401 | PS: Vessel Spec (SP) | SWD | 16 | TRP043 | Vessel Captain Spv | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 18602 | TS:Comp & Licensing Tech (SP) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19322 | PS:CivEng/Design/Const (WL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 19327 | PS:CivEng/Design/Const (EL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20102 | PS: Env Planning Spec (WL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20104 | TS: Hwy Maintenance Tech (AL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20404 | PS: Transp Data Mgmt Spec (WL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20417 | PS: CivEng/Design/Const (EL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20425 | TS: Survey & Cartog Spec (SP) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20429 | TS: Survey & Cartog Spec (SP) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20442 | PS: Transp Maint Spec (WL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|----------------------------------|----------|-----------|---|-----------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 20509 | PS: Transp Data Mgmt Spec (EL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20521 | Traffic Engineer 1 | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 20901 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 21203 | TS: Survey & Cartog Spec (AL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 21319 | PS: Traff/Transp Ops Spec (WL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 21327 | TS: Traffic/Hwy Op Tech (SP) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 21343 | TS: Traffic/Hwy Op Tech (AL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 21361 | TS: Traffic/Hwy Op Tech (AL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 30008 | TS: Hwy Maintenance Tech (SP) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 31204 | PS: Architect/Design Spec (WL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90904 | PS:Chem/Mat Analys Spec (WL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90911 | TS:Materials Analysis Tech(SP) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90958 | TS:Materials Analysis Tech(SP) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90964 | PS:CivEng/Design/Const (EL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90978 | TS:Engineering Tech (WL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 90985 | TS:Engineering Tech (WL) | SWD | 13 | TRP050 | Transportation Specialist 1 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 02041 | PS: Transp Maint Spec (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19321 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19371 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20012 | PS: Transp Data Mgmt Spec (AL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20403 | PS: Transp Data Mgmt Spec (AL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20407 | PS: Transp Data Mgmt Spec (AL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20415 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20418 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20420 | PS: Transp Data Mgmt Spec (AL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20443 | PS: Transp Maint Spec (AL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20522 | Traffic Engineer 2 | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20524 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20801 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21202 | TS: Survey & Cartog Spec (SP) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21307 | PS: Traff/Transp Ops Spec (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21312 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21339 | PS: Traff/Transp Ops Spec (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21341 | TS: Hwy Maintenance Tech (SP) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21348 | PS: Traff/Transp Ops Spec (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21358 | PS: Traff/Transp Ops Spec (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 21363 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 30006 | TS: Hwy Maintenance Tech (SP) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 30019 | TS: Hwy Maintenance Tech (SP) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 60306 | PS:Graphics & Vis Art Spec(AL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61019 | PS: Plannng & Policy Dev Spec (W | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61036 | PS:Plannng & Policy Dev Spec(WL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61114 | PS: Operations Analyst (SP) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90001 | TS: Laboratory Tech (SP) | SWD | 15 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90903 | PS:Chem/Mat Analys Spec(AL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90942 | PS:Chem/Mat Analys Spec(AL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90956 | PS: Geologist (EL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90959 | PS:Chem/Mat Analys Spec(SP) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90979 | PS:Chem/Mat Analys Spec(AL) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 90992 | PS:Chem/Mat Analys Spec(SP) | SWD | 14 | TRP051 | Transportation Specialist 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 02042 | PS: Transp Maint Spec (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19308 | PS:Bldg Const & Safty Spec(AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20002 | PS: Transp Data Mgmt Spec (SP) | SWD | 16 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20015 | PS:CivEng/Design/Const (WL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20032 | PS: Transp Data Mgmt Spec (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20513 | PS:Right of Way Spec(AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20523 | Traffic Engineer 3 | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20556 | PS:CivEng/Design/Const (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 20803 | PS:CivEng/Design/Const (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 21323 | PS: Traff/Transp Ops Spec (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 21344 | PS: Traff/Transp Ops Spec (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 31205 | PS: Architect/Design Spec (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 60210 | PS: Fleet Operations Spec (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 61002 | PS:CivEng/Design/Const (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|-----------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 61908 | PS:CivEng/Design/Const (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90541 | PS: Transp Maint Spec (AL) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90949 | PS: Transp Data Mgmt Spec (AL) | SWD | 14 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 90986 | PS:Chem/Mat Analys Spec(SP) | SWD | 15 | TRP052 | Transportation Specialist 3 | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 19315 | Civil Engineer SENIOR | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19319 | PS:CivEng/Design/Const (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19362 | PS: Safety & Comp Spec(SP) | SWD | 13 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 19378 | Civil Engineer SENIOR | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20014 | Civil Engineer SENIOR | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20044 | PS: Transp Data Mgmt Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20105 | PS: Transp Maint Spec (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20406 | PS: Transp Data Mgmt Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20411 | PS: Transp Data Mgmt Spec (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20416 | PS: Contract Comp Spec (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20431 | PS: Transp Data Mgmt Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20437 | Civil Engineer SENIOR | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20476 | PS: Transp Maint Spec (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20479 | PS: Transp Data Mgmt Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20487 | MG: Engineer | SWD | 18 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20488 | PS: Transp Maint Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20489 | PS: Tran Maint Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20493 | PS: Tran Maint Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20502 | Civil Engineer SENIOR | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20508 | PS:CivEng/Design/Const (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 20806 | Civil Engineer SENIOR | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21201 | PS: Transp Data Mgmt Spec (SP) | SWD | 17 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21311 | Civil Engineer SENIOR | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21322 | PS: Traff/Transp Ops Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21325 | PS: Traff/Transp Ops Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21338 | PS: Traff/Transp Ops Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21342 | PS: Traff/Transp Ops Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21345 | PS: Transp Data Mgmt Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21354 | PS: Traff/Transp Ops Spec (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21355 | PS:Facilities Op/PI Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 21362 | PS: Traff/Transp Ops Spec (SP) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61021 | PS:Plannng & Policy Dev Spec (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61025 | Civil Engineer SENIOR | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61031 | PS:CivEng/Design/Const (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61129 | PS:Plannng & Policy Dev Spec (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61745 | PS:Plannng & Policy Dev Spec (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 90990 | PS:CivEng/Design/Const (AL) | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 99228 | Civil Engineer SENIOR | SWD | 16 | TRP053 | Transportation Specialist 4 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 18601 | MG: Regulatory Compliance | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19302 | Civil Engineer (SP) | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 19318 | PS:CivEng/Design/Const (SP) | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20018 | Civil Engineer SP | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20206 | PS:CivEng/Design/Const (SP) | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20414 | PS:CivEng/Design/Const (SP) | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20432 | PS:CivEng/Design/Const (SP) | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 20441 | PS:CivEng/Design/Const (AL) | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 21306 | PS: Traff/Transp Ops Spec (SP) | SWD | 16 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 21318 | Civil Engineer SENIOR | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 90988 | PS: Geologist (AL) | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 90997 | PS:CivEng/Design/Const (SP) | SWD | 17 | TRP054 | Transportation Specialist 5 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 61059 | PS:Plannng & Policy Dev Spec(EL) | SWD | 12 | TRP060 | Transport Planning Spec 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20512 | PS:Plannng & Policy Dev Spec(WL) | SWD | 14 | TRP061 | Transport Planning Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 61014 | PS:Plannng & Policy Dev Spec(WL) | SWD | 14 | TRP061 | Transport Planning Spec 2 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 20511 | PS:Plannng & Policy Dev Spec (AL) | SWD | 16 | TRP062 | Transport Planning Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61008 | PS:Plannng & Policy Dev Spec (AL) | SWD | 16 | TRP062 | Transport Planning Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| 61013 | PS:Plannng & Policy Dev Spec (AL) | SWD | 16 | TRP062 | Transport Planning Spec 3 | SWD | L | \$40,982.94 | \$58,547.06 | \$71,720.15 |
