

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
GSM010	Mgr, Business Ops	Bachelor's degree in a related field from an accredited college or university AND Two years of experience managing professional level staff OR Six years of related professional experience AND Two years managing professional level staff. 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.	Bachelor's degree in operations management, business administration, or a related field which includes two (2) years in a managerial or supervisory role or six (6) years of related professional experience which includes two (2) years in a managerial or supervisory role. 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
GSM011	Mgr 2, Business Ops	Bachelor's degree in a related field from an accredited college or university AND Three years of experience managing professional level staff OR Seven years of related professional experience AND Three years managing at the level equivalent to area of assignment OR Three years of experience required at the lower level Mgr, Business Ops (GSM010) 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.	Bachelor's degree in operations management, business administration, or a related field which includes three (3) years in a managerial or supervisory role; or seven (7) years of related professional experience which includes three (3) years in a managerial or supervisory role; or three (3) years of experience required at the lower level Mgr, Business Ops (GSM010) 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
GSM012	Sr Mgr, Business Ops	Bachelor's degree in a related field from an accredited college or university AND Four years of experience managing professional level staff OR Eight years of related professional experience AND Four years managing at the level equivalent to area of assignment OR Four years of experience required at the lower level Mgr 2, Business Ops (GSM011) 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.	Bachelor's degree in operations management, business administration, or a related field which includes four (4) years in a managerial or supervisory role; or eight (8) years of related professional experience which includes four (4) years in a managerial or supervisory role; or four (4) years of experience required at the lower level Mgr 2, Business Ops (GSM011) 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
GSM013	Sr Mgr 2, Business Ops	Bachelor's degree from an accredited college or university in a related field AND Five years of experience managing professional level staff OR Nine years of experience AND Five years of management experience at the level equivalent to area of assignment OR Five years of experience at the lower level Sr Mgr, Business Ops (GSM012). 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.	Bachelor's degree in operations management, business administration, or a related field which includes five (5) years in a managerial or supervisory role; or nine (9) years of related professional experience which includes five (5) years in a managerial or supervisory role; or five (5) years of experience required at the lower level Sr Mgr, Business Ops (GSM012) 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

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GSM014	Dir, Business Ops	Bachelor's degree in a related field from an accredited college or university AND Six years of experience managing professional level staff OR Ten years of related professional experience AND Six years managing at the level equivalent to area of assignment OR Six years of experience required at the lower level Sr Mgr 2, Business Ops (GSM013) 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.	Bachelor's degree in operations management, business administration, or a related field which includes six (6) years in a managerial or supervisory role; or ten (10) years of related professional experience which includes six (6) years in a managerial or supervisory role; or six (6) years of experience required at the lower level Sr Mgr 2, Business Ops (GSM013) 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.	Q	\$82,508.41	\$110,824.07	\$139,139.72
GSM015	Sr. Director, Business Ops	Bachelors degree in related field from an accredited college or university AND seven years of experience managing professional level staff OR Ten years of related professional experience AND Seven years managing at the level equivalent to area of assignment OR Seven years of experience required at the lower level Dir., Business Ops (GSM014) or position equivalent. Note: An equivalent combination of education and job specific experience that 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.	Bachelor's degree in operations management, business administration, or a related field which includes seven (7) years in a managerial or supervisory role; or ten (10) years of related professional experience which includes seven (7) years in a managerial or supervisory role; or seven (7) years of experience required at the lower level Dir, Business Ops (GSM014) 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.	R	\$92,324.50	\$124,321.19	\$156,317.88
