

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
HRM010	Mgr, Human Resources	Bachelor's degree in a related field AND Three years of supervisory human resource experience. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	High school diploma/GED and three (3) years of managerial or supervisory experience in human resources.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	M	\$53,310.72	\$70,677.24	\$88,043.76
HRM011	Mgr 2, Human Resources	Bachelor's degree in a related field AND Four years of supervisory human resource experience. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	High school diploma/GED and four (4) years of managerial or supervisory experience in human resources; or two (2) years of experience required at the lower level Mgr, Human Resources (HRM010) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	N	\$59,331.12	\$78,955.29	\$98,579.45
HRM012	Sr Mgr, Human Resources	Bachelor's degree in a related field from an accredited college or university AND Five years of management human resource experience OR Two years of experience required at the lower level Mgr 2, Human Resources (HRM011) or position equivalent. Note: An equivalent combination of education and job-specific experience that provided the knowledge, experience, and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	High school diploma/GED and five (5) years of managerial or supervisory experience in human resources; or two (2) years of experience required at the lower level Mgr 2, Human Resources (HRM011) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	O	\$66,134.16	\$88,309.47	\$110,484.78
HRM013	Dir, Human Resources	Bachelor's degree in a related field from an accredited college or university AND Five years of management human resource experience OR Two years of experience required at the lower level Sr Mgr, Human Resources (HRM012) or position equivalent. Note: An equivalent combination of education and job-specific experience that provided the knowledge, experience, and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	High school diploma/GED and six (6) years of managerial or supervisory experience in human resources; or two (2) years of experience required at the lower level Sr Mgr, Human Resources (HRM012) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	P	\$73,821.60	\$98,879.70	\$123,937.80
HRM020	HR Business Partner	Bachelor's degree from an accredited college or university in human resources management or business administration/management and four (4) years of professional level human resources experience that provided a hands-on working knowledge across multiple human resource functions OR eight (8) years of professional level human resource experience that provided a hands-on working knowledge across multiple human resource functions. Note: An equivalent combination of education and professional job specific experience that provides the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	High school diploma/GED and eight (8) years of professional level human resource experience that provided a hands-on working knowledge across multiple human resource functions.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	M	\$53,310.72	\$70,677.24	\$88,043.76
HRP010	HR Generalist 1	Associate's degree from an accredited college or university OR Two years of human resource experience.	High school diploma/GED and two (2) years of human resource experience.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	J	\$39,970.99	\$52,335.11	\$64,699.23

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HRP011	HR Generalist 2	Bachelor's degree from an accredited college or university OR Four years of human resource experience.	High school diploma/GED and four (4) years of human resource experience; or one (1) year of experience required at the lower level HR Generalist 1 (HRP010) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	K	\$43,268.09	\$56,868.62	\$70,469.15
HRP012	HR Generalist 3	Bachelor's degree from an accredited college or university AND One year of professional human resource experience OR Five years of professional human resource experience OR One year of experience required at the lower level HR Generalist 2 (HRP011) or position equivalent.	High school diploma/GED and five (5) years of professional human resource experience; or one (1) year of experience required at the lower level HR Generalist 2 (HRP011) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	L	\$47,982.94	\$63,351.55	\$78,720.15
HRP013	HR Generalist Spv	Bachelor's degree from an accredited college or university AND Two years of professional human resource experience as a lead worker/supervisor OR Six years of professional human resource experience, Two years of which as a lead worker/supervisor OR One year of experience required at the lower level HR Generalist 3 (HRP012) or position equivalent.	High school diploma/GED and seven (7) years of professional human resource experience, which includes three (3) years in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level HR Generalist 4 (HRP014) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	M	\$53,310.72	\$70,677.24	\$88,043.76
HRP014	HR Generalist 4	Bachelor's degree from an accredited college or university AND Two years of professional human resource experience OR Six years of professional human resource experience OR One year of experience required at the lower level HR Generalist 3 (HRP012) or position equivalent	High school diploma/GED and six (6) years of professional human resource experience; or one (1) year of experience required at the lower level HR Generalist 3 (HRP012) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	M	\$53,310.72	\$70,677.24	\$88,043.76
HRP020	HR Spec 1	Bachelor's degree from an accredited college or university AND One year of related experience in human resources. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	High school diploma/GED and one (1) year of job-related experience in human resources.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	J	\$39,970.99	\$52,335.11	\$64,699.23
HRP021	HR Spec 2	Bachelor's degree from an accredited college or university AND Two years of related experience in human resources OR One year of experience required at the lower level HR Spec 1 (HRP020) or position equivalent. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	High school diploma/GED and two (2) years of job-related experience in human resources; or one (1) year of experience required at the lower level HR Spec 1 (HRP020) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	K	\$43,268.09	\$56,868.62	\$70,469.15