| N/A | N/A | N/A | N/A | TRP063 | Transport Planning Spec 4 | SWD | M | \$46,310.72 | \$66,158.17 | \$81,043.76 |
| 90509 | PS: Env Planning Spec (EL) | SWD | 12 | TRP070 | Transport Environment Spec 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 90513 | PS: Env Planning Spec (EL) | SWD | 12 | TRP070 | Transport Environment Spec 1 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 90507 | PS: Env Planning Spec (WL) | SWD | 14 | TRP071 | Transport Environment Spec 2 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|---------------------------------|----------|-----------|---|------------------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| N/A | N/A | N/A | N/A | TRP072 | Transport Environment Spec 3 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 61093 | PS:Plannng & Polcy Dev Spec (AL | SWD | 16 | TRP073 | Transport Environment Spec 4 | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| N/A | N/A | N/A | N/A | TRP074 | Transport Environ Spec Spv | SWD | K | \$36,268.09 | \$51,811.56 | \$63,469.15 |
| 15204 | SS: Ground Transp Wkr (WL) | SWD | 06 | TRS010 | Ground Transp Worker 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 60605 | SS: Ground Transp Wkr (WL) | SWD | 06 | TRS010 | Ground Transp Worker 1 | SWD | B | \$16,000.00 | \$21,973.16 | \$25,379.00 |
| 15009 | SS: Ground Transp Wkr (WL) | SWD | 08 | TRS011 | Ground Transp Worker 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 15218 | SS: Ground Transp Wkr (WL) | SWD | 09 | TRS011 | Ground Transp Worker 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 60614 | SS: Ground Transp Wkr (WL) | SWD | 09 | TRS011 | Ground Transp Worker 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 81125 | SS: Ground Transp Wkr (WL) | SWD | 08 | TRS011 | Ground Transp Worker 2 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| N/A | N/A | N/A | N/A | TRS012 | Ground Transp Worker 3 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 15011 | TS: Fleet Operations Tech (SP) | SWD | 10 | TRS013 | Ground Transp Worker Spv | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 15208 | SS:Transp/Construction Wkr(EL) | SWD | 06 | TRS020 | Equipment Operator 1 | SWD | C | \$16,919.33 | \$24,170.47 | \$27,916.90 |
| 15209 | SS:Transp/Construction Wkr(WL) | SWD | 07 | TRS021 | Equipment Operator 2 | SWD | D | \$18,611.26 | \$26,587.52 | \$31,639.15 |
| 15211 | SS:Transp/Construction Wkr(AL) | SWD | 08 | TRS022 | Equipment Operator 3 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 15201 | TS:Heavy Equip Ops Tech (WL) | SWD | 09 | TRS023 | Equipment Operator Spv | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 15405 | SS: Vessel Mate (EL) | SWD | 11 | TRS030 | Vessel Mate 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| N/A | N/A | N/A | N/A | TRS031 | Vessel Mate 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 15406 | SS: Vessel Mate (WL) | SWD | 12 | TRS032 | Vessel Mate 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| N/A | N/A | N/A | N/A | TRS033 | Vessel Mate Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| N/A | N/A | N/A | N/A | TRT010 | Heavy Equipment Operator 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 15205 | TS:Heavy Equip Ops Tech (WL) | SWD | 09 | TRT011 | Heavy Equipment Operator 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 15206 | TS:Heavy Equip Ops Tech (WL) | SWD | 09 | TRT011 | Heavy Equipment Operator 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 15214 | TS:Heavy Equip Ops Tech (WL) | SWD | 09 | TRT011 | Heavy Equipment Operator 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 20903 | TS:Heavy Equip Ops Tech (WL) | SWD | 10 | TRT011 | Heavy Equipment Operator 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30712 | TS:Heavy Equip Ops Tech (WL) | SWD | 09 | TRT011 | Heavy Equipment Operator 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 15213 | TS:Heavy Equip Ops Tech (AL) | SWD | 10 | TRT012 | Heavy Equipment Operator 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 15222 | TS:Heavy Equip Ops Tech (AL) | SWD | 10 | TRT012 | Heavy Equipment Operator 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 20465 | PS: Transp Maint Spec (AL) | SWD | 16 | TRT012 | Heavy Equipment Operator 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 15202 | TS:Heavy Equip Ops Tech (SP) | SWD | 11 | TRT013 | Heavy Equipment Foreman 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90706 | TS:Heavy Equip Ops Tech (SP) | SWD | 12 | TRT013 | Heavy Equipment Foreman 1 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 60509 | TS:Heavy Equip Ops Tech (SP) | SWD | 12 | TRT014 | Heavy Equipment Foreman 2 | SWD | I | \$29,973.63 | \$42,819.47 | \$52,453.85 |
| 15207 | TS:Heavy Equip Ops Tech (SP) | SWD | 13 | TRT015 | Heavy Equip Superintendent | SWD | J | \$32,970.99 | \$47,101.41 | \$57,699.23 |