GSM020	Mgr, Training	Bachelor's degree in a related field from an accredited college or university AND One year of management experience in area of assignment OR Six years of experience required in area of assignment AND One year of management experience in area of assignment. 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 management experience in area of assignment; or six (6) years of experience required in area of assignment which includes one (1) year in a lead worker, team leader, or supervisory role. 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
GSM021	Sr Mgr, Training	Bachelor's degree in a related field from an accredited college or university AND Four years of program management or supervisory experience to include demonstrated advance level knowledge, project management and policy development and interpretation. 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 program management or supervisory experience to include demonstrated advance level knowledge of project management and policy development/interpretation. 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
GSM022	Dir, Training	Master's degree in a related field from an accredited college or university AND Three years of management experience in area of assignment OR Bachelor's degree in a related field from an accredited college or university AND Four years of management experience in area of assignment OR Eight years of experience in area of assignment AND Four years of management experience in area of assignment.	High school diploma/GED and eight (8) years of experience in area of assignment, which includes four (4) years in a managerial role.	O	\$66,134.16	\$88,309.47	\$110,484.78

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GSP030	Graphics and Visual Art Spec 1	Associate's degree from an accredited college or university OR Vocational/Technical degree in graphic arts, applied arts, commercial art, fine arts or a related field from an accredited college OR Three years of professional related experience or equivalent combination of relevant education, training and experience.	High school diploma/GED and three (3) years of professional job-related experience or equivalent combination of relevant education, training and experience.	I	\$36,973.63	\$48,213.74	\$59,453.85
GSP031	Graphics and Visual Art Spec 2	Associate's degree from an accredited college or university AND Two years of professional related experience OR Vocational/Technical degree in graphic arts, applied arts, commercial art, fine arts or a related field from an accredited college AND Two years of professional related experience OR Four years of professional related experience or equivalent combination of relevant education, training and experience.	High school diploma/GED and four (4) years of professional job-related experience or equivalent combination of relevant education, training and experience; or two (2) years of experience required at the lower level Graphics and Visual Art Spec 1 (GSP030).	J	\$39,970.99	\$52,335.11	\$64,699.23
GSP032	Graphics and Visual Art Spec 3	Associate's degree from an accredited college AND Three years of professional related experience OR Vocational/Technical degree in graphic arts, applied arts, commercial art, fine arts or a related field from an accredited college AND Three years of professional related experience OR Five years of professional related experience OR equivalent combination of relevant education, training and experience.	High school diploma/GED and five (5) years of professional job-related experience or equivalent combination of relevant education, training and experience; or two (2) years of experience required at the lower level Graphics and Visual Art Spec 2 (GSP031).	K	\$43,268.09	\$56,868.62	\$70,469.15
GSP033	Graphics Visual Art Spec Spv	Associate's degree from an accredited college or university AND Four years of professional related experience OR Vocational/Technical degree in graphic arts, applied arts, commercial art, fine arts or a related field from an accredited college AND Four years of professional related experience OR Six years of professional related experience or equivalent combination of relevant education, training and experience.	High school diploma/GED and six (6) years of professional job-related experience or equivalent combination of relevant education, training and experience; or two (2) years of experience required at the lower level Graphics and Visual Art Spec 3 (GSP032).	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP040	Communications Spec 1	Bachelor's degree in communications or a related field from an accredited college or university OR Three years of communications or related experience.	High school diploma/GED and three (3) of experience of communications or job-related experience.	H	\$34,248.75	\$44,467.04	\$54,685.32
GSP041	Communications Spec 2	Bachelor's degree in communications or a related field from an accredited college or university AND One year of communications or related experience OR Four years of communications or related experience OR One year of experience required at the lower level Communications Spec 1 (GSP040) or position equivalent.	High school diploma/GED and four (4) years of communications or job-related experience and one (1) year of experience required at the lower level Communications Spec 1 (GSP040).	I	\$36,973.63	\$48,213.74	\$59,453.85