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HRP022	HR Spec 3	Master's degree in a related area from an accredited college or university AND One year of related professional human resources experience in one or more of the areas of assignment OR Bachelor's degree from an accredited college or university AND Three years of related professional human resources experience in one or more of the areas of assignment OR One year of experience required at the lower level HR Spec 2 (HRP021) or position equivalent. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	High school diploma/GED and three (3) years of job-related experience in human resources; or one (1) year of experience required at the lower level HR Spec 2 (HRP021) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	L	\$47,982.94	\$63,351.55	\$78,720.15
HRP023	HR Spec Spv	Master's degree in a related area from an accredited college or university AND Two years of advanced professional human resources experience in one or more of the areas of assignment OR Bachelor's degree from an accredited college or university AND Four years of advanced professional human resources experience, One year of which as a lead worker in one or more of the areas of assignment OR One year of experience required at the lower level HR Spec 3 (HRP022) or position equivalent. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis.	High school diploma/GED and five (5) years of job-related experience in human resources, which include one (1) year in lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level HR Spec 4 (HRP024) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	M	\$53,310.72	\$70,677.24	\$88,043.76
HRP024	HR Specialist 4	Master's degree in a related area from an accredited college or university AND One year of related professional human resources experience in one or more of the areas of assignment OR Bachelor's degree from an accredited college or university AND Three years of related professional human resources experience in one or more of the areas of assignment OR One year of experience required at the lower level HR Spec 3 (HRP022) or position equivalent. Note: An equivalent combination of education and job specific experience that provided the knowledge, experience and competencies required to successfully perform the job at the level listed may be substituted on a year-over-year basis	High school diploma/GED and four (4) years of related professional human resources experience in one or more of the areas of assignment; or one (1) year of experience required at the lower level HR Spec 3 (HRP022) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	M	\$53,310.72	\$70,677.24	\$88,043.76
HRP050	HR Analyst 1	Associate's degree from an accredited college or university AND One year of experience performing personnel-related functions OR High school diploma or GED AND Three years of experience performing human resources related functions OR One year of experience required at the lower level HR Tech 3 (HRT012) or position equivalent.	High school diploma/GED and three (3) years of experience performing human resources related functions; or one (1) year of experience required at the lower level HR Tech 3 (HRT012) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	G	\$31,771.59	\$41,060.94	\$50,350.29
HRP051	HR Analyst 2	Associate's degree from an accredited college or university AND Two years of experience performing personnel-related functions.	High school diploma/GED and four (4) years of experience performing human resources job-related functions; or one (1) year of experience required at the lower level HR Analyst 1 (HRP050) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	H	\$34,248.75	\$44,467.04	\$54,685.32
t6tg47i	HR Analyst 3	Associate's degree from an accredited college or university AND Two years of experience performing human resources functions OR Four years of human resource experience.	High school diploma/GED and five (5) years of experience performing human resources job-related functions; or one (1) year of experience required at the lower level HR Analyst 2 (HRP051) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	I	\$36,973.63	\$48,213.74	\$59,453.85

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]/.	HR Analyst Spv	Associate's degree from an accredited college or university AND Two years of experience performing human resources functions OR Four years of human resources experience, Two years of which training lower level HR personnel or experience in a lead worker role.	High school diploma/GED and six (6) years of experience performing human resources job-related function, which includes two (2) years in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level HR Analyst 3 (HRP052) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	J	\$39,970.99	\$52,335.11	\$64,699.23
HRT010	HR Tech 1	High school diploma or GED AND Six months of experience performing human resources related functions OR High school diploma or GED AND One year of post-secondary education at an accredited college or university.	High school diploma/GED and six (6) months of work experience.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	F	\$29,519.63	\$37,401.50	\$45,283.37
HRT011	HR Tech 2	High school diploma or GED AND One year of experience performing human resources related functions OR High school diploma or GED AND One year of post-secondary education at an accredited college or university.	High school diploma/GED and one (1) year of experience performing human resources job-related functions; or one (1) year of experience required at the lower level HR Tech 1 (HRT010) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	G	\$31,771.59	\$41,060.94	\$50,350.29
HRT012	HR Tech 3	Associate's degree from an accredited college or university OR High school diploma or GED AND Two years of experience performing human resources related functions OR One year of experience required at the lower level HR Tech 2 (HRT011) or position equivalent.	High school diploma/GED and two (2) years of experience performing human resources job-related functions; or one (1) year of experience required at the lower level HR Tech 2 (HRT011) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	H	\$34,248.75	\$44,467.04	\$54,685.32
HRT013	HR Tech Spv	Associate's degree from an accredited college or university AND One year of experience performing human resources related functions OR High school diploma or GED AND Three years of experience performing human resources related functions OR One year of experience required at the lower level HR Tech 3 (HRT012) or position equivalent.	High school diploma/GED and four (4) years of experience performing human resources job-related functions, which includes one (1) year in a lead worker, team lead, or supervisory role; or one (1) year of experience required at the lower level HR Tech 4 (HRT014) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	I	\$36,973.63	\$48,213.74	\$59,453.85
HRT014	HR Tech 4	Associate's degree from an accredited college or university AND One year of experience performing human resources related functions OR High school diploma or GED AND Three years of experience performing human resources related functions OR One year of experience required at the lower level HR Tech 3 (HRT012) or position equivalent.	High school diploma/GED and three (3) years of experience performing human resources job-related functions; or one (1) year of experience required at the lower level HR Tech 3 (HRT012) or position equivalent.  Note: An equivalent combination of knowledge, education, job or intern experience, training, or certifications that provides the necessary knowledge and skills to successfully perform the job at the level listed may be substituted year-over-year.	I	\$36,973.63	\$48,213.74	\$59,453.85