| 19364 | TS:Const & Infrastr Tech (EL) | SWD | 10 | TRT020 | HERO Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 21336 | TS: HERO Tech (EL) | SWD | 08 | TRT020 | HERO Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 21337 | TS: HERO Tech (WL) | SWD | 11 | TRT021 | HERO Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 21367 | TS: HERO Tech (AL) | SWD | 12 | TRT022 | HERO Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 21328 | TS: HERO Tech (SP) | SWD | 13 | TRT023 | HERO Tech Spv | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20422 | TS:Engineering Tech (EL) | SWD | 08 | TRT050 | Transportation Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 20528 | TS:Drafter (EL) | SWD | 09 | TRT050 | Transportation Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 21206 | TS: Survey & Cartog Spec (EL) | SWD | 09 | TRT050 | Transportation Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 30513 | TS: Traffic/Hwy Op Tech (EL) | SWD | 08 | TRT050 | Transportation Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 90938 | PS:CivEng/Design/Const (EL) | SWD | 13 | TRT050 | Transportation Tech 1 | SWD | E | \$20,472.39 | \$29,246.27 | \$34,803.06 |
| 19305 | TS:Const & Infrastr Tech (EL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19317 | TS:Const & Infrastr Tech (WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 20423 | TS: Survey & Cartog Spec (EL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 20529 | TS: Drafter (WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 20539 | TS: Drafter (WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 21205 | TS: Survey & Cartog Spec (EL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 21347 | TS: Traffic/Hwy Op Tech (WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 30512 | TS: Traffic/Hwy Op Tech (WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90909 | TS:Materials Analysis Tech(WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90915 | TS:Materials Analysis Tech(WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90932 | TS:Materials Analysis Tech(WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90939 | PS:CivEng/Design/Const (WL) | SWD | 14 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90961 | TS:Materials Analysis Tech(WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90995 | PS:Chem/Mat Analys Spec(SP) | SWD | 14 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 90998 | SS: Laboratory Wkr (WL) | SWD | 10 | TRT051 | Transportation Tech 2 | SWD | F | \$22,519.63 | \$32,170.90 | \$38,283.37 |
| 19306 | TS:Const & Infrastr Tech (WL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19326 | TS:Const & Infrastr Tech (AL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19365 | TS:Const & Infrastr Tech (WL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 20428 | TS: Survey & Cartog Spec (WL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 20469 | TS:Engineering Tech (WL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 20482 | TS: Survey & Cartog Spec (WL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 20498 | TS: Survey & Cartog Spec (WL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |

| 2009 - 2015 SWD Job Codes | | | | 2016 JCCP Statewide Distribution (SWD) Salary Plan Job Codes | | | | | | |
|---------------------------|--------------------------------|----------|-----------|---|-----------------------|----------|-----------|-------------------|----------------|-------------------|
| Job Codes | Pre-JCCP Job Titles | Sal Plan | Pay Grade | JCCP Job Codes | JCCP Job Titles | Sal Plan | Pay Grade | Pay Grade Minimum | Market Average | Pay Grade Maximum |
| 20902 | PS:CivEng/Design/Const (EL) | SWD | 12 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 21204 | TS: Survey & Cartog Spec (WL) | SWD | 12 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 21305 | TS: Traffic/Hwy Op Tech (WL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 30519 | TS: Traffic/Hwy Op Tech (WL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 90908 | TS:Materials Analysis Tech(AL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 90944 | TS:Materials Analysis Tech(AL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 90963 | TS:Materials Analysis Tech(AL) | SWD | 11 | TRT052 | Transportation Tech 3 | SWD | G | \$24,771.59 | \$35,387.99 | \$43,350.29 |
| 19307 | TS:Const & Infrastr Tech (AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19316 | PS:CivEng/Design/Const (EL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 19366 | TS:Const & Infrastr Tech (AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20009 | TS: Traffic/Hwy Op Tech (SP) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20424 | TS: Survey & Cartog Spec (AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20427 | PS: Transp Data Mgmt Spec (EL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20433 | TS: Hwy Maintenance Tech (AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20483 | TS: Survey & Cartog Spec (AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 20531 | TS: Drafter (AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 21314 | PS: Transp Data Mgmt Spec (EL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 21346 | TS: Traffic/Hwy Op Tech (AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 21364 | TS:Engineering Tech (WL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30402 | TS: Hwy Maintenance Tech (AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 30511 | SP: Traffic/Hwy Op Tech (AL) | SWD | 13 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90922 | TS:Materials Analysis Tech(WL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90973 | TS:Materials Analysis Tech(AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90984 | PS:CivEng/Design/Const (EL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |
| 90996 | TS:Materials Analysis Tech(AL) | SWD | 12 | TRT053 | Transportation Tech 4 | SWD | H | \$27,248.75 | \$38,926.79 | \$47,685.32 |