GSP042	Communications Spec 3	Bachelor's degree in communications or a related field from an accredited college or university AND Two years of communications or related experience OR Five years of communications or related experience OR One year of experience required at the lower level Communications Spec 2 (GSP041) or position equivalent.	High school diploma/GED and five (5) years of experience communications or job-related experience; or one (1) year of experience required at the lower level Communications Spec 2 (GSP041).	K	\$43,268.09	\$56,868.62	\$70,469.15
GSP043	Communications Spec 4	Bachelor's degree in communications or a related field from an accredited college or university AND Three years of communications experience OR Six years of communications or related experience OR One year of experience required at the lower level Communications Spec 3 (GSP042) or position equivalent.	High school diploma/GED and six (6) years years of experience communications or job-related experience; or one (1) year of experience required at the lower level Communications Spec 3 (GSP042).	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP050	Planner 1	High school diploma or GED AND completion of 90 quarter hours (60 semester hours) at an accredited college or university. 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 completion of 90 quarter hours (60 semester hours) at an accredited college or university. 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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GSP051	Planner 2	Bachelor's degree in a related field from an accredited college or university OR completion of 90 quarter hours (60 semester hours) at an accredited college or university AND Two years of related experience OR One year of experience required at the lower level Planner 1 (GSP050) 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 completion of 90 quarter hours (60 semester hours) at an accredited college or university and two (2) years of job-related experience; one (1) year experience required at the lower level Planner 1 (GSP050) 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
GSP052	Planner 3	Master's degree in a related field from an accredited college or university OR Bachelor's degree in a related field from an accredited college or university AND Two years of related experience OR completion of 90 quarter hours (60 semester hours) at an accredited college or university AND Four years of related experience OR Two years of experience required at the lower level Planner 2 (GSP051) 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 completion of 90 quarter hours (60 semester hours) at an accredited college or university and four (4) years of job-related experience; or two (2) years experience required at the lower level Planner 2 (GSP051) 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
GSP053	Planner Spv	Master's degree in a related field from an accredited college or university AND One year of related supervisory experience OR Bachelor's degree in a related area from an accredited college or university AND Two years of related experience, One year of which in a supervisory/lead role OR completion of 90 quarter hours (60 semester hrs.) at an accredited college or university AND Four years of related experience, One year of which in a supervisory/lead role OR Two years of experience required at the lower level Planner 3 (GSP052) 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 completion of 90 quarter hours (60 semester hours) at an accredited college or university and four (4) years of job-related experience, which includes one (1) year in a lead worker, team leader or supervisory role; or two (2) years experience required at the lower level Planner3 (GSP052) 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
GSP071	Marketing Spec 2	Bachelor's degree in a related field from an accredited college or university AND Two years of related experience OR One year of experience required at the lower level Marketing Spec 1 (GSP070) or position equivalent.	Associate degree in communication, English, or public relations from an accredited college or university and two (2) years of job-related experience; or one (1) year of experience required at the lower level Marketing Spec 1 (GSP070) or position equivalent.	K	\$43,268.09	\$56,868.62	\$70,469.15
GSP072	Marketing Spec 3	Bachelor's degree in a related field from an accredited college or university AND Three years of related experience OR One year of experience required at the lower level Marketing Spec 2 (GSP071) or position equivalent.	Associate degree in communication, English, or public relations from an accredited college or university and three (3) years of job-related experience; or one (1) year of experience required at the lower level Marketing Spec 2 (GSP071) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP073	Marketing Spec Spv	Bachelor's degree in a related field from an accredited college or university AND Four years of related experience OR One year of experience required at the lower level Marketing Spec 3 (GSP072) or position equivalent.	High school diploma/GED and four (4) years of job-related experience; or one (1) year of experience required at the lower level Marketing Spec 3 (GSP072) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76

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GSP090	Prgm Consultant 1	Bachelor's degree in a related field from an accredited college or university AND One year of related experience OR completion of an apprenticeship/internship that sufficiently supplied experience to understand the basic principles relevant to the major duties of the position OR any other combination of education and professional experience that provides the requisite knowledge, skills and abilities to successfully perform the job.	High school diploma/GED and one (1) year of job-related experience or completion of an apprenticeship/internship that sufficiently supplied experience to understand the basic principles relevant to the major duties of the position or any other combination of education and professional experience that provides the requisite knowledge, skills and abilities to successfully perform the job.	K	\$43,268.09	\$56,868.62	\$70,469.15
GSP091	Prgm Consultant 2	Master's degree in a related field from an accredited college or university AND One year of experience required at the lower level Prgm Consultant 1 (GSP090) OR any other combination of education and professional experience that provides the requisite knowledge, skills and abilities to successfully perform the job.	High school diploma/GED and one (1) year of experience required at the lower level Prgm Consultant 1 (GSP090) or any other combination of education and professional experience that provides the requisite knowledge, skills and abilities to successfully perform the job.	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP092	Prgm Consultant 3	Master's degree in a related field from an accredited college or university AND One year of experience required at the lower level Prgm Consultant 2 (GSP091) OR any other combination of education and professional experience that provides the requisite knowledge, skills and abilities to successfully perform the job.	High school diploma/GED and one (1) year of experience required at the lower level Prgm Consultant 2 (GSP091) or any other combination of education and professional experience that provides the requisite knowledge, skills and abilities to successfully perform the job.	M	\$53,310.72	\$70,677.24	\$88,043.76
GSP093	Prgm Consultant Spv	Master's degree in a related field from an accredited college or university AND One year of experience required at the lower level Prgm Consultant 3 (GSP092) OR any other combination of education and professional experience that provides the requisite knowledge, skills and abilities to successfully perform the job.	High school diploma/GED and one (1) year of experience required at the lower level Prgm Consultant 3 (GSP092) or any other combination of education and professional experience that provides the requisite knowledge, skills and abilities to successfully perform the job.	N	\$59,331.12	\$78,955.29	\$98,579.45
GSP100	Strategic Planning Spec 1	Bachelor's degree in a related field from an accredited college or university AND One year of related experience OR completion of an apprenticeship/internship that sufficiently supplied experience to understand the basic principles relevant to the major duties of the position.	Associate degree and one (1) year of job-related experience or completion of an apprenticeship/internship that sufficiently supplied experience to understand the basic principles relevant to the major duties of the position.	J	\$39,970.99	\$52,335.11	\$64,699.23
GSP101	Strategic Planning Spec 2	Master's degree in a related field from an accredited college or university AND One year of experience required at the lower level Strategic Planning Spec 1 (GSP100) or position equivalent.	Associate degree and one (1) year of experience required at the lower level Strategic Planning Spec 1 (GSP100) or position equivalent.	K	\$43,268.09	\$56,868.62	\$70,469.15
GSP102	Strategic Planning Spec 3	Master's degree in a related field from an accredited college or university AND One year of experience required at the lower level Strategic Planning Spec 2 (GSP101) or position equivalent.	Associate degree and two (2) years of experience required at the lower level Strategic Planning Spec 2 (GSP101) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP103	Strategic Planning Spec Spv	Master's degree in a related field from an accredited college or university AND Five years of related experience, One year of which at the lower level Strategic Planning Spec 3 (GSP102) or position equivalent.	Associate degree and three (3) years of job-related experience, and one (1) year of which at the lower level Strategic Planning Spec 3 (GSP102) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76
GSP110	Project Mgr (Non-IT) 1	High school diploma or GED AND One year of professional level experience related to the area of assignment.	High school diploma/GED and one (1) year of professional level experience related to the area of assignment.	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP111	Project Mgr (Non-IT) 2	Bachelor's degree in a related area from an accredited college or university OR Two years of related experience.	High school diploma/GED and two (2) years of professional level experience related to the area of assignment; or two (2) years of experience required at the lower level Project Mgr (Non-IT) 1 (GSP110).	M	\$53,310.72	\$70,677.24	\$88,043.76
GSP112	Project Consultant (Non-IT) 1	Bachelor's degree in a related field from an accredited college or university AND Two years of related experience OR Four years related experience.	High school diploma/GED and four (4) years of professional level experience related to the area of assignment.	M	\$53,310.72	\$70,677.24	\$88,043.76
GSP113	Project Consultant (Non-IT) 2	Bachelor's degree in a related area from an accredited college or university AND Four years of related experience OR Six years of related experience.	High school diploma/GED and six (6) years of professional level experience related to the area of assignment.	N	\$59,331.12	\$78,955.29	\$98,579.45

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GSP114	Program Mgr (Non-IT) 1	Bachelor's degree in a related area from an accredited college or university AND Six years of related experience OR Eight years of related experience.	High school diploma/GED and eight (8) years of professional level experience related to the area of assignment.	N	\$59,331.12	\$78,955.29	\$98,579.45
GSP115	Program Mgr (Non-IT) 2	Bachelor's degree in a related area from an accredited college or university AND Eight years of related experience OR Ten years of related experience.	High school diploma/GED and ten (10) years of professional level experience related to the area of assignment.	O	\$66,134.16	\$88,309.47	\$110,484.78
GSP120	Training & Dev Spec 1	High school diploma or GED AND One year of experience in a support role providing coaching, mentoring or related job duties and knowledge of functional business area where training is to be provided.	High school diploma/GED and one (1) year of experience in a support role providing coaching, mentoring or related job duties and knowledge of functional business area where training is to be provided.	G	\$31,771.59	\$41,060.94	\$50,350.29
GSP121	Training & Dev Spec 2	High school diploma or GED AND Two years of experience providing educational, training or instructional services in functional area.	High school diploma/GED and two (2) years of experience providing educational, training or instructional services in functional area; or one (1) year of experience required at the lower level Training & Dev Spec 1 (GSP120).	I	\$36,973.63	\$48,213.74	\$59,453.85
GSP122	Training & Dev Spec 3	High school diploma or GED AND Three years of experience providing educational, training or instructional services in functional area.	High school diploma/GED and three (3) years of experience providing educational, training or instructional services in functional area; or one (1) year of experience required at the lower level Training & Dev Spec 2 (GSP121).	K	\$43,268.09	\$56,868.62	\$70,469.15
GSP123	Training & Dev Spec Spv	Vocational/Technical degree in a directly related area from an accredited college AND Two years of experience providing educational, training or instructional services to functional area OR High school diploma or GED AND Five years of area specific experience, One year of which in a lead/supervisory capacity.	High school diploma/GED and five (5) years of area specific experience, which includes one (1) year in a lead worker, team leader, or supervisory role; or one (1) year of experience required at the lower level Training & Dev Spec 3 (GSP122).	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP130	Busi Support Analyst 1	Bachelor's degree in business or related field from an accredited college or university AND One year of experience related to area of assignment. 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.	Associate degree in communication, English, or public relations from an accredited college or university and one (1) year of experience related to area of assignment. 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
GSP131	Busi Support Analyst 2	Bachelor's degree in business or related field from an accredited college or university AND Two years of experience related to area of assignment. 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.	Associate degree in communication, English, or public relations from an accredited college or university and two (2) years of experience related to area of assignment; or one (1) year of experience required at the lower level Busi Support Analyst 1 (GSP130). 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-	K	\$43,268.09	\$56,868.62	\$70,469.15
GSP132	Busi Support Analyst 3	Bachelor's degree in business or related field from an accredited college or university AND Four years of experience related to area of assignment. 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.	Associate degree in communication, English, or public relations from an accredited college or university and three (3) years of experience related to area of assignment; or one (1) year of experience required at the lower level Busi Support Analyst 2 (GSP131). 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-	L	\$47,982.94	\$63,351.55	\$78,720.15

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GSP133	Busi Support Analyst Spv	Bachelor's degree in business or related field from an accredited college or university AND Six years of experience related to area of assignment. 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.	Associate degree in communication, English, or public relations from an accredited college or university and four (4) years of experience related to area of assignment; or one (1) year of experience required at the lower level Busi Support Analyst 3 (GSP132). 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-	M	\$53,310.72	\$70,677.24	\$88,043.76
GSP160	Forensic Artist 1	Associate's degree in graphic arts, applied arts, commercial art, technical fine arts or related field from an accredited college or university OR Vocational/Technical degree in graphic arts, applied arts, commercial art, technical fine arts or related field from an accredited college or two-year program OR One year of professional related experience.	High school diploma/GED and one (1) year of professional job-related experience.	K	\$43,268.09	\$56,868.62	\$70,469.15
GSP161	Forensic Artist 2	Associate's degree in graphic arts, applied arts, commercial art, technical fine arts or related field from an accredited college or university OR Vocational/Technical degree in graphic arts, applied arts, commercial art, technical fine arts or related field from an accredited college or two-year program OR Two years of professional experience OR One year of experience required at the lower level Forensic Artist 1 (GSP160) or position equivalent.	High school diploma/GED and two (2) years of professional job-related experience; or one (1) year of experience required at the lower level Forensic Artist 1 (GSP160) or position equivalent.	L	\$47,982.94	\$63,351.55	\$78,720.15
GSP162	Forensic Artist 3	Associate's degree in graphic arts, applied arts, commercial art, technical fine arts or related field from an accredited college or university OR Vocational/Technical degree in graphic arts, applied arts, commercial art, technical fine arts or related field from an accredited college or two-year program OR Three years of professional related experience OR Two years of experience required at the lower level Forensic Artist 2 (GSP161) or position equivalent.	High school diploma/GED and three (3) years of professional job-related experience; or two (2) years of experience required at the lower level Forensic Artist 2 (GSP161) or position equivalent.	M	\$53,310.72	\$70,677.24	\$88,043.76
GSP163	Forensic Artist 4	Associate's degree in graphic arts, applied arts, commercial art, technical fine arts or related field from an accredited college or university OR Vocational/Technical degree in graphic arts, applied arts, commercial art, technical fine arts or related field from an accredited college or two-year program OR Four years of professional related experience OR Three years of experience required at the lower level Forensic Artist 3 (GSP162) or position equivalent.	High school diploma/GED and four (4) years of professional job-related experience; or three (3) years of experience required at the lower level Forensic Artist 3 (GSP162) or position equivalent.	N	\$59,331.12	\$78,955.29	\$98,579.45
GSS080	Admin Support 1	High school diploma or GED AND ability to perform basic office functions and computer related duties.	High school diploma/GED and ability to perform basic office functions and computer related duties.	C	\$23,919.33	\$29,418.12	\$34,916.90
GSS081	Admin Support 2	High school diploma or GED AND Two years of general office or administrative experience.	High school diploma/GED and two (2) years of general office or administrative experience.	D	\$25,611.26	\$32,125.21	\$38,639.15
GSS082	Admin Support 3	High school diploma or GED AND Four years of progressively complex office or administrative experience.	High school diploma/GED and three (3) years of progressively complex office or administrative experience.	E	\$27,472.39	\$34,637.73	\$41,803.06
GSS083	Admin Support Spv	High school diploma or GED AND Two years of experience required at the lower level Admin Support 3 (GSS082) or position equivalent. Must show ability to lead or supervise a team.	High school diploma/GED and two (2) years of experience required at the lower level Admin Support 3 (GSS082) or position equivalent. Must show ability to lead or supervise a team.	F	\$29,519.63	\$37,401.50	\$45,283.37
GSS090	Customer Svc Associate 1	High school diploma or GED AND Six months of full-time work experience providing customer support or technical assistance.	High school diploma/GED and six (6) months of full-time work experience providing customer support or technical assistance.	D	\$25,611.26	\$32,125.21	\$38,639.15
GSS091	Customer Svc Associate 2	High school diploma or GED AND One year of full-time work experience providing customer support or technical assistance.	High school diploma/GED and one (1) year of full-time work experience providing customer support or technical assistance.	E	\$27,472.39	\$34,637.73	\$41,803.06

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
GST050	Admin Assistant 1	Associate's degree from an accredited college or university OR Two years of related experience.	High school diploma/GED and two (2) years of job-related experience.	F	\$29,519.63	\$37,401.50	\$45,283.37
GST051	Admin Assistant 2	Associate's degree from an accredited college or university AND One year of related experience OR Three years of related experience.	High school diploma/GED and three (3) years of job-related experience; or one (1) year of experience required at the lower level Admin Assistant 1 (GST050) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
GST052	Admin Assistant 3	Associate's degree from an accredited college or university AND Two years of related experience OR Four years of related experience.	High school diploma/GED and four (4) years of job-related experience; or two (2) years of experience required at the lower level Admin Assistant 2 (GST051) or position equivalent.	H	\$34,248.75	\$44,467.04	\$54,685.32
GST053	Admin Assistant Spv	Associate's degree from an accredited college or university AND Four years of related experience OR Six years of related experience. Must have ability to lead or supervise a team.	High school diploma/GED and five (5) years of job-related experience; or two (2) years of experience required at the lower level Admin Assistant 3 (GST052) or position equivalent.	J	\$39,970.99	\$52,335.11	\$64,699.23
GST110	Dispatcher 1	High school diploma or GED AND POST Certification Eligibility as a Communications Officer.	High school diploma/GED and POST Certification Eligibility as a Communications Officer.	LF	\$31,291.75	\$39,793.87	\$48,295.98
GST111	Dispatcher 2	High school diploma or GED AND Two years of related experience OR One year of experience required at the lower level Dispatcher 1 (GST110) or position equivalent. POST Certification as a Communications Officer.	High school diploma/GED and two (2) years of job-related experience; or one (1) year of experience required at the lower level Dispatcher 1 (GST110) or position equivalent. POST Certification as a Communications Officer.	LG	\$33,990.83	\$43,437.63	\$52,884.42
GST112	Dispatcher 3	High school diploma or GED AND Two years of experience required at the lower level Dispatcher 2 (GST111) or position equivalent. POST Certification as a Communications Officer.	High school diploma/GED and two (2) years of experience required at the lower level Dispatcher 2 (GST111) or position equivalent. POST Certification as a Communications Officer.	LH	\$40,689.92	\$51,081.39	\$61,472.86
GST113	Chief Dispatcher	High school diploma or GED AND Three years of experience required at the lower level Dispatcher 3 (GST112) or position equivalent. POST Certification as a Communications Officer.	High school diploma/GED and three (3) years of experience required at the lower level Dispatcher 3 (GST112) or position equivalent. POST Certification as a Communications Officer.	LJ	\$46,924.80	\$60,396.60	\$73,868.40
GST120	Customer Svc Rep 1	High school diploma or GED AND Six months of experience handling customer's questions, complaints and/or providing information.	High school diploma/GED and six (6) months of experience handling customer's questions, complaints and/or providing information.	F	\$29,519.63	\$37,401.50	\$45,283.37
GST121	Customer Svc Rep 2	High school diploma or GED AND completion of 90 quarter hours (60 semester hours) at an accredited college or university OR One year of experience in a customer service setting communicating information OR One year of experience required at the lower level Customer Svc Rep 1 (GST120) or position equivalent.	High school diploma/GED and completion of 90 quarter hours (60 semester hours) at an accredited college or university; or one (1) year of experience in a customer service setting communicating information; or one (1) year of experience required at the lower level Customer Svc Rep 1 (GST120) or position equivalent.	G	\$31,771.59	\$41,060.94	\$50,350.29
GST122	Customer Svc Rep 3	Bachelor's degree from an accredited college or university OR -Three years of experience in a customer service setting communicating information OR Two years of experience required at the lower level Customer Svc Rep 2 (GST121) or position equivalent.	High school diploma/GED and three (3) years of experience in a customer service setting communicating information; or two (2) years of experience required at the lower level Customer Svc Rep 2 (GST121).	H	\$34,248.75	\$44,467.04	\$54,685.32
GST123	Customer Svc Rep Spv	Bachelor's degree from an accredited college or university AND Three years of lead/supervisory experience in a customer service setting communicating information OR Five years of lead/supervisory worker experience in a customer service setting communicating information OR Two years of experience required at the lower level Customer Svc Rep 3 (GST122) or position equivalent.	High school diploma/GED and five (5) years in a lead worker, team leader, or supervisory role in a customer service setting communicating information; or two (2) years of experience required at the lower level Customer Svc Rep 3 (GST122).	I	\$36,973.63	\$48,213.74	\$59,453.85
GST124	Customer Svc Rep Spv 2	Bachelor's degree from an accredited college or university AND Four years of lead/supervisory experience in a customer service setting communication information OR Six years of lead/supervisory worker experience in a customer service setting communicating information OR Four years of experience required at the lower level Customer Svc Rep Spv (GST123) or position equivalent.	High school diploma/GED and six (6) years in a lead worker, team leader, or supervisory role in a customer service setting communicating information; or four (4) years of experience required at the lower level Customer Svc Rep Spv (GST123).	J	\$39,970.99	\$52,335.11	\$64,699.23

Job Code	Job Title	Entry Qualification	New Proposed Entry Qualification	Grade	Minimum	Midpoint	Maximum
PSP230	Field Coordinator	A Bachelor's degree AND two years of professional-level experience in emergency management, financial management (grants, contracting, claims management, budgeting), training/education, homeland security, public information/affairs, program/project management, environmental analysis/planning, civil/structural engineering, legislative affairs, and/or urban planning.--Additional qualifying experience will substitute, year for year for the education requirement.	Bachelor's degree and two (2) years of professional-level experience in emergency management, financial management (grants, contracting, claims management, budgeting), training/education, homeland security, public information/affairs, program/project management, environmental analysis/planning, civil/structural engineering, legislative affairs, and/or urban planning. Note: Additional qualifying experience will substitute, year for year for the education requirement.	K	\$43,268.09	\$56,868.62	\$70,469.15
PSP231	Field Coordinator 2	Two years of experience as a Field Coordinator -OR- a bachelor's degree AND three years of professional-level experience in emergency management, financial management (grants, contracting, claims management, budgeting), training/education, homeland security, public information/affairs, program/project management, environmental analysis/planning, civil/structural engineering, legislative affairs, and/or urban planning.--Note: Additional qualifying experience will substitute year for year for the education requirement.	Bachelor's degree and three (3) years of professional-level experience in emergency management, financial management (grants, contracting, claims management, budgeting), training/education, homeland security, public information/affairs, program/project management, environmental analysis/planning, civil/structural engineering, legislative affairs, and/or urban planning; or two (2) years of experience required at the lower level Field Coordinator (PSP230). Note: Additional qualifying experience will substitute, year for year for the education requirement.	L	\$47,982.94	\$63,351.55	\$78,720.15
PSP232	Field Coordinator 3	Three years of experience as a Field Coordinator 2 -OR- bachelor's degree AND four years of professional-level experience in emergency management, financial management (grants, contracting, claims management, budgeting), training/education, homeland security, public information/affairs, program/project management, environmental analysis/planning, civil/structural engineering, legislative affairs, and/or urban planning.--Note: Additional qualifying full-time work in emergency management may be substituted, year for year, for the education requirement.	Bachelor's degree and four (4) years of professional-level experience in emergency management, financial management (grants, contracting, claims management, budgeting), training/education, homeland security, public information/affairs, program/project management, environmental analysis/planning, civil/structural engineering, legislative affairs, and/or urban planning; ; or three (3) years of experience required at the lower level Field Coordinator 2 (PSP231). Note: Additional qualifying full-time work in emergency management may be substituted, year for year, for the education requirement.	M	\$53,310.72	\$70,677.24	\$88,043.76
PSP233	Field Coordinator Spv.	Three years of experience as a Field Coordinator 3 -OR- A bachelor's degree AND six years of professional-level experience in emergency management, financial management (grants, contracting, claims management, budgeting), training/education, homeland security, public information/affairs, program/project management, environmental analysis/planning, civil/structural engineering, legislative affairs, and/or urban planning.--Note: Additional qualifying full-time work in emergency management may be substituted, year for year, for the education requirement.	Bachelor's degree and six (6) years of professional-level experience in emergency management, financial management (grants, contracting, claims management, budgeting), training/education, homeland security, public information/affairs, program/project management, environmental analysis/planning, civil/structural engineering, legislative affairs, and/or urban planning; ; or three (3) years of experience required at the lower level Field Coordinator 3 (PSP232). Note: Additional qualifying full-time work in emergency management may be substituted, year for year, for the education requirement.	N	\$59,331.12	\$78,955.29	\$98,579.